

November 19, 2025

JLMC  
927 S Second St  
Springfield, IL. 62704

Please find the supporting documents for review to be considered a certified assessor in the State of Illinois. If you would like further documentation I can furnish upon request. I believe I have successfully met the required criteria as set forth by the JLMC.

- I have over 30 years as a full-time sworn Firefighter.
- I held an Officer's rank since 2001.
- I completed the basic assessor training course administered by the JLMC.
- I completed the practical requirements and participated as a non-grading assessor.
- I agree and signed the Code of Ethics.

I look forward to future opportunities and being part of the assessors group.

Respectfully,

A handwritten signature in black ink, appearing to read 'Brett Stickels', with a long horizontal flourish extending to the right.

Brett Stickels

Deputy Chief (Retired)



## Joint Labor Management Committee State of Illinois



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Patrick Devaney, Russ Hunt  
Office Phone: 217-522-8180

927 S. Second St, Springfield, IL 62704

Dear Applicant:

Thank you for your interest in becoming a certified assessor in the State of Illinois. The Fire Department Promotion Act establishes the Joint Labor-Management Committee (JLMC) for the purpose of establishing the experience, training and certifications requirements for individuals that will grade candidates for promotion during an assessment center. Individuals that meet the requirements established by the JLMC will be certified for a two year period and listed on the Roster of Certified Assessors maintained by the Office of the State Fire Marshal.

In order to be considered for certification by the JLMC the applicant must meet the following criteria:

- Possess a minimum of 10 years of service as a full-time sworn firefighter including at least three years of service as a company officer or higher;
- Successfully complete the basic assessor training course administered by a JLMC approved • provider which shall conform to the training syllabus established by the JLMC;
- Successfully complete the practical requirements established by the JLMC and consisting of participation into assessment centers as a non-grading assessor and approval by the lead assessor; • For persons who have experience as assessors before the established requirements for certification and who have completed at least two assessment center processes as a non grading assessor, the JLMC may waive this requirement. and
- Sign a pledge to comply with the Code of Ethics for Illinois assessors with the JLMC.

Enclosed you will find the application that needs to be filled out with all corresponding documentation, signatures and notarizations and sent to the following address for review by the JLMC:

**JLMC**  
**927 S. Second St**  
**Springfield, Illinois 62704**

If you have any questions feel free to contact the JLMC at 847-966-0732 or



## Joint Labor Management Committee State of Illinois



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Patrick Devaney, Russ Hunt  
Office Phone: 217-522-8180

927 S. Second St, Springfield, IL 62704

Joint Labor Management Committee  
Fire Department Promotion Act. 50 ILCS § 742

# Assessor Application Packet: Assessor Registration/Profile

Date of Adoption:

08/01/10

**Illinois Promotional Assessor Registration/Profile**  
**Illinois Promotional Assessor Registration/Profile**

**Assessor Requirements:** Assessors shall possess a minimum of ten (10) years of service as a full time sworn firefighter including at least three (3) years of service as a fire officer at the rank of company officer or higher. Persons who do not have experience as a sworn full-time firefighter who are interested in serving as assessors and who have specialized technical expertise may be added to assessment panels by agreement of the parties to a collective bargaining agreement at the local level.

<b>Date Profile Completed:</b>	<b>11/16/2025</b>
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<b>Contact Information</b> (Please note that this page will be posted on the OSFM Website)					
Last Name <b>Stickels</b>		First Name <b>Brett</b>		If Applicable: Name of Department/Business <b>N/A</b>	
If Applicable: Department/Business Mailing Address			City <b>N/A</b>	State	Zip
					County
Email address: <b>Bstickels1@gmail.com</b>			Contact Phone Number (not mandatory to provide on the page)		

<b>Fire or EMS Employment Status</b> (Please check one)											
Full Time		Combination		Volunteer		Part Time		Retired	X	Consultant	



