

WARRENVILLE FIRE PROTECTION DISTRICT  
AGENDA FOR TRUSTEE BOARD MEETING  
December 17, 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 11/19/2025
    2. Special meeting 12/04/2025
  - b) Financial Reports
  - c) Approval of Bills
    1. Discussion and possible action on building repairs quote from F.H. Paschen
    2. Discussion and possible action on ambulance purchase payment options
  - d) Other Finance
    1. Discussion and possible action on ambulance billing agreement with Paramedic Billing Services, Inc.
  - 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
    1. Discussion and possible action on Local #5036 union grievance
    2. Discussion and possible action on pay rate for Acting Fire Chief
- 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
  - c) Status update on WFPD Master Plan 2036
  - d) Discussion and possible action on appointment for the Board of Fire Commissioners
  - e) Discussion and possible action on hiring for Fire Chief vacancy
- 9. NEW BUSINESS**
- 10. ADJOURN**

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

**Minutes of Trustee Meeting**  
**November 19, 2025**

**CALL TO ORDER**

President Perkins called the meeting to order at 1700 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, Fire Chief Andy Dina (left at 1734 hours, returned at 1758 hours), Assistant Chief Joe Levy (left at 1732 hours, returned at 1801 hours) Assistant Chief Kevin O’Hare (left at 1734 hours, returned at 1805 hours), and Financial Analyst Amber Nadeau (left at 1734 hours, returned at 1805 hours).

The guests present were Captain Bill Zabler (left at 1705 hours, returned at 1805 hours), Lieutenant Bryan LaForge (left at 1701 hours, returned at 1835 hours), Firefighter/Paramedic Austin Wiedmyer (left at 1701 hours, returned at 1835 hours), Firefighter/EMT Nadia Slates (left at 1701 hours), and Firefighter/Paramedic Drew Miller (arrived at 1835 hours).

**APPROVAL OF AGENDA**

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

5 AYES      MOTION CARRIED

**PUBLIC COMMENTS**

None.

**APPROVAL OF MINUTES**

A motion was made by Trustee Thompson, seconded by Trustee Carstens, to approve the regular minutes and closed session minutes of the regular meeting on October 15, 2025.

5 AYES      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 \$7,653,700.39 and an ending cash balance of \$7,531,010.03 as recorded in the October 2025 financial reports.

Chief Dina noted the October ambulance revenues were \$150,199.26. The Fire Recovery revenue was \$3,613.60. The Fire Bureau revenue was \$625.00.

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**

Chief Dina noted that the apparatus floor refinishing project is completed and the \$60,000 invoice will be paid soon.

**OTHER FINANCE**

None.

**CLOSED SESSION**

At 1705 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 1805 hours.

**FIRE CHIEF'S REPORT**

Chief Dina reported there were 205 calls for service in the month of October 2025, which included 151 EMS calls and 54 fire and rescue calls.

There were no significant incidents in Warrenville in October. There were mutual aid calls to Naperville for a trash compactor fire, West Chicago for a trailer fire, and Oakbrook Terrace for a fire investigation.

WFPD's annual Open House on October 1st was a resounding success, attracting approximately 700 attendees. There were 670 wristbands distributed plus an estimated additional 30 guests. This year, the focus was on educating the community about fire prevention, specifically addressing the theme "Charge into Fire Safety: Lithium-Ion Batteries in Your Home."

Crews participated in a Touch-A-Truck event held at St. James Farm.

An ambulance was deployed for EMS standby at the Wheaton North Girls Cross Country event held at St. James Farm.

Duty crews and Chief Officers participated in Bower Elementary School's Bike & Roll to School event.

Fire Prevention Bureau personnel and Duty Crews participated in the yearly MRI safety walkthrough, held at 4405 Weaver Parkway.

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.

Chief Dina and Assistant Chief O'Hare attended the Illinois Fire Chiefs annual conference held in Peoria.

The District held a swearing-in ceremony for full-time Firefighter/Paramedic Rory Tosto and a farewell ceremony for Fire Commissioner Nelda Byers.

The scheduled recruitment presentation at the Warrenville Library was canceled due to low attendance.

The Northern Illinois Alliance of Fire Protection Districts convened their quarterly meeting at the station conference room on October 18th.

The second meeting of contract negotiations with the Union took place on October 29th.

Following the Open House event, an after-action review was held, which included the after-action review podcast created by Assistant Chief O'Hare.

Chief Dina attended the soft opening of the City of Warrenville Pop-Up Market.

### **TRUSTEES**

President Perkins provided a handout about 9-1-1 services in Illinois that was provided by the DuComm ETSB Executive Committee.

### **FIREFIGHTERS' APPRECIATION**

None.

### **ATTORNEY**

None.

### **LOGISTICS**

Assistant Chief Levy presented the Logistics Report.

## **TRAINING**

Assistant Chief Levy presented the Training Report. There were 877 training hours in October.

## **EMS**

Assistant Chief Levy presented the EMS Report.

## **APPARATUS**

Assistant Chief Levy presented the Apparatus Report. The new ambulance inspection is scheduled for December 4th. The delivery of the new ambulance has been delayed to January. Both T11 and E12 are currently out of service waiting for repair parts.

## **FIRE BUREAU**

Assistant Chief O'Hare presented the Fire Bureau Report.

## **PERSONNEL**

None.

## **UNFINISHED BUSINESS**

Assistant Chief O'Hare provided a handout regarding the strategic plan project. He reviewed Goal 5 – Leadership. Trustee Clemens inquired about providing personality assessments for all personnel, which could help members learn their strengths and spotlight leadership qualities.

Assistant Chief Levy provided an update regarding the Lexipol project. The weekly meetings with Lexipol continue on Thursdays. Staff are putting together a group of policies for the Board of Trustees to review at one time, which will help speed up the process. A draft AI policy was provided for the Board of Trustees to review by the next meeting.

President Perkins provided an update regarding the Master Plan 2036 for the District. President Perkins and Trustee Thompson met with the Chiefs to discuss the future plans for the District. President Perkins noted she has been researching various other Master Plan documents. A suggestion was made to include funds in next year's budget to hire a consultant to assist with this project.

Six candidates have applied for the vacancy on the Board of Fire Commissioners. Trustee Thompson will work with the Fire Commissioners to interview the candidates.

## **NEW BUSINESS**

There was a discussion about the recent resignation notice from Fire Chief Andy Dina and the hiring process for the vacancy. The Board of Trustees suggested advertising through the Illinois Fire Chiefs Association and directed Chief Dina to start the process.

A motion was made by Trustee Thompson, seconded by Trustee Clemens, to approve the recruitment and hiring assessment for the Fire Chief position through the Illinois Fire Chiefs Association not to exceed \$20,000.

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

A motion was made by Trustee Carstens, seconded by Trustee Thompson, to approve Resolution 25-01, TRUSTEE MEETING SCHEDULE FOR 2026 as presented.

5 AYES      MOTION CARRIED

A motion was made by Trustee Thompson, seconded by Trustee Carstens, to approve Resolution 25-02, HOLIDAY SCHEDULE FOR 2026 as presented.

5 AYES      MOTION CARRIED

A list was provided for surplus items from around the station. Some items can be put on GovDeals for sale, but other items will be disposed. If items posted on GovDeals do not sell by 12/15/2025, the District will donate or dispose of the remaining items.

A motion was made by Trustee Thompson, seconded by Trustee Carstens, to approve the surplus list for sale and disposal as presented.

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

Admin staff met with the District’s insurance broker, OneDigital, for the health insurance renewals. The renewal increase came in at 15.59% overall. One of the health insurance plans that has not been used by employees was changed out for an alternate plan.

A motion was made by Trustee Carstens, seconded by Trustee Thompson, to approve the 15.59% insurance renewals as presented.

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

Chief Dina commented that the station desktop computers, laptops, and Toughbooks have been replaced. The IT vendor, Ntiva, performed all of the installs in person at no additional cost.

Chief Dina said that 19 people took and passed the full-time firefighter test recently. The list will be finalized soon.

**ADJOURNMENT**

At 1849 hours, a motion was made by Trustee Carstens, seconded by Trustee Thompson, to adjourn the meeting.

5 AYES      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, Fire Chief Andy Dina, 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 Bill Zabler, Lieutenant Bryan LaForge, Firefighter/Paramedic Austin Wiedmyer, and Firefighter/Paramedic Drew Miller.

The meeting adjourned at 1849 hours.

\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary

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

**Minutes of SPECIAL Trustee Meeting  
December 4, 2025**

**CALL TO ORDER**

President Perkins called the meeting to order at 1716 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, Fire Chief Andy Dina (left at 1745 hours), Assistant Chief Jamie Clark (left at 1732 hours), and Assistant Chief Kevin O'Hare (left at 1732 hours).

There were no guests present at the meeting.

**APPROVAL OF AGENDA**

A motion was made by President Perkins, seconded by Trustee Thompson, to approve the agenda with closed session moved after personnel.

5 AYES      MOTION CARRIED

**PUBLIC COMMENTS**

None

**PERSONNEL**

There was a discussion about the process for the selection of the new Fire Chief. The Board of Trustees discussed an internal selection vs. external selection process and the difference between them. Chief Dina explained the process for using an assessment center for an external selection. Assistant Chief O'Hare provided additional information about the latest assessment center process used for the Assistant Chief position. Chief Dina discussed the advantages of the current administration.

**CLOSED SESSION**

At 1732 hours, a motion was made by President Perkins, seconded by Trustee Thompson, to go into closed session to discuss personnel matters in accordance with 5 ILCS 120/2(c)(1).

