

BOARD OF FIRE AND POLICE COMMISSION
June 5, 2024
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 Spears, Kelly Petersen, and Leonard Unes
Commissioners Absent: Mikeisha Armstrong
Others present: Affirmative Employment Specialist Debra Bush, Fire Chief Shawn Sollberger, Police Chief Eric Echevarria, Police Captain Erin Barisch, Police Officer Christopher Collins, Police Sergeant Ryan Winkle, and Dr. Tom Campion, Campion Barrow & Associates, Champaign, Illinois

Commission Chairman Tom Burke called the meeting to order.

APPROVAL OF MINUTES

Tom Burke, Chairman asked for the approval of the minutes of the regular meeting of May 1, 2024.

William Spears motioned to receive and file the minutes of the regular meeting of May 1, 2024; seconded by Kelly Petersen; all approved 4-0.

COMMUNICATIONS

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

- A. **National Police Week: May 12th – May 18th** – Awards Program held recognizing Officer and civilian accomplishments during 2023 list of awards recipients

Kelly Petersen motioned to receive and file the communications A as presented; seconded by William Spears; all approved 4-0.

OLD BUSINESS

A. **Psychological Examiner – Dr. Tom Campion, Campion, Barrow and Associates Presentation**

Chairman Burke introduced Dr. Tom Campion to speak to the Commission.

Dr. Campion thanked the Commission for the opportunity to come talk about the psychology process and answer any questions they may have.

Dr. Campion stated that he has been doing business with the City of Peoria since the early 1990's and has over 40 years of serving the Public Safety Community.

Dr. Campion stated that they are a psychology firm for the public safety community by offering unique psychological services and readiness evaluations to improve the department's candidate selection process.

Dr. Campion stated that they have perfected the Statistical-Behavior Approach to Public Safety Selection. This is a process that utilizes clinical judgment and statistical data to increase predictions of success and develops training recommendations that facilitate growth and officer safety.

Dr. Campion stated that most recent study indicated that 95% of the individuals evaluated by Campion, Barrow and Associates were still successful employed after eight years. The preemployment psychological evaluation is a 19-page comprehensive report that qualifies or unqualifies a candidate for the department.

Dr. Campion stated that they also conduct fitness for duty evaluations, readiness for duty assessments and critical incident debriefings.

Dr. Campion stated that the candidates should wear business casual clothes to the evaluation, and they can also contact him whether qualified or not qualified for feedback.

Commissioner Kelly Petersen stated he would like for the candidates to be given feedback from the department when they start their FTO training so they will know what Dr. Campion suggested to help them do well in the training.

Police Captain Erin Barisch stated that he would make sure the information regarding the feedback be given to Lieutenant Anthony Rummans and Sergeant Scott Goforth in the Training Division.

Fire Chief Shawn Sollberger asked Dr. Campion if he had set up any visits with the Fire and Police Departments to do internal evaluations of positions.

Dr. Campion stated that it had not been done and it would be a lengthy process, but he would welcome the opportunity to get this done with both departments.

Vice Chairman William Spears asked if there was something that the Commission could do during the interviews to make sure Dr. Campion receives qualified candidates.

Dr. Campion stated that the City of Peoria tends to have very good candidates that come to him, so whatever process we are using seems to be working well.

The Commission thanked Dr. Campion for coming to speak with them today regarding the psychological process and answering their questions.

Police Chief Eric Echevarria stated that he wants the Field Training Officer to be aware of how to teach the candidates since everyone learns differently.

Vice Chairman Spears stated that Debra could tell the candidates when she contacts them regarding the status of their psychological, that they can get feedback from Dr. Campion whether qualified or not qualified.

B. Timeline and Recruiting Efforts

Police Sergeant Ryan Winkle went over the following Recruitment Team activities for May 2024:

23 applicants currently going through the hiring process for this test cycle – 11 applicants have successfully applied for the test cycle – 9 are currently in the academy – 24 are currently in the field training program.

