

PALOS FIRE PROTECTION DISTRICT

MAY 21, 2015 SPECIAL TRUSTEE MEETING

CALL TO ORDER: A Special meeting of the Palos Fire Protection District Board of Trustees was called to order at 7:01 PM. May 21, 2015 by President Kevin McCurrie. The meeting was conducted at 8815 W. 123rd Street, Palos Park, Illinois, 60464.

ROLL CALL: On call of the roll Trustees Thielmann, Kevin McCurrie, and Rich Nogal responded as present. Trustees Adams and Miller were not present.

PLEDGE OF ALLEGIANCE

OTHERS PRESENT: Chief Patrick Gericke, Attorney Thomas Courtney, and representatives of the Illinois Fire Chief's Association (IFCA) Tim Sashko, Executive Director and Dave Slivinski. Also present were members of the fire department.

The purpose of the meeting was to discuss the process of hiring a new Fire Chief through the IFCA. Kevin McCurrie started the discussion by stating that he felt the same qualifications used in 2013 would be appropriate for the 2015 process. Those qualifications were distributed to the board in advance of the meeting.

Tin Sashko stated that the IFCA could work within any guidelines the board determined. He also reviewed for the board the current market for fire chiefs. An update of the qualifications will be appropriate such as updating the titles. Fire Officer III (FO III) is currently going through a bridge program and it would be appropriate to include Chief Fire Officer, the new title. This certification is appropriate for a minimum qualification.

There was a discussion regarding the different degrees in varying fields. Minimum requirement that a degree be from an accredited college or university.

Tom Courtney asked about including language regarding employment contract in the ad?

Rich Nogal asked about including a salary range and was it necessary?

Tim Sashko replied that contract language is not typically included in any ad and could be discussed with an offer of employment. Regarding salary he stated typically they find that a range is not necessary, leaving out the maximum figure.

Todd Thielmann asked if there were any internal employees with the FO III or CFO. The Chief responded that there was one for sure and possibly one other.

Kevin McCuire suggested that the IFCA conduct the interviews with the board observing. All agreed that was a good idea.

Incident Safety Officer is a certification that should be included.

The board agreed that they would like to see the resumes and the recommendations of the IFCA. They also discuss the pros and cons of a national search, out of state applicants and difficulty with reciprocity between states regarding certifications that will require more scrutiny.

The board and IFCA reviewed the ad that will be posted and the position requirements. Salary was established at \$115,000 and to eliminate the top of the scale. Residency within 25 miles within 1 year of hire which was felt to be a generous position of the board. Application closing date of 07/03/15.

There was a discussion regarding the pros and cons of paper and electronic submissions. Electronic submissions being very popular but loses the polish of a paper submission. The board elected to do both paper and electronic submissions.

Tin Sashko closed the discussion with information regarding the IFCA Interim Chief program and the availability of that service if necessary.

ADJOURNMENT: The meeting adjourned at 7:55 PM on a motion by Trustee Thielmann, Seconded by Trustee Nogal. The motion carried unanimously on a roll call vote.