**ROLL CALL:**

Carstens – AYE

Clemens – AYE

Karl – AYE

Perkins – AYE

Thompson – AYE

**MOTION CARRIED**

Closed session ended at 1816 hours.

A brief recess took place at 1816 hours. The meeting resumed at 1819 hours.

**PERSONNEL**

The Board of Trustees will further discuss and finalize the Fire Chief selection process at the regular meeting in January.

A motion was made by President Perkins, seconded by Trustee Thompson, to approve an additional \$1,000 per month paid to Assistant Chief Levy for the period that he is interim Fire Chief.

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

**ADJOURNMENT**

At 1820 hours, a motion was made by Trustee Carstens, seconded by Trustee Thompson, to adjourn the meeting.

5 AYES      MOTION CARRIED

Present at the end of the meeting were President Kate Perkins, Secretary Jeff Carstens, Treasurer Al Thompson, Trustee Mike Karl, and Trustee Natalie Clemens.

Meeting adjourned at 1820 hours.

\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary

**Warrenville Fire Protection District**  
**Cash Activity**  
**November 2025**

Beginning Cash Balance		7,531,010.03
Revenues:		
Receipts from the Monthly Receipts report	142,457.83	
PAYA Write Off	-	
Interest Income IL Funds account	18,647.96	
Interest Income 5/3 Money Market account	1,541.51	
Personal Property Replacement Tax Direct Deposit	-	
Foreign Fire Revenue	-	
Total Revenues		162,647.30
Expenses:		
Vendor checks from the Check Register report	(12,838.69)	
Payroll disbursements and fees from the Precision payroll reports	(246,745.38)	
Auto Disbursements	(86,058.73)	
Foreign Fire Disbursements	6,526.50	
Foreign Fire Disbursements Paid on 5/3 Credit Card and reimbursed to District	(6,526.50)	
Hinsdale Lockbox Fee	(24.08)	
Credit Card Processing Fee	(81.09)	
Amnulance Billing Fee	-	
Total Expenses		<u>(345,747.97)</u>
Ending Cash Balance		<u><u>7,347,909.36</u></u>
Bank Account Balances at month end:		
* Fifth-Third Checking		560,048.10
Fifth-Third Money Market (1.80%) The		1,143,020.95
Illinois Funds Investments (4.04%)		5,556,145.72
Fifth-Third Lockbox Checking		-
Hinsdale Bank and Trust Co Lockbox		-
* Fifth Third Foreign Fire Tax		88,694.59
		<u><u>7,347,909.36</u></u>

\* Note: The Fifth-Third Checking account and Foreign Fire Tax 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  
 November 30, 2025

ASSETS

Corporate Fund

Fifth-Third Checking Pooled	\$	(1,281,679.35)	
The Illinois Funds Investments		5,556,145.72	
Fifth-Third Money Market		306,127.74	
		<hr/>	
Total Corporate Fund			4,580,594.11

Audit Fund

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

Liability Insurance Fund

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

Workers Compensation Fund

Fifth-Third Checking Pooled		248,355.76	
		<hr/>	
Total Workers Compensation Fund			248,355.76

Foreign Fire Fund

Fifth-Third Foreign Fire Tax		88,694.59	
		<hr/>	
Total Foreign Fire Fund			88,694.59

Capital Projects Fund

Fifth-Third Pooled Checking		1,554,030.21	
Fifth-Third Money Market		836,893.21	
		<hr/>	
Total Capital Projects Fund			2,390,923.42

Total Cash	\$	7,347,909.36	
		<hr/> <hr/>	

**Warrenville Fire Protection District**  
**Account Reconciliation**  
**As of Nov 30, 2025**  
**01-00-1000-00 - Fifth-Third Pooled Checking**  
**Bank Statement Date: November 30, 2025**

Filter Criteria includes: Report is printed in Detail Format.

Beginning GL Balance			487,509.27
Add: Cash Receipts			11,736.22
Less: Cash Disbursements			(98,897.42)
Add (Less) Other			<u>159,700.03</u>
Ending GL Balance			<u>560,048.10</u>
Ending Bank Balance			554,224.24
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	<u>(284.64)</u>
Total outstanding checks			(702.64)
Add (Less) Other			
	Nov 30, 2025	FFTX Transf	<u>6,526.50</u>
Total other			6,526.50
Unreconciled difference			<u>0.00</u>
Ending GL Balance			<u><u>560,048.10</u></u>

## Warrenville Fire Protection District Monthly Receipts For the Period From Nov 1, 2025 to Nov 30, 2025

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

Date	Account ID	Transactio	Line Description	Debit Amnt	Credit Am
11/3/25	10-00-1290-00 01-00-1000-00	GWY2POS	Invoice: FP25-31 US Alliance Fire Protection, Inc.	625.00	625.00
11/12/2	10-00-4500-00 01-00-1000-00	300064956	Grant - Corporate American Water	1,000.00	1,000.00
11/13/2	10-01-5200-05 10-01-5200-10 01-00-1000-00	075370	Reim district vision ins-Corp - Gloodt for Sept Reim district dental ins-Corp - Gloodt for Sept Accrue CMS	39.45	7.60 31.85
11/13/2	10-00-4350-00 01-00-1000-00	70929	Fire Recovery - Corp Fire Recovery USA LLC	2,810.00	2,810.00
11/13/2	10-00-4300-00 01-00-1000-00	70683	Public Education Donations - Open House donation Warrenville Towne Tap Liquors, Inc.	300.00	300.00
11/13/2	10-00-4310-00 01-00-1000-00	11132025	Amb Billing Fund 10 - Refund GEMT commission 04/2025-06/2025 Amb Deposits Fund 10	3,292.24	3,292.24
11/14/2	10-00-1290-00 01-00-1000-00	HAVH9LW	Invoice: FP25-33 Arrowhead Golf Club	450.00	450.00
11/14/2	10-00-4000-00 10-00-4050-00 01-00-1000-00	11142025	Property Tax-Corporate Property Tax - Corp Emer&Rescu DuPage County Treasurer	0.08	0.07 0.01
11/17/2	10-00-1290-00 01-00-1000-00	BX6WEMD	Invoice: FP25-30 Detection Systems & Service, Inc.	615.00	615.00
11/25/2	10-00-1290-00 01-00-1000-00	133758	Invoice: AMB25-03 Forest Preserve Dist of Dupage County	1,800.00	1,800.00
11/25/2	10-00-1290-00 01-00-1000-00	622916	Invoice: CPR25-01 Fuel Tech, Inc.	765.00	765.00
11/25/2	10-01-5200-05 10-01-5200-10 01-00-1000-00	76240	Reim district vision ins-Corp - Gloodt for October Reim district dental ins-Corp - Gloodt for October Accrue CMS	39.45	7.60 31.85
11/30/2	10-00-4310-00 10-00-1031-00	11302025-1	Amb Billing Fund 10 Amb Deposits Fund 10	130,721.61	130,721.61
				<b>142,457.83</b>	<b>142,457.83</b>

**Warrenville Fire Protection District**  
**Aged Receivables**  
**As of Nov 30, 2025**

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

<b>Customer Bill To Contact</b>	<b>0-30</b>	<b>31-60</b>	<b>61-90</b>	<b>Over 90 days</b>	<b>Amount Due</b>
First Security Systems, Inc.	1,360.00				1,360.00
Fox Valley Fire & Safety Co., Inc.		220.00			220.00
	<b>1,360.00</b>	<b>220.00</b>			<b>1,580.00</b>

**Warrenville Fire Protection District**  
**FMB-Plan Review Cash Receipts**  
**November 2025**

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<b>Date Paid</b>	<b>Invoice Number</b>	<b>Customer Name</b>	<b>Amount Paid</b>
11/3/2025	FP25-31	US Alliance Fire Protection, Inc	625.00
11/14/2025	FP25-33	Arrowhead Golf Club	450.00
11/17/2025	FP25-30	Detection Systems & Serv	615.00
Total FMB cash received			1,690.00
Fees charged on payments not received			-
Total current month revenue in account 10-00-4250-20			1,690.00

**Warrenville Fire Protection District**  
**Check Register**  
**For the Period From Nov 1, 2025 to Nov 30, 2025**

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

<b>Payee</b>	<b>Check</b>	<b>Amount</b>	<b>Account ID</b>	<b>Account Description</b>
Richter, Thomas E	11675	6,000.00	10-00-2000-00 01-00-1000-00	Accounts Payable Fifth-Third Pooled Checking
Ace Hardware - Warrenville	11676	104.32	10-00-2000-00 10-00-2000-00 01-00-1000-00	Accounts Payable Accounts Payable Fifth-Third Pooled Checking
Air One Equipment, Inc.	11677	601.00	10-00-2000-00 01-00-1000-00	Accounts Payable Fifth-Third Pooled Checking
CDS Office Technologies	11678	1,190.00	10-00-2000-00 01-00-1000-00	Accounts Payable Fifth-Third Pooled Checking
Amber Nadeau	11679	125.50	10-00-2000-00 01-00-1000-00	Accounts Payable Fifth-Third Pooled Checking
Ntiva, Inc.	11680	3,879.12	10-00-2000-00 10-00-2000-00 01-00-1000-00	Accounts Payable Accounts Payable Fifth-Third Pooled Checking
Paddock Publications, Inc.	11681	321.30	10-00-2000-00 01-00-1000-00	Accounts Payable Fifth-Third Pooled Checking
United Communications Cor	11682	617.45	10-00-2000-00 01-00-1000-00	Accounts Payable Fifth-Third Pooled Checking
	<b>Total</b>	<b>12,838.69</b>		

