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**DATE:** Wednesday, February 25, 2026  
**TIME:** 4:00 PM  
**PLACE:** 400 South Vine Street, Urbana, IL 61801

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## AGENDA

1. **Call to Order and Roll Call**
2. **Approval of Minutes of Previous Meeting**
3. **Public Input**
4. **New Business**
  - A. Request to decertify 2024 Firefighter/EMT Eligibility list
  - B. Request to establish 2026 Firefighter/EMT Eligibility list
5. **Informational and Discussion Items**
6. **Adjournment**



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In compliance with the Americans with Disabilities Act (ADA): Persons with a disability may request a reasonable accommodation by contacting the City of Urbana's ADA Coordinator, in person or in writing at 400 S. Vine Street, Urbana, Illinois 61801; by telephone at 217-384-2466 or by email at [HRO@urbanaindinois.us](mailto:HRO@urbanaindinois.us). Notification of at least 48 hours prior to the meeting or time when services are needed will assist the City staff in assuring that reasonable arrangements can be made to provide accessibility to the meeting or service.

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I hereby certify that the agenda for the above stated meeting(s) was posted at the Urbana City Building, 400 S. Vine St., on Monday, February 23, 2026.

*Femi Fletcher*

Attest: Molly Lynch, Executive Assistant

## **PUBLIC INPUT**

The City of Urbana welcomes Public Input during open meetings of the City Council, the City Council's Committee of the Whole, City Boards and Commissions, and other City-sponsored meetings. Our goal is to foster respect for the meeting process, and respect for all people participating as members of the public body, city staff, and the general public. The City is required to conduct all business during public meetings. The presiding officer is responsible for conducting those meetings in an orderly and efficient manner. Public Input will be taken in the following ways:

### **Email Input**

Public comments must be received prior to the closing of the meeting record (at the time of adjournment unless otherwise noted) at the following: [citycouncil@urbanaininois.us](mailto:citycouncil@urbanaininois.us). The subject line of the email must include the words "PUBLIC INPUT" and the meeting date. Your email will be sent to all City Council members, the Mayor, City Administrator, and City Clerk. Emailed public comments labeled as such will be incorporated into the public meeting record, with personal identifying information redacted. Copies of emails will be posted after the meeting minutes have been approved.

### **Written Input**

Any member of the public may submit their comments addressed to the members of the public body in writing. If a person wishes their written comments to be included in the record of Public Input for the meeting, the writing should so state. Written comments must be received prior to the closing of the meeting record (at the time of adjournment unless otherwise noted).

### **Verbal Input**

Protocol for Public Input is one of respect for the process of addressing the business of the City. Obscene or profane language, or other conduct that threatens to impede the orderly progress of the business conducted at the meeting is unacceptable.

Public comment shall be limited to no more than five (5) minutes per person. The Public Input portion of the meeting shall total no more than two (2) hours, unless otherwise shortened or extended by majority vote of the public body members present. The presiding officer or the city clerk or their designee, shall monitor each speaker's use of time and shall notify the speaker when the allotted time has expired. A person may participate and provide Public Input once during a meeting and may not cede time to another person, or split their time if Public Input is held at two (2) or more different times during a meeting. The presiding officer may give priority to those persons who indicate they wish to speak on an agenda item upon which a vote will be taken.

The presiding officer or public body members shall not enter into a dialogue with citizens. Questions from the public body members shall be for clarification purposes only. Public Input shall not be used as a time for problem solving or reacting to comments made but, rather, for hearing citizens for informational purposes only.

In order to maintain the efficient and orderly conduct and progress of the public meeting, the presiding officer of the meeting shall have the authority to raise a point of order and provide a verbal warning to a

speaker who engages in the conduct or behavior proscribed under “Verbal Input”. Any member of the public body participating in the meeting may also raise a point of order with the presiding officer and request that they provide a verbal warning to a speaker. If the speaker refuses to cease such conduct or behavior after being warned by the presiding officer, the presiding officer shall have the authority to mute the speaker’s microphone and/or video presence at the meeting. The presiding officer will inform the speaker that they may send the remainder of their remarks via e-mail to the public body for inclusion in the meeting record.

