

WARRENVILLE FIRE PROTECTION DISTRICT
AGENDA FOR TRUSTEE BOARD MEETING
November 19, 2025
5:00 PM
3S472 Batavia Road, Warrenville, IL 60555

- 1. CALL TO ORDER**
- 2. PLEDGE OF ALLEGIANCE**
- 3. ROLL CALL**
- 4. APPROVE AGENDA**
- 5. PUBLIC COMMENTS**
- 6. ROUTINE BUSINESS**
 - a) Approval of Minutes
 1. Regular meeting 10/15/2025
 - b) Financial Reports
 - c) Approval of Bills
 - d) Other Finance
 - e) Closed Session
 1. 5 ILCS 120/2(c)(1) – Personnel
 2. 5 ILCS 120/2(c)(2) – Collective negotiating matters
- 7. COMMUNICATIONS**
 - a) Fire Chief's Report
 - b) Trustees
 - c) Firefighters' Appreciation
 - d) Attorney
 - e) Logistics Report
 - f) Training Report
 - g) EMS Report
 - h) Apparatus Report
 - i) Fire Bureau Report
 - j) Personnel
- 8. UNFINISHED BUSINESS**
 - a) Status update on WFPD strategic plan project
 - b) Status update on Lexipol Policy Management Software program
 1. Discussion and possible action on draft policies
 2. Discussion on Artificial Intelligence (AI) usage and policy for WFPD
 - c) Status update on WFPD Master Plan 2036
 - d) Discussion and possible action on appointment for the Board of Fire Commissioners
- 9. NEW BUSINESS**
 - a) Discussion and possible action on hiring for Fire Chief vacancy
 - b) Discussion and possible action on Resolution 25-01, TRUSTEE MEETING SCHEDULE FOR 2026
 - c) Discussion and possible action on Resolution 25-02, HOLIDAY SCHEDULE FOR 2026
 - d) Discussion and possible action on surplus items
 - e) Discussion and possible action on health insurance renewals for open enrollment
- 10. ADJOURN**

**WARRENVILLE FIRE PROTECTION DISTRICT
3S472 Batavia Road, Warrenville, IL 60555**

**Minutes of Trustee Meeting
October 15, 2025**

CALL TO ORDER

President Perkins called the meeting to order at 1703 hours.

PLEDGE OF ALLEGIANCE

The meeting started with the pledge of allegiance to the flag.

ROLL CALL

Present for the meeting were President Kate Perkins, Secretary Jeff Carstens, Treasurer Al Thompson, Trustee Mike Karl, Trustee Natalie Clemens (via Google Meet), Fire Chief Andy Dina, Assistant Chief Jamie Clark, Assistant Chief Joe Levy, Assistant Chief Kevin O'Hare, and Financial Analyst Amber Nadeau.

The guests present were Captain Jeff Fiene (left at 1709 hours, returned at 1710 hours, left at 1716 hours, returned at 1744 hours, left at 1814 hours, returned at 1823 hours), Captain Nic Tosto (left at 1716 hours, returned at 1744 hours), Lieutenant Matt Banaszek (arrived at 1712 hours, left at 1716 hours, returned at 1744 hours, left at 1815 hours), and Fire Commissioner Ryan McIntyre (left at 1716 hours, returned at 1744 hours).

A motion was made by Trustee Thompson, seconded by Trustee Carstens, to allow Trustee Clemens to attend and participate remotely via Google Meet due to employment purposes.

ROLL CALL:
Carstens – AYE
Clemens – ABSTAIN
Karl – AYE
Perkins – AYE
Thompson – AYE
MOTION CARRIED

APPROVAL OF AGENDA

A motion was made by Trustee Carstens, seconded by Trustee Thompson, to approve the agenda as presented.

ROLL CALL:
Carstens – AYE
Clemens – AYE
Karl – AYE
Perkins – AYE
Thompson – AYE
MOTION CARRIED

PUBLIC COMMENTS

None.

PUBLIC HEARING FOR TRUTH IN TAXATION

At 1706 hours, a motion was made by Trustee Thompson, seconded by Trustee Carstens, to start the Truth in Taxation public hearing for Ordinance 25-02, ORDINANCE LEVYING AND ASSESSING TAXES OF THE WARRENVILLE FIRE PROTECTION DISTRICT, DUPAGE COUNTY, ILLINOIS, FOR 2025.

ROLL CALL:
Carstens – AYE
Clemens – AYE
Karl – AYE
Perkins – AYE
Thompson – AYE
MOTION CARRIED

There is a 9% increase from the previous year’s tax extension to capture all of the new construction. Financial Analyst Nadeau explained that a calculation was incorporated to use up the balance in the Workers Compensation Fund. There were no comments from the public.

At 1709 hours, a motion was made by Trustee Thompson, seconded by Trustee Carstens, to close the Truth in Taxation public hearing for Ordinance 25-02, ORDINANCE LEVYING AND ASSESSING TAXES OF THE WARRENVILLE FIRE PROTECTION DISTRICT, DUPAGE COUNTY, ILLINOIS, FOR 2025.

ROLL CALL:
Carstens – AYE
Clemens – AYE
Karl – AYE
Perkins – AYE
Thompson – AYE
MOTION CARRIED

APPROVAL OF MINUTES

A motion was made by Trustee Carstens, seconded by Trustee Thompson, to approve the regular minutes and closed session minutes of the regular meeting on September 17, 2025.

ROLL CALL:
Carstens – AYE
Clemens – AYE
Karl – AYE
Perkins – AYE
Thompson – AYE
MOTION CARRIED

FINANCIAL REPORTS

Chief Dina presented the financial reports. The “Total Cash” from the Summary of Cash report is equal to the “Ending Cash Balance” on the Cash Activity Report. The Cash Activity Report included a beginning cash balance of \$6,051,518.74 and an ending cash balance of \$7,653,700.39 as recorded in the September 2025 financial reports.

Chief Dina noted the September ambulance revenues were \$129,791.28. The Fire Recovery revenue was \$874.24. The Fire Bureau revenue was \$1,300.

Chief Dina said the health insurance renewals have a 26% increase. The District's insurance broker, One Digital, is working to get the renewal lowered to around a 16-18% increase.

Chief Dina provided information about the No Surprises Act, which goes into effect on January 1, 2027. The law prohibits the District from balance billing residents or non-residents for ambulance service. Insurance companies will pay up to 85% of the total bill. The District must continue to complete the GEMT cost report each year. Chief Dina recently learned that the highest fee being charged for an ambulance call in Illinois is \$9,000.

A motion was made by Trustee Thompson, seconded by Trustee Carstens, to accept the monthly accounting reports as presented.

ROLL CALL:
Carstens – AYE
Clemens – AYE
Karl – AYE
Perkins – AYE
Thompson – AYE
MOTION CARRIED

APPROVAL OF BILLS

None.

OTHER FINANCE

None.

CLOSED SESSION

At 1716 hours, a motion was made by Trustee Carstens, seconded by Trustee Thompson, to go into closed session to discuss personnel matters and collective negotiating matters in accordance with 5 ILCS 120/2(c)(1) and 5 ILCS 120/2(c)(2).

ROLL CALL:
Carstens – AYE
Clemens – AYE
Karl – AYE
Perkins – AYE
Thompson – AYE
MOTION CARRIED

The guests left for closed session.

Closed session ended at 1733 hours.

FIRE CHIEF'S REPORT

Chief Dina reported there were 182 calls for service in the month of September 2025, which included 137 EMS calls and 45 fire and rescue calls.

There were no significant incidents in Warrenville in September. There were no mutual aid incidents in September.

WFPD's annual Open House on October 1st was a success! Based on 670 wristbands handed out and an estimated 30 additional attendees, our total approximate attendance reached 700 people. The crowds were kept fed with 320 hot dogs, 110 pulled pork sliders, and one keg of root beer. To ensure continuous improvement, a post-event survey has been distributed to all Warrenville Fire personnel and an after-action review is scheduled for October 17th.

Crews assisted a homeowner by safely removing two compressed gas cylinders and ensuring their proper disposal with the help of Mechanic Ted Ellison.

Fire safety literature was provided to the Emerald Green homeowners association for distribution to their new residents.

Firefighter/Paramedic Jeff Dore co-provided a public safety class at the Warrenville Public Library in partnership with Northwestern Medicine's stroke unit.

Staff started union negotiations on September 29th for the upcoming contract renewal.

Assistant Chief O'Hare attended the Illinois Society of Fire Service Instructors conference in Peoria, focusing on advanced training methodologies.

Assistant Chief Levy attended the pension conference in Oak Brook, focusing on critical administrative and financial knowledge.

The bay floor refinishing is officially scheduled to begin on November 3rd.

Chief Dina and Assistant Chief O'Hare will be traveling to Peoria for the Illinois Fire Chiefs Conference which runs from October 12th-15th.

Edward Hospital has authorized the District to "go live" with ImageTrend for patient care reporting. Assistant Chief Levy is currently working to ensure EMS billing, CAD integration, and EKG cardiac monitor import capabilities are in place prior to going live.

A site build request has been submitted for a records management system with ImageTrend. Assistant Chief Levy is working with the assigned implementation specialist on an implementation timeline. The target implementation date is December.

Financial Analyst Nadeau completed a Budget Process 101 course through GFOA.

Admin staff held meetings with two Trustees at a time to review the draft long-term financial model. One remaining trustee is scheduled to review the document on October 28th.

Admin staff continue to work through the transition to Google Workspace.

TRUSTEES

Trustee Clemens noted she recently attended a conference in South Carolina.

President Perkins asked if the District ceremonies should continue to be listed on the agenda for the Board of Trustees meetings. The consensus was that they would no longer be listed.

President Perkins noted she recently completed ten years as a Trustee for the District.

Trustee Thompson requested that Trustee meeting reports no longer be read during the meeting, allowing the Board of Trustees to proceed directly to questions as needed.

FIREFIGHTERS' APPRECIATION

None.

ATTORNEY

None.

LOGISTICS

Captain Fiene presented the Logistics Report. He attempted to get quotes from two more contractors for the station maintenance work; however, they did not respond. This leaves the District with a single quote.

TRAINING

Assistant Chief Levy presented the Training Report. September had 774 training hours completed.

EMS

Assistant Chief Levy presented the EMS Report.

APPARATUS

Assistant Chief Levy presented the Apparatus Report. The delivery of the new ambulance has been delayed to mid-November.

FIRE BUREAU

Assistant Chief O'Hare presented the Fire Bureau Report. ISO has not provided updates on the recent evaluation, but other fire agencies have reported a ten-month period for their results.

PERSONNEL

None.

UNFINISHED BUSINESS

Assistant Chief O'Hare provided a handout regarding the strategic plan project. He reviewed Goal 4 – Fleet, Facilities & Equipment.

Chief Dina provided an update regarding the Lexipol project. A few policies have been sent to the Board of Trustees for review. President Perkins expressed dissatisfaction with the grammar and content quality. There was a discussion about streamlining the review process to prevent excessive revisions and expedite the finalization of the policies.

President Perkins provided an update regarding the Master Plan 2036 for the District. She encouraged the Board of Trustees and all District staff to provide feedback in the shared document. Trustee Clemens has added significant information to the document. Trustee Thompson suggested using input from the internal stakeholders meeting for the strategic plan.

The vacancy notice for the Board of Fire Commissioners was posted on Facebook and the digital sign. It will be put in Hometown Happenings in November. A couple applications have been received so far.

NEW BUSINESS

A motion was made by Trustee Carstens, seconded by Trustee Thompson, to approve Ordinance 25-02, ORDINANCE LEVYING AND ASSESSING TAXES OF THE WARRENVILLE FIRE PROTECTION DISTRICT, DUPAGE COUNTY, ILLINOIS, FOR 2025.

ROLL CALL:
Carstens – AYE
Clemens – AYE
Karl – AYE
Perkins – AYE
Thompson – AYE
MOTION CARRIED

Since the draft policies were discussed as part of the Lexipol update, no further discussion was necessary.

There was a discussion about artificial intelligence (AI) usage for the District. Trustee Clemens expressed concern that the regular use of AI, particularly for tasks like completing patient care reports, could diminish the existing skills of employees. Assistant Chief O'Hare, who recently attended a conference AI session, noted that while AI has existed for over 50 years, its prevalence has increased significantly. He advocated for using AI as a tool for mundane tasks to improve efficiency. Assistant Chief Levy said ImageTrend has two AI features, including one that pulls data into fields from a picture and a voice-to-text option for completing reports. Chief Dina will look into an AI policy through Lexipol.

ADJOURNMENT

At 1828 hours, a motion was made by Trustee Thompson, seconded by Trustee Karl, to adjourn the meeting.

ROLL CALL:
Carstens – AYE
Clemens – AYE
Karl – AYE
Perkins – AYE
Thompson – AYE
MOTION CARRIED

Present at the end of the meeting were President Kate Perkins, Secretary Jeff Carstens, Treasurer Al Thompson, Trustee Mike Karl, Trustee Natalie Clemens (via Google Meets), Fire Chief Andy Dina, Assistant Chief Jamie Clark, Assistant Chief Joe Levy, Assistant Chief Kevin O’Hare, and Financial Analyst Amber Nadeau.

The guests present at the end of the meeting were Captain Jeff Fiene, Captain Nic Tosto, and Fire Commissioner Ryan McIntyre.

The meeting adjourned at 1828 hours.

President

Secretary

Warrenville Fire Protection District
Cash Activity
October 2025

Beginning Cash Balance		7,653,700.39
Revenues:		
Receipts from the Monthly Receipts report	229,004.01	
PAYA Write Off	-	
Interest Income IL Funds account	19,895.41	
Interest Income 5/3 Money Market account	2,180.98	
Personal Property Replacement Tax Direct Deposit	7,026.23	
Foreign Fire Revenue	51,337.96	
Total Revenues		309,444.59
Expenses:		
Vendor checks from the Check Register report	(74,914.59)	
Payroll disbursements and fees from the Precision payroll reports	(227,713.38)	
Auto Disbursements	(123,315.90)	
Foreign Fire Disbursements	3,439.73	
Foreign Fire Disbursements Paid on 5/3 Credit Card and reimbursed to District	(3,439.73)	
Hinsdale Lockbox Fee	(17.15)	
Credit Card Processing Fee	(40.86)	
Amnulance Billing Fee	(6,133.07)	
Total Expenses		<u>(432,134.95)</u>
Ending Cash Balance		<u><u>7,531,010.03</u></u>
Bank Account Balances at month end:		
* Fifth-Third Checking		487,509.27
Fifth-Third Money Market (2.03%) The		1,410,781.91
Illinois Funds Investments (4.33%)		5,537,497.76
Fifth-Third Lockbox Checking		-
Hinsdale Bank and Trust Co Lockbox		-
Fifth Third Foreign Fire Tax		95,221.09
		<u><u>7,531,010.03</u></u>

* Note: The Fifth-Third Checking account balance displayed represents the general ledger balance not the bank balance. There are reconciling items such as outstanding checks and deposits in transit at month end.

Warrenville Fire Protection District
Summary of Cash
October 31, 2025

ASSETS

Corporate Fund

Fifth-Third Checking Pooled	\$ (1,370,459.18)	
The Illinois Funds Investments	5,537,497.76	
Fifth-Third Money Market	<u>575,017.36</u>	
Total Corporate Fund		4,742,055.94

Audit Fund

Fifth-Third Checking Pooled	<u>3,939.28</u>	
Total Audit Fund		3,939.28

Liability Insurance Fund

Fifth-Third Checking Pooled	<u>35,402.20</u>	
Total Liability Insurance Fund		35,402.20

Workers Compensation Fund

Fifth-Third Checking Pooled	<u>263,406.76</u>	
Total Workers Compensation Fund		263,406.76

Foreign Fire Fund

Fifth-Third Foreign Fire Tax	<u>95,221.09</u>	
Total Foreign Fire Fund		95,221.09

Capital Projects Fund

Fifth-Third Pooled Checking	1,555,220.21	
Fifth-Third Money Market	<u>835,764.55</u>	
Total Capital Projects Fund		<u>2,390,984.76</u>

Total Cash	\$	<u><u>7,531,010.03</u></u>
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Warrenville Fire Protection District
Account Reconciliation
As of Oct 31, 2025
01-00-1000-00 - Fifth-Third Pooled Checking
Bank Statement Date: October 31, 2025

Filter Criteria includes: Report is printed in Detail Format.

