

BOARD OF FIRE & POLICE COMMISSIONERS

100 NORTH ISLAND AVENUE

BATAVIA, ILLINOIS 60510

MEETING MINUTES

February 7, 2023

NOTE: These minutes are not a word-for-word transcription of the statements made at the meeting, nor intended to be a comprehensive review of all discussions. They are intended to make an official record of the actions taken by the Board and to include some description of discussion points as understood by the minute-taker. They may not reference some of the individual attendee's comments, nor the complete comments if referenced.

This meeting was held remotely via Zoom. The meeting was called to order at 4:05 p.m.

Roll Call

Members Present: Chairman Nancy Vance, Secretary Dennis Anderson

Members Absent: Commissioner Randy Zies

Others Present: Chief Shawn Mazza, Deputy Chief John Lucas, and Recording Secretary Joanne Miller

PUBLIC COMMENTS

None.

MEETING MINUTES

Motion: To approve the regular meeting minutes of December 6, 2022.

Maker: Anderson

Second: Vance

Voice Vote: 2 Ayes, 0 Nays, 1 Absent. All in favor. Motion carried.

Motion: To approve executive session meeting minutes of December 6, 2022.

Maker: Anderson

Second: Vance

Voice Vote: 2 Ayes, 0 Nays, 1 Absent. All in favor. Motion carried.

CORRESPONDENCE

Motion: To approve invoice 2007613, in the amount of \$1650, dated December 31, 2022, from Stephen A. Laser Associates for three police officer individual assessments.

Maker: Anderson

Second: Vance

Voice Vote: 2 Ayes, 0 Nays, 1 Absent. All in favor. Motion carried.

NEW BUSINESS

Fire Department Hiring Process:

Deputy Chief Lucas reviewed the current firefighter eligibility list with the commissioners. At this time two candidates completed their background check, but still need their polygraph. There is one additional candidate in the background process right now. Many candidates are not responding to our inquires for interviewing and several candidates have already taken jobs elsewhere. Lucas is requesting that the commissioners interview the two candidates that are eligible, on February 20 or 21, 2023, at the Fire Department. There are two open firefighter positions. The commissioners agreed to do the interviews and they will be set up as soon as possible.

Deputy Chief Lucas left the meeting at 4:30 p.m.

Police Department

Chief Mazza reviewed the Illinois Law Enforcement Trainings and Standards Board's revision of the physical fitness standards for police officer training. These changes will be in effect on January 1, 2023.

Chief Mazza also informed the board that the police department plan to adopt the "10 Shared Principles" policy. The department will build their policies around these principles. The commissioners are happy about the department adopting these principles and would like to give a copy of these principles to all new applicants. They would also like to review the current interview questions for police officers to make sure that they are supported by the "10 Shared Principles" and possibly update some of the questions.

Police Personnel

Executive Session

The Board entered Executive Session at 4:40 p.m.

Motion: To approve going into Executive Session to discuss personnel at 4:40 p.m.

Maker: Anderson

Second: Vance

Voice Vote: 2 Ayes, 0 Nays, 1 Absent. All in favor. Motion carried.

Motion: To approve leaving Executive Session and returning to Open Session at 5:05p.m.

Maker: Anderson

Second: Vance

Voice Vote: 2 Ayes, 0 Nays, 1 Absent. All in favor. Motion carried.

Open Session

The Board returned to Open Session at 5:05 p.m.

ADJOURNMENT

There being no further business to consider, Secretary Anderson made a motion to adjourn the meeting at 5:05 p.m. and was seconded by Chairman Vance. All in favor. Motion carried.

Ayes 2 Nays 0 Absent 1

The next regular meeting will be Tuesday, March 7, 2023, beginning at 4:00 p.m. This meeting will be held at the Batavia Police Department 2nd floor conference room.

Respectfully submitted,

Joanne E. Miller

Joanne Miller, Recording Secretary

APPENDIX A Physical Fitness Standards – December 2022 – For BLE classes beginning after January 1, 2023

1. SIT AND REACH TEST: This is a measure of the flexibility of the lower back and upper leg area. It is an important area for performing police tasks involving range of motion and is important in minimizing lower back problems. The test involves stretching out to touch the toes beyond the extended arms from the sitting position. The score is in the inches reached on a yard stick with 15" being at the toes.

	MALE AGE	MALE AGE	MALE AGE	MALE AGE		FEMALE AGE	FEMALE AGE	FEMALE AGE	FEMALE AGE
TEST: Sit and Reach	20-29	30-39	40-49	50-59		20-29	30-39	40-49	50-59
1-14-91	16.0	15.0	13.8	12.8		18.8	17.8	16.8	16.3
12-15-22	14.4	13.0	12.0	10.5		17.0	16.5	15.0	14.8

2. ONE MINUTE SIT UP TEST: This is a measure of the muscular endurance of the abdominal muscles. It is an important area for performing police tasks that may involve the use of force and is an important area for maintaining good posture and minimizing lower back problems.

