

*****DISCLAIMER*****

THE FOLLOWING IS AN UNEDITED DRAFT TRANSLATION. THIS TRANSCRIPT MAY NOT BE VERBATIM, HAS NOT BEEN PROOFREAD AND MAY CONTAIN ERRORS. PLEASE CHECK WITH THE SPEAKER(S) FOR ANY CLARIFICATION.

THIS TRANSCRIPT MAY NOT BE COPIED OR DISSEMINATED UNLESS YOU OBTAIN WRITTEN PERMISSION FROM THE OFFICE OR SERVICE DEPARTMENT THAT IS PROVIDING CART CAPTIONING TO YOU.

THIS TRANSCRIPT MAY NOT BE USED IN A COURT OF LAW. -MB

*****DISCLAIMER*****

>>PRESIDENT SCAMAN: ALL RIGHT, WE HAVE OUR VILLAGE MANAGER?
JUST TESTING, CLERK WATERS, CAN YOU HEAR US?

>>CLERK WATERS: YES, CAN YOU HEAR ME?

>>PRESIDENT SCAMAN: WE CAN.

AND IS JAN -

>>CLERK WATERS: YES, SHE IS HERE.

>>PRESIDENT SCAMAN: OKAY, THANK YOU.

ALL RIGHT, WELL I WILL START.

WE HAVE ALUMNI I AM AFRAID.

AND WE HAVE PEOPLE.

SO, THANK YOU.

7:08 PM.

I WOULD LIKE TO CALL THIS REGULAR MEETING OF THE VILLAGE BOARD TO ORDER.
CLERK WATERS, PLEASE TAKE THE ROLE.

>>CLERK WATERS: TRUSTEE EDER, TRUSTEE ENYIA, TRUSTEE LEVING-JOHNSON,
TRUSTEE STRAW, TRUSTEE TAGLIA, TRUSTEE WESLEY, PRESIDENT SCAMAN.

>>PRESIDENT SCAMAN: HERE.

PERFECT.

AND TRUSTEE LEVING-JOHNSON IS PARTICIPATING REMOTELY TODAY FOR OUR
PROTOCOLS AND I FORGET - THE ILLNESS, THANK YOU.

AND I ENTERTAIN A MOTION TO APPROVE THE AGENDA WE WILL BE MOVING ITEM H
FROM REGULAR TO OR FROM CONSENT REGULAR.

>>SPEAKER: MOVED.

>>SPEAKER: SECOND.

>>PRESIDENT SCAMAN: THANK YOU, MOTION BY TRUSTEE EDER AND SECOND BY
TRUSTEE WESLEY.

ALL IN FAVOR?

(MULTIPLE SPEAKERS)

AYE.

>>PRESIDENT SCAMAN: AND MOVING TO NON-AGENDA PUBLIC COMMENT. I HAVE ONE AND THEN CLERK WATERS IF YOU HAVE ANY THAT I HAVE EMAILED IN, PLEASE LET ME KNOW.

MACY?

YOU ARE WELCOME TO JOIN US AND THANK YOU FOR BEING HERE.

>>SPEAKER: HELLO.

>>SPEAKER: AM I SUPPOSED TO START THE TIMER?

>>PRESIDENT SCAMAN: PLEASE STAY WITHIN THREE MINUTES, PLEASE BEAR.

>>SPEAKER: THANK YOU, MY NAME IS MACY M, RESIDENT OF OAK PARK OVER ON GUNDERSON BY THE MACE LIBRARY.

AND I AM HERE ON BEHALF OF OAK ARCTIC CLIMATE ACTION NETWORK TODAY.

I WOULD LIKE TO GIVE A PUBLIC COMMENT ON THE ITEM ON YOUR AGENDA REGARDING THE GAS BLOWER BAND.

SO, ON BEHALF OF OF O PCAN, WE WOULD LIKE TO SAY THAT WE ABOARD THE INTRUSION OF ICE IN OUR COMMUNITIES AND DISREGARD FOR CONSTITUTIONAL RIGHTS OF HUMAN.

SECONDLY, THE VILLAGE OAK PARK LEAF BLOWER ORDINANCE IS A SEPARATE ISSUE FROM THE ICE INTRUSION IN WEST COOK COUNTY.

WE HAVE ALWAYS SUPPORTED THE GAS POWERED LEAF BLOWER BAND WITH A COMPREHENSIVE APPREHENSION AND OUTREACH EFFORT AND LANDSCAPING OWNERS AND THEIR STAFF.

THE VILLAGE REQUIRES - THIS REQUIRES THE VILLAGE STAFF WHO TALK DURING HEAVY CLEANUP TIME WHICH IS RIGHT NOW.

BACKING AWAY FROM ENFORCEMENT IN A PUBLIC WAY SETS A PRECEDENT THAT WE DO NOT SUPPORT.

THERE HAS BEEN A VERY LONG LEAD TIME TO FULL IMPLEMENTATION OF THIS ORDINANCE AND WE DO NOT ADVOCATE FOR A LONGER TIMELINE.

I AM HERE TONIGHT SAY TO UPHOLD THE AND THAT WE HAVE IN PLACE AND I ENCOURAGE RESIDENTS TO BE WORKING WITH COMPANIES ON THEIR BEHALF, NOT FOCUSING ON INDIVIDUALS THAT WORK FOR THEM.

THANK YOU FOR HAVING ME TODAY.

I THINK I HIT UNDER THREE MINUTES.

HAVE A GOOD DAY.

>>PRESIDENT SCAMAN: FANTASTIC JOB, THANK YOU FOR JOINING US. ANYBODY ELSE WISHING TO GIVE, THIS EVENING?

VERY GOOD, WE HAVE THREE PROCLAMATIONS THIS EVENING, FIRST DECLARING AGEISM AWARENESS DAY, DATED OCTOBER 14, 2025.