Beginning GL Balance		818,424.34
Add: Cash Receipts		82,224.09
Less: Cash Disbursements		(198,230.49)
Add (Less) Other		<u>(214,908.67)</u>
Ending GL Balance		<u>487,509.27</u>
Ending Bank Balance		491,547.25
Add back deposits in transit		
Total deposits in transit		
(Less) outstanding checks		
Apr 10, 2025 11505	(68.00)	
Aug 19, 2025 11620	(350.00)	
Oct 17, 2025 11662	(284.64)	
Oct 28, 2025 11668	(540.00)	
Oct 28, 2025 11670	(337.14)	
Oct 28, 2025 11673	(43.70)	
Oct 28, 2025 11674	<u>(2,414.50)</u>	
Total outstanding checks		(4,037.98)
Add (Less) Other		
Total other		
Unreconciled difference		<u>0.00</u>
Ending GL Balance		<u><u>487,509.27</u></u>

Warrenville Fire Protection District
Monthly Receipts
For the Period From Oct 1, 2025 to Oct 31, 2025

Filter Criteria includes: Report order is by Check Date. Report is printed in Detail Format

Date	Account ID	Transaction	Line Description	Debit	Credit
10/3/25	10-00-1290-00	BRS2AVRN8A	Invoice: AMB25-02		787.50
	01-00-1000-00	BRS2AVRN8A	North Central College	787.50	
10/3/25	10-00-4600-00	10032025	Sale of Assets-Corp - Sale of surplus fire equipment and tools		45.00
	01-00-1000-00	10032025	GovDeals	45.00	
10/6/25	10-00-4310-00	10062025	Amb Billing Fund 10		444.81
	10-00-1030-00	10062025	Amb Deposits Fund 10	444.81	
10/9/25	10-00-4350-00	70190	Fire Recovery - Corp		3,613.60
	01-00-1000-00	70190	Fire Recovery USA LLC	3,613.60	
10/9/25	10-00-1290-00	300028155	Invoice: FP25-27		625.00
	01-00-1000-00	300028155	US Alliance Fire Protection, Inc.	625.00	
10/9/25	10-00-4250-10	5573	FMB-Public Education Corp - CPR class on 10/03/2025		85.00
	01-00-1000-00	5573	Hite, John	85.00	
10/10/25	10-00-4600-00	10102025	Sale of Assets-Corp - Sale of surplus fire equipment and tools		613.02
	01-00-1000-00	10102025	GovDeals	613.02	
10/10/25	10-00-4000-00	10102025-1	Property Tax-Corporate		38,007.40
	30-00-4000-00	10102025-1	Property Tax-Audit		125.71
	40-00-4000-00	10102025-1	Property Tax-Liability Insur		377.14
	50-00-4000-00	10102025-1	Property Tax-Work Comp		1,919.23
	10-00-4050-00	10102025-1	Property Tax - Corp Emer&Rescu		5,665.49
	01-00-1000-00	10102025-1	DuPage County Treasurer	46,094.97	
10/17/25	10-01-5000-00	427149	Reim Career Payroll - N. Tosto workers comp claim		2,261.52
	01-00-1000-00	427149	Illinois Public Risk Fund	2,261.52	
10/17/25	10-01-5000-00	427361	Reim Career Payroll - N. Tosto workers comp claim		3,517.86
	01-00-1000-00	427361	Illinois Public Risk Fund	3,517.86	
10/17/25	10-01-7100-00	1553	Office Supply Exp - Corp - Reim for dashboard TV		137.55
	01-00-1000-00	1553	Warrenville Firemen's Auxiliary	137.55	
10/17/25	10-00-4600-00	10172025	Sale of Assets-Corp - Sale of surplus fire equipment and tools		535.00
	01-00-1000-00	10172025	GovDeals	535.00	
10/17/25	10-00-4000-00	10172025-1	Property Tax-Corporate		3,741.89
	30-00-4000-00	10172025-1	Property Tax-Audit		12.38
	40-00-4000-00	10172025-1	Property Tax-Liability Insur		37.12
	50-00-4000-00	10172025-1	Property Tax-Work Comp		188.95
	10-00-4050-00	10172025-1	Property Tax - Corp Emer&Rescu		557.78
	01-00-1000-00	10172025-1	DuPage County Treasurer	4,538.12	
10/22/25	10-00-4310-00	10222025	Amb Billing Fund 10		1,934.80
	10-00-1030-00	10222025	Amb Deposits Fund 10	1,934.80	
10/31/25	10-00-4310-00	10312025	Amb Billing Fund 10		9,552.41
	10-01-6115-00	10312025	Paramedic Bill Fee Fund 10	6,133.07	
	01-00-1000-00	10312025	Amb Deposits Fund 10	3,419.34	
10/31/25	10-00-4310-00	10312025-1	Amb Billing Fund 10		138,267.24
	10-00-1031-00	10312025-1	Amb Deposits Fund 10	138,267.24	
10/31/25	10-00-4000-00	10312025-2	Property Tax-Corporate		13,152.00
	30-00-4000-00	10312025-2	Property Tax-Audit		43.50
	40-00-4000-00	10312025-2	Property Tax-Liability Insur		130.51
	50-00-4000-00	10312025-2	Property Tax-Work Comp		664.13
	10-00-4050-00	10312025-2	Property Tax - Corp Emer&Rescu		1,960.47
	01-00-1000-00	10312025-2	DuPage County Treasurer	15,950.61	
				229,004.01	229,004.01

Warrenville Fire Protection District
Aged Receivables
As of Oct 31, 2025

Filter Criteria includes: 1) Includes Drop Shipments. Report order is by ID. Report is printed in Summary Format.

Customer Bill To Contact	0-30	31-60	61-90	Over 90 days	Amount Due
Detection Systems & Service, Inc	615.00				615.00
Forest Preserve Dist of Dupage	1,800.00				1,800.00
Fox Valley Fire & Safety Co., Inc.	220.00				220.00
Fuel Tech, Inc.	765.00				765.00
	3,400.00				3,400.00

Warrenville Fire Protection District
FMB-Plan Review Cash Receipts
October 2025

Date Paid	Invoice Number	Customer Name	Amount Paid
10/3/2025	FP25-27	US Alliance Fire Protection, Inc	625.00
Total FMB cash received			\$ 625.00
Fees charged on payments not received			-
Total current month revenue in account 10-00-4250-20			<u>\$ 625.00</u>

Warrenville Fire Protection District Check Register For the Period From Oct 1, 2025 to Oct 31, 2025

Filter Criteria includes: 1) Check Numbers from 10000 to 13000. Report order is by Check Number.

Payee	Check	Amount	Account ID	Account Description
Ace Hardware - Warrenville	11652	79.04	10-00-2000-00 10-00-2000-00 01-00-1000-00	Accounts Payable Accounts Payable Fifth-Third Pooled Checking
Andrew Dina	11653	278.52	10-00-2000-00 01-00-1000-00	Accounts Payable Fifth-Third Pooled Checking
Du-Comm	11654	20,615.46	10-00-2000-00 10-00-2000-00 01-00-1000-00	Accounts Payable Accounts Payable Fifth-Third Pooled Checking
Forest Preserve Dist. of Du	11655	6,227.03	10-00-2000-00 01-00-1000-00	Accounts Payable Fifth-Third Pooled Checking
Image Trend, LLC	11656	9,600.00	10-00-2000-00 01-00-1000-00	Accounts Payable Fifth-Third Pooled Checking
The Locker Shop	11657	271.00	10-00-2000-00 01-00-1000-00	Accounts Payable Fifth-Third Pooled Checking
PROMOS 911	11658	543.71	10-00-2000-00 01-00-1000-00	Accounts Payable Fifth-Third Pooled Checking
Image Trend, LLC	11659	2,900.00	10-00-2000-00 01-00-1000-00	Accounts Payable Fifth-Third Pooled Checking
Haley Brown	11660	70.00	10-00-2000-00 01-00-1000-00	Accounts Payable Fifth-Third Pooled Checking
Ace Hardware - Warrenville	11661	210.47	10-00-2000-00 01-00-1000-00	Accounts Payable Fifth-Third Pooled Checking
Carstens, Jeff	11662	284.64	10-00-2000-00 01-00-1000-00	Accounts Payable Fifth-Third Pooled Checking
CDS Office Technologies	11663	6,036.00	10-00-2000-00 01-00-1000-00	Accounts Payable Fifth-Third Pooled Checking
The Locker Shop	11664	1,255.00	10-00-2000-00 10-00-2000-00 10-00-2000-00 10-00-2000-00 10-00-2000-00 10-00-2000-00 10-00-2000-00 10-00-2000-00 01-00-1000-00	Accounts Payable Accounts Payable Accounts Payable Accounts Payable Accounts Payable Accounts Payable Accounts Payable Accounts Payable Fifth-Third Pooled Checking
Ntiva, Inc.	11665	20,656.16	10-00-2000-00 01-00-1000-00	Accounts Payable Fifth-Third Pooled Checking
Air One Equipment, Inc.	11666	1,620.00	10-00-2000-00 01-00-1000-00	Accounts Payable Fifth-Third Pooled Checking
City of Warrenville	11667	38.98	10-00-2000-00 01-00-1000-00	Accounts Payable Fifth-Third Pooled Checking
Electrical Solutions Service	11668	540.00	10-00-2000-00 01-00-1000-00	Accounts Payable Fifth-Third Pooled Checking
IL Fire Service Admin Profe	11669	200.00	10-00-2000-00 01-00-1000-00	Accounts Payable Fifth-Third Pooled Checking
Konica Minolta Premier Fina	11670	337.14	10-00-2000-00 01-00-1000-00	Accounts Payable Fifth-Third Pooled Checking
Kresl Power Equipment, Inc	11671	571.30	10-00-2000-00	Accounts Payable

Warrenville Fire Protection District
Check Register
For the Period From Oct 1, 2025 to Oct 31, 2025

Filter Criteria includes: 1) Check Numbers from 10000 to 13000. Report order is by Check Number.

Payee	Check	Amount	Account ID	Account Description
			01-00-1000-00	Fifth-Third Pooled Checking
Levy, Joe	11672	121.94	10-00-2000-00 01-00-1000-00	Accounts Payable Fifth-Third Pooled Checking
Paddock Publications, Inc.	11673	43.70	10-00-2000-00 01-00-1000-00	Accounts Payable Fifth-Third Pooled Checking
Sikich, LLP - Accounting	11674	2,414.50	10-00-2000-00 01-00-1000-00	Accounts Payable Fifth-Third Pooled Checking
	Total	74,914.59		

Warrenville Fire Protection District
ACH Check Register
For the Period From Oct 1, 2025 to Oct 31, 2025

Filter Criteria includes: 1) Check Numbers from 170 to 999. Report order is by Check Number.

Payee	Check	Amount	Account ID	Account Description
Aflac	823	1,422.30	10-00-2000-00 01-00-1000-00	Accounts Payable Fifth-Third Pooled Checking
Blue Cross Blue Shield of Ill	824	33,203.40	10-00-2000-00 01-00-1000-00	Accounts Payable Fifth-Third Pooled Checking
Blue Cross Blue Shield of Ill	825	758.01	10-00-2000-00 01-00-1000-00	Accounts Payable Fifth-Third Pooled Checking
Guardian Dental Plan	826	1,358.29	10-00-2000-00 01-00-1000-00	Accounts Payable Fifth-Third Pooled Checking
IMRF - IL Municipal Retirem	827	942.93	10-00-2000-00 01-00-1000-00	Accounts Payable Fifth-Third Pooled Checking
Illinois Public Risk Fund	828	15,051.00	10-00-2000-00 01-00-1000-00	Accounts Payable Fifth-Third Pooled Checking
Fifth Third Bank - Procurem	829	70,579.97	10-00-2000-00 01-00-1000-00	Accounts Payable Fifth-Third Pooled Checking
	Total	123,315.90		

Warrenville Fire Protection District
Purchase Journal
For the Period From Oct 1, 2025 to Oct 31, 2025

Filter Criteria includes: 1) Includes Drop Shipments. Report order is by Vendor Name. Repo

Name	Date	Account ID	Account Description	Line Description	Debit	Credit
Ace Hardware - Warrenville	10/1/25	10-01-6700-40	Training-Supplies	Posts for cutting station	43.14	
		10-00-2000-00	Accounts Payable	Ace Hardware - Warrenville		43.14
Ace Hardware - Warrenville	10/8/25	10-01-6500-00	Maintenance Buildings-Stat 1	Key copies	35.90	
		10-00-2000-00	Accounts Payable	Ace Hardware - Warrenville		35.90
Ace Hardware - Warrenville	10/14/25	10-01-6500-00	Maintenance Buildings-Stat 1	Paint supplies for workout room	210.47	
		10-00-2000-00	Accounts Payable	Ace Hardware - Warrenville		210.47
Aflac	10/1/25	10-00-2160-00	Insurance - Aflac Payable	Accident insurance for September	1,422.30	
		10-00-2000-00	Accounts Payable	Aflac		1,422.30
Air One Equipment, Inc.	10/22/25	10-01-7200-00	Firefighters Pers Prot Equip	4 firefighting helmets	1,620.00	
		10-00-2000-00	Accounts Payable	Air One Equipment, Inc.		1,620.00
Andrew Dina	10/1/25	10-01-6745-00	Public Education	Reim for Open House turkey and ice	80.52	
		10-01-6500-00	Maintenance Buildings-Stat 1	Reim for station coolers	198.00	
		10-00-2000-00	Accounts Payable	Andrew Dina		278.52
Blue Cross Blue Shield of Illinois	10/1/25	10-01-5200-00	Insurance-Health	Health insurance for October	33,203.40	
		10-00-2000-00	Accounts Payable	Blue Cross Blue Shield of Illinois		33,203.40
Blue Cross Blue Shield of Illinois	10/1/25	10-01-5200-05	Insurance-Vision	Vision insurance for October	284.16	
		10-01-5200-20	Insurance-Life	Life insurance for October	473.85	
		10-00-2000-00	Accounts Payable	Blue Cross Blue Shield of Illinois		758.01
Carstens, Jeff	10/1/25	10-01-7220-00	Uniforms-Employees	Reim shirts for Trustee Carstens	284.64	
		10-00-2000-00	Accounts Payable	Carstens, Jeff		284.64
CDS Office Technologies	10/16/25	60-01-8020-00	Capital Outlay - Operating Equ	2 replacement toughbook computers	6,036.00	
		10-00-2000-00	Accounts Payable	CDS Office Technologies		6,036.00
City of Warrenville	10/23/25	10-01-7000-00	Motor Fuel	Shared fuel per IGA for July-Sept	38.98	
		10-00-2000-00	Accounts Payable	City of Warrenville		38.98
Du-Comm	10/1/25	10-01-6110-00	DuComm Dispatch	Dispatch facility lease share 11/01-01/31	760.96	
		10-00-2000-00	Accounts Payable	Du-Comm		760.96
Du-Comm	10/1/25	10-01-6110-00	DuComm Dispatch	Dispatch usage share 11/01-01/31	19,854.50	
		10-00-2000-00	Accounts Payable	Du-Comm		19,854.50
Electrical Solutions Services LLC	10/20/25	10-01-6500-00	Maintenance Buildings-Stat 1	Install parking lot outlets and badge case lighting	540.00	
		10-00-2000-00	Accounts Payable	Electrical Solutions Services LLC		540.00
Forest Preserve Dist. of DuPage County	10/1/25	10-01-7000-00	Motor Fuel	Motor fuel for 07/01-09/30	6,227.03	
		10-00-2000-00	Accounts Payable	Forest Preserve Dist. of DuPage County		6,227.03
Guardian Dental Plan	10/1/25	10-01-5200-10	Insurance-Dental	Dental insurance for October	1,358.29	
		10-00-2000-00	Accounts Payable	Guardian Dental Plan		1,358.29
Haley Brown	10/6/25	10-01-6770-00	Client Relations Expense	Dessert for 10/15 ceremony	70.00	
		10-00-2000-00	Accounts Payable	Haley Brown		70.00
IL Fire Service Admin Professionals	10/28/25	10-01-6700-00	Training-Seminars/Lecture	Recognition luncheon for 4 people	200.00	
		10-00-2000-00	Accounts Payable	IL Fire Service Admin Professionals		200.00
Illinois Public Risk Fund	10/1/25	50-00-5400-00	Worker's Compensation Expense	Workers comp insurance for October	15,051.00	
		10-00-2000-00	Accounts Payable	Illinois Public Risk Fund		15,051.00

Warrenville Fire Protection District
Purchase Journal
For the Period From Oct 1, 2025 to Oct 31, 2025

Filter Criteria includes: 1) Includes Drop Shipments. Report order is by Vendor Name. Repo

Name	Date	Account ID	Account Description	Line Description	Debit	Credit
Image Trend, LLC	10/1/25	10-01-6600-05	IT Computer Software	Record management software annual fee	9,600.00	
		10-00-2000-00	Accounts Payable	Image Trend, LLC		9,600.00
Image Trend, LLC	10/1/25	55-01-5150-00	Foreign Fire Tax	Software implementation fee for Foreign Fire	2,900.00	
		10-00-2000-00	Accounts Payable	Image Trend, LLC		2,900.00
IMRF - IL Municipal Retirement Fund	10/1/25	10-00-2163-00	IMRF Payable - Employee	Employee pension contributions for September	410.37	
		10-01-5200-27	IMRF District Contribution	Employer pension contributions for September	532.56	
		10-00-2000-00	Accounts Payable	IMRF - IL Municipal Retirement Fund		
Konica Minolta Premier Finance	10/19/25	10-01-7100-00	Office Supplies	Copier lease and usage for 10/12-11/12	337.14	
		10-00-2000-00	Accounts Payable	Konica Minolta Premier Finance		337.14
Kresl Power Equipment, Inc.	10/27/25	10-01-6500-00	Maintenance Buildings-Stat 1	Hose tower hoist annual inspection	571.30	
		10-00-2000-00	Accounts Payable	Kresl Power Equipment, Inc.		571.30
Levy, Joe	10/24/25	10-01-6770-00	Client Relations Expense	Candy for event	121.94	
		10-00-2000-00	Accounts Payable	Levy, Joe		121.94
Ntiva, Inc.	10/14/25	60-01-8020-00	Capital Outlay - Operating Equ	11 replacement computers and accessories	20,656.16	
		10-00-2000-00	Accounts Payable	Ntiva, Inc.		20,656.16
Paddock Publications, Inc.	10/26/25	10-01-6040-00	Legal	Publish tax levy hearing	43.70	
		10-00-2000-00	Accounts Payable	Paddock Publications, Inc.		43.70
PROMOS 911	10/5/25	10-01-6710-00	Fire Prevention Bureau	Event tablecloths	543.71	
		10-00-2000-00	Accounts Payable	PROMOS 911		543.71
Sikich, LLP - Accounting	10/27/25	10-01-6000-00	Accounting-Sikich	Accounting services for September	2,414.50	
		10-00-2000-00	Accounts Payable	Sikich, LLP - Accounting		2,414.50
The Locker Shop	10/1/25	10-01-7220-00	Uniforms-Employees	Uniform for N. Tosto	271.00	
		10-00-2000-00	Accounts Payable	The Locker Shop		271.00
The Locker Shop	10/14/25	10-01-7220-00	Uniforms-Employees	Uniform for Levy	189.00	
		10-00-2000-00	Accounts Payable	The Locker Shop		189.00
The Locker Shop	10/14/25	10-01-7220-00	Uniforms-Employees	Uniform for N. Tosto	36.00	
		10-00-2000-00	Accounts Payable	The Locker Shop		36.00
The Locker Shop	10/14/25	10-01-7220-00	Uniforms-Employees	Uniform shirts for stock	248.00	
		10-00-2000-00	Accounts Payable	The Locker Shop		248.00
The Locker Shop	10/14/25	10-01-7220-00	Uniforms-Employees	Uniform for A. Carstens	203.00	
		10-00-2000-00	Accounts Payable	The Locker Shop		203.00
The Locker Shop	10/14/25	10-01-7220-00	Uniforms-Employees	Uniform for Schaul	110.00	
		10-00-2000-00	Accounts Payable	The Locker Shop		110.00
The Locker Shop	10/14/25	10-01-7220-00	Uniforms-Employees	Uniform for Wiedmyer	361.00	
		10-00-2000-00	Accounts Payable	The Locker Shop		361.00
The Locker Shop	10/14/25	10-01-7220-00	Uniforms-Employees	Uniform for Miner	90.00	
		10-00-2000-00	Accounts Payable	The Locker Shop		90.00
The Locker Shop	10/14/25	10-01-7220-00	Uniforms-Employees	Uniform for Slates	18.00	
		10-00-2000-00	Accounts Payable	The Locker Shop		18.00
					127,650.52	127,650.52

