



At the Heart of Community

BOARD OF FIRE AND POLICE COMMISSIONERS

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MEETING MINUTES

A regular meeting of the Lake Zurich Board of Fire and Police Commissioners was held on October 21, 2025 at 5:30 p.m. at the Lake Zurich Police Department at 200 Mohawk Trail in Lake Zurich, Illinois.

I Call to Order

The meeting was called to order at 5:39 p.m. by Commissioner Hilt.

Roll call showed the following commissioners were present: Commissioner Hilt and Commissioner Bush. Commissioner Kelly was absent and excused.

Also present: Fire Chief Pilgard, Deputy Fire Chief Christopherson, and Deputy Police Chief Sieber

II Public Comment

None

III Approval of Minutes

Commissioner Bush made a motion to approve the minutes of the September 16, 2025 meeting as presented, seconded by Commissioner Hilt and passed on a voice vote.

IV Communications

- A. The commissioners discussed a FOIA that was sent to the Village from a police officer candidate who was disqualified during the background check process. The FOIA was denied and she was referred to the Lake Zurich Board of Fire and Police Commissioners. As of yet the commission has not received a FOIA.
- B. The commissioners discussed a letter received from a former firefighter/paramedic candidate. The commissioners decided to deny his request for further information about his disqualification from the hiring process.

V. Unfinished Business

None

VI. New Business

Police

- A. Department update
 - Officer Daigle field training update.

- Two recruits in the police academy are doing well.
- One police recruit was terminated.
- Dispatch consolidation continues to move ahead with the planned transition being October 28, 2025.
- Background investigations for the two vacant police officer positions continue targeting the January 2026 police academy.
- Police command recently visited two downstate police academies.
- 2026 budget review is ongoing with the Finance Department.

B. Review of police officer candidate backgrounds

- a. Deputy Chief Sieber reviewed the background investigation and polygraph results of police officer candidate Mateusz Gierczak. Board members discussed the results.

There was a motion by Commissioner Bush, seconded by Commissioner Hilt, to offer a conditional offer of employment to candidate Gierczak, contingent on him passing a psychological examination, employment physical, and drug screening. On a voice vote there were all ayes and the motion passed.

- b. Deputy Chief Sieber reviewed the background investigation and polygraph results of police officer candidate Anthony Michael Bryan. Board members discussed the results.

There was a motion by Commissioner Bush, seconded by Commissioner Hilt, to disqualify candidate Bryan from further consideration and remove him from the eligibility list. On a voice vote there were all ayes and the motion passed.

- c. Deputy Chief Sieber reviewed the background investigation and polygraph results of police officer candidate Stephanie Kahler. Board members discussed the results.

There was a motion by Commissioner Bush, seconded by Commissioner Hilt, to disqualify candidate Kahler from further consideration and remove her from the eligibility list. On a voice vote there were all ayes and the motion passed.

- d. Deputy Chief Sieber reviewed the background investigation and polygraph results of police officer candidate Yosi Sandoval. Board members discussed the results.

There was a motion by Commissioner Bush, seconded by Commissioner Hilt, to disqualify candidate Sandoval from further consideration and remove her from the eligibility list. On a voice vote there were all ayes and the motion passed.

- e. Deputy Chief Sieber reviewed the background investigation and polygraph results of police officer candidate Elias Vargas. Board members discussed the results.

There was a motion by Commissioner Bush, seconded by Commissioner Hilt, to disqualify candidate Vargas from further consideration and remove him

from the eligibility list. On a voice vote there were all ayes and the motion passed.

- f. Deputy Chief Sieber reviewed the background investigation and polygraph results of police officer candidate Francisco Garcia-Robledo. Board members discussed the results.

There was a motion by Commissioner Bush, seconded by Commissioner Hilt, to offer a conditional offer of employment to candidate Garcia-Robledo, contingent on him passing a psychological examination, employment physical, and drug screening. On a voice vote there were all ayes and the motion passed.

- g. Deputy Chief Sieber reviewed the background investigation and polygraph results of police officer candidate Austin Lantz. Board members discussed the results.