>>SPEAKER: MOTION.

>>SPEAKER: SECOND.

>>PRESIDENT SCAMAN: AND I HAVE ASKED JENNA LEVING-JOHNSON IF YOU WOULD PLEASE READ THIS ALLOWED FOR US.

>>TRUSTEE LEVING-JACOBSEN: AGEISM AWARENESS DAY, 2025.
WHEREAS, AGEISM REFERS TO THE STEREOTYPES (HOW WE THINK), PREJUDICE (HOW WE FEEL), AND DISCRIMINATION (HOW WE ACT) TOWARD OTHERS BASED ON AGE; AND WHEREAS, AGEISM AFFECTS YOUNGER AND OLDER PEOPLE; AND WHEREAS, AGEISM TOWARD OLDER PEOPLE AFFECTS THEIR HEALTH, THEIR LONGEVITY AND THEIR FINANCIAL WELL-BEING, AS WELL AS THE ECONOMY OF THE VILLAGE OF OAK PARK; AND WHEREAS, RECOGNIZING THAT IT IS UP TO ALL OF US TO ENSURE THAT PEOPLE OF ALL AGES AND BACKGROUNDS AND ABILITIES ARE RESPECTED AND PORTRAYED AS CAPABLE, COMPETENT, EFFECTIVE, AND VALUED IN ALL AREAS OF SOCIETY; AND WHEREAS, RAISING ANTI-AGEISM AWARENESS AND PREVENTING AGEISM IS BENEFICIAL TO ALL CITIZENS AND RESIDENTS OF THE VILLAGE OF OAK PARK BY IMPROVING LIVABILITY AND THE QUALITY OF LIFE WITHIN OAK PARK, NOW, THEREFORE, I, NANA LEVING-JOHNSON ON THE BACK HALF OF VICKI SCAMAN, PRESIDENT OF THE VILLAGE OF OAK PARK AND THE BOARD OF TRUSTEES, DO HEREBY PROCLAIM THE VILLAGE OF OAK PARK SHALL RECOGNIZE AGEISM AWARENESS DAY ON THURSDAY, OCTOBER 9, 2025. DATED 14TH OF OCTOBER 2025.

>>PRESIDENT SCAMAN: THANK YOU.
AND I BELIEVE WE HAVE MARK L, THE CHAIR OF THE AGING IN COMMUNITIES COMMISSION, WOULD YOU LIKE TO JOIN US?
IT IS THE ONLY WAY THAT PEOPLE CAN HEAR US AT HOME.
THANK YOU FOR JOINING US.

>>SPEAKER: HELLO, GREETINGS.
TO THE BOARD AND VILLAGE MANAGER JACKSON.
THANK YOU FOR YOUR SUPPORT AND THE COMMISSION LOOKS FORWARD TO WORKING WITH THE VILLAGE BOARD AND WITH THE VILLAGE STAFF OVER THIS NEXT YEAR TO CONTINUE TO RAISE CONSCIOUSNESS AND POLICY REGARDING AGEISM, PROBABLY THE LAST ACCEPTABLE PREJUDICE, BUT IT IS GETTING LESS AND LESS ACCEPTABLE.
SO, THANK YOU FOR THAT.
AND THAT IS WHY I AM HERE.

>>PRESIDENT SCAMAN: ALL RIGHT, WE VERY MUCH APPRECIATE YOUR LEADERSHIP IN BRINGING THIS IMPORTANT AWARENESS TO OUR ATTENTION, PARTICULARLY IN COLLABORATION WITH MANY OF OUR OTHER COMMISSIONS IN THE WORK THAT WE DO HERE AT THE BOARD.
AND WITH THAT, ALL IN FAVOR?

(MULTIPLE SPEAKERS)
AYE.

>>PRESIDENT SCAMAN: THANK YOU.
MOTION TO APPROVE PROCLAMATION DECLAIM MONDAY, OCTOBER 13 2025 AS INDIGENOUS PEOPLES DAY IN OAK PARK.
MOTION, PLEASE?

>>SPEAKER: MOVED.

>>SPEAKER: SECOND.

>>PRESIDENT SCAMAN: MOTION BY TRUSTEE EDER AND SECOND BY TRUSTEE WESLEY.

AND IF TRUSTEE ENYIA, WOULD YOU PLEASE READ THIS ALLOWED FOR US?

>>TRUSTEE ENYIA: INDIGENOUS PEOPLE DAY, OCTOBER 13, 2025.