	MALE AGE	MALE AGE	MALE AGE	MALE AGE		FEMALE AGE	FEMALE AGE	FEMALE AGE	FEMALE AGE
TEST: One Minute Sit Up Test	20-29	30-39	40-49	50-59		20-29	30-39	40-49	50-59
1-14-91	37	34	28	23		31	24	18	13
12-15-22	33	30	24	19		24	20	14	10


3. ONE REPETITION MAXIMUM BENCH PRESS: This is a maximum weight pushed from the bench press position and measures the amount of force the upper body can generate.

	MALE AGE	MALE AGE	MALE AGE	MALE AGE		FEMALE AGE	FEMALE AGE	FEMALE AGE	FEMALE AGE
TEST: Bench Press	20-29	30-39	40-49	50-59		20-29	30-39	40-49	50-59
1-14-91	98%	87%	79%	70%		58%	52%	49%	43%
12-15-22	88%	78%	72%	63%		51%	47%	43%	39%

4. 1.5 MILE RUN: This is a timed run to measure the heart and vascular systems' capability to transport oxygen. It is an important area for performing police tasks involving stamina and endurance and to minimize the risk of cardiovascular problems. The score is in minutes and seconds.

	MALE AGE	MALE AGE	MALE AGE	MALE AGE		FEMALE AGE	FEMALE AGE	FEMALE AGE	FEMALE AGE
TEST: 1.5 Mile Run	20-29	30-39	40-49	50-59		20-29	30-39	40-49	50-59
1-14-91	13:46	14:31	15:24	16:21		16:21	16:52	17:53	18:44
12-15-22	14:00	14:34	15:24	16:58		16:46	17:38	18:37	20:44

TO: City Council, Joint Committee of the Whole

FROM: Shawn R. Mazza, Chief of Police 

DATE: February 3, 2023

RE: Resolution 23-029-R: A Resolution of the Adoption of the Ten Shared Principles by Batavia Police Department

Summary

On March 22, 2018, the National Association for the Advancement of Colored People (NAACP) Illinois State Conference and the Illinois Association of Chiefs of Police (ILACP) agreed to Ten Shared Principles designed to build trust between law enforcement and communities of color, and the two statewide associations vowed “by mutual affirmation to work together and stand together in our communities and at the state level to implement these values and principles, and to replace mistrust with mutual trust wherever, whenever, and however we can.”

Background

Both organizations have a mutual passion for defending and protecting the civil rights of all citizens and in keeping our communities and citizens safe, and the associations conducted four joint leadership-level gatherings called “World Cafes” in 2016 and 2017 in Bloomington, Lake County, the Quad-Cities, and Champaign, where a total of ninety-seven leaders from law enforcement and communities of color discussed common concerns and “what most needs our attention going forward,” and the associations conducted four joint leadership-level gatherings called “Let’s Talk” -- in 2016 in Tinley Park and Bloomingdale, and 2017 in Tinley Park and Mt. Vernon, where a total of one hundred and seventy-seven leaders from law enforcement and communities of color discussed common concerns and “where do we go from here?” The resulting discussion produced the Ten Shared Principles.

Staff Recommendation:

To acknowledge and adopt these same Ten Shared Principles as their own, and thereby add the name of the Batavia Police Department to the historic agreement between the Illinois NAACP and the ILACP. These are the Ten Shared Principles:

1. We value the life of every person and consider life to be the highest value.
2. All persons should be treated with dignity and respect. This is another foundational value.
3. We reject discrimination toward any person that is based on race, ethnicity, religion, color, nationality, immigrant status, sexual orientation, gender, disability, or familial status.
4. We endorse the six pillars in the report of the President’s Task Force on 21st Century Policing. The first pillar is to build and rebuild trust through procedural justice, transparency, accountability, and honest recognition of past and present obstacles.
5. We endorse the four pillars of procedural justice, which are fairness, voice (i.e., an opportunity for citizens and police to believe they are heard), transparency, and impartiality.

6. We endorse the values inherent in community policing, which includes community partnerships involving law enforcement, engagement of police officers with residents outside of interaction specific to enforcement of laws, and problem-solving that is collaborative, not one-sided.
7. We believe that developing strong ongoing relationships between law enforcement and communities of color at the leadership level and street level will be the keys to diminishing and eliminating racial tension.
8. We believe that law enforcement and community leaders have a mutual responsibility to encourage all citizens to gain a better understanding and knowledge of the law to assist them in their interactions with law enforcement officers.
9. We support diversity in police departments and in the law enforcement profession. Law enforcement and communities have a mutual responsibility and should work together to make a concerted effort to recruit diverse police departments.
10. We believe de-escalation training should be required to ensure the safety of community members and officers. We endorse using de-escalation tactics to reduce the potential for confrontations that endanger law enforcement officers and community members; and the principle that human life should be taken only as a last resort.