Community Engagement:

- Birthday Buddies at Pleasant Valley Elementary
- Economic Development Tour
- First Responders Soccer Match “Set up a Recruiting Table

Networking:

- Lost Art Design
- Filmed a Recruiting Team fitness video demonstrating the POWER Test
- Discover Peoria Recruiting Video

Mentoring & Peer Support

- Intern Ethan Church – Western
- Intern Catherine Lemieux – Bradley
- Intern Benjamin Hanley – Bradley

Applicant Engagement:

- Physical Fitness Team – 3x/week utilizing PPD gym and Riverplex personal training facilities

Fire Chief Sollberger stated that they have one Western Illinois University student in the Fire Department that will be there until August.

Fire Chief Sollberger stated they have three Peoria Public School students through the Mayor's Youth Intern program with them until the end of July, which they take students every year from this program.

Fire Chief Sollberger stated they have three Fire Apprentices that began work on Monday and work 32 hours a week and go to college.

Fire Chief Sollberger stated that they are trying to push candidates to the Explorer Program to show them what it takes and required to become a Firefighter. Two of the candidates came from the program to become Fire Apprentices.

Fire Chief Sollberger stated that they did a female recruitment video that had very good footage and he thanked the Police Department for their help in getting the project done.

Fire Chief Sollberger stated that they plan to do a small video to include past, present and future Firefighters and Fire Apprentices for the NAACP.

Fire Chief Sollberger stated that they have a Chaplain program that consists of 12 Chaplains assigned to each Fire Station and they are the Clergy in that neighborhood.

Fire Chief Sollberger stated that Chaplain Colleen Worley has been the mental health expert for over five years and that last year she only received five calls, but so far this year she has received 72 calls from Firefighters that needed to talk about Firefighter issues.

Fire Chief Sollberger stated that there are currently 29 on the Firefighter list and there are 10 minorities and females in the pool.

Fire Chief Sollberger stated that they want to work with Debra Bush to see how much contact they can or can't have with the candidates to help lead them down the path to be successful.

Fire Chief Sollberger stated that Assistant Fire Chief Tony Cummings has reached out to all 29 applicants to see if they would be interested in the free EMT class.

Fire Chief Sollberger stated that 9 out of the 29 candidates, which six of those candidates are minorities, have signed up to take the class, which is 13 weeks long, two evenings a week from 5pm to 8pm.

Commissioner Leonard Unes thanked and appreciated Officer Chris Collins for his distinguished award.

ADJOURN TO EXECUTIVE SESSION

Kelly Petersen moved to adjourn to Executive Session under 2c (1) of the Open Meetings Acts, seconded by William Spears; all approved 4-0.

RECONVENE TO REGULAR SESSION

NEW BUSINESS

Chairperson Burke stated that while in Executive Session they reviewed the minutes from the Regular Meeting February 7, 2024, and they are not to be released per Attorney Perkins.

William Spears moved to approve the Executive Session minutes from the Regular Meeting May 1, 2024, per Attorney Max Walton; seconded by Kelly Petersen; all approved 4-0.

Chairperson Burke stated that while in Executive Session they reviewed the Police Recruit Recommendation for Hire Candidates, and it will be approved as presented.

Kelly Petersen moved to approve the Police Recruit Recommendation for Hire as presented; seconded by Leonard Unes; all approved 4-0.

Chairperson Burke stated that while in Executive Session they reviewed the Police Recruit polygraph examinations.

Kelly Petersen moved to approve Police Recruit candidates P24-022, P24-024, P24-028, P24-033, P24-035 and P24-042 to have their offers of employment withdrawn due to admissions made on the polygraph; seconded by William Spears; all approved 4-0.

Chairperson stated that Police Recruit candidates P24-023, P24-025, P24-026, P24-027, P24-029, P24-030, P24-031, P24-032, P24-034, P24-036, P24-037, P24-038, P24-039, P24-040, P24-041, P24-043, P24-044, P24-045 and P24-046 will continue in the process.

ADJOURN MEETING

There being no further business, Kelly Petersen moved to adjourn the meeting; seconded by Leonard Unes; all approved 4-0.

Submitted by: Debra D. Bush
Affirmative Employment Specialist

APPROVED:

Thomas Burke, Chairperson

William Spears, Vice Chairperson

Kelly Petersen, Member

Leonard Unes, Member