WHEREAS, THE VILLAGE OF OAK PARK RECOGNIZES THE INDIGENOUS PEOPLE OF THE LANDS WHICH WOULD LATER BECOME KNOWN AS THE AMERICAS HAVE OCCUPIED THESE LANDS SINCE ANCIENT TIMES; AND WHEREAS, THE VILLAGE OF OAK PARK, IN ALIGNMENT WITH ITS DIVERSITY, EQUITY, AND INCLUSION (DEI) STATEMENT, REVERENTLY RECOGNIZES THAT THE LAND ON WHICH WE LIVE, LEARN, PLAY, AND WORK WAS FIRST THE ORIGINAL HOMELAND OF NUMEROUS NATIVE NATIONS. THESE SOVEREIGN INDIGENOUS TRIBES WERE UNJUSTLY DISPLACED FROM THEIR ANCESTRAL LANDS THROUGH COLONIAL FORCE AND SYSTEMIC REMOVAL. WE ACKNOWLEDGE THIS PAINFUL HISTORY AS A NECESSARY FOUNDATION FOR OUR ONGOING WORK TO BUILD A MORE DIVERSE, EQUITABLE, AND INCLUSIVE COMMUNITY, ONE THAT BEGINS WITH TRUTH, RECOGNITION, AND ACCOUNTABILITY FOR THE HARM, HARDSHIPS, AND INJUSTICES EXPERIENCED BY INDIGENOUS PEOPLES. NEVERTHELESS, NATIVE COMMUNITIES REMAIN RESILIENT, STEADFAST, AND DEEPLY ROOTED IN THEIR CULTURAL TRADITIONS, RICH HISTORIES, AND UNWAVERING ADVOCACY TO PROTECT AND PRESERVE THEIR SACRED LANDS. WE HONOR THIS LEGACY BY STRENGTHENING OUR COMMITMENT TO SUSTAINABILITY, ENVIRONMENTAL STEWARDSHIP, AND THE PROTECTION OF THIS BIODIVERSE LAND FOR CURRENT AND FUTURE GENERATIONS; AND WHEREAS, THE VILLAGE OF OAK PARK RECOGNIZES THE VALUE OF MANY CONTRIBUTIONS MADE TO OUR COMMUNITY AND THE UNITED STATES OF AMERICA THROUGH INDIGENOUS PEOPLES' KNOWLEDGE, LABOR, SPIRITUALITY, TECHNOLOGY, SCIENCE, PHILOSOPHY, ARTS, AND THE DEEP CULTURAL CONTRIBUTION THAT SUBSTANTIALLY SHAPED THE CHARACTER OF OUR COUNTRY; AND WHEREAS, THE VILLAGE OF OAK PARK HAS A RESPONSIBILITY TO PROMOTE AND HONOR OUR NATION'S INDIGENOUS HISTORY AND CONTRIBUTIONS OF THE INDIGENOUS PEOPLE TO OUR VILLAGE, OUR STATE AND OUR COUNTRY; AND WHEREAS, INDIGENOUS PEOPLES' DAY WAS FIRST PROPOSED IN 1977 BY A DELEGATION OF NATIVE NATIONS TO THE UNITED NATIONS-SPONSORED INTERNATIONAL CONFERENCE ON DISCRIMINATION AGAINST INDIGENOUS POPULATIONS IN THE AMERICAS; AND WHEREAS, THE UNITED STATES ENDORSED THE UNITED NATIONS DECLARATION ON THE RIGHTS OF INDIGENOUS PEOPLES (THE DECLARATION") ON DECEMBER 16, 2010 AND THE DECLARATION RECOGNIZES "INDIGENOUS PEOPLES HAVE SUFFERED FROM HISTORIC INJUSTICES AS A RESULT OF, INTER ALIA, THEIR COLONIZATION, AND DISPOSSESSION OF THEIR LANDS, TERRITORIES, AND RESOURCES"; AND WHEREAS, ARTICLE 15 OF THE DECLARATION RECOGNIZES THE RIGHT OF INDIGENOUS PEOPLES "TO THE DIGNITY AND DIVERSITY OF THEIR CULTURES, TRADITIONS, HISTORIES, AND ASPIRATIONS WHICH SHALL BE APPROPRIATELY REFLECTED IN EDUCATION AND PUBLIC INFORMATION" AND PLACES AN OBLIGATION ON STATES TO "TAKE EFFECTIVE

MEASURES, IN CONSULTATION AND COOPERATION WITH THE INDIGENOUS PEOPLES CONCERNED, TO COMBAT PREJUDICE AND ELIMINATE DISCRIMINATION AND TO PROMOTE TOLERANCE, UNDERSTANDING, AND GOOD RELATIONS AMONG INDIGENOUS PEOPLES AND ALL OTHER SEGMENTS OF SOCIETY"; AND WHEREAS, THE STATE OF ILLINOIS HAS TAKEN MEASURES TO PROTECT THE RIGHTS AND HERITAGE OF NATIVE AND INDIGENOUS PEOPLES, INCLUDING THE ENACTMENT OF THE HUMAN REMAINS PROTECTION ACT (HB 3413), WHICH ESTABLISHES PROCEDURES FOR DISCOVERING AND RETURNING HUMAN REMAINS TO NATIVE NATIONS; AND SB 1446, WHICH PROHIBITS SCHOOLS FROM BANNING STUDENTS FROM WEARING CULTURAL OR NATIVE REGALIA AT GRADUATION; AND HB 1633, WHICH REQUIRES ILLINOIS PUBLIC SCHOOLS TO INCLUDE NATIVE AMERICAN HISTORY, COVERING SOVEREIGNTY, FORCED RELOCATION, CULTURAL CONTRIBUTIONS, AND THE IMPACT OF DISCRIMINATION, IN THEIR CURRICULUM BEGINNING WITH THE 2024-25 SCHOOL YEAR; AND NOW, THEREFORE BE IT RESOLVED, I, CHIBIKUE ENYIA ON BEHALF OF VICKI SCAMAN, PRESIDENT OF THE VILLAGE OF OAK PARK AND THE BOARD OF TRUSTEES, DO HEREBY PROCLAIM THE VILLAGE OF OAK PARK SHALL RECOGNIZE INDIGENOUS PEOPLES' DAY ON MONDAY, OCTOBER 13, 2025, AND EACH YEAR THEREAFTER ON THE SECOND MONDAY IN OCTOBER, AND ENCOURAGE THE COMMUNITY TO REFLECT UPON THE ONGOING STRUGGLES OF INDIGENOUS PEOPLE ON THIS LAND, AND TO CELEBRATE THE THRIVING CULTURE AND VALUE OF THE INDIGENOUS PEOPLE. DATED THIS 14TH DAY OF OCTOBER, 2025.

>>PRESIDENT SCAMAN: THANK YOU.
ALL IN FAVOR?

(MULTIPLE SPEAKERS)
AYE.

I APPRECIATE THAT VERY MUCH.