Warrenville Fire Protection District
Purchase Journal - Fifth Third Pro Card
For the Period From Oct 1, 2025 to Oct 31, 2025

Filter Criteria includes: 1) Vendor IDs: Fifth Third Pro Card; 2) In

Name	Date	Account ID	Account Description	Line Description	Amount
Fifth Third Bank - Pro	10/1/25	10-01-6745-00	Public Education	Edward Hospital - CPR cards	40.00
		10-01-6130-00	Dive/Water Rescue	Dive Right In Scuba - Drysuit and BCD	3,258.09
		10-01-7100-00	Office Supplies	USPS - Postage	11.00
		10-01-7220-90	Uniforms-Other	Eagle Engraving - Fireground tags	15.85
		10-01-7300-00	Medical Supplies	Bound Tree Medical - Medical supplies	212.34
		10-01-7220-90	Uniforms-Other	Amazon - Dress uniform gloves	39.98
		10-01-7220-90	Uniforms-Other	Amazon - Dress uniform gloves	56.85
		10-01-7100-00	Office Supplies	USPS - Postage	11.00
		10-01-6700-10	Training-Books/Manuals	Amazon - Firefighter fundamentals textbooks	119.95
		10-01-7300-00	Medical Supplies	Bound Tree Medical - Medical supplies	216.18
		10-01-6520-23	Maint App - 2018 M3263 (M11)	Interstate Power Systems - Repair parts for M11	1,292.66
		10-01-7000-00	Motor Fuel	Pilot - Fuel for E12	30.40
		10-01-7000-00	Motor Fuel	Pilot - Fuel for E12	40.35
		10-01-6500-00	Maintenance Buildings-Stat 1	Menards - River rock and maintenance supplies	51.34
		10-01-6500-00	Maintenance Buildings-Stat 1	Menards - Flammable liquids safety cabinet	1,131.36
		10-01-6770-00	Client Relations Expense	Dunkin Donuts - Coffee for 09/11 ceremony	57.05
		10-01-6700-40	Training-Supplies	Menards - Training supplies	155.37
		10-01-6745-00	Public Education	Menards - Fry oil and supplies for Open House	194.76
		10-01-6500-00	Maintenance Buildings-Stat 1	Menards - Refund sales tax	-81.37
		10-01-7000-00	Motor Fuel	Caseys - Fuel for A11	54.88
		10-01-7100-00	Office Supplies	Target - TV for dashboard	137.55
		10-01-6700-50	Training - Fire Commissioners	IFPCA - Conference for Gornik	475.00
		10-01-6745-00	Public Education	Walgreens - Posters and candy for Open House	149.40
		10-01-6130-00	Dive/Water Rescue	Scuba.com - Gauge console	119.94
		10-01-6700-00	Training-Seminars/Lecture	Metro Fire Chiefs Association - Symposium for 3 people	105.00
		10-01-6500-00	Maintenance Buildings-Stat 1	Menards - Mums and hardware	62.60
		10-01-6770-00	Client Relations Expense	Eagle Engraving - Farewell memento for Commissioner Byers	36.00
		10-01-6520-20	Maint App - Antique Van	A-Len Radiator Shoppe - Heater repairs for antique truck	684.00
		10-01-6600-05	IT Computer Software	Zoom - Video conference fee for September	15.99
		10-01-6600-05	IT Computer Software	Deneb Corporation - Email hosting fee for September	698.65
		10-01-6600-05	IT Computer Software	Google - Email hosting fee for August	1,145.83
		10-01-7010-00	Operating Supplies	Family Pride - Laundry service lease for September	50.00
		10-01-7110-00	Cleaning Supplies	Warehouse Direct - Janitorial supplies	398.78
		10-01-6810-00	Telephone-Land Line	AT&T - Internet service for 08/07-09/06	502.94
		10-01-6810-00	Telephone-Land Line	AT&T - Station phone service for 08/07-09/06	793.73
		10-01-6745-00	Public Education	Amazon - Puzzles for Open House	23.78
		10-01-6840-00	Cable	Comcast - Cable TV service for 08/15-09/14	70.36
		10-01-7220-00	Uniforms-Employees	Air One Equipment - Uniform item for Wiedmyer	238.00
		10-01-6510-00	Maintenance-Equipment	Dinges Fire - Amkus tools annual maintenance	450.00
		10-01-6150-00	SCBA Maintenance and Parts	MES - 4 SCBA regulators	7,800.00

Warrenville Fire Protection District
Purchase Journal - Fifth Third Pro Card
For the Period From Oct 1, 2025 to Oct 31, 2025

Filter Criteria includes: 1) Vendor IDs: Fifth Third Pro Card; 2) In

Name	Date	Account ID	Account Description	Line Description	Amount
		10-01-6700-05	Training-Certification Classes	College of DuPage - Basic Ops FF class for 7 people	24,906.00
		10-01-6500-00	Maintenance Buildings-Stat 1	Amazon - Replacement floor vacuums	725.51
		10-01-6600-00	IT Hardware	Amazon - MDT power inverter	45.38
		10-01-7100-00	Office Supplies	Costco - Coffee for station	198.31
		10-01-7220-00	Uniforms-Employees	Air One Equipment - Uniform item for Schaul	169.00
		10-01-6730-00	Testing and Promotion	BioScan Tek - Background checks	368.00
		10-01-7220-00	Uniforms-Employees	Air One Equipment - Uniform item for LaForge	35.00
		10-01-6700-00	Training-Seminars/Lecture	GFOA - Budgeting class for Nadeau	250.00
		10-01-6700-48	Career Training	Romeoville Fire Academy - Incident Safety Officer class for LaForge	425.00
		10-01-6130-00	Dive/Water Rescue	Dive Right In Scuba - Drysuit	630.25
		10-01-5300-00	Health & Wellness	Edward Occupational Health - Physicals	1,912.00
		10-01-6600-05	IT Computer Software	InMotion Hosting - Domain transfer fee	23.00
		10-01-6150-00	SCBA Maintenance and Parts	Air One Equipment - SCBA air test	165.00
		10-01-6810-10	Telephone-Cell Phones	Tmobile - Mobile phones for 07/21-08/20	539.52
		10-01-6810-10	Telephone-Cell Phones	AT&T - Flip phones for 08/26-09/25	6.26
		10-01-7100-00	Office Supplies	Little Friends - Shredding services for August	22.50
		10-01-7100-00	Office Supplies	USPS - Postage	31.65
		10-01-7100-00	Office Supplies	Amazon - Copy paper and batteries	110.59
		10-01-6810-10	Telephone-Cell Phones	AT&T - FirstNet mobile phone for 07/26-08/25	148.36
		10-01-7010-00	Operating Supplies	NAPA Auto Parts - Oil dry and diesel exhaust fluid	188.52
		10-01-6130-00	Dive/Water Rescue	Amazon - Folding platforms	227.20
		10-01-7200-00	Firefighters Pers Prot Equip	Witmer Public Safety - Firefighting boots	1,861.34
		10-01-6810-10	Telephone-Cell Phones	Verizon - Wireless router service for 08/07-09/06	324.09
		10-01-6730-00	Testing and Promotion	National Testing Network - Annual membership for testing services	500.00
		10-01-6800-00	Utilities-Electric	ComEd - Electricity services for 08/15-09/16	1,616.58
		10-01-6040-00	Legal	Ottosen - Legal services for August	3,160.50
		10-01-6200-00	Comm/Radio Equipment	Wolfe Communications - 10 POC pagers	4,405.00
		10-01-6745-00	Public Education	Amazon - Tablecloths for Open House	39.95
		10-01-7300-00	Medical Supplies	Cintas - First aid box supplies refill	153.32
		10-01-6700-00	Training-Seminars/Lecture	IFSA - Fire Prevention Week luncheon for 5 people	250.00
		10-01-7300-00	Medical Supplies	Linde Gas - Oxygen cylinder rentals	681.93
		10-01-6520-03	Maint App - 2009 E5026 (E13)	Interstate Power Systems - Repairs for E13	3,923.84
		55-01-5150-00	Foreign Fire Tax	Amazon - Storage cabinet for Foreign Fire	81.21
		55-01-5150-00	Foreign Fire Tax	Amazon - Storage cabinets for Foreign Fire	198.54
		55-01-5150-00	Foreign Fire Tax	Amazon - Storage cabinets for Foreign Fire	259.98
		10-01-6010-00	Dues	IAFPD - Annual membership	750.00
		10-01-6770-00	Client Relations Expense	Shamrock Garden - Wreath for 09/11 ceremony	175.00
		10-01-6530-00	Small Tools	Dinges Fire - TIC charger	206.05
		10-00-2000-00	Accounts Payable	Fifth Third Bank - Procurement Card	<u>-70,579.97</u>

Warrenville Fire Protection District
Revenues and Expenses
Compared with Budget
For the Six Months Ending October 31, 2025

<u>Corporate Fund</u>	Current Month Actual	Year to Date Actual	Annual Budget	Remaining Balance	Percent Available	
<u>Revenues</u>						
10-00-4000-00	Property Tax Revenue	\$ 54,901.29	\$ 3,567,755.86	\$ 3,599,700.00	31,944.14	0.89
10-00-4010-00	Property Tax Revenue - Pension	9,678.90	623,169.75	628,657.00	5,487.25	0.87
10-00-4050-00	PropTax Rev - Emer&Rescue Fund	8,183.74	531,819.83	536,581.00	4,761.17	0.89
10-00-4100-00	State Replacement Tax Revenue	7,026.23	24,392.50	55,000.00	30,607.50	55.65
10-00-4250-10	FMB-Public Education	85.00	1,272.50	3,000.00	1,727.50	57.58
10-00-4250-20	FMB-Plan Review	625.00	9,202.45	20,000.00	10,797.55	53.99
10-00-4310-00	Ambulance Service Fees	150,199.26	772,856.79	1,200,000.00	427,143.21	35.60
10-00-4350-00	Fire Recovery	3,613.60	10,551.79	15,000.00	4,448.21	29.65
10-00-4500-00	Grant Revenue	0.00	32,252.59	45,000.00	12,747.41	28.33
10-00-4600-00	Sale of Assets	1,193.02	2,970.87	0.00	(2,970.87)	0.00
10-00-4700-00	Other Income	787.50	3,134.22	3,000.00	(134.22)	(4.47)
10-00-4800-00	Interest Income	20,784.35	99,016.13	100,000.00	983.87	0.98
	Total Revenues	257,077.89	5,678,395.28	6,205,938.00	527,542.72	8.50
<u>Expenses</u>						
<u>Personal Services</u>						
10-01-5000-00	Payroll-Full Time Firefighters	164,986.64	1,075,003.99	2,350,500.00	1,275,496.01	54.26
10-01-5005-00	Payroll-Part Time Firefighters	18,104.00	132,395.00	450,000.00	317,605.00	70.58
10-01-5010-00	Payroll-Office & Staff	14,271.18	87,616.86	200,000.00	112,383.14	56.19
10-01-5015-00	Payroll-Part Time Supervisory	2,345.00	14,070.00	28,150.00	14,080.00	50.02
10-01-5020-00	Overtime	10,941.06	48,632.43	100,000.00	51,367.57	51.37
10-01-5022-00	Payroll-Special-Rate	1,404.47	6,351.96	10,000.00	3,648.04	36.48
10-01-5025-00	Payroll-Holiday Pay	0.00	4,114.53	60,000.00	55,885.47	93.14
10-01-5030-00	Payroll-Fireman POC	7,238.00	44,066.00	100,000.00	55,934.00	55.93
10-01-5080-00	Trustee Compensation	1,312.50	7,918.75	16,875.00	8,956.25	53.07
10-01-5090-00	Fire Commissioner Compensation	208.33	1,458.28	3,000.00	1,541.72	51.39
10-01-5100-00	Payroll Taxes	5,941.34	38,621.90	118,000.00	79,378.10	67.27
10-01-5200-00	Insurance-Health	29,811.72	174,116.64	385,000.00	210,883.36	54.77
10-01-5200-05	Insurance-Vision	284.16	1,553.46	2,800.00	1,246.54	44.52
10-01-5200-10	Insurance-Dental	1,358.29	7,922.06	14,500.00	6,577.94	45.37
10-01-5200-20	Insurance-Life	473.85	2,895.35	6,000.00	3,104.65	51.74
10-01-5200-25	VEBA	0.00	69.40	52,000.00	51,930.60	99.87
10-01-5200-26	457 District Contribution	0.00	2,600.00	2,600.00	0.00	0.00
10-01-5200-27	IMRF District Contribution	532.57	3,384.62	7,000.00	3,615.38	51.65
10-01-5300-00	Health & Wellness	1,912.00	25,780.00	40,000.00	14,220.00	35.55
10-01-5500-00	Pension Contribution	9,678.90	623,169.75	628,657.00	5,487.25	0.87
	Total Personal Services	270,804.01	2,301,740.98	4,575,082.00	2,273,341.02	49.69

Warrenville Fire Protection District
Revenues and Expenses
Compared with Budget
For the Six Months Ending October 31, 2025

	Current Month Actual	Year to Date Actual	Annual Budget	Remaining Balance	Percent Available	
<u>Contractual Services</u>						
10-01-6000-00	Accounting-Sikich	2,414.50	25,012.50	50,000.00	24,987.50	49.98
10-01-6010-00	Dues	750.00	4,403.13	9,425.00	5,021.87	53.28
10-01-6020-00	Firefighters Appreciation Fund	0.00	458.75	14,000.00	13,541.25	96.72
10-01-6030-00	General Insurance	0.00	2,065.00	8,308.00	6,243.00	75.14
10-01-6040-00	Legal	3,204.20	22,145.37	38,000.00	15,854.63	41.72
10-01-6045-00	Payroll Service Fee	404.99	2,558.76	5,300.00	2,741.24	51.72
10-01-6060-00	GEMT 50% Payment Expense	0.00	242,446.74	205,000.00	(37,446.74)	(18.27)
10-01-6080-00	Other Professional Services	0.00	31,857.21	32,000.00	142.79	0.45
10-01-6110-00	DuComm Dispatch	20,615.46	62,743.38	83,462.00	20,718.62	24.82
10-01-6115-00	Ambulance Billing Fees	6,150.22	36,900.49	54,000.00	17,099.51	31.67
10-01-6120-00	Haz-Mat Equipment	0.00	3,921.42	5,000.00	1,078.58	21.57
10-01-6130-00	Dive/Water Rescue	4,235.48	4,324.48	11,000.00	6,675.52	60.69
10-01-6140-00	Technical Rescue Equipment	0.00	0.00	2,500.00	2,500.00	100.00
10-01-6145-00	TEMS - (SWAT)	0.00	0.00	2,000.00	2,000.00	100.00
10-01-6150-00	SCBA Maintenance and Parts	7,965.00	10,927.36	20,000.00	9,072.64	45.36
10-01-6160-00	Hose and Appliances	0.00	937.56	6,000.00	5,062.44	84.37
10-01-6170-00	GIS Maintenance	0.00	269.00	1,100.00	831.00	75.55
10-01-6180-00	Credit Card Processing Fees	40.86	465.04	1,000.00	534.96	53.50
10-01-6200-00	Comm/Radio Equipment	4,405.00	4,990.00	20,000.00	15,010.00	75.05
10-01-6500-00	Maintenance Buildings-Stat 1	3,445.11	17,181.50	45,000.00	27,818.50	61.82
10-01-6510-00	Maintenance-Equipment	450.00	1,963.65	2,000.00	36.35	1.82
10-01-6520-00	Maintenance-Apparatus	0.00	179.33	70,000.00	69,820.67	99.74
10-01-6520-03	Maint App - 2009 E5026 (E13)	3,923.84	9,740.88	0.00	(9,740.88)	0.00
10-01-6520-05	Maint App - 1993 Ford (V12)	0.00	45.00	0.00	(45.00)	0.00
10-01-6520-08	Maint App - 2012 M0215 (M12)	0.00	3,188.80	0.00	(3,188.80)	0.00
10-01-6520-10	Maint App - 2016 Ford (A11)	0.00	636.75	0.00	(636.75)	0.00
10-01-6520-11	Maint App - 2015 Ford (U11)	0.00	45.00	0.00	(45.00)	0.00
10-01-6520-12	Maint App - 2005 Ford (G11)	0.00	7,441.16	0.00	(7,441.16)	0.00
10-01-6520-20	Maint App - Antique Van	684.00	684.00	0.00	(684.00)	0.00
10-01-6520-23	Maint App - 2018 M3263 (M11)	1,292.66	2,330.16	0.00	(2,330.16)	0.00
10-01-6520-24	Maint App - 2020 E1976 (E11)	0.00	4,690.63	0.00	(4,690.63)	0.00
10-01-6520-25	Maint App - 2024 Ladder (T11)	0.00	597.48	0.00	(597.48)	0.00
10-01-6530-00	Small Tools	206.05	1,700.96	4,000.00	2,299.04	57.48
10-01-6600-00	IT Hardware	45.38	852.87	12,000.00	11,147.13	92.89
10-01-6600-05	IT Computer Software	11,483.47	24,304.96	40,400.00	16,095.04	39.84
10-01-6600-10	IT Support Services	0.00	10,635.67	36,000.00	25,364.33	70.46
10-01-6700-00	Training-Seminars/Lecture	805.00	6,119.34	11,000.00	4,880.66	44.37
10-01-6700-05	Training-Certification Classes	24,906.00	32,005.98	40,000.00	7,994.02	19.99
10-01-6700-10	Training-Books/Manuals	119.95	792.07	2,200.00	1,407.93	64.00

