



AGENDA

BOARD OF FIRE AND POLICE COMMISSION

Board of Fire and Police Commission : November 19, 2024 at 7:30 AM

Village Hall 740 Hillgrove Avenue, Western Springs, IL 60558

A. Call to Order

B. Roll Call

C. Public Comment

D. Approval of Minutes

1. Friday, September 20, 2024

E. New Business

1. Sergeant Position Promotional and Testing Process / Resource Management Associates Agreement

F. Other Business

G. Adjournment

Individuals with disabilities who plan to attend / participate in this meeting and who require accommodations to allow them to observe and participate, or who have questions regarding accessibility of the meeting or facilities, are requested to contact Jill Izzo at 708-246-1800, extension 127.

**VILLAGE OF WESTERN SPRINGS
BOARD OF FIRE AND POLICE COMMISSIONERS
REGULAR MEETING MINUTES
September 20, 2024**

Present: Chair Marcia Buell; Commissioner Janet Dahl; Commissioner James Maragos; Chief of Police, Sean Gilhooley, Deputy Chief of Police, Ashlee Jasutis, Deputy Fire Chief, Brian Scott and Assistant to Village Manager, Daisy Chavez

Agenda Items:

1. Call to Order

Chair Buell called the meeting to order at 8:33 a.m.

2. Roll Call

Chair Marcia Buell, Commissioner Janet Dahl and Commissioner James Maragos were present. Also present were Chief of Police Sean Gilhooley Deputy Chief of Police Ashlee Jasutis, Deputy Fire Chief Brian Scott and Daisy Chavez, Assistant to Village Manager.

3. Approval of Meeting Minutes

Commissioner Dahl made a motion to approve the meeting minutes of June 26, 2024. Commissioner Maragos seconded the motion. The motion was approved by voice vote.

4. Public Comment

No public comment.

5. Motion to approve filling one (1) vacant Sergeant position

Commissioner Maragos made a motion to approve filling one vacant sergeant position with Officer Naber, who is currently number two on the final eligibility list for police sergeant. Commissioner Dahl seconded the motion. The motion passed on a unanimous voice vote.

6. Other

Deputy Chief Jasutis advised that after Officer Chase Naber is promoted to the rank of Sergeant, the current Sergeant's list will be exhausted. She is currently researching different companies to administer the Sergeant's test. She is also speaking with neighboring police departments to inquire about what company they utilize.

7. Adjourn

Commissioner Maragos made a motion to adjourn, seconded by Commissioner Dahl. The motion passed on a unanimous voice vote. The meeting was adjourned at 8:41 a.m.

Respectfully submitted,

Sean Gilhooley
Chief of Police



AGENDA ITEM SUMMARY

BOARD OF FIRE AND POLICE COMMISSION

Board of Fire and Police Commission : November 19, 2024

AGENDA ITEM E.1.

To: Board of Fire and Police Commission

From: Ashlee Jasutis, Deputy Director of Law Enforcement Services

CC: Ellen Baer, Village Manager, Sean Gilhooley, Director of Law Enforcement Services, Casey Biernacki, Deputy Village Manager, Daisy Chavez, Assistant to the Village Manager, Brian Scott, Director of Fire and EMS, Michael Jurusik, Village Attorney

RE: Sergeant Position Promotional and Testing Process / Resource Management Associates Agreement

Recommendation

Staff is recommending Resource Management Associates to conduct the next Sergeant's testing process.

Summary

Enclosed is documentation for the Board of Fire and Police Commission to review regarding the upcoming Sergeant's promotional process for December 2024.

Resource Management Associates, based in Tinley Park, Illinois, has provided a background on their company, a proposal, and a tentative testing schedule. The Village has contracted with Resource Management Associates in the past for promotional processes.

The current eligibility list for the rank of Sergeant has been exhausted, and an active list is necessary to comply with the Rules of the Board of Fire and Police Commission.

Financial Impact

The attached proposal outlines a not-to-exceed cost of \$7,830.00.