AND NOW WE ALSO HAVE A MOTION TO APPROVE PROCLAMATION DECLARING OCTOBER 2025 AS DOMESTIC VIOLENCE AWARENESS MONTH IN OAK PARK.
MOTION, PLEASE?

>>SPEAKER: MOVED.

>>SPEAKER: SECOND.

>>PRESIDENT SCAMAN: THANK YOU.

DOMESTIC VIOLENCE AWARENESS MONTH OCTOBER, 2025.

WHEREAS, DOMESTIC VIOLENCE REMAINS A PERVASIVE SOCIAL ISSUE THAT INFLECTS HARM NOT ONLY ON VICTIMS, BUT ALSO DEEPLY IMPACTS FAMILIES, CHILD WITNESSES, FRIENDS, AND THE BROADER COMMUNITY; AND WHEREAS, DOMESTIC VIOLENCE KNOWS NO BOUNDARIES, OCCURS IN EVERY NEIGHBORHOOD AND COMMUNITY, AFFECTING PEOPLE OF ALL AGES, ETHNICITIES, GENDER IDENTITIES, ECONOMIC SITUATIONS, AND FAITH BACKGROUNDS; AND WHEREAS, APPROXIMATELY 1 IN 4 WOMEN AND 1 IN 7 MEN NATIONWIDE EXPERIENCE SOME FORM OF INTIMATE PARTNER ABUSE IN THEIR LIFETIME, AND ALMOST 10 MILLION CHILDREN ARE WITNESSES TO DOMESTIC VIOLENCE ANNUALLY. IN ILLINOIS, CALLS TO THE ILLINOIS

DOMESTIC VIOLENCE HOTLINE REMAIN ALARMINGLY HIGH, WITH NEARLY 19,000 PEOPLE SEEKING SHELTER IN 2024, REMINDING US HOW CRITICAL IT IS TO CONTINUE SUPPORTING SURVIVORS AND PREVENTING VIOLENCE IN OUR COMMUNITIES; AND WHEREAS, THE ECONOMIC TOLL OF DOMESTIC AND FAMILY ABUSE IN THE UNITED STATES IS STAGGERING, ESTIMATED BY THE CDC AT OVER \$3.6 TRILLION IN LIFETIME COSTS FOR VICTIMS AND COMMUNITIES, FROM HEALTHCARE AND LOST WAGES TO HOUSING AND LEGAL SERVICES. THESE IMPACTS ARE EXPECTED TO GROW AS OUR POPULATION AGES AND MORE SURVIVORS SEEK LONG-TERM CARE AND SUPPORT; AND WHEREAS, SARAH'S INN, A KEY DOMESTIC VIOLENCE SERVICE PROVIDER IN OAK PARK, IL AND THE SURROUNDING REGION, CURRENTLY REACHES OVER 23,000 INDIVIDUALS ANNUALLY THROUGH ITS WORK TO SUPPORT SURVIVORS AND INTERRUPT THE CYCLE OF VIOLENCE, OFFERING CRISIS INTERVENTION AND ADVOCACY FOR VICTIMS AND THEIR FAMILIES, PREVENTION EDUCATION ON HEALTHY RELATIONSHIPS FOR YOUTH, AND TRAINING PROGRAMS THAT BUILD A SKILLED NETWORK OF COMMUNITY ADVOCATES TO STRENGTHEN OUR LOCAL RESPONSE TO DOMESTIC VIOLENCE; AND NOW, THEREFORE, BE IT RESOLVED THAT I, VICKI SCAMAN, PRESIDENT OF THE VILLAGE OF OAK PARK AND THE BOARD OF TRUSTEES, DO HEREBY PROCLAIM THE MONTH OF OCTOBER 2025 AS "DOMESTIC VIOLENCE AWARENESS MONTH" IN THE VILLAGE OF OAK PARK AND CALL ON ALL COMMUNITY MEMBERS TO ACT THIS MONTH BY PARTNERING WITH SARAH'S INN AND SUPPORT LOCAL EFFORTS TO ASSIST VICTIMS OF THESE CRIMES IN FINDING THE HELP AND THE HEALING THEY NEED. THANK YOU.

CAROL, EXECUTIVE DIRECTOR OF SARAH'S INN.

PLEASE COME ON UP.

THANK YOU SO MUCH FOR JOINING US TODAY, I KNOW YOU HAVE AN EVENT COMING UP.

>>SPEAKER: THANK YOU SO MUCH.

IT IS SO WONDERFUL TO HAVE YOUR PARTNERSHIP AND SUPPORT NOT ONLY DURING OCTOBER, DOMESTIC VIOLENCE MONTH, BUT ALSO THROUGHOUT THE ENTIRE YEAR.

WE JUST APPRECIATE EVERYTHING THAT THE VILLAGE DOES IN PARTNERSHIP WITH US TO BE SURE THAT WE ARE NOT ONLY EDUCATING THE COMMUNITY AND OUTREACH INTO THE COMMUNITY, BUT MAKING SURE THAT PEOPLE FEEL SAFE AND SECURE.

SO, WE ARE CELEBRATING OUR 45TH ANNIVERSARY THIS YEAR, WE HAVE A BIG FUNDRAISER ON SATURDAY, SO THANK YOU SO MUCH FOR YOUR PARTNERSHIP AND SUPPORT.

>>PRESIDENT SCAMAN: WONDERFUL, WONDERFUL.

I DON'T KNOW IF JOE IS AVAILABLE FOR A PHOTO.

I WILL BE BRINGING THE PROCLAMATION WITH ME ON SATURDAY.

AND YOU HAVE SOMEBODY WITH YOU?

ALL RIGHT, MANAGERS REPORT.

