

BOARD OF FIRE AND POLICE COMMISSION
August 6, 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 Vice Chairperson William Spears.

Commissioner's present: William Spears, Kelly Petersen, Terry Cooper, Thomas Burke, Pastor Marvin Hightower and Mickeisha Armstrong

Commissioner's absent: Barry Anderson

Others present: Senior Human Resources Specialist Debra Bush, Police Captain John Briggs, Police Sergeant Brian Richards, Assistant Fire Chief Tony Cummings, Attorney Mas Perkins and Zach Roth, Journal Star

APPROVAL OF MINUTES

Chairman Burke asked for the approval of the minutes from June 4, 2025, and July 9, 2025, Fire and Police Commission meeting.

Kelly Petersen motioned to approve the minutes of the regular meeting of June 4, 2025, and July 9, 2025, seconded by Terry Cooper; all approved 6-0.

COMMUNICATIONS

A. Letter of Commendation – Police Officer Charles Bruess

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

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

OLD BUSINESS

A. Timeline and Recruiting Efforts

Assistant Fire Chief Cummings stated that they had just finished up their application process and had about 300 applicants and it dwindled down to about 88 applicants being on the eligibility list.

Assistant Fire Chief Cummings stated they were excited about the eleven Afro American female Firefighter applicants being on the list, but none of them showed up to take the CPAT test.

Assistant Fire Chief Cummings stated that they have eight Caucasian females in the process and none of those showed for the CPAT test.

Assistant Fire Chief Cummings stated that they had one Hispanic female that did show up to the CPAT test and passed that and the written.

Assistant Fire Chief Cummings stated that the African American males stayed steady by starting off at 16 and ended up with 15, due to him not showing up for the written test.

Assistant Fire Chief Cummings stated that they were excited to have a really solid eligibility list of candidates that have passed the CPAT and written tests.

Commissioner Kelly Petersen asked if the Fire Department had followed up with the individuals that didn't participate to see what their reasons were.

Assistant Fire Chief Cummings stated that the Recruitment Team were making cold calls and using the Interview Now platform to contact individuals and waiting on the information to come back.

Assistant Fire Chief Cummings stated that they have a Recruitment Class of four starting on Friday with two African American males and two Caucasian males.

Assistant Fire Chief Cummings stated that there are 18 candidates in the Recruitment Class, which includes the four from the City along with the four Fire Apprentices that will be going through the class.

Sergeant Brian Richards passed out the Peoria Police Department September 2025 applicant data information to the Commission.

Sergeant Richards stated that there was a total of 106 applicants that applied for the September 2025 eligibility pool.

Sergeant Richards stated that 31 failed to turn in the documents; nine didn't sign up to take the written exam; four failed the written examination and 18 didn't show up to take the POWER test which left 44 in the pool.

Sergeant Richards stated that after the interview process, two males failed the interview, and two males withdrew leaving 40 in the pool.

Sergeants Richards stated that the pool is in the process of taking their polygraph and psychological examinations.

Sergeant Richards stated that the PTI Academy graduation is August 21, 2025, and the new application process for January is now open to apply.

Sergeant Richards stated that the Recruitment Team was in Missouri at a conference on recruitment and they just came back from the National Asian Police Officer Association Conference about two weeks ago to learn how to recruit the Indian population.

Sergeant Richards stated that the Fitness Team was going strong had added eight new members and four of them showed up last Saturday

Sergeant Richards stated that they had a Hiring Expo with 15 new attendees being a part of the Expo.

Sergeant Richards stated that they are seeing good results from the recruitment process which is being shown by the influx of interest in the department.

B. Review of Polygraph Examination Questions

Attorney Masum Perkins passed out the pre-employment questionnaire for the polygraph examination.

Attorney Perkins stated that a few weeks ago the Commission asked for some information to be added to the questionnaire.

The Commission reviewed the noted changes that they would like to see done to the polygraph questions.

Attorney Perkins stated that there would be no motion needed since this was not a policy.

Attorney Perkins stated that she would contact Steve Woody, Polygraph Examiner, to discuss the information that was reviewed.

ADJOURN TO EXECUTIVE SESSION

Kelly Petersen moved to adjourn to Executive Session under 2c (1) of the Open Meetings Acts, seconded by Terry Cooper; all approved 6-0.

RECONVENE TO REGULAR SESSION

NEW BUSINESS

A. Approval of Executive Session Minutes – Regular Meetings, June 4, 2025, and July 9, 2025

Chairman Burke stated that while in Executive Session they reviewed the minutes from the Regular Meetings June 4, 2025, and July 9, 2025, are they okay to be released per Attorney Perkins.

William Spears moved to approve the Executive Session minutes from the Regular Meetings June 4, 2025, and July 9, 2025, and they are okay to be released per Attorney Masum Perkins; seconded by Kelly Petersen; all approved 6-0.

B. Approval of Firefighter 2025 Eligibility Pool

Chairman Burke stated that while in Executive Session they reviewed the 2025 Firefighter Eligibility Pool.

Kelly Petersen moved to approve the 2025 Firefighter Eligibility Pool as presented; seconded by Pastor Marvin Hightower; all approved 6-0.

C. Approval of Police Recruit Psychological Examinations

Chairman Burke stated that while in Executive Session they reviewed the Police Recruit psychological examinations.

Chairman Burke stated that while in Executive Session they reviewed the Police Recruit polygraph examinations and that Police Recruit candidates P25-042, P25-043, P25-045, P25-047, P25-050, P25-058, P25-071 and P25-077 will have their offers of employment withdrawn due to being found not qualified on the psychological examination.

Kelly Petersen moved to withdraw offers of employment from Police Recruit candidates P25-042, P25-043, P25-045, P25-047, P25-050, P25-058, P25-071 and P25-077 due to being found not qualified on the psychological examination; seconded by Mickeisha Armstrong; all approved 6-0.

Chairman Burke stated that Police Recruit candidates P25-039, 041, 044, 046, 049, 052, 053, 056, 057, 059, 061, 062, 066, 067, 068, 069, 070, 072, 074, and 075 will continue in the process.

ADJOURN MEETING

There being no further business, Mickeisha Armstrong moved to adjourn the meeting; seconded by William Spears; all approved 6-0.

Submitted by: Debra D. Bush
Senior Human Resources Specialist

APPROVED:

Thomas Burke, Chairperson

William Spears, Vice Chairperson

Pastor Marvin Hightower, Member

Kelly Petersen, Secretary

Mickeisha Armstrong, Member

Terry Cooper, Member