Warrenville Fire Protection District
Revenues and Expenses
Compared with Budget
For the Six Months Ending October 31, 2025

	Current Month Actual	Year to Date Actual	Annual Budget	Remaining Balance	Percent Available
10-01-6700-15	0.00	600.00	6,200.00	5,600.00	90.32
10-01-6700-20	0.00	0.00	3,200.00	3,200.00	100.00
10-01-6700-25	0.00	2,992.00	4,500.00	1,508.00	33.51
10-01-6700-40	198.51	1,933.43	5,500.00	3,566.57	64.85
10-01-6700-48	425.00	4,585.00	40,000.00	35,415.00	88.54
10-01-6700-50	475.00	1,348.44	4,800.00	3,451.56	71.91
10-01-6710-00	543.71	543.71	4,000.00	3,456.29	86.41
10-01-6730-00	868.00	1,402.00	30,000.00	28,598.00	95.33
10-01-6745-00	528.41	8,018.56	10,000.00	1,981.44	19.81
10-01-6750-00	0.00	5,060.60	6,500.00	1,439.40	22.14
10-01-6770-00	459.99	2,328.99	5,000.00	2,671.01	53.42
10-01-6800-00	1,616.58	7,914.71	13,000.00	5,085.29	39.12
10-01-6800-10	0.00	1,742.77	10,000.00	8,257.23	82.57
10-01-6800-20	0.00	1,302.72	3,000.00	1,697.28	56.58
10-01-6810-00	1,296.67	6,414.85	15,500.00	9,085.15	58.61
10-01-6810-10	1,018.23	5,011.60	13,150.00	8,138.40	61.89
10-01-6830-00	0.00	2,304.90	4,000.00	1,695.10	42.38
10-01-6840-00	70.36	352.52	850.00	497.48	58.53
	105,047.63	635,419.18	1,009,895.00	374,475.82	
Total Contractual Services					37.08

Warrenville Fire Protection District
Revenues and Expenses
Compared with Budget
For the Six Months Ending October 31, 2025

	Current Month Actual	Year to Date Actual	Annual Budget	Remaining Balance	Percent Available	
<u>Commodities</u>						
10-01-7000-00	Motor Fuel	6,391.64	12,140.91	30,000.00	17,859.09	59.53
10-01-7010-00	Operating Supplies	238.52	992.95	2,500.00	1,507.05	60.28
10-01-7100-00	Office Supplies	722.19	5,045.66	9,000.00	3,954.34	43.94
10-01-7110-00	Cleaning Supplies	398.78	1,577.00	4,000.00	2,423.00	60.58
10-01-7200-00	Firefighters Pers Prot Equip	3,481.34	34,474.94	50,000.00	15,525.06	31.05
10-01-7220-00	Uniforms-Employees	2,252.64	8,831.62	32,000.00	23,168.38	72.40
10-01-7220-90	Uniforms-Other	112.68	1,681.05	6,000.00	4,318.95	71.98
10-01-7230-00	Fire & Rescue Equipment	0.00	2,250.00	20,000.00	17,750.00	88.75
10-01-7300-00	Medical Supplies	1,263.77	13,555.73	35,000.00	21,444.27	61.27
	Total Commodities	14,861.56	80,549.86	188,500.00	107,950.14	57.27
<u>Other</u>						
10-01-9500-60	Transfers to Capital Projects	0.00	265,000.00	265,000.00	0.00	0.00
	Total Other	0.00	265,000.00	265,000.00	0.00	0.00
	Total Expenses	390,713.20	3,282,710.02	6,038,477.00	2,755,766.98	45.64
	Net Revenue over Expenses	\$ (133,635.31)	\$ 2,395,685.26	\$ 167,461.00	(2,228,224.26)	(1,330.59)

Warrenville Fire Protection District
Revenues and Expenses
Compared with Budget
For the Six Months Ending October 31, 2025

		Current Month Actual	Year to Date Actual	Annual Budget	Remaining Balance	Percent Available
<u>Audit Fund</u>						
<u>Revenues</u>						
30-00-4000-00	Property Tax Revenue	\$ 181.59	\$ 11,800.73	\$ 11,906.00	105.27	0.88
	Total Revenues	181.59	11,800.73	11,906.00	105.27	0.88
<u>Expenses</u>						
30-00-6005-00	Audit Fees	0.00	11,830.00	11,906.00	76.00	0.64
	Total Personal Services	0.00	11,830.00	11,906.00	76.00	0.64
	Net Revenue over Expenses	\$ 181.59	\$ (29.27)	\$ 0.00	29.27	0.00
<u>Liability Insurance Fund</u>						
<u>Revenues</u>						
40-00-4000-00	Property Tax Revenue	\$ 544.77	\$ 35,402.20	\$ 35,719.00	316.80	0.89
	Total Revenues	544.77	35,402.20	35,719.00	316.80	0.89
<u>Expenses</u>						
40-00-6035-00	Liability Insurance	0.00	0.00	35,719.00	35,719.00	100.00
	Total Personal Services	0.00	0.00	35,719.00	35,719.00	100.00
	Net Revenue over Expenses	\$ 544.77	\$ 35,402.20	\$ 0.00	(35,402.20)	0.00

Warrenville Fire Protection District
 Revenues and Expenses
 Compared with Budget
 For the Six Months Ending October 31, 2025

		Current Month Actual	Year to Date Actual	Annual Budget	Remaining Balance	Percent Available
<u>Workers Compensation Fund</u>						
<u>Revenues</u>						
50-00-4000-00	Property Tax Revenue	\$ 2,772.31	\$ 180,157.91	\$ 181,771.00	1,613.09	0.89
	Total Revenues	<u>2,772.31</u>	<u>180,157.91</u>	<u>181,771.00</u>	<u>1,613.09</u>	0.89
<u>Expenses</u>						
50-00-5400-00	Worker's Compensation Expense	15,051.00	60,433.00	181,771.00	121,338.00	66.75
	Total Personal Services	15,051.00	60,433.00	181,771.00	121,338.00	66.75
	Net Revenue over Expenses	<u><u>\$ (12,278.69)</u></u>	<u><u>\$ 119,724.91</u></u>	<u><u>\$ 0.00</u></u>	<u><u>(119,724.91)</u></u>	0.00

Warrenville Fire Protection District
Revenues and Expenses
Compared with Budget
For the Six Months Ending October 31, 2025

		Current Month Actual	Year to Date Actual	Annual Budget	Remaining Balance	Percent Available
<u>Foreign Fire Fund</u>						
<u>Revenues</u>						
55-00-4150-00	Foreign Fire Tax Revenue	\$ 51,337.96	\$ 51,337.96	\$ 35,000.00	(16,337.96)	(46.68)
	Total Revenues	<u>51,337.96</u>	<u>51,337.96</u>	<u>35,000.00</u>	<u>(16,337.96)</u>	(46.68)
<u>Expenses</u>						
55-01-5150-00	Foreign Fire Tax	<u>3,439.73</u>	<u>30,082.49</u>	<u>35,000.00</u>	<u>4,917.51</u>	14.05
	Total Personal Services	<u>3,439.73</u>	<u>30,082.49</u>	<u>35,000.00</u>	<u>4,917.51</u>	14.05
	Net Revenue over Expenses	<u>\$ 47,898.23</u>	<u>\$ 21,255.47</u>	<u>\$ 0.00</u>	<u>(21,255.47)</u>	0.00

Warrenville Fire Protection District
Revenues and Expenses
Compared with Budget
For the Six Months Ending October 31, 2025

		Current Month Actual	Year to Date Actual	Annual Budget	Remaining Balance	Percent Available
<u>Capital Projects Fund</u>						
<u>Revenues</u>						
60-00-4800-00	Interest Income	\$ 1,292.04	\$ 8,361.14	\$ 15,000.00	6,638.86	44.26
60-00-4900-10	Transfers from Corp Fund	0.00	265,000.00	265,000.00	0.00	0.00
	Total Revenues	<u>1,292.04</u>	<u>273,361.14</u>	<u>280,000.00</u>	<u>6,638.86</u>	2.37
 <u>Expenses</u>						
60-01-8010-00	Capital Outlay - Building	0.00	0.00	70,000.00	70,000.00	100.00
60-01-8015-00	Capital Outlay - Apparatus	0.00	3,059.50	780,000.00	776,940.50	99.61
60-01-8020-00	Capital Outlay - Operating Equ	26,692.16	26,692.16	0.00	(26,692.16)	0.00
	Total Expenses	<u>26,692.16</u>	<u>29,751.66</u>	<u>850,000.00</u>	<u>820,248.34</u>	96.50
	Net Revenue over Expenses	<u>\$ (25,400.12)</u>	<u>\$ 243,609.48</u>	<u>\$ (570,000.00)</u>	<u>(813,609.48)</u>	142.74



WARRENVILLE FIRE PROTECTION DISTRICT

3S472 Batavia Road, Warrenville, IL 60555 | (630) 393-1381 | FAX (630) 393-4608

Fire Chief's Report to the Trustees Warrenville Fire Protection District October 2025

BOARD OF TRUSTEES:

Kathleen Perkins
President

Alasdair Thompson
Trustee -
Treasurer

Jeffrey Carstens
Trustee -
Secretary

Michael Karl
Trustee

Natalie Clemens
Trustee

Andrew Dina
Fire Chief

For the month of October we responded to 205 calls for service. This is 23 more calls than the previous month. Reports indicated that 151 of the calls were for Emergency Medical Services and 54 were fire and rescue related.

Specialty Team Call Outs/Notable Incidents

1. **October 2:** Warrenville Engine 11 and Medic 11 assisted Naperville with a trash compactor fire attached to a commercial building, focusing on search and smoke removal.
2. **October 11:** Warrenville Tower 11 served as the Rapid Intervention Crew (RIC) at a trailer fire in West Chicago, within Winfield's Fire Protection District.
3. **October 14:** Warrenville Utility 11 was dispatched to Oakbrook Terrace to support the DuPage County Fire Investigation Task Force in a fire investigation.

Other Items of Interest

1. Our Annual Open House on October 1 was a resounding success, attracting approximately 700 attendees. We distributed 670 wristbands and estimated an additional 30 guests. This year, our focus was on educating the community about fire prevention, specifically addressing the theme "Charge into Fire Safety: Lithium-Ion Batteries in Your Home."
2. In other public education efforts, our team participated in a Touch-A-Truck event held at St. James Farm.
3. An ambulance was deployed for EMS standby at the Wheaton North Girls Cross Country event held at St. James Farm.
4. On October 8, 2025, the Warrenville Duty Crew and Chief Officers participated in Bower Elementary School's Bike & Roll to School event.
5. MRI Safety Walkthrough: Personnel from the Fire Prevention Bureau and Duty Crews participated in the yearly MRI Safety walkthrough, held at 4405 Weaver Parkway.
6. Medic 12 was deployed to Danada at the DuPage Forest Preserve District on October 11th and 12th to provide EMS standby services for their annual Fall Fest.
7. Chief Dina and A/C O'Hare participated in the Illinois Fire Chiefs annual conference held in Peoria.
8. We conducted a swearing-in ceremony for Full-Time Firefighter/Paramedic Rory Tosto and a farewell ceremony for Fire Commissioner Nelda Byers.
9. Our scheduled recruitment presentation at the Warrenville Library was canceled due to low attendance.
10. The Northern Illinois Alliance of Fire Protection Districts convened their quarterly meeting in our conference room on Saturday, October 18.
11. The second round of contract negotiations with the union took place on October 29.
12. Following our Open House, we held an after-action review, which included listening to the after-action review podcast created by A/C O'Hare. [Link to Open House AAR](#)
13. Chief Dina attended the soft opening of the City of Warrenville Pop Up Market.



Previous Month ▾

Oct 1, 2025 - Oct 31, 2025 ▾

26%

FIRE
Percentage of Total Incidents

74%

EMS
Percentage of Total Incidents

205

INCIDENTS
In Selected Time Slice

31

DAYS
In Selected Time Slice



	Counts	% Rows	% Columns	% All										
Week Ending	10/5/25	10/12/25	10/19/25	10/26/25	11/2/25	11/9/25	11/16/25	11/23/25	11/30/25	12/7/25	12/14/25	12/21/25	12/28/25	Total
(11) Structure Fire	1													1
(12) Fire in mobile property used as a fixed structure		1												1
(32) Emergency medical service (EMS) incident	21	30	24	40	33									148
(38) Rescue or EMS standby	1	2												3
(41) Combustible/f. spills & leaks			1	1										2
(42) Chemical release, reaction, or toxic condition				1	1									2
(44) Electrical wiring/equipm. problem	1				1									2
(51) Person in distress				1										1
(52) Water problem	1	1												2
(54) Animal problem or rescue		1												1
(55) Public service assistance			1		1									2
(57) Cover assignment, standby at fire station, move-up		1			1									2
(61) Dispatched and canceled en route	2	3	2	1										8
(62) Wrong location, no emergency found			1											1

Week Ending	10/5/25	10/12/25	10/19/25	10/26/25	11/2/25	11/9/25	11/16/25	11/23/25	11/30/25	12/7/25	12/14/25	12/21/25	12/28/25	Total
(65) Steam, other gas mistaken for smoke				1										1
(67) HazMat release investigation w/no HazMat					1									1
(71) Malicious, mischievous false alarm			1											1
(73) System or detector malfunction	1	4												5
(74) Unintentional system/detect... operation (no fire)	7	4	6	2	2									21
Total	35	47	36	47	40									205



Previous Month ▾

Oct 1, 2025 - Oct 31, 2025 ▾

00:56

MM:SS
Average Turnout Time

63%

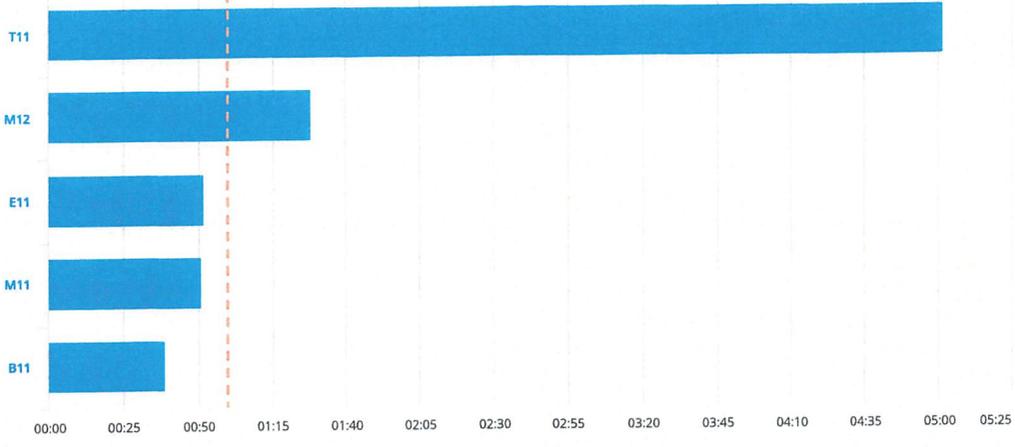
Of Responses
Turnout Time < 01:00

203

Incidents
In Selected Time Slice

31

DAYS
In Selected Time Slice



Counts

% Rows

% Columns

% All

	00:00 - 00:29	00:30 - 00:59	01:00 - 01:29	01:30 - 01:59	02:00 - 02:59	03:00 - 04:59	05:00 - 09:59	Total
B11	6	4	3	1				14
E11	37	52	30	8	10			137
E12								
M11	41	55	23	18	5	1		143
M12	6	3	7	5	5	1	1	28
T11				1			2	3
Total	90	114	63	33	20	2	3	325
Exceptions								53



WARRENVILLE FIRE PROTECTION DISTRICT

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Trustee

Natalie Clemens
Trustee

Andrew Dina
Fire Chief

Logistics Report to the Trustees - October 2025 Station Maintenance

- Monitoring
 - Ceiling tiles in day room showing water damage, no apparent leak found, possibly and HVAC duct condensation issue
- Pending Projects:
 - Bathroom vent line cleaning
- Awaiting Approval or Estimate:
 - Exhaust Capture System – hose replacement submitted to admin. for purchase
 - Awaiting funding (F.H. Paschen Estimated)
 - Misc. electrical work: shore line in bay floor (outlets on ceiling near dive squad not working),
 - removal of the 5 old air filters machines on the bay floor ceiling, including the removal of the mounting hardware, and drywall repair
 - paint bay floor ceiling; hose tower double door replacement
 - Insulation of ceiling air conditioner ducts in bunk room ceiling
 - Removal of existing hose tower window & and the windows system. Installation of windows designed for training/burn tower (example of single window style, <https://trainingtowers.com/accessories/windows-doors/>).
 - hose tower & a closet with flexible masonry repair joint filler in vertical cracks, include also with SIKAFLEX 15LM or similar (repaired per provided structural engineering report)
 - hose tower loft repair with joint filler; replace rotting wood plates with stainless U-channel; mason to add weep holes
 - repair of crack in cement floor of a closet
 - tile closet floor after cement repair
 - Re-installation of drain closet drain basin in closet (after repair of crack, and tile)
 - Attic stair banister repair
 - Repair of exterior garage door frames
 - Re-paint of exterior garage door frames post repair
 - Re-paint front station sign
 - Masonry work separated out by F.H. Paschen – pending approval
- On Going Projects
 - Bay floor refinishing
- Completed Projects:
 - Misc. Electrical work: basement exit light replacement with exit light / emergency light; basement outlet repair



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Fire Chief

WARRENVILLE FIRE PROTECTION DISTRICT

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TRAINING DIVISION REPORT

“TRAIN LIKE YOUR LIFE DEPENDS ON IT, BECAUSE IT DOES!”

