

BOARD OF FIRE AND POLICE COMMISSION
July 9, 2025
8:30 a.m.
City Hall, 419 Fulton Street, Room 110, Peoria, Illinois

ROLL CALL

The Board of Fire & Police Commission meeting was called to order by Vice Chairperson William Spears.

Commissioner's present: William Spears, Kelly Petersen, Terry Cooper, Barry Anderson and Mickeisha Armstrong

Commissioner's absent: Thomas Burke, Pastor Marvin Hightower

Others present: Senior Human Resources Specialist Debra Bush, Human Resources Director Ed Hopkins, Police Captain John Briggs, Police Sergeant Brian Richards, Police Officer Ciara Barker, Fire Chief Shawn Sollberger, and Assistant Fire Chief Tony Cummings

APPROVAL OF MINUTES

The minutes for the June 4, 2025, regular meeting were not available at this meeting. They will be submitted at the next Fire and Police Commission meeting on August 6, 2025.

COMMUNICATIONS

There were no communications received for the meeting.

OLD BUSINESS

A. Timeline and Recruiting Efforts

Assistant Fire Chief Cummings passed out the Peoria Fire Department Demographic Report June 2025.

Assistant Chief Cummings stated that they have received over 300 applications to start the recruitment process but have 86 Firefighter applicants that have submitted all the required documents as of today.

Assistant Chief Cummings stated that people start to drop out when they don't turn in the documents or pass the CPAT test.

Assistant Fire Chief Cummings stated that they started their own Fitness Team like the Police Department and gave them ample time to come to the CPAT practices.

Assistant Fire Chief Cummings stated that they have six Fire Apprentices; three African American males; two white males and one Hispanic female.

Assistant Fire Chief Cummings stated that one of the Apprentices went through all the modules, some training academies and an EMT class, which they are so proud since he volunteered his time to go through the class and get his license.

Assistant Fire Chief Cummings stated that the Apprentices should work at AMT to get the experience needed as they prepare to become Firefighters.

Assistant Fire Chief Cummings stated that AMT is offering another EMT class and two other Apprentices are volunteering their time to take the class.

Kelly Petersen asked if the upcoming list would be too big to interview all the candidates.

Fire Chief Shawn Sollberger stated that he, Debra Bush and Ed Hopkins had been talking about coming up with a process to avoid having to interview over 100 candidates.

Police Officer Ciara Barker stated they did not print an applicant data report for the month, due to the statistics looking the same as last month. They only lost one white male.

Officer Barker stated that they are down to 40 in the current pool which could change after the polygraphs are reviewed at today's meeting.

Officer Barker stated that the makeup test for the POWER test is in August, which is for those candidates that didn't pass the first test but have one more chance to pass before the end of the hiring process. If they don't pass on the makeup test day, they will be no longer in the eligibility pool.

Officer Barker stated that they are still seeing good numbers for the Fitness Team on Tuesdays and Thursdays and on Saturdays there are fewer people due to them performing the complete POWER test, which some have already passed.

Officer Barker stated that they will start swapping out some Saturday days to do hikes and other things besides the POWER test.

Officer Barker stated that her and Officer Chris Collins will be attending the National Asians Peace Officer Conference in two weeks to help learn how to recruit and target that demographics.

Officer Barker stated in four weeks they will be going to a Recruitment Summit in St. Louis, Missouri.

B. Review of Polygraph Examination Questions

Attorney Masum Perkins wasn't able to get in contact with Steve Woody, Polygraph Examiner, to discuss the information that was talked about at the last meeting.

Debra Bush stated that Mr. Woody has been very busy conducting 39 Police Recruit polygraph examinations for the City of Peoria, which might contribute to him not being as easily available to contact.

ADJOURN TO EXECUTIVE SESSION

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

RECONVENE TO REGULAR SESSION

NEW BUSINESS

A. Approval of Executive Session Minutes – Regular Meeting, June 4, 2025

The minutes will be reviewed and approved at the August 6, 2025 Commission meeting.

B. Approval of September 2025 Police Recruit Eligibility Pool Statistics

Vice Chairman Spears stated that while in Executive Session they reviewed the September 2025 Police Recruit Eligibility Pool and statistics.

Mickeisha Armstrong moved to approve the September 2025 Police Recruit Eligibility Pool and statistics as presented; seconded by Kelly Petersen; all approved 5-0.

Vice Chairman Spears stated that while in Executive Session they reviewed the Police Recruit polygraph examinations and that Police Candidates P25-048, P25-051, P25-054, P25-060, P25-063, P25-064, P25-065, P25-073 and P25-076 will have their offers of employment withdrawn due to admissions on the polygraph.

Terry Cooper moved to withdraw offers of employment from Police Candidates P25-048, P25-051, P25-054, P25-060, P25-063, P25-064, P25-065, P25-073 and P25-076 due to admissions; seconded by Kelly Petersen; all approved 5-0.

Vice Chairman Spears stated that Police Recruit candidates P25-039, 041, 042, 043, 044, 045, 046, 047, 049, 050, 052, 053, 055, 056, 057, 058, 059, 061, 062, 066, 067, 068,069, 070, 071, 072, 074, 075 and 077 will continue in the process.

ADJOURN MEETING

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

Submitted by: Debra D. Bush
Senior Human Resources Specialist

APPROVED:

William Spears, Vice Chairperson

Barry Anderson, Member

Mickeisha Armstrong, Member

Kelly Petersen, Member

Terry Cooper, Member