



CITY OF BERWYN FIRE & POLICE COMMISSION

1/9/2024

BOARD OF FIRE AND POLICE COMMISSION 2023 ANNUAL REPORT

Board Reorganization – At the commission meeting in February,

- The commissioners nominated and elected Gil Pena for Board Chairman for the year of 2023.
- The commissioners nominated and elected Tony Laureto for Board Secretary for the year 2023

The Commission conducted 11 Regular Meetings

The Commission conducted 3 special meetings

The Commission conducted 22 Interview Sessions entry level fire service

The Commission conducted 40 Interview Sessions entry level police service

The Commission conducted 8 Lateral Police Officer Reviews

The Commission conducted 1 Aldermanic Committee Meeting

All Regular Meetings are held on the

- 3rd Thursday of the month
- 1:00pm at Police station on the 2nd floor, West Conference room

IFPCA ANNUAL SPRING CONFERENCE

Commissioners were not required to attend.

IFPCA ANNUAL FALL CONFERENCE

Commissioners were not required to attend.

COMMISSION TRAINING

In October, the commission conducted a workshop with the Commission Attorney, Jim Kelly to review all of the commissions policies and practices.

The subjects included

- Entry level testing and hiring for both Fire and Police.
- Promotional testing for all ranks in both Fire and Police.
- Hiring process of lateral police officers
- Communications

POLICE DEPARTMENT

POLICE ENTRY LEVEL EXAM



CITY OF BERWYN FIRE & POLICE COMMISSION

On June 3rd the commission along with I.O.S. Recruitment conducted the written exam for the position of Entry level Police Officer.

- 58 applications were received and vetted by IOS
- 44 applicants were eligible for the written test
- 43 completed the written exam
- 14 candidates were the below the minimal score of 70%
- 40 candidates were interviewed

Last Name		POWER	BG / Kirby	Poly	COE	Profile	PEP	DOR Date	Date Hired
CARRANZA	IKER	ok	ok	OK	ok	ok	ok		8/1/2023
MARQUEZ	CHRISTIAN	ok	???	???				7/13/2023	
MICETICH	MARGARET	ok	ok	ok	ok	ok	ok		8/1/2023
ALCALA	MICHAEL	ok	ok	OK	ok	ok	ok		8/1/2023
SLOWINSKI	CHRISTOPHER	OK	ok	OK	13-Jul			7/13/2023*	
BOTERO	ANDRES	ok	ok	ok	ok	Ok	ok		8/1/2023
ORTEGA LEANOS	LUIS	30-Sep	PASS	12-Jul				10/10/23*	
ORTIZ	JOSE	ok	Pending	?				7/22/2023*	
CARRERA	DAMIAN	no	Pass	12-Jul				10/16/23*	
CASTILLO	GABRIELA	YES	Pass	12-Jul	6-Nov	ok	ok		11/29/2023
MORALES	JANET	Yes/failed	ok	pending	ok	ok	ok	8/9/3/23	8/1/2023
FLORES	JAHAYRA	30-Sep	Did not pass	12/14/23 called					
BARRERA GUTIERREZ	BEATRIZ	no						10/17/2023*	
WESTLAKE	STEPHEN	Yes						10/13/23*	
REGULES	JONATHAN	Yes	OK	OK	9-Nov			11/29/2023*	
MONTANO	JAVIER	12-Dec	N						
CIMAGLIA	DOMINIC	no	N						
AVALOS	DANIEL	yes						11/3/23*	
SANDOVAL	JONATHAN	7-Nov	req pass	failed power 11/7		30-Dec			
HERNANDEZ	JONANTHAN	no	req pass						
ROMAN	EDUARDO	no	?						
CASTRO	OMAR	no	?						
CHORZEPA	ANNA	no	?						
HERNANDEZ	MARK	yes	ok	ok	10-Nov		ok		11/29/2023
HINOJOSA SANCHEZ	EVENLY	Yes						11/22/2023*	
HALL	TROY	Yes	Pending	drop					
SUAREZ	ALICIA	Yes	on Chi list	Drop				12/16/2023*	
FLORES	JESUS	yes	Pending						
CIMAGLIA	NICOLE	Yes	Pending						
SOBERANIS	BRYAN	no							
GOMEZ	MONTZERRAT	no							
VIEYRA	BALTAZAR	no							
MAGANA	RAUL	no							
HERRERA	JORGE	Yes	Pending	Drop					
BENITEZ	JAMILETH	no							
ULLOA	NICHOLAS	no							
PEREZ	ALEXANDRO	no	Pending						
ALICEA	ADRIAN	no							