Recommended Motion

Motion to elevate the approval of an agreement between the Village of Western Springs and Resource Management Associates for a not-to-exceed amount of \$7,830 to the Village Board for consideration.

Strategic Plan Alignment

- Organizational Development

File Attachments

1. Resource Management Associates Agreement



November 4, 2024

Deputy Chief Ashlee Jasutis
Western Springs Police Department
740 Hillgrove Avenue
Western Springs, IL 60558

Dear Deputy Chief Jasutis:

Thank you for contacting me regarding our interest in assisting you in designing and administering a content-valid written examination and assessment center for candidates for the position of Sergeant. **Resource Management Associates** has been involved in providing entry-level and promotional examination services to communities throughout the United States for more than 40 years and we welcome the opportunity to submit this proposal for your consideration.

In the design and administration of promotional examinations, we consider the following to be of paramount importance.

1. The examination should be valid and relevant. That is, it should be based upon a thorough understanding of the position for which candidates are being considered and should accurately measure a candidate's potential for successfully performing the duties of the position.
2. The process should be designed in such a way as to provide every eligible applicant a fair and equal opportunity to demonstrate his or her ability to perform the duties of the position and there should be absolutely no hint of bias, favoritism or personal influence in any part of the examination process.
3. The process should be legally defensible and free from any actual or implied adverse impact against any person or group on the basis of age, gender, race, color, or creed.
4. The process should be cost-effective. While quality should not be sacrificed to cut costs, the costs of the service provided should be justified on the basis of the quality of the final work product.

5. The integrity and credibility of the testing firm, as well as that of the Village and Police Department, should not be questioned as a result of the testing process.

Scope of Services

Based upon my understanding of your requirements, we are prepared to do the following:

Written Examination:

We will develop a customized written examination consisting of approximately 100 multiple-choice questions covering police patrol methods, criminal investigation, police administration, supervision, constitutional law, and other related areas. In addition, the written test will include questions from current policy and procedures and other local documents.

1. We will provide a Reading List which will identify source materials from which all examination items are drawn. These source materials will be contemporary sources in police administration and operations. Typically, the Reading List includes no more than four sources, in addition to local references.

We recommend that a minimum of 60 days be allowed between receipt and posting of the reading list and the examination date. This is sufficient time, in our experience, to allow candidates to obtain and study the source materials.

2. We will assemble and prepare a content-valid written examination consisting of approximately 100 multiple-choice items which will reflect the knowledge required to successfully perform the duties and responsibilities of a Sergeant in the Western Springs Police Department.

3. We will administer the examination at a location provide by the Police Department and on a date and time mutually agreed upon.

4. We will make arrangements to score the examination on-site using computerized scoring methods and providing for an immediate written report to the candidate containing their score as well as a list of the items they answered incorrectly. The Police Commission will subsequently be delivered the final results of this process.

Assessment Center:

1. We will meet with the designated department Subject Matter Expert(s) to review the department organization as well as the duties of the position of Police Sergeant and to discuss the scenarios to be included in the assessment center process. Based upon the information generated as a result of this meeting, we will design exercise materials that will fairly and accurately test the candidates' ability to perform the duties of these positions in a successful manner.
2. We will prepare draft exercise materials and submit them to you for review. Following this review, we will make any adjustments in these materials necessary to ensure their relevancy to the position and to the operating procedures of the Western Springs Police Department.
3. We will administer an assessment center for this position to consist of three (3) exercises designed to reflect the organization, operations and policies of the Western Springs Police Department and the duties and responsibilities of the position.
4. We propose that all parts of the assessment center, including the candidate evaluation and scoring, be video recorded to document the consistency in the process and fairness to all candidates. The video recordings can also be used to review the performance of the candidates in the exercises.
5. Prior to the assessment center, we will conduct an orientation session for the candidates to acquaint them with the nature of the process, the exercises in which they will participate, and the manner in which their performance will be evaluated.
6. Subject to your approval, we will select three qualified persons to serve as assessors. These will be persons who have no connection with the department or any of the candidates and who will have no problem in objectively evaluating their performance. Utilizing a single panel of three assessors, we can administer the assessment center process to five (5) candidates in a single day.
7. We will conduct a training session for the assessors to acquaint them with the nature of the assessment center exercises and the procedures to be employed in evaluating and scoring the candidates. Assessors will also be provided with background information concerning the organization, staffing and operations of the Western Springs Police Department.
8. Upon concluding the assessment center, we will tabulate the final scores and submit the results to the Police Commission within one week. Scores shall be based on a maximum 100 percent.