**Warrenville Fire Protection District**  
**ACH Check Register**  
**For the Period From Nov 1, 2025 to Nov 30, 2025**

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

<b>Payee</b>	<b>Check</b>	<b>Amount</b>	<b>Account ID</b>	<b>Account Description</b>
Aflac	830	1,422.30	10-00-2000-00 01-00-1000-00	Accounts Payable Fifth-Third Pooled Checking
Blue Cross Blue Shield of Ill	831	33,203.40	10-00-2000-00 01-00-1000-00	Accounts Payable Fifth-Third Pooled Checking
Blue Cross Blue Shield of Ill	832	746.36	10-00-2000-00 01-00-1000-00	Accounts Payable Fifth-Third Pooled Checking
Guardian Dental Plan	833	1,358.29	10-00-2000-00 01-00-1000-00	Accounts Payable Fifth-Third Pooled Checking
IMRF - IL Municipal Retirem	834	941.02	10-00-2000-00 01-00-1000-00	Accounts Payable Fifth-Third Pooled Checking
Illinois Public Risk Fund	835	15,051.00	10-00-2000-00 01-00-1000-00	Accounts Payable Fifth-Third Pooled Checking
Fifth Third Bank - Procurem	836	33,336.36	10-00-2000-00 01-00-1000-00	Accounts Payable Fifth-Third Pooled Checking
	<b>Total</b>	<b>86,058.73</b>		

**Warrenville Fire Protection District**  
**Purchase Journal**  
**For the Period From Nov 1, 2025 to Nov 30, 2025**

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

<b>Name</b>	<b>Date</b>	<b>Account ID</b>	<b>Account Description</b>	<b>Line Description</b>	<b>Debit</b>	<b>Credit</b>
Ace Hardware - Warrenville	11/5/25	10-01-6500-00	Maintenance Buildings-St	Extension cord, rags, antifreeze	38.66	
Ace Hardware - Warrenville	11/5/25	10-00-2000-00	Accounts Payable	Ace Hardware - Warrenville		38.66
Ace Hardware - Warrenville	11/10/25	10-01-6500-00	Maintenance Buildings-St	Ice melt and drain cleaner	65.66	
Ace Hardware - Warrenville	11/10/25	10-00-2000-00	Accounts Payable	Ace Hardware - Warrenville		65.66
Aflac	11/1/25	10-00-2160-00	Insurance - Aflac Payable	Accident insurance for October	1,422.30	
Aflac	11/1/25	10-00-2000-00	Accounts Payable	Aflac		1,422.30
Air One Equipment, Inc.	11/7/25	10-01-7200-00	Firefighters Pers Prot Equ	Firefighting boots for A. Ingram	601.00	
Air One Equipment, Inc.	11/7/25	10-00-2000-00	Accounts Payable	Air One Equipment, Inc.		601.00
Amber Nadeau	11/3/25	10-01-6770-00	Client Relations Expense	Reim for WUI training snacks	125.50	
Amber Nadeau	11/3/25	10-00-2000-00	Accounts Payable	Amber Nadeau		125.50
Blue Cross Blue Shield of Illinois	11/1/25	10-01-5200-00	Insurance-Health	Health insurance for November	33,203.40	
Blue Cross Blue Shield of Illinois	11/1/25	10-00-2000-00	Accounts Payable	Blue Cross Blue Shield of Illinois		33,203.40
Blue Cross Blue Shield of Illinois	11/1/25	10-01-5200-05	Insurance-Vision	Vision insurance for November	260.43	
Blue Cross Blue Shield of Illinois	11/1/25	10-01-5200-20	Insurance-Life	Life insurance for November	485.93	
Blue Cross Blue Shield of Illinois	11/1/25	10-00-2000-00	Accounts Payable	Blue Cross Blue Shield of Illinois		746.36
CDS Office Technologies	11/1/25	60-01-8020-00	Capital Outlay - Operating	MDT keyboards for replacement computers	1,190.00	
CDS Office Technologies	11/1/25	10-00-2000-00	Accounts Payable	CDS Office Technologies		1,190.00
Guardian Dental Plan	11/1/25	10-01-5200-10	Insurance-Dental	Dental insurance for November	1,358.29	
Guardian Dental Plan	11/1/25	10-00-2000-00	Accounts Payable	Guardian Dental Plan		1,358.29
Illinois Public Risk Fund	11/1/25	50-00-5400-00	Worker's Compensation E	Workers comp insurance for November	15,051.00	
Illinois Public Risk Fund	11/1/25	10-00-2000-00	Accounts Payable	Illinois Public Risk Fund		15,051.00
IMRF - IL Municipal Retirement Fund	11/1/25	10-00-2163-00	IMRF Payable - Employee	Employee pension contributions for October	409.54	
IMRF - IL Municipal Retirement Fund	11/1/25	10-01-5200-27	IMRF District Contribution	Employer pension contributions for October	531.48	
IMRF - IL Municipal Retirement Fund	11/1/25	10-00-2000-00	Accounts Payable	IMRF - IL Municipal Retirement Fund		941.02
Ntiva, Inc.	11/1/25	10-01-6600-10	IT Support Services	IT support services for October	1,939.56	
Ntiva, Inc.	11/1/25	10-00-2000-00	Accounts Payable	Ntiva, Inc.		1,939.56
Ntiva, Inc.	11/10/25	10-01-6600-10	IT Support Services	IT support services for November	1,939.56	
Ntiva, Inc.	11/10/25	10-00-2000-00	Accounts Payable	Ntiva, Inc.		1,939.56
Paddock Publications, Inc.	11/1/25	10-01-6040-00	Legal	Publish Truth in Taxation hearing notice	321.30	
Paddock Publications, Inc.	11/1/25	10-00-2000-00	Accounts Payable	Paddock Publications, Inc.		321.30
Richter, Thomas E	11/7/25	55-01-5150-00	Foreign Fire Tax	Basic Wildland Firefighter training for 3 days (Foreign Fire)	6,000.00	
Richter, Thomas E	11/7/25	10-00-2000-00	Accounts Payable	Richter, Thomas E		6,000.00
United Communications Corp.	11/3/25	10-01-6200-00	Comm/Radio Equipment	Repair POC pagers	617.45	
United Communications Corp.	11/3/25	10-00-2000-00	Accounts Payable	United Communications Corp.		617.45
					<b>65,561.06</b>	<b>65,561.06</b>

**Warrenville Fire Protection District**  
**Purchase Journal - Fifth Third Pro Card**  
**For the Period From Nov 1, 2025 to Nov 30, 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	11/1/25	10-01-7300-00	Medical Supplies	Bound Tree Medical - Sharps container	165.80
		10-01-7100-00	Office Supplies	Costco - Refund sales tax	-3.81
		10-01-7100-00	Office Supplies	Costco - Refund sales tax	-3.99
		10-01-7100-00	Office Supplies	Costco - Refund sales tax	-4.11
		10-01-7100-00	Office Supplies	Costco - Refund sales tax	-4.55
		10-01-6520-11	Maint App - 2015 Ford (U11)	Voegtles Auto Service - U11 oil change and brakes	995.80
		10-01-7300-00	Medical Supplies	Amazon - Exam gloves	207.87
		10-01-7300-00	Medical Supplies	Amazon - Exam gloves	207.87
		10-01-7100-00	Office Supplies	USPS - Postage	11.90
		10-01-6520-11	Maint App - 2015 Ford (U11)	Fair Oaks Ford - U11 key fob	304.00
		10-01-7100-00	Office Supplies	USPS - Postage and stamps	89.90
		10-01-6700-50	Training - Fire Commissioners	IAFPD - Trustee training for Clemens	80.00
		10-01-6745-00	Public Education	Edward Hospital - CPR cards	185.00
		10-01-6745-00	Public Education	American Heart Association - BLS and CPR course workbooks	707.79
		10-01-7300-00	Medical Supplies	Bound Tree Medical - Microdot supplies	234.84
		10-01-6700-00	Training-Seminars/Lecture	ISFSI - Live Fire Instructor class for Zabler	75.00
		10-01-6500-00	Maintenance Buildings-Stat 1	Target - Extension cords	29.97
		10-01-7000-00	Motor Fuel	Circle K Gas - Fuel at conference	52.05
		10-01-6750-00	Travel/Hotel Expense	Marriott Pere Marquette - IFCA conference hotel for O'Hare	603.75
		10-01-7100-00	Office Supplies	USPS - Postage	10.05
		10-01-6745-00	Public Education	Edward Hospital - CPR cards	40.00
		10-01-6700-00	Training-Seminars/Lecture	Metro Fire Chiefs Association - Luncheon for 10 people	560.00
		10-01-6700-00	Training-Seminars/Lecture	Metro Fire Chiefs Association - Meeting fee for Dina	25.00
		10-01-6520-09	Maint App - 2019 Ford (C11)	PW Auto Clinic - C11 oil change, brakes, battery	1,758.17
		10-01-6745-00	Public Education	American Heart Association - BLS course	37.00
		10-01-6520-09	Maint App - 2019 Ford (C11)	PW Auto Clinic - C11 wheel hub repairs	849.35
		10-01-6750-00	Travel/Hotel Expense	Marriott Pere Marquette - IFCA conference hotel for Dina	687.95
		10-01-6600-05	IT Computer Software	Google - Email hosting fee for September	1,309.00
		10-01-7100-00	Office Supplies	UPS - Mail pagers for repair	14.85
		10-01-7220-00	Uniforms-Employees	Air One Equipment - Uniform item for Vaughn	109.00
		10-01-6810-00	Telephone-Land Line	AT&T - Internet service for 09/07-10/06	502.94
		10-01-6810-00	Telephone-Land Line	AT&T - Station phone service for 09/07-10/06	793.73
		10-01-7010-00	Operating Supplies	Family Pride - Laundry service lease for October	50.00
		10-01-6840-00	Cable	Comcast - Cable TV service for 09/15-10/14	78.94
		10-01-7200-00	Firefighters Pers Prot Equip	Gear Wash - Rental gear for ESP class	3,721.00
		10-01-7100-00	Office Supplies	Costco - Refund sales tax	-3.41
		10-01-6120-00	Haz-Mat Equipment	Sensit Technologies - Gas monitor repairs	212.46

