



**FIRE AND POLICE COMMISSION  
DECEMBER 19, 2025 AT 2:00 PM**

PALATINE POLICE DEPARTMENT HEADQUARTERS  
595 N. HICKS ROAD  
PALATINE, IL 60067-5339  
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**MINUTES**

**SPECIAL MEETING**

**2:00 PM**

**I. CALL TO ORDER**

Meeting was called to order at 2:00PM.

**II. ROLL CALL**

<b>PRESENT :</b>	Fire & Police Commissioner Dan Nallen, Fire & Police Commissioner Robert Falardeau, Fire & Police Commissioner Eugene Nowak, Fire & Police Commissioner James Hader, Fire & Police Commissioner William Rossi
<b>ABSENT :</b>	
<b>ARRIVED :</b>	

**III. APPROVAL OF MINUTES**

Approval of minutes from the regular meeting of 11/05/25.

Hader- 1<sup>st</sup>, Falardeau – 2<sup>nd</sup>, all in favor.

**IV. CLOSED SESSION AS REQUIRED**

No closed session required.

**V. LATERAL POLICE OFFICER CANDIDATE INTERVIEW**

Interview conducted at 2:03PM.

**VI. CONSIDER THE CHIEF'S REQUEST FOR REMOVAL OF CANDIDATES FROM THE LATERAL OFFICER ELIGIBILITY LIST**

*Removal of Carl Palowski and Nicholas Bradberry:* Hader – 1<sup>st</sup>, Falardeau – 2<sup>nd</sup>, all in favor.

**VII. PERMANENT APPOINTMENT OF PROBATIONARY OFFICERS**

Consider the permanent appointment of probationary Officer Nicholas Cippichio.

Nallen – 1<sup>st</sup>, Hader – 2<sup>nd</sup>, all in favor.

**VIII. NEW BUSINESS**

Police Department update, and discussion of dates for new police officer testing in 2026.

Upcoming lateral hire will bring Department staffing to 109. Anticipate hiring three in March '26 to replace upcoming retirements.

Presented Action Plan to BFPC for upcoming New Officer testing process in February 2026. Nallen motioned to approve the presented BFPC interview dates (February 25 – 26, 2026), Hader – 2<sup>nd</sup>. Roll Call taken, all in favor.

Discussed upcoming Sergeants Test (Spring 2026). Will develop an Action Plan and present at BFPC meeting to approve vendor and dates.

**IX. PUBLIC COMMENT**

None present.

**X. ADJOURNMENT**

Nallen – 1<sup>st</sup>, Hader – 2<sup>nd</sup>, all in favor, 2:31PM.