9. Following the assessment center, we will conduct individual candidate feedback sessions with the candidates to review with them their performance in the assessment center and to point out to them areas in need of improvement.

Project Administration

The project would be conducted under the supervision of **Mr. Charles D. Hale**, who is the President of **Resource Management Associates** and has served in that capacity since 1981. Mr. Hale has served as a consultant in law enforcement to over 300 municipalities throughout the United States since 1973 and is the author of three books on police administration. He is also the author of the chapter "Police Patrol" in the text, Local Government Police Management, published by the International City Management Association. Mr. Hale served as a Police Officer and Police Sergeant in El Segundo, California, during which time he earned a Master's Degree in Criminal Justice from California State University at Long Beach.

Charles Hale has designed and administered written examinations, oral examinations and assessment centers of the type described herein for police, fire and public safety departments throughout the United States. Our clients have included the City and County of San Francisco, California; Tallahassee, Florida; Providence, Rhode Island; Madison, Wisconsin; Rockford, Illinois; and numerous municipalities in the Chicago area. Mr. Hale is the author of the text, The Assessment Center Handbook for Police and Fire Personnel, published by Charles C. Thomas Publishers of Springfield, Illinois.

Mr. Steven W. Hale is the Vice-President of **Resource Management Associates**. Steven Hale has more than 30 years of experience in designing and administering customized written promotional examinations, oral examinations and assessment centers. During his tenure with the firm, Mr. Hale has designed and administered several hundred testing assignments for various positions throughout several states. **Resource Management Associates** also utilizes dozens of police and fire practitioners from various regions of the country to serve as Project Managers, Test Administrators and evaluators, for the examinations we administer for our clients. These individuals have extensive practical experience in the field of public safety and have outstanding professional reputations to serve in this capacity. These persons are employed as needed to ensure the successful completion of each testing endeavor we administer.

Organizational Qualifications

With offices in Tinley Park, IL, and Cape Coral, FL, **Resource Management Associates, Inc.**, represents fire and police departments in more than a dozen states. **Resource Management Associates** has 40 years of experience in the design and administration of customized promotional examinations for the police, fire and public safety agencies. **Resource Management Associates** is one of the leading providers of police and fire promotional examination services in the United States. We have designed and administered promotional examinations for communities in several states. Since 1981, we have established a reputation for professional work and client satisfaction.

Each year we design and administer more than 100 customized promotional examinations for police and fire departments in several states (*see below*). We have designed and administered written examinations, oral examinations and assessment centers for public safety departments in more than 25 states, including Alabama, Arizona, California, Colorado, Connecticut, Florida, Georgia, Illinois, Indiana, Iowa, Kansas, Kentucky, Maine, Maryland, Massachusetts, Michigan, Mississippi, Missouri, Nebraska, New Hampshire, Ohio, Pennsylvania, Rhode Island, South Carolina, Vermont, Wisconsin, and Wyoming. Over the last fifteen years we have conducted over 1,000 customized and content-valid promotional examinations for a wide range of ranks in the police and fire services.