SUBMITTED BY: BILL ZABLER

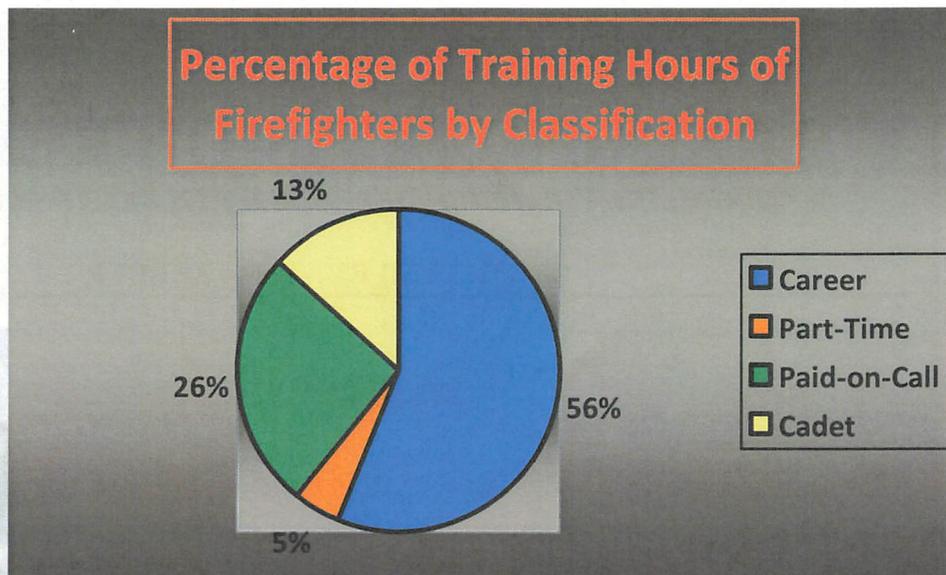
October 2025

October had a lot of Fire Prevention activities, but still the shifts completed a lot of training. October's training topics were R.A.S.P. (Rope-Assisted Search, FSVO (Vehicle Operator) Re-Certification Cone course @ DuPage Airport, Officer Development- Leader-less Group Exercise, and table-top exercise of the Great Chicago Fire. The shifts also completed a safety tour at the CDH Cancer Center MRI. The 7 Fire Academy students are rounding the end of Basic Operations Firefighter and start Haz-mat Ops in Mid-November. The Cadets still working with PPE & SCBA skills, started riding with shifts at the end of month. The EMS CE topic was Child Abuse provided by Edward Hospital and Region 8.

Notable Events:

- Amber Nadeua Government Financial Officers Association-Budget Process 101.
- Capt. Zabler, Lt. LaForge, FF Stump & FF Wiedmyer Engine Ops @ Romeoville Fire Academy.
- Cadet Pascente & Marwedel Completed Courage to be Safe.
- FF Clark completed Instructor I.
- FF Clark completed Rope Operations.
- Chief Dina & A/C O'Hare Illinois Fire Chiefs Conference.
- Genevieve LeMaster attended Women in Fire Conference @ IFSI.
- Capt. Zabler Re-Credentialed Live Fire Fixed Facility Instructor.
- FF Bovio obtained Class B Non-CDL License.
- FF Bovio Completed the FSVO Certification.

District Training Data:



Training Hours:

<u>Types of Hours</u>	<u>Quantity</u>	<u>Percentage</u>
Company/Firefighter/SCBA	347	40%
Driver/Operator	63	7%
EMS (Con-Ed/General)	200	23%
Hazardous Materials	12	1%
Officer/Fire Prevention	155	18%
Probationary/Cadet	87	10%
Special Operations	13	1%
Total	877	100%

Monthly Training Hour Leaders:

Career	<i>Austin Wiedmyer</i>	47
Paid-on-Call	<i>Lt. A Ingram</i>	49
Part-Time	<i>Drew Miller</i>	23

Total Training Hours by Month:

<u>Jan</u>	<u>Feb</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>	<u>Jun</u>	<u>Jul</u>	<u>Aug</u>	<u>Sept</u>	<u>Oct</u>	<u>Nov</u>	<u>Dec</u>	<u>Total</u>
1076	967	1048	921	1000	612	934	917	774	877			9126



WARRENVILLE FIRE DISTRICT EMS MONTHLY REPORT



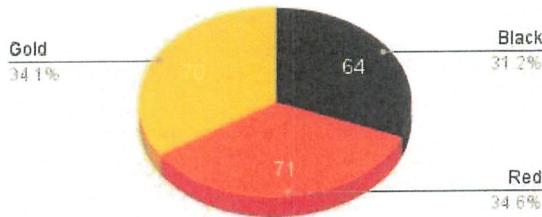
October 2025

For the Month of September, the District ran a total of 151 EMS related calls.
 Of the 151 calls, 23 were 2nd ambulance request,
 4 mutual aid requests given and 5 mutual aid requests received.
 The District transported a total of 144 patients with
 33 refusals obtained.

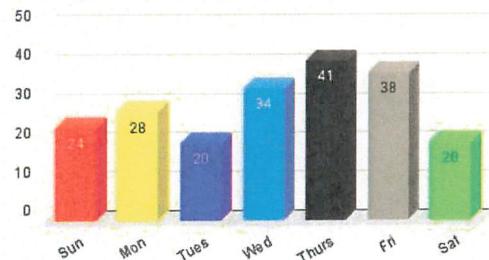
October's 2025 CE was on Child Abuse

Field Data:

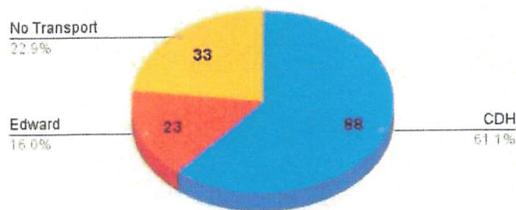
EMS Incidents by Shift



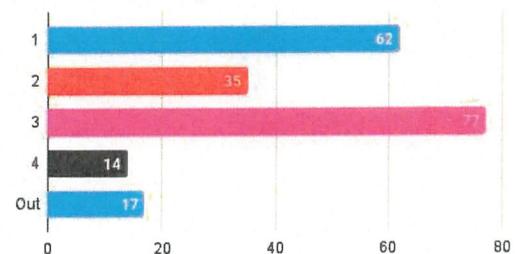
EMS Incidents by Day of Week



EMS Incidents by Destination



EMS Incidents by District



Incident Totals by Month

Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Total
107	105	120	105	98	153	138	128	137	151			1242



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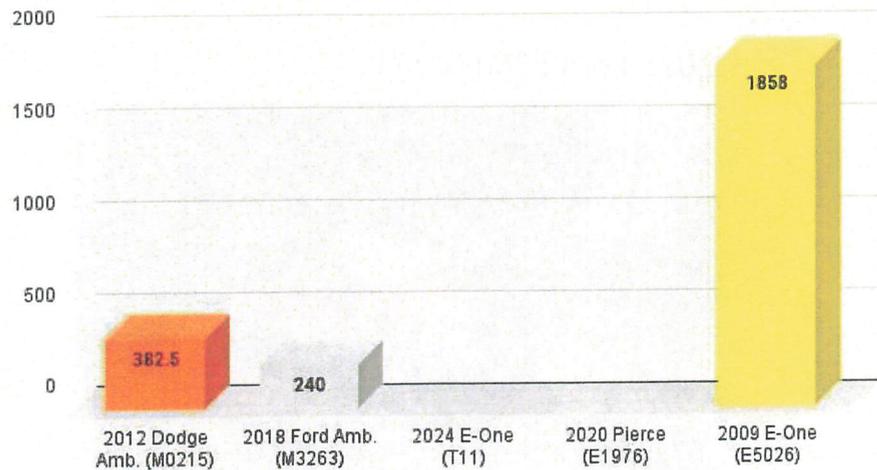
October Apparatus Report

Equipment Maintenance Cost

Current Month Total	\$3,907.32
Fiscal Year-to-Date	\$32,202.03
Current Fiscal Year Budget	\$70,000.00

Apparatus Out-of-Service Time

Year-to-Date OOS Time (In Hours)



Other Items of Interest

- ✓ 2024 E-One (T11) – Returned to Fire Service Inc. on 10/21
 - ✓ Punch List
- ✓ 2009 E-One (E5026) – Returned to Interstate Power Systems on 10/22
 - ✓ Oil Leaks & electrical Issues
- ✓ New Ambulance
 - ✓ Final inspection tentatively scheduled for Dec. 3rd

2019 Ford Explorer (C11)



Replace Wheel Hub & Bearings	\$ 849.35
Replace Batteries	\$ 322.50
Replace Front Brakes	\$ 557.26
Replace Rear Brakes	\$ 507.50
Oil & Filter Change	\$ 370.91
Total Cost	\$ 2,607.52

2015 Ford F350 (U11)



Replace Front Brakes	\$ 809.58
Replace Spare Key Fob	\$ 304.00
Oil & Filter Change	\$ 186.22
Total Cost	\$ 1,299.80



WARRENVILLE FIRE PROTECTION DISTRICT

3S472 Batavia Road, Warrenville, IL 60555 | (630) 393-1381 | FAX (630) 393-4608

BOARD OF TRUSTEES:

Kathleen Perkins
President

Alasdair
Thompson
Trustee -
Treasurer

Jeffrey Carstens
Trustee –
Secretary

Michael Karl
Trustee

Natalie Clemens
Trustee

Andrew Dina
Fire Chief

FIRE PREVENTION BUREAU

October 2025 monthly report

Fire Prevention News and Updates

Meetings

- Open House After Action review - Lt LaForge, Admin Assistant(s) Reavy & Nadeau, AC Levy, Chief Dina & AC O'Hare
- Annual Fire Prevention Luncheon - Fire Marshall Voda, Fin. Analyst Nadeau, AC Levy & AC O'Hare
 - The luncheon was a great opportunity to build stronger relationships with our regional fire prevention partners. We've already confirmed our side-by-side demonstration for the 2026 Open House and proudly supported the IFSA Young Adult Retreat, an extension of "Camp I Am Me" by sharing safe cooking resources.



- Admin Assistant Reavy and AC O'Hare met with Fire Safety Consultants, Inc. to review their plan review and inspection fee schedule and discuss processes for utilizing their services when the fire marshal is unavailable. The meeting clarified available plan review disciplines, timelines, and options for electronic and expedited submittals to ensure continuity of code compliance and plan review functions.

FPB Projects/GIS

- Conducted a walk-through with GIS Specialist Bevier and the Walsh foreman. This was done to prepare for updating preplans related to the Cancer Center addition.
- Working on collaboration efforts with the City, County, GIS Specialist Bevier, and St. Irene's to ensure all buildings are properly addressed.
- Flow test at Mack and Williams for new Forest Preserve project.

Properties & Construction Projects

New Construction & Properties

- Old Town “shops” have started hosting entrepreneur events and community gatherings.
- Water Tower is filled and operational
- Installation is commencing for the suppression system at the Illinois Youth Center. The building is scheduled to open in the spring of 2026.
- The new parking garage for the Northwestern Medicine Cancer Center is now operational. It is important to note that the alarm system for this specific parking structure has been assigned a unique identifier.

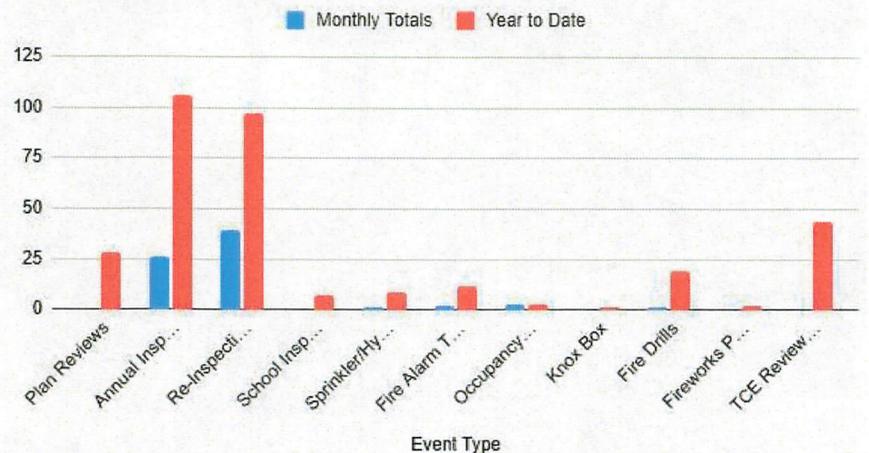
Refer to Bureau updates

- 10 refer to Bureau submissions in October.
 - Multiple incidents and concerns at Country Ridge apartments
 - Multiple calls at the same building within Emerald Green
 - Inspector Slates is working with the city and building maintenance to resolve these ongoing issues at both locations.

Reviews & Inspections

Event Type	Monthly Totals	Year to Date
Plan Reviews	0	28
Annual Inspections	26	106
Re-Inspections	39	97
School Inspections	0	7
Sprinkler/Hydro Test	1	9
Fire Alarm Test	2	12
Occupancy Permit	3	3
Knox Box	0	1
Fire Drills	1	19
Fireworks Permit	0	2
TCE Reviews x10	0	43.9

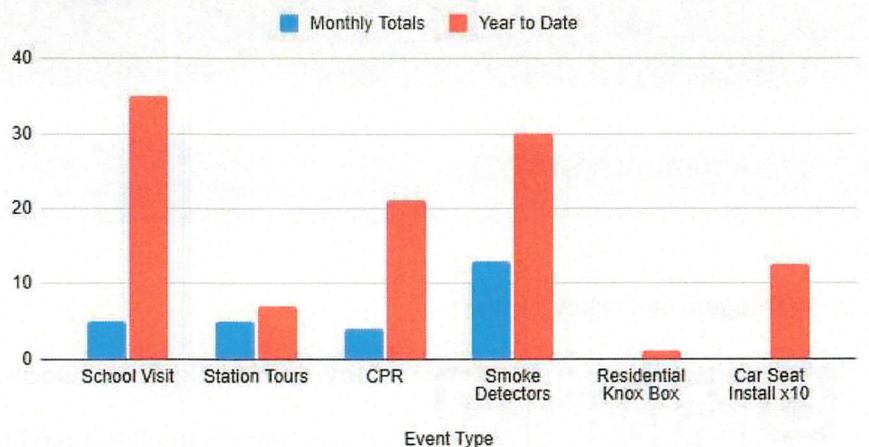
Monthly Totals and Year to Date



Public Education & Special Events

Event Type	Monthly Totals	Year to Date
School Visit	5	35
Station Tours	5	7
CPR	4	21
Smoke Detectors	13	30
Residential Knox Box	0	1
Car Seat Install x10	0	12.5

Monthly Totals and Year to Date



- Participated in two Touch A Truck events: one at St. James Farm and one at Bower Elementary.
- Conducted the first school-year visit for the Outreach Community Hot Shots group.
- Provided Extinguisher Training for employees at Sanata Bio.
- Delivered a Fire Safety Lesson to the Aces Academy (St. Irene).
- Bower Bike to School event

SUPER SUCCESSFUL 2025 OPEN HOUSE!

Please see the attached after action review or listen to our AAR podcast with the QR code.





Community Safety Tip

Dangers of Turkey Fryers



How to Handle Small Cooking Fires

If you have a small grease fire and choose to fight it:

Stovetop Fire: Smother the flames by sliding a lid onto the pan. Immediately turn off the burner. Do not remove the lid until the pan has completely cooled.

Oven Fire: Turn off the heat and keep the oven door closed.

When in Doubt: Evacuate

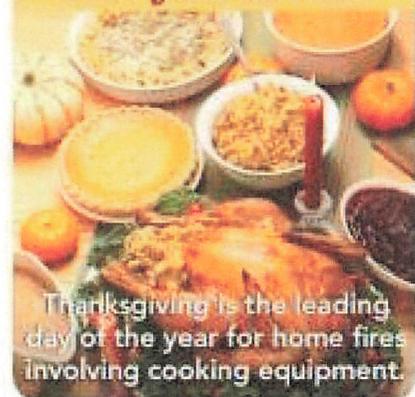
- **Get Out!** Leave the house immediately.
- **Contain the Fire:** As you leave, close the door behind you to help restrict the fire's spread.
- **Call for Help:** Once safely outside the home, call 9-1-1 or your local emergency number.

Thanksgiving Safety

The kitchen is the heart of the home, especially at Thanksgiving. Kids love to be involved in holiday preparations. Safety in the kitchen is important, especially on Thanksgiving Day when there is a lot of activity and people at home.

- Stay in the kitchen when you are cooking on the stovetop so you can keep an eye on the food.
- Stay in the home when cooking your turkey and check on it frequently.
- Keep children away from the stove. The stove will be hot and kids should stay 3 feet away.
- Make sure kids stay away from hot food and liquids. The steam or splash from vegetables, gravy or coffee could cause serious burns.
- Keep the floor clear so you don't trip over kids, toys, pocketbooks or bags.
- Keep knives out of the reach of children.
- Be sure electric cords from an electric knife, coffee maker, plate warmer or mixer are not dangling off the counter within easy reach of a child.
- Keep matches and utility lighters out of the reach of children — up high in a locked cabinet.
- Never leave children alone in room with a lit candle.
- Make sure your smoke alarms are working. Test them by pushing the test button.

Did you know?



Thanksgiving is the leading day of the year for home fires involving cooking equipment.

Have activities that keep **kids out of the kitchen** during this busy time. Games, puzzles or books can keep them busy. Kids can get involved in Thanksgiving preparations with recipes that can be done **outside** the kitchen.