>>MANAGER JACKSON: ADDING AN UPDATE, OCTOBER, NOVEMBER AND DECEMBER, THE KEY UPDATES REALLY AROUND THE CHANGES TO THE BUDGET

SCHEDULE YOU WILL SEE THAT THERE IS A UPDATED SCHEDULE REFLECTING THE BUDGET ADOPTION DATE OF SEPTEMBER 2 WHICH IS TYPICALLY WHAT WE HAVE DONE IS ADOPT THE BUDGET ON THE LAST MEETING OF THE YEAR.

SO THE CHANGES REALLY FROM NOVEMBER 18 TWO NOVEMBER 2 AND REFLECT SOME OF THE WORK WE HAVE BEEN DOING WITH FINANCE COMMITTEE AND THE NEED TO DO SOME ADDITIONAL WORK ON THE CIP PROGRAM AND MAKING SOME ADJUSTMENTS THERE.

SO, WE MADE THE ADJUSTMENTS TO THE SCHEDULE TO BE RESPONSIVE TO THE INTEREST OF THE FINANCE COMMITTEE IN THAT REGARD.

THE OTHER NOTABLE CHANGE IS ON 11.20 WE DO EXPECT TO COME BACK TO THE VILLAGE BOARD TO DISCUSS OPTIONS FOR THE POLICE FACILITY AND MUNICIPAL CAMPUS HERE AT VILLAGE HALL AND HOPEFULLY AT THAT TIME RECEIVE DIRECTION ON A PARTICULAR OPTION THAT THE BOARD WOULD LIKE TO PURSUE.

AND THEN ALSO THAT AS WELL WILL GIVE US SOME INSIGHT ON WHAT THE PROBABLE BUDGET IMPACT WILL BE AND WILL ASSIST US IN CONTINUING TO DO OUR LONG-TERM FINANCIAL PLANNING.

AS WE WORK TOWARDS BRINGING THAT BACK TO YOU SOMETIME IN THE FIRST QUARTER NEXT YEAR.

SO, ANY QUESTIONS ABOUT THE CALENDARS I WOULD BE HAPPY TO TAKE THEM, OTHERWISE IF THERE ARE NO QUESTIONS TONIGHT I AM HAPPY TO TAKE THEM BY EMAIL, PHONE CALL OR OTHERWISE.

>>PRESIDENT SCAMAN: ANY QUESTIONS?

ALL RIGHT, EXCELLENT.

THANK YOU.

SO, MOVING FORWARD ON THE AGENDA WE HAVE VILLAGE BOARD COMMITTEES. THIS IS A TIME FOR ANYONE SERVING AS A LIAISON TO A BOARD OR COMMISSION TO PROVIDE ANY UPDATES AFTER THE BUDGET SEASON WILL BE LOOKING TO HAVE A SCHEDULE AROUND THIS ITEM.

CITIZEN COMMISSION VACANCY REPORT PROVIDED BY THE VILLAGE CLERK'S OFFICE, ANYBODY INTERESTED ON A VILLAGE BOARD OR COMMISSION CAN EMAIL CLERK@OAK-PARK.US.

AND NOW I ENTERTAIN A MOTION TO CONSENT TO THE VILLAGE PRESIDENT APPOINTMENT OF AND I WILL READ THEM FROM THE ATTACHMENT BECAUSE I AM NOT SURE IF WE WERE ABLE TO - THERE WAS A SMALL CORRECTION.

ZACH CARSTENSEN, APPOINT AS COMMISSIONER TO THE COMMUNITY RELATIONS COMMISSION, BRIDGETT ALLEN HEDGMAN, GARY ARNOLD, CHRIS PINC, A MEMBER OF THE ENVIRONMENT AND ENERGY COMMISSION AND MAUREEN MCLACHLAN TO THE LIQUOR CONTROL REVIEW BOARD.

MOTION, PLEASE?

>>SPEAKER: MOTION.

>>SPEAKER: SECOND.

>>PRESIDENT SCAMAN: OKAY.

MOTION BY TRUSTEE EDER AND SECOND BY TRUSTEE STRAW.

ALL IN FAVOR?

(MULTIPLE SPEAKERS)

AYE.

>>PRESIDENT SCAMAN: THANK YOU AND CONGRATULATIONS TO ALL OF THOSE NUMBERS AND THAT IS VERY MUCH APPRECIATED AND NOW MOVING TO THE CONSENT AGENDA, WE HAVE REMOVED ITEM H FROM THE CONSENT AGENDA AND THAT WOULD ENTERTAIN A MOTION TO APPROVE THE CONSENT AGENDA WITH THAT REMOVAL, MOTION, PLEASE?

>>SPEAKER: MOVED.

>>SPEAKER: SECOND.

>>PRESIDENT SCAMAN: MOTION BY TRUSTEE STRAW AND SECOND BY TRUSTEE EDER.

CLERK WATERS, PLEASE TAKE THE ROLE.

>>CLERK WATERS: TRUSTEE STRAW, TRUSTEE EDER, TRUSTEE ENYIA, TRUSTEE LEVING-JOHNSON, TRUSTEE TAGLIA, TRUSTEE WESLEY AND PRESIDENT SCAMAN.

>>PRESIDENT SCAMAN: YES.

THANK YOU, CONSENT AGENDA APPROVED.

WHERE I WOULD TAKE THE LIQUOR LICENSE ITEM NEXT REGULAR AGENDA ITEM TWO CONCUR WITH THE LIQUOR REVIEW BOARD AMENDING CHAPTER 3 ARTICLE 8 SECTION 3 - EIGHT – ONE AND SECTION THREE - EIGHT - TWO FOR THE ISSUANCE OF A RESTAURANT CLASS B6 LICENSE TO KEYA'S KREATIONS FOR BUSINESS COLOR ME MINE.

>>SPEAKER: MOVED.

>>SPEAKER: SECOND.

>>PRESIDENT SCAMAN: MOTION BY TRUSTEE STRAW AND SECOND BY TRUSTEE EDER.

