



## CITY OF BERWYN FIRE & POLICE COMMISSION

Page 1 of 9

1/24/2023

### BOARD OF POLICE AND FIRE COMMISSION 2022 ANNUAL REPORT

Commission Regular Meeting conducted a total of 7 meetings

Commission Special Meeting conducted a total of 6 meetings

Interview Sessions conducted a total of 4 interviews

Aldermanic Committee Meetings -1 Meeting on February 17<sup>th</sup> for the purpose of explaining the promotional process of the police department.

- Board Reorganization – At the commission meeting in February, the commissioners nominated and voted Gil Pena for Board Chairman for the year of 2022
- There was a change to Commission Regular Meeting Schedule from 2pm to 1pm
- There were several attempts to meet with Alderman Ruiz regarding her complaint from 2 years ago regarding the police promotional process. The commission would like to meet and explain the process and clear up any misconception's the alderman may have. We are still open to this meeting

All Regular Meetings are held on the 3<sup>rd</sup> Thursday of the month at 1:00pm at Police station on the 2<sup>nd</sup> floor, West Conference room.

#### IFPCA ANNUAL SPRING CONFERENCE

On May 6<sup>th</sup> -7<sup>th</sup>, 3 Commissioners attended the IAFPC in Springfield IL. Espinoza, Treadwell and Laureto

Ana Espinoza has completed all 6 of the modules of IAFPC training.

Daniel Treadwell has 4 of the 6 modules IAFPC completed.

Tony Laureto attended the Secretary's IAFPC continuing education training and legal training.

#### IFPCA ANNUAL FALL CONFERENCE

On November 4<sup>th</sup> and 5<sup>th</sup>, 3 Commissioners attended the fall conference in Naperville IL.

Alice Solis completed modules 3-6

Ken Waszak completed modules 1-3

**COMMISSION TRAINING** – In December, Espinoza attended the “Woman in Law Enforcement” conference hosted by Foundation Research Associates (FRA) with members of the BPD. The commission continues to improve its testing and interview procedures, striving to recruit the best candidates for the fire and police departments. To instill fairness while encouraging our residents to apply for these positions. Commissioners have been tweaking the interview process to provide more constancy in the scoring of candidates.



## CITY OF BERWYN FIRE & POLICE COMMISSION

Page 2 of 9

At these these conferences, the commissioners have learned interview techniques for the interview process and strategies for these positions.

By interacting with commissioners from other communities, conference instructors we have been able to refine policies and procedures of the commission.

In the Spring of 2022, Commissioners Espinoza, Solis and Treadwell met with Deputy Chief Carl Reina and his crew. Chief Reina gave the group a tour of the Fire Station 3 facility located at 6700 W. 26th Street. The commissioners were able to meet with firefighters to discuss attributes that they would like to see in future firefighters. Ready to work, positive attitude, and understanding the culture were key discussion points. Competitive salaries are also important to attract new candidates. The firefighters talked about having a brotherhood, sisterhood, about being a family.

Also discussed, were the many calls that firefighters respond to, traumatic causes and stressors. It's so important to have an outlet to relieve these stressors. It was a productive conversation That proved to a valuable to give insight to the commissioners as to what candidates are looking for and what they expect of this job. Recruitment and retention of firefighters continues to be a problem with the department.

The Commission will be scheduling a similar meeting with the Police department early in 2023.

## POLICE DEPARTMENT

### POLICE ENTRY LEVEL EXAM

Started in 2021 – the test was completed in 2022. A total of 74 applications received by Industrial Organization Solutions.

- 74 applications received and vetted by IOS
- 34 applicants were eligible for the written test
- 14 attended and completed the written exam
- 3 candidates were below the minimal score of 70
- 11 Candidates were interviewed

Resulting in a final list of candidates of 11.

The final list was time and date stamped by the Clerk's Office and posted. From this list 5 Probationary Entry Level Police Officers, were hired.



