

BOARD OF FIRE AND POLICE COMMISSION
October 2, 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 Barry Anderson
Commissioners Absent: Mickeisha Armstrong and Terry Cooper (New Commissioner)
Others present: Affirmative Employment Specialist Debra Bush, Police Captain John Briggs, Police Officer Christopher Collins, Police Sergeant Ryan Winkle, Fire Chief Shawn Sollberger and Zach Roth, Journal Star

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 September 4, 2024.

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

COMMUNICATIONS

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

- A. Permanent Promotions** – Permanent promotions of Lieutenant Erin Barisch to Police Captain, Sergeant Michael Johnston to Lieutenant and Police Officer Matthew Rogers to Sergeant effective September 29, 2024

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

OLD BUSINESS

A. Timeline and Recruiting Efforts

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

25 applicants currently going through the hiring process for this test cycle for the January 2025 PTI Class. They have passed the written test and physical. There are six that are waiting on the make-up physical test. There are nine in Rookie School, eight in the academy and 16 are currently in the field training program.

Community Engagement:

- Meet and Greets with New Candidates
- Several Department Tours

Networking:

- Lost Art Design
- Illinois Wesleyan University
- Illinois State University
- Peoria High School
- Richwoods High School
- Eureka College
- Southern Illinois University
- Manual High School Career Expo
- Bradley University

Mentoring & Peer Support

- Intern Summer School ICC
- Intern Jack Stellano – Bradley University
- Intern Alexandra Salgado – Bradley University
- Alexandria Atanasov – Illinois State University
- Peyton Yagle - ICC

Applicant Engagement:

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

Fire Chief Shawn Sollberger stated they have three Western Illinois University Interns at the Fire Department.

Fire Chief Shawn Sollberger stated they attended several career fairs at Bradley University on September 19th, Reservoir Exploratory on September 20th, Western Illinois University on September 24th, Peoria High School on September 26th and Illinois State University on September 23rd.

Chief Sollberger stated they have three that took the EMT class with Assistant Chief Cummings and two that have also passed the National Registry test.

Chief Sollberger stated that he had the pleasure of attending the Bloomberg Harvard City Leadership Initiative with Kimberly Richardson, Assistant City Manager/Interim Human Resources Director, Ed Hopkins, Assistant Human Resources Director and Melodi Green, Chief Diversity & Inclusion Officer at Harvard University.

Chief Sollberger stated the title of the training was Talent Management and was 12-hour days for six days and he handed out a brochure of what was achieved from this training.

Chief Sollberger stated that the training involved problem statement & self-assessment, behavioral mapping exercise, key outcomes, potential interventions and the action plan of recruitment and retention strategies for underrepresented populations.

Chief Sollberger stated that they have already taken steps to get the action plan to implement the DARCI Project Management Framework to accomplish the goals presented.

Chief Sollberger stated they will be expanding their Fire Apprenticeship program from three to six individuals after Council approval.

B. Diversity Report – Review the 2024 Police Department Recruitment & Diversity Report

Chairperson Tom Burke stated that the Commission had received the Peoria Police Department Recruitment & Diversity Report and found it to be very interesting and that there has been a lot of improvements made over the last few years.

Commissioner Petersen stated that the report was showing some encouragement in the trends of hiring a diverse workforce.

Chairperson Burke asked for a motion to receive and file the Peoria Police Department Recruitment & Diversity Report as presented.

Kelly Petersen motioned to receive and file the Peoria Police Department Recruitment & Diversity Report as presented; seconded by William Spears; all approved 4-0.

Chairperson Burke asked Zach Roth from the Peoria Journal Star if he had any questions or any comments before the Commission went into Executive Session.

Zach Roth stated that he didn't have any questions or comments at that time.

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 September 4, 2024, and they are not to be released per Attorney Perkins.

Kelly Petersen moved to approve the Executive Session minutes from the Regular Meeting September 4, 2024, per Attorney Masum Perkins; seconded by William Spears; all approved 4-0.

Chairperson Burke stated that while in Executive Session they reviewed the Fire Captain Eligibility Pool, and it will be approved as presented.

William Spears moved to approve Fire Captain Eligibility List as presented, seconded by Kelly Petersen; all approved 4-0.

Chairperson Burke stated that while in Executive Session they reviewed the Police Recruit Polygraph Examinations as shown below:

P24-048	P24-060
P24-049	P24-061
P24-050	P24-062
P24-051	P24-063
P24-052	P24-064
P24-053	P24-065
P24-054	P24-066
P24-055	P24-067
P24-056	P24-068
P24-057	P24-069
P24-058	P24-070
P24-059	P24-071

Chairperson Burke stated that Police Recruit candidates P24-056, P24-068 and P24-70 will have their offers of employment withdrawn due to admissions.

Kelly Petersen moved to withdraw the offers of employment from Police Recruit candidates P24-056, P24-068 and P24-070 due to admissions on their polygraph examinations; seconded by Barry Anderson; all approved 4-0.

Chairperson Burke stated that while in Executive Session they reviewed Police Recruit candidate P24-071 polygraph examination and they will have their offer of employment withdrawn due to not being truthful on their polygraph examination, which means they will have the opportunity to take the polygraph examination again at their own expense with a polygraph examination that the City selects.

Kelly Petersen moved to withdraw the offer of employment from Police Recruit candidate P24-071 due to being untruthful on the polygraph examination with the option to take another polygraph at their own expense with the examiner the City selects; seconded by Barry Anderson; all approved 4-0.

Chairperson Burke stated that Police Recruit candidates P24-048, P24-049, P24-050, P24-051, P24-052, P24-053, P24-054, P24-055, P24-057, P24-058, P24-059, P24-060, P24-061, P24-062, P24-063, P24-064, P24-065, P24-066, P24-067, and P24-069 will continue in the process.

Chairperson Burke stated that while in Executive Session they reviewed the polygraph examination for Lateral Police Recruit candidate PL24-003 and they will continue in the process.

ADJOURN MEETING

There being no further business, Barry Anderson moved to adjourn the meeting; seconded by William Spears; all approved 4-0.

Submitted by: Debra D. Bush
Affirmative Employment Specialist

APPROVED:

Thomas Burke, Chairperson

William Spears, Vice Chairperson

Kelly Petersen, Member

Barry Anderson, Member