**Accommodation**

If an accommodation is needed to participate in a City meeting, please contact the City Clerk’s Office at least 48 hours in advance so that special arrangements can be made using one of the following methods:

- Phone: 217.384.2366
- Email: [CityClerk@urbanillinois.us](mailto:CityClerk@urbanillinois.us)



## Human Resources and Finance Department

*Human Resources*

### MEMORANDUM

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**TO:** Femi Fletcher, Chief Examiner, and the Urbana Civil Service Commission

**FROM:** Human Resources Staff

**DATE:** February 25, 2026

**SUBJECT:** Request to Decertify Eligibility Register: Firefighter/EMT

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#### **INTRODUCTION**

Staff requests the Civil Service Commission to decertify the current Firefighter/EMT register.

#### **BACKGROUND**

The current register for Firefighter/EMT was established in April of 2024. In the fall of 2025, a new original entry examination was conducted by Human Resources staff, and a passing score for that examination was established by the Commission in January of 2026 based on factors including the written and subjective components of that examination.

#### **C. DISCUSSION**

Per Rule 7.5 (*Duration of Names on Registers*), the Commission may strike of names of candidates from a register without cause after they have remained thereon more than two (2) years with the exception of public safety (Police and Fire) classifications where the Commission will have the option to strike names from the register after they have remained on it for six (6) months.” Additionally, per Rule 7.9 (*Decertification of Eligibility Registers*), the Commission may decertify any eligibility register at any time it is no longer valid as a result of an inadequate number of candidates remaining on the list, change in the needs of the City or for any material change in the specifications of the class.”

#### **D. REQUESTED ACTION**

Staff requests that the 2024 Firefighter/EMT register be decertified.



## Human Resources and Finance Department

*Human Resources*

### MEMORANDUM

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**TO:** Femi Fletcher, Chief Examiner, and the Urbana Civil Service Commission

**FROM:** Human Resources Staff

**DATE:** February 25, 2026

**SUBJECT:** Final Eligibility List Calculation for Firefighter-EMT

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#### **INTRODUCTION**

City of Urbana Human Resources staff recommends establishing the final eligibility list for Firefighter-EMT as follows:

1. **Written exam** = 40% of composite score
  - Human Relations:(25% of written exam score)
  - Mechanical: (25% of written exam score)
  - Math: (25% of written exam score)
  - Reading:(25% of written exam score)
2. **Oral interviews** = 60% of composite score
3. **Preference points**
  - VETERAN'S PREFERENCE - 5 points
  - URBANA RESIDENCY PREFERENCE - 5 points
  - EMERGENCY MEDICAL TECHNICIAN (EMT) LICENSURE
    - Current Illinois Department of Public Health or National Registry EMT-Paramedic (EMT-P): five (5) points
    - Current Illinois Department of Public Health or National Registry AEMT/EMT-Intermediate, or current National Registry Paramedic certification: four (4) points
    - Current Illinois Department of Public Health EMT-Basic (IDPH EMT-B) or National Registry EMT license: two (2) points
  - FIREFIGHTER CERTIFICATION - 2 points
    - Certification as a State of Illinois Certified Firefighter II or State of Illinois Basic Operations Firefighter: two (2) points.
  - EDUCATION PREFERENCE - up to 4 points
    - Bachelor's degree or higher in Fire Science, Emergency Management, Nursing, or closely related area: four (4) points
    - Bachelor's degree or higher, any other curriculum: three (3) points

- AAS in Fire Science, Emergency Management, Nursing, or closely related area: two (2) points
- Associate's degree or 60 hours of coursework (or equivalent) or higher, any other curriculum: one (1) point
- ALLIED SKILLS - up to 2 points
  - Volunteer Community Service. Currently active and in good standing as a volunteer and has actively served as a volunteer in the organization for at least 12 months prior: two (2) points

**REQUESTED ACTION**

Staff requests establishment of the 2026 Firefighter/EMT register based on the above calculations.



