



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 the 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.
 - **Online and social media outlets were utilized to reduce cost.**
 - Billboard ads with diversity as the theme.
 - Radio spots.
 - Greater Peoria Mass Transit Public Transportation ads.
 - Handout informational postcards
 - Open Gym Sessions for CPAT.



Operations Line personnel

- 6 Battalion Chief's
- 48 Fire Captain's
- 48 Fire Engineer's
- 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

- 151 current line personnel
- 1 AAM Fire Battalion Chief
- 4 AAM Fire Captain's
- 1 CF Fire Captain
- 1 A Fire Captain
- 2 AAM Fire Engineer's
- 1 HM Firefighter
- 6 AAM Firefighters
- 1 HM Firefighter
- 2 CF Firefighters
- 5 Command Staff (5CM)
- 2 mechanics (2CM)
- 6 staff prevention positions (1 AAM, 5CM)
- 1 Staff Training positions (1CM)
- 1 OEM (CM)
- 1 Management Analyst (CF)
- 2 Administrative Specialist (1 AAF, 1 CF)

Current Promotional Lists

- Battalion Chief List Expiring in 2021
 - * 1 CM
 - * 1 CF

- Captain's List Expiring in 2022
 - * 17 CM
 - * 1 AAM

Separation and On-boarding

- Retirements in 2020

- 7 CM
- 7 AAM
- 1 HM

Resignations since 2019

- * 5 CM
- * 2 AAM
- * 1 CF

- The Peoria Fire/Rescue Department has not on-boarded since 2018.

CHANGES IN 2018

19 FIREFIGHTERS WERE HIRED IN 2018

3 AMM = 16%

3 CF = 15%

1 Other = 5%

12 CM = 63%

Total protected class hiring 36%



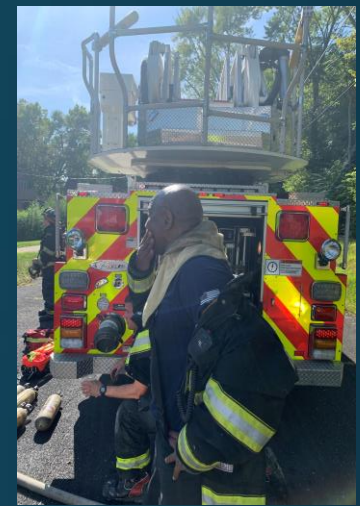


Current Hiring Pool Results

- 43 People passed the Entrance Exam and the CPAT- Current List is 32 people.
- 23 - CM
- 7 AAM
- 2 Other
- 0 AM
- 0 HM



Testing Breakdown



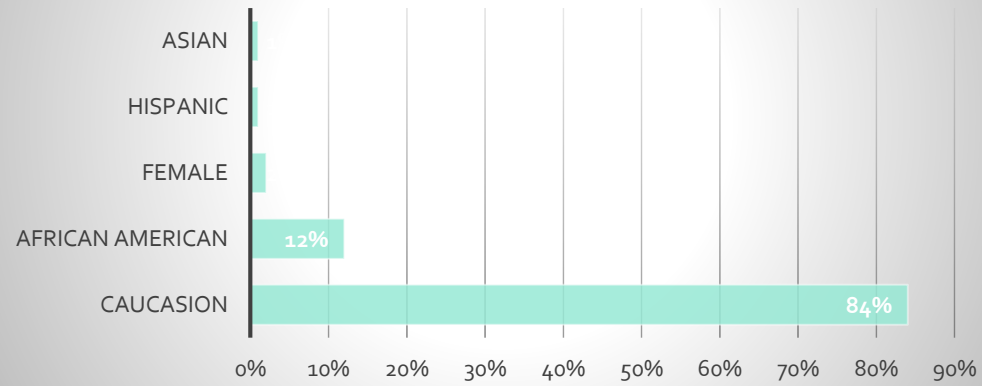
2020 FIREFIGHTER ELIGIBILITY POOL															
TESTING STATISTICS															
Effective: March 4, 2020															
	White	Black	Hispanic	Asian	Indian	Other		White	Black	Hispanic	Asian	Indian	Other		
	TOTAL MALE							TOTAL FEMALES						TOTALS	
APPLICATIONS RECEIVED	66	37	4	2	0	2	111	7	5	0	0	0	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

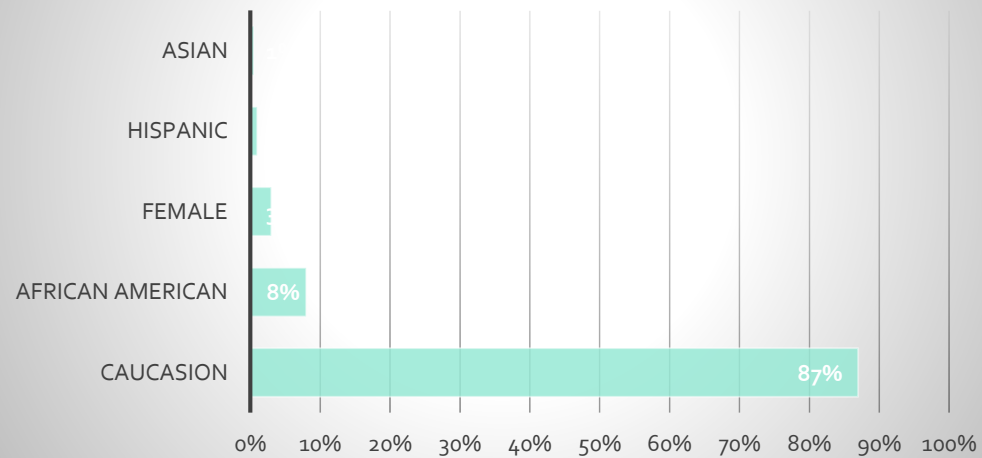
- A total of 177 employees represent the Peoria Fire/Rescue Department, down from a high of 214 in 2014.
- African American 8%
- Hispanic .5%
- Asian .5%
- Female 3%
- Caucasian 87%



2019 Diversity Percentages- 192 Employees



2021 Diversity Percentages- 177 Employees





Questions