

CITY OF BERWYN POLICE AND FIRE COMMISSION



6401 WEST 31ST STREET
BERWYN, IL. 60402

www.berwyn-il.gov



2/10/2022

2021 BOARD OF POLICE AND FIRE COMMISSION ANNUAL REPORT

- The Commission conducted a total of 14 meetings and 2 interview sessions
- New board member Daniel Treadwell received the oath of office 1/26/2021
- Board reorganization: At the commission meeting in January nominated and voted in a Chairman, Gil Pena for the year 2021.

Lateral Police Hiring: The office of the Mayor and the Members of the City Council selected Patrick Washington to be the Mayoral Liaison for the process of interviewing candidates for the Police Department's Lateral Hiring process. This process was put in place because the police training academies were closed due to COVID and the 1 that remained open had very limited seats available. The board consisted of 2 Police Administration, 2 Police Officers and Patrick Washington. Commissioner Solis also attended some of the interviews. The committee selected candidates that were Illinois State Certified police officers and then presented the final list of candidates to the Commission who then began the vetting and pre-employment process. Patrick Washington volunteered his time to conduct 5 interview sessions and 5 lists.

1st round of PD lateral hires 5 out of 10 candidates

2nd round of PD lateral hire – 2 out of 3 candidates

3rd round of PD Lateral hires - 3 out of 9 candidates

4th round of PD lateral hires -2 out of 4 Candidates

5th round of PD lateral hires – Candidates will be hired in 2022

At the time of this report the police department is still below minimum manning and the committee will review the possibility of conducting another round of interviews dependent on the results of the 2022 Entry level exam for the police department and the availability of police academy(s) openings.

FPSI Seminar for hiring police department candidates, because of COVID this year's conference was online.

IFPCA annual conference Springfield – canceled due to COVID

IFPCA annual conference Naperville: 4 of the 5 commissioners were able to attend

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Certificates for the commissioners:

Ana Espinoza 2

Daniel Treadwell 1

Tony Laureto 1 (recertification)

Alice Solis 2

Gil Pena 1 (recertification)

- Committee meeting with Ald. Leja, the chair of the Police and Fire Aldermanic Committee, in August. Alderman Leja call for a meeting for the commissioners to present an overview of the Commission and its responsibilities. At this meeting, a power point presentation was conducted by the commissioners and was posted online with the city website and the police department website.
- Changes to meeting Schedules: Since the Commission expanded to 5 members, Chairman Pena asked the commissioners to select a date and rime to hold its regular meetings. The commission voted on the 3rd Thursday of the month at 2pm and the location would be at the police station 2nd floor, west conference room.
- There was a change in the Personal Profile Interview that is conducted by Dr. DeJoseph. The commission requested that racial profiling be added to the profile interview.

POLICE

Police Entry Level list 2020 was frozen due to lack of availability of academy classes:

Police Sargent’s exam started – 26 candidates - will be completed in 2022

Police entry level exam started – will be completed in 2022

8 Candidates promoted to Sergeants

27 Police officers hired

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LATERAL POLICE OFFICERS

This is a report on the cost of Police Lateral Hires. It is compiled from 5 lateral hiring list and includes candidates that started the process, some that partially finished the process and the ones. The total cost of an officer completing and being hired is \$2,950.00. The commission hired 13 probationary lateral police officers, 3 lateral officers resigned, resulting in a total of 10 officers.