## CITY OF BERWYN FIRE & POLICE COMMISSION

Page 3 of 9

Last Name		BG / Kirby	Poly	COE	Profile	PEP	DOR Date	Date Hired
CRUZ	DIDIVALIS	ok	ok	ok	ok	ok		3/21/2022
<b>SALGADO</b>	<b>MICHAEL</b>	<b>ok</b>	<b>ok</b>	<b>ok</b>	<b>2/22/2022</b>	<b>ok</b>	<b>3/10/2022</b>	
KOZI	ANTHONY	ok	ok	ok	ok	ok		3/21/2022
BANCROFT	LUKE	ok	ok	ok	ok	3/11/2022		3/21/2022
<b>O'BRIEN</b>	<b>NESTOR</b>	<b>5/27/2022</b>	<b>12-Jul</b>				<b>8/1/2022</b>	
<b>GONZALEZ</b>	<b>ANGELINA</b>	<b>5/27/2022</b>	<b>ok</b>	<b>9/22/2022</b>	<b>Pending</b>	<b>Pending</b>	<b>9/24/2022</b>	
<b>PETERSEN</b>	<b>IRVIN</b>						<b>2/18/2022</b>	
<b>CASTRO</b>	<b>CINDY</b>	<b>5/27/2022</b>	<b>Final notice 6/2/22</b>				<b>6/7/2022</b>	
GONZALEZ	ERICK	6/2/2022	ok	<b>HOLD</b>		<b>9/23/2022</b>	<b>PASS</b>	
GONZALEZ	EDUARDO	6/2/2022	ok	OK	ok	ok		12/5/2022
BAHENA	GIOVANNI	9/26/2022	ok	Ok	OK	10/24/2022		12/5/2022

(DOR - Dropped On Request, signifies that either the candidate has dropped from the testing process or they were disqualified by the committee or the commission)

This list has been exhausted as all eligible candidates have either declined or accepted the position.

5 candidates were hired as probationary police officers.

1 candidate requested a pass that was granted by the commission.

This list has expired; the commission will be conducting an entry level exam for police officers in the first part of 2023.

### POLICE LATERAL HIRE

The assessment committee: Assistant Chief, Papa, Commander Ochsner, Commander Manfredini, Lieutenant Burke, Patrolman Piemonte, Patrolman Stefano, Commissioner Solis, Commissioner, Secretary Laureto and Patrick Washington conducted 3 rounds of interviews / assessments of candidates and submitted their findings to the Commission.

Patrick Washington, the Mayors Liaison has served for all 8 assessments. In the 3 rounds of assessments this year, there were a total of 22 police candidates. Most of the applicants were from the city of Chicago and the rest from surrounding communities and One from out of state.

All lateral hire candidates go through the entire testing process that includes:

- ✓ Background investigation
- ✓ Polygraph
- ✓ Conditional off of employment
- ✓ Individual Assessment
- ✓ Pre-Employment physical
- ✓ Probationary period

All candidates must have a valid Illinois Police Officer certificate, in good standing, and a minimum of 3 years of experience is preferred.



**CITY OF BERWYN FIRE & POLICE COMMISSION**

Page 4 of 9

Lateral List #6

Last Name	BG / Kirby	Poly	COE	Profile	PEP	DOR Date	Date Hired
Sala, Daniel	3/17/2022	ok	OK	ok	OK		4/27/2022
Moriarty, Nicholas	3/17/2022					3/21/2022	
Cieslak, Victor	3/17/2022					2/19/2022	
Emlund, Chance J	3/17/2022	ok	OK	ok	OK		4/27/2022
Bard, Christopher J.						3/21/2022	
Sandoval Daniel Jr.	3/21/2022	ok	OK	ok	OK		4/27/2022
Rodriguez, Erika	3/22/2022	ok				3/25/2022	
Sokolovski, Victor						5/1/2022	
Korus, Anthony M.						5/1/2022	

Lateral List #7

Name	BG / Kirby	Poly	COE	Profile	PEP	DOR Date	Date Hired
Baez, Samauel	OK	Pending	ok	ok	ok	9/16/2022	
Santos, Karen	OK	OK	ok	ok	ok		9/1/22
Gardner, Keith	OK	OK	ok	ok	ok		9/1/22
Rivera, Angel						9/16/2022	
Santos, Moses						9/16/2022	

Lateral List #8

Bos, Ted	OK	ok	ok	pending	pending		
Mack, Anthony	ok	ok					
Cummings, Robert	OK	OK					
Klier, Jonathan	OK	ok					
Kisscak, Jason							
Plumbtree, Clay							
Walsh, Martin							

A total of 5 Lateral Level Probationary Police Officers that have been hired to date from list #6 and #7. The candidates on list #8 will continue with further assessments in 2023.

