



CITY OF BERWYN FIRE & POLICE COMMISSION

1/12/2026

2025 BOARD OF FIRE AND POLICE COMMISSION ANNUAL REPORT

The Commission conducted 8 Regular Meetings, 8 Special Meetings, and 1 Aldermanic Committee Meeting.

Board Reorganization – At the commission meeting in February 2025 the board nominated and elected for Board Chairman, Ana Espinoza and Tony Laureto as Secretary.

At the February meeting Daniel Treadwell resigned. He was replaced by James Nichols.

Michael Bane was appointed to the board this year replacing Commissioner Pena.

Lateral Police Committee: James Nichols was replaced by Erin Dumphy as Liaison for the Mayor.

In November the board was notified by James Kirby that he will be retiring at the end of the year. Kirby was responsible for the background report on fire, and police, and lateral police candidates. He is an asset to the commission as he provides a check and balance for background investigations and reports. The commission is in the process of pursuing another investigator to fill this position.

The commission instated a new policy for the position of “Battalion Chief” for the fire department examination. This was spelled out in CBA from Berwyn Fire local 506. The updated version was sent to the clerk’s office and published on the city web site.

In November the Commission officially moved operations to the Senior Services building, 3200 Grove. There is now a secure office for the commission secretary and personnel files.

There was one (1) Discipline Hearing, Charges for Discipline, Suspension or Discharge actions for the Commission to rule on, from the Police Chief. The outcome is still pending

COMMISSIONERS CONFERENCE’S AND TRAINING

- IPFCA Seminar – Commissioners Espinoza, Solis, Nichols and Bane attended the seminar
- Commission Training – No additional training was conducted.
- Changes to Commission Meeting Schedules – In November the commission changed its meeting site to the Senior Center located at 3320 Grove. This space now offers the commission a remote site to conduct meetings, interviews, written exams, training and provides an office for the secretary and files.
- On 12/9/25 Espinoza and Laureto attended the Fire & Police Recruitment & Testing Summit. Commissioners will review this information and make any necessary changes to the testing process.



CITY OF BERWYN FIRE & POLICE COMMISSION

POLICE DEPARTMENT

ENTRY LEVEL

Police entry level exam was completed 2/21/2025 and will expire on 2/21/2027. Total applications received by IOS were 61.

After vetting the applications, 16 applicants were eligible for the written test.

The final eligibility list was time and date stamped by the Clerk’s Office and posted.

At the end of the year there are only 3 candidates left on the list. Of the 3 candidates, 1 is in the process of vetting and the other 2 have requested a “pass” until the next opening on the department.

At the time of this report only 1 candidate was hired.

New Hires –

Rank	Last Name	First Name	Score	POWER	BG / Kirby	Poly	COE	Profile	PEP	DOR Date	Date Hired	Pass
1	SANCHEZ	ANIBAL	87.6342	y						3/24/2025		
2	ARAIZA	STEVEN	86.9500	y	y	y	4/2/2025		OK		4/9/2025	
3	WASIK	KRISTIAN	84.6326	y						3/10/2025	?????	
4	FLORES	JOCELYN	83.4508	y	y	y	4/8/2025			12/1/2025		
5	COSOVIC	ADEM	83.3212	y								3/7/2025
6	VARGAS	JOSEPH	81.6000	y								
7	WILLIS	KESHON	81.4158	y	no	send				11/24/2025		
8	BELTRAN	EDGAR	81.1105	y	no	send				11/24/2025		
9	SAUCEDO	JULIAN	81.0776	y	no	semd				11/24/2025		
10	PAREDES-BAUTISTA	SERGIO	80.4040	y						5/27/2025		
11	LIVINGSTON	RAEKWON	80.3190	y								
12	HERRERA	RICARDO	79.1363	y						11/24/2025		
13	GRASMAN	SAMUEL	78.0747	y								
14	LOPEZ	OMAR	77.4235	y								11/21/2025
15	BUNTINAS	VILIUS	71.0662	y								11/21/2025

Lateral Hires –The lateral committee conducted 3 interview sessions consisting of 13 candidates. Of the 13 interviewed, 3 lateral police officers were hired with 1 pending.



CITY OF BERWYN FIRE & POLICE COMMISSION

SERGEANTS EXAM

Promoted Sergeants – There were 2 officers promoted in 2025.

