

**VILLAGE OF CAMPTON HILLS  
BOARD OF FIRE AND POLICE COMMISSIONERS  
MINUTES OF REGULAR MEETING  
August 5, 2009**

**I. Call to Order**

Commissioner Nowicki called the meeting to order at 17:00.

**II. Roll Call**

Present: Commissioners Dennis Nowicki, Emad Eassa, Christian Boissonnas. Also present: Chief Greg Anderson.

**III. Approval of the Minutes from the June 24, 2009 meeting**

Eassa moved approval of the Minutes of the June 24, 2009 meeting. Nowicki seconded the motion which passed unanimously on a voice vote.

**IV. Communications**

None.

**V. Old Business**

None.

**VI. New Business**

- a. Discuss and act upon the Annual Report of the Board of Fire and Police Commissioners to the Village of Campton Hills President.  
Nowicki reported that he started preparation of the 2008/2009 annual report. He will complete a draft before the next meeting so that it can be acted upon at that meeting and forwarded to the Village Board.

- b. Review and act upon whether to make public Minutes of closed sessions of 10/6/2007 (first meeting), 10/6/2007 (second meeting), 10/20/2007, 12/12/2007 and 1/30/2008.  
Boissonnas reported that, 18 months having past since the above-mentioned meetings, the Board should decide whether to make them public or continue to keep them confidential.

Boissonnas moved that the minutes of the closed sessions of 10/6/2007 (first meeting), 10/6/2007 (second meeting), 10/20/2007, 12/12/2007 and 1/30/2008 be made open. Eassa seconded. The motion passed unanimously on a voice vote.

- c. Critique the selection process of new officers just completed.  
Nowicki noted that the variance of scores given by the commissioners during the last hiring period was very small, almost nonexistent. This suggests that the effort to treat all candidates equally was successful.

Anderson reminded the Board that it had talked about having a measure to take into account how candidates present themselves, their dress, appearance and demeanor.

Boissonnas had suggested that this question be added to the interviews: How would this candidate fit within the Village of Campton Hills Police Department? Anderson said that the Board could include under this question an evaluation of the quality of candidates' resumes. Boissonnas said that he wanted something by which he could evaluate the quality of the applicant package. Nowicki said that he has always scored resumes.

The Board decided that the question suggested by Boissonnas on overall fitness would include appearance, dress, contents and quality of the applicants' packet.

Eassa said that the Board should change the scenario in question 5 to one involving a DUI situation. Nowicki countered with the suggestion that, when the Board prepares for a set of interviews, it will ask the Police Chief for an example of a current situation or problem within the community that could be used for question 5.

Nowicki proposed that question 1 be changed to the following, suggested by Eassa: What have you done to prepare for this interview and what do you know about Campton Hills? The Board agreed.

The Board will review these changes and confirm them before starting the next interview process.

**VII. Next Meeting**

October 21, 2009, at 17:00 at the Village Office, 40W115 Campton Crossings Drive, Unit B.

**VIII. Adjournment:**

Boissonnas moved and Eassa seconded to adjourn the meeting. The motion passed unanimously on a voice vote. The meeting was adjourned at 17:55.

Respectfully submitted

---

Christian M. Boissonnas  
Secretary

Approved by the Board of Fire and Police Commissioners on: \_\_\_\_\_