- Preliminary list posted 12/27/2022



CITY OF BERWYN FIRE & POLICE COMMISSION

(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)

NOTE: REGARDING ENTRY LEVEL FIRE AND POLICE APPLICATIONS

AND TESTING: Because of 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. The result is more time and money must be spent to conduct the exams. It has also caused a change in requirements for the fire department.

- I. The commission changed its requirement that fire/paramedic candidates \$50 for the application of the 2022 exam. The \$50 fee was then waived and \$0 fee was implemented for this exam with 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 qualifications.
- II. The commission used more and different venues of advertisement for the test. The result of this was, no candidates sited the new advertisements as the way they received information about the test. As a result, 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 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. Updates to the polygraph questions and procedures, have been modified to reflect the candidate’s character.

On the police side, the only change was to reduce the application fee to \$0 and the method of advertising resulting in no change in the number of qualified applications. The commission decided to return to the \$25 processing fee for 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 that were previously done. Adding in the factor of police lateral hiring the commissioners have more than doubled it 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.

POLICE LATERAL HIRE

The assessment committee, consisting of Assistant Chief, Manfredini, Commander Ochsner, Sergeant Burke, Patrolman Piemonte, Patrolman Stefano, Commander Smith, Commissioner Solis, Commissioner, Secretary Laureto and Mayoral Appointment James Nichols. The committee conducted 4 rounds of interviews, assessments of candidates and submitted their findings to the Commission.

In the 3 rounds of assessments there were a total of 15 police candidates. Most of the applicants were from the City of Chicago and form surrounding communities and 1 from out of state.

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

- ✓ Background investigation
- ✓ Polygraph
- ✓ Conditional offer employment
- ✓ Individual Assessment



CITY OF BERWYN FIRE & POLICE COMMISSION

- ✓ Pre-Employment physical
- ✓ Probationary period

All candidates must have a valid Illinois Police Officer Certificate and be in good standing with the State of Illinois, with a minimum of 3 years of experience is preferred.

The Commission hired 8 Lateral Probationary Police Officers in 2023

POLICE SARGENT'S EXAM

This list is a carry-over from 2022. The 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 5 patrolmen that have been promoted to the rank of Sergeant at the time of this report