**Warrenville Fire Protection District**  
**Purchase Journal - Fifth Third Pro Card**  
**For the Period From Nov 1, 2025 to Nov 30, 2025**

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

<b>Name</b>	<b>Date</b>	<b>Account ID</b>	<b>Account Description</b>	<b>Line Description</b>	<b>Amount</b>
		10-01-7110-00	Cleaning Supplies	Warehouse Direct - Janitorial supplies	282.31
		10-01-6500-00	Maintenance Buildings-Stat 1	Hogan Plumbing - Fix garbage disposal and caulk sink	180.00
		10-01-6500-00	Maintenance Buildings-Stat 1	Roto-Rooter - Pump sewer drain for bay floor	779.00
		10-01-7200-00	Firefighters Pers Prot Equip	Gear Wash - Turnout gear repairs	3,180.83
		10-01-7100-00	Office Supplies	Little Friends - Shredding services for September	60.00
		10-01-6800-10	Utilities-Gas	Nicor - Gas utility for 09/08-10/07	250.00
		10-01-6800-20	Utilities-Water	City of Warrenville - Water utility for September	275.81
		10-01-6810-10	Telephone-Cell Phones	AT&T - Flip phones	6.26
		10-01-6810-10	Telephone-Cell Phones	AT&T - FirstNet mobile phone for 08/26-09/25	148.36
		10-01-6810-10	Telephone-Cell Phones	Tmobile - Mobile phones for 08/21-09/20	539.52
		10-01-7110-00	Cleaning Supplies	Warehouse Direct - Janitorial supplies	22.06
		10-01-7300-00	Medical Supplies	Cintas - First aid box supplies refill	131.41
		10-01-6810-10	Telephone-Cell Phones	Verizon - Wireless router service for 09/07-10/06	324.09
		10-01-6010-00	Dues	IFPCA - Annual membership	400.00
		10-01-6150-00	SCBA Maintenance and Parts	MES - SCBA repairs	404.70
		10-01-7300-00	Medical Supplies	Linde Gas - Oxygen cylinder rentals	660.96
		10-01-6800-00	Utilities-Electric	ComEd - Electricity services for 09/16-10/16	1,410.01
		10-01-6040-00	Legal	Ottosen - Legal services for September	4,337.50
		10-01-6700-48	Career Training	Romeoville Fire Academy - Engine Ops class for 4 people	2,300.00
		10-01-6500-00	Maintenance Buildings-Stat 1	Roto-Rooter - Refund duplicate charge	-779.00
		55-01-5150-00	Foreign Fire Tax	Cozzini Bros - Annual kitchen knife service for Foreign Fire	526.50
		10-01-7200-00	Firefighters Pers Prot Equip	Gear Wash - Turnout gear repairs	1,306.56
		10-01-6500-00	Maintenance Buildings-Stat 1	Guaranteed Mechanical - Furnace annual maintenance	1,898.37
		10-00-2000-00	Accounts Payable	Fifth Third Bank - Procurement Card	<u><u>-33,336.36</u></u>

Warrenville Fire Protection District  
Revenues and Expenses  
Compared with Budget  
For the Seven Months Ending November 30, 2025

	Current Month Actual	Year to Date Actual	Annual Budget	Remaining Balance	Percent Available	
<u>Corporate Fund</u>						
<u>Revenues</u>						
10-00-4000-00	Property Tax Revenue	\$ 0.07	\$ 3,567,755.93	\$ 3,599,700.00	31,944.07	0.89
10-00-4010-00	Property Tax Revenue - Pension	0.01	623,169.76	628,657.00	5,487.24	0.87
10-00-4050-00	PropTax Rev - Emer&Rescue Fund	0.01	531,819.84	536,581.00	4,761.16	0.89
10-00-4100-00	State Replacement Tax Revenue	0.00	24,392.50	55,000.00	30,607.50	55.65
10-00-4250-10	FMB-Public Education	0.00	1,272.50	3,000.00	1,727.50	57.58
10-00-4250-20	FMB-Plan Review	1,690.00	10,892.45	20,000.00	9,107.55	45.54
10-00-4300-00	Public Education Donations	300.00	300.00	0.00	(300.00)	0.00
10-00-4310-00	Ambulance Service Fees	134,013.85	906,870.64	1,200,000.00	293,129.36	24.43
10-00-4350-00	Fire Recovery	2,810.00	13,361.79	15,000.00	1,638.21	10.92
10-00-4500-00	Grant Revenue	1,000.00	33,252.59	45,000.00	11,747.41	26.11
10-00-4600-00	Sale of Assets	0.00	2,970.87	0.00	(2,970.87)	0.00
10-00-4700-00	Other Income	2,565.00	5,699.22	3,000.00	(2,699.22)	(89.97)
10-00-4800-00	Interest Income	19,060.81	118,076.94	100,000.00	(18,076.94)	(18.08)
	<b>Total Revenues</b>	<b>161,439.75</b>	<b>5,839,835.03</b>	<b>6,205,938.00</b>	<b>366,102.97</b>	<b>5.90</b>
<u>Expenses</u>						
<u>Personal Services</u>						
10-01-5000-00	Payroll-Full Time Firefighters	171,106.16	1,246,110.15	2,350,500.00	1,104,389.85	46.99
10-01-5005-00	Payroll-Part Time Firefighters	24,021.00	156,416.00	450,000.00	293,584.00	65.24
10-01-5010-00	Payroll-Office & Staff	14,366.90	101,983.76	200,000.00	98,016.24	49.01
10-01-5015-00	Payroll-Part Time Supervisory	2,345.00	16,415.00	28,150.00	11,735.00	41.69
10-01-5020-00	Overtime	15,641.31	64,273.74	100,000.00	35,726.26	35.73
10-01-5022-00	Payroll-Special-Rate	613.93	6,965.89	10,000.00	3,034.11	30.34
10-01-5025-00	Payroll-Holiday Pay	1,219.86	5,334.39	60,000.00	54,665.61	91.11
10-01-5030-00	Payroll-Fireman POC	13,794.00	57,860.00	100,000.00	42,140.00	42.14
10-01-5080-00	Trustee Compensation	1,312.50	9,231.25	16,875.00	7,643.75	45.30
10-01-5090-00	Fire Commissioner Compensation	166.66	1,624.94	3,000.00	1,375.06	45.84
10-01-5100-00	Payroll Taxes	6,978.40	45,600.30	118,000.00	72,399.70	61.36
10-01-5200-00	Insurance-Health	29,811.72	203,928.36	385,000.00	181,071.64	47.03
10-01-5200-05	Insurance-Vision	245.23	1,798.69	2,800.00	1,001.31	35.76
10-01-5200-10	Insurance-Dental	1,294.59	9,216.65	14,500.00	5,283.35	36.44
10-01-5200-20	Insurance-Life	485.93	3,381.28	6,000.00	2,618.72	43.65
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	531.48	3,916.10	7,000.00	3,083.90	44.06
10-01-5300-00	Health & Wellness	0.00	25,780.00	40,000.00	14,220.00	35.55
10-01-5500-00	Pension Contribution	0.01	623,169.76	628,657.00	5,487.24	0.87

Warrenville Fire Protection District  
Revenues and Expenses  
Compared with Budget  
For the Seven Months Ending November 30, 2025

	Current Month Actual	Year to Date Actual	Annual Budget	Remaining Balance	Percent Available
Total Personal Services	283,934.68	2,585,675.66	4,575,082.00	1,989,406.34	43.48
<u>Contractual Services</u>					
10-01-6000-00 Accounting-Sikich	0.00	25,012.50	50,000.00	24,987.50	49.98
10-01-6010-00 Dues	400.00	4,803.13	9,425.00	4,621.87	49.04
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	4,658.80	26,804.17	38,000.00	11,195.83	29.46
10-01-6045-00 Payroll Service Fee	409.79	2,968.55	5,300.00	2,331.45	43.99
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	0.00	62,743.38	83,462.00	20,718.62	24.82
10-01-6115-00 Ambulance Billing Fees	24.08	36,924.57	54,000.00	17,075.43	31.62
10-01-6120-00 Haz-Mat Equipment	212.46	4,133.88	5,000.00	866.12	17.32
10-01-6130-00 Dive/Water Rescue	0.00	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	404.70	11,332.06	20,000.00	8,667.94	43.34
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	81.09	546.13	1,000.00	453.87	45.39
10-01-6200-00 Comm/Radio Equipment	617.45	5,607.45	20,000.00	14,392.55	71.96
10-01-6500-00 Maintenance Buildings-Stat 1	2,212.66	19,394.16	45,000.00	25,605.84	56.90
10-01-6510-00 Maintenance-Equipment	0.00	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)	0.00	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
10-01-6520-09 Maint App - 2019 Ford (C11)	2,607.52	2,607.52	0.00	(2,607.52)	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)	1,299.80	1,344.80	0.00	(1,344.80)	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	0.00	684.00	0.00	(684.00)	0.00
10-01-6520-23 Maint App - 2018 M3263 (M11)	0.00	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	0.00	1,700.96	4,000.00	2,299.04	57.48
10-01-6600-00 IT Hardware	0.00	852.87	12,000.00	11,147.13	92.89
10-01-6600-05 IT Computer Software	1,309.00	25,613.96	40,400.00	14,786.04	36.60
10-01-6600-10 IT Support Services	3,879.12	14,514.79	36,000.00	21,485.21	59.68
10-01-6700-00 Training-Seminars/Lecture	660.00	6,779.34	11,000.00	4,220.66	38.37