PLEASE JOIN US.

ARE YOU WITH THE BUSINESS?

YES?

WE WOULD LOVE TO HEAR FROM YOU.

YOU CAN COME RIGHT UP HERE.

THANK YOU FOR JOINING US.

>>SPEAKER: GOOD EVENING EVERYONE.

MY NAME IS ANJU, I AM THE OWNER OF COLOR ME MINE.

THANK YOU FOR CONSIDERING OUR APPLICATION FOR THE BYOB.

WE ARE A POETRY PAINTING BUSINESS AND WE HAVE ALREADY MADE POETRY AND ARE ASKED CAN PAINT AND WE PROVIDE ALL THE SUPPLIES AND WE GLAZE AND FIRE IT FOR THEM AND WE WOULD LIKE TO INCLUDE THE BYOB OPTION OR ARE GUESTS FOR PARTIES SO THAT THEY CAN HAVE SOME FUN ALONG WITH THE PAINTING PAIR THAT IS ALL PEERS.

>>PRESIDENT SCAMAN: CAN YOU SHOW YOUR LOCATION FOR THOSE LISTENING IN?

>>SPEAKER: WE ARE LOCATED AT 124 NORTH OAK PARK AVENUE.
THE OLD LOCATION.

>>PRESIDENT SCAMAN: WONDERFUL, THANK YOU.
ANY QUESTIONS OR COMMENTS?

WE ARE GRATEFUL FOR YOUR INVESTMENT IN OUR COMMUNITY.
WITH THAT, CLERK WATERS, PLEASE TAKE THE ROLE.

>>CLERK WATERS: TRUSTEE STRAW, TRUSTEE EDER, TRUSTEE ENYIA, TRUSTEE
LEVING-JOHNSON, TRUSTEE TAGLIA, TRUSTEE WESLEY, PRESIDENT SCAMAN.

>>PRESIDENT SCAMAN: YES.
CONGRATULATIONS.

>>SPEAKER: THANK YOU SO MUCH.

>>PRESIDENT SCAMAN: THANK YOU.
ALL RIGHT SO IF WE CAN GO TO ITEM H IF THAT WORKS WITH STAFF?
A MOTION TO ACCEPT PIVOT CONSULTING GROUPS TO PHASE 5 REPORT REGARDING
POLICE OVERSIGHT RECOMMENDATIONS.
MOTION, PLEASE.

>>SPEAKER: MOVED.

>>SPEAKER: SECOND.

>>PRESIDENT SCAMAN: OKAY, MOTION BY TRUSTEE TAGLIA AND SECOND BY
TRUSTEE ENYIA.
HELLO.

>>MANAGER JACKSON: I WOULD LIKE TO INTRODUCE ASSISTANT VILLAGE
MANAGER HR DIRECTOR WHO HAS BEEN THE STAFF PERSON RESPONSIBLE FOR
THIS ITEM.

THIS RELATES TO THE COPPERHEADS A REVIEW OF THE UPDATE TO THE CITIZEN
POLICE CHARTER AND THE RECOMMENDATION THAT CAME OUT SOMETIME IN
SEPTEMBER AND WE ARE BRINGING IT BACK FOR APPROVAL AT THIS TIME AND
HAPPY TO ANSWER ANY QUESTIONS.

AND I WILL TURN IT OVER TO YOU IF YOU HAVE ANYTHING ELSE TO ADD.

>>KIRA TCHANG: I AM JUST HAPPY TO TAKE ANY QUESTIONS THAT YOU MAY HAVE.

>>PRESIDENT SCAMAN: THANK YOU.
TRUSTEE LEVING-JOHNSON.

>>TRUSTEE LEVING-JACOBSEN: HELLO, CAN YOU HEAR ME?

>>PRESIDENT SCAMAN: YES.

>>TRUSTEE LEVING-JACOBSEN: I WANTED TO MAKE SURE THAT WE HAD A
OPPORTUNITY TO LOOK AT THIS ITEM AGAIN JUST BECAUSE WE HAD A PRETTY
ROBUST CONVERSATION WHEN IT CAME UP IN SEPTEMBER, BUT I LEFT THAT
MEETING WITH SOME LACK OF CLARITY AROUND THE POSITION THAT WOULD BE
ESTABLISHED AND I THOUGHT IT WOULD BE USEFUL TO AT LEAST REVISIT AND TALK
A LITTLE BIT MORE THROUGH DETAIL OF WHAT THAT POSITION WOULD ENTAIL AND
WHERE STRUCTURALLY IN THE ORGANIZATION IT WOULD BE HOUSED AND JUST TO
BE ABLE TO HEAR A LITTLE BIT MORE BECAUSE I FELT LEAVING THAT MEETING THAT
WE HAD NOT REALLY ESTABLISHED ANY KIND OF CONSENSUS ON THAT ONE ON,
OTHERWISE OBVIOUSLY VERY HAPPY WITH THE WORK OF PIVOT AND EXCITED TO
ADOPT ALL OF THEIR RECOMMENDATIONS.

>>KIRA TCHANG: YES, THANK YOU SO MUCH TRUSTEE LEVING-JOHNSON.

THERE ARE A COUPLE KEY POINTS THAT I WANT TO MAKE.

ONE, WHAT STAFF ARE ACTUALLY RECOMMENDING FOR THIS POSITION IS TO TAKE AN EXISTING PART-TIME POSITION THAT IS WITHIN OUR OFFICE OF DDI, A VACANT RESEARCH POSITION AND CONVERTING IT FROM A PART-TIME POSITION TO A FULL-TIME DEI OR MANAGER ROLE.

