

BOARD OF FIRE AND POLICE COMMISSION
June 7, 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 William Spears
Commissioner's present: Leonard Unes, William Watkins, William Spears, John Williams, Lynn Pearson and Kelly Petersen

Commissioners Absent: Tom Burke

Others present: Affirmative Employment Specialist Debra Bush, Police Captain Earnest McCall, Fire Chief Shawn Sollberger, Assistant Fire Chief Tony Cummings, Police Sergeant Amy Dotson, Police Officer Chris Collins and Jeff Council, Traffic Safety Engineer

APPROVAL OF MINUTES

William Watkins motioned to receive and file the minutes of Regular Meeting June 7, 2023, as presented; seconded by Kelly Petersen; all approved 6-0.

COMMUNICATIONS

A. Recognition Day Letter – Police Officer Morris Franklin

B. Peoria Police Department Awards Presented from Police Week

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

OLD BUSINESS

A. Timeline and Recruiting Efforts

Assistant Fire Chief Tony Cummings stated that they are continuing to recruit and that they would be at the Juneteenth Celebration.

Police Captain Earnest McCall stated that they are authorized for 222 Police personnel, and they were at 201 currently, but will continue to hire the additional 21 positions vacant.

Police Captain McCall stated that they are in the process of filling two Police Cadet positions that were made vacant due to two Cadets being hired as Police Recruits.

Police Captain McCall introduced the recruiting team of Police Sergeant Amy Dotson and Police Officer Chris Collins.

Police Sergeant Dotson passed out the Recruitment Team flier and stated that the Recruitment Team was in their second month of existence and trying to get things underway with the team.

Police Sergeant Dotson stated that during the month of May 2023, they completed the following events:

1. **Career Fairs** – RiverPlex Job Fair, Detroit Law Enforcement Hiring Expo and Chicago Law Enforcement Hiring Expo
2. **Community Engagement** – Summer Safe Zone (Northwoods Mall), Fiesta en Junction at Junction City, Cop on a Rooftop for Special Olympics, and Bicycle Giveaway at the Gateway
3. **Networking** – Discussions with Woodruff Career & Technical Center regarding possible internships; Hy-Vee sponsorship agreement that they would supply the Recruitment Team with donuts when they attend recruitment fairs. Hy-Vee will also the team come to their stores to recruit, and they connected with Discover Peoria to get

a partnership in place to help get people and possible Police Recruit candidates to move to Peoria. This would be a group effort to promote Peoria.

4. **Mentoring & Peer Support** – Mock interviews in preparation for the interview process of 35 candidates; Swearing-In (10 Police Recruits); and Pre-PTI week for 10 recruits (Policies, procedures, paperwork, tour, expectations, etc.)
5. **Applicant Engagement** – Created a Physical Fitness Team that meets three times a week utilizing the Peoria Police Department and RiverPlex to prepare candidates to pass the POWER test. Even though the POWER test standards have been lowered, the fitness team continues to prepare for the higher standards.

Police Sergeant Amy Dotson thanked the Commission for the opportunity to present to them the Recruitment Team and what they are doing so far.

Police Captain McCall stated that the department conducted Police Recruit interviews for about 35 candidates and are working on two lateral transfers.

Debra Bush stated that the Fire and Police Commission will be interviewing the candidates that passed the department interviews next Thursday and Friday.

Police Captain McCall stated that they hired 10 Police Recruit candidates, and they are at the Police Academy in Champaign.

Assistant Fire Chief Cummings stated that they hired three Fire Apprentices on June 1, 2023, and got them signed up for classes at Illinois Central College the next week.

Assistant Fire Chief Cummings stated that they have three students working at the Fire Department from the Mayor's Youth Intern Program.

Assistant Fire Chief Cummings stated that they have been working with District 150 and they have three students working with them and still working with the Woodruff program for students taking fire science classes.

Police Captain McCall stated that they have three summer interns as well working at the Police Department.

Police Captain McCall stated that they department has started their Walk and Talks on Thursdays again by going door to door and in partnership with Illinois Central College handing out brochures. District 150 has also been helping with the Walk and Talks.

Assistant Fire Chief Cummings stated that they have interns from Western Illinois University and that they had hired three interns over the last few years.

Assistant Fire Chief Cummings stated they have a list of 12 candidates left on the hiring list and that they are looking to start the CPAT process at the end of November with the written examinations in January.

Vice Chairperson Spears asked if Jeff Council wanted to say anything to the Commission.

Jeff Council, Traffic Safety Engineer, gave an update on his work with Scotts Law to the Commissioners that were absent at the last meeting when he presented his information.

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 to those that didn't get the information.

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%)
1. 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)
2. Reduced sight distance due to a curve or hill (23%)
3. Adverse weather – reduced visibility or traction (17%, at least)
4. Traffic (volume, speed) (Not easy to get statistics, but a factor we must consider.)

Fire Chief Shawn Sollberger stated that at the last meeting, he challenged Mr. Council to get with smaller groups to create a more intimate setting to better distribute the information.

Commissioner Kelly Petersen stated that it would be better to get with individual audiences and then work backwards from there.

Vice Chairperson William Spears thanked him for his information he shared with the Commission.

ADJOURN TO EXECUTIVE SESSION

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

RECONVENE TO REGULAR SESSION

NEW BUSINESS

Vice Chairperson Spears stated that while in Executive Session they reviewed the minutes from the Regular Meeting May 3, 2023, and they are okay to be released per Attorney Perkins.

William Watkins moved to approve the Executive Session minutes from the Regular Meeting May 3, 2023, and they are okay to be released; seconded by Leonard Unes; all approved 6-0.

Commission Vice Chair Spears stated that while in Executive Session they reviewed the Lateral Police Recruit Recommendation to hire, and it will be approved as presented.

William Watkins moved to approve the Lateral Police Recruit Recommendation to Hire as presented, seconded by John Williams; all approved 6-0.

Commission Vice Chair Spears stated that while in Executive Session they reviewed the Lateral Police Recruit polygraph examinations as shown below:

PL23-001

PL23-002

Commission Vice Chair Spears stated that Lateral Police Recruits PL23-001 and PL23-002 will continue in the process.

Commission Vice Chair Spears stated that while in Executive Session they reviewed the Firefighter polygraph examinations as shown below:

F23-012	F23-015	F23-019	F23-022
F23-013	F23-016	F23-020	F23-023
F23-014	F23-018	F23-021	

Commission Vice Chair Spears stated that Firefighter candidate F23-013 will have their offer of employment withdrawn due to admissions on the polygraph examination.

Kelly Petersen moved to withdraw the offer of employment to Firefighter F23-013 due to admissions made on the polygraph examination, seconded by William Watkins; all approved 6-0.

Commission Vice Chair Spears stated that Firefighter candidates F23-012, F23-014, F23-015, F23-016, F23-018, F23-019, F23-020, F23-021, F23-022, and F23-023 will continue in the process.

Commission Vice Chair Spears stated that while in Executive Session they reviewed the Lateral Police Recruit Psychological examinations as shown below:

PL23-001	PL-002
----------	--------

Commission Vice Chair Spears stated that Lateral Police Recruit candidates PL23-001 and PL23-002 were found to be qualified and will continue in the process.

ADJOURN MEETING

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

Submitted by: Debra D. Bush
Affirmative Employment Specialist

APPROVED:

William Spears, Vice Chairperson

Leonard Unes, Member

John Williams Jr., Secretary

William Watkins, Member

Lynn Pearson, Member

Kelly Petersen, Member