Project Costs

Police Sergeant Examination

Written Examination:

Base Fee	\$ 1,000.00
Test Booklets and Scoring (4 @ \$20.00/candidate)	\$ 80.00
Development of New Policy/Textbook Questions (20 @ \$30.00/each)	\$ 600.00
Test Administration (to include on-site scoring)	\$ 650.00
Sub-Total	\$ 2,330.00

Deputy Chief Ashlee Jasutis
November 4, 2024 - page 6

Assessment Center:

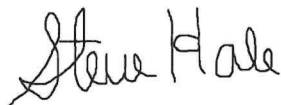
Base Fee	\$ 1,500.00
Test Administration (<i>includes candidate orientation, assessor training and individual candidate debriefings</i>):	
For up to five (5) candidates (1 day)	<u>\$ 4,000.00</u>
Sub-Total	\$ 5,500.00
Total	\$ 7,830.00

These costs include assessor fees, but do not include staff and assessor travel (*at current IRS mileage rates*) lodging (*if required*) and meals, which will be billed to the Village at actual cost.

Conclusion

Thank you for the opportunity to submit this proposal. We would consider it a pleasure to assist you in this important endeavor. If you have any questions about anything contained in this proposal, please let me know.

Sincerely,



Steven W. Hale
Vice-President



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
11/04/2024

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Olson Insurance Group 4546 W 167th Street Oak Forest IL 60445	CONTACT NAME: Patricia Horkan PHONE (A/C, No, Ext): (708) 983-7375 E-MAIL ADDRESS: Patti.h@olson-ins.com	FAX (A/C, No): (708) 633-5053	
	INSURER(S) AFFORDING COVERAGE		NAIC #
INSURED Site Services LLC 269 Ashcroft Court Oswego IL 60543- (630) 200-4218	INSURER A: Carolina Casualty Ins Co		10510
	INSURER B: Secura Insurance, A Mutual Com		22543
	INSURER C:		
	INSURER D:		
	INSURER E:		
INSURER F:			

COVERAGES PH **CERTIFICATE NUMBER:** Cert ID 28218 (65) **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
B	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input checked="" type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC OTHER:			CP003349202	08/11/2024	08/11/2025	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 100,000 MED EXP (Any one person) \$ 10,000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 2,000,000 PRODUCTS - COMP/OP AGG \$ 2,000,000
B	<input checked="" type="checkbox"/> AUTOMOBILE LIABILITY <input checked="" type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input checked="" type="checkbox"/> HIRED AUTOS ONLY <input checked="" type="checkbox"/> NON-OWNED AUTOS ONLY			CA003349203	08/11/2024	08/11/2025	COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$
B	<input checked="" type="checkbox"/> UMBRELLA LIAB <input checked="" type="checkbox"/> OCCUR <input checked="" type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED RETENTION \$			CU003349204	08/11/2024	08/11/2025	EACH OCCURRENCE \$ 5,000,000 AGGREGATE \$ 5,000,000
A	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) <input type="checkbox"/> Y/N If yes, describe under DESCRIPTION OF OPERATIONS below		N/A	BNET192706696	05/23/2024	05/23/2025	<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTH-ER E.L. EACH ACCIDENT \$ 1,000,000 E.L. DISEASE - EA EMPLOYEE \$ 1,000,000 E.L. DISEASE - POLICY LIMIT \$ 1,000,000
							\$ \$

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

CERTIFICATE HOLDER Village of Western Springs 740 Hillgrove Western Springs IL 60558	CANCELLATION SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE Patti.H@Olson-Ins.com (708) 983-7375
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Follow-Up Regarding Sergeant Candidate Testing

From Steve Hale <rma9696@gmail.com>
Date Mon 11/4/2024 11:23 AM
To Ashlee Jasutis <ajasutis@wsprings.com>

 1 attachments (127 KB)

Western Springs Police Sergeant Proposal (2025).pdf;

Good Morning! It was great speaking with you today. Please see below a tentative schedule for the testing process:

- Written Exam, Monday, January 27th, 0900-1100
- Assessment Center Orientation, January 27th, 1100-1230
- Assessment Center, Friday, February 7th, times TBD
- Assessment Center Feedback Sessions, Tuesday, February 11th, times TBD

In regard to the potential assessment center simulations, I have listed below the types of simulations typically most germane to the sergeant level assessment. Please review and let me know your thoughts in this regard. We will be utilizing three (3) simulations in this process.