AND IN THAT ROLE, THAT POSITION WOULD BE RESPONSIBLE FOR THE OPERATION OF POLICE OVERSIGHT WITHIN THE ORGANIZATION FROM A STRUCTURAL PERSPECTIVE USING DEI AS KIND OF THE GUIDING LENS FOR THAT WORK.

THAT PERSON WOULD BE RESPONSIBLE FOR A WIDE VARIETY OF POLICE OVERSIGHT RELATED TASKS SO THAT IS GOING TO INCLUDE THE INITIAL IMPLEMENTATION OF THE UPDATED ORDINANCE AND PROCEDURAL RULES FOR OUR POLICE OVERSIGHT COMMITTEE AND THAT WILL INCLUDE WORKING WITH THE COMMITTEE AND THE POLICE DEPARTMENT ON COMPLAINT INTAKE, MONITORING THE COMPLAINTS TO CONCLUSION.

IT WOULD SERVE POTENTIALLY AS A STAFF LIAISON TO THE CITIZEN OVERSIGHT COMMITTEE.

IT WOULD CONDUCT THE DATA ANALYSIS, TREND ANALYSIS AND POLICY ANALYSIS FOR ITEMS RELATED TO POLICE OVERSIGHT AND IT WOULD REALLY SERVE AS THAT IN-HOUSE KIND OF COMMUNITY ENGAGEMENT SPECIALIST ON THE ISSUE OF POLICE OVERSIGHT.

SO, WE BELIEVE THIS IS A ROLE THAT WOULD WORK CLOSELY WITH OUR DEI OFFICE, CITIZEN POLICE OVERSIGHT COMMITTEE AND WITH THE COMMUNITY TO STAND UP OVERSIGHT AND HAVE IT BE OPERATIONALIZED WITHIN THE VILLAGE ORGANIZATION, NOT JUST SERVE AS THE LIAISON TO THE POLICE OVERSIGHT COMMITTEE.

>>TRUSTEE LEVING-JACOBSEN: THAT IS REALLY HELPFUL, THANK YOU SO MUCH.

>>PRESIDENT SCAMAN: ANY OTHER QUESTIONS?

>>TRUSTEE WESLEY: THIS IS JUST ACCEPTING THE REPORT, NOT APPROVING THE CONTENT, CORRECT?

OR IS THIS APPROVING THE CONTENT, AS WELL?

>>KIRA TCHANG: YOU WOULD BE ACCEPTING THE REPORT AND GIVING STAFF GENERAL GUIDANCE ON HOW TO IMPLEMENT THE RECOMMENDATIONS THAT WERE MADE BY PIVOT AND HOW EVERYTHING MY BUDGET ALLOCATIONS WOULD STILL BE PART OF THE FISCAL YEAR 26 BUDGETING PROCESS.

>>TRUSTEE WESLEY: I DON'T TO VOTE AGAINST THE REPORT BUT I DON'T WANT TO VOTE FOR THAT FTE POSITION.

I WOULD BE HAPPY TO SPLIT THE VOTE AND I CAN VOTE FOR THE REPORT WITHOUT VOTING FOR THE POSITION, OTHERWISE I HAVE DEVOTE NO AND I DON'T REALLY WANT TO DO THAT.

>>MANAGER JACKSON: THE ONLY THING I WOULD ADD TO THAT JUST FOR THE BENEFIT TRUSTEE WESLEY IS WITHOUT THE CAPACITY TO IMPLEMENT THESE RECOGNITIONS, THEY WILL NOT MOVE FORWARD PAIR THEY MOVE FORWARD SLOWLY AND SOME OF THEM AND YOU KNOW THERE IS A NUMBER OF THINGS WE TALK ABOUT RUN BUDGET PROCESS AND WHAT WE TRIED TO DO WITH THIS IS ACTUALLY ADDRESS THE CHALLENGE WE HAVE ANY DEI OFFICE UTILIZING A

PART-TIME POSITION AND THEN ALSO TO TAKE ON THIS ADDITIONAL WORK AND INTEREST SO WE CAN KEEP WORK GOING IN THE DEI OFFICE AS WELL AS TAKE ON THESE NEW RESPONSIBILITIES.

AND WITHOUT THAT IS A REDUCTION TO SLOW SOME OF THIS STUFF DOWN.

SO, I JUST WANT TO ADD THAT AND THIS IS REALLY JUST A PREVIEW TO WHAT WE WILL BE TALKING ABOUT DURING THE BUDGET PROCESS.

AND I THINK KIRA TCHANG REALLY GAVE A GOOD ANALYSIS AND I'M JUST PUNCTUATING THOSE POINTS WITH THE CAPACITY OF DEI AS WELL AS ACCEPTING THESE NEW RESPONSIBILITIES TO SUPPORT A REVISED CPOC AND A UPDATED AND PROACTIVE SORT OF CPOC REPORT.

>>TRUSTEE WESLEY: CAN WE BRING THIS ALL BACK AT THE SAME TIME SO WE ARE HAVING A CONVERSATION CONFERENCE ABLE?

>>PRESIDENT SCAMAN: I AM JUST WONDERING IF I BELIEVE WHAT WE ARE IS RECEIVING THE REPORT AND INTERRUPT ME ANYTIME, THAT IS FINE.

AND THE CONTENT OF THE REPORT AND ITEMS THAT ARE HIGHLIGHTED FOR REVIEW, THOSE THINGS YOU AGREE WITH, IS THAT WHAT I'M HEARING?

>>TRUSTEE WESLEY: CORRECT.

>>PRESIDENT SCAMAN: AND SO YOUR COMMENT AND IF YOU WOULD LIKE TO ADD YOUR COMMENT NOW THEY WOULD STILL BE A PART OF THE RECORD OF THE MINUTES -

>>TRUSTEE WESLEY: ULTIMATELY IT IS PROBABLY GOING TO BE IF WE DO NOT SPLIT IT IT WILL PROBABLY BE SIX AND ONE AND MY GUESS IS THAT IT WILL NOT FAIL EITHER WAY.