The commission is anticipating 3 or 4 more positions in 2023

(DOR - Dropped On Request, signifies that either the candidate has dropped from the testing process or they were disqualified by the committee or the commission)



## CITY OF BERWYN FIRE & POLICE COMMISSION

**POLICE SARGENT'S EXAM** posted in 2021. There were 26 candidates, that completed the written and assessments exam. A final list of 24 Candidates was completed in March 2022. The final list was time and date stamped by the Clerk's Office and posted.

There were 4 patrolmen that have been promoted to the rank of Sergeant to date.

	Officer		Starting Date	Seniority (8)	Education (5)	Written	x .42	S+E+W	Assessment	x .45	Written & Assessment	MPP	Final Score	Date Promoted
1	McGrath	John	4/27/2009	4.0000	5.0000	95.0000	39.9000	48.9000	<b>88.3300</b>	39.7485	88.6485	0.00	<b>88.6485</b>	4/27/2022
2	Hadjiouannou	John	4/24/2006	4.0000	5.0000	89.0000	37.3800	46.3800	<b>86.5400</b>	38.9430	85.3230	0.00	<b>85.3230</b>	4/27/2022
3	Burke	Matthew	12/16/2010	2.0000	5.0000	90.0000	37.8000	44.8000	<b>87.3200</b>	39.2940	84.0940	0.00	<b>84.0940</b>	8/31/2022
4	Novotny	Richard	12/15/2008	4.0000	2.0000	81.0000	34.0200	40.0200	<b>95.0000</b>	42.7500	82.7700	0.00	<b>82.7700</b>	8/10/2022
5	Teutonico	Frank	9/3/2010	2.0000	0.0000	91.0000	38.2200	40.2200	<b>90.0000</b>	40.5000	80.7200	0.00	<b>80.7200</b>	
6	Rodriguez	Daniel	12/15/2008	4.0000	5.0000	82.0000	34.4400	43.4400	<b>82.2800</b>	37.0260	80.4660	0.00	<b>80.4660</b>	
7	Schiavone	Nicholas	8/27/1993	8.0000	0.0000	80.0000	33.6000	41.6000	<b>81.5400</b>	36.6930	78.2930	0.00	<b>78.2930</b>	
8	Hoelscher	Thomas	9/7/1999	6.0000	3.5000	78.0000	32.7600	42.2600	<b>77.1500</b>	34.7175	76.9775	0.00	<b>76.9775</b>	
9	Pedecone	Ronald	1/4/2010	2.0000	5.0000	82.0000	34.4400	41.4400	<b>78.0700</b>	35.1315	76.5715	0.00	<b>76.5715</b>	
10	Keske	Tim	1/4/2010	2.0000	5.0000	92.0000	38.6400	45.6400	<b>62.6300</b>	28.1835	73.8235	0.00	<b>73.8235</b>	
11	Esposito	Rita	1/4/2010	2.0000	5.0000	74.0000	31.0800	38.0800	<b>78.7300</b>	35.4285	73.5085	0.00	<b>73.5085</b>	
12	Stillo-Mazur	Jennifer	8/20/2007	4.0000	5.0000	77.0000	32.3400	41.3400	<b>68.6000</b>	30.8700	72.2100	0.00	<b>72.2100</b>	
13	Ariezaga	Jesus	1/6/2003	6.0000	3.5000	70.0000	29.4000	38.9000	<b>72.8500</b>	32.7825	71.6825	0.00	<b>71.6825</b>	
14	Trofimchuk	Robert	3/16/2009	4.0000	3.5000	78.0000	32.7600	40.2600	<b>60.9200</b>	27.4140	67.6740	1.63	<b>69.3073</b>	
15	Mazza	Louis	5/4/1998	6.0000	2.0000	60.0000	25.2000	33.2000	<b>76.4000</b>	34.3800	67.5800	0.00	<b>67.5800</b>	
16	Gordon	Robert	9/3/2010	2.0000	0.0000	61.0000	25.6200	27.6200	<b>87.4100</b>	39.3345	66.9545	0.00	<b>66.9545</b>	
17	Garcia	Thomas	12/22/2008	4.0000	0.0000	77.0000	32.3400	36.3400	<b>67.6800</b>	30.4560	66.7960	0.00	<b>66.7960</b>	
18	Schumacher	James	5/18/1994	8.0000	2.0000	78.0000	32.7600	42.7600	<b>49.1200</b>	22.1040	64.8640	0.00	<b>64.8640</b>	
19	Sepe	Robert	8/1/2005	4.0000	2.0000	82.0000	34.4400	40.4400	<b>54.1700</b>	24.3765	64.8165	0.00	<b>64.8165</b>	
20	Tovar	Edward	9/3/2010	2.0000	2.0000	73.0000	30.6600	34.6600	<b>66.9700</b>	30.1365	64.7965	0.00	<b>64.7965</b>	
21	Brenka	Robert	8/20/2007	4.0000	0.0000	73.0000	30.6600	34.6600	<b>66.8900</b>	30.1005	64.7605	0.00	<b>64.7605</b>	
22	Monaco	Robert	9/5/1995	8.0000	0.0000	61.0000	25.6200	33.6200	<b>66.9300</b>	30.1185	63.7385	0.00	<b>63.7385</b>	
23	Grabarczyk	James	12/22/2008	4.0000	0.0000	67.0000	28.1400	32.1400	<b>0.0000</b>	0.0000	32.1400	0.00	<b>32.1400</b>	
24	Audiffred	George	8/20/2007	4.0000	0.0000	65.0000	27.3000	31.3000	<b>0.0000</b>	0.0000	31.3000	0.00	<b>31.3000</b>	