Warrenville Fire Protection District  
Revenues and Expenses  
Compared with Budget  
For the Seven Months Ending November 30, 2025

	Current Month Actual	Year to Date Actual	Annual Budget	Remaining Balance	Percent Available
10-01-6700-05	0.00	32,005.98	40,000.00	7,994.02	19.99
10-01-6700-10	0.00	792.07	2,200.00	1,407.93	64.00
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	0.00	1,933.43	5,500.00	3,566.57	64.85
10-01-6700-48	2,300.00	6,885.00	40,000.00	33,115.00	82.79
10-01-6700-50	80.00	1,428.44	4,800.00	3,371.56	70.24
10-01-6710-00	0.00	543.71	4,000.00	3,456.29	86.41
10-01-6730-00	0.00	1,402.00	30,000.00	28,598.00	95.33
10-01-6745-00	969.79	8,988.35	10,000.00	1,011.65	10.12
10-01-6750-00	1,291.70	6,352.30	6,500.00	147.70	2.27
10-01-6770-00	125.50	2,454.49	5,000.00	2,545.51	50.91
10-01-6800-00	1,410.01	9,324.72	13,000.00	3,675.28	28.27
10-01-6800-10	250.00	1,992.77	10,000.00	8,007.23	80.07
10-01-6800-20	275.81	1,578.53	3,000.00	1,421.47	47.38
10-01-6810-00	1,296.67	7,711.52	15,500.00	7,788.48	50.25
10-01-6810-10	1,018.23	6,029.83	13,150.00	7,120.17	54.15
10-01-6830-00	0.00	2,304.90	4,000.00	1,695.10	42.38
10-01-6840-00	78.94	431.46	850.00	418.54	49.24
	27,873.12	663,292.30	1,009,895.00	346,602.70	
Total Contractual Services	27,873.12	663,292.30	1,009,895.00	346,602.70	34.32

Warrenville Fire Protection District  
Revenues and Expenses  
Compared with Budget  
For the Seven Months Ending November 30, 2025

	Current Month Actual	Year to Date Actual	Annual Budget	Remaining Balance	Percent Available
<u>Commodities</u>					
10-01-7000-00 Motor Fuel	52.05	12,192.96	30,000.00	17,807.04	59.36
10-01-7010-00 Operating Supplies	50.00	1,042.95	2,500.00	1,457.05	58.28
10-01-7100-00 Office Supplies	166.83	5,212.49	9,000.00	3,787.51	42.08
10-01-7110-00 Cleaning Supplies	304.37	1,881.37	4,000.00	2,118.63	52.97
10-01-7200-00 Firefighters Pers Prot Equip	8,809.39	43,284.33	50,000.00	6,715.67	13.43
10-01-7220-00 Uniforms-Employees	109.00	8,940.62	32,000.00	23,059.38	72.06
10-01-7220-90 Uniforms-Other	0.00	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	1,608.75	15,164.48	35,000.00	19,835.52	56.67
	<hr/>	<hr/>	<hr/>	<hr/>	
Total Commodities	11,100.39	91,650.25	188,500.00	96,849.75	51.38
<u>Other</u>					
10-01-9500-60 Transfers to Capital Projects	0.00	265,000.00	265,000.00	0.00	0.00
	<hr/>	<hr/>	<hr/>	<hr/>	
Total Other	0.00	265,000.00	265,000.00	0.00	0.00
	<hr/>	<hr/>	<hr/>	<hr/>	
Total Expenses	322,908.19	3,605,618.21	6,038,477.00	2,432,858.79	40.29
	<hr/>	<hr/>	<hr/>	<hr/>	
Net Revenue over Expenses	\$ (161,468.44)	\$ 2,234,216.82	\$ 167,461.00	(2,066,755.82)	(1,234.17)
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Warrenville Fire Protection District  
Revenues and Expenses  
Compared with Budget  
For the Seven Months Ending November 30, 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	\$ 0.00	\$ 11,800.73	\$ 11,906.00	105.27	0.88
	Total Revenues	0.00	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	\$ 0.00	\$ (29.27)	\$ 0.00	29.27	0.00
<u>Liability Insurance Fund</u>						
<u>Revenues</u>						
40-00-4000-00	Property Tax Revenue	\$ 0.00	\$ 35,402.20	\$ 35,719.00	316.80	0.89
	Total Revenues	0.00	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	\$ 0.00	\$ 35,402.20	\$ 0.00	(35,402.20)	0.00

Warrenville Fire Protection District  
Revenues and Expenses  
Compared with Budget  
For the Seven Months Ending November 30, 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	\$ 0.00	\$ 180,157.91	\$ 181,771.00	1,613.09	0.89
	Total Revenues	<u>0.00</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	<u>15,051.00</u>	<u>75,484.00</u>	<u>181,771.00</u>	<u>106,287.00</u>	58.47
	Total Personal Services	<u>15,051.00</u>	<u>75,484.00</u>	<u>181,771.00</u>	<u>106,287.00</u>	58.47
	Net Revenue over Expenses	<u><u>\$ (15,051.00)</u></u>	<u><u>\$ 104,673.91</u></u>	<u><u>\$ 0.00</u></u>	<u><u>(104,673.91)</u></u>	0.00

Warrenville Fire Protection District  
Revenues and Expenses  
Compared with Budget  
For the Seven Months Ending November 30, 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	\$ 0.00	\$ 51,337.96	\$ 35,000.00	(16,337.96)	(46.68)
	Total Revenues	<u>0.00</u>	<u>51,337.96</u>	<u>35,000.00</u>	<u>(16,337.96)</u>	<u>(46.68)</u>
<u>Expenses</u>						
55-01-5150-00	Foreign Fire Tax	<u>6,526.50</u>	<u>36,608.99</u>	<u>35,000.00</u>	<u>(1,608.99)</u>	<u>(4.60)</u>
	Total Personal Services	<u>6,526.50</u>	<u>36,608.99</u>	<u>35,000.00</u>	<u>(1,608.99)</u>	<u>(4.60)</u>
	Net Revenue over Expenses	<u><u>\$ (6,526.50)</u></u>	<u><u>\$ 14,728.97</u></u>	<u><u>\$ 0.00</u></u>	<u><u>(14,728.97)</u></u>	<u><u>0.00</u></u>

Warrenville Fire Protection District  
Revenues and Expenses  
Compared with Budget  
For the Seven Months Ending November 30, 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	\$ 1,128.66	\$ 9,489.80	\$ 15,000.00	5,510.20	36.73
60-00-4900-10	Transfers from Corp Fund	0.00	265,000.00	265,000.00	0.00	0.00
	Total Revenues	<u>1,128.66</u>	<u>274,489.80</u>	<u>280,000.00</u>	<u>5,510.20</u>	1.97
<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	1,190.00	27,882.16	0.00	(27,882.16)	0.00
	Total Expenses	<u>1,190.00</u>	<u>30,941.66</u>	<u>850,000.00</u>	<u>819,058.34</u>	96.36
	Net Revenue over Expenses	<u>\$ (61.34)</u>	<u>\$ 243,548.14</u>	<u>\$ (570,000.00)</u>	<u>(813,548.14)</u>	142.73



# 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 November 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 November we responded to 167 calls for service. This is 38 less calls than the previous month. Reports indicated that 121 of the calls were for Emergency Medical Services and 46 were fire and rescue related. As of December 10, 2025 we have responded to 2,031 calls for service, making 2025 the busiest year in the history of the Warrenville Fire Protection District with 21 shift days remaining.

### Specialty Team Call Outs/Notable Incidents

There were no significant or notable incidents for the month of November

### Other Items of Interest

1. Quarterly meetings were held over three days, focusing on leadership, finance, special events, special operations, and record management. The first quarter 2026 meeting will expand to include all District members, as well as elected and appointed officials.
2. We were happy to have a table at the Warrenville Park District Healthy Heroes Kids Fair on November 1.
3. NTIVA was in house for a total of four days to install all of our new Windows 11 compatible computers.
4. Several current and former Fire District members attended visitation and walk through services for former Firefighter/EMT Brian Victorine.
5. The Warrenville Fire Protection District sponsored and co-hosted a three day Wildland Urban Interface (WUI) training with the Du Page Forest Preserve District. The training, held at our fire station and St. James Farm, resulted in nearly 30 of our members achieving S-130 and S-190 certification.
6. Warrenville personnel participated in the Warrenville Veterans Day breakfast and ceremony.
7. Senior Staff along with Union executive Board members continue with contract negotiations.
8. Chief Dina and A/C O'Hare attended the Outreach Christmas Breakfast at the Chicago Golf Club in Wheaton.
9. The Warrenville Firefighter's Auxiliary decorated a tree for the Holly Days event at the park district. This year's theme was a water rescue, featuring a replica of our boat and rubber ducky ornaments.
10. The apparatus floor refinishing project was completed.
11. We have transitioned to a leasing system for oxygen replacement. A company now handles the drop-off of full cylinders and the pick-up of empty ones, eliminating the need for us to refill bottles. This change not only results in cost savings but also establishes a much safer operation for managing our oxygen supply.
12. Firefighter/Paramedic Jeff Dore presented a Home Fire Safety program at the Warrenville Public Library.

