

**VILLAGE OF WESTERN SPRINGS  
BOARD OF FIRE AND POLICE COMMISSIONERS  
REGULAR MEETING MINUTES  
October 12, 2021**

**Present:** Chair Marcia Buell; Commissioner James Maragos; Commissioner Janet Dahl; Brian Budds, Director of Law Enforcement Services; Mike Jurusik, Village Attorney; Ellen Baer, Village Manager; Susan Depner, Law Enforcement Services

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**Agenda Items:**

**1. Call to Order**

Chair Buell called the meeting to order at 7:05 a.m.

**2. Roll Call**

Chair Marcia Buell, Commissioner James Maragos, and Commissioner Janet Dahl were present. Also present were Brian Budds, Director of Law Enforcement Services, Mike Jurusik, Village Attorney, Ellen Baer, Village Manager, and Susan Depner, Police Department Administrative Services Coordinator.

**3. Approval of Meeting Minutes – September 15, 2021**

**MOTION:** Commissioner Dahl made a motion to approve the minutes of the September 15, 2021 meetings. Chair Buell seconded the motion. All present were in favor and the motion was approved by voice vote.

**4. Public Comment**

None.

**5. Proposed Amendments to Current BFPC Rules**

The purpose of the meeting is to amend the BFPC rules to provide for military and education preference points on the lateral hire list. The initial lateral hire list certified on September 15, 2021 did not include military and education preference points. Attorney Jurusik explained that after consideration and consultation among other municipal attorneys, he has decided that the lateral hire list should include preference points the same as the entry-level hire list; therefore the rules need to be amended to include this language and the list will need to be recertified once the rules changes are in effect and candidates are given the opportunity to submit preference points. In the past, the rationale for not including preference points on lateral lists was that those points would have been awarded to officers at the entry-level process, but the thought process has shifted now. Attorney Jurusik believes including preference points for the non-home rule lateral hire list is the right thing to do and that it will prevent future challenges to the list.

Chief Budds then explained that even with the implementation of preference points, the top four candidates on the current lateral list will not change position.

Chief Budds asked Attorney Jurusik to confirm that lateral candidates with an Associates degree in Criminal Justice or other specified law enforcement majors will be awarded 5 preference points. Attorney Jurusik confirmed this is correct.

Attorney Jurusik also explained that preference points are not cumulative; the most points any one candidate can get is 5 points. The candidates will have to apply in writing to be awarded preference points. Chief Budds then relayed to the Commissioners that candidate Mark Flis, who was # 2 on the list, has withdrawn from consideration. When the new list is certified, there will be seven candidates.

It was also pointed out that the entry-level hiring list rules will have to be amended to award preference points for Associate degrees. The rules were recently amended from requiring a Bachelor's degree to requiring 60 hours of college credit.

Chief Budds then asked Attorney Jurusik to go over a section of the BFPC rules that state a military veteran has preference on the lateral and entry-level lists in that another candidate cannot surpass a veteran on the list based upon education preference points. Attorney Jurusik explained that the list in this case would reflect the points a candidate has, but a non-veteran would remain ranked below a veteran even if education preference points would give that candidate a higher score overall. However, if the veteran was hired or withdrawn from consideration, the non-veteran would move up on the list accordingly. This applies only to preference points, not the initial ranking on the lists based upon written assessment and oral interview scores.

Attorney Jurusik also explained that on the entry-level list, if there is a candidate that has police officer experience and would not have to attend a police academy, you can hire that candidate over other candidates that do not have police officer experience, even if those candidates have a higher ranking on the entry-level list.

Chief Budds stated that the notice of amended rules will be published in a local newspaper on October 14, 2021, and that the law requires a 10-day period after publication before the rules changes are final.

MOTION: Commissioner Dahl made a motion to accept the revised rules of the Western Springs Board of Fire and Police Commission. The motion was seconded by Commissioner Maragos. The motion passed by a unanimous voice vote.

**6. Other Business**

None.

**7. Adjournment**

MOTION: Commissioner Maragos made a motion to adjourn the meeting and Commissioner Dahl seconded the motion. The motion passed by a unanimous voice vote. The meeting adjourned at 7:32 a.m.

Respectfully submitted,

Susan Depner  
Administrative Services Coordinator