There was a motion by Commissioner Bush, seconded by Commissioner Hilt, to disqualify candidate Lantz from further consideration and remove him from the eligibility list. On a voice vote there were all ayes and the motion passed.

Fire

A. Department update

- a. Chief Pilgard advised everything was going well at the fire department.

B. Personnel update

- a. Chief Pilgard briefed the board about department members who are out with injuries.
- b. Chief Pilgard briefed the board about the status of the probationary firefighter/paramedics.
- c. Chief Pilgard briefed the board on a department member who is out on administrative leave.
- d. Lieutenant Henriksen is doing well as an acting shift commander.
- e. Deputy Chief Rutkowski was hired.

C. NTN Firefighter/Paramedic update

- a. The application period is open on the website. There are thirteen candidates in the queue for the new list. Three of the candidates are FF/PM. Two of the candidates are paramedic students.

D. Resource Management Associates Captain promotional testing update

- a. The final phases for testing process for the fire captain position begins with, Fire & Police Commission interviews being scheduled for this meeting and the written examination coming in November.

E. Eligibility List for Entry Level FF/PM Candidates

- a. Deputy Chief Christopherson presented the commissioners with the final eligibility list for entry level FF/PM. There was a motion by Commissioner Bush, seconded by Commissioner Hilt to approve the list.

F. Review of FF/PM Candidate Backgrounds

- a. Deputy Chief Christopherson reviewed the application process and communication with FF/PM candidate Matthew Kahn. Board members discussed the results.

There was a motion by Commissioner Bush, seconded by Commissioner Hilt, to disqualify candidate Kahn from further consideration and remove him from the eligibility list. On a voice vote there were all ayes and the motion passed.

- b. Deputy Chief Christopherson reviewed the background investigation of FF/PM candidate Mikel Mendoza. Board members discussed the results.

The commissioners decided to revisit Mendoza's application at a future meeting.

- c. Deputy Chief Christopherson reviewed the background investigation and polygraph results of FF/PM candidate Connor Hewitt. Board members discussed the results.

There was a motion by Commissioner Bush, seconded by Commissioner Hilt, to offer a conditional offer of employment to candidate Hewitt, contingent on him passing a psychological examination, employment physical, and drug screening. On a voice vote there were all ayes and the motion passed.

- d. Deputy Chief Christopherson reviewed the background investigation and polygraph results of FF/PM candidate Ryan Daubenspeck. Board members discussed the results.

There was a motion by Commissioner Bush, seconded by Commissioner Hilt, to disqualify candidate Daubenspeck from further consideration and remove him from the eligibility list. On a voice vote there were all ayes and the motion passed.

- e. Deputy Chief Christopherson reviewed the background investigation of FF/PM candidate Jason McGahan. Board members discussed the results.

There was a motion by Commissioner Bush, seconded by Commissioner Hilt, to disqualify candidate McGahan from further consideration and remove him from the eligibility list. On a voice vote there were all ayes and the motion passed.

- f. Deputy Chief Christopherson reviewed the background investigation and polygraph results of FF/PM candidate Jack Lentz. Board members discussed the results.

There was a motion by Commissioner Bush, seconded by Commissioner Hilt, to offer a conditional offer of employment to candidate Lentz, contingent on

him passing a psychological examination, employment physical, and drug screening. On a voice vote there were all ayes and the motion passed.

- g. Deputy Chief Christopherson reviewed the background investigation and polygraph results of FF/PM candidate Noah Tuftedal. Board members discussed the results.

The commissioners decided to revisit Tuftedal's application at a future meeting.

G. Panel interview for fire captain candidate

- a. The Board of Fire and Police Commissioners interviewed fire captain candidate(s). Chief Pilgard and Deputy Chief Christopherson moderated the candidate interviews.

VII Adjournment

There being no further business to come before the board, Commissioner Bush made a motion to adjourn the meeting, seconded by Commissioner Hilt and passed on a voice vote.

Meeting adjourned at 7:25 p.m.

Michael Hilt
Commissioner

11/18/25
Date

Submitted by: [Signature]
Recording Secretary