

BOARD OF FIRE AND POLICE COMMISSION

July 6, 2022

8:30 a.m.

City Hall, 419 Fulton Street, Room 404, Peoria, Illinois

ROLL CALL

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

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

Commissioners Absent: Tom Burke

Others present: Affirmative Employment Specialist Debra Bush, Police Captain Earnest McCall, Interim Fire Chief Shawn Sollberger, Interim Assistant Fire Chief Rick Morgan, and Attorney Masum Perkins

APPROVAL OF MINUTES

William Watkins motioned to receive and file the minutes of Regular Meeting June 1, 2022, as presented; seconded by William Spears; all approved 6-0.

COMMUNICATIONS

A. Letter of Commendation – Police Detective Derek Harwood

William Spears motioned to receive, and file communication A as presented; seconded by John Williams; all approved 6-0.

OLD BUSINESS

A. Timeline and Recruiting Efforts

Interim Fire Chief Shawn Sollberger stated that they participated in the Juneteenth Celebration and passed out several fliers and had great conversations with various people.

Interim Fire Chief Sollberger met with Women's ICC Coach and will also do presentations to the women's and men's basketball teams in August.

Interim Fire Chief Sollberger stated that they plan to do the same presentations to the soccer and baseball teams.

Interim Fire Chief Sollberger stated that they are also reaching out to the high school sports as well with a plan to go to Bradley University.

Interim Fire Chief Sollberger stated he met with Shawn Newell from WMBD, and they talked about creating a recruitment video.

Interim Fire Chief Sollberger stated that starting next week, they will have a videographer riding along with them to get video, interviews, etc., to be able to put a video on social media and other sources available.

Interim Fire Chief Sollberger stated that they were working on a City of Peoria Job Fair to include Police, Fire, ECC and Public Works to be held at the Exhibit Hall and get a fire truck, police car, dump truck, ECC display and other things on display at the same time as the job fair.

Interim Fire Chief Sollberger stated that they were excited to have two students from the Mayor's Youth Intern Program work for them from 8:00 a.m. to Noon, Monday through Thursday.

Interim Chief Sollberger stated that they are working on getting an apprenticeship program rather than a Fire Cadet because they would have more flexibility in recruitment and retention plus, they would be given points and would not have to test to become a Firefighter.

Police Captain Earnest McCall stated they were at the Juneteenth Celebration as well and have been doing recruitment in conjunction with the Tri-County Urban League.

Police Captain McCall stated they are signed up to attend various Job Fairs both in person and virtual.

Police Captain McCall stated they had four students from the Mayor's Youth Intern Program, and it is going well plus it is a good way for them to see how things work in the Police Department in hopes of becoming an Officer one day.

Police Captain McCall stated they hired two female Cadets which would give them a total of four Cadets.

Police Captain McCall stated that they were working on lateral transfers since it has become so difficult to get Officers hired.

Interim Fire Chief Sollberger stated that in their current pool they have two females and seven minorities on the list.

Police Captain McCall stated that they are working with Bradley University to make a recruitment video.

Police Captain McCall stated that they are working with the National Testing Network (NTN) that will allow applicants to take the written test online at anytime and if the applicants take the testing at ICC, the City would pay the \$55 cost for them to take the test.

B. Review of Revised Drug Use or Possession Policy

Attorney Masum Perkins stated that she had emailed the revised policy to the Commissioners, plus Debra Bush had sent the current policy and revised policy in the mail with the Fire and Police agenda for review.

Debra Bush stated that the statement regarding "unlawful use of a controlled substance by a candidate in a current eligibility pool including two years prior to the establishment of the pool," was what Commissioner Tom Burke had a question.

Debra Bush stated that when the Eligibility Pools were good for two years, this was a current statement, but at this time the pools barely last one year, so this was something that should be looked at to be reworded.

Interim Fire Chief Sollberger stated that even though things could be on a case-by-case basis, we want to be as consistent as possible.

Attorney Perkins stated that she would like to review the questions the polygraph examiner uses to make sure they are in line with what the Commission needs in order to make the correct decisions on the polygraphs.

Kelly Peterson moved to adopt the revised drug use or possession policy effective July 6, 2022, presented by the Attorney; seconded by John Williams; all approved 6-0.

ADJOURN TO EXECUTIVE SESSION

William Watkins moved to adjourn to Executive Session under 2c (1) of the Open Meetings Acts, seconded by John Williams; all approved 6-0.

RECONVENE TO REGULAR SESSION

NEW BUSINESS

Lynn Pearson stated that while in Executive Session they reviewed the minutes from the July 6, 2022, meeting and they will not be released per Attorney Perkins.

William Spears moved to approve the Executive Session Minutes of July 6, 2022, that are not to be released, seconded by Kelly Peterson; all approved 6-0.

Lynn Pearson stated that while in Executive Session they reviewed the Recommendation to Hire Police Recruits, and it will be approved as presented.

Leonard Unes moved to approve the Recommendation to Hire Police Recruits as presented; seconded by William Spears; all approved 6-0.

Lynn Pearson stated that while in Executive Session they reviewed the Firefighter polygraph examinations and Firefighter candidates F22-007 and F22-015 will have their offers of employment withdrawn due to admissions.

William Watkins moved to remove Firefighter candidates F22-007 and F22-015 offers of employment due to admissions made on the polygraph; seconded by Kelly Peterson; all approved 6-0.

Lynn Pearson stated that Firefighter candidates F22-001, 002, 003, 005, 006, 008, 009, 010, 011, 012, 013, 014, 016, 017, 018, 020, 021, 022, 023, and 024 will continue in the process.

Lynn Pearson stated that while in Executive Session they reviewed the Firefighter psychological examinations and Firefighter candidates F22-009, F22-014 and F22-018 will have their offers of employment withdrawn due to being found unqualified by the psychological examiner.

William Spears moved to remove Firefighter candidates F22-009, F22-014 and F22-018 offers of employment due to being found unqualified by the psychological examiner; seconded by Kelly Peterson; all approved 6-0.

Lynn Pearson stated that Firefighter candidates F22-001, 002, 003, 005, 006, 008, 010, 011, 012, 013, 016, 017, 020, 021, 022, 023, and 024 will continue in the process.

Attorney Perkins stated that we need a motion to return to discussion regarding the Drug Use or Possession Policy.

Kelly Peterson moved to return to the discussion of the Drug Use or Possession Policy; seconded by William Watkins; all approved 6-0.

Attorney Perkins will make the changes to the newly approved drug policy to provide the same language as the current policy along with the added information.

Kelly Peterson moved to make the necessary changes to the newly appointed policy as an amendment as stated by the Attorney; seconded by William Spears; all approved 6-0.

Attorney Perkins stated that she would email the Commission a copy of the updated policy for their review.

ADJOURN MEETING

There being no further business, William Spears moved to adjourn the meeting; seconded by John Williams; all approved 6-0.

Submitted by: Debra D. Bush
Affirmative Employment Specialist

APPROVED:

Lynn Pearson, Chairperson

William Spears, Member

Leonard Unes, Member

William Watkins, Member

John Williams, Secretary

Kelly Peterson, Member