Abbreviations Legend

- African American (AA)
- Hispanic (H)
- Caucasian (C)
- Asian (A)
- Other (O)
- Female (F)
- Male (M)
In 2016 PFD entered into a joint partnership with the Peoria Public Schools and Illinois Central College.

Established the Dual Credit WCTC program for Seniors and Juniors
- EMT
- Fire Service Technology

Both programs continue on today
In 2016, the Fire Department redeveloped the Fire Cadet apprenticeship program.

- 2016 hired 3 cadets (1 AAM, 1 CM, 1 AAF).
- 2017 hired 3 cadets (1 AAM, 1 HM, 1 CF).

In 2018, the Fire Cadet program was cut due to a contractual agreement stating that if there were cuts to the Fire department, the cadet program would be eliminated.
Recruitment Activities

- **2018 Recruitment activities**
  - Online and social media outlets were utilized to reduce cost.
  - Billboard ads with diversity as the theme.
  - Radio spots.
  - Greater Peoria Mass Transit Public Transportation ads.
  - Handout informational postcards
  - Open Gym Sessions for CPAT.
  - Pre-exam meetings.
Fire Explorers

Fire Explorer Program
Operates independently of the PFD and continues on today.

Current Enrollment:
- Caucasian: 67%
- African American: 22%
- Asian: 11%
Operations Line personnel

- 6 Battalion Chief’s
- 57 Fire Captain’s
- 57 Fire Engineer’s
- 69 Firefighters

Operations Division is the initial personnel on-boarding position for the department.

189 member compliment when all positions full
PEORIA FIRE DEPARTMENT
DEMographics AS OF 7/31/18

- Caucasian Male 82.3%
- African American Male 13.5%
- Hispanic Male 1.05%
- Asian Male 1.05%
- Caucasian Female 2.1%
Diversity Rank Structure Line - Admin. Personnel

189 Current Line Personnel
- 1 AAM Fire Batt. Chief
- 12 AAM Fire Captains
- 1 CF Fire Captain
- 5 AAM Fire Engineers
- 1 HM Firefighter
- 7 AAM Firefighters
- 2 AM Fire Captains
- 1 HM Fire Engineer

Administrative Personnel
- 5 Command Staff (5CM)
- 2 mechanics (2CM)
- 6 staff prevention positions (6CM)
- 1 Staff Training positions (1CM)
- 1 OEM (CM)
- 1 Management Analyst (CF)
- 2 Admin. Specialist (1 AAF, 1 CF)
- 1 Fiscal Tech (CF)
Separation and On-boarding

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47 Personnel On-boarded Since 2014
CHANGES SINCE 2016

22 FIREFIGHTERS HAVE BEEN HIRED STARTING IN 2017

4 AAM = 18%

3 CF = 14%

15 CM = 68%

Total protected class hiring = 32%
Current Hiring Pool Results

- 113 Candidates interviewed
- 91 CM = 71% of available candidates
- 10 AAM = 63% of available candidates
- 3 AM = 100% of available candidates
- 4 HM = 66% of available candidates
- 5 CF = 100% of available candidates

160 candidates passed written exam and CPAT
Interview Results

**Fire & Fire/police Board Interview:**
- CM 21 of 91 passed = 32%
- AAM 6 of 10 passed = 60%
- AM 1 of 3 passed = 33%
- HM 2 of 4 passed = 50%
- CF 3 of 5 passed = 60%

**Polygraph testing:**
- CM 4 of 29 failed = 14%
- AAM 4 of 6 failed = 66%
- AM did not attend = 100%
- HM 1 of 2 failed = 50%
- CF 0 of 3 failed = 0%

**Physiological exam**
1 CM failed this exam = .03%
No other candidates failed
Annual Minority Placement Goals %

- Fire Minority % Goal
- Fire Minority % Current
- Difference (+/-)

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Ready to reflect a diverse community.
Questions