Previous Month ▾

Nov 1, 2025 - Nov 30, 2025 ▾

**28%**

**FIRE**  
Percentage of Total Incidents

**72%**

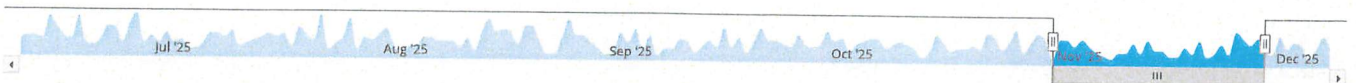
**EMS**  
Percentage of Total Incidents

**167**

**INCIDENTS**  
In Selected Time Slice

**30**

**DAYS**  
In Selected Time Slice



Counts | % Rows | % Columns | % All

Week Ending	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	1/4/26	1/11/26	1/18/26	1/25/26	Total
(11) Structure Fire		1												1
(32) Emergency medical service (EMS) incident	3	29	30	25	33									120
(35) Extrication, rescue	1													1
(41) Combustible/f.. spills & leaks			1		2									3
(42) Chemical release, reaction, or toxic condition				1										1
(44) Electrical wiring/equipm. problem					1									1
(51) Person in distress		1		1										2
(52) Water problem			1											1
(55) Public service assistance					1									1
(57) Cover assignment, standby at fire station, move-up		1												1
(61) Dispatched and canceled en route			3	1	3									7
(67) HazMat release investigation w/no HazMat	1													1
(71) Malicious, mischievous false alarm					1									1
(73) System or detector malfunction	5		1		2									8

Week Ending	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	1/4/26	1/11/26	1/18/26	1/25/26	Total
(74) Unintentional system/detect... operation (no fire)		5	1	3	9									18
Total	10	37	37	31	52									167



Previous Month ▾

Nov 1, 2025 - Nov 30, 2025 ▾

**00:54**

MM:SS  
Average Turnout Time

**67%**

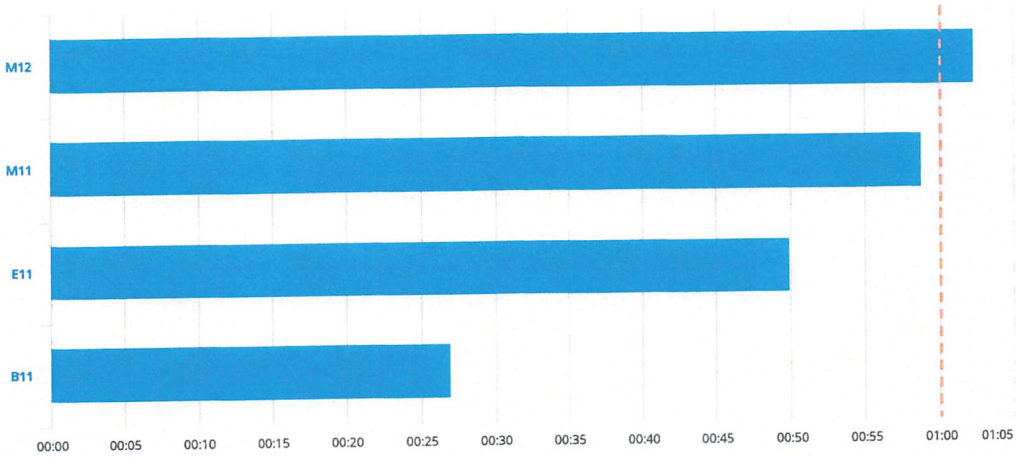
Of Responses  
Turnout Time < 01:00

**163**

Incidents  
In Selected Time Slice

**30**

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	4	1		1				6
E11	45	56	19	17	6			143
E12								
M11	28	49	21	13	10	2		123
M12	3	3	3	1	2			12
Total	80	109	43	32	18	2		284
Exceptions								30



# WARRENVILLE FIRE PROTECTION DISTRICT

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

## BOARD OF TRUSTEES:

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Trustee - Secretary

Michael Karl  
Trustee

Natalie Clemens  
Trustee

Andrew Dina  
Fire Chief

## Logistics Report to the Trustees - November 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
  - Plumbing – two urinals require service, 1 floor drain requires service, 1 water heater needs replacement.
- 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 – currently completing punch list. Floor drain grate replacement pending.
- Completed Projects:
  - Misc. Electrical work: basement exit light replacement with exit light / emergency light; basement outlet repair



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Trustee – Secretary

**Michael Karl**  
Trustee

**Natalie Clemens**  
Trustee

**Andrew Dina**  
Fire Chief

## WARRENVILLE FIRE PROTECTION DISTRICT

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

# TRAINING DIVISION REPORT

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

**SUBMITTED BY: BILL ZABLER, Training Officer**

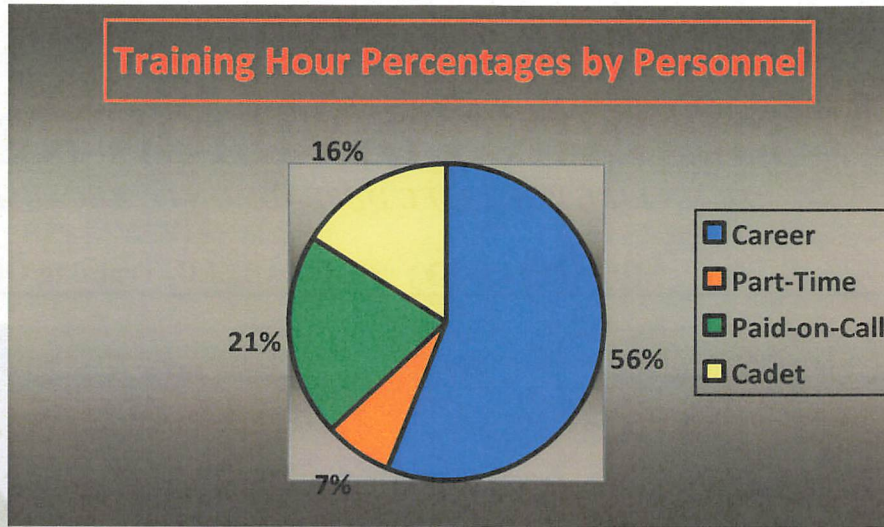
### November 2025

November training topics were SCBA Donning/Doffing & Emergency procedures, Forcible Entry, Officer Development- “In-basket exercise”, and the table-top exercise of the Coconut Grove Fire. Additionally, MABAS 16 fire company training was Roof Ventilation and Search & Rescue hosted by Lisle-Woodridge FPD. Two of the three shifts attended (Cancelled on Red Shift due to weather). The District also hosted S-130 & S-190 Wildland Firefighter course with the DuPage Forest Preserve. The 7 Fire Academy students are in Haz-mat Ops and graduation is December 18th. The Cadets are working on advanced SCBA, District Familiarization and communication equipment. The EMS CE topic was SMO Updates provided by Edward Hospital and Region 8.

### Notable Events:

- 28 Personnel completed S-130 Wildland Firefighter Class.
- 28 Personnel completed S-190 (Wildland Fire Behavior) Class.
- FF Clark certified Fire Service Instructor I.
- FF Volpe certified Company Fire Officer.
- Capt. Zabler attended Veteran in Fire Service Weekend @ IFSI.
- Luis Gonzalez is working on FSVO Certification.

# District Training Data:



## Training Hours:

<u>Types of Hours</u>	<u>Quantity</u>	<u>Percentage</u>
Company/Facility	340	44%
SCBA	82	10%
Driver/Operator	86	11%
Hazardous Materials	30	4%
Officer/Instructor/Prevention	98	13%
Special Operations	0	0%
Probationary/Cadet	8	1%
EMS (Con-Ed/General)	129	17%
<b>Total</b>	<b>773</b>	<b>100%</b>

## Monthly Training Leaders:

<b>Career</b>	<i>Miles Volpe</i>	<b>51 hours</b>
<b>Paid-on-Call</b>	<i>Nadia Slates</i>	<b>30 hours</b>
<b>Part-Time</b>	<i>Drew Miller</i>	<b>25 hours</b>

## 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	773		<b>9899</b>



# Warrenville Fire Protection District

3S472 Batavia Road, Warrenville, IL 60555

Phone: 630-393-1381 | Email: [admin@warrenvillefire.com](mailto:admin@warrenvillefire.com) | Website: [www.warrenvillefire.com](http://www.warrenvillefire.com)

November 2025

For the month of November, the District ran a total of 121 EMS-related calls.

Of the 121 calls, 24 were 2nd ambulance requests.

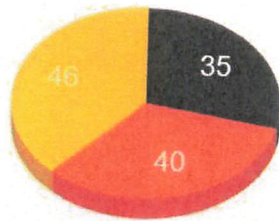
3 mutual aid requests given and 10 mutual aid requests received.

The District transported a total of 93 patients with 21 refusals obtained.

