

BOARD OF FIRE AND POLICE COMMISSION

October 5, 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, Tom Burke, and Kelly Petersen

Others present: Affirmative Employment Specialist Debra Bush, Police Captain Earnest McCall, Fire Chief Shawn Sollberger, Attorney Masum Perkins, Dr. Tom Campion and his Intern Yi-Chien Hung from Campion, Barrow and Associates

Psychological Examiner Presentation - Lynn Pearson introduced Tom Campion, Psychologist, Campion Barrow and Associates.

Dr. Campion also introduced his Intern, Mr. Yi-Chien Hung who is working on his doctorate and has interests in public safety psychology and other things that his office does.

Dr. Campion stated that he is always glad to come to the Commission meeting and discuss the psychological process and answer any questions the Commission may have.

Dr. Campion discussed the process as it relates to the psychological process that he does for the City of Peoria.

Tom Burke asked if they candidates are told to bring lunch, etc. since it is lasts most of the day.

Debra Bush stated that they are not told to bring a lunch, but that the process would last most of the day.

Dr. Campion stated that the candidates can come and go throughout the day, walk around the building, and go and get lunch.

Tom Burke asked how many cities with Police Departments in Illinois or surrounding areas are going away from polygraphs and psychological examinations to FBI.

Dr. Campion stated that the training and standards board makes any decisions regarding the examinations.

Dr. Campion stated that in Minnesota, they can't legally do polygraph examinations.

Dr. Campion stated that the agencies that do polygraphs, psychological examinations and backgrounds together get very powerful information on the candidates.

Dr. Campion stated that he is not seeing agencies moving away from polygraph or psychological evaluations.

Kelly Peterson asked if Dr. Campion has found that any demographics that go through this process are better than others such as male or female; black, white, or Hispanic, etc.?

Dr. Campion stated that there are some profile shifts depending on ethnicity and even a gender shift, but it depends on what the clinical scales used for the psychological process come out to be.

Debra Bush asked if there was a different test for those that are a lateral transfer Police Officer than the new Police Recruits.

Dr. Campion stated that they go through the exact same process, but with the lateral transfers, the test will show if they have been taking care of themselves or stressed out in the previous position and if they are ready to embark on a different journey to a new department.

Bill Spears asked if anybody looked back at Officers that were involved in fatal or disastrous situations or considered doing a follow up psychological exam on Officers after about five to ten years of employment.

Dr. Campion stated that a person's psychological examination could be different from when they first got one due to them not having experienced the life of an Officer, but it is not advisable to continue to give these tests unless it is really needed.

Dr. Campion stated that if the City of Peoria does have an incident, they do send the Officers to have a Critical Incident Stress Debriefing and that report is then sent back to the City stating if they appear to be ready to return to work.

Fire Chief Sollberger asked when the last time was, they did an assessment of the Fire Department to address the changes due to paramedic, technical rescue teams, underwater rescue, SRT, etc., which would help get candidates with the right skills to do these jobs.

Dr. Campion stated he did this a few Chiefs ago, but he would love to come in and discuss any changes and adjust the testing tools to make sure we are getting the candidates that would be suited to be a Peoria Firefighter.

Lynn Pearson thanked Dr. Tom Campion and his Intern for coming to the meeting to address the Commission and give an update on the psychological process.

APPROVAL OF MINUTES

Tom Burke motioned to receive and file the minutes of Regular Meeting September 7, 2022, as presented; seconded by William Watkins; all approved 7-0.

COMMUNICATIONS

- A. Recognition Day Letters**— Police Detective Christina Chavez, Police Officers Andrew Redpath, Joseph Smiles, Brian Moore, and Matheson Wood

Tom Burke motioned to receive, and file communication A as presented; seconded by Bill Spears; all approved 7-0.

OLD BUSINESS

A. Timeline and Recruiting Efforts

Fire Chief Sollberger stated they had a great conversation with ICC Woman's Basketball Coach Redeker and made a presentation in front of her team, which two of them are signing up to become a Firefighter in the next testing cycle.

Fire Chief Sollberger stated that the CPAT test would be located at Expo Gardens, which is centrally located and more visible than the previous location.

Fire Chief Sollberger stated that the Recruitment Video is almost done with just intimate details being finished.

Fire Chief Sollberger stated that they will have the dedication of the new Fire Station 4 on October 19, 2022.

Fire Chief Sollberger stated that they have five Firefighter Recruits in training right now and they are hiring 11 more due to receiving the SAFER grant.

Fire Chief Sollberger stated the five Recruits will graduate on November 4th and the new 11 Recruits will start on the same day and they are very excited about this situation.

Fire Chief Sollberger stated that the five Recruits are 46% diverse and the new 11 are 47% diverse, which they are really excited about.

Police Captain McCall stated they have been recruiting at job fairs and attending high schools to make contact with the youth.

Police Captain McCall stated the women Officers have been reaching out to other women to have them do ride-a longs, come to the station to work with them and talk with them about being an Officer.

Police Captain McCall stated that the interviews from the department and Commission have been done and they have a list of 16 candidates and two lateral Officers to be hired.

Police Captain McCall stated they are doing things like mock interviews in collaboration with the Urban League and working with their Fitness Team to get the candidates prepared to pass the POWER test.

Police Captain McCall stated they had to release a Police Recruit due to not following the rules at the Police Training Academy, and no longer being able to attend the Academy.

Fire Chief Sollberger stated that they are starting their Apprenticeship Program on April 1, 2023, which would be three people from ages 17-21 years of age for a three-year program.

Police Captain McCall stated that the City should have some kind of Summer Camp for middle school age students to give them information on becoming a Police Officer or Firefighter.

ADJOURN TO EXECUTIVE SESSION

Tom Burke moved to adjourn to Executive Session under 2c (1) of the Open Meetings Acts, seconded by Kelly Peterson; all approved 7-0.

RECONVENE TO REGULAR SESSION

NEW BUSINESS

Lynn Pearson stated that while in Executive Session they reviewed the minutes from the September 7, 2022, meeting and they are okay to be released per Attorney Perkins.

Kelly Peterson moved to approve the Executive Session Minutes of September 7, 2022, that are okay to be released, seconded by John Williams; all approved 7-0.

Lynn Pearson stated that while in Executive Session they reviewed the Police Recruit Hiring List for Police Recruits and Lateral Police Officers, and the lists will be approved as presented.

Tom Burke moved to approve the Police Recruit Hiring List for Police Recruits and Lateral Police Officers as presented; seconded by Bill Spears; all approved 7-0.

ADJOURN MEETING

There being no further business, Tom Burke moved to adjourn the meeting; seconded by Leonard Unes; all approved 7-0.

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

Thomas Burke, Vice Chairperson