1. Citizen Interview/Employee Interview (the candidate will meet with the employee that was involved in the complaint provided by the citizen to determine what occurred. Counted as two (2) simulations)
2. Employee Counseling (stand alone simulation)
3. Conflict Resolution (**with 2 of their officers**) (would be utilized in lieu of an employee counseling exercise)
4. Critical Incident
5. Roll Call Training (based on department policies)
6. Oral Presentation/Interview (the candidates would present their resume to the assessors and then answer situational questions based on the sergeant's role)
7. Community Meeting (meet with a specific community group to address community concerns)

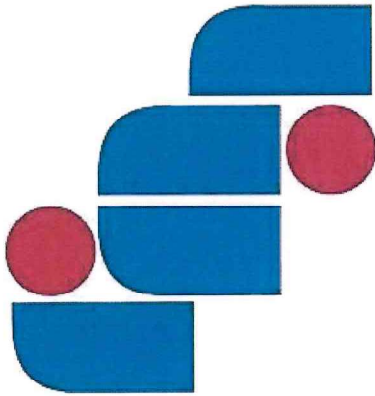
Lastly, I have attached an updated proposal for this process. Please let me know if you have any questions.

Have a great week!

Best Regards,

Steven W. Hale

Steven W. Hale, Vice-President



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Passion. Experience. Diligence.

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centers for public safety departments in more than 25 states, including Alabama, Arizona, California, Colorado, Connecticut, Florida, Georgia, Illinois, Indiana, Iowa, Kansas, Kentucky, Maine, Maryland, Massachusetts, Michigan, Mississippi, Missouri, Nebraska, New Hampshire, Ohio, Pennsylvania, Rhode Island, South Carolina, Vermont, Wisconsin, and Wyoming. Over the last fifteen years we have conducted over 1,000 customized and content-valid promotional examinations for a wide range of ranks in the police and fire services.

- [RMA Client List](#)
- [RMA List of Services](#)
- [RMA Fire Services Brochure](#)
- [RMA Police Services Brochure](#)

[Get To Know Our Team](#)



Resource Management Associates

specializes in designing and administering promotional examinations for police department personnel. Over the last 25 years, we have established a sound reputation as a reliable provider of test services for a variety of positions. Our tests have been used in police and fire departments in Alabama, Arizona, Colorado, Connecticut, Florida, Georgia, Illinois, Indiana, Iowa, Kentucky, Maryland, Massachusetts, Michigan, Minnesota, Mississippi, Missouri, Nebraska, Ohio, Pennsylvania, Rhode Island, South Carolina, Tennessee, Virginia and Wisconsin.

For Further Information ...

Please contact one of our staff for more information concerning our services and capabilities.

Resource Management Associates

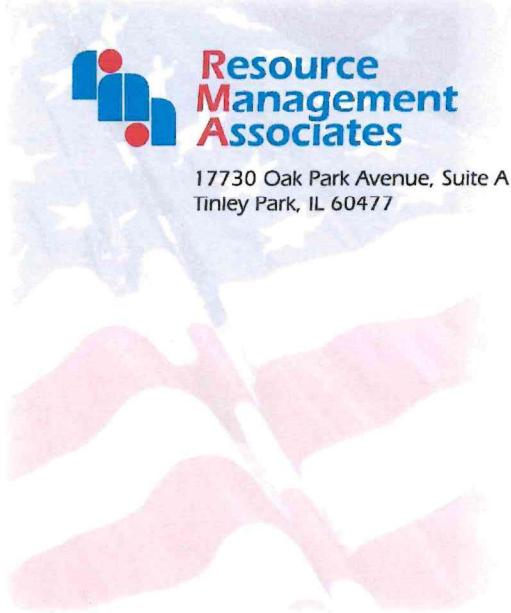
17730 Oak Park Avenue, Suite A
Tinley Park, IL 60477
708-444-2326
708-444-2844 FAX
877-339-7878 Toll Free
rma9696@gmail.com
www.resourcemgmtassoc.com

