

BOARD OF FIRE AND POLICE COMMISSION
April 2, 2025
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: William Spears, Kelly Petersen, Pastor Marvin Hightower, Barry Anderson and Terry Cooper

Commissioner's Absent: Thomas Burke and Mickeisha Armstrong

Others present: Affirmative Employment Specialist Debra Bush, Police Chief Eric Echevarria, Police Lieutenant Anthony Rummans, Fire Chief Shawn Sollberger, Assistant Fire Chief Tony Cummings, and Attorney Masum Perkins

Commission Vice Chairman William Spears called the meeting to order.

APPROVAL OF MINUTES

Vice Chairman Spears asked for the approval of the minutes.

Kelly Petersen motioned to approve the minutes of the regular meeting of March 5, 2025; seconded by Terry Cooper; all approved 5-0.

COMMUNICATIONS

- A. **Completion of Probation** – Firefighters Christopher Prentiss, William Vandusen, Joseph Wagner, Cristian Alanis-Mata, Brittany Baker, and Dylan Cooper effective February 26, 2025
- B. **Request to Promote** – Michael Ralston to Fire Battalion Chief effective February 26, 2025, due to the retirement of Tom Sander
- C. **Request to Promote** – Firefighter Garrett Baker to Fire Engineer effective March 2, 2025, due to the retirement of Tom Sander
- D. **Request to Promote** – Fire Engineer Tim Brown to Fire Captain effective March 2, 2025, due to the retirement of Tom Sander
- E. **Request to Promote** – Police Officers James Hodges and Brittany Martzluf to Sergeant and Sergeant Matthew Lane to Lieutenant effective April 6, 2025

Vice Chairman Spears asked for the approval of the Communications.

Kelly Petersen motioned to approve Communications A, B, C, D, and E as presented; seconded by Terry Cooper, all approved 5-0.

OLD BUSINESS

A. Timeline and Recruiting Efforts

Fire Chief Shawn Sollberger passed out the Fire Department Recruitment Committee Report.

Fire Chief Sollberger stated that they have hired five off of the current list and four have EMT-B's and one is a paramedic for the Spring recruit class.

Fire Chief Sollberger stated that they conducting their testing process this month and the CPAT will be housed at the old Marshall's building starting next week.

Fire Chief Sollberger stated that they will expand its current apprenticeship program from three to six.

Fire Chief Sollberger stated that the Fire Apprentice interviews were completed, and they have selected two applicants to begin work on Monday, June 2, 2025.

Fire Chief Sollberger stated that the Fitness Team implementation has been going extremely well, and the numbers continue to grow.

Fire Chief Sollberger stated that there were about six candidates coming regularly, but now it has increased to 12.

Fire Chief Sollberger stated that they will now expand their training to utilize the CPAT setup at the old Marshall's building.

Fire Chief Sollberger stated that they will be attending career fairs at DePaul University, Northern Illinois University, and other events such as the Juneteenth celebration and Heart of Illinois Job and Resource Fair.

Fire Chief Sollberger stated that they have a Western Illinois Intern beginning this spring.

Assistant Fire Chief Tony Cummings stated that they have over 250 applicants for the upcoming fire testing cycle with 21 women and 10-15 African Americans possibly that have applied.

Assistant Chief Cummings stated that the deadline to apply is July 27, 2025, so there is plenty of time to receive more applications.

Assistant Chief Cummings stated that the Firefighter orientation will be held on Friday from 4pm to 6pm and Saturday from 9am to 11am at the Fire Training Academy, 7130 North Galena Road, and he invited all the commissioners to feel free to attend.

Fire Chief Sollberger commended Assistant Fire Chief Cummings on the minority recruitment video that is being shown on Facebook and Twitter.

Assistant Fire Chief Cummings stated that they have reached out to 162 candidates on the Interview Now platform.

Police Lieutenant Tony Rummans passed out the Police Department May 2025 Applicant Data information from the Recruitment Team.

