

**BOARD OF FIRE AND POLICE COMMISSION**  
**June 4, 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:** Thomas Burke, William Spears, Kelly Petersen, Pastor Marvin Hightower, Barry Anderson and Mickeisha Armstrong

**Commissioner's Absent:** Terry Cooper

**Others present:** Senior Human Resources Specialist Debra Bush, Human Resources Director Ed Hopkins, Police Captain John Briggs, Police Officer Chris Collins, Police Officer Ciara Barker, Fire Chief Shawn Sollberger, Attorney Masum Perkins, Criminal Justice Reporter Zach Roth, Journal Star, and Dr. Tom Campion, Campion, Barrow & Associates

Commission Chairman Tom Burke called the meeting to order.

**APPROVAL OF MINUTES**

Chairman Burke asked for the approval of the minutes from May 7, 2025, Fire and Police Commission meeting.

William Spears motioned to approve the minutes of the regular meeting of May 7, 2025; seconded by Kelly Petersen; all approved 6-0.

**PRESENTATION**

Chairman Burke introduced Dr. Tom Campion, Campion, Barrow and Associates to discuss the psychological process.

Debra Bush passed out the psychological reports from a previous meeting to the Commission that they had questions about the content.

Dr. Campion stated that the psychological examination is not perfect, but it brings good information on a candidate.

Dr. Campion stated that the psychological examination is another reference used in coordination with the background, polygraph, interview, and all other tests done during the hiring process.

There were questions from some Commissioners regarding the explanations in the reports that make one person qualified and another unqualified.

Dr. Campion stated that if they read the entire report, they would get a better understanding of why each candidate is qualified or unqualified.

Chairman Burke stated that they don't get the whole report; just two pages.

Debra Bush stated that in the past the Commission got the whole report, but they indicated that they only wanted the page that states if they are qualified or unqualified.

Debra Bush stated that she brings a complete redacted report for each candidate to the meetings in case the Commissioners would like to see the entire report, or they can come to her office before the meeting to review the reports.

Debra Bush stated that the Commissioners are given the summary page which explains the recommendations for employment and whether they are qualified or unqualified at the time of the assessment.

Vice Chairman William Spears asked if there was some way that more information can be given on the summary page to help them better understand why the candidate is qualified or not qualified.

Dr. Campion stated that it would be no problem to highlight the problem area on the one-page summary sheet to help give the Commission a better understanding of the psychological report.

Dr. Campion stated that it would not be a good idea to give the one-page report to the Training Division, but he suggests that the Chief or his designee could call him, and he would give them feedback on the candidates, which is what he does with other agencies.

Dr. Campion felt this would be a better idea since some of the summaries could contain some medical information.

The Commission thanked Dr. Campion for coming to the meeting to answer their questions on the psychological report, which were very helpful.

Dr. Campion stated that he is always available to answer any questions the Commission may have at any time whether in person or on the telephone.

## **COMMUNICATIONS**

- A. **Permanent Promotion** – Permanent promotion of Police Sergeant William Calbow to Police Lieutenant Effective Sunday, June 8, 2025
- B. **Employee Recognition** – 2025 Peoria Police Department’s Employee Recognition List (Lifesaving, Chief’s Appreciation, Distinguished Service – Chaplains, Distinguished Service – Commissioned, Civilian of the Year, Rookie of the Year, Field Training Officer of the Year, Supervisor of the Year, American Legion Meritorious Service and Officer of the Year

Chairman Burke asked for the approval of the Communications to receive and file.

Kelly Petersen motioned to approve Communications A and B as presented; seconded by Mickeisha Armstrong, all approved 6-0.

## **OLD BUSINESS**

### **A. Timeline and Recruiting Efforts**

Police Officer Ciara Barker passed out the Peoria Police Department September 2025 Applicant Data report.

Officer Barker stated that there was a total of 102 applicants for the September 2025 Police Recruit Eligibility Pool and out of those 102, 20 did not turn in the required documents and five were not qualified or withdrew.

Officer Barker stated that there are 77 applicants in the eligibility pool at this time.

Officer Barker stated that the mock interviews were held this week, which was well attended.

Officer Barker stated that things were going well with the Fitness Team, and they requested to bring back the obstacle course, which they will be putting up for this month.

Officer Barker stated that they went on a 6.3-mile hike with the Fitness Team and candidates.

Officer Barker stated that on June 27<sup>th</sup> they will be going to the Hiring Expo at the Civic Center.

Fire Chief Shawn Sollberger passed out the Fire Department Recruitment Committee Report for May 2025.

Chief Sollberger stated that they hired a total of five recruits off of the current list of which four are EMT-B's and one paramedic.

Chief Sollberger stated that they are conducting their testing process and that the CPAT test will be housed at the old Marshall's Building off of Lake and Sheridan.

Chief Sollberger stated that the current list will be established by the end of August 2025.

Chief Sollberger stated that the Fire Department expanded its current apprenticeship program from three Apprentices to six and their first day will be Monday, June 2, 2025.

Chief Sollberger stated that the implementation of the Fitness Team has gone extremely well, and the numbers continue to grow. They will be expanding to utilizing the CPAT setup to the old Marshall's building and the testing dates will be throughout June.

Chief Sollberger stated that they received over 250 applications for this testing process so far.

Chief Sollberger stated that their networking coming up are as follows:

1. Multi-cultural Fair – Saturday, May 10<sup>th</sup> at the Riverfront Museum
2. Riverfront Market
3. Juneteenth Booth and Recruiting
4. Battle at the Ballpark – July at Dozer Park
5. Western Illinois University

#### **B. Review of Polygraph Examination Questions**

Attorney Masum Perkins passed out the pre-employment questionnaire from Steve Woody for discussion.

Attorney Perkins stated that she talked with Steve Woody about 30 minutes and he went over the polygraph examination process.

Attorney Perkins stated that Mr. Woody follows the industry standards and stays up to date with the polygraph industry by attending conferences and seminars.

Attorney Perkins stated that Mr. Woody suggested the Commission add some questions involving the following:

1. Viewing and Possessing Child Pornography
2. Distributing Child Pornography

The Commission stated they would like to add a question as follows:

1. For both Fire and Police - Have you intentionally set a fire to cause harm to a person or property.

The Commission had a discussion on the polygraph questions and Attorney Perkins will contact Steve Woody to discuss the comments and concerns of the Commission and bring back the results to the next meeting.

**NEW BUSINESS**

Chairman Burke stated that while in Executive Session they reviewed the minutes from the Regular Meeting April 2, 2025, and they okay to be released per Attorney Perkins.

William Spears moved to approve the Executive Session minutes from the Regular Meeting April 2, 2025, and they are okay to be released per Attorney Masum Perkins; seconded by Kelly Petersen; all approved 6-0.

Chairman Burke stated that while in Executive Session they reviewed the September 2025 Police Recruit Eligibility Pool.

Mickeisha Armstrong moved to approve the September 2025 Police Recruit Eligibility Pool as presented; seconded by Kelly Petersen; all approved 6-0.

**ADJOURN MEETING**

There being no further business, Kelly Petersen moved to adjourn the meeting; seconded by Barry Anderson; all approved 6-0.

Submitted by: Debra D. Bush  
Senior Human Resources Specialist

**APPROVED:**

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Thomas Burke, Chairperson

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William Spears, Vice Chairperson

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Pastor Marvin Hightower, Member

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Barry Anderson, Member

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Mickeisha Armstrong, Member

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Kelly Petersen, Member