

**MINUTES OF THE SPECIAL MEETING OF THE BARRINGTON COUNTRYSIDE FIRE
PROTECTION DISTRICT
FEBRUARY 22, 2021**

The Special meeting of the Board of Trustees of the Barrington Countryside Fire Protection District (BCFPD) was held on Monday, February 22, 2021 at 3:00 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 3:03 pm, upon roll call the following answered:

Present Trustees: Hanson, Long, Hill, Hower

Absent Trustees: Struck

2) PUBLIC COMMENT – no public comment

3) DISCUSSION AND POSSIBLE APPROVAL OF A CONSTRUCTION MANAGER FOR STATION 3. – following executive session

4) EXECUTIVE SESSION- Trustee Hill moved to recess to closed session at 3:07 pm for the purpose of discussion of retention of a professional firm for the position of construction manager for Station 3. Second by Trustee Hower. Upon roll call the following answered:

Ayes: Trustees: Hanson, Hower, Long, Hill

Nays:

The meeting resumed at 3:20 pm, in attendance Trustees: Hill, Hower, Hanson, Long and Struck.

Trustee Hower moved to approve Pepper Construction as the construction manager for Station 3. Second by Trustee Long. Upon roll call the following answered:

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

Nays: None

5) STRATEGIC PLANNING SESSION DATES. The Trustees discussed strategic planning dates with Rob Oberwise. The Trustees discussed the Board and Staff role in the District, the BCFPD model that has been used for the last 7 years, and the Boards communications. The Trustees discussed the key roles of the board and staff, which included vision, direction, control over budget, oversight related to procurement and financials, provide guidance regarding conflict resolution, to liaison with other districts as relates to legislative issues, setting policy, leadership, communication, community minded, supervise the management staff, and make sure best practices are followed. The Trustees discussed the staff key roles, which they identified as training, education, reporting information to the board, work safely, implement policy, day to day operations, give guidance, follows standards, save lives and property, raise issues to board and ask for guidance and resolutions, help manage morale amongst the rank and file, execute policy dictated by the Board. Interface with other fire department to improve services and develop personnel. The Trustees talked about the responsibility and involvement of PSI. The Trustees discussed the PSI model, siting the positives, which included reduction in overhead and perceived cost savings, and the negatives of the PSI model which included, lack of control of resources, high turnover, and issues with morale. The Trustee's discussed the

typical fire pension model and how it is not sustainable, some Fire Departments are over relying on their neighbors. The Trustees discussed PSI providing broader career opportunities and improve staff selection. Staff is concerned about what happens at the end of the contract, workers compensation and benefits. Ron Oberwise suggests dictating the PSI terms to lay out what PSI can do for the District and continue to inform staff on insurance and benefits to decrease turnover. Trustee Long suggested staff members have lunch with Chief or Trustee. The Trustees discussed improving the communication within the organization which included empowering staff to initiate staff meetings, communication with PSI more frequently, report to staff quarterly, have PSI attend monthly Board meetings, a monthly coffee/lunch with rank and file. The Trustees discussed applications that measure sentiment amongst the staff, and then measuring that sentiment. Rob Oberwise recommended the Board communicate to staff that the model will not be changing and put together a whistle blower program. The Board discussed trust issues in the organization. Rob Oberwise will send articles on fire service to stimulate thinking on the direction of the fire services.

Trustee Hill moved to approve the special meeting dates of March 3rd and April 7th from 4 pm-7 pm. Trustee Struck second. Upon roll call the following answered:

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

Nays: None

6) ADJOURNMENT – Upon the motion by Trustee Hill second by Trustee Long and approved unanimously by a voice call of all Trustees present, the meeting was adjourned at 4:59pm.

Respectfully submitted



Trustee Hill
Secretary