

**RULES OF THE BOARD OF FIRE COMMISSIONERS
WARRENVILLE FIRE PROTECTION DISTRICT
DUPAGE COUNTY, ILLINOIS**

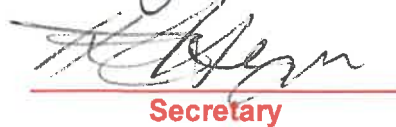


**Adopted as amended by the
Board of Fire Commissioners**

on

March 10, 2026


Chairperson


Secretary


Commissioner

**RULES OF THE BOARD OF FIRE COMMISSIONERS
WARRENVILLE FIRE PROTECTION DISTRICT**

TABLE OF CONTENTS

	<u>Page</u>
CHAPTER 1 - ADMINISTRATION	
Section 1.01 - Source of Authority.....	1
Section 1.02 - Appointment of Board Members and Terms of Office.....	1
Section 1.03 - Officers of the Board.....	1
Section 1.04 - Duties of the Board.....	1
Section 1.05 - Meetings.....	2
Section 1.06 - Amendments.....	4
Section 1.07 - Annual Report and Budget Request.....	4
CHAPTER 2 – JOB REQUIREMENTS, APPLICATIONS AND TESTING REQUIREMENTS FOR ORIGINAL APPOINTMENTS	
Section 2.01 - General Information.....	5
Section 2.02 - Application Fees	5
Section 2.03 - Age Requirements.....	5
Section 2.04 - Education and Certification Requirements	6
Section 2.05 - Citizenship and Residency.....	6
Section 2.06 - Application Forms.....	6
Section 2.07 - Additional Information.....	6
Section 2.08 - Retention of Records.....	6
CHAPTER 3 – EXAMINATIONS FOR ORIGINAL APPOINTMENTS	
Section 3.01 - Notice of Examinations.....	7
Section 3.02 - Type of Examinations.....	7
Section 3.03 - Order and Weight of Examinations.....	8
Section 3.04 - Orientation.....	8
Section 3.05 - Written Examinations.....	8
Section 3.06 - Physical Ability.....	8
Section 3.07 - Preliminary Eligibility Register.....	9
Section 3.08 - Subjective Components.....	9
Section 3.09 - Initial Eligibility Register.....	9
Section 3.10 - Final Eligibility Register.....	9
Section 3.11 - Additional Testing	12
Section 3.12 - Release of Information.....	12
Section 3.13 - Disqualification.....	12
Section 3.14 - Notification of Candidates.....	13
Section 3.15 - Change of Address.....	13
CHAPTER 4 – INITIAL APPOINTMENT AND WAIVER OF APPOINTMENT	
Section 4.01 - Filling of Vacancies.....	14
Section 4.02 - Acceptance of Appointment.....	14
Section 4.03 - Background Investigation.....	14
Section 4.04 - Medical Examinations.....	14
Section 4.05 - Fingerprints.....	15

**RULES OF THE BOARD OF FIRE COMMISSIONERS
WARRENVILLE FIRE PROTECTION DISTRICT**

CHAPTER 1 - ADMINISTRATION

1.01 Source of Authority

These rules are established by the Board of Fire Commissioners (the "Board") of Warrenville Fire Protection District (the "District") pursuant to power and authority derived from the Fire Protection District Act (70 ILCS 705/16.01 *et seq.*) and the Board of Fire and Police Commissioners Act (65 ILCS 5/10-2.1-1 *et seq.*).

In the event of any conflict between Board policy and the terms of a collective bargaining agreement covering District employees, the two shall be read together and deemed supplementary to each other wherever possible, but the collective bargaining agreement's provisions shall prevail if there is a direct conflict and the policy and contract cannot be read together.

1.02 Appointment of Board Members and Terms of Office

The Board shall be comprised of three (3) members. The Board shall be appointed by the Board of Trustees of the Fire Protection District (the "Trustees"). One of the Board members shall be appointed to serve until the first Monday of June of the next year after such appointment. The second Board member shall serve until the first Monday of June of the second year after such appointment. The third Board member shall serve until the first Monday in June of the third year following such appointment. Thereafter, Board members shall serve three-year terms, which shall expire on the first Monday in June of the third year. Each Commissioner shall serve until his or her successor is appointed and has qualified for the position. (70 ILCS 705/16.01, 16.02, and 16.03)

1.03 Officers of the Board

The Board shall annually elect a Chairperson and a Secretary during the first meeting each fiscal year. The Chairperson shall be the presiding officer at all meetings. The Secretary shall assist the Board by preparing all correspondence, keeping records, assisting in the testing process, and performing other duties as assigned by the Board. The Secretary shall keep the minutes of all meetings of the Board in a permanent record book and shall be the custodian of all the forms, papers, books, records and completed examinations of the Board, and shall perform all other duties the Board prescribes. (70 ILCS 705/16.02)

1.04 Duties of the Board

The scope of duties of the Board shall generally include:

- A. Establishing policies for recruiting, testing, selection, and promotion for all members covered under its authority.
- B. Establishing guidelines and procedures for hearings required for discipline and termination of members of the District covered by its authority.
- C. Serving as an appeals board or hearing board for District members disciplined or terminated under guidelines established by these rules.

- D. The Board shall have such other powers and duties as they are given~~it~~ by the statutes of the State of Illinois.

1.05 Meetings

A. **Regular Meetings**

Regular meetings of the Board shall be held quarterly or as determined necessary by the members of the Board. At the beginning of each calendar year, the Board shall prepare and make available a schedule of all its regular meetings, listing the times and places of such meetings. Meetings shall be held and notice of the meetings shall be given in accordance with the Illinois Open Meetings Act (5 ILCS 120/1 *et seq.*).

B. **Special Meetings**

Special meetings may be called by the Chair with notice thereof to be posted forty-eight (48) hours prior to convening, called by the filing of a notice in writing with the Secretary of the Board and signed either by the Chair of the Board or any Commissioner thereof. This notice shall contain an agenda for the meeting and shall set forth the time and place of such special meeting. No business not on the agenda shall be considered at a special meeting. All notices and agendas of special meetings shall be posted in accordance with the Open Meetings Act.

C. **Closed Sessions**

During any regular or special meeting, a closed session may be held for any purpose permitted by law as set forth in the Open Meetings Act. Closed sessions may be limited to Commissioners and such invited persons as the Board may deem necessary. The Secretary will record the motion to close the meeting, record the roll call vote of the Commissioners on said motion, and keep minutes of the closed session. A verbatim video or audio tape recording of each closed session shall be made and preserved for eighteen (18) months in accordance with the Open Meetings Act. The Board shall semi-annually review the minutes of all closed sessions to determine whether the need for confidentiality still exists as to all or part of those minutes and whether the minutes or portions thereof may be made available for public inspection. (5 ILCS 120/2 and 2a)

D. **Quorum**

A majority of the Board shall constitute a quorum for the conduct of all business.