Recommended Committee Action:

Motion to approve Resolution 23-029-R at the Joint Committee of the Whole meeting on Tuesday, February 14, 2023, and have the item placed on the City Council meeting agenda on Monday, February 20, 2023.

Required Action by City Council:

Approve Resolution 23-029-R: A Resolution of the Adoption of the Ten Shared Principles by Batavia Police Department.

Copies (w/att) to: Mayor Schielke and City Council
Laura Newman, City Administrator
Board of Fire & Police Commissioners



Adoption of Shared Principles by Batavia Police Department

WHEREAS, on March 22, 2018, the NAACP Illinois State Conference and the Illinois Association of Chiefs of Police agreed to 10 Shared Principles designed to build trust between law enforcement and communities of color, and

WHEREAS, the two statewide associations vowed “by mutual affirmation to work together and stand together in our communities and at the state level to implement these values and principles, and to replace mistrust with mutual trust wherever, whenever, and however we can,”

NOW BE IT THEREFORE RESOLVED that the Batavia, Illinois, Police Department adopts these same Ten Shared Principles as their own, and thereby adds its name to the historic agreement between the Illinois NAACP and the ILACP. These are the Ten Shared Principles:

1. We value the life of every person and consider life to be the highest value.
2. All persons should be treated with dignity and respect. This is another foundational value.
3. We reject discrimination toward any person that is based on race, ethnicity, religion, color, nationality, immigrant status, sexual orientation, gender, disability, or familial status.
4. We endorse the six pillars in the report of the President’s Task Force on 21st Century Policing. The first pillar is to build and rebuild trust through procedural justice, transparency, accountability, and honest recognition of past and present obstacles.
5. We endorse the four pillars of procedural justice, which are fairness, voice (i.e., an opportunity for citizens and police to believe they are heard), transparency, and impartiality.
6. We endorse the values inherent in community policing, which includes community partnerships involving law enforcement, engagement of police officers with residents outside of interaction specific to enforcement of laws, and problem-solving that is collaborative, not one-sided.
7. We believe that developing strong ongoing relationships between law enforcement and communities of color at the leadership level and street level will be the keys to diminishing and eliminating racial tension.
8. We believe that law enforcement and community leaders have a mutual responsibility to encourage all citizens to gain a better understanding and knowledge of the law to assist them in their interactions with law enforcement officers.
9. We support diversity in police departments and in the law enforcement profession. Law enforcement and communities have a mutual responsibility and should work together to make a concerted effort to recruit diverse police departments.
10. We believe de-escalation training should be required to ensure the safety of community members and officers. We endorse using de-escalation tactics to reduce the potential for confrontations that endanger law enforcement officers and community members; and the principle that human life should be taken only as a last resort.

02/03/23

Date

Shawn Mazza

Shawn Mazza, Chief of Police

**CITY OF BATAVIA, ILLINOIS
RESOLUTION 23-029-R**

ADOPTION OF THE TEN SHARED PRINCIPLES BY BATAVIA POLICE DEPARTMENT

WHEREAS, on March 22, 2018, the NAACP Illinois State Conference and the ILACP agreed to Ten Shared Principles designed to build trust between law enforcement and communities of color; and

WHEREAS, the two statewide associations vowed “by mutual affirmation to work together and stand together in our communities and at the state level to implement these values and principles, and to replace mistrust with mutual trust wherever, whenever, and however we can”; and

NOW, THEREFORE, BE IT RESOLVED, by the Mayor and City Council of the City of Batavia, Kane and Du Page Counties, Illinois, as follows:

That the Batavia, Illinois, Police Department adopts these same Ten Shared Principles as their own, and thereby adds its name to the historic agreement between the Illinois NAACP and the ILACP. The Ten Shared Principles are attached as ‘Exhibit 1’.

PRESENTED to and **PASSED** by the City Council of the City of Batavia, Illinois, this 20th day of February 2023.

APPROVED by me as Mayor of said City of Batavia, Illinois, this 20th day of February 2023.

Jeffery D. Schielke, Mayor

Ward	Aldermen	Ayes	Nays	Absent	Abstain	Aldermen	Ayes	Nays	Absent	Abstain
1	Baerren					Solfa				
2	Wolff					Leman				
3	Chanzit					Ajazi				
4	Malay					Connelly				
5	Uher					Beck				
6	Cerone					Russotto				
7	Miller					Vogelsinger				
Mayor Schielke										
VOTE:		0 Ayes	0 Nays	0 Absent	Abstentions					
Total holding office:		Mayor and 14 aldermen								

ATTEST:

Kate Garrett, City Clerk