

Warrenville Fire Protection District
Fire Commission Meeting
August 2, 2023
5:00pm
Minutes

CALL TO ORDER @ 17:00 by Commissioner McIntyre

ROLL CALL - Present for the meeting were Fire Commissioner Ryan McIntyre, Fire Commissioner Tim Gornik, Fire Commissioner Nelda Byers, Fire Chief Andy Dina, Assistant Chief Joe Levy and Administrative Assistant Jenna Reavy

Guests were: Trustee President Kate Perkins, Captain Bill Zabler, and Lieutenant Micheal Vaughn (17:07)

PLEDGE OF ALLEGIANCE – The meeting started with the pledge of allegiance to the flag.

APPROVAL OF AGENDA – 1st Commissioner Gornik 2nd Commissioner McIntyre

All Ayes
MOTION CARRIED

PUBLIC COMMENT – None.

1) PURPOSE OF SPECIAL MEETING

a) Discuss and approve final eligibility list

List includes seven candidate's standings after preference points, a few did not put in for points as a strategy. Candidate #1 is currently processing at two other departments but would like to process with Warrenville as well, Candidate #2 wishes to process but is also on another list, Candidate #3 took their first pass as they are not a paramedic, Candidate #4 asked to be removed from list as they do not currently meet various hiring requirements, Candidate #5 took first pass due to an offer from another department, Candidate #6 wishes to be processed, and Candidate #7 was not called yet.

Motion to strike remaining names from the May 10th, 2022 final eligibility list.

- 1st Commissioner Beyer 2nd Commissioner McIntyre

All Ayes
MOTION CARRIED

Motion to approve final eligibility list as presented.

- 1st Commissioner Gornik 2nd Commissioner McIntyre

All Ayes
MOTION CARRIED

The District is moving forward with processing of all the candidates who stated they wished to do so, and is planning on scheduling interviews all in same meeting.

Previously the District scheduled the new eligibility test date on December 9, 2023 with applications opening September 25th. The commissioners are going to inquire with testing company if any sooner dates are available.

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Discussion for possible incentives for new hires

The commissioners discussed creating a monetary incentive for new hires.

The incentives would include some sort of contract agreement and be held to a period of service requirement in which the new hire would receive the incentive after hitting a set period of service.

Commissioners felt like 24 months may be a good time frame to place the incentive goal at, and discussed a range of \$1000-5000 for the incentive pay out.

President Perkins commented that the higher end of the monetary range may be better to consider, stating that the idea is that the amount should hope to make a substantial difference in consideration for the employee to stay.

The commissioners asked the chiefs for a summary of cost for starting new hires at the District. This should be presented by next commission special meeting.

President Perkins said she is open to the idea and believes the Board of Trustees would be as well, but would like the commissioners to present a proposal as to why they believe the incentive would truly be beneficial.

Commissioners are planning to have the proposal ready for the next Trustee meeting on August 16, 2023.

Discussion of any internal opposition was also held – union representative Lt. Vaughn stated he doesn't believe there is any sort of opposition to an incentive in the Contract Bargaining Agreement. Chief Dina stated he believed that to be true as well.

Commissioners stated that since the blue-shirt firefighters who are already employed at Warrenville are all roughly at their 24 month of service or less, that there may be potential for opposition there and perhaps they should also be included for receiving this incentive.

Commissioners stated they would like the opinions of some of the firefighters on the matter, and requested they be present at the next special meeting to discuss. Senior FF Reavy and FF Wiedmyer were noted to be asked to attend.

Next special meeting was set for Tuesday, August 8, 2023 at 5pm to discuss retention and recruitment incentives.

ADJOURN @17:30 hours, - 1st Commissioner Gornik

2nd Commissioner McIntyre

All Ayes

MOTION CARRIED

Meeting adjourned at 17:30 hours.