E. **Order of Business**

The order of business at any meeting, except hearings and oral interviews of candidates, shall generally be:

- I. Call to Order
- II. Roll Call
- III. Approval of the Agenda
- IV. Public Comments
- V. Approval of the Minutes
- VI. Communications
- VII. Unfinished Business
- VIII. New Business

- IX. Closed Session for Any Lawful Purpose
- X. Adjournment

F. **Procedure**

Meetings of the Board shall be conducted in an orderly manner.

G. **Addressing the Board**

Except during the public comment portion of the regular Board agenda, or as stated in this rule, no person other than the Fire Chief or his designee, or the Board's attorney may address the Board.

A portion of every regular Board meeting shall be provided for public comment. The purpose of public participation is to allow the public the opportunity to make a statement to the Board. The purpose of public participation is not to provoke a debate with the Board. Once an individual has spoken, that individual may not speak on the same issue again. Any limitation regarding addressing the Board may be waived by a majority vote of the Board.

In the absence of any objection by a member of the Board, the Fire Chief may authorize an employee of the District to address the Board. Under special circumstances, the Chair may recognize employees or agents of the District on specific agenda items during the discussion of those items.

H. **Attendance by Other Means**

Members of the Board may attend meetings by video or audio conference subject to the following conditions:

1. A quorum of the members of the Board must be physically present at the meeting location.
2. The member requesting to attend by audio or video conference must be unable to physically attend the meeting because of (a) personal illness or disability; (b) employment purposes or the business of the Board; ~~or~~ (c) a family or other emergency; (d) unexpected childcare obligations; or (e) active military duty.
3. The member requesting to attend by audio or video conference must notify the recording secretary before the meeting if practicable.
4. A majority of the members of the Board must approve the member's request to attend by audio or video conference.
5. Equipment must be available that will permit the member to participate in the meeting so that the member can hear and/or see the other members of the Board and the other members of the Board can hear and/or see the member attending by audio or video conference.
6. If a member of the Board attends a meeting by audio or video conference in accordance with this policy, the minutes of that meeting shall reflect that the member was present via audio or video conference.
7. Members attending by audio or video conference shall be permitted to participate in the meeting as if they were physically present to the extent permitted by the

equipment used including the right to vote on any matters that come before the Board. (5 ILCS 120/7)

1.06 Amendments

Amendments to these rules of the Board may be made at any meeting of the Board. All amendments shall be printed immediately for distribution in accordance with Section 16.05 of the Fire Protection District Act. Notice of the place(s) where the printed rules may be obtained and of the date when rule amendments shall go into effect, not less than ten (10) days subsequent to the date of publication, shall be published in a manner prescribed by law. (70 ILCS 705/16.05)

1.07 Annual Report and Budget Request

The Board shall submit to the Board of Trustees of the District an annual report of its activities, and of the rules in force. In its annual report, the Board may make suggestions to the Board of Trustees that it believes would result in greater efficiency or safety in the fire district. The Board shall also prepare an annual budget request prior to the end of the fiscal year (see **Appendix A, Form 1**). (70 ILCS 705/16.14)

CHAPTER 2 – JOB REQUIREMENTS, APPLICATIONS AND TESTING REQUIREMENTS FOR ORIGINAL APPOINTMENTS

2.01 General Information

Applicants for examination must comply with the current prerequisite policies and the job descriptions adopted by the District's Board of Trustees. Standards for the testing and evaluation of applicants shall be established by the Board of Fire Commissioners based on an analysis of the essential functions of the position, and the tasks and traits necessary for successful performance in the position for which testing and evaluation shall be conducted. The testing standards shall be based on the suggestions of the District's physician and other consultants as deemed appropriate by the Board. The Board may also utilize National Fire Protection Association (NFPA) or other guidelines deemed appropriate by the Board. The testing process shall be practical in character and shall relate to those matters which fairly test the applicant's capacity to perform the essential functions of the job and shall be validated whenever possible. Any validation studies shall be consistent with criteria such as that established by the American Psychological Association and consistent with both state and federal equal employment opportunity laws.

2.02 Application Fees

The Board may charge a fee to cover the costs of the application process and the costs of the examination. Notice of any fees assessed will be published as part of the notice of the examination.

2.03 Age Requirements

Applicants must be at least twenty-one (21) years of age at the time of hire and under thirty-five (35) years of age on the last date for submission of applications for original appointment unless otherwise provided by state or federal law.

Such maximum age limitation shall not apply in the case of (1) any person previously employed as a full-time firefighter in a regularly constituted fire department of (i) any municipality or fire protection district located in Illinois, (ii) a fire protection district whose obligations were assumed by a municipality under Section 21 of the Fire Protection District Act, or (iii) a municipality whose obligations were taken over by a fire protection district, or (2) any person who has served the fire district as a regularly enrolled volunteer, paid-on-call, or part-time firefighter for the five (5) years immediately preceding the time that the district begins to use full-time firefighters to provide all or part of its fire protection service.

The maximum age limitation shall also not apply in the case of any person who turned 35 while serving as a member of the active or reserve components of any of the branches of the Armed Forces of the United States or the National Guard of any state, whose service was characterized as honorable or under honorable, if separated from the military, and is currently under the age of **forty** (40).

Furthermore, to qualify for either of the exceptions to the age limitations set forth in this section, the applicant shall have been actively working as a firefighter within two (2) years of the date of his or her application to this District. Proof of date of birth may be required. (70 ILCS 705/16.06b *et seq.*; 65 ILCS 5/10-2.1-6 *et seq.*)

2.04 Education and Certification Requirements

The Board of Fire Commissioners shall announce any applicable education and certification requirements for entry-level positions at the beginning of the application process. Failure to obtain or thereafter maintain requisite certifications as established by the Board of Trustees and/or the Commission shall result in the removal of an applicant from the application process, removal from an eligibility list, result in termination if the individual is employed as a probationary employee, or constitute just cause for dismissal if the individual is employed as a non-probationary employee.

2.05 Citizenship and Residency

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete an employment eligibility verification form upon hire. Applicants selected for employment must meet the District's residency requirements.