Fire or EMS Position (Rank)			
	Name of Organization	Position Title	Dates of Position
1	Waukegan Fire Department	Deputy Chief	2022-2025
2	Waukegan Fire Department	Battalion Chief	2016-2022
3	Waukegan Fire Department	Captain	2015-2016
4	Waukegan Fire Department	Lieutenant	2001-2015

Describe Your Duties and Responsibilities of your Positions		
	Position	Overview of Duties and Responsibilities
1	D/C	Administration & Operations ( budget, grants, policies, fleet, labor/mgmt, ETSB).
2	B/C	Develop, coordinate, conduct and track Dept. training. Relief Shift Commander as needed.
3	CAPT.	Supervised (7) Lieutenants and (5) Stations. Managed incidents and monthly reports.
4	LT.	Station Officer, supervised Engine and Ambulance Companies. Responded to incidents.

**Illinois Promotional Assessor Registration/Profile 2**

Breadth of Supervisor and/or Officer Experience	Current	Past
Number of full-time employees I supervise or have lead directly:		125
Number of employees I supervise or have lead indirectly:		125

Education (only accredited institutions and a copy of your degree must be attached)		
Degree	College/University	Major
Bachelor of Science	Southern Illinois University	Fire Science Management
Associate Science	College Lake County	Political Science

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Fire/EMS Service Certifications (A copy of your certificates must be attached)		
Title	School or Organization	Date
Paramedic	IDPH- Highland Park Hospital	1995
Instructor 3	OSFM - ISFSI	2024
Fire Officer 2	OSFM	2014
Fire Investigator	OSFM - IFSI	2013

<b>Special Skills:</b>
Rescue Task Force Instructor, Fire Investigator, Fire Inspector, Airport Firefighter, TPM, VMO, Haz Mat Ops, FAE, TRT, EMT - P. Past positions: Confined Space coordinator MABAS 4 , MABAS Validation Evaluator, Rescue Manager ILTF-1, Lake County Training Officers. Vice President Local 473 grievance and collective bargaining.

<b>Describe Your Assessor Training and Organization Who Administered the Training:</b>
Attended the 24 hour Basic Assessor Certification Course offered by the Joint Labor Management Committee.

<b>Identify The Exercises That You Have Been Trained For:</b>											
In Basket	X	Leaderless Group	X	Oral Interview	X	Tactical	X	Problem Employee	X	Qualities of Leadership	X
Please list other exercises that are not listed and describe them.			Citizen complaint, writing exercise and feedback.								

**Describe Your Assessor Experience:**

9/24/25 : Westchester Fire Department promotional test for Lieutenant. A total of (5) Firefighters participated in this process (oral interview, tactical, problem employee, writing exercise).

11/5/25 : Pleasantview FPD promotional test for Captain. A total of (4) personnel participated in this process. (tactical, decision making, citizen complaint, presentation). I was able to observe a feedback session as well.

State of: *Wisconsin*  
County of: *Kenosha*



Subscribed and sworn to (or affirm) before me this day

*11/19/2025* of 20, by: *Tia Smith*

SEAL Print Name of Signer: *BRETT STICKELS*

Signature of Signer:

*[Signature]*

Signature of Notary Public:

*Tia Smith*

**Joint Labor Management Committee (JLMC) Statement**

Based upon this Assessor Profile submitted to the JLMC, we believe this information is accurate. However, the JLMC is highly recommending that the entity seeking Assessors conduct their own review and validation process.



# Illinois Promotional Assessor Code of Conduct and Ethics (P.A. 50 ILCS § 742)

## Appendix #2

### Code of Conduct and Ethics for Illinois Assessor (P.A. 50 ILCS §

742)<sup>1</sup>

The purpose of this code of conduct and ethics is to instill confidence in promotional assessments and promote fairness and uniformity of assessment practices. As an Illinois assessor, it is your obligation to abide by the ethical and professional guidelines established in this code.