	Officer		Starting Date	Seniority Max (8)	Education Max (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	88.3300	39.7485	88.6485	0.00	88.6485	4/27/2022
2	Hadjiouannou	John	4/24/2006	4.0000	5.0000	89.0000	37.3800	46.3800	86.5400	38.9430	85.3230	0.00	85.3230	4/27/2022
3	Burke	Matthew	12/16/2010	2.0000	5.0000	90.0000	37.8000	44.8000	87.3200	39.2940	84.0940	0.00	84.0940	8/31/2022
4	Novotny	Richard	12/15/2008	4.0000	2.0000	81.0000	34.0200	40.0200	95.0000	42.7500	82.7700	0.00	82.7700	8/10/2022
5	Teutonico	Frank	9/3/2010	2.0000	0.0000	91.0000	38.2200	40.2200	90.0000	40.5000	80.7200	0.00	80.7200	1/12/2023
6	Rodriguez	Daniel	12/15/2008	4.0000	5.0000	82.0000	34.4400	43.4400	82.2800	37.0260	80.4660	0.00	80.4660	2/28/2023
7	Schiavone	Nicholas	8/27/1993	8.0000	0.0000	80.0000	33.6000	41.6000	81.5400	36.6930	78.2930	0.00	78.2930	2/28/2023
8	Hoelscher	Thomas	9/7/1999	6.0000	3.5000	78.0000	32.7600	42.2600	77.1500	34.7175	76.9775	0.00	76.9775	5/23/2023
9	Pedecone	Ronald	1/4/2010	2.0000	5.0000	82.0000	34.4400	41.4400	78.0700	35.1315	76.5715	0.00	76.5715	8/8/2023
10	Keske	Tim	1/4/2010	2.0000	5.0000	92.0000	38.6400	45.6400	62.6300	28.1835	73.8235	0.00	73.8235	DOR 10-3-23
11	Esposito	Rita	1/4/2010	2.0000	5.0000	74.0000	31.0800	38.0800	78.7300	35.4285	73.5085	0.00	73.5085	
12	Stillo-Mazur	Jennifer	8/20/2007	4.0000	5.0000	77.0000	32.3400	41.3400	68.6000	30.8700	72.2100	0.00	72.2100	
13	Ariezaga	Jesus	1/6/2003	6.0000	3.5000	70.0000	29.4000	38.9000	72.8500	32.7825	71.6825	0.00	71.6825	
14	Trofimchuk	Robert	3/16/2009	4.0000	3.5000	78.0000	32.7600	40.2600	60.9200	27.4140	67.6740	1.63	69.3073	
15	Mazza	Louis	5/4/1998	6.0000	2.0000	60.0000	25.2000	33.2000	76.4000	34.3800	67.5800	0.00	67.5800	
16	Gordon	Robert	9/3/2010	2.0000	0.0000	61.0000	25.6200	27.6200	87.4100	39.3345	66.9545	0.00	66.9545	
17	Garcia	Thomas	12/22/2008	4.0000	0.0000	77.0000	32.3400	36.3400	67.6800	30.4560	66.7960	0.00	66.7960	
18	Schumacher	James	5/18/1994	8.0000	2.0000	78.0000	32.7600	42.7600	49.1200	22.1040	64.8640	0.00	64.8640	
19	Sepe	Robert	8/1/2005	4.0000	2.0000	82.0000	34.4400	40.4400	54.1700	24.3765	64.8165	0.00	64.8165	
20	Tovar	Edward	9/3/2010	2.0000	2.0000	73.0000	30.6600	34.6600	66.9700	30.1365	64.7965	0.00	64.7965	
21	Brenka	Robert	8/20/2007	4.0000	0.0000	73.0000	30.6600	34.6600	66.8900	30.1005	64.7605	0.00	64.7605	
22	Monaco	Robert	9/5/1995	8.0000	0.0000	61.0000	25.6200	33.6200	66.9300	30.1185	63.7385	0.00	63.7385	
23	Grabarczyk	James	12/22/2008	4.0000	0.0000	67.0000	28.1400	32.1400	0.0000	0.0000	32.1400	0.00	32.1400	
24	Audiffred	George	8/20/2007	4.0000	0.0000	65.0000	27.3000	31.3000	0.0000	0.0000	31.3000	0.00	31.3000	



CITY OF BERWYN FIRE & POLICE COMMISSION

FIRE DEPARTMENT

FIREFIGHTER / PARAMEDIC ENTRY LEVEL EXAM

The commission had 1 Entry Level, 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 in January of 2023.

The commission has completed the application process and interviews for the 2nd Entry Level Test for Firefighter / Paramedic this year and will produce 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