NATIONAL FIRE PROTECTION ASSOCIATION
The leading information and knowledge resource on fire, electrical and related hazards

Your Logo

Warrenville Fire Protection District

The 2025 Open House took place on **Wednesday, October 1st, from 6:00–8:00 PM**, with staff on-site from 4:30–8:30 PM for setup and teardown. The event showcased **NFPA's annual theme—Lithium-Ion Battery Safety**—through interactive displays, demonstrations, and educational activities designed to engage families, promote safety awareness, and strengthen community partnerships.

Key Event Data:

- **700 wristbands distributed** for accurate attendee tracking
- **350 hot dogs, 100 pulled pork sliders, and 1 keg of root beer** served
- Broad community attendance, with families, local officials, and partner agencies participating

Highlights & Engagement:

- Popular demonstrations included the **side-by-side sprinkler burn, fire extinguisher demo, EMS LUCAS table, and water rescue display.**
- The **recruitment and “Ladder Up” information area** generated continued interest in fire service careers.
- Section supervisors ensured smooth coordination, contributing to strong on-site organization and communication.
- Pre-event planning meetings and day-of communications were highly effective and cited as key to the event's success.

What Went Well

Stations & Demonstrations

- **Fire Extinguisher Demo:** Drew consistent engagement from all age groups; excellent hands-on interaction and educational value.
- **EMS Table:** The LUCAS device demonstration was well received. Building on this success, next year's event should include a **kid/youth-focused EMS activity** to further engage younger visitors.

- **Side-by-Side Burn Demo:** Provided an impactful visual comparison and reinforced fire safety messaging.
- **Water Rescue & WUI Displays:** Attracted steady interest and supported educational messaging.
- **Recruitment Table:** Continued interest in volunteer and internship opportunities under the *Ladder Up* initiative.

Logistics

- Section supervisors enhanced coordination and accountability during setup and operations.
- Setup, parking flow, and teardown went smoothly due to strong pre-event planning.
- Distribution of food and refreshments (700 wristbands, 350 hot dogs, 100 sliders, 1 keg of root beer) operated efficiently and created a community-friendly environment.
- **Recommendation:** Add a few outdoor tables near the food service area to create designated eating space for families.

Public Interaction

- The event successfully promoted the **NFPA 2025 lithium-ion safety theme** and fostered dialogue about battery storage, charging, and disposal practices.
- Attendees expressed appreciation for hands-on learning and interactive displays.
- Positive community sentiment was reflected in social media engagement and informal feedback during the event.

Internal Collaboration

- Cross-division teamwork was strong.
- Clear communications before and during the event supported coordinated efforts among Operations, Fire Prevention, and Administrative staff.
- Section supervisors were highly effective and should remain part of future Open House structures.

Areas for Improvement

Exhibits & Demonstrations

- **Fire Prevention Table:** While intent and effort were strong, the table needs to be **revamped with more engaging materials, visuals, and personnel** to sustain public interest.
- **Turkey Fryer Demo:** Did not achieve the desired visual impact; updating resources and presentation methods will improve effectiveness in future years. The **hot oil must remain constantly attended to as a safety precaution.**
- **Outdoor Demo Signage:** Improve identifying signage for demonstration stations to help visitors navigate more easily.

Logistics & Flow

- Add **outdoor tables** for attendees to sit and eat comfortably.
- Improve **lighting and signage**, especially in the south lot to guide pedestrian flow and highlight demonstration zones.
- Address **traffic safety** concerns on the front apron and Batavia Road curb line; consider additional cones or water barrels.

Safety & Crowd Management

- Overall safety performance was strong with no incidents reported.
- Two potential safety concerns noted; unattended hot oil, post turkey fryer demo and traffic movement near the front apron.
- Consider adding this to the Safety Officer's monitoring responsibilities for demo areas involving heat, flame, or hazardous materials.

Vendor & Resource Management

- Seven vendor tables were left open; confirming vendor participation in advance will ensure a fuller experience for attendees. We need to reevaluate how we communicate with our vendors.
- Continue emphasizing vendor alignment with the annual NFPA theme (battery safety, recycling, e-bikes, etc.).

Marketing & Public Relations Review

- **Outreach Channels:** Flyers, pizza box promotions, public space banners and school communications were effective and visible throughout the community.
- **Digital Presence:** Social media campaigns generated strong engagement, especially photo posts and recap videos.
- Attendance superseded pre-event marketing expectations, suggesting the current outreach strategy is highly effective.
- **Recommendation:** Encourage firefighters and staff to share face to face information to friends and family throughout the community

Future Considerations

- Passports or treasure map to encourage attendees visit all vendors/demos and booths
- Faces of the Fire Service/Fashion show
- Close before you doze demo/show and tell
- Fire safety/smoke trailer
- First aid demo for kids
- Donning and doffing for kids activity
- Better signage to highlight demos and tables

Closing Remarks

The 2025 Open House was a well-coordinated, high-impact event that successfully advanced the District's goals of **public education, recruitment, and community engagement**. The planning team's preparation and day-of execution were exemplary. The lessons and improvements identified here will guide future events to maintain safety, efficiency, and public impact.

Warrenville Fire Protection District continues to demonstrate leadership in community outreach and fire prevention education.

Strategic Plan Progress Report – Goal #5: Leadership

Overview

Goal #5 of the Strategic Plan focuses on strengthening leadership capacity across the organization through training, coaching, collaboration, professional development, and performance management. Throughout 2025, the District completed **14 tracked actions** supporting leadership development at all levels, from frontline personnel to executive staff. These efforts have strengthened accountability, broadened skill sets, and enhanced internal and external relationships.

5.1: Leadership Training and Development Programs

- Chief Dina and A/C O'Hare attended the Illinois Fire Chiefs Association (IFCA) Annual Conference (Impact 3).
- Quarterly department meetings were held where officers and supervisors presented (Impact 3).

These initiatives reinforce ongoing leadership development, support continuous learning, and ensure current and future leaders remain aligned with industry best practices.

5.2: Mentorship and Coaching

- AC O'Hare and AC Levy attended Romeoville Fire Academy events for new POC employees and cadets (Impact 1).

This supports early career mentorship, strengthens the department's identity for recruits, and fosters positive transitions into the organization.

5.3: Collaborative Environment

- Chief Dina attended DU-COMM's Executive Board meeting (Impact 1).

Participation at the regional level enhances interagency communication, strengthens partnerships, and expands the District's influence within regional governance.

5.4: Autonomy and Empowerment Initiatives

- Implementation of Lexipol Policy Management Software (Impact 5).

This represents a major modernization effort, improving policy accessibility, standardization, and staff empowerment through clear policies and expectations.

5.5: Professional Development Opportunities

- AC Levy attended a Pension Conference focused on financial and administrative leadership (Impact 3).

- AC O'Hare attended and presented at the Illinois Society of Fire Service Instructors Conference (Impact 3).
- A full training program overhaul/adjustment was completed (Impact 5).
- AC Levy and AC O'Hare attended a legislative conference, networking with lawmakers and peer agencies (Impact 1).
- The District received the GFOA Certificate of Achievement for Financial Reporting (Impact 5).

These activities demonstrate strong investment in leadership knowledge, financial accountability, training excellence, and external professional engagement.

5.6: Performance Management and Feedback

- Conducted the Open House After-Action Review, including use of an internally developed AAR podcast (Impact 3).
- Completed the annual audit and treasurer's report, submitted to DuPage County (Impact 3).
- Chief Dina held a meeting with Trustees to discuss long-term planning and strategic direction (Impact 3).

These actions improve feedback loops, transparency, accountability, and operational effectiveness through structured evaluation.

5.8: Organizational Culture Assessment

- Conducted a shift meeting focused on feedback, expectations, and cultural alignment (Impact 3).

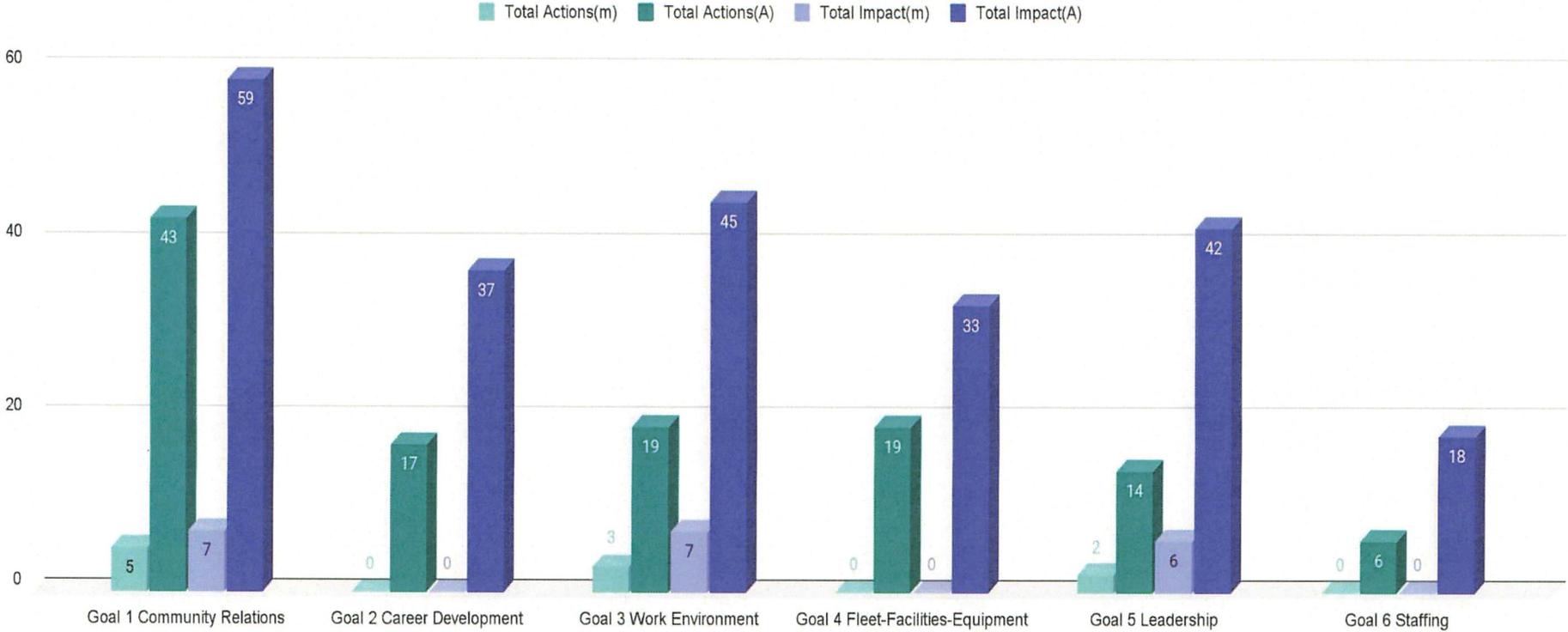
These sessions support open dialogue, strengthen culture, and maintain alignment with organizational values.

Summary of Progress

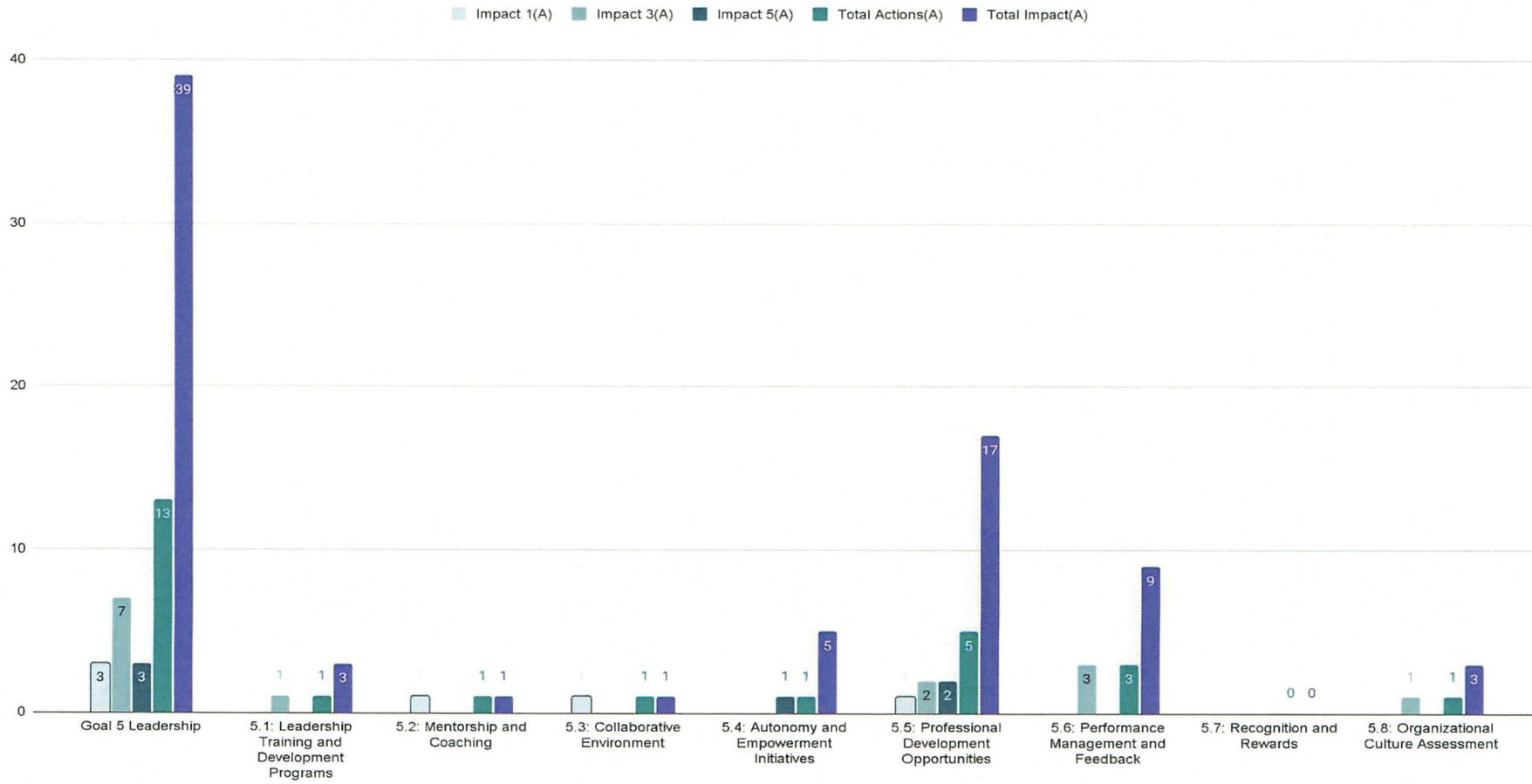
Progress under Goal #5 shows steady progress and meaningful investment in leadership at every level of the organization. With several high-impact initiatives completed, including the implementation of Lexipol, our comprehensive training program overhaul, and earning the GFOA Certificate of Achievement. These initiatives also represent some of the highest return on investment of any actions we've taken this year, giving us the most impact for the resources invested and positioning the organization for long-term success.

Total Actions	Impact 1	Impact 3	Impact 5
13	3	7	3

Goal Progress Monthly vs Annual



Goal 5 Leadership



A Resolution of the Warrenville Fire Protection District, County of DuPage, Illinois

Resolution No. 25-01
November 19, 2025

2026 WARRENVILLE FIRE PROTECTION DISTRICT BOARD MEETING DATES

WHEREAS, the Warrenville Fire Protection district shall set the Regular Board Meeting Dates for the calendar Year;

NOW THEREFORE, BE IT RESOLVED BY THE WARRENVILLE FIRE PROTECTION DISTRICT TRUSTEE BOARD duly assembled at a Regular Board Meeting that the following dates have been set as Warrenville Fire Protection District Trustee Board Meeting Dates for the 2026 calendar year:

(1) Wednesday	January 21	Regular Board Meeting
(2) Wednesday	February 18	Regular Board Meeting
(3) Wednesday	March 18	Regular Board Meeting
(4) Wednesday	April 15	Regular Board Meeting
(5) Wednesday	May 20	Regular Board Meeting
(6) Wednesday	June 17	Regular Board Meeting
(7) Wednesday	July 15	Regular Board Meeting
(8) Wednesday	August 19	Regular Board Meeting
(9) Wednesday	September 16	Regular Board Meeting
(10) Wednesday	October 21	Regular Board Meeting
(11) Wednesday	November 18	Regular Board Meeting
(12) Wednesday	December 16	Regular Board Meeting

BE IT FURTHER RESOLVED that the Board Meetings are held at the Warrenville Fire Protection District Headquarters, 3S472 Batavia Road, Warrenville, Illinois, at 5:00PM.

ADOPTED this 19th day of November 2025 by the Warrenville Fire Protection District Trustee Board.

Kathleen Perkins
President, Board of Trustees

Attest:

Jeff Carstens
Secretary, Board of Trustees

A Resolution of the Warrenville Fire Protection District, County of DuPage, Illinois
Resolution No. 25-02
November 19, 2025

2026 WARRENVILLE FIRE PROTECTION DISTRICT HOLIDAY SCHEDULE

WHEREAS, certain days will be observed in the year 2026 as holidays by the County, courts, and State offices; and

WHEREAS, Warrenville Fire Protection District desires to coordinate the dates of holidays to be observed by the closing of District offices with the dates observed by the County and State of Illinois; and

WHEREAS, Warrenville Fire Protection District desires at the same time to maximize the number of days on which the District offices will be open to serve the public;

NOW THEREFORE, BE IT RESOLVED BY THE WARRENVILLE FIRE PROTECTION DISTRICT TRUSTEE BOARD duly assembled at a Regular Board Meeting that the dates of legal holidays to be observed by the closing of District offices in 2025 are as follows:

<u>Holiday</u>	<u>Day of Observation</u>	<u>2026</u>
New Year's Day	Thursday	January 1
Presidents' Day	Monday	February 16
Memorial Day	Monday	May 25
Juneteenth Day	Friday	June 19
Independence Day	observed Friday	July 3
Labor Day	Monday	September 7
Veterans Day	Wednesday	November 11
Thanksgiving Day	Thursday	November 26
Day after Thanksgiving	Friday	November 27
Additional Christmas Day	observed Thursday	December 24
Christmas Day	Friday	December 25

ADOPTED this 19th day of November 2025 by the Warrenville Fire Protection District Trustee Board.