Police Lieutenant Rummans stated that they received 98 applications for the May 2025 application cycle and that there are currently 41 still in the hiring/testing process after passing the written test and POWER test.

Police Lieutenant Rummans stated that candidates are still taking polygraphs and psychological exams, medicals and waiting on backgrounds to be completed.

Police Chief Eric Echevarria stated the May class could be the largest class they will have to send to the Police Training Institute, maybe 19 to 20.

Police Chief Echevarria stated that right now they need to over hire to keep the numbers up due to people resigning and retiring and at some point, when employees leave, they would still have the required number of Officers.

B. Review of Fire and Police Commission Rules – Polygraph Examinations

Debra Bush stated that Steve Woody, Polygraph Examiner, was supposed to give the Commission some questions to review regarding the polygraph examination.

Attorney Masum Perkins stated that she received the questions, and the commission could go through the questions and decide if there are more questions they wanted added or deleted.

Attorney Perkins stated the first part of the questions started with their name, address, phone and then their education information.

Attorney Perkins stated that it may be better to wait until the next meeting to discuss the information due to Mickeisha Armstrong, who has a background in Human Resources, Tom Burke, Chairperson and Human Resources Director Ed Hopkins, are in attendance at the next meeting.

Kelly Petersen motioned that the polygraph discussion be tabled until the next meeting; seconded by Terry Cooper, all approved 5-0.

ADJOURN TO EXECUTIVE SESSION

Kelly Petersen moved to adjourn to Executive Session under 2c (1) of the Open Meetings Acts, seconded by Pastor Marvin Hightower; all approved 5-0.

RECONVENE TO REGULAR SESSION

NEW BUSINESS

Vice Chairman Spears stated that while in Executive Session they reviewed the minutes from the Regular Meeting March 5, 2025, and are not to be released per Attorney Perkins.

Barry Anderson moved to approve the Executive Session minutes from the Regular Meeting March 5, 2025, and are not to be released per the Attorney Masum Perkins; seconded by Kelly Petersen; all approved 5-0.

Vice Chairman Spears stated that while in Executive Session the 2nd Police Recruit polygraph examinations were not reviewed due to both candidates not passing the background investigation.

Vice Chairman Spears stated that while in Executive Session they reviewed the polygraph lateral Police Recruit candidate PL25-002, and they will continue in the process.

Vice Chairman Spears stated that while in Executive Session they reviewed the psychological examinations for Police Recruit candidates.

Vice Chairman Spears stated that candidates P25-010, P25-011, P25-020 and P25-030 will have their offers of employment withdrawn due to being found unqualified on the psychological examination.

Kelly Peterson moved to withdraw the offers of employment from Police Recruit candidates P25-010, P25-011, P25-020 and P25-30 due to being found unqualified; seconded by Terry Cooper, all approved 5-0.

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Vice Chairman Spears stated that Police Recruit candidates P25-001, 002, 004, 009, 014, 015, 017, 018, 019, 022, 023, 024, 028, 029, 031, 032, 033, 034, 036, and 037 will continue in the process.

Vice Chairman Spears stated that while in Executive Session they reviewed the Police Recruit lateral candidates P125-001 and P125-002 psychological examinations, and they will continue in the process.

Vice Chairman Spears stated that while in Executive Session they reviewed the Firefighter candidates F25-001, F25-002, F25-003 and F25-004 psychological examinations and they will continue in the process.

Kelly Peterson motioned that the Police Recruit psychological examinations be kept for the June meeting to discuss with Dr. Campion at the June meeting; seconded by Barry Anderson; all approved 5-0.

ADJOURN MEETING

There being no further business, Kelly Petersen moved to adjourn the meeting; seconded by Pastor Hightower; all approved 5-0.

Submitted by: Debra D. Bush
Senior Human Resources Specialist

APPROVED:

William Spears, Vice Chairperson

Pastor Marvin Hightower, Member

Barry Anderson, Member

Terry Cooper, Member

Kelly Petersen, Member