	Last Name	First Name	Other List	Called on Pass Status	CPAT	IDPH	Loyola Cert	OSFM	Called	Back Ground	Polygraph	Called COE	PP	PEP	DOR	Req Pass	Date Hired
															Commission*		
1	AMEZCUA	FABIOLA	no	8/30/2023 still interested	Yes	yes	yes	no	27-Dec	yes	yes	x	Pend	Pend		1/21/2023	1/17/2024
2	DOUGLAS	JOSHUA	yes		yes	yes	no	yes	27-Dec	yes	yes				1/21/2023*		
3	SHECK	FRANK			no	yes	yes	no	27-Dec	yes	yes	x			11/21/2023	1/21/2023	
4	ORTEGA	MIKO	no		yes	yes	Yes	yes	27-Dec	yes	yes	yes	yes	yes			2/8/23
5	CAMPOS	KATIA	yes		yes	yes	yes	no	27-Dec	yes	yes	yes	yes	yes	1/6/2023		
6	BROCKHOFF	LINDSAY	Yes	8/30/2023 still interested	6-Dec	yes	yes	yes	27-Dec	yes	yes	x				26-Jan	
7	HARPER	JOSEPH	yes		yes	yes	no	yes	27-Dec	yes	yes				1/25/2023*		
8	MULLINS	SEAN	no		yes	yes	yes	no	27-Dec	yes	yes	yes	yes	yes			2/8/23
9	DESMOND	TIMOTHY	no	11/21 email	yes	pend	advocat	yes	27-Dec								27-Dec
10	SCHATTAUER	SPENCER	no		yes	yes	Yes	yes	27-Dec	x	?				1/21/2023*		
11	DEWAN	MICHAEL	yes	11/21 emailed	yes	pend		no	27-Dec								27-Dec
12	HEAVEY	ALEX			yes	yes	ok	yes	27-Dec	yes	yes	yes	ok	22-Feb			2/8/23
13	MCMANUS	COLIN	yes	8/30/2023 I with NR	yes	yes	yes	yes	27-Dec						11/21/2023	27-Dec	
14	HALLEY	JILLIAN	no		yes	yes	ok	???	27-Dec	yes	yes	yes	ok	ok			3/1/23
15	KILLINGSWORTH *	BRANDON		8/30/2023 In school for IDPH	yes	EMT	no	no	27-Dec								27-Dec
16	ARTEAGA	MARIELA	no		yes	yes	Loyola	yes	26-Jan						11/21/2023	27-Jan	
17	SCHORN	JUSTIN	yes		yes	yes	YES	yes	27-Dec	yes	yes	yes	ok	ok			3/1/23
18	FLORES JR	PEDRO		30-Aug	no	no	no	no	27-Dec						8/31/2020	27-Dec	
19	WELSCH	ANTONIO	yes		yes	yes		yes	27-Dec	pending					10/16/2023		
20	GLODZIK	JACK			yes	yes		yes	27-Dec	pending	Will not respond 3 times				10/18/2023		

The commission has hired 6 Firefighter/ Paramedics from the 2023 List. The department is anticipating 4-5 openings on the roster at the beginning of the first of the year 2024, therefore, the Commission has started the application process with a written test date of January 20th. Because of the large number of openings on the department, the commissions will work as fast as possible to have a new list before the end of January.

FIRE CAPTAIN / TRAINING OFFICER

There were no changes on this list, no promotions in 2023 at the time of this report.



CITY OF BERWYN FIRE & POLICE COMMISSION

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.

The were no promotions for Captain at the time of this report.

FIRE LIEUTENANTS EXAM

Results posted in 2021.

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

There are no openings for this rank at this time of this report.

	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	1/6/2023
3	Mjares, Derek	15.0000	15.0000	65.6200	16.4050	46.4050	76.0000	34.2000	80.6050	0.0000	80.6050	1/6/2023
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	Pilch, 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	Ploskonka, 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


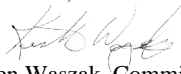
The commission promoted 2 to the rank of Lieutenant at the time of this report.

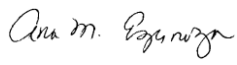




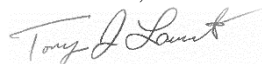
CITY OF BERWYN FIRE & POLICE COMMISSION

EXPENSES

ABS Quality Behavioral Healthcare	Candidate Individual Profile	\$2,675.00
Axiom Investigative Services	Candidate credit reports	\$21.00
Conference's	FPTI	\$0.00
Illinois State Police	Back Ground Investigations Charges	\$814.33
Industrial Organization Solutions	Police-Fire Candidate Application-Vetting-Advertising-Entry Level Testing	\$7,576.00
Illinois Fire and Police Commissioners Association	IPFCA Annual Dues/Conferences	\$375.00
Johnson, Roberts - PHQ	Candidate Personal History Questioner	\$889.50
Kirby and Associate's	Police-Fire Candidates Background Investigations-Polygraph	\$42,396.47
Woodlake Occupational Health	Police -Fire Candidates Pre-Employment Physicals	\$17,699.00
Ottosen, DiNolfo, Hasenbalg, Castaldo LTD	Commission Legal Council	\$262.00
Rescore Management Associates	Police and Fire Promotional Exams	\$0.00
	Total	\$71,242.95


 Gil Pena, Chairman

 Ken Waszak, Commissioner


 Ana Espinoza, Commissioner

 Daniel Treadwell, Commissioner


 Alice Solis, Commissioner

 Tony Laureto, Commissioner/Secretary