BOARD OF FIRE AND POLICE COMMISSION
December 6, 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 Chairperson Thomas Burke
Commissioner's present: Thomas Burke, William Watkins, William Spears, John Williams, Mikeisha Armstrong, and Kelly Petersen
Commissioners Absent: Leonard Unes
Others present: Affirmative Employment Specialist Debra Bush, Fire Chief Shawn Sollberger, Assistant Fire Chief Tony Cummings, Police Captain Earnest McCall, Police Sergeant Amy Dotson, Police Officer Christopher Collins and Jeff Counsil

Commission Chairman Tom Burke introduced the new Fire and Police Commissioner, Mikeisha Armstrong, that will be taking the place of Lynn Pearson on the Board.

Mikeisha Armstrong stated that she was a resident of Peoria and the wife of retired City of Peoria Police Lieutenant David Armstrong, whom she has been married for almost 30 years.

Commissioner Armstrong stated that she brought a wealth of knowledge since she has been in the Human Resources field for quite some time and was retired with her husband. Now they come out of retirement, and she works for the University of Illinois College of Medicine.

Debra Bush stated that Ms. Armstrong has been participating in the Mock Interviews and she felt that she would be good person to serve on the Commission.

Everyone welcomed Mikeisha Armstrong to the Fire and Police Commission.

APPROVAL OF MINUTES

Tom Burke, Chairman asked for the approval of the minutes of the regular meeting of November 1, 2023.

Kelly Petersen motioned to receive and file the minutes of Regular Meeting November 1, 2023; seconded by William Spears; all approved 6-0.

COMMUNICATIONS

Chairman Burke read the communications and asked for the approval of the communication.

A. **Completion of Probation** – Firefighters Joshua Camp, Anthony Chaidez, Carson Cheesman, Alexander Faulkner, Jake Karlicek, Ronald Moriarity, Marco Ruan-Alfaro, and Parker Bartos effective November 4, 2023

Kelly Petersen motioned to receive and file the communication as presented; seconded by John Williams; all approved 6-0.

OLD BUSINESS

B. Timeline and Recruiting Efforts

Assistant Fire Chief Tony Cummings stated that they had completed their CPAT testing and that 23 candidates had passed the test, with about 53 applicants that had submitted all their documents.

Assistant Fire Chief Cummings stated that he used the Interview Now platform and sent out 58 messages to the candidates to get their required documents submitted.

Commissioner Kelly Petersen asked what the CPAT test was and what it entailed.

Assistant Fire Chief Cummings stated that CPAT stood for Candidate Physical Agility Test and it a test that measures an individual's ability to handle the physical demands of being a Firefighter. The timed test measures how candidates handle eight separate events, all designed to mirror tasks on the job.

Assistant Fire Chief Cummings stated that they have to complete the test within a span of 10 minutes and 20 seconds. Each event simulates a physical skill or function that firefighters experience on the job such as a stair climb, hose drag, equipment carry, ladder raise and extension, forcible entry, search, rescue drag and ceiling breach and pull.

Police Captain Earnest McCall stated that they have a large group graduating from PTI on December 21, 2024, in Champaign, Illinois at 2:00 p.m.

Police Captain McCall stated that they have eight candidates to hire going through the process right now that would be hired on January 2, 2024, at the Peoria Civic Center.

Police Captain McCall stated that they have four lateral applicants going through the process that they hope to hire on January 2nd also.

Police Sergeant Amy Dotson stated that they continued to recruit in the area due to it being a slower season due to the holidays and not a lot of job fairs to attend at this time of the year.

Police Sergeant Dotson stated that they will continue to maintain the relationships they have with the candidates in the fitness group, but she stated that this group has been not as motivated and dedicated to showing up as others have been in the program over the last year.

Police Sergeant Dotson stated that there is more than being physically fit, but there needs to be a command presence in the candidates.

Police Sergeant Dotson stated that he and Officer Chris Collins feel that there should be some training added that will help the candidates speak from the belly, be assertive, speak like you mean it, and don't be shy. This command presence training has been added to the physical fitness training to prepare the candidates on how to handle themselves in the field training and when they get out on their own.

Officer Collins stated that Debra Bush sent over a list of 25 to 30 candidates that needed to submit their documents to participate in the testing process.

Officer Collins stated that Ms. Bush called and emailed the candidates and then he also did the same thing to try and get more candidates and about 12 candidates responded and submitted the required documents.

Police Captain McCall stated that they are at 211 with a strength of 222. He stated that the Police Chief will be speaking with City Manager Patrick Urich to see about hiring more that is needed.

Commissioner Armstrong made a suggestion to use retired Police Officers for the command training and felt it would be something they would be interested in participating.

Commissioner Armstrong also suggested that we could use college athletes to help with the recruitment process.

Police Sergeant Amy Dotson stated that they actually have meeting scheduled with Eureka College athletes to discuss the Police Recruitment process.

Commission Chairperson asked if there were any questions on the Police or Fire statistics reports.

Commissioner Petersen stated that he was the one that initiated the reports and appreciated receiving the reports and felt they are very knowledgeable.

William Watkins moved to receive and file the Police and Fire Statistics Reports for October 2023 as presented; seconded by John Petersen; al approved 6-0.

Commission Chairperson Burke asked if Jeff Counsil had anything new, he would like to talk with the Commission.

Jeff Counsil passed out paper regarding an important perspective for approach to working to solve and proactively prevent "Slow Down and Move Over" crashes.

Fire Chief Sollberger stated, as he had previously stated in previous meetings, that the information would better serve the Fire Department and that he recommends he work with the training division to help at the recruit class.

Commissioner Petersen advised Mr. Counsil to work with the Fire Chief and his department to work on these issues.

ADJOURN TO EXECUTIVE SESSION

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

RECONVENE TO REGULAR SESSION

NEW BUSINESS

Commission Chairperson Burke stated that the Commission agreed to table the review/approval of Police Department and Commission Police Lateral Interview Questions for another meeting.

Commission Chairperson Burke stated that preference points for cadets' discussion/approval will be tabled for another meeting.

Commission Chairperson Burke stated that while in Executive Session they reviewed the minutes from the Regular Meeting December 6, 2023, and they are not to be released per Attorney Perkins.

Kelly Petersen moved to approve the Executive Session minutes from the Regular Meeting December 6, 2023, and they are not to be released per the Attorney Masum Perkins; seconded by William Spears; all approved 6-0.

Commission Chairperson Burke stated that while in Executive Session they reviewed the Lateral Police Recruit polygraph examinations and candidates PL23-004, PL23-005 and PL23-006 will continue in the process.

Commission Chairperson Burke stated that while in Executive Session they reviewed the Police Recruit psychological examinations and candidates P23-036 and P23-041 will have their offers of employment withdrawn due to being found unqualified by the Psychological Examiner. Police Recruit candidates P23-037, P23-038, P23-043, P23-045, P23-046, P23-049, P23-052, P23-053 and P23-054 will continue in the process.

Kelly Petersen moved to with the offers of employment from Police Recruit candidates P23-036 and P23-041due to being found unqualified on the psychological examination; seconded by John Williams; all approved 6-0.

Commission Chairperson Burke stated that while in Executive Session they reviewed the Lateral Police Recruit psychological examinations for Pl23-003, Pl23-004, Pl23-005 and Pl23-006 will continue in the process.

ADJOURN MEETING

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

Submitted by: Debra D. Bush
Affirmative Employment Specialist

APPROVED:

Thomas Burke, Chairperson	William Spears, Vice Chairperson
John Williams Jr., Secretary	William Watkins, Member
Kelly Petersen, Member	Mikeisha Armstrong, Member