2.06 Application Forms

Applications for full-time positions with the District shall make application on forms approved by the Board (see **Appendix A, Form 2**). Applicants must file their application with the Board or its agent(s) prior to taking any examination, and must comply with the requirements of the form in every respect.

All applicants shall execute and deliver to the Board a signed release of all liability prior to participating in the application and examination process. The form for the release of all liability shall be approved by the Board and is included in **Appendix A, Form 2** of these Rules.

All applicants shall execute and deliver to the Board a form authorizing and empowering the Board and its agents or other outside service company engaged by the Board to conduct a background investigation of the applicant. Any false statement or omission of a material nature knowingly made by a person in an application or examination, or connivance in any false statement made in a certificate that may accompany such application, or complicity in any fraud touching the same shall be regarded as good cause for disqualification or exclusion from the examination process, and/or discharge from the District.

2.07 Additional Information

Applicants may be required to provide additional information or documentation for clarification of their application provided that the applicant is otherwise qualified for the position sought. However, nothing in this section shall require the Board to seek such additional documentation not properly provided by the applicant, and the failure to provide information or documents may be cause for refusing to further consider the applicant.

2.08 Retention of Records

All application and examination records shall become the property of the Board and shall be retained as required by law.

CHAPTER 3 – EXAMINATIONS FOR ORIGINAL APPOINTMENTS

3.01 Notice of Examinations

Notice of examination for original appointments shall be given by the Board by publication at least two (2) weeks preceding the examination in one or more newspapers published in the District or on the District's Internet website, and shall include a statement of:

- A. the deadline by which all applications will be received;
- B. the time, place, and location where such examinations will be held;
- C. fees to be charged to cover examination and application costs (if applicable);
- D. the general scope of the examination and the merit criteria for any subjective component set forth by the Board including notice of criteria necessary for any available preference points; and
- E. the position(s) to be filled from the resulting certified eligibility lists. (70 ILCS 705/16.06b(d))

The examinations may be postponed, however, by order of the Board. When an examination is postponed, the Board shall state the reason for such postponement and shall designate a new date for the examination. Applicants shall be notified of the postponement of any examination and the new date for examination.

3.02 Types of Examinations

A. Available Alternative Procedure for Original Appointments

The Board acknowledges the availability of an alternate procedure for the original appointment of firefighters utilizing a state-wide list of eligible candidates. However, at this time, the Board, pursuant to the authority under the Fire Protection District Act (70 ILCS 705/16.06 *et seq.*) and the Board of Fire and Police Commissioners Act (65 ILCS 5/10-2.1-6.3 *et seq.*) declines to participate in the selection of candidates from that list and elects to follow the procedure outlined in this Chapter.

Nothing in these Rules shall be interpreted to foreclose the decision by the Board at a future date to participate in the alternative procedure for original appointment of firefighters pursuant to the Fire Protection District Act, 70 ILCS 705/16.06c, or the Board of Fire and Police Commissioners Act, 65 ILCS 5/10-2.1-6.4. In the event such option is exercised, the Board will give appropriate notice of the option exercised and the procedures that will govern the original appointment of firefighters if the statewide option is invoked.

B. Original Appointment Testing by the Fire Commission

The examination and qualifying standards for employment of firefighters shall be based on: mental aptitude, physical ability, preferences, moral character, and health. Any examination and testing procedure utilized to determine a candidate's mental aptitude for qualification as a firefighter shall be supported by appropriate validation evidence. The mental aptitude (written examination), physical ability, subjective component based on merit criteria as determined by the Board, and preference components shall determine the applicant's qualification for and placement on the final register of eligible candidates.

No examination shall contain questions regarding the applicant's political or religious opinions or affiliations. (70 ILCS 705/16.06b(c) and (d))

3.03 Order and Weight of Examinations

The Board shall determine the order and criteria for evaluating all elements of the testing process prior to administering each examination. The Board may establish a job-related minimum passing grade in any examination. Failure to meet this or any established minimum passing grade shall disqualify candidates from further participation in the testing process. All grades shall be based upon weighing of criteria defined by the Board. Such criteria shall be established before tests are administered. The Board may rank the candidates; assign them a percentile, quartile, or raw score; or evaluate them as "qualified" or "not qualified" based upon performance in elements of the testing process.

3.04 Orientation

An orientation may be held for all applicants and, if held, shall be considered a mandatory part of the testing process. The Board or its agents shall explain the testing process and provide information so that the applicants are oriented regarding the position for which they apply. Applicants will receive notice of the orientation session and must attend the session assigned unless prior arrangements are made with the Fire Chief or his designee to attend an alternate session. Failure to attend the session assigned or the prearranged alternate date will result in disqualification.

3.05 Written Examinations

Written examinations shall be administered in order to measure specific job-related criteria. The test procedure will be determined by the Board or its agent or designee. Written tests may be used to differentiate among candidates beyond the passing level when the tests can be shown to be predictive of job skills or performance as documented by a validation study. All written examinations shall be administered in a manner that ensures the security and accuracy of scores achieved and all papers shall become the property of the Board. The grading of the written examination by the Board and/or its designees or agents shall be final and conclusive and not subject to review by any other board, tribunal, or court of any kind or description. All candidates shall be ranked based on their scores on the written examination. This initial ranking shall be used to determine eligibility to participate in subsequent portions of the examination process.

3.06 Physical Ability Testing

Applicants are required to undergo an examination of their physical ability to perform the essential functions included in the duties they may be called upon to perform as a member of a fire department. The Board elects to utilize the Candidate Physical Ability Test (CPAT) with ladder certification for the purpose of testing physical fitness. Along with their completed job application, applicants must provide proof of a current and valid CPAT card with ladder certification issued no ~~long~~ longer than one year prior to submitting their completed job application to qualify for placement on any list of eligible candidates. 70 ILCS 705/16.06b(f). Any costs associated with the CPAT with ladder certification will be at the expense of the applicants.

In the event that any applicant who has been found eligible for appointment and whose name has been placed upon the final eligibility register has not been appointed to a firefighter position within one year after the date of his or her CPAT examination with ladder certification, the Board may require proof of subsequent CPAT with ladder certification prior to his or her appointment. If the applicant does not provide proof of

subsequent CPAT with ladder certification, the applicant shall not be appointed. His or her name will be retained upon the register of eligible candidates and when next reached for certification and appointment, that applicant may provide proof of subsequent CPAT with ladder certification. If at this time the candidate's again fails to provide proof of subsequent CPAT with ladder certification, the applicant shall not be appointed, and his or her name shall be removed from the Final Eligibility Register. 70 ILCS 705/16.06b(c).