Shift personnel and POC/PT will observe holidays per CBA.

Attest:

Kathleen Perkins
President, Board of Trustees

Jeff Carstens
Secretary, Board of Trustees

01/01/2026

Renewal Strategy Meeting



Agnes Dalecki, Sr. Benefit Consultant | Gary Kosnoff, Principal

MEET YOUR TEAM



AGNES DALECKI

Senior Benefit Consultant

- ▶ Responsible for customer relationship and developing and ensuring execution of the employee benefits strategy.



GARY KOSNOFF

Principal

- ▶ Relationship lead for Key Accounts. Responsible for client management.



JOHN JAEGER

IL Market Retention Leader

- ▶ Responsible for overall client satisfaction and retention. Represents OneDigital on major insurers' producer advisory councils.



SARA SPEARS

Client Service Specialist

- ▶ Assists with claim issues, benefit questions, billing, eligibility, and membership.



HAYLEY BRAMHILL

Account Manager

- ▶ Assists Benefit Consultant with the entire renewal process and other projects.



Education Coordinators

- ▶ Lead client education initiatives.



COMPLIANCE

Compliance Team

- ▶ Provides support and solutions for compliance related issues.



FRANKLIN PARKER

Principal of Keeler City Consulting

- ▶ Assists your employees and their family members with Medicare and individual health plan options.

Benefit	Carrier	Renewal Date
Medical	BCBSIL	1/1/2026
Dental	Guardian	1/1/2026
Vision	BCBSIL	1/1/2029
Life	BCBSIL	1/1/2029
COBRA	Accrue	1/1/2026

What's driving the increased health care costs across the industry?



Inflators

Declining Population Health

- Increase in high-cost claimant spend.
- Higher cancer prevalence and cost.
- Mental health utilization continues at an elevated level and trending faster than most categories.

Gene and Cell Therapies

- Continued FDA approval of new therapies.
- Potential increased utilization for some previously approved.

GLP-1

- Non-diabetic diagnoses such as obesity contributing more to the trend.
- Risk from new FDA-approved indications, such as sleep apnea and Alzheimer's.



Deflators

Humira / Stelara Biosimilars

- Anticipated shifting of utilization toward lower-cost biosimilars.

Service Mix

- Continued shift of procedures from the Inpatient Setting to the Outpatient setting.
- Consumers continuing to embrace lower-cost sites of care, such as Ambulatory Surgical Centers.



Constant / Other Factors

Respiratory Illnesses

- Flu/RSV has returned to normal patterns.
- COVID is less seasonal than Flu and driven more by variant waves.

Hospital System Cyberattacks

- Monitored for potential delays in billing and care.

BCBSIL Current/Renewal (PLANS IN USE)



1/1/2026					Current / Renewal									
					MIBAV2125		MPP43323		MPP73426		MBP42326			
Carrier Name					Blue Cross Blue Shield									
Plan Type /Network Name					Blue Advantage HMO		BluePrint PPO		BluePrint PPO		Blue Choice Select			
					In	Out	In	Out	In	Out	In	Out	In	Out
Individual Deductible					\$0	No Benefits Out-of-Network or Non- Referred Care. All HMO care must be referred via your Primary Care Physician.	\$250	\$500	\$500	\$1,000	\$250	\$500	\$250	\$500
Family Deductible					\$0		\$750	\$1,500	\$1,500	\$3,000	\$750	\$1,500	\$750	\$1,500
Coinsurance					100%		20%	40%	20%	40%	10%	40%	10%	40%
Individual Out of Pocket Maximum					\$3,000		\$1,250	\$2,500	\$2,500	\$5,000	\$1,250	\$2,500	\$1,250	\$2,500
Family Out of Pocket Maximum					\$6,000		\$3,750	\$7,500	\$7,500	\$15,000	\$3,750	\$7,500	\$3,750	\$7,500
PCP Copay					\$55 copay		\$20 copay	40% after Ded						
Specialist Copay					\$80 copay		\$40 copay	40% after Ded	\$40 copay	40% after Ded	\$20 copay	40% after Ded	\$20 copay	40% after Ded
In-Patient / Outpatient Surgery					IP \$750 1st 3 days/OP \$300 visit		IP/OP 20% after Ded	IP \$300 copay + 40% after Ded OP 40% after Ded	IP/OP 20% after Ded	IP \$300 copay + 40% after Ded OP 40% after Ded	IP/OP 10% after Ded	IP \$300 copay + 40% after Ded OP 40% after Ded	IP/OP 10% after Ded	IP \$300 copay + 40% after Ded OP 40% after Ded
In Network Prescription Drug Card					\$5/\$15/\$45/\$85/\$250/\$350		\$15/30/50 + Rx OOP \$1,000/\$3,000	\$20/40/60 + Rx OOP \$1,000/\$3,000	\$10/40/60 + Rx OOP \$1,000/\$3,000	\$15/50/70 + Rx OOP \$1,000/\$3,000	\$10/40/60 + Rx OOP \$1,000/\$3,000	\$15/50/70 + Rx OOP \$1,000/\$3,000	\$10/40/60 + Rx OOP \$1,000/\$3,000	\$15/50/70 + Rx OOP \$1,000/\$3,000
Urgent Care Copay					\$55 / \$80 copay		20% after Ded	40% after Ded	20% after Ded	40% after Ded	10% after Ded	40% after Ded	10% after Ded	40% after Ded
Emergency Room Copay - copay waived if admitted					\$400 copay	\$150 copay	\$150 copay	\$150 copay	\$150 copay + 20% after Ded					
Current														
Employee Only					0 2 0 2	\$532.78	\$736.32	\$709.67	\$595.52					
Employee + Spouse					0 2 0 1	\$1,295.95	\$1,791.04	\$1,726.20	\$1,448.54					
Employee + Child(ren)					0 0 0 0	\$1,412.95	\$1,952.74	\$1,882.04	\$1,579.32					
Employee + Family					1 3 2 3	\$2,176.12	\$3,007.46	\$2,898.58	\$2,432.34					
Plan Monthly Premium						\$2,176.12	\$14,077.10	\$5,797.16	\$9,936.60					
Total Current Monthly Premium							\$31,986.98							
Renewal														
Employee Only					0 2 0 2	\$634.20	\$945.66	\$911.42	\$759.15					
Employee + Spouse					0 2 0 1	\$1,549.51	\$2,310.49	\$2,226.83	\$1,854.82					
Employee + Child(ren)					0 0 0 0	\$1,638.22	\$2,442.75	\$2,354.30	\$1,960.98					
Employee + Family					1 3 2 3	\$2,553.52	\$3,807.58	\$3,669.70	\$3,056.65					
Plan Monthly Premium						\$2,553.52	\$17,935.04	\$7,339.40	\$12,543.07					
Total Renewal Monthly Premium							\$40,371.03							
Difference from Current							26.21%							
Negotiated Renewal														
Employee Only					0 2 0 2	\$585.88	\$873.61	\$841.98	\$701.31					
Employee + Spouse					0 2 0 1	\$1,431.45	\$2,134.45	\$2,057.17	\$1,713.50					
Employee + Child(ren)					0 0 0 0	\$1,513.40	\$2,256.63	\$2,174.92	\$1,811.57					
Employee + Family					1 3 2 3	\$2,358.96	\$3,517.48	\$3,390.10	\$2,823.76					
Plan Monthly Premium						\$2,358.96	\$16,568.56	\$6,780.20	\$11,587.40					
Total Renewal Monthly Premium							\$37,295.12							
Difference from Current							16.59%							
Additional 1% off if renew life & vision with BCBS														

BCBSIL Current/Renewal (NOT IN USE)

1/1/2026			Current / Renewal					
			MIBCO2035		MIBCO2055			
Carrier Name			Blue Cross Blue Shield					
Plan Type /Network Name			BlueChoice Options PPO			Blue Choice Options PPO		
			Tier 1	Tier 2	Out	Tier 1	Tier 2	Out
Individual Deductible			\$1,000	\$2,500	\$5,000	\$4,250	\$5,250	\$10,000
Family Deductible			\$3,000	\$7,500	\$15,000	\$10,500	\$10,500	\$31,500
Coinsurance			10%	30%	50%	20%	40%	50%
Individual Out of Pocket Maximum			\$3,000	\$6,000	\$18,000	\$6,100	\$6,100	\$18,300
Family Out of Pocket Maximum			\$9,000	\$12,000	\$36,000	\$12,200	\$12,200	\$36,600
PCP Copay			\$30 Copay	\$55 Copay	50% after Ded	\$40 copay	\$65 copay	50% after Ded
Specialist Copay			\$60 Copay	\$110 Copay	50% after Ded	\$65 copay	\$130 copay	50% after Ded
In-Patient / Outpatient Surgery			IP \$250 + 10% after Ded OP \$200 + 10% after Ded	IP \$500 + 30% after Ded OP \$400 + 30% after Ded	IP \$600 + 50% after Ded OP \$500 + 50% after Ded	IP \$250 + 20% after Ded OP \$200 + 20% after Ded	IP \$500 + 40% after Ded OP \$400 + 40% after Ded	IP \$600 + 50% after Ded OP \$500 + 50% after Ded
In Network Prescription Drug Card			\$5/\$15/\$45/\$85/\$250/\$350		\$15/\$25/\$65/\$105/\$250 /\$350	\$5/\$15/\$45/\$85/\$250/\$350		\$15/\$25/\$65/\$105/\$250 /\$350
Urgent Care Copay			\$75 Copay	\$75 Copay	50% after Ded	\$75 copay	\$75 copay	50% after Ded
Emergency Room Copay - copay waived if admitted			\$400 copay + 10% after Ded			\$500 copay + 20% after Ded		
Current								
Employee Only	0	0	\$612.05			\$556.58		
Employee + Spouse	0	0	\$1,488.76			\$1,353.82		
Employee + Child(ren)	0	0	\$1,623.16			\$1,476.05		
Employee + Family	0	0	\$2,499.87			\$2,273.30		
Plan Monthly Premium			\$0.00			\$0.00		
Renewal								
Employee Only	0	0	\$755.50			\$687.04		
Employee + Spouse	0	0	\$1,845.90			\$1,678.60		
Employee + Child(ren)	0	0	\$1,951.56			\$1,774.69		
Employee + Family	0	0	\$3,041.95			\$2,766.25		
Plan Monthly Premium			\$0.00			\$0.00		
Negotiated Renewal								
Employee Only	0	0	\$697.94			\$634.69		
Employee + Spouse	0	0	\$1,705.26			\$1,550.71		
Employee + Child(ren)	0	0	\$1,802.86			\$1,639.47		
Employee + Family	0	0	\$2,810.18			\$2,555.49		
Plan Monthly Premium			\$0.00			\$0.00		

Renewal History

Benefit Renewal History

Medical	Insurer	Initial Renewal	Final Renewal	Comments
2026	BCBS IL	26.2% to 16.6%		Renewal meeting 10/22
2025	BCBS IL	4.32%	1.26%	Renew as is
2024	BCBS IL	8.88%	6.7% to 5.7%	Renew as is
2023	BCBS IL	5.38%	2.24%	Renew as is
2022	BCBS IL	5.38%	3.27%	Renew as is
2021	BCBS IL	12.19%	5.68%	Renewed/ plan change

Rate Development

Health Renewal Premium Change Components

a. Account/Benefit Program Adjustment (incl. Trend):	9.8%
b. Demographic Adjustment:	2.7%
c. Pricing Adjustment:	3.4%
Total Health Rate Action*:	16.6%

**The total health renewal premium change percentage is calculated by multiplying each of the components in the above table. This change percentage is based upon total monthly premium. Each tier's rate change may vary from the total change percentage.*

SAMPLE HOSPITAL LIST BY NETWORK

Hospital System	Blue Precision HMO	PPO	Blue Choice Options (Tier 1)	Blue Choice Preferred
Northwestern	Partial Locations	X	X	X
North Shore	Partial Locations	X	X	X
Advocate Aurora Health		X	X	
Edwards / Elmhurst	X	X	X	X
Ascension (formerly Presence)		X	X	X
Rush University		X	X	X
UChicago Medicine AdventHealth (Bolingbrook, GlenOaks, Hinsdale, LaGrange)	X	X	X	X
University of Illinois	X	X	X	X
OSF	Partial Locations	X	X	X
Swedish American Hospital		X	X	X
HSHS		X	X	X
Carle Foundation Hospital		X	X	
Lurie Children's		X	Tier 2	
University of Chicago Medical Center		X	Tier 2	

Three independent physician associations, recently purchased by Prime Healthcare, will leave our HMO networks on Jan. 1, 2026:

- Amita Health Saint Joseph Medical Center Joliet IPA (Site ID 498)
- Amita Health Saint Joseph Hospital Elgin IPA (Site ID 499)
- Amita Health Saint Mary's Hospital Kankakee IPA (SITE ID 500)

1/1/2026	Current Plans				Option 1		Option 2	
	MPP43323		MPP73426		MIBPP2125		MIBPP2145	
Carrier Name	Blue Cross Blue Shield							
Plan Type /Network Name	BluePrint PPO		BluePrint PPO		BluePrint PPO		BluePrint PPO	
	In	Out	In	Out	In	Out	In	Out
Individual Deductible	\$250	\$500	\$500	\$1,000	\$2,500	\$5,000	\$3,500	\$7,000
Family Deductible	\$750	\$1,500	\$1,500	\$3,000	\$7,500	\$15,000	\$10,500	\$21,000
Coinsurance	20%	40%	20%	40%	20%	40%	20%	40%
Individual Out of Pocket Maximum	\$1,250	\$2,500	\$2,500	\$5,000	\$5,000	\$15,000	\$6,000	\$16,500
Family Out of Pocket Maximum	\$3,750	\$7,500	\$7,500	\$15,000	\$15,000	\$45,000	\$12,000	\$36,000
PCP Copay	\$20 copay	40% after Ded	\$20 copay	40% after Ded	\$35 copay	40% after Ded	\$25 copay	40% after Ded
Specialist Copay	\$40 copay	40% after Ded	\$40 copay	40% after Ded	\$60 copay	40% after Ded	\$50 copay	40% after Ded
In-Patient / Outpatient Surgery	IP/OP 20% after Ded	IP \$300 copay + 40% after Ded OP 40% after Ded	IP/OP 20% after Ded	IP \$300 copay + 40% after Ded OP 40% after Ded	IP/OP 20% after Ded	IP \$300 copay + 40% after Ded OP 40% after Ded	IP/OP 20% after Ded	IP \$300 copay + 40% after Ded OP 40% after Ded
In Network Prescription Drug Card	\$15/30/50 + Rx OOP \$1,000/\$3,000	\$20/40/60 + Rx OOP \$1,000/\$3,000	\$10/40/60 + Rx OOP \$1,000/\$3,000	\$15/50/70 + Rx OOP \$1,000/\$3,000	\$5/\$15/\$60/\$110/\$250/\$350	\$15/\$25/\$80/\$130/\$250/\$350	\$5/\$15/\$60/\$110/\$250/\$350	\$15/\$25/\$80/\$130/\$250/\$350
Urgent Care Copay	20% after Ded	40% after Ded	20% after Ded	40% after Ded	20% after Ded	40% after Ded	20% after Ded	40% after Ded
Emergency Room Copay - copay waived if admitted	\$150 copay		\$150 copay		\$150 copay		\$150 copay	
Employee Only	2	0	\$736.32		\$709.67		\$757.33	
Employee + Spouse	2	0	\$1,791.04		\$1,726.20		\$1,850.36	
Employee + Child(ren)	0	0	\$1,952.74		\$1,882.04		\$1,956.27	
Employee + Family	3	2	\$3,007.46		\$2,898.58		\$3,049.30	
Plan Monthly Premium	\$14,077.10		\$5,797.16		\$20,763.32		\$20,461.88	
Total Monthly Premium	\$19,874.26				\$20,763.32		\$20,461.88	
Difference from Current					4.5%		3.0%	

1/1/2026	Current		Option 1		Option 2	
	MBP42326		MIBCS2075		MIBCS2125	
Carrier Name	Blue Cross Blue Shield					
Plan Type /Network Name	Blue Choice Select PPO		Blue Choice Select PPO		Blue Choice Select PPO	
	In	Out	In	Out	In	Out
Individual Deductible	\$250	\$500	\$1,500	\$3,000	\$2,500	\$5,000
Family Deductible	\$750	\$1,500	\$4,500	\$9,000	\$7,500	\$15,000
Coinsurance	10%	40%	20%	50%	20%	40%
Individual Out of Pocket Maximum	\$1,250	\$2,500	\$4,000	\$12,000	\$5,000	\$15,000
Family Out of Pocket Maximum	\$3,750	\$7,500	\$12,000	\$36,000	\$15,000	\$45,000
PCP Copay	\$20 copay	40% after Ded	\$35 copay	50% after Ded	\$35 copay	40% after Ded
Specialist Copay	\$20 copay	40% after Ded	\$35 copay	50% after Ded	\$35 copay	40% after Ded
In-Patient / Outpatient Surgery	IP/OP 10% after Ded	IP \$300 copay + 40% after Ded OP 40% after Ded	IP/OP 20% after Ded	IP \$300 copay + 50% after Ded OP 50% after Ded	IP/OP 20% after Ded	IP \$300 copay + 40% after Ded OP 40% after Ded
In Network Prescription Drug Card	\$10/40/60 + Rx OOP \$1,000/\$3,000	\$15/50/70 + Rx OOP \$1,000/\$3,000	\$5/\$15/\$45/\$85/ \$250/\$350	\$15/\$25/\$65/\$105/ \$250/\$350	\$5/\$15/\$60/\$110/ \$250/\$350	\$15/\$25/\$80/\$130/ \$250/\$350
Urgent Care Copay	10% after Ded	40% after Ded	20% after Ded	50% after Ded	20% after Ded	40% after Ded
Emergency Room Copay - copay waived if admitted	\$150 copay + 20% after Ded		\$200 copay		\$200 copay	
Employee Only	2	\$595.52	\$628.31		\$610.00	
Employee + Spouse	1	\$1,448.54	\$1,535.12		\$1,490.39	
Employee + Child(ren)	0	\$1,579.32	\$1,622.99		\$1,575.71	
Employee + Family	3	\$2,432.34	\$2,529.80		\$2,456.10	
Plan Monthly Premium	\$9,936.60		\$10,381.14		\$10,078.69	
Difference from Current			4.5%		1.4%	