Promotional Examination Services

Job-related
Content-Valid
Customized



17730 Oak Park Avenue, Suite A
Tinley Park, IL 60477





Meeting the Challenge

Selecting personnel to fill supervisory, management and staff positions in the police service is one of the most important decisions that any police administrator can make. The individuals promoted to these positions will have a profound impact on the level and quality of services provided by the agency for many years to come.



Written Examination

When developing a written promotional examination, we work with agency representatives in:

- Determining test content
- Identifying appropriate source materials
- Preparing test items
- Using subject matter experts to review test content and sample items
- Preparing, administering and scoring the test
- Providing an opportunity for candidates to appeal contested test items

Our promotional tests feature multiple-choice items drawn from state-of-the-art texts typically used in most police department in-service training programs.

These texts cover the full range of relevant areas in the police service including supervision, community policing, ethics, criminal investigation, leadership, incident management, constitutional law and administration. We customize the examination to meet the client's specifications and routinely conduct item analyses to verify test content and item reliability.



Assessment Centers

The assessment center is a series of exercises designed to simulate the conditions of the position for which the applicants are being considered. The exercises include both individual and group exercises in which they are expected to actually perform the duties of the position. Their performance is evaluated by a panel of outside experts and is scored at the conclusion of the process according to pre-established criteria, such as judgment and reasoning, leadership ability, communication skills, and the like.

All parts of the assessment center are videotaped in order to provide full documentation as to its fairness and consistency. We also offer individual debriefing sessions to explain to the candidates their strengths and weaknesses. The assessment center process provides greater insight into the candidates' job skills and is usually seen by them as a much fairer and more relevant evaluation of their ability.

Competitive Fee Structure

Our fees to perform these services are highly competitive. We will be pleased to submit a written proposal and not-to-exceed cost once your particular needs are established. For further information, please contact one of our staff.



- ★Lynnfield, Massachusetts - police promotional
- ★Milford, Massachusetts - police promotional
- ★Natick, Massachusetts - police promotional
- ★Norton, Massachusetts - police promotional
- ★Peabody, Massachusetts - police promotional
- ★Plymouth, Massachusetts - fire promotional
- ★Salem, Massachusetts - police promotional
- ★Springfield, Massachusetts - fire and police promotional
- ★Turners Falls, Massachusetts - fire promotional

Illinois

- ★Algonquin - fire promotional
- ★Alsip - fire and police entry and promotional
 - ★Alton - police promotional
 - ★Aurora - police promotional
 - ★Barrington - police promotional
 - ★Bartlett - fire entry and promotional
- ★Batavia - police entry fire and police promotional
 - ★Beach Park - fire promotional
- ★Bedford Park - police entry and fire and police promotional
 - ★Belvidere - fire promotional
 - ★Bensenville - fire entry
 - ★Berkley - police promotional
 - ★Berwyn - police promotional
- ★Bloomington - fire and police promotional
- ★Blue Island - fire and police entry and promotional
- ★Bolingbrook - fire and police entry and promotional
 - ★Bourbonnais - fire promotional
- ★Bridgeview - fire and police entry and promotional
 - ★Bristol - police and fire promotional
 - ★Broadview - fire promotional
- ★Buffalo Grove - police and fire promotional
- ★Burbank - fire and police entry and promotional
 - ★Burnham - police entry and promotional
 - ★Burr Ridge - police entry and promotional
 - ★Byron - fire promotional
- ★Calumet Park - police entry and promotional
 - ★Carbondale - police promotional
- ★Carol Stream - fire and police promotional
- ★Carpentersville - police and fire promotional
 - ★Cary - fire entry and police promotional