**City of Urbana  
Firefighter/EMT 2026  
Final Eligibility List**



Application Number	Human Relations Score	Mechanical Score	Math Score	Reading Score	Raw Exam Score	Weighted Exam Score	Raw Interview Score	Weighted Interview Score	Preference Points	Total
24236	78.33	88.00	100.00	100.00	91.58	36.63	75.60	45.36	7.00	88.99
24477	76.11	92.00	83.33	100.00	87.86	35.14	78.00	46.80	7.00	88.94
9957	81.81	96.00	72.22	100.00	87.51	35.00	72.20	43.32	9.00	87.32
22775	85.69	96.00	100.00	100.00	95.42	38.17	73.40	44.04	5.00	87.21
22691	85.21	84.00	77.78	100.00	86.75	34.70	77.80	46.68	5.00	86.38
24588	79.51	92.00	88.89	100.00	90.10	36.04	73.20	43.92	4.00	83.96
16720	81.81	80.00	100.00	100.00	90.45	36.18	71.20	42.72	5.00	83.90
22671	83.19	80.00	77.78	100.00	85.24	34.10	70.60	42.36	7.00	83.46
24171	83.89	88.00	100.00	100.00	92.97	37.19	67.60	40.56	5.00	82.75
24511	83.54	68.00	88.89	100.00	85.11	34.04	68.20	40.92	4.00	78.96
24183	84.44	88.00	100.00	100.00	93.11	37.24	58.00	34.80	6.00	78.04
17340	81.81	60.00	94.44	93.33	82.40	32.96	72.20	43.32	0.00	76.28
14939	83.89	88.00	100.00	100.00	92.97	37.19	53.20	31.92	7.00	76.11
24032	86.53	92.00	88.89	100.00	91.86	36.74	56.80	34.08	5.00	75.82
22801	72.92	76.00	88.89	100.00	84.45	33.78	66.00	39.60	0.00	73.38
22890	87.85	76.00	83.33	100.00	86.80	34.72	56.20	33.72	4.00	72.44
24566	92.29	84.00	100.00	100.00	94.07	37.63	55.20	33.12	1.00	71.75
11985	89.58	92.00	94.44	100.00	94.01	37.60	46.40	27.84	6.00	71.44
24281	80.00	76.00	100.00	100.00	89.00	35.60	51.00	30.60	5.00	71.20
24599	91.53	80.00	100.00	100.00	92.88	37.15	48.80	29.28	4.00	70.43
21273	72.64	84.00	83.33	100.00	84.99	34.00	56.40	33.84	2.00	69.84
24552	81.88	84.00	72.22	93.33	82.86	33.14	56.80	34.08	2.00	69.22
24264	74.31	76.00	100.00	93.33	85.91	34.36	57.20	34.32	0.00	68.68
24583	78.89	76.00	94.44	100.00	87.33	34.93	47.60	28.56	4.00	67.49
22873	73.06	84.00	88.89	100.00	86.49	34.60	45.40	27.24	5.00	66.84
23954	90.00	80.00	94.44	100.00	91.11	36.44	50.60	30.36	0.00	66.80
24243	80.35	84.00	100.00	100.00	91.09	36.44	50.00	30.00	0.00	66.44
24061	85.00	64.00	72.22	100.00	80.31	32.12	52.00	31.20	3.00	66.32
24143	77.99	92.00	88.89	100.00	89.72	35.89	39.20	23.52	5.00	64.41
23998	92.43	92.00	83.33	100.00	91.94	36.78	40.40	24.24	2.00	63.02
22725	71.25	72.00	100.00	100.00	85.81	34.33	47.40	28.44	0.00	62.77
22688	81.88	80.00	100.00	100.00	90.47	36.19	43.60	26.16	0.00	62.35
12271	70.49	84.00	88.89	100.00	85.85	34.34	39.20	23.52	4.00	61.86
21143	72.92	100.00	94.44	100.00	91.84	36.74	34.80	20.88	4.00	61.62
21206	78.33	68.00	83.33	93.33	80.75	32.30	48.80	29.28	0.00	61.58
24142	77.36	76.00	88.89	93.33	83.90	33.56	38.00	22.80	4.00	60.36
16652	81.11	84.00	83.33	100.00	87.11	34.84	28.80	17.28	7.00	59.12
24176	79.93	84.00	94.44	100.00	89.59	35.84	31.80	19.08	2.00	56.92
24509	80.69	72.00	100.00	100.00	88.17	35.27	36.00	21.60	0.00	56.87
25668	78.13	80.00	100.00	100.00	89.53	35.81	34.00	20.40	0.00	56.21
24350	71.25	99.00	100.00	93.33	90.90	36.36	27.20	16.32	0.00	52.68
21497	86.94	88.00	88.89	93.33	89.29	35.72	24.60	14.76	2.00	52.48