## FIRE DEPARTMENT

**FIREFIGHTER / PARAMEDIC ENTRY LEVEL EXAM** –the 2022 – has now been completed. A total of 68 applications received by IOS

- 16 applicants were eligible for the written test
- 12 completed the written exam
- 8 candidates were the below the minimal score of 70



## CITY OF BERWYN FIRE & POLICE COMMISSION

Page 6 of 9

- 6 candidates are on the final list

The final list was time and date stamped on 6/27/2022 by the Clerk's Office and posted.

Last Name	First Name	Final Score	Called	Back Ground	Polygraph	Called	PP	PEP	Loyal a Cert	Date Hired	DOR
Steicker	Elizabeth	87.706	27-Jun	6/27/2022	OK	7/30	pend	pend	ok	Pending	
Dyer	Matthew	80.41		6/27/2022							8/1/2022
Ushkow	Clayton	79.433		6/27/2022							7/7/2022
Quillin	Cody	74.265		6/27/2022	ok	8/5	OK	pend	pend		9/16/2022
Seng	Byron	70.63		ok	ok	8/18	ok		pend		9/20/2022
Miller	Michelle	68.062		7/8/2022							7/12/2022

1 New Hire, Pending - Paramedic / Firefighter pending from the 2022 list. Elizabeth Steicker is waiting for the State of Illinois Paramedic License. Five candidates were DOR. This list was exhausted in July 2022.

The commission has started the testing process and is expected to have a final list by January of 2023.

The commission has completed the application process and interviews for the 2<sup>nd</sup> Entry Level Test for Firefighter / Paramedic this year and will post a list in January Of 2023.

