

BOARD OF FIRE AND POLICE COMMISSION
May 3, 2023
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 Vice Chairperson Tom Burke
Commissioner's present: Leonard Unes, William Watkins, William Spears, John Williams, and Tom Burke
Commissioners Absent: Lynn Pearson and Kelly Petersen
Others present: Affirmative Employment Specialist Debra Bush, Police Captain Earnest McCall, Attorney Michael Toran, and Fire Chief Shawn Sollberger

ELECTION OF OFFICERS

Vice Chair Tom Burke stated that the election of officers shall be conducted, and the floor was open for nominations.

Leonard Unes nominated the slate of officers stay the same for this year. Debra Bush stated that Lynn Pearson didn't want the position of Chairperson for the upcoming year.

William Spears nominated Tom Burke for Chairperson and Tom Burke gave his consent.

Tom Burke asked were there any further nominations, which were none and the nominations were closed.

William Spears asked to have a second motion to nominate Tom Burke as the new Chairperson; no discussion and seconded by William Watkins; all approved 5-0.

Tom Burke nominated William Spears for Vice Chairperson and William Spears gave his consent.

Tom Burke asked were there any further nominations, which were none and the nominations were closed.

Tom Burke asked to have a second motion to nominate William Spears as the new Vice Chairperson; no discussion and seconded by William Watkins; all approved 5-0.

William Spears nominated John Williams for Secretary and John Williams gave his consent.

Tom Burke asked were there any further nominations, which were none and the nominations were closed.

Tom Burke asked to have a second motion to nominate John Williams as the new Secretary; no discussion and seconded by Tom Burke; all approved 5-0.

Tom Burke introduced Jeff Council, Traffic Safety Engineer who wanted to address the Commission.

Mr. Council stated that he was working on Scotts Law and attending meetings to share his exciting story. He has four years of work on Scotts Law and passed out some business sized Roadway Responder Safety cards with all his researched information.

Mr. Council stated that he had worked as an Engineer for Caterpillar for 20 years until he was laid off in 2016 and that was when his direction changed.

Mr. Council stated that he started to focus on roadway safety, and he started to document crashes and found that there were 2,000 crashes in three years and that 63% of those crashes occurred in the live lane.

Mr. Council went over the following Scene Risk Factors as shown on the card, that he researched:

1. In a Live Lane (63%)

2. Hours of increased risk of impaired or drowsy drivers (36% occur between 9pm-4am); 23% are marked as actually impaired, which is likely underreported in my info)
3. Reduced sight distance due to a curve or hill (23%)
4. Adverse weather – reduced visibility or traction (17%, at least)
5. Traffic (volume, speed) (Not easy to get statistics, but a factor we must consider.)

Fire Chief Shawn Sollberger asked if he had considered putting this information on a spreadsheet in computer form to better keep track of the data.

Mr. Council stated he wasn't very good with technology, but it is something he would like to consider.

Mr. Council stated that there was a Scene Risk Factor Analysis checklist (L.I.S.A.), which was as follows:

1. Live Lane
2. Impaired Hours (9pm – 4am)
3. Sight Distance (curve, hill)
4. Adverse Weather
5. Traffic (volume, speed)

Mr. Council stated after meeting with Fire Chief Sollberger, he decided to make the cards to help others respond to roadway safety.

Mr. Council stated that this was an exciting story which gives a lot of hope and direction to help solve and proactively prevent many crashes.

Mr. Council stated that the crash data reveals a very specific set of top Scene Risk Factors and that the crash data points everyone directly to the solutions.

Mr. Council stated that there was a QR code to donate to his Go Fund Me account to help with the costs of producing the cards and doing research.

Tom Burke and the Commission thanked him for taking the time to speak to them about Roadway Responder Safety.

APPROVAL OF MINUTES

William Spears motioned to receive and file the minutes of Regular Meeting March 1, 2023, and Special Meeting of March 23, 2023, as presented; seconded by John Williams; all approved 5-0.

COMMUNICATIONS

- A. **Request to Promote** – Promote Police Officers Thomas Bieneman and Brendan Westart to permanent position of Sergeant effective Sunday, April 2, 2023, due to the resignation of Sergeant Nate Adams and promotion of Lieutenant Eric Esser

William Spears motioned to receive, and file communications A as presented; seconded by John Williams; all approved 5-0.

OLD BUSINESS

- A. Psychological Report Discussion

Debra Bush introduced Michael Toren, Attorney, who was sitting in for Masum Perkins in case the Commission had any questions.