#### 1. *Conduct and Performance*

- A. **Professionalism** – Conduct all duties and activities in a professional manner that will reflect favorably upon you, the jurisdiction, the assessment center process, and the emergency service delivery system.
- B. **Honesty** – Be honest in all dealings with the candidates and their representatives.
- C. **Diligence** – Be diligent in the performance of your duties as prescribed by Illinois Statutes and Illinois Assessor Training and apply these rules fairly and uniformly without advocacy for, or accommodation of, any special interests.
- D. **Excellence** – Perform all duties to the best of your ability so as to ensure fair and impartial evaluation of all candidates.

#### 2. *Conflicts of Interest*

- A. **Appearance of impropriety** – Avoid the appearance of impropriety even if no impropriety exists or is intended.
- B. **Prohibited assignments** – Accept no assignment in which you are related to a candidate as spouse, parent, son or daughter by blood or marriage or other relatives with whom you have a social relationship or in which you have a financial or other interest with the involved parties.



C. **Unwarranted privileges** – Do not use your official position to secure privileges for yourself, your family, business associates, or any other person wherein you benefit directly or indirectly with the involved parties.

**3. Representation of Qualifications**

Do not claim professional qualifications that you do not possess.

**4. Cooperation and Investigations**

Cooperate with the Illinois Joint Labor Management Committee of Assessors in an investigation of the professional conduct of any assessor.

**5. Reporting Unethical Practices**

Report to the Illinois Joint Labor Management Committee the unethical practices or actions of any assessor.

**6. Violations**

Violating this code of conduct and ethics may result in removal from the approved list of Illinois Assessors'.

**(50 ILCS 742/65) Sec. 65. Violations.**

A person who knowingly divulges or receives test questions or answers before a written examination, or otherwise knowingly violates or subverts any requirement of this Act commits a violation of this Act and may be subject to charges for official misconduct.

(Source: P.A. 93-411, eff. 8-4-03.)

I have read the aforementioned and will abide by the Code of Conduct and Ethics as an Assessor

Signature: Date:

*[Handwritten Signature]*

*11/16/25*

Illinois Promotional Assessor:

Completion of Basic Assessor Training course



# Illinois Promotional Assessor Profile:

# Completion of Basic Assessor Training Course

Appendix #3

Illinois Promotional Assessor:

Completion of Basic Assessor Training course **1**

The assessor candidate must have completed the JLMC approved **Basic Assessor Training Course**. Please complete the following questionnaire.

Assessor Candidate Information (Please Type or Print)					
Last Name Stickels		First Name Brett		If Applicable: Name of Department/Business N/A	
Home Mailing Address 11119 233rd ave		City Trevor		State WI	Zip 53179
If Applicable: Department/Business Mailing Address		City		State	Zip
Office Phone N/A		Fax N/A		Cell Phone 262-455-5583	
Email address: Bstickels1@gmail.com					

Basic Assessor Training Course Information
Organization Conducting the Training: JLMC(IFCA & AFFI)
Location: Date: Plainfield October 21-23, 2025
Lead Assessor's Name: John Buckley

**Lead Assessor's certification of completion:**

The Assessor Candidate completed the Basic Assessor Training Course requirements as set forth by the JLMC.

Lead Assessor's Signature: \_\_\_\_\_ Date: \_\_\_\_\_ Assessor Candidate

Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
Illinois Promotional Assessor:

Completion of Practical Requirements **iv**

# Illinois Promotional Assessor Profile: Completion of Practical Requirements

## Appendix #4

Illinois Promotional Assessor:

### Completion of Practical Requirements **1**

The assessor candidate must have actively job shadowed in at least two (2) assessment center processes. The assessor candidate is to grade as if an Assessor but the grades will not be used in the grading process. The purpose of the assessor candidate conducting his or her own grading is to compare the candidate's grades to the official scoring. For persons who have experience as assessors before the established requirements for certification and who have completed at least two assessment center processes as a non grading assessor, the JLMC may waive this requirement.

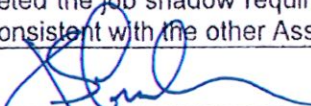


**Illinois Promotional Assessor:  
Completion of Practical Requirements**

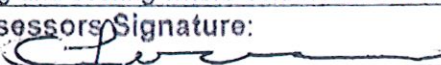
The assessor candidate must have actively job shadowed in at least two (2) assessment center processes. The assessor candidate is to grade as if an Assessor but the grades will not be used in the grading process. The purpose of the assessor candidate conducting his or her own grading is to compare the candidate's grades to the official scoring.

