

Warrenville Fire Protection District
Fire Commission Meeting
August 8, 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: Captain Bill Zabler (left 17:02, entered 17:35)

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

APPROVAL OF AGENDA –

Motion to approve the agenda with changes to move item 7) before 6).

1st Commissioner Gornik 2nd Commissioner Byers

All Ayes

MOTION CARRIED

PUBLIC COMMENT – None.

CLOSED SESSION

At 1702 hours, a motion was made by Commissioner McIntyre, seconded by Commissioner Gornik to go into closed session to discuss personnel matters in accordance with 5 ILCS 120/2(c)(1).

All Ayes

MOTION CARRIED

Captain Zabler left during closed session.

Closed session ended at 1732 hours.

The regular session of the meeting resumed at 1735 hours, all present for the meeting and Captain Zabler were present.

1) PURPOSE OF SPECIAL MEETING

- a) Working session for recruitment and retention incentives

Chief Dina presented his spreadsheet on the costs to hire a new full-time employee. With a breakdown of each expense item, cost of each, and frequency of purchase, the cost calculated to roughly \$9,750 for one new hire over the course of a year.

Commissioner McIntyre presented his findings on firefighter turnover in recent years.

Findings for 2021: 3 firefighters resigned, findings for 2022: 3 firefighters resigned, findings for 2023: 2 firefighters resigned.

Per the IFPCA attorney, any sort of incentive would require an amendment to the current union CBA, Trustee Board approval, and suggested pay around 24 months.

Warrenville Fire Protection District
Fire Commission Meeting
August 8, 2023
5:00pm
Minutes

The Commissioner feel the incentive would cover any new hires in the foreseeable future, but per the attorney the incentive could also be a “one-time deal” if they wished to only include one eligibility list.

Commissioners reviewed compensation and any possible sign-on bonuses at other departments in the area. The research results had various terms from department to department. Commissioner McIntyre will review further for his summary for the Trustees. The District’s terms would depend heavily on the Trustees and the negotiations with the Union.

Commissioner Byers mentioned she was asked to speak to a cadet’s class about what fire commissioners do and what they look for in a candidate.

Chief Dina reported that currently the district has 2 vacancies, 2 candidates processing, likely 2 more to be hired off this current list, and 1 off the next list to fill the 5 vacancies.

The commissioners discussed the possibility of dropping other hiring requirements, but decided that they could not do more than the Associates Degree requirement which was previously dropped.

Commissioner McIntyre confirmed he would have a summary of findings on the possible sign-on bonus for the Trustees before their meeting on August 16th.

ADJOURN @18:05 hours, - 1st Commissioner Byers 2nd Commissioner Gornik

All Ayes
MOTION CARRIED

Meeting adjourned at 18:05 hours.