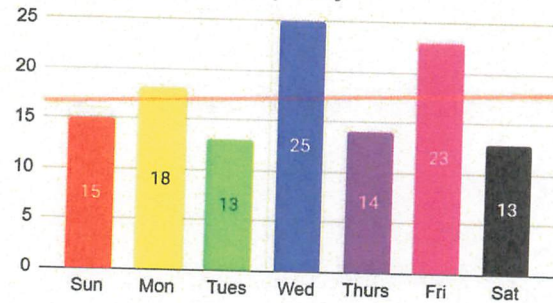
November's Continuing Education Topic was Region 8 SMO Updates

## Field Data

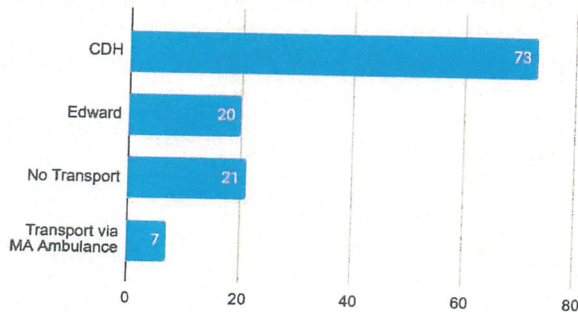
### EMS Call Volume by Shift



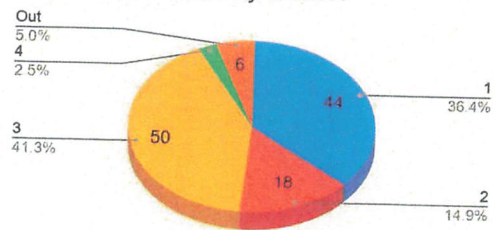
### EMS Call Volume by Day



### EMS Call Volume by Outcome & Destination



### EMS Call Volume by District



### Incident Totals by Month

Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
107	105	120	105	98	153	138	128	137	151	121	

Board of Trustees | Kathleen Perkins President; Alasdair Thompson Trustees Treasurer; Jeffrey Carstens Trustee; Michael Karl Trustee; Natalie Clemens Trustee; Andrew Dina Fire Chief



# Warrenville Fire Protection District

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## October Apparatus Report

### *Equipment Maintenance Cost*

Current Month Total	\$ 12,831.72
Fiscal Year-to-Date	\$ 45,033.75
Current Fiscal Year Budget	\$ 70,000.00



Replace engine sensor and jake brake solenoids

\$ 11,894.30

Board of Trustees | Kathleen Perkins President; Alasdair Thompson Trustees Treasurer;  
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Fire Chief



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Replace alternator	\$ 937.42
--------------------	-----------

## Important Updates



Dec. 4th-5th - Completed final inspection

Week of Dec. 8th - Anticipated arrival in St. John, IN for decals and equipment mounting

Board of Trustees | Kathleen Perkins President; Alasdair Thompson Trustees Treasurer; Jeffrey Carstens Trustee; Michael Karl Trustee; Natalie Clemens Trustee; Andrew Dina Fire Chief



# Warrenville Fire Protection District

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## Other Items of Interest

- ❖ 2024 E-One (T11) - Returned to Fire Service Inc. on 10/21
  - Hydraulic cylinder replacement and other punch list items
- ❖ 2012 Dodge Ambulance - Out of Service since 11/30
  - Transmission and front brake issues

Board of Trustees | Kathleen Perkins President; Alasdair Thompson Trustees Treasurer;  
Jeffrey Carstens Trustee; Michael Karl Trustee; Natalie Clemens Trustee; Andrew Dina  
Fire Chief



# WARRENVILLE FIRE PROTECTION DISTRICT

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Natalie Clemens  
Trustee

Andrew Dina  
Fire Chief

## FIRE PREVENTION BUREAU

### November 2025 monthly report

#### Fire Prevention News and Updates

##### Meetings

- Vision and Emerging Adults, Outreach Christmas Breakfast- Chief Dina & AC O'Hare
  - The Emerging Adults program serves young people who often face barriers such as housing instability, employment challenges, mental health needs, and limited access to support systems.
  - Our presence at this event demonstrates the Fire District's investment in building trust with these groups and supporting initiatives that contribute to long-term community resilience.
- BPAC meeting, AC O'Hare
  - Presented on the topic of E-bike and E-scooter safety, emphasizing lithium ion battery concerns and best practices.

##### FPB Projects/GIS

- After 38 years of dedicated service to the Warrenville Fire Protection District, Fire Marshal Carl Voda has announced his retirement, effective January 2026. Please join us in congratulating Fire Marshal Voda on his exceptional career and wishing him all the best in his well-deserved retirement. The Fire District is currently developing a transition plan to fill the Fire Marshal position.
- Working on collaboration efforts with the City, County, GIS Specialist Bevier, and St. Irene's to ensure all buildings are properly addressed. Meeting with the City is scheduled for 12/16.
- Flow test(s) at the Illinois Youth Center.
- Preparing to switch properties and inspections record management system to Image Trend after the 1st of the year.

## FPB Projects/GIS, continued

- Working on updating both our permit fee and building code ordinances for 2026.
- No update from ISO site visit. Area Fire Departments have reported 10 month lag time, our inspection was in May. We are estimating a response in February of 2026.

## Properties & Construction Projects

### New Construction & Properties

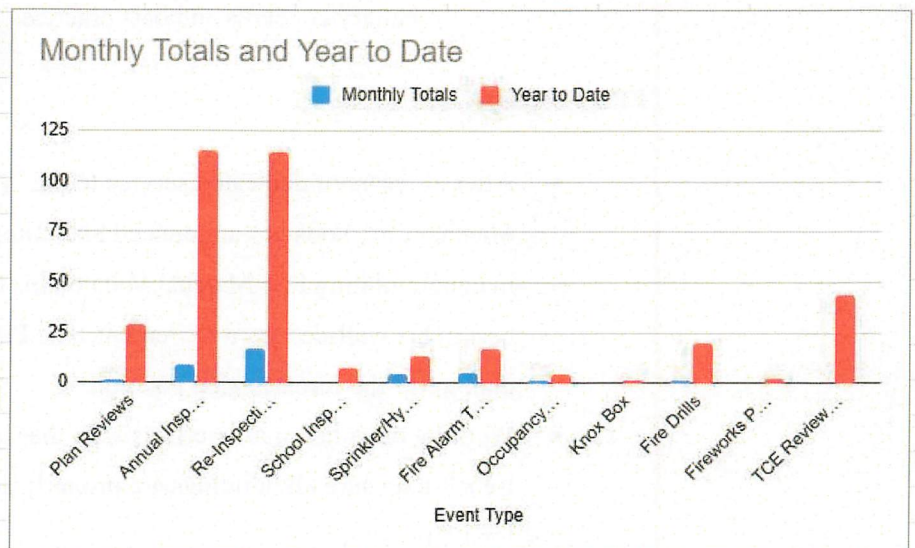
- Installation of the suppression system at the Illinois Youth Center is ongoing, with the facility scheduled to re-open in spring 2026.
- Construction of the Northwestern Medicine Cancer Center addition continues to progress and remains on track for completion in spring 2026.

### Refer to Bureau updates

- 9 refer to Bureau submissions in November.
  - Multiple incidents and concerns at Country Ridge apartments
  - The District continues to maintain a good working relationship with the city's building department to resolve new and ongoing issues.

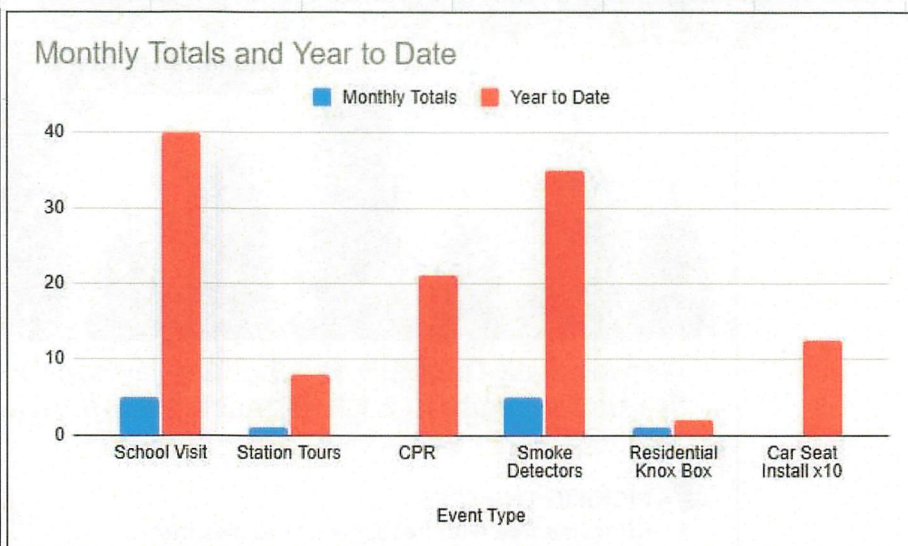
## Reviews & Inspections

Event Type	Monthly Totals	Year to Date
Plan Reviews	1	29
Annual Inspections	9	115
Re-Inspections	17	114
School Inspections	0	7
Sprinkler/Hydro Test	4	13
Fire Alarm Test	5	17
Occupancy Permit	1	4
Knox Box	0	1
Fire Drills	1	20
Fireworks Permit	0	2
TCE Reviews x10	0	43.9



## Public Education & Special Events

Event Type	Monthly Totals	Year to Date
School Visit	5	40
Station Tours	1	8
CPR	0	21
Smoke Detectors	5	35
Residential Knox Box	1	2
Car Seat Install x10	0	12.5



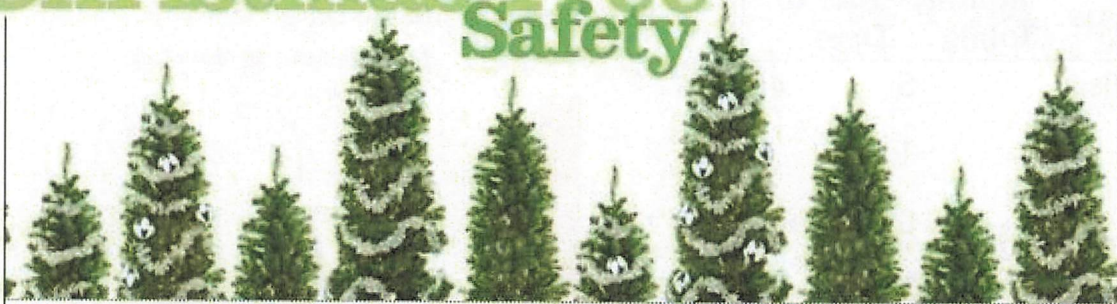
- Participated in the Healthy Heroes kids fair.
- Continued partnership with the Outreach Community Hot Shots group.
- Attended the Veterans Day ceremony and breakfast.
- Participated in the monthly Library safety presentation regarding the topic of home fire exit plans.