Assessor Candidate Information <i>Please Type or Print</i>					
Last Name <b>STICKELS</b>		First Name <b>BRETT</b>		If Applicable: Name of Department/Business <b>WAUKEGAN PD (RETIRED)</b>	
Home Mailing Address <b>11119 233<sup>rd</sup> AVE</b>		City <b>TREVOR</b>	State <b>WI</b>	Zip <b>53179</b>	County <b>NEW</b>
If Applicable: Business Mailing Address <b>N/A</b>		City <b>N/A</b>	State <b>N/A</b>	Zip <b>N/A</b>	County <b>N/A</b>
Office Phone <b>N/A</b>		Fax Phone <b>N/A</b>		Cell Phone <b>262 455 5583</b>	
Email Address: <b>Bstickels1@gmail.com</b>					

**First Assessment Center Practical Training**

Location: <b>WESTCHESTER</b>	Date: <b>9/24/25</b>				
Lead Assessors Name: <b>JEFF PINDELSKI</b>					
<b>Identify The Exercises That You Have Job Shadowed and Graded In.</b>					
In-Basket	Leaderless Group	Oral Interview	<input checked="" type="checkbox"/> Tactical	<input checked="" type="checkbox"/> Problem Employee	<input checked="" type="checkbox"/> Leadership Quality
Please list other exercise's that are not listed and describe them. <b>Writing assignment</b>					
Lead Assessors certification of completion: The Assessor Candidate completed the job shadow requirements and we found his/her note taking and scoring where consistent with the other Assessors.					
Lead Assessors Signature: 					Date: <b>11/13/25</b>

**Second Assessment Center Practical Training**

Location: <b>PLEASANTVIEW</b>	Date: <b>11/5/25</b>				
Lead Assessors Name: <b>CHRIS LOCACIUS</b>					
<b>Identify The Exercises That You Have Job Shadowed and Graded In.</b>					
In-Basket	Leaderless Group	Oral Interview	Tactical	<input checked="" type="checkbox"/> Problem Employee	Leadership Quality
Please list other exercise's that are not listed and describe them. <b>DECISION MAKING / CITIZEN COMPLAINT &amp; PRESENTATION</b>					
Lead Assessors certification of completion: The Assessor Candidate completed the job shadow requirements and we found his/her note taking and scoring where consistent with the other Assessors.					
Lead Assessors Signature: 					Date: <b>11-5-2025</b>

The assessor candidate must have completed the JLMC approved **Basic Assessor Training Course**. Please complete the following questionnaire.

Assessor Candidate Information (Please Type or Print)					
Last Name <i>STICKELS</i>		First Name <i>BRETT</i>		If Applicable: Name of Department/Business <i>WAUKEGON FIRE</i>	
Home Mailing Address <i>11119 233<sup>rd</sup> AVE</i>		City <i>TREVOR</i>	State <i>WI</i>	Zip <i>53179</i>	County <i>KENOSHA</i>
If Applicable: Department/Business Mailing Address <del><i>1101 BELVIDERE</i></del>		City <del><i>WAUWATGAN</i></del>	State <del><i>IL</i></del>	Zip <del><i>60085</i></del>	County <del><i>LAKE</i></del>
Office Phone <del><i>224-355-7531</i></del>		Fax <del><i>847-249-5609</i></del>	Cell Phone <i>262-455-5583</i>		
Email address: <i>Bstickels1@gmail.com</i>					

Basic Assessor Training Course Information	
Organization Conducting the Training: <i>JLMC - ILLINOIS CHIEFS &amp; AFFI</i>	
Location: <i>PLAINFIELD</i>	Date: <i>10/21-23</i>
Lead Assessor's Name: <i>BUCKLEY</i>	

Lead Assessor's certification of completion:
The Assessor Candidate completed the Basic Assessor Training Course requirements as set forth by the JLMC.

