

Peoria

Diversity Initiative 2021

# Fire/Rescue Department

# Abbreviations Legend

- African American (AAM)
- Hispanic (H)
- Caucasian (C)
- Asian (A)
- Indian (I)
- Other (O)
- Female (F)
- Male (M)

# Community Partnerships



In 2016, PFD entered into a joint partnership with Peoria Public Schools and Illinois Central College.



Established the Dual Credit WCTC program for Seniors and Juniors  
EMT  
Fire Service Technology

**BOTH PROGRAMS CONTINUE ON TODAY**

## Initiatives of Change / Recruitment Activities

- **2016** redeveloped the Fire Cadet apprenticeship program.
  - 2016 hired 3 cadets ( 1 AAM, 1 CM, 1 AAF).
  - 2017 hired 3 cadets (1 AAM, 1 HM, 1CF)
  - **In 2018 the Fire Cadet program was cut due to a contractual agreement stating that if there were cuts to the Fire department the cadet program would be eliminated.**
- **Fire Explorer Program**
  - Operates independently of the PFD and continues on today.
- **2020** backed off recruitment due to lack of hiring and Covid.
- **2021** recruitment efforts resumed.
  - Attended local events such as Night Out Against Crime and Juneteenth Fest.
  - Attended collegiate job fairs.
  - **Online and social media outlets were utilized to reduce cost.**
  - Billboard ads with diversity as the theme.
  - Handout informational postcards
  - Open Gym Sessions for CPAT.



## Operations Line personnel

- 6 Battalion Chiefs
- 48 Fire Captains
- 48 Fire Engineers
- 58 Firefighters



Operations Division is the initial personnel on-boarding position for the department.

**160 compliment  
when all  
positions filled**

## Diversity Rank Structure Line – Admin. Personnel

- 157 current line personnel
- 1 CF Fire Battalion Chief
- 1 AAM Fire Battalion Chief
- 5 AAM Fire Captains
- 1 AM Fire Captain
- 1 AAM Fire Engineer
- 2 HM Firefighter
- 10 AAM Firefighters
- 2 CF Firefighters
- 5 Command Staff (4CM & 1 AAM)
- 2 mechanics (2CM)
- 6 staff prevention positions (1 AAM, 5CM)
- 1 Staff Training positions (1 AAM)
- 1 Fiscal Technician (CF)
- 2 Administrative Specialist (1 AAF, 1 CF)

# Current Promotional Lists

- Battalion Chief List Expiring in 2023
  - \* 10 CM
  - \* 2 AAM
  - \* 1 AM
  
- Captain's List Expiring in 2022
  - \* 17 CM
  - \* 1 AAM

# Separation and On-boarding

- Retirements in 2020

- 7 CM
- 7 AAM
- 1 HM

Retirements in 2021

- \* 5 CM
- \* 1 AAM
- \* 1 AM

- The Peoria Fire/Rescue Department on-boarded 16 Firefighters in 2021.

- \* 10 CM
- \* 5 AAM
- \* 1 HM

- Resignations since 2018

- \* 7 CM
- \* 4 AAM
- \* 1 CF



# CHANGES IN 2021

16 FIREFIGHTERS WERE HIRED IN 2021

5 AAM = 31%

1 HM = 6%

10 CM = 62%

Total protected class hiring 37%





# Current Hiring Pool Results

- The Fire Department is currently in the process of establishing a new pool. The current hiring pool has 1 CM left in it.
- New pool will be established March 2022.



# Testing Breakdown



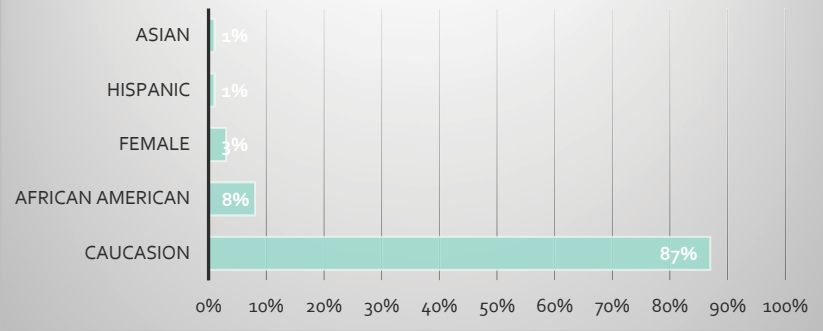
2020 FIREFIGHTER ELIGIBILITY POOL															
TESTING STATISTICS															
Effective: March 4, 2020															
	White	Black	Hispanic	Asian	Indian	Other		White	Black	Hispanic	Asian	Indian	Other		
	TOTAL MALE							TOTAL FEMALES						TOTALS	
APPLICATIONS RECEIVED	66	37	4	2	0	2	111	7	5	0	0	0	2	14	125
NO DOCUMENTS OR CPAT	15	13	0	0	0	1	29	7	3	0	0	0	2	12	41
WITH DOCUMENTS; NO CPAT	7	4	1	0	0	0	12	0	2	0	0	0	0	2	14
WITH CPAT; NO DOCUMENTS	1	0	0	0	0	0	1	0	0	0	0	0	0	0	1
FAILED WRITTEN	14	8	0	2	0	0	24	0	0	0	0	0	0	0	24
NO SHOW WRITTEN	2	2	2	0	0	0	6	0	0	0	0	0	0	0	6
PLACED INTO POOL	27	10	1	0	0	1	39	0	0	0	0	0	0	0	39

## Current Diversity Percentages

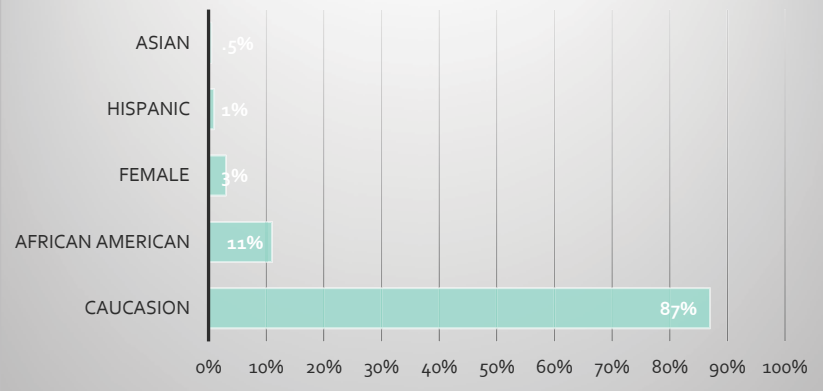
- A total of 178 employees represent the Peoria Fire/Rescue Department, down from a high of 214 in 2014.
- African American 11%
- Caucasian 87%
- Hispanic 1%
- Asian .5%
- Female 3%
- Male 97%



### 2020 Diversity Percentages- 177 Employees



### 2021 Diversity Percentages- 178 Employees







# Questions?