

**GLENSIDE FIRE PROTECTION DISTRICT  
MINUTES OF THE SPECIAL MEETING  
APRIL 25, 2022 OF THE BOARD OF TRUSTEES AT 9:00 A.M.**

I. CALL TO ORDER:

President Kosiara called to order the regular meeting for Glenside Fire Protection District Board of Trustees at 9:02 A.M.

II. PLEDGE TO THE FLAG:

The pledge of allegiance to the flag of the United States of America was recited and led by Administrative Assistant Haiden.

III. ROLL CALL:

Present were Trustee Kosiara, Trustee Osborn and Trustee Olsen. Trustee Kosiara requested that the meeting minutes reflect that Chief Cassady, Administrative Assistant Haiden and Glenside Professional Firefighters Association representative, Acting Officer Joseph Taylor were also in attendance.

IV. NEW BUSINESS

A. Budget Workshop and Strategic Planning

Chief Cassady is currently working on the annual budget for the District for the upcoming fiscal year May 1, 2022 through April 30, 2023. The purpose of the budget workshop and strategic planning meeting was to review anticipated incomes and expenses affecting the upcoming 2022-2023 budget for the District and to consider five to ten years into the future. Chief Cassady prepared a power point presentation for the board covering the following areas discussed during the meeting.

- Overview of the District – Review of the mission statement; vision statement, personnel, staffing and services to the public.
- Strengths, Weaknesses, Opportunities & Threats -- Analysis of strengths and weaknesses; review of employee survey sent out by Chief Cassady. Opportunities covered investigation of additional grants and software. The threats topic reviewed the answers to employee's questionnaire concerns.
- Facilities – A review of the 18 year old station and the five year training house were discussed.
- Fleet – An evaluation of all apparatus and their rotation in the capital purchasing schedule was reviewed.
- Lunch – the meeting was recessed at 12:12 PM and reconvened at 12:43 PM
- Staffing - Administrative and operational concerns were discussed. The need for outsourcing of IT needs with the growth of the District were reinforced. Recruitment and retention challenges in the fire service today were discussed. A training review of the new IL OSHA, OSFM and ISO requirements on fire service personnel was provided by Training Officer and AO Joe Taylor to the audience. A longer more

detailed presentation has been completed to all effected members of the District. Operational concerns for continued training of personnel and accountability was reviewed. Discussion on maintenance of certifications was a key area of concern with the number of required hours were identified for personnel.

Emergency responses for the District were reviewed overall. There was discussion and a quick evaluation of the current part-time program and its future. There was conversation and a separate handout presentation, prepared by DC Kolarik, regarding the implementation of a battalion chief level.

- Services - Services provided by the District to the public were reviewed for their effectiveness. Considerations for new and additional services were discussed.
- Finances – A financial summary of the District’s current position and review of affecting changes anticipated was reviewed. Discussion regarding the Glenside Pension Fund and its current financial stability was briefly discussed. Capital reserves for the District and future TIF money was also considered. Annexations were discussed briefly.
- Goals and Proposals – Recommendations were considered for the betterment of the community, the District and its personnel. Goals and strategic initiatives for the next 1-2 years and 3-5 years was reviewed. Consideration for applying for a SAFER Grant for personnel salaries was also discussed for any new staffing efforts.

A round table and final sharing of concerns was completed by those in attendance.

#### B. Other New Business

Chief Cassady stated there was no other new business to discuss.

#### V. PUBLIC COMMENTS/QUESTIONS

There were none.

#### VI. ADJOURNMENT

The next regularly scheduled meeting of May 10, 2022 will take place at the regular time of 5:30 PM at 1608 Bloomingdale Road, Glendale Heights, Illinois.

*Trustee Olsen motioned to adjourn the meeting at 5:01 P.M. The motion was seconded by Trustee Osborn. Trustee Kosiara asked the record to reflect there was unanimous approval of the motion with all members in attendance voting.*

Respectfully Submitted By:

/s/ Richard Osborn, Secretary

APPROVED THIS 10TH DAY OF MAY, 2022

/s/ Nicholas Kosiara, President