3.07 Preliminary Eligibility Register

The Board may create a Preliminary Eligibility Register. A candidate is eligible to be placed on this Register based upon his or her passage of the written examination, by attaining the minimum score set by the Board. The Board will announce the minimum score ~~f~~ prior to each written test. The minimum score should be set ~~so as~~ to demonstrate a candidate's ability to perform the essential functions of the job, and shall be supported by appropriate validation evidence. The Board may consider CPAT before or after the creation of the Preliminary Eligibility Register and any subjective components subsequent to the creation of the Preliminary Eligibility Register. The Board may make the determination of utilizing a Preliminary Eligibility Register after all applications have been received.

3.08 Subjective Components

The Board may conduct a subjective evaluation of candidates. The merit criteria for the subjective component shall be announced by the Board in the public notice of the exam. There shall be no minimum passing score for this component. Scores will be calculated objectively and used to rank candidates for placement on the Initial Eligibility Register.

3.09 Initial Eligibility Register

Following proof of passage of the physical ability test and any necessary recalculation of total scores after all subjective components have been administered and scored, the Board will prepare an "Initial Eligibility Register." The examination components for an Initial Eligibility Register shall be graded on a 100-point scale. The candidates will be listed in order of excellence based on their score without the application of any available preference points. When more than one applicant receives the same number of points, placement on the Initial Eligibility Register shall be assigned by lottery. No more than 60 days after the written examination and subjective evaluation, the Board shall post a dated copy of the Initial Eligibility Register at the District's administrative offices. The Initial Eligibility Register is subject to change with the addition of authorized preference points and said points will be included on the Final Eligibility Register.

3.10 Final Eligibility Register

A. Generally

In order to qualify for placement on the Final Eligibility Register, an applicant's score on the written examination, before any applicable preference points or subjective points are applied, must be at or above the minimum score set by the Board. The Board will announce the minimum score prior to each written test. The minimum score should be set so as to demonstrate a candidate's ability to perform the essential functions of the job, and shall be supported by appropriate validation evidence. The Board reserves the right to prescribe the score to qualify for placement on the Final Eligibility Register, but the score shall not be less than the minimum score set by the Board. (70 ILCS 705/16.06b(g)). Where more than one applicant receives the same number of points, placement on the Final Eligibility Register shall be assigned by lottery. (70 ILCS

705/16.07 and 16.08; 65 ILCS 5/10-2.1-8 and 10-2.1-9 The Final Eligibility Register shall remain valid for two (2) years after which it will expire, and the Board will strike off all remaining names. (70 ILCS 705/16.06b(h); 65 ILCS 5/10-2.1-9)

B. Preference Points

Candidates shall receive information regarding preference points with the District's application form. The Board must provide for ~~no fewer than at least ten~~ (10), ~~nor but no~~ more than ~~thirty~~ (30), preference points for applicants to apply for each test. The Board reserves the right to establish the amount of preference points to be awarded for every category except preference points for veteran status. The Board will state any available preference points in the remaining categories at the time notice of the examination is posted. If eligible for preference points, candidates shall make a claim in writing using the form included with the District's application form (see example in **Appendix A, Form 3**), with proof thereof within ten (10) days after the date of the Initial Eligibility Register or such claim shall be deemed waived. The Board will prepare a "Final Eligibility Register" which shall include approved preference points.

For example, the Commission may determine to assign preference points as follows:

1. Veteran's Preference Points

Applicants who served in the United States military actively for at least one (1) year and who were honorably discharged or are now on inactive or reserve duty shall be preferred for employment and shall receive a total of five (5) preference points. Proof of such service must include a copy of Military Form DD-214 (long form) as proof of active service, evidence of the honorable discharge and a sworn affidavit by the applicant.

2. Fire Cadet Preference Points

Applicants who have successfully completed 2 years of study in fire techniques or cadet training within a cadet program established under the rule of the Joint Labor and Management Committee may receive from zero (0) to five (5) preference points, at the Board's discretion.

3. Educational Preference Points

Any applicant who has successfully obtained an associate's degree in the field of fire service or emergency medical services, or a bachelor's degree from an accredited college or university may receive from zero (0) to five (5) preference, at the Board's discretion. The Board reserves the right to award a greater number of preference points for job-related degrees than for non-job-related degrees.

4. Paramedic Preference Points

Applicants who have obtained certification as a Paramedic may receive from zero (0) to five (5) preference points, at the Board's discretion.

5. Experience Preference Points

All applicants employed by the District who have been paid-on-call or part-time certified Basic Operations Firefighter, certified Advance Technician Firefighter, State of Illinois or nationally licensed EMT-B or EMT-I, licensed paramedic, or

any combination of those capacities may be awarded preference points for their experience.

Applicants from outside the District who were employed as full-time firefighters or firefighter-paramedics by a fire protection district or municipality for at least 2 years may be awarded up to the maximum available preference points for this category at the Board's discretion. No experience preference points will be awarded under this section to applicants for service with a private employer who had a contract for fire or ambulance service with a fire protection district or municipality. The Board shall prorate the awarding of the points based on partial years of experience under this section.

Proof of such service must include submission of copies of applicable certificates and a sworn affidavit by the applicant (see example in **Appendix A, Form 3**). Note that proof of POC or full-time service may be verified by the District. ~~Applicants may be awarded up to one-half (1/2) point for each complete year of paid-on-call or part-time service, up to a total of zero (0) to five (5) preference points, at the Board's discretion.~~ Applicants may be awarded up to one (1) point for each complete year of paid-on-call or part-time service, up to a total of zero (0) to five (5) preference points, at the Board's discretion.

No application of available experience preference points may be allowed that will cause any candidate on the Initial Eligibility Register to pass over or be listed above a veteran. In the case of a tie between candidates immediately below a veteran, those tied shall be ranked according to the total they would have achieved if all experience points could have been awarded. Any remaining ties shall be broken by lottery.

A candidate may not receive the full amount of experience preference points under this subsection if the amount of points awarded would place the candidate before a veteran on the eligibility list. If more than one candidate receiving experience preference points is prevented from receiving all of their points due to not being allowed to pass a veteran, the candidates shall be placed on the list below the veteran in rank order based on the totals received if all points under this subsection were to be awarded. Any remaining ties on the list shall be determined by lot.

6. **Residency Preference Points**

The Board, at its discretion, may award from zero (0) to five (5) preference points to applicants whose principal residence is located within the District's jurisdiction.

7. **Additional Preference Points**

The Board reserves the right to award up to an additional five (5) preference points for unique categories based on an applicant's experience or background as identified by the Board and announced with the notice of the examination. An example of this would be time spent with the District as a contract paramedic.

