



City of Rolling Meadows

Board of Fire and Police Commissioners

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City of Rolling Meadows Board of Fire & Police Commissioners

Minutes of Special Meeting on January 23, 2026

Present: Tom Callard, John Loesch, Dave Walter, Mary Sheahen

Absent: Laura Garcia

Also Present: Tony Peluso, Police Chief (via Microsoft Teams and phone); Matt Weiglein, Deputy Police Chief; Scott Mohr, Deputy Fire Chief (via Microsoft Teams); Mike Katsenios, Police Sergeant; Kelly Paule of National Testing Network (via Microsoft Teams)

Call to Order: Having established a quorum, Chairman Callard called the meeting to order at 7:58 AM.

Public Comment: None.

Presentation by National Testing Network: Kelly Paule of National Testing Network provided a presentation outlining how the organization can streamline and enhance the hiring process to attract a broader range of candidates. National Testing Network works with both small and large departments and offers examinations that are validated and legally defensible, ensuring a fair and compliant hiring process. The organization's Client Services team assists with implementation, while its Marketing team supports promotion of job postings. National Testing Network also manages data collection and testing centers, and examination scores are delivered in real time immediately following testing.

Chairman Callard inquired about the length of the testing process. Ms. Paule explained that the human relations and writing components are proctored and require approximately two hours to complete. The public safety self-assessment for police candidates and the job suitability assessment for fire candidates, which measure integrity and bias, are not proctored and consist of agree/disagree questions that take approximately one hour. These unproctored assessments may be completed prior to the proctored components.

Ms. Paule further stated that the recorded interview may be completed either before or after the proctored components. National Testing Network can score the recorded interview for an additional fee; however, a scoring rubric will be provided to the Commission at no additional cost should the Commission choose to score the interviews independently.

Ms. Paule also reviewed the features of National Testing Network's online portal, noting that candidate statuses can be viewed through the portal, thereby reducing administrative workload for the City. Additionally, National Testing Network assists with social media promotion and search engine visibility for job postings.

Ms. Paule stated that National Testing Network provides background investigations, which can reduce the overall timeline to six weeks or less and meet all applicable industry standards. These investigations result in a psychologist-designed report to assist the department in making hiring decisions.

Ms. Paule further explained that National Testing Network conducts psychological evaluations that include a one-on-one session with a licensed psychologist. A clear and legally defensible report is provided with a recommendation to hire or not hire.

National Testing Network also offers promotional selection services designed to make the promotional process fair and legally defensible while remaining customizable to meet the specific needs of individual departments. Ms. Paule stated that National Testing Network has not faced any legal challenges related to its testing or selection processes.

Commissioner Walter requested clarification regarding pricing. Ms. Paule explained that pricing is based on whether the Commission selects a continuous job posting model or a short-term annual posting model, and noted that the City has approximately 50 law enforcement officers and 44 fire personnel. Chairman Callard clarified that the Commission is interested in a continuous posting model, which Ms. Paule stated is the less expensive option.

Ms. Paule advised that the annual membership cost under the continuous posting model is \$750 for police and \$750 for fire. This annual membership includes all basic elements, including testing, pre-recorded interviews, marketing and job postings. Ms. Paule also noted that discounted pricing is available for three-year and five-year membership terms.

Commissioner Walter further requested a cost breakdown of additional services. Ms. Paule stated that she would provide that information to Sgt. Katsenios.

Ms. Paule explained that access to the National Testing Network online portal is determined by the City. National Testing Network's Client Services Department will assist with initial setup.

Chairman Callard requested a copy of the extended application questions used by National Testing Network. Sgt. Katsenios asked that Ms. Paule provide the six pre-recorded interview questions used for fire personnel to Deputy Chief Mohr.

Chairman Callard inquired about the use of preference points. Ms. Paule stated that Client Services can incorporate approved preference points into a candidate's final score within the system.

Deputy Chief Mohr asked how often the application portal may be opened or closed and how long after completing an examination a candidate may apply their test score to the City of Rolling Meadows' hiring process. Ms. Paule explained that National Testing Network requires a job posting to remain open for a minimum of six months before it may be closed. After closing, the posting may be reopened for the remainder of the year. Postings open for fewer than six months are considered short-term postings.

Ms. Paule further stated that candidates may transfer an existing application and test score to another participating department, such as Rolling Meadows, for a \$15 fee. Candidates may re-test every three months, either after failing or just to improve their score, for a \$60 fee. A passing score is 70 percent.

Chairman Callard suggested budgeting for some of the additional management services to support the upcoming police sergeant promotional process.

Ms. Paule stated that National Testing Network would provide a demonstration of its video-based interview questions.

Commissioner Walter asked whether a rolling eligibility list could be used for the sergeant promotional process. Chief Peluso inquired about adjusting the duration of the eligibility list. He also noted that the City Attorney is currently reviewing applicable statutes and that Deputy Chief Weiglein is conducting additional research on the matter.

Chief Peluso stated that he would not want to discontinue conducting background investigations in-house; however, he expressed interest in exploring the use of National Testing Network for psychological assessments. He further suggested that National Testing Network psychological assessments could be considered as part of the promotional process, noting that this would provide a fresh evaluation (rather than using a provider who previously assessed candidates as new hires).

The Commission decided not to view a presentation from Public Safety Testing, due to cost considerations, and determined that there is no obligation to explore additional options at this time.

New Business

Fire & Police Commission: None.

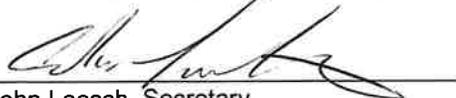
Fire: None.

Police: Deputy Chief Weiglein asked to add candidates Kevin Lange and Barrett Loehrer to the Lateral List.

Commissioner Walter made a motion to add Kevin Lange and Barrett Loehrer and approve the updated Lateral List, seconded by Commissioner Loesch. With no further discussion, a vote was taken. All in favor; motion carried.

Adjournment: Having no further business to discuss, Chairman Callard made a motion to adjourn, seconded by Commissioner Sheahan. All in favor; motion carried. The meeting was adjourned at 9:12 AM. The next regularly scheduled meeting will be conducted on February 9, 2026 at 8:30 AM.

Respectfully submitted by Rachel Reiter.


John Loesch, Secretary
Board of Fire & Police Commissioners