There were a total of:

- 63 applications were received and vetted by IOS
- 50 applicants were eligible for the written test
- 40 completed the written exam
- 17 candidates were the below the minimal score of 70
- 20 candidates were interviewed
- Final list will be posted January 2023

### **NOTE: REGARDING ENTRY LEVEL FIRE AND POLICE APPLICATIONS**

**AND TESTING:** Due to the lack of qualified candidates for both the fire and police departments, the commission is required by State statute, to conduct additional entry level examinations. It has also required a change in the way the commission must conduct the exams. It has also caused a change in requirements for the fire department.

- I. The commission changed its requirement fee for 2022: The \$50 for the application was reduced to \$0. This change had mixed results. While we did receive more applications at first, the number of qualified applications did not change after the vetting of applications. On the second test of the year the fee was increased to \$25. While we had more candidates to apply and test, it is not clear if it was the fee or reduction in applicant's entry level qualification's.
- II. The commission used more and different venues of advertisement for the test. No candidates sited the new advertisements as the way they received information about the test. The Blue Line web site, Face Book and City's website are still the best and most productive forms of advertising.
- III. Candidates are not required for this testing cycle to have Firefighter Basic Operations issued by the Illinois State Fire Marshal. The candidates will receive their training paid for by the city at a certified Fire Training facility. Probationary candidates will have 1 year to complete this training and certificate. All candidates are still required to possess an Illinois Paramedic license. (There are many paramedics that work for private ambulance companies. These paramedics



## CITY OF BERWYN FIRE & POLICE COMMISSION

Page 7 of 9

have no pathway to enlist in fire service training as you have to be sponsored by a fire department to receive the training certificate from the OSFM. Dropping this requirement should allow more people to apply).

- IV. Changes in the polygraph questions and procedures. We have modified the procedures to reflect the candidate's personal applications. To be more specific with aspects applications that pertains to the applicant.

For the police, the only change was to reduce the application fee to \$0 and the method of advertising resulted in no change in the number of qualified applications. (The difference for the police is that there is a State statute and process that allows for lateral hiring of police officers. This allows the commission to keep pace with the number of vacancies of the police roster. This also allows the commission to have 2 separate lists – Entry Level and Lateral. In the last 2 years the commission has conducted twice as many entry level exams than before. Police lateral hiring has more than doubled the work load of the commission.

In 2023, the commissioners will be meeting with members of the police department to gain insight as to how to attract more qualified entry level candidates to Berwyn.

### FIRE CAPTAIN / TRAINING OFFICER

The commission conducted an examination for the rank of Captain as outlined in the Collective Bargaining Agreement. Two candidates applied, resulting in a list that will be valid for 3 years.

Name	Assessmt. Center Score	Assessmt Center X .65	Written Exam Score	Written X .35	Preliminary Score	Months of Service in Military	Military Preference Points	Final Score	Promotion Date
Brian Madden	96.67	62.8355	75	26.2500	89.0855			89.0855	
Brendon O'Brian	43.33	28.1645	70	24.5000	52.6645			52.6645	

There are no openings for this rank at this time.

0 Promoted to Captain.

### FIRE LIEUTENANTS EXAM

Posted in 2021 was completed in March.

- 20 candidates completed the written exam
- 18 candidates completed the assessments
- 18 on the final list of candidates