C. **Expiration of Register/Merger of Registers**

Nothing contained in the Rules under this Chapter shall be deemed to prevent the Board from initiating examinations for original appointments when a current Register has not expired. Any individual on the incumbent Register may elect to re-enter the examination process, provided, however, that said applicant's score from their previous exam will expire at the end of a two-year period and that the

score from the more recent examination will remain in effect for a two-year period following the taking of the most recent examination. Any person on the original Register not participating in the subsequent examination shall have their name stricken from the eligibility Register on the two-year anniversary date of their placement on the eligibility Register.

3.11 Additional Testing

After creation of the final eligibility register and before it expires, the Commission has the authority to conduct additional examinations, including without limitation an oral examination and polygraph test. Scoring of these additional examinations, if any, shall be prescribed by the Board prior to conducting these examinations; however, no minimum passing score shall be established. Any oral examination shall be administered according to a structured pattern established by the Board.

3.12 Release of Information

Information regarding specific elements of the testing process for any candidate shall be deemed to be confidential and shall not be released to a third party not serving as an agent of the Board in the examination process without written approval of the candidate.

3.13 Disqualification

The Board may refuse to examine an applicant, or after examination, may refuse to certify a candidate as eligible, or may refuse to appoint an eligible:

- A. who fails to fully complete the application or fails to comply with the requirements of the application or examination process in any respect;
- B. who is found **to be** lacking in any of the established bona fide occupational requirements of the position for which the candidate applies;
- C. who is physically unable to perform the essential duties of the position to which the candidate seeks appointment with or without reasonable accommodation;
- D. who uses intoxicating substances to the extent that performance may be diminished on the job, or who currently uses any nonprescription controlled substances or narcotics;
- E. who tests positive for drugs or other illegal, non-prescription narcotics identified in the District's Drug and Alcohol Policy;
- F. who has been convicted of any felony or a misdemeanor involving moral turpitude pursuant to Section 5/10-2.1-6.3 of the Illinois Municipal Code (65 ILCS 5/10-2.1-6.3) or Section 705/16.06b(i) of the Fire Protection District Act (70 ILCS 705/16.06b(i))
- G. who has attempted to practice any deception or fraud in completing the application or examination process;
- H. whose character and employment references are unsatisfactory;
- I. who has been dismissed from any public service for good cause;

- J. who knowingly divulges or receives test questions or answers before a written examination, or otherwise knowingly violates or subverts any of these rules;
- K. for any lawful reason, including any other reason set forth in Section 10-2.1-6.3 of the Illinois Municipal Code (65 ILCS 5/10-2.1-6.3) or Section 16.06b of the Fire Protection District Act (70 ILCS 705/16.06b);
- L. who has a questionable driving record consisting of multiple violations of traffic code or codes.

3.14 Notification of Candidates

Each candidate completing the testing process will be notified by electronic mail or phone within a reasonable time as to his or her ranking. In the event that the candidate achieves a numerical score that would eliminate the applicant from further participation in the testing process, that person shall receive notice stating that he/she has failed to score above the statutorily prescribed mean score and will not be placed on the next eligibility register. Upon completion, a copy of the Final Eligibility Register shall be posted at the District's administrative office.

3.15 Change of Address

It shall be the duty of each applicant for appointment to immediately inform the Commission in writing of any change of address, telephone number, or email address. The inability of the Commission to contact an applicant during the process due to any such change may result in the applicant no longer being considered for hire. Failure to properly notify the Commission may be considered sufficient grounds to strike the name of the applicant from the Final Eligibility Register.

CHAPTER 4 – INITIAL APPOINTMENT AND WAIVER OF APPOINTMENT

4.01 Filling of Vacancies

Whenever a vacancy exists in a position subject to the jurisdiction of the Board, the Board of Trustees shall ~~so~~ notify the Board. All original conditional offers of employment shall be made from the Final Eligibility Register, provided the candidates have satisfied all requirements established by the Board. The Board shall appoint the person with the highest ranking on the Final Eligibility Register; however, if the Board has reason to conclude that the highest ranked person fails to meet the minimum standards for the position or if the Board believes an alternative candidate would better serve the needs of the department, then the Board has the right to pass over the highest ranked individual. In this event, the Board may appoint either (i) any person ranking in the top five percent (5%) of the final eligibility roster, or (ii) any person who is among the top five (5) highest ranked persons on the Final Eligibility Register if the number of people ranking in the top five percent (5%) is less than five (5) individuals. (70 ILCS 705/16.06b(b)).

4.02 Acceptance of Appointment

An eligible candidate who has received a conditional offer of employment shall notify the Board of his or her intent to accept the conditional offer within five (5) business days of receipt of the offer. A candidate who has been certified by the Board to fill a vacancy may waive said appointment without losing his or her place on the eligibility list provided the candidate notifies the District of his or her waiver within five (5) business days of receiving a conditional offer of appointment. The right to waive appointment shall exist only once for each eligible candidate. An eligible candidate who refuses a second offer of appointment or untimely requests a waiver shall be stricken from the eligibility list.

4.03 Background Investigation

At the time a candidate accepts a conditional offer of employment, he or she shall execute an initial employment agreement (see **Appendix A, Form 5**). Prior to appointment, the Board shall also require that an in-depth background investigation be completed for all positions in the District for which it has jurisdiction. Such investigation shall examine the candidate's work record, criminal conviction history, educational experience and other factors of background and life experience which shall be reasonably related to the requirements of the position. An oral interview with the Board may also be included. This portion of the application process will be graded on a pass/fail basis. (70 ILCS 705/16.06b(i); 65 ILCS 5/10-2.1-6.2)

4.04 Medical Examinations

After a conditional offer of hire, and the successful completion of any other conditions of hire, eligibles for original appointment shall be required to submit to basic medical examinations, by physicians selected by the District. These examinations may include psychological and comprehensive drug evaluations. The extent and scope of the examinations shall be determined by the Board and shall be graded on a pass/fail basis. The Board shall pay for the basic required medical examination; however, if additional medical evaluations, testing, or treatment are required in order to determine the candidate's fitness for duty, the candidate shall be responsible for obtaining and paying for the additional medical evaluation, testing, or treatment. (70 ILCS 705/16.06)

4.05 Fingerprints

At the time an eligible candidate receives a conditional offer of employment, he or she shall be required to be fingerprinted as directed by the District. (70 ILCS 705/16.06b(i); 65 ILCS 5/10-2.1-6.1; 65 ILCS 5/10-2.1-6.2)