Debra Bush reminded the Commission that they had mentioned that they didn't really need to look at all the pages of the psychological report and that the page with the results was all that was really needed.

Debra Bush stated that Attorney Perkins had sent an email with the following steps the Commission could use as a practice when reviewing psychological reports:

Masum Perkins wanted to touch base on the Commission's desire to limit paper when reviewing psychological reports. She discussed with corporation counsel. The desire to use less paper is compelling. This change is contingent on each Commissioner agreeing to this practice, you can take the following steps:

- 1) Provide full reports for applicants who do not pass/ the psychologist raises concerns about to each Commissioner.
- 2) An executive summary for applicants that pass to each Commissioner is acceptable.
- 3) Please have a full set of psychological reports for all applicants with you in the event a Commissioner wants to review full psychological report for an applicant that passed.
- 4) If any Commissioner desires to have a full set of psychological reports for all applicants, please accommodate them by providing them with a full set of psychological reports.
- 5) In the event there is a new Commissioner, please make sure you provide the new Commissioner with the opportunity to decide on how they would like to review the psychological reports.

Fire Chief Sollberger stated that he would like for Dr. Campion to come and do a department analysis due to the changes that have been made over the years in the Police and Fire Departments.

Debra Bush stated that she would contact Dr. Tom Campion to get the department analysis completed.

John Williams motioned to accept the new procedures regarding the psychological reports; seconded by William Watkins; all approved 5-0.

B. Timeline and Recruiting Efforts

Police Captain Earnest McCall stated they had five Police Recruits that graduated from PTI last Thursday and they will be going into the Field Training program.

Captain McCall stated They have two lateral transfers in the hiring process.

Captain McCall stated that they attended Skills USA, which is an event where high school students attend and talk to representatives about various careers.

Captain McCall stated that they have a new recruitment vehicle and two full-time recruiters; Sergeant Amy Dotson and Police Officer Christopher Collins, which is the first time having a recruitment team.

Captain McCall stated that Sergeant Amy Dotson oversees the Physical Fitness Team, which meets every Saturday and some days through the week, to get candidates ready for the POWER test.

Captain McCall stated that they will be involved in several of the races coming up and will have t-shirt and socks made for these events.

Debra Bush stated that the Police Department just hired a very diverse group of 10 Recruits; 3 black females; 1 white female; 2 black males; 1 Hispanic male and 3 white males.

Fire Chief Sollberger stated that the Fire Department tries to mirror the Police Department on recruiting efforts.

Fire Chief Sollberger stated that the Interview Now platform has been extremely successful for the Fire Department because they are getting phone calls and alerts from the app.

Fire Chief Sollberger stated that they will have three Fire Apprentices, 1 African American male: 1 Hispanic male and 1 White male, starting on June 1, 2023.

Fire Chief Sollberger stated that they have 2 District 150 Interns and one intern from Western Illinois University starting soon, which is an African American female.

Fire Chief Sollberger stated that a female Firefighter candidate decided that this profession was not what she thought it would be. The Fire Department tried to provide her with essential things to help her, but she felt it was better for her to leave.

Police Captain McCall stated that out of the ten that were hired, two of them were Police Cadets, so they will be advertising and hiring more Police Cadets to fill their positions.

Police Captain McCall stated that they are working on getting digital cards, which if tapped on a phone, the information will automatically be transferred to their phone.

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 5-0.

RECONVENE TO REGULAR SESSION

NEW BUSINESS

Tom Burke stated that while in Executive Session they reviewed the minutes from the Regular Meeting March 1, 2023, and they are not to be released per Attorney Perkins.

William Watkins moved to approve the Executive Session minutes from the Regular Meeting March 1, 2023, and they are not to be released; seconded by John Williams; all approved 5-0.

Tom Burke stated that while in Executive Session they reviewed the minutes from the Special Meeting March 23, 2023, and they are okay to be released per Attorney Perkins.

William Watkins moved to approve the Executive Session Minutes of Special Meeting March 23, 2023, that are okay to be released per Attorney Perkins, seconded by Leonard Unes; all approved 5-0.

ADJOURN MEETING

There being no further business, William Watkins moved to adjourn the meeting; seconded by John Williams; all approved 5-0.

Submitted by: Debra D. Bush
Affirmative Employment Specialist

APPROVED:

Tom Burke, Vice Chairperson

Leonard Unes, Member

John Williams Jr., Secretary

William Watkins, Member

William Spears, Member