**CITY OF BERWYN FIRE & POLICE COMMISSION**

	Name	Seniority 15 Pts. Max	Education 15 Pts. Max	Assessment Center Score	Assessment Center X .25	Preliminary Score 2	Written Exam Score	Written X .45	Peliminary Score 3	Military Preference Points	Final Score	Date Promoted
1	O'Brien, Brendan	7.5301	15.0000	83.0000	20.7500	43.2801	88.0000	39.6000	82.8801	0.0000	82.8801	3/15/2022
2	Keag, Brandon	7.5301	15.0000	71.5000	17.8750	40.4051	90.0000	40.5000	80.9051	0.0000	80.9051	
3	Mijares, Derek	15.0000	15.0000	65.6200	16.4050	46.4050	76.0000	34.2000	80.6050	0.0000	80.6050	
4	Cooper, Kevin	8.1928	15.0000	64.3300	16.0825	39.2753	83.0000	37.3500	76.6253	3.5000	80.1253	
5	Botha, Leon	7.5301	15.0000	65.9300	16.4825	39.0126	91.0000	40.9500	79.9626	0.0000	79.9626	
6	Laureto, Michael	9.8193	15.0000	72.8800	18.2200	43.0393	71.0000	31.9500	74.9893	3.3833	78.3726	
7	Agnello, Marc	7.7711	15.0000	60.1700	15.0425	37.8136	82.0000	36.9000	74.7136	3.5000	78.2136	
8	Connelly, Allen	9.8193	15.0000	71.8200	17.9550	42.7743	77.0000	34.6500	77.4243	0.0000	77.4243	
9	Waszak, Scott	9.2169	15.0000	62.1300	15.5325	39.7494	83.0000	37.3500	77.0994	0.0000	77.0994	
10	McCorry, Robert	9.0361	15.0000	67.9500	16.9875	41.0236	80.0000	36.0000	77.0236	0.0000	77.0236	
11	Jacobs, Christina	7.5301	13.5000	63.6200	15.9050	36.9351	89.0000	40.0500	76.9851	0.0000	76.9851	
12	Gennett, Michael	10.9036	15.0000	55.7700	13.9425	39.8461	78.0000	35.1000	74.9461	0.0000	74.9461	
13	Conteras, Adrian	7.5301	15.0000	51.6400	12.9100	35.4401	85.0000	38.2500	73.6901	0.0000	73.6901	
14	Zimmer, Doug	7.5301	15.0000	64.3700	16.0925	38.6226	77.0000	34.6500	73.2726	0.0000	73.2726	
15	Plich, Robert	11.8072	15.0000	49.8500	12.4625	39.2697	75.0000	33.7500	73.0197	0.0000	73.0197	
16	Bazaldua, Fred	13.1928	15.0000	47.6700	11.9175	40.1103	72.0000	32.4000	72.5103	0.0000	72.5103	
17	Floskonka, Daniel	7.5301	12.0000	63.2700	15.8175	35.3476	71.0000	31.9500	67.2976	0.0000	67.2976	
18	Kurtz, Joe	7.5301	9.0000	54.9800	13.7450	30.2751	72.0000	32.4000	62.6751	0.0000	62.6751	

The final list was time and date stamped by the Clerk's Office and posted 1/17/2022

1 Promotion to Lieutenant





## CITY OF BERWYN FIRE & POLICE COMMISSION

Page 9 of 9

### EXPENSES

ABS Quality Behavioral Healthcare	Candidate Individual Profile	\$3,250.00
Conference's	FPTI	\$0.00
Illinois State Police	Back Ground Investigations Charges	\$161.50
Industrial Organization Solutions	Police-Fire Candidate Application-Vetting-Advertising-Entry Level Testing	\$7,655.00
Illinois Police and Fire Commissioners Association	IPFCA Annual Dues/Conferences	\$375.00
Johnson, Roberts - PHQ	Candidate Personal History Questioner	\$795.50
Kirby and Associate's	Police-Fire Candidates Background Investigations-Polygraph	\$38,658.65
Woodlake Occupational Health	Police -Fire Candidates Pre Employment Physicals	\$44,523.43
Ottosen, DiNolfo, Hasenbalg, Castaldo LTD	Commission Legal Council	\$0.00
Rescore Management Associates	Police and Fire Promotional Exams	\$23,022.79
	<b>Total</b>	<b>\$118,441.87</b>

There was a significant increase in expenses over the 2021 report due to the additional testing required due to the low turnout of applicants. When there are not enough candidates on or we lose many of our candidates to other departments, it creates a situation for the commission to conduct another test in order to maintain an entry level eligibility list. The large number of police lateral hires and interviews to maintain the status of the police department has also put a strain on the budget of the commission.

Gil Pena, Chairman

Ken Waszak, Commissioner

Ana Espinoza, Commissioner

Daniel Treadwell, Commissioner

Alice Solis, Commissioner

Tony Laureto, Commissioner/Secretary