	Officer	Starting Date	Seniority (8)	Education (5)	Preliminary List 1	Written	x .42	List2 S+E+W	Assessment	x .45	List 3 S+E+W+A	MPP	List 4 Final Score	Date Promoted
1	Failla, Ross	11/18/2013	2	5	7	84.0000	35.2800	42.2800	96.8500	43.5825	85.8625	0.000	85.8625	10/29/2025
2	Piemonte, Daniel	9/2/2014	2	5	7	88.0000	36.9600	43.9600	92.7600	41.7420	85.7020	0.000	85.7020	10/29/2025
3	Manfredini, Joseph	12/17/2012	4	3.5	7.5	81.0000	34.0200	41.5200	96.3800	43.3710	84.8910	0.000	84.8910	
4	Lill, Gregory	4/23/2012	4	5	9	86.0000	36.1200	45.1200	84.9300	38.2185	83.3385	0.000	83.3385	
5	Ladas, Evangelos	4/26/2006	6	2	8	83.0000	34.8600	42.8600	85.2900	38.3805	81.2405	0.000	81.2405	
6	Bolec, Richard	4/23/2012	4	5	9	78.0000	32.7600	41.7600	86.1000	38.7450	80.5050	0.000	80.5050	
7	Podgorski, Peter	8/27/2012	4	5	9	89.0000	37.3800	46.3800	74.9200	33.7140	80.0940	0.000	80.0940	
8	Massuci, William	4/23/2012	4	5	9	89.0000	37.3800	46.3800	74.3100	33.4395	79.8195	0.000	79.8195	
9	Corrigan, Michael	4/23/2012	4	5	9	83.0000	34.8600	43.8600	79.6900	35.8605	79.7205	0.000	79.7205	
10	Ricchio, Kristina	8/27/2012	4	5	9	82.0000	34.4400	43.4400	78.9900	35.5455	78.9855	0.000	78.9855	
11	Mantucca, Nick	4/28/2014	2	5	7	82.0000	34.4400	41.4400	82.7000	37.2150	78.6550	0.000	78.6550	
12	Moreno, Sergio Jr.	4/28/2014	2	5	7	71.0000	29.8200	36.8200	82.3700	37.0665	73.8865	1.860	75.7465*	
13	Salgado, Juan	4/23/2012	4	5	9	73.0000	30.6600	39.6600	79.5800	35.8110	75.4710	0.000	75.4710	
14	Tovar, Edward	9/3/2010	4	2	6	80.0000	33.6000	39.6000	76.9900	34.6455	74.2455	0.000	74.2455	
15	Perez, Katie	4/1/2013	2	5	7	68.0000	28.5600	35.5600	79.4400	35.7480	71.3080	0.000	71.3080	
16	Monaco, Robert	9/5/1995	8	0	8	63.0000	26.4600	34.4600	80.7200	36.3240	70.7840	0.000	70.7840	
17	Lopez, Carlos	4/23/2012	4	3.5	7.5	65.0000	27.3000	34.8000	76.8800	34.5960	69.3960	0.000	69.3960	
18	Audiffred, George	8/20/2007	4	0	4	71.0000	29.8200	33.8200	69.6600	31.3470	65.1670	3.500	68.6670*	
19	Swiecions, Christopher	4/23/2012	4	0	4	69.0000	28.9800	32.9800	59.0200	26.5590	59.5390	0.000	59.5390	
20	Sepe, Robert	8/1/2005	6	2	8	62.0000	26.0400	34.0400	55.4000	24.9300	58.9700	0.000	58.9700	
21	Clancy, Kevin	9/7/1999	8	2	10	66.0000	27.7200	37.7200	0.0000	0.0000	37.7200	0.000	37.7200	
22	Brenka, Robert	8/20/2007	4	2	6	0.0000	0.0000	6.0000		0.0000	6.0000	0.000	6.0000	

Police Sargent’s Exam – Police promotional exam will expire on February 21, 2028.

FIRE DEPARTMENT

ENTRY LEVEL

Paramedic / Firefighter Entry Level Exam –exam started and was completed in 2022.

On January 20, IOS conducted a written exam for Entry Level Firefighter / Paramedic. There were a total of 41 applications accepted by IOS. After vetting the applications 28 were eligible, for the written exam, and 21 attended the exam. A total of 13 had a passing score of 70 or better. The commission conducted interviews for 13 candidates on February 1 and published a preliminary list.

25 applicants were eligible for the written test

14 candidates failed the written exam.

11 candidates were eligible final list.



CITY OF BERWYN FIRE & POLICE COMMISSION

	Last Name	First Name	CPAT	IDPH	Loyola Cert	OSFM	Back Ground	Called COE	PP	PEP	DOR Commission*	Req Pass	Date Hired	E	W
1	BOLDT	JAMES	Y	Y							3/20/2025*				
2	DUPASQUIER	MASON	Y	Y	yes	yes	Y	7-Apr	ok	ok			5/14/2025	y	y
3	HOPE	RYAN	Y	no		no	preliminary	no			9/10/2025	3/24/2025			
4	JAROS	THOMAS	Y	Y	yes	yes	3/20/25	4/4/2025	ok	ok			5/14/2025	Y	Y
5	RODRIGUEZ	CARMELO	Y	y	y	Y	3/20/25	15-Apr			9/15/2025				
6	ABUZINEH	SAMEH	Y	Y	Work visa is good for 1 more year						4/4/2025*				n
7	POSADAS	ANTHONY	Y	Y			3/20/25				5/5/25*			y	n
8	GUTIERREZ	VIVIANA	N	N	june 14th		hold				9/15/2025*				
9	CICHON	TAYLOR	N	y	june 3rd		hold				9/15/2025*				
10	ARIAS	ALEXIS	N	Y											
11	RENDON	XAVIER	Y	Y	yes	cod	ok	5/5/2025	ok	ok			529/2025	y	y

New Hires - Paramedic / Firefighter – 3 candidates were hired in 2025

The commission has gone through all candidates on the list, and it is now expired. In December 2025 IOS conducted a written entry level exam for 32 candidates with 19 passing the exam. Interviews are scheduled mid-January with a preliminary list to be established late January 2026.