4.06 Temporary Appointments to Entry-Level Positions

The Board may make temporary appointments of candidates for entry level positions until regular appointments may be made under these Rules. The Board shall exercise such authority only when the Board of Trustees has entered appropriate findings of the need to prevent a stoppage of public business, to meet extraordinary exigencies, or to prevent material impairment of the District. A temporary entry-level appointment shall not exceed a period of sixty (60) days. No person shall receive temporary appointment to the same position more than twice in any calendar year. (70 ILCS 705/16.06b(j))

4.07 Certificates of Appointment

The sole authority to issue certification of original appointments shall be vested in the Board of Fire Commissioners and all certificates of appointment issued to any member of the fire department shall be signed by the chairman and secretary of the Board. 70 ILCS 705/16.06b(b)

CHAPTER 5 – PROBATION

5.01 Probation Period

Appointees to entry level positions in the District under the authority of the Board shall be on probation for one (1) year from the date of employment unless the Board of Trustees establishes a longer probationary period for firefighters with paramedic duties. Upon satisfactory completion of the probationary period, the appointment shall become permanent upon written notification from the Board. If an absence greater than thirty (30) days is granted by the District during the first nine (9) months of a firefighter's probationary period (or $\frac{3}{4}$ of a probationary firefighter/paramedic's probationary period), the probationary period shall extend by the length of the absence. (65 ILCS 5/10-2.1-4; 70 ILCS 705/16.13b)

The probation period shall exclude periods of training, or injury or illness leaves, including duty related leave of more than 30 days in length. If an absence greater than thirty (30) days is granted by the District during a firefighter's probationary period, the probationary period shall automatically be extended by the length of the absence. The employee shall be notified of the extension of the probationary period. The probationary period may further be extended for firefighters who are required as a condition of employment to become a licensed paramedic who fail to become a paramedic in the first year of employment. During this extended period for paramedic licensure only, the probationary employee may only be discharged without hearing if he or she fails to meet the requirements for paramedic license. (65 ILCS 5/10-2.1-4; 70 ILCS 705/16.06b(c))

5.02 Discharge of a Firefighter during Probationary Period

The Board of Trustees has the sole authority to terminate a probationary firefighter during the first twelve (12) months of employment. Any firefighter/paramedic with a greater than twelve (12) month probationary period may be terminated by the Board of Fire Commissioners after twelve (12) months of employment as provided by these Rules. A probationary firefighter and/or paramedic is an employee-at-will and may be suspended or terminated whenever the Board of Trustees determines that the employee's performance or conduct is unsatisfactory for any or no reason. In the event a probationary employee is terminated, the Union shall receive notice of the termination. (65 ILCS 5/10-2.1-4; 70 ILCS 705/16.13b)

CHAPTER 6 – PROMOTIONS

6.01 Rank and Classification

The District's order of ranks in the chain of command shall be as determined by the Board of Trustees. The Board shall confer with the Trustees and their designees for the purpose of establishing and maintaining standards of examinations and promotions based upon such information as job descriptions and departmental regulations. The determination of whether a position is a rank classification rests solely with the Board of Trustees. The provisions of this Article 6 relative to promotions may be modified by agreement between the Board of Trustees and the Union in the form of a Collective Bargaining Agreement or a letter of agreement between the parties.

6.02 Promotional Lists

Promotional lists of qualified eligibles shall be established as needed for the non-exempt ranks designated by the Board of Trustees.

6.03 Method of Promotion

All promotions to ranks in the District under the jurisdiction of the Board may be made on the basis of ascertained merit, subjective evaluation, seniority points, and written examination in full compliance with the Fire Department Promotion Act (50 ILCS 742/1 *et seq.*), as well as other applicable laws. All vacancies shall be filled by promotion. Applications for officer positions in the form of **Appendix A, Form 6** to these Rules shall be completed and submitted to the Board prior to the deadline set by the Board of Fire Commissioners.

All examinations for promotions, where practicable, shall be competitive among the members of the next lower rank who meet any eligibility requirements set forth for the promoted position. If the Board of Commissioners finds that a sufficient number of suitable candidates do not apply from the next lower rank, the Board shall extend the examination successively through all the orders of rank in the District in an endeavor to qualify suitable candidates. If a sufficient number of suitable candidates are not available through all orders of rank, the Board shall extend the examination to the general public. (50 ILCS 742/15 and 20; 70 ILCS 705/16.11)

6.04 Criteria for Determining Promotions

Except as otherwise set forth in the applicable CBA, the Board shall identify the criteria to be used in the evaluation of all candidates prior to administering each promotional examination. Eligibility requirements to participate in the promotional process shall be established and shall be published by posting on station bulletin boards at least one (1) year in advance of the date of the beginning of the promotional examination process (unless otherwise shortened by agreement). All promotional candidates shall be allowed to participate in all components of the testing process irrespective of their score on any one component. Each component of the testing process shall be based on a 100-point scale, and following the application of the weighting process, the total score shall also be based on a 100-point scale. (50 ILCS 742/20 and 30)

6.05 Examination Process

The exact examination process and testing procedures used shall be determined by the Board prior to advertising for the examination and shall be disseminated to all participants. In all cases, the compilation and posting of a seniority list shall take place first and shall be calculated as of the date of the written examination, followed by the ascertained merit and subjective evaluation portions of the examination process. The written examination shall in all cases be administered and graded last. Monitoring of the portions of the promotional examination that are amenable to monitoring may take place in accordance with Section 25 of the Fire Department Promotion Act (50 ILCS 742/15, 25, 30, 35, and 40). A person who is the knowing recipient of test information in advance of the examination shall be disqualified from the examination or discharged from the position to which he or she was appointed, as applicable, and otherwise subjected to disciplinary actions. 70 ILCS 70/16.06b(k).

6.06 Notice of Promotional Examinations

Written notice of the time, date, and location of every promotional examination shall be posted by the Board on the District's bulletin board for a minimum of ninety (90) days prior to any promotional examination. The Board shall also give notice of every promotional examination by publication at least two (2) weeks preceding the examination, in one or more newspapers published in the District. However, all members of the District for which the promotional examination is to be given may waive notice by publication in writing. The notice of examination shall include a statement of:

- A. the deadline by which all applications will be received;
- B. the time and place where such examinations will be held;
- C. the position to be filled from any resulting eligibility list;
- D. the applicable minimum aggregate passing score, if any; and
- E. a list of recommended reference materials and their availability.