PPO Options

	Plan \$100	Plan \$300	Plan \$1,000	Plan \$1,500
Network	National BlueCard	National BlueCard	National BlueCard	National BlueCard
Deductible (Individual / Family)	\$100 / \$200	\$300 / \$600	\$1,000 / \$2,000	\$1,500 / \$3,000
<i>HDHP Only: Embedded or Aggregate</i>	N/A	N/A	N/A	N/A
Coinsurance	20%	20%	20%	20%
Out-of-Pocket Maximums (Individual / Family)	\$1,200 / \$2,400	\$2,000 / \$4,000	\$3,000 / \$6,000	\$4,000 / \$8,000
<i>HDHP Only: Embedded or Aggregate</i>	N/A	N/A	N/A	N/A
Office Visit (Primary Care Provider (PCP)/ Specialist/ Urgent Care/Behavioral Health)	\$20 Copay	\$20 Copay	\$20 Copay	\$20 Copay
Preventive Care	Covered in full	Covered in full	Covered in full	Covered in full
Emergency Room (Copay waived if admitted)	\$100 Copay; then Ded/Coins			
Rx Copay - 30 day supply (Generic/Preferred Brand/Non-Preferred Brand)	\$5 / \$25 / \$50	\$5 / \$25 / \$50	\$5 / \$25 / \$50	\$5 / \$25 / \$50
Mail Order Rx Copay - 90 day supply (Generic/Preferred Brand/Non-Preferred Brand)	\$10 / \$50 / \$100	\$10 / \$50 / \$100	\$10 / \$50 / \$100	\$10 / \$50 / \$100
Vision Benefits - VSP	Included	Included	Included	Included
Employee Only	\$1,060.12	\$1,002.66	\$909.66	\$873.58
Employee & Spouse	\$2,438.28	\$2,306.12	\$2,092.23	\$2,009.24
Employee & Child(ren)	\$2,650.30	\$2,506.64	\$2,274.15	\$2,183.95
Employee & Family	\$4,187.47	\$3,960.50	\$3,593.16	\$3,450.64

\$19,559.21

38.94%

Comparing to MPP43323 plan

HSA Options

HSA \$2,500	HSA \$3,000	HSA \$5,000
National BlueCard	National BlueCard	National BlueCard
\$2,500 / \$5,000 OON: \$5,000 / \$10,000	\$3,000 / \$6,000	\$5,000 / \$10,000
Aggregate	Aggregate	Aggregate
0% OON: 20%	0%	0%
\$2,500 / \$5,000 OON: \$10,000 / \$10,000	\$3,000 / \$6,000	\$5,000 / \$10,000
Aggregate	Embedded: Individual on Family: \$3,400	Embedded: Individual on Family: \$5,000
Ded then Covered in full	Ded then Covered in full	Ded then Covered in full
Covered in full	Covered in full	Covered in full
Ded then Covered in full	Ded then Covered in full	Ded then Covered in full
Ded then Covered in full	Ded then Covered in full	Ded then Covered in full
Ded then Covered in full	Ded then Covered in full	Ded then Covered in full
Ded then Covered in full	Ded then Covered in full	Ded then Covered in full
Included	Included	Included
\$757.50	\$739.88	\$664.27
\$1,742.25	\$1,701.72	\$1,527.81
\$1,893.75	\$1,849.69	\$1,660.66
\$2,992.13	\$2,922.52	\$2,623.85

* VSP Vision included in rates

UHC proposal pending

<i>DENTAL 1/1/26</i>			Current Guardian PPO	Renewal Guardian PPO	Option #1 BCBS of IL PPO DINHR50	Option #2 BCBS of IL PPO DINHR50
Deductible			\$50	\$50	\$50	\$50
Per Family			3 times	3 times	3 times	3 times
Usual & Customary			Fee Schedule	Fee Schedule	90%	Fee Schedule
Preventive (Deductible waived)			100% / 80%	100% / 80%	100% / 100%	100% / 80%
			X-Rays	X-Rays	X-Rays	X-Rays
			Routine Cleaning	Routine Cleaning	Routine Cleaning	Routine Cleaning
			Fluoride treatment	Fluoride treatment	Fluoride treatment	Fluoride treatment
			Oral Exams	Oral Exams	Oral Exams	Oral Exams
Basic (Deductible applies)			80% / 70%	80% / 70%	80% / 80%	80% / 60%
			Fillings	Fillings	Fillings	Fillings
			Simple Extractions	Simple Extractions	Periodontics	Simple Extractions
			Periodontics Non-Surgical	Periodontics Non-Surgical	Endodontics	Periodontics Non-Surgical
Major (Deductible applies)			50% / 40%	50% / 40%	50% / 50%	50% / 40%
			Periodontics Surgical	Periodontics Surgical	Bridges	Periodontics Surgical
			Endodontics	Endodontics	Crowns	Endodontics
			Bridges	Bridges	Dentures	Bridges
			Crowns	Crowns	Implants	Crowns
			Dentures	Dentures		Dentures
			Surgical Extractions	Surgical Extractions		Surgical Extractions
Orthodontics (Children under the age of 19)			n/a	n/a	n/a	n/a
Rollover Account			\$350 / \$250	\$350 / \$250	N/A	N/A
Maximum per year			\$1,000	\$1,000	\$1,500	\$1,500 / \$1,000
Rate Guarantee					1/1/2027	1/1/2027
Monthly Rates	Class 1	Class 2	Current	Renewal	Option #1	Option #2
Employee	4	0	\$31.85	\$33.28	\$49.95	\$31.84
Employee + 1	2	0	\$63.52	\$66.38	\$99.90	\$63.72
Employee + Child	0	0	\$75.52	\$78.92	\$114.04	\$76.39
Employee + Family	9	0	\$107.20	\$112.02	\$178.72	\$118.48
Monthly Premium			\$1,219.24	\$1,274.06	\$2,008.08	\$1,321.12
Annual Premium			\$14,630.88	\$15,288.72	\$24,096.96	\$15,853.44
% Difference				4.50%	64.70%	8.36%
				OneDigital Renewal program	1% off medical	1% off medical

DENTAL MAXIMUM ROLLOVER SUMMARY**For Benefit Year Ending: 12/31/2025**

ROLLOVER ACCOUNT SIZE	NUMBER OF QUALIFYING EMPLOYEES & DEPENDENTS	TOTAL ACCOUNT VALUE
\$0	15	\$0.00
\$1 - \$250	1	\$250.00
\$251 - \$500	5	\$1,750.00
\$501 - \$750	5	\$3,365.50
\$751 - \$1,000	22	\$21,600.00
Over \$1,000	0	\$0.00
TOTAL	33	\$26,965.50

<i>VISION 1/1/26</i>		Current BCBS/Dearborn EyeMed	Renewal BCBS/Dearborn EyeMed
Exam Copay		\$10	\$10
Material Copay		\$25	\$25
Frequency			
Exam		12 months	12 months
Lenses		12 months	12 months
Frames		24 months	24 months
		In-Network	In-Network
Allowance			
Exam		\$10 copay	\$10 copay
Lenses	Single	\$25 copay	\$25 copay
	Bifocal	\$25 copay	\$25 copay
	Trifocal	\$25 copay	\$25 copay
	Lenticular	\$25 copay	\$25 copay
Contact Lenses	Elective	\$130	\$130
	Therapeutic	\$25 copay	\$25 copay
Frames		\$130	\$130
Rate Guarantee			1/1/2029
		<u>Current Rates</u>	<u>Renewal Rates</u>
Employee	4	\$7.60	\$7.60
Employee + Spouse	2	\$14.44	\$14.44
Employee + Child	0	\$15.20	\$15.20
Employee + Family	9	\$22.35	\$22.35
Monthly Rates		\$260.43	\$260.43
Difference from Current:			0.00%
			.5% off Medical

Life / AD&D 1/1/26	Current BCBS of IL	Renewal BCBS of IL
Benefit Amount	Class 1 \$50,000 Class 2 \$20,000	Class 1 \$50,000 Class 2 \$20,000
Reduction Schedule	35% at age 65 50% at age 70 65% at age 75	35% at age 65 50% at age 70 65% at age 75
Volume	\$1,629,000	\$1,629,000
Life Rate / \$1000 Line of Duty Rate - Active Class Only	\$0.302 Included	\$0.302 Included
Rate Guarantee		1/1/2029
Monthly Premium	\$491.96	\$491.96
Annual Premium	\$5,903.50	\$5,903.50
Difference from Current		0.00%
		.05% off medical



Connect with a mental health expert who specializes in you.

You deserve quality care from someone who cares.

Match with licensed therapists and prescribers today.



Scan to find a therapist who specializes in you

A personalized approach to care, tailored around you.



Your search, made simpler

We'll help you find an in-network provider and schedule your first appointment in minutes.



Affordable, accessible care

Rula partners with many insurance companies to make care more affordable. A personalized cost estimate will be provided prior to your first appointment.



All-in-one platform

At Rula, we make it easy to combine multiple forms of care and manage your billing, appointments, and providers from one convenient platform.



Focused on quality

All therapists in our network undergo regular clinical reviews and have access to peer review and development workshops — ensuring that you receive the highest quality of care



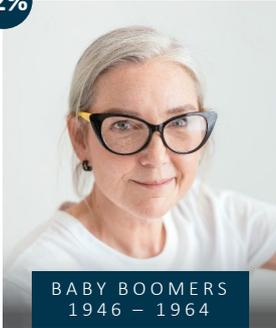
Meet your match

We know how important it is to find someone you connect with. Providers in Rula's network represent a wide range of specialties and backgrounds, making it easier to find the right therapist or prescriber for you.

Rula has 15,000+ licensed providers, carefully vetted to ensure the highest quality of care.

Demographic Analysis

12%

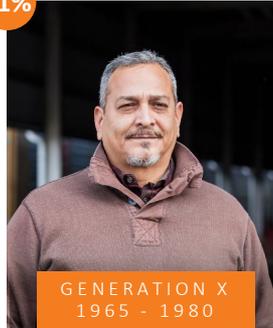


Hand me the info & walk me through it.

Ranks healthcare coverage as the most important. Valued benefits:

- Healthcare
- 401-K match
- Vol benefits like accident, CI, ID theft, and LTC

11%



*Succinct.
Get to the Point.*

Tend to carry the most dependents on their plan. Valued benefits:

- Low-cost healthcare – HSA option
- 401-K match
- Vol benefits such as accident, CI, ID theft, and LTC
- Flexible work arrangements

42%



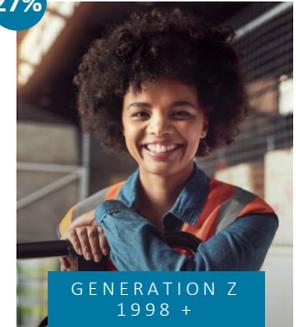
Bite-sized

72% of Millennials attribute lack of flexibility as the primary reason for dissatisfaction in the workplace.

Valued benefits:

- Flexible work arrangements
- Low-cost healthcare
- Student loan repayment
- Pet insurance, gym reimbursement

27%



Self-directed

Nearly half of the Generation Z workforce is concerned about their student debt. Valued benefits:

- Student loan repayment
- Flexible work arrangements
- Mentorship programs
- Pet insurance
- Financial wellness/literacy

Enrollee #/ Avg Age

16

37.5

Renewal Timeline

October 6–15, 2025:

- BCBS Renewal expected to be released

October 22, 2025:

- Renewal Meeting

November 20, 2025:

- Plan Renewal decision to Agnes

November/December 2025:

- Open Enrollment Window

December 15, 2025:

- Fulfillment processes any employee changes

2026 Compliance Updates

Recap of One Big Beautiful Bill Impact

•Health Savings Accounts (HSAs):

- Permanent expansion of HSA-compatible plans to include certain ACA bronze and catastrophic plans.
- Telehealth services can be covered before the deductible is met, without affecting HSA eligibility.
- HSAs can now be used to pay for Direct Primary Care (DPC) fees (up to \$150/month for individuals, \$300/month for families), broadening eligible medical expenses.

•Dependent Care Flexible Spending Accounts (FSAs):

- The annual contribution limit for dependent care FSAs is increased to \$7,500 (\$3,750 for married filing separately), effective for plan years beginning after January 1, 2026.
- Employers must update plan documents and communications to reflect these changes.

•Student Loan Repayment Benefits:

- The tax exclusion for employer-provided student loan repayment assistance (up to \$5,250 per year) is made permanent.
- Starting in 2027, this limit will be indexed for inflation, allowing the benefit to grow over time.

•“Trump Accounts” (Child Savings Accounts):

- Introduction of a new custodial savings account for minors, similar to IRAs, called “Trump Accounts.”
- Employers can contribute up to \$2,500 tax-free per year, subject to nondiscrimination requirements.
- Government provides a \$1,000 credit for children born 2025–2028.
- Annual contribution cap of \$5,000 (indexed for inflation).

•Fringe Benefits and Other Provisions:

- Permanent repeal of the tax-free bicycle commuting reimbursement benefit.
- Modifications to transportation and moving expense deductions.
- Paid family and medical leave tax credit is made permanent.
- Employer-provided childcare credit rate increased to 40% (50% for small businesses), with a higher annual cap.

OneDigital Federal Policy Hub

<https://launch.onedigital.com/federal-policy-updates-for-employers>



2026 Compliance Updates

Key Provisions of Illinois House Bill 5258:

1. Effective for policies issued, amended, delivered, **or renewed after January 1, 2026**, any group or individual accident and health insurance policy in Illinois that provides dependent coverage must also make that coverage available to the parent or stepparent of the insured.
2. **To qualify, the parent or stepparent must:**
 1. Meet the federal definition of a “qualifying relative” under 26 U.S.C. 152(d) (see below).
 2. **Live or reside within the insurance policy’s service area.**
3. The law does not apply to specialized health care service plans, Medicare supplement insurance, hospital-only policies, accident-only policies, or specified disease insurance policies.
4. The definition of “dependent” for this purpose includes a spouse or registered domestic partner, child, parent, or stepparent who relies on support from the insured individual.

Federal Legal Definition of “Qualifying Relative” (26 U.S.C. 152(d)): For federal tax purposes, a “qualifying relative” is an individual who meets **all of the following criteria:**

1. Is not the taxpayer’s qualifying child or the qualifying child of any other taxpayer.
2. **Has a specified relationship to the taxpayer (including parent or stepparent), or lived with the taxpayer all year as a member of the household.**
3. **Has gross income less than the IRS threshold for the year (\$5,050 for 2024; this amount is adjusted annually)*** see below for further explanation*****
4. **The taxpayer provides more than half of the individual’s total support for the year.**
5. **The individual is a U.S. citizen, U.S. national, or resident of the U.S., Canada, or Mexico for at least part of the year.**

What Counts as Gross Income?

Gross income for this test includes all income in the form of money, property, and services that is **subject to federal income tax.**

- **Examples of income that count toward the limit:**
 - Wages, salaries, tips, and other employee compensation
 - Interest and dividends
 - Net income from self-employment (gross receipts minus allowable business expenses)
 - Net rental income (gross rental income minus allowable rental expenses)
 - Taxable Social Security benefits (only the taxable portion)
 - Taxable pensions and annuities
 - Unemployment compensation
 - Taxable scholarships and grants
 - Capital gains
 - Any other income that is not specifically exempt from federal income tax

What Does NOT Count as Gross Income?

- Non-taxable Social Security benefits (unless a portion is taxable)
- Welfare payments
- Tax-exempt interest (such as municipal bond interest)
- Supplemental Security Income (SSI)
- Veterans’ disability benefits
- Workers’ compensation for injury or sickness
- Non-taxable portions of scholarships or fellowship grants (used for tuition, fees, books, and supplies)
- Child support payments received

SCOPE OF SERVICES & FEES

Our fee structure is intended to be simple, fair, and transparent and our policy is to disclose all fees so that you can expect the appropriate level of support from us. All of the strategic consulting, planning tools and models, reports, communications, and service support we provide will be supported by the health and ancillary insurance carriers' commissions.

- BCBSIL Health = 3.9% (1/1/2026 - 5%)
- Dearborn Life = 15%
- Dearborn Vision = 10%
- Guardian Dental = 7%

Services OneDigital Pays for:

- Cobra: (approx. \$120 annually)
- Employee Navigator = \$3.75 per member per month (approx. \$2,520 annually)

Please note, at times insurers provide retention and/or new business overrides. These overrides will be accepted but do not affect the rates charged to your firm. We do not charge additional fees unless specifically noted or fully disclosed ahead of time.

Once your renewal is finalized, you will also receive a broker compensation disclosure from OneDigital.

OneDigital agrees to maintain an open and honest dialogue.

ONE WORKFORCE STRATEGY



HR Consulting



Employee Benefits



PEO Solution



Financial Services



Employee Engagement



Reporting & Analytics



Wealth Management



Compliance Consulting



Health & Wellbeing



Property & Casualty



Mergers & Acquisitions



Global Benefits



165+
Offices Nationwide



\$100+ Billion
Assets under Management



3,800+
Employees



100,000+
Employers



8,000,000+
Individuals Served



22 Years
Strategic Expansion