The final list will be time and date stamped by the Clerk’s Office and posted.

CAPTAINS EXAM

A new Captains test for the FD was conducted with 3 candidates eligible on the list.

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 Smith	88.77	57.7005	88	30.8000	88.5005	0	0	88.5005	
Leon Botha	88.95	57.8175	86	30.1000	87.9175	0	0	87.9175	
Brendan O'Brien	83.73	54.4245	84	29.4000	83.8245	0	0	83.8245	

FD Promoted to Captain – 0 promoted. There were no openings for this position this year.



CITY OF BERWYN FIRE & POLICE COMMISSION

LIEUTENANTS LIST

	Name	OSFM	List 1 Seniority 15 Pts. Max	Assessmen t Center Score	Assessmen t Center X .40	Preliminary List 2	Written Exam Score	Written X .45	Preliminary List 3	Military Preference Points	Final List	Date Promoted
1	Agnello, Marc	Eligible	11.4055	86.6700	34.6680	46.0735	83.2000	37.4400	83.5135	3.5000	87.0135	12/23/2025
2	Zimmer, Douglas	Eligible	11.1290	85.8900	34.3560	45.4850	90.4000	40.6800	86.1650	0.0000	86.1650	
3	McCorry, Robert	Eligible	12.9263	82.2200	32.8880	45.8143	88.8000	39.9600	85.7743	0.0000	85.7743	
4	Simek, Dan	Eligible	11.4055	91.1100	36.4440	47.8495	82.4000	37.0800	84.9295	0.0000	84.9295	
5	Jacobs, Christina	Eligible	11.1290	86.2200	34.4880	45.6170	83.2000	37.4400	83.0570	0.0000	83.0570	
6	Licato, Dominick	Eligible	11.1290	83.7800	33.5120	44.6410	84.0000	37.8000	82.4410	0.0000	82.4410	
7	Denson, Ryan	Eligible	9.3318	88.3300	35.3320	44.6638	82.4000	37.0800	81.7438	0.0000	81.7438	
8	Gennett, Mike	Eligible	15.0000	82.1100	32.8440	47.8440	74.4000	33.4800	81.3240	0.0000	81.3240	
9	Messina, Matthew	Eligible	10.7143	85.8900	34.3560	45.0703	80.0000	36.0000	81.0703	0.0000	81.0703	
10	Waszak, Scott	Eligible	13.1336	78.8900	31.5560	44.6896	80.8000	36.3600	81.0496	0.0000	81.0496	
11	Contreras, Adrian	Eligible	11.1290	81.3300	32.5320	43.6610	82.4000	37.0800	80.7410	0.0000	80.7410	
12	Gartz, Michael	Eligible	10.3687	82.0000	32.8000	43.1687	77.6000	34.9200	78.0887	0.0000	78.0887	
13	Chiappetta, Joe	Eligible	10.3687	82.5500	33.0200	43.3887	72.8000	32.7600	76.1487	0.0000	76.1487	
14	Economos, John	Eligible	8.5023	79.0000	31.6000	40.1023	64.8000	29.1600	69.2623	0.0000	69.2623	

There was 1 promotion of Marc Agnello.



CITY OF BERWYN FIRE & POLICE COMMISSION

EXPENSES

ABS Quality Behavioral Healthcare	Candidate Individual Profile	6,000.00
Axiom Investigative Services	Candidate credit reports	315.00
Conference's	FPTI	1,150.00
Illinois State Police	Back Ground Investigations Charges	\$648.00
Industrial Organization Solutions	Police-Fire Candidate Application-Vetting-Advertising-Entry Level Testing	\$6,678.00
Illinois Police and Fire Commissioners Association	IPFCA Annual Dues/Conferences	\$400.00
Johnson, Roberts - PHQ	Candidate Personal History Questioner	\$632.00
Kirby and Associate's	Police-Fire Candidates Background Investigations-Polygraph	\$30,829.12
Woodlake Occupational Health	Police -Fire Candidates Pre Employment Physicals	\$16,294.00
Ottosen, DiNolfo, Hasenbalg, Castaldo LTD	Commission Legal Council	\$0.00
Rescore Management Associates	Police and Fire Promotional Exams	\$29,762.40
	Total	92,708.52

Ana M. Espinoza

Ana Espinoza, Chairman

Ken Waszak

Ken Waszak, Commissioner

Michael Bane

Michael Bane, Commissioner

Alice Solis

Alice Solis, Commissioner

James Nichols

James Nichols, Commissioner

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