Reading and study materials for current written examinations and the reading list for the last two (2) written examinations for each rank shall be made available and accessible at each fire station. (50 ILCS 742/15 and 35; 70 ILCS 705/16.09; and 65 ILCS 5/10-2.1-13)

6.07 Promotional List

After completion of the promotional testing process, the Board will prepare a preliminary promotional list. Applicants who are eligible for and elect to use their military preference credit must make a claim for such credit in writing to the Board within ten (10) days after the posting of the preliminary promotional list or such claims shall be deemed waived (see **Appendix A, Form 7**). The Board shall award veteran's preference points to those eligible veterans timely claiming the credit in accordance with Section 16.08a of the Fire Protection District Act; and Sections 10-2.1-10, 10-2.1-11 and 10-2.2-12 of the Illinois Municipal Code. No person shall receive preference for a promotional appointment after receiving one promotion from an eligibility list on which he or she was allowed military preference points (see **Appendix A, Form 7**).

Once all claimed preference points have been awarded, the Board shall certify a final adjusted promotional list. The final adjusted promotional list shall expire in three (3)

years from the date of its creation. Any names remaining on the list shall be stricken from the list upon its expiration. (50 ILCS 742/20; 70 ILCS 705/16.08a; 65 ILCS 5/10-2.1-10, 10-2.1-11 and 10-2.1-12)

6.08 Filling of Vacancies

All promotions shall be awarded to the person with the highest ranking on the final adjusted promotional list for that rank, unless the Board has reason to conclude that the highest ranked person has demonstrated substantial shortcomings in work performance or has engaged in misconduct affecting the person's ability to perform the duties of the promoted rank since the posting of the final promotional list. (50 ILCS 742/20(d))

6.09 Acceptance of Promotion

Any candidate may refuse a promotion once without losing his or her position on the final adjusted promotional list. Any candidate who refuses promotion a second time shall be removed from the final adjusted promotional list, provided that such action shall not prejudice a person's opportunities to participate in future promotion examinations. (50 ILCS 742/20(d))

6.10 Right to Review

Any person or party who believes that an error has been made with respect to eligibility to take an examination, examination result, placement or position on a promotional list, or veteran's preference, shall be entitled to a review of the matter by the Board. The person or party seeking a review has ten (10) days following the posting of the final promotional list to request the right to review, and untimely requests are deemed waived. The Board will conduct the review at its next regularly scheduled meeting and issue a final opinion on the matter within seven (7) days thereafter. (50 ILCS 742/60)

6.11 Temporary Appointments to Promoted Ranks

If there is no final adjusted promotion list in effect for the rank on the date a vacancy occurs, or if all persons on the final adjusted promotion list refuse the promotion, the Board shall not make a permanent promotion until a new final adjusted promotional list has been prepared. In such cases, a successor list shall be prepared and distributed within 180 days after a vacancy. Temporary promotions may be made for up to 180 days in the absence of a promotional list. (50 ILCS 742/15 and 20; 70 ILCS 705/16.11)

The Board may make temporary appointments of members for promotional positions until regular appointments may be made under these Rules. The Board shall exercise such authority only when the Board of Trustees has entered appropriate findings of the need to prevent a stoppage of public business, to meet extraordinary exigencies, or to prevent material impairment of the District. No person shall receive temporary appointment to the same position more than twice in any calendar year. Temporary promotions shall not exceed 180 days. (50 ILCS 742/5; 70 ILCS 705/16.12).

6.12 Voluntary Reassignment

Any officer may petition the Chief for reassignment to a lower rank. Upon approval of the Chief, the officer will be reassigned to the lower rank, and simultaneously therewith the Board of Fire Commissioners will promote another employee to the position held by the officer requesting reassignment as long as the Trustees determine the position is open.

6.13 Removal or Demotion

The Chief may file charges pursuant to Chapter 9 of these Rules seeking the removal or demotion of an officer to a lower rank. A hearing on the charges will be held in accordance with the procedures set forth in Chapter 9 for suspension, removal, and dismissal hearings.

CHAPTER 7 – ORDER OF RANK AND OATH OF OFFICE

7.01 Order of Rank

The order of rank of the District shall be as provided by District ordinance.

7.02 Oath of Office

Before entering duty, any appointee or promotee of the District shall take the following oath before the Board of Fire Commissioners or Board of Trustees:

"I _____, do solemnly swear or affirm that I will support the Constitution and Laws of the United States, the Constitution and Laws of the State of Illinois, and the ordinances, rules and regulations of the Warrenville Fire Protection District and that I will faithfully discharge the duties of the Office of _____ according to the best of my ability."

Signed _____

Subscribed and sworn to before me this

_____ day of _____, _____.

CHAPTER 8 – STANDARDS OF CONDUCT

8.01 Rules

Personnel of the District shall be governed by departmental policies, procedures, practices, rules, and regulations. Any violation of District policies, procedures, practices, rules, and regulations or of the laws of any local, State, or Federal government by any member of the District may be cause for the filing of charges against said member.

CHAPTER 9 – REMOVAL, DISCHARGE AND SUSPENSION

9.01 Prehearing Procedures

A. Filing of Complaints

Complaints subject to the jurisdiction of the Board shall be filed by the Trustees or the Fire Chief with the Secretary of the Board setting forth a plain and concise statement of the facts upon which the charge of misconduct is based.

B. Notification of Hearing

Upon the filing of a complaint with the Secretary of the Board, the Secretary shall notify both the complainant and respondent either by registered or certified mail, return receipt requested or personally of the time and the place of the hearing and the charges contained in the complaint. The respondent shall also be served with a copy of the complaint.

C. Stipulations

Parties may on their own behalf or by counsel, stipulate and agree in writing or on the record to evidentiary facts. Facts so stipulated shall be considered as evidence in the proceeding.

D. Objections to Sufficiency of Charges

Motions or objections to the sufficiency of written charges are proper at any time prior to commencement of the evidentiary portion of a hearing before the Board.

E. Subpoenas

Either the complainant or the respondent may at any time before a hearing make application for subpoenas by filing with the Board a written request identifying the individual to appear or the books, papers, records, accounts, and other documents to be produced. On the filing of such applications, subpoenas will be issued. Subpoenas may be served by any person of the age of twenty-one (21) years or older. Subpoenas will not be issued for anyone residing outside of the State of Illinois. Any requests for continuance by reason of inability to serve subpoenas shall be filed in the Office of the Board at least three (3) days before the date set for such hearing; provided, however, that the Board in its discretion may waive this rule.