Lead Assessor's Signature:

*[Signature]*

Date: *10/23/24*

Assessor Candidate  
Signature:

*[Signature]*

Date: *10/23/24*





**JOINT LABOR MANAGEMENT  
COMMITTEE  
STATE OF ILLINOIS**



THIS CERTIFIES THAT

**Brett Stickels**

Has successfully completed the required 24-hour Basic Assessor Certification Course approved by the

Joint Labor Management Committee for the State of Illinois, and is therefore awarded this

**CERTIFICATE OF COMPLETION**

Given this 23rd day of October 2024  
Plainfield, Illinois

*Chuck Sullivan*  
AFFI Representative

*Chad Hoefle*  
IFCA Representative

*Luke Howison*  
AFFI Representative

*John Buckley*  
IFCA Representative



**Southern Illinois University**  
at Carbondale

College of Applied Sciences and Arts

On recommendation of the Chancellor and Faculty,  
the Board of Trustees, by virtue of the authority vested in it, has  
conferred on

**Brett Adam Stickels**

the degree of

**Bachelor of Science**

**Fire Science Management**

and has granted this Diploma as evidence thereof  
this second day of August, 1997

*Donald A. Bege*  
Chancellor

*Elaine M. Utell*  
Dean



*C. H. Dan M. A. J.*  
Chairman of Board



# **SOUTH LAKE COUNTY EMS SYSTEM OF HIGHLAND PARK HOSPITAL HIGHLAND PARK, ILLINOIS**

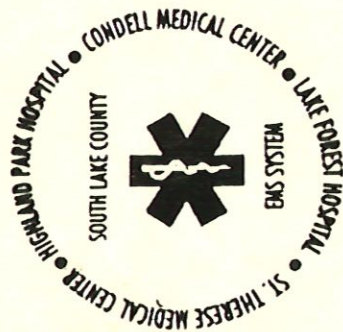
CERTIFIES THAT

Brett Stickle

has satisfactorily completed the

EMT-PARAMEDIC COURSE

this 20th day of June, 1995



Jeffrey A. Skinner  
Jeffrey A. Skinner, MD  
Project Medical Director

Laura Davidson  
Laura Davidson, RN, BSN  
EMS Instructor

Steve Stapleton  
Steve Stapleton, RN, MS, MSN  
EMS System Coordinator

Jim Richards  
Jim Richards, EMT-P  
EMS Instructor





STATE OF ILLINOIS



OFFICE OF THE ILLINOIS STATE FIRE MARSHAL  
DIVISION OF PERSONNEL STANDARDS AND EDUCATION

hereby certifies  
**Brett A. Stickels**  
as  
**Fire Service Instructor III**

for having successfully demonstrated the ability to meet  
the standards and requirements of  
the Office of the Illinois State Fire Marshal,  
Division of Personnel Standards and Education  
and the  
National Fire Protection Association Standard 1041.

In witness whereof this Certificate is Awarded

February 02, 2024

Fire Marshal

Division Manager

February 02, 2028  
Recertification Due Date





**OFFICE OF THE  
ILLINOIS STATE FIRE MARSHAL**

**Division of Personnel Standards and Education**

The title of

Fire Officer II

has been awarded to

Brett A. Stickels

in recognition of successful completion of the requisite course  
with all honors, rights, and privileges thereunto appertaining.

A handwritten signature in black ink, likely belonging to the State Fire Marshal.

State Fire Marshal

11/14/2014

Date

A handwritten signature in black ink, likely belonging to the Division Manager.

Division Manager



**OFFICE OF THE  
ILLINOIS STATE FIRE MARSHAL**  
Division of Personnel Standards and Education

The title of

Fire Investigator

has been awarded to

Brett A. Stickels

in recognition of successful completion of the requisite course  
with all honors, rights, and privileges thereunto appertaining.

*James T. Smith*

State Fire Marshal

12/20/2013

Date

*Misty S. Wardlaw*

Division Manager