

BOARD OF FIRE AND POLICE COMMISSION

January 5, 2022

8:30 a.m. – Peoria, Illinois

MEETING WAS HELD ELECTRONICALLY - ZOOM

ROLL CALL

The Board of Fire & Police Commission meeting was called to order by Chairperson Lynn Pearson.

Commissioner's present: Lynn Pearson, Tom Burke, William Watkins, John Williams, William Spears, and Leonard Unes

Others present: Affirmative Employment Specialist Debra Bush, Police Chief Eric Echevarria, Police Captain Michael Clark, Fire Chief James Bachman, and Assistant Fire Chief Shawn Sollberger

APPROVAL OF MINUTES

William Watkins motioned to receive and file the minutes of Regular Meeting December 1, 2021 as presented; seconded by Tom Burke; all approved 6-0.

COMMUNICATIONS

- A. **Recognition Day Letter** – Police Detective Ekaterini Politis
- B. **Request to Promote** – Fire Engineer Cornell Brooks to Fire Captain effective November 19, 2021 due to the retirement of Fire Captain Mike Wittenmeier
- C. **Request to Promote** – Firefighter Ryan Standley to Fire Engineer effective November 19, 2021
- D. **Request to Promote** – Fire Captain Tony Cummings to Battalion Chief of EMS effective November 29, 2021 due to the promotion of Battalion of EMS Roland Tenley to Division Chief
- E. **Request to Promote** – Fire Captain Marcus Rutledge to Training Supervisor effective December 15, 2021 due to the retirement of Fire Captain/Training Supervisor Rease Watson
- F. **Request to Promote** – Fire Engineer Douglas Snowden to Fire Captain effective December 15, 2021
- G. **Request to Promote** – Firefighter Daniel Cunningham to Fire Engineer effective December 15, 2021

Tom Burke motioned to receive, and file communication A, B, C, D, E, F, and G, as presented; seconded by William Watkins; all approved 6-0.

OLD BUSINESS

A. Timeline and Recruiting Efforts

Fire Chief Bachman stated that they will start a Firefighter Recruit class on January 10, 2022 with three new Recruits.

Fire Chief Bachman stated that they were currently running their CPAT practice tests on Tuesday's, Thursday's, and Saturday's.

Fire Chief Bachman stated that they will have their Firefighter written examination in March and that there was one applicant left to be hired from the current pool.

Police Captain Clark stated that they have a Swearing-In ceremony scheduled on Monday for ten Police Recruits. He stated they are checking to see if they could get a replacement for one candidate that dropped out of the process this week.

Police Captain Clark stated that the Police Training Academy is from January 17, 2022 until April 21, 2022.

Police Captain Clark stated that the Recruits that graduated in December are now finishing up Rookie School and starting their first phase out in the field.

Debra Bush stated that there were at least 30 Police Recruit candidates that had turned in their documents to participate in the testing process.

Police Captain Clark stated that they have one person remaining on the current list that will need to complete a medical examination and then is ready to start for the next class in May.

NEW BUSINESS

Debra Bush stated that on Tuesday, January 11, 2022, the Police and Fire presentations will be presented to City Council with the presence of the NAACP.

Fire Chief Bachman shared his computer screen and presented the Diversity Initiative 2021 for the Fire/Rescue Department.

In summary, the changes in 2021 consisted of the following:

- 16 Firefighters were hired in 2021
- 5 African American Males = 31%
- 1 Hispanic Male – 6%
- 10 Caucasian Males – 62%

Total protected class hiring was 37%.

Current Hiring Pool Results

- The Fire Department is currently in the process of establishing a new pool. The current hiring pool has one Caucasian male left in it.
- New pool will be established in March 2022.

Current Diversity Percentages

A total of 178 employees represents the Peoria Fire/Rescue Department, down from high of 214 in 2014. Breakdown is as follows:

- African American – 11%
- Caucasian – 87%
- Hispanic – 1%
- Asian - .5%
- Female – 3%
- Male – 97%

Police Chief Echevarria shared his computer screen and presented the Peoria Police Department 2022 Demographics Report with the summary as follows:

2022 PPD Current Protected Class

- 33% Protected Class (3 out of every 9)

2022 Cadet Program

- 20% Protected Class (2 out of every 4)

2021 PPD New Hires

- 55% Protected Class (3 out of every 6)

2021 Male Minority Applicants

- 32% (1 out of every 3)

2021 Female Minority Applicants

- 6% (1 out of every 7)

2021 Hiring Pool Protected Class

- 39% Protected Class (3 out of every 8)

Police Chief Echevarria stated that the Peoria Police Department strives to represent the community to which it serves. For “Diversity is the magic. It is the first manifestation, the first beginning of the differentiation of a thing and of simple identity. The greater the diversity, the greater the perfection.” – Thomas Berry

Debra Bush stated that the entire presentation will be attached to the minutes.

Lynn Pearson stated that the Police Department was getting great feedback from the public about going door to door and talking with the community.

Lynn Pearson and the Commission thanked the Police Chief for his new efforts in serving the community.

William Watkins moved to approve the Police and Fire Department presentations as presented; seconded by John Williams; all approved 6-0.

ADJOURN MEETING

There being no further business, Bill Spears moved to adjourn the meeting; seconded by Leonard Unes; all approved 6-0.

Submitted by: Debra D. Bush
Affirmative Employment Specialist

APPROVED:

Lynn Pearson, Chairperson

John Williams, Member

Thomas Burke, Vice Chairperson

William Watkins, Member

Leonard Unes, Secretary

William Spears, Member