F. Service

All papers required to be served shall be delivered personally to the party designated, or mailed by certified United States mail, return receipt requested, in an envelope properly addressed with the postage prepaid to the designated party at his or her last known residence as reflected by documents filed with the Board, except as herein otherwise provided. Proof of service of any document may be made by the certification of any person delivering the same to the designated party personally, or by filing a return receipt showing that a paper was mailed by either registered or certified mail, return receipt requested, to the party's address where it was received by a named party.

G. **Filing**

All documents may be filed with the Board by mailing them or delivering them to the Office of the Secretary of the Board at 3S472 Batavia Road, Warrenville, Illinois 60555. For the purpose of these Rules, the filing date of any document shall be the date of the business day (excluding weekends and holidays) it was received in the Board's office whether the document is delivered personally or by messenger or by mail. Items received after 4:30 p.m. on Friday and before 8:30 a.m. on Monday shall be deemed "filed" on Monday, provided that Monday is not a holiday. If Monday is a holiday, the item shall be deemed "filed" on the next business day.

H. **Forms of Paper**

All documents filed in any proceeding shall be typewritten or printed and shall be on one side of 8 1/2" x 11" paper only. The document shall be double-spaced except that long quotations may be single-spaced and indented. The original of all documents filed shall be signed in ink by the party filing the document or by an officer, agent, or attorney thereof. If documents are filed by an attorney, his or her name, address and telephone number shall appear thereon.

I. **Computation of Time**

The time within which any act under these rules is to be done shall be computed only on the business days, Monday through Friday, excluding holidays recognized by the District, except as provided in (J) below.

J. **Date of Hearing**

Time for the hearing of charges shall be set by the Board within thirty (30) calendar days from the time of the filing of such charges. Continuances may be granted from time to time upon motion of any party to the proceeding by the order of the Board. The granting of or refusing to grant a continuance of a hearing is within the discretion of the Board.

9.02 Hearing of Charges

- A. Hearings before the Board are quasi-judicial proceedings. The provisions of the Illinois Code of Civil Procedure shall not be binding on the Board, but may be referred to in guiding the Board in its proceedings. The Board shall determine any special rules for conducting the hearing.
- B. "Counsel" as used herein means one who has been admitted to the bar as an attorney at law in the State of Illinois.
- C. No rehearing, reconsideration, modification, vacation, or alteration of a decision will be allowed, except upon a written request filed within five (5) calendar days of the Board's decision. While any request for rehearing, reconsideration, modification, vacation, or alteration is pending, the time period for review under the Administrative Review Act shall not be tolled. (75 ILCS 5/3-101 *et seq.*)
- D. In any hearing, including a hearing requested by any employee, the burden shall be upon the Trustees or the Fire Chief to prove the charges by the preponderance of the evidence.

- E. All hearings shall be conducted in accordance with the Open Meetings Act. (5 ILCS 120/1 *et seq.*)
- F. At the time and place of hearing, parties may be represented by counsel if they so desire.
- G. All proceedings before the Board during the conduct of a hearing shall be recorded by a court reporter to be employed by the Board.
- H. The records of all hearings will not be transcribed by the court reporter unless requested by the Board or any party of interest. When a party of interest requests that a transcribed record be kept, the party of interest shall pay for the cost of transcription and record preparation.
- I. All witnesses shall be sworn in by a member of the Board or the court reporter prior to testifying. All matters will be decided by the Board upon evidence presented at the hearing.
- J. The Board will first hear the witnesses substantiating the charges which have been made against the respondent. Thereafter, the respondent may present and examine those witnesses whom he or she desires the Board to hear. All parties shall have the right to cross-examine witnesses presented by the opposite party. Both parties shall have the right of rebuttal.
- K. The Board's attorney shall serve as counsel to the Board.
- L. All hearings may be bifurcated, and if so, the initial hearing shall be over the alleged misconduct. If the misconduct is upheld, a second hearing shall be conducted on the penalty assigned.

9.03 Suspension Pending Hearing

In cases where a hearing of the charges is pending on seeking the suspension of a member, the Board may suspend a member of the District against whom charges have been proffered for up to thirty (30) days without pay until the conclusion of such proceedings. In cases where a hearing on the charges is pending on seeking the dismissal of a member, the Board may suspend a member of the District against whom charges have been proffered for an unlimited period without pay. Such suspension may be considered a part of the disciplinary action if the employee is found guilty.

If the Board is contemplating the suspension of a member pending a full hearing on the charges, the Board shall hold an informal pre-suspension meeting with the employee to allow the employee a chance to respond orally to the charges and the proposed suspension pending the hearing on the charges. The employee shall receive written notice of the meeting by personal service or certified mail, return receipt requested, and shall be afforded protections under the Firemen's Disciplinary Act, where applicable. (50 ILCS 745/1 *et seq.*)

9.04 Suspension by the Fire Chief

- A. The Fire Chief shall have the right to suspend any member under his or her command without pay for a period not to exceed five (5) consecutive calendar days for any one offense, providing no charges regarding the same offense(s) have been filed and are pending before the Board. The Chief shall promptly notify the Board in writing of the suspension.

- B. Any firefighter so suspended shall be entitled to appeal the suspension by requesting in writing a hearing before the Board within five (5) calendar days after notification of the suspension. The request for an appeal hearing must be filed with the secretary of the Board. A hearing shall be granted upon such request, and due notice shall be given to the Fire Chief and to the employee in the same manner as if charges were originally filed before the Board.
- C. Upon conclusion of the suspension appeal hearing, the Board may sustain the action of the Fire Chief, may reduce the suspension, or reverse the suspension with instructions that the officer or member suspended receive pay and benefits withheld for the period involved, or may suspend the employee for an additional period of up to thirty (30) days, demote the member to a lower rank and/or discharge the member or officer, as it deems appropriate.

9.05 Findings and Decision

The findings and decision of the Board following a hearing of charges shall be recorded by the Secretary and notice of said findings and decision sent to the member involved and the Board of Trustees for enforcement. A member may be discharged, removed from a higher rank, or suspended without pay for a period not exceeding thirty (30) calendar days.

The Board shall inform the Board of Trustees of any decision discharging a member from employment or removing a member from a higher rank and demoting the member to a lower rank and the reasons for its decision. Any discharge or removal decision shall not become effective until confirmed by a majority vote of the Board of Trustees.

Notice of the Board of Trustees' confirmation vote shall be provided to the respondent, complainant, and the Board of Fire Commissioners. Notice of the confirmation vote shall be the final administrative decision for purposes of administrative review for demotions or discharges. All other findings and decisions of the Board involving disciplinary sanctions less than demotion or discharge shall be final administrative decisions and are not subject to the Board of Trustees' confirmation.