## Community Safety Tip

### Winter Holiday Fire Facts

- U.S. fire departments responded to an estimated average of 835 home structure fires per year that began with decorations, excluding Christmas trees. These fires caused an annual average of 3 civilian fire deaths, 29 civilian fire injuries and \$18 million in direct property damage.
- Electrical distribution or lighting equipment was involved in two in five (40%) home Christmas tree fires.
- Nearly one in four (24%) Christmas tree fires were started by lamps or bulbs. Eleven percent were started by candles.
- Almost half (48%) home Christmas tree fires started in the living room.
- Candle fires peak in December and January with 12 percent of candle fires occurring in December and 10 percent of candle fires occurring in January.
- Thanksgiving is the peak day for home cooking fires, followed by Christmas Day and Christmas Eve.
- Year round, one-third (33%) of home decoration fires were started by candles. This jumped to half in December when candles started 49% of such fires. Cooking started nearly one-fifth (18%) of decoration fires.

# Christmas Tree Safety



As you deck the halls this holiday season, be fire smart. A small fire that spreads to a Christmas tree can grow large very quickly.



## PICKING THE TREE

- Choose a tree with fresh, green needles that do not fall off when touched.



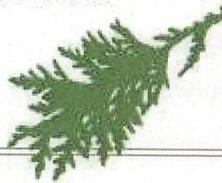
## PLACING THE TREE

- Before placing the tree in the stand, cut 2" from the base of the trunk.
- Make sure the tree is at least three feet away from any heat source, like fireplaces, radiators, candles, heat vents or lights.
- Make sure the tree is not blocking an exit.
- Add water to the tree stand. Be sure to add water daily.



## LIGHTING THE TREE

- Use lights that are listed by a qualified testing laboratory. Some lights are only for indoor or outdoor use.
- Replace any string of lights with worn or broken cords or loose bulb connections. Read manufacturer's instructions for number of light strands to connect.
- Never use lit candles to decorate the tree.
- Always turn off Christmas tree lights before leaving home or going to bed.



## After Christmas

Get rid of the tree after Christmas or when it is dry. Dried-out trees are a fire danger and should not be left in the home or garage, or placed outside against the home.

Check with your local community to find a recycling program.

Bring outdoor electrical lights inside after the holidays to prevent hazards and make them last longer.

## FACTS

- ❗ **Nearly half** of home Christmas tree fires is caused by electrical problems.
- ❗ Although Christmas tree fires are not common, when they do occur, they are more likely to be serious.
- ❗ A heat source too close to the tree causes **one in every four** of the fires.



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

Your Logo

## **Strategic Plan Progress Report – Goal #6: Staffing**

### **Overview**

Goal #6 focuses on building a stable, well-trained, and future-ready workforce through improved recruitment, hiring, onboarding, and workforce planning. Throughout 2025, the District made significant progress in strengthening recruitment pathways, modernizing hiring processes, expanding cadet programming, and onboarding new personnel. Several high-impact initiatives, including the recruitment video, SAFER grant submission, and hiring of the Assistant Chief demonstrate our forward momentum toward a sustainable staffing model.

### **6.1: Assessment of Current Staffing Levels and Needs**

- Completed an assessment center and hired a new Assistant Chief (Impact 5). This represents a major organizational milestone. The addition of the Assistant Chief of Support Services strengthened administrative capacity, improved strategic oversight, and expanded our ability to manage staffing, training, and recruitment initiatives.

### **6.2: Review and Update Staffing Policies**

- Completed an MOU for full-time hiring, enabling recruitment of paramedic students or Non-BOF candidates (Impact 3). This policy change widens the applicant pool and provides more flexibility in addressing current and future staffing shortages.

### **6.3: Launch Targeted Recruitment Campaigns**

- Release of the recruitment video (Impact 5).
- Production and distribution of recruitment cards for community engagement (Impact 1).
- Development of a promotional hiring video (Impact 3).

This year marked a major modernization of recruitment messaging. These materials broaden our reach, strengthen our brand identity, and support year-round recruitment and retention efforts.

#### 6.4: Streamline the Hiring Process

- Updated and modernized the onboarding process, including paperwork, presentations, and training structure (Impact 1).

Standardizing onboarding improves consistency, reduces administrative burden, and creates a more welcoming and organized experience for new hires.

#### 6.5: Immediate Training Programs

- Conducted new employee orientation for four members (Impact 3).

Early success in onboarding and orienting new personnel ensures they assimilate quickly into District operations and understand expectations from day one.

#### 6.7: Enhanced Recruitment Strategies

- Hosted a Cadet Parent Meeting to welcome four new cadets and establish expectations (Impact 3).
- Submitted FEMA SAFER Grant application for the Ladder Up Recruitment & Retention Program (Impact 3).
- Held meetings with the College of DuPage to develop a cadet internship program (Impact 3).

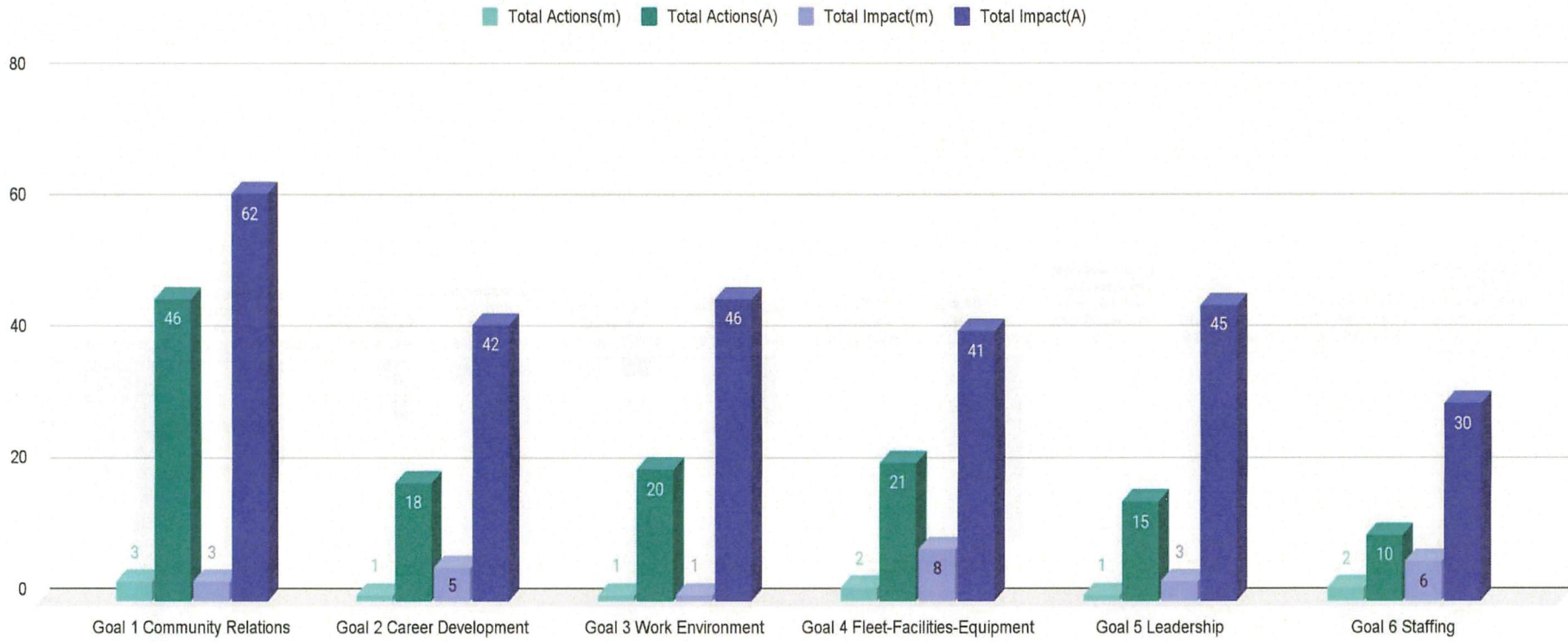
These efforts strengthen our recruitment pipeline and lay the foundation for long-term staffing stability. If awarded, the SAFER grant would provide major support to recruitment and retention initiatives.

#### Summary of Progress

Goal #6 shows meaningful progress and strategic momentum in strengthening the District's workforce. High-impact efforts such as hiring the Assistant Chief, launching the recruitment videos, and submitting the SAFER grant lay the groundwork for a sustainable staffing model. With continued focus on recruitment, retention, and workforce development, the District is well-positioned to meet the community's evolving service needs.

Total Actions	Impact 1	Impact 3	Impact 5
10	2	6	2

## Goal Progress Monthly vs Annual



# Goal 6 Staffing