COE	BG / Kirby	Poly	Profile	Called	PEP	DOR Date	Date Hired	BG / Kirby	Profile	PEP	Total
ok	ok	ok	ok	5/6/2021	ok	6/1/2021	4/1/2021	\$1,000.00	\$250.00	\$1,700.00	\$2,950.00
ok	ok	ok	ok	5/6/2021	ok	6/1/2021	4/1/2021	\$1,000.00	\$250.00	\$1,700.00	\$2,950.00
ok	ok	ok	ok	4/27/2021	ok	5/11/2021	4/1/2021	\$1,000.00	\$250.00	\$1,700.00	\$2,950.00
ok	Declined					4/3/2021	4/1/2021	\$0.00	\$0.00	\$0.00	\$0.00
ok	Declined					4/6/2021	4/1/2021	\$0.00	\$0.00	\$0.00	\$0.00
ok	ok	ok	ok	ok		5/11/2021	4/1/2021	\$1,000.00	\$250.00	\$1,700.00	\$2,950.00
ok	ok	ok	ok	5/6/2021	no	6/21/2021	5/15/2021	\$1,000.00	\$250.00	\$1,700.00	\$2,950.00
ok	4/3/2021		4/19/2021			5/27/2021	4/3/2021	\$1,000.00	\$250.00	\$0.00	\$1,250.00
ok	4/8/2021		4/19/2021			4/29/2021	4/7/2021	\$0.00	\$0.00	\$0.00	\$0.00
ok	4/8/2021		4/19/2021			5/14/2021	4/7/2021	\$1,000.00	\$250.00	\$0.00	\$1,250.00
ok								\$1,000.00	\$250.00	\$17,000.00	\$18,250.00
ok								\$0.00	\$0.00	\$0.00	\$0.00
ok	ok	ok	ok		ok		10/13/2021	\$1,000.00	\$250.00	\$1,700.00	\$2,950.00
ok	ok	ok	ok		ok		10/4/2021	\$1,000.00	\$250.00	\$17,000.00	\$18,250.00
ok	pending	pending	pending			9/1/2021		\$1,000.00	\$250.00	\$0.00	\$1,250.00
ok	ok	ok	ok		ok		10/4/2021	\$1,000.00	\$250.00	\$1,700.00	\$2,950.00
ok	pending	ok	ok		ok		11/1/2021	\$1,000.00	\$250.00	\$1,700.00	\$2,950.00
ok	pending	pending	pending			9/7/2021		\$1,000.00	\$250.00	\$0.00	\$1,250.00
ok	ok	ok	ok		ok	10/21/2021		\$1,000.00	\$250.00	\$1,700.00	\$2,950.00
ok	ok	ok	ok		ok		Pending call	\$1,000.00	\$250.00	\$1,700.00	\$2,950.00
ok	ok	ok	ok		ok	11/15/2021	12/1/2021	\$1,000.00	\$250.00	\$1,700.00	\$2,950.00
								\$0.00	\$0.00	\$0.00	\$0.00
ok	pending	pending	pending			10/2/2021		\$1,000.00	\$250.00	\$0.00	\$1,250.00
ok	ok	ok	ok		Ok		11/29/2021	\$1,000.00	\$250.00	\$1,700.00	\$2,950.00
ok	pending	pending	pending			10/27/2021		\$1,000.00	\$250.00	\$0.00	\$1,250.00
ok	ok	ok	ok		ok		11/8/2021	\$1,000.00	\$250.00	\$1,700.00	\$2,950.00
ok	ok	ok	ok		ok		1/10/2022	\$1,000.00	\$250.00	\$1,700.00	\$2,950.00
E- NO	11/24/2021	hold	S- NO		W- OK			\$1,000.00	\$250.00	\$0.00	\$1,250.00
ok	11/24/2021	ok	ok		ok	2/3/2022		\$1,000.00	\$250.00	\$1,700.00	\$2,950.00
ok	11/24/2021	ok	pending		Pending	2/11/2022		\$1,000.00	\$250.00	\$1,700.00	\$2,950.00
E-NO	pending	pending	S- NO					\$1,000.00	\$250.00	\$0.00	\$1,250.00
ok	OK	OK				2/12/2022		\$1,000.00	\$250.00	\$1,700.00	\$2,950.00
	1/13/2022					pending		\$1,000.00	\$0.00	\$0.00	\$1,000.00
	1/13/2022					1/17/2022		\$0.00	\$0.00	\$0.00	\$0.00
	1/13/2022					1/21/2022		\$0.00	\$0.00	\$0.00	\$0.00
											\$97,650.00

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FIRE

6 Paramedic / Firefighters were hired

3 Candidates were promoted to Lieutenant

FD Lieutenants Exam Started – 20 candidates – the final list will be completed in 2022

EXPENSES

- Please note that this was a very unusual year, in which the Fire and Police had their promotional test at the same time. These tests are usually held in separate alternating years. Because of special circumstances they will run concurrently. The lists will expire in 3 years.

ABS Quality Behavioral Healthcare	Candidate Individual Profile	\$5,250.00
Conference's	FPTI	\$2,850.00
Illinois State Police	Back Ground Investigations Charges	\$685.00
Industrial Organization Solutions	Police-Fire Candidate Application-Vetting-Advertising-Entry Level Testing	\$22,500.00
Illinois Police and Fire Commissioners Association	IPFCA Annual Dues	\$375.00
Johnson, Roberts - PHQ	Candidate Personal History Questioner	\$120.00
Kirby and Associate's	Police-Fire Candidates Background Investigations-Polygraph	\$28,960.40
Woodlake Occupational Health	Police -Fire Candidates Pre Employment Physicals	\$10,006.00
Ottosen, DiNolfo, Hasenbalg, Castaldo LTD	Commission Legal Council	\$429.00
Rescore Management Associates	Police and Fire Promotional Exams	\$17,615.24
	Total	\$88,790.64

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LOOKING FORWARD:

In 2022 the commission will be conducting at least 1 more police and a fire entry level test. In other words, we will be conducting total of 4 entry level exams in 1 year. It is most likely that we will also attempt to hire more lateral entry police officers. Both lists are very short and we are losing candidates to other communities with higher pay and more favorable work schedules. Also adding to the problem there is a severe shortage of people that are looking to enter law enforcement.

The commission will be looking for more ways and will be soliciting ideas for advancing the search for quality police and fire candidates.

This report will be submitted to the Chairman of the Police and Fire Aldermanic Committee, Alderman Richard Leja on February 17th 2022.

Handwritten signature of Gilbert Pena.

Gilbert Pena, Chairman

Handwritten signature of Ana Espinoza.

Ana Espinoza, Commissioner

Handwritten signature of Daniel Treadwell.

Daniel Treadwell, Commissioner

Handwritten signature of Ken Waszak.

Ken Waszak, Commissioner

Handwritten signature of Alice Solis.

Alice Solis, Commissioner

Handwritten signature of Tony J. Laureto.

Tony J. Laureto, Secretary