

**MINUTES OF THE SPECIAL MEETING OF THE BARRINGTON COUNTRYSIDE FIRE
PROTECTION DISTRICT
APRIL 7, 2021**

The Special meeting of the Board of Trustees of the Barrington Countryside Fire Protection District (BCFPD) was held on Wednesday, April 7, 2021 at 4:00 pm at Station #1, 22222 N Pepper Rd., Lake Barrington, Illinois.

PLEDGE OF ALLEGIANCE

1) CALL TO ORDER BY PRESIDING OFFICER –Trustee Hanson called the meeting to order at 4:03 pm, upon roll call the following answered:

Present Trustees: Hanson, Long, Hill, Hower, Struck

Absent Trustees: None

2) PUBLIC COMMENT – no public comment

3) STRATEGIC PLANNING SESSION 2. Rob Oberwise provided handouts summarizing the last meeting and items to be discussed which included the District's vision and image, resources, intergovernmental partnerships, goals and the objectives to help drive the goals. Mr. Oberwise presented handouts covering operation management, strategy questions, future visions, and other topics for tonight's discussion.

4) EXECUTIVE SESSION- Trustee Hill moved to recess to closed session at 4:15 pm for the purpose of discussion of personnel. Second by Trustee Long. Upon roll call the following answered:

Ayes: Trustees: Hanson, Hower, Long, Hill, Struck

Nays : None

The regular session resumed at 5:01pm. In attendance Trustees: Hill, Long, Struck, Hanson, Hower.

The group sessions included, Trustee Hower, Trustee Struck, Trustee Long, Trustee Hill, Trustee Hanson, Deputy Chief Asta, Deputy Chief Motisi, Chief Kreher, Chaplain Al Johnson, Battalion Chief Haller, Battalion Chief Grandgeorge, Battalion Chief Jeff Truss, and PSI representatives Mike Desilvestro and Larry Robbins.

Rob Oberwise discussed resource planning, capital, new station, equipment, manpower, image communication, internal communication practices, leadership, external practices, how to communicate effectively, the IGA, hospitals and other local entities. The group discussed the vision for resources in the next 5 to 10 years, which include maintaining the tax levy rate, capital expenses, regular maintenance, competitive ambulance billing, new services, home health, Medicare and Medicaid, use of technology, fee base training, resources for training facility that can increase revenue, shared equipment with other departments, providing opportunities for staff within the PSI system, and a feeder program for future employees. The group discussed image communication, standards for contract fire department, consistent external and internal messaging, a professional staff, training capabilities, positive presence in the community. The group discussed intergovernmental partnerships, which included IGAs, local governments, PSI, consolidation of departments, dispatch consolidation, training tower, integrated health, donations, manage local politicians, paramedic classes, working with the local school, and more

comprehensive Human Resources services from PSI. Other group discussions included goals for operation management, development of all personnel to enhance succession planning, internal and external communication, training facility tower, comprehensive 10 year capital plan, potential auto aid agreements and opportunities, and the IGA. One group discussed the need to hire licensed qualified people, provide a transparent compensation package with step raises and stipends, the need to be competitive with traditional fire departments, retirement benefits, decreased turn over, alliances with hospital and mobile medical telehealth. The group agreed that a Technology team should identify the plan, prioritize technology and coordinate technology with a training officer. The teams also looked at the goals and objectives in the next two years. The group came back together to discuss operations stating the need for a transparent benefit document, effective communication up and down the chain of command, succession planning needs to be consistent with education standards for each rank, annual review should require goals and improvement feedback. Communication should include reviewing the mission statement to be relative in the next 5 or 10 years. Review the need for public information officer, resources for a training facility, mobile integrated health care. Explore relations with legislators, mutual and auto aid agreements. The group discussed reviewing existing policies and procedures, hiring practices, cross training, tier compensation policy, which would require a monthly report from PSI. IGA activity was discussed working with local municipalities, hospitals to build and foster new relationships. Establish a committee to define the District image, establish a mentor program to advocate pride, service and performance. The technology group discussed having one person be responsible for defining the rules, Rob Oberwise will convert all this information into a power point presentation. The Trustees discussed working together on an action plan and bringing it to the Board in May. Mr. Oberwise stated that the message from today's meeting is that the District is in the process of finalizing the strategic plan so the Board and the management team can create a valuable future for everyone.

6) ADJOURNMENT – Upon the motion by Trustee Hower second by Trustee Hill and approved unanimously by a voice call of all Trustees present, the meeting was adjourned at 8:02pm.

Respectfully submitted

A handwritten signature in blue ink, appearing to read 'M Hill', written in a cursive style.

Trustee Hill
Secretary