ROLL CALL
The Board of Fire & Police Commission meeting was called to order by Chairman Lynn Pearson.
Commissioners present: Lynn Pearson, William Watkins, Tom Burke, Leonard Unes, and Tom Higgins
Members absent: Janda Carter and Tom Jackson
Others present: Human Resources Coordinator Debra Bush, Edward Olehy, Fire Chief, and Douglas Theobald, Police Captain

APPROVAL OF MINUTES
Leonard Unes moved to receive and file the minutes of Regular Meeting January 2, 2019, 2018, seconded by William Watkins; all approved 5-0.

COMMUNICATIONS
A. Recognition Day Letter – Police Officer John Rodgers III
B. Letter of Commendation – Police Officer Brian Moore

William Watkins moved to receive and file the communications of A - B as shown above; seconded by Leonard Unes; all approved 5-0.

OLD BUSINESS
A. Timeline and Recruiting Efforts

Fire Chief Edward Olehy stated that due to the budget changes, they are six or seven over minimum staffing. He doesn’t see a whole lot of people retiring this year.

Fire Chief Olehy stated that due to the ordinance, they may be testing in the summer, but they are going to some job fairs.

Fire Chief Olehy stated that they have gotten their sub-committee together for minority recruitment, so they can figure out how to get money to recruit.

Fire Chief Olehy stated the department is in cruise mode at this time.

Lynn Pearson asked if the department has gotten any of the candidates that are taking the various courses in high school to apply for the testing process.

Fire Chief Olehy stated that this has not happened yet due to their ages, but within the next few years they expect to see some of those candidates graduating from high school and then be able to test to become a Firefighter.

Police Captain Douglas Theobald stated that as of yesterday, we lost one minority candidate. He had graduated from the Police Academy and then after nine days on the street he resigned.

Police Captain Theobald stated that he debriefed him on why he wanted to resign, and he stated that there were no problems with the job or the employees, but that he just wanted to return to his hometown.

Police Captain Theobald stated that he had even given the employee some extra time off to reconsider his decision, but he still decided to resign.
Police Captain Theobald stated that they put them down to 212 and that was with the five Police Recruits that started the Decatur Police Academy.

Police Captain Theobald stated that they would be down to 210 in March and 206 by June, so they will be looking to send some candidates to the Police Academy in June.

Police Captain Theobald stated that he went to a recruiting and hiring class in Indianapolis and found that Peoria is not alone when it comes to recruiting and hiring candidates.

Police Captain Theobald stated that there were people there from New York, Maryland, Ohio, and smaller agencies, but all had the same problems.

Police Captain Theobald stated he learned a lot about how to recruit the young people of this generation and found that Job Fairs are not as useful anymore to get candidates, which we have found to be true also.

Police Captain Theobald stated most of the agencies are pushing towards a web-based style. He stated that they will be working with Rachel Cook, Application Services Manager in Information Systems to get this done.

Police Captain Theobald stated Rockford had about a 50% increase in applicants showing up for the test. He stated that they are holding a week-long test. He stated that the rationale they are thinking is that candidates going into public safety don’t have 9am to 5pm jobs, so by having more opportunities to test, that would bring in more applicants to test.

Police Captain Theobald stated that he and Debra Bush had been talking about adding an evening test for the next testing cycle, which may be the end of May to the first part of June.

Tom Higgins stated that there has been a decline in enrollment for Criminal Justice due to some parents not wanting their children to become Police Officers. He stated that the kids are feel discouraged with this job.

Leonard Unes asked if the body cameras were working.

Police Captain Theobald stated that body camera program was up and running and there have been no issues so far.

Tom Burke asked if we had hired the person that would oversee the video cameras.

Police Captain Theobald stated that they were in the process of interviewing candidates for the Video Technician position and that a Police Officer is in the position until it is filled.

Lynn Pearson stated that they had another Soups Against Violence at Ward Chapel Church and that there were quite a few Police Officers interacting with the group. She stated it was really nice and social event where everyone was walking around talking to each other.

**ADJOURN TO EXECUTIVE SESSION**

Tom Burke moved to adjourn to Executive Session under 2c (1) of the Open Meetings Acts, seconded by Tom Higgins; All approved 5-0.

**RECONVENE TO REGULAR SESSION**
NEW BUSINESS
Lynn Pearson stated that while in executive session, they reviewed executive session regular meeting minutes of December 5, 2018, and January 2, 2019.

Tom Higgins moved to do not release the executive session minutes of December 5, 2018, per the Senior Attorney; seconded by William Watkins; All approved 5-0.

William Watkins moved to release the executive session minutes of January 2, 2019, per the Senior Attorney, seconded by Tom Burke; All approved 5-0.

Lynn Pearson stated that while in executive session, they reviewed the psychological examination of Police Recruit candidate P18-041 and his offer of employment will continue to be withdrawn.

Leonard Unes was asking questions about the psychological examination, so the Commission decided to go back to executive session for further discussion.

ADJOURN TO EXECUTIVE SESSION
Tom Burke moved to adjourn to Executive Session under 2c (1) of the Open Meetings Acts, seconded by Tom Higgins; All approved 5-0.

RECONVENE TO REGULAR SESSION
Tom Burke moved to withdraw the offer of employment for Police Recruit candidate P18-041, due to being found unqualified on the psychological examination; seconded by Tom Higgins; All approved 5-0.

Debra Bush stated that at the next meeting in March, the Commission will have 13-14 Police Recruit polygraphs to review so the meeting may be a little longer.

Debra Bush stated that at the meeting in April, the Commission will be reviewing several Police Recruit psychological examinations, so plan on a longer meeting again.

ADJOURN MEETING
There being no further business, Tom Higgins moved to adjourn the meeting; seconded by Tom Burke; all approved 5-0.

Submitted by: Debra D. Bush
Human Resources Coordinator

APPROVED:

Lynn Pearson, Chairman
Tom Burke, Member

Tom Higgins, Secretary
William Watkins, Member

Tom Burke, Member