SO, MY VOTE IS LARGELY JUST MY OWN VOTE.

I AM JUST ASKING OUT OF DECEIT, BUT WE DON'T HAVE TO LIKE BRING IT BACK.

WE DON'T HAVE TO MOVE IT AND COME BACK IF THE BOARD DOESN'T THINK THAT IS NECESSARY.

>>MANAGER JACKSON: JUST PRESIDENT SCAMAN AND TRUSTEE WESLEY AND VILLAGE BOARD, JUST WANT TO CLARIFY.

SO, YOU CAN TAKE THIS ACTION TONIGHT AND THERE WILL BE A SUBSEQUENT ACTION TO CONSIDER AS PART OF THE BUDGET ADOPTION.

SO, WE WILL BE RECOMMENDING THE POSITION TO SUPPORT ADVANCEMENT OF THESE RECOMMENDATIONS AS PART OF THE BUDGET PROCESS.

SO, THERE WILL BE ANOTHER OPPORTUNITY TO DECIDE WHETHER TO SUPPORT THE POSITION OR NOT.

>>TRUSTEE WESLEY: GOT YOU.

>>PRESIDENT SCAMAN: YOU DO HAVE A RECOMMENDATION ON HOW YOUR VOICE CAN BE BEST HEARD?

>>TRUSTEE WESLEY: I THINK MY COMMENTS KIND OF SUM UP THE WAY I'M FEELING ON IT.

I WILL LEAVE IT TO YOUR DISCRETION PRESIDENT SCAMAN.

>>TRUSTEE TAGLIA: I DO SUPPORT THE RECOMMENDATIONS OF THIS REPORT, BUT I FIND IT HARD TO BELIEVE THAT WE HAD SEVEN COMPLAINTS LAST YEAR THAT WERE LEGITIMATE COMPLAINTS AND PEN TOTAL AND SEVEN IF YOU TAKE OTHER

ONES RELATED TO PARKING AND SO WE HAVE SEVEN AND SO TO SPEND AND YOU KNOW A BIG PART OF THIS POSITION IS GOING TO BE SPENT WITH MONITORING THE COMPLAINTS.

IT IS JUST NOT ENOUGH MEAT ON THE BONE THERE TO OCCUPY A PERSON, A FTE AND WE ARE LOOKING AT FUNDING GAPS IN YEARS TO COME AND I DO NOT WANT TO NOT IMPLEMENT THIS PLAN, I DO WANT TO MOVE AHEAD, I JUST - THERE ARE WAYS TO MOVE AHEAD HERE WITHOUT TAKING ON A FULL-TIME EMPLOYEE.

AND I DO THINK THAT IN THE PRIVATE SECTOR WHAT WE WOULD DO IS IF SOMETHING LIKE THIS CAME ALONG AND WE WANTED TO HIRE A NEW EMPLOYEE, FIRST THING THAT WOULD BE SET IS A WAY TO GET IT DONE WITH EVERYONE WE HAVE GOT AND TRIED TO DO THAT.

I KNOW THE DEI DEPARTMENT AND YOU MENTIONED WAS BUSY AND IT HAS A LOT OF ACTIVITY GOING ON AND HR WILL PLAY A ROLE IN THIS AND I WAS WONDERING AT THIS TO BE ACCOMPLISHED THAT WAY WHERE WE COULD WORK WITH IT WITH OUR EXISTING EMPLOYEES AND EXISTING DEPARTMENTS WITHOUT HIRING A FULL-TIME EMPLOYEE TO IMPLEMENT THIS WHEN A MAJOR PART OF IT IS FOR SEVEN COMPLAINTS.

NOW, IN CAMBRIDGE THEY HAVE 2 AND A HALF TIMES THE POLICE FORCE AND WHEN THESE WERE MENTIONED, THEY HAVE A LOT OF COMPLAINT, THEY HAVE TO HAVE MORE, BECAUSE THEY HAVE 300 POLICE OFFICERS.

WE HAVE LIKE 90.

SO, WE DON'T HAVE THE VOLUME THAT THEY DO.

I AM NOT TRYING TO BE DIFFICULT, I JUST THINK WE SHOULD TRY TO MAKE DO WITH WHAT WE HAVE GOT AND IF IT DOESN'T WORK IN A YEAR OR SO COME BACK AND SAY WE CAN'T GO WITH THIS WE REALLY DO NEED THIS PERSON, BUT LET'S TRY TO DO IT WITH WHAT WE'VE GOT.

THAT WAS MY POINT.

>>PRESIDENT SCAMAN: JUST MAKING SURE THAT EVERYBODY UNDERSTANDS THAT WE ARE ADDING AND A HALF OF AN EMPLOYEE IN THE CURRENT IS VACANT. I MEAN - I COULD SHARE MORE.

I MEAN WE KNOW THAT SOME ACTIVITIES OF THE DEI OFFICE HAS BEEN A LITTLE ON HOLD WHILE WE DO ONGOING AND WE HAD THE RACIAL EQUITY ASSESSMENT THAT TOOK LONGER THAN OTHERWISE WOULD HAVE.

AND A NUMBER OF ACTIVITIES AND EVENTS.

BUT, ALSO WHAT WILL BE LOOKING FOR WHEN WE FIRST ELEVATED A DEI OFFICE FROM MANAGER TO OFFICER EARLY IN 21?

ALSO THAT POLICY ADVICE AND THAT HAS NOT REALLY YOU KNOW THE DEPARTMENT HAS NOT REALLY HAD THE OPPORTUNITY TO SINK THEIR TEETH INTO THAT WERE ABOVE AND BEYOND EVENTS.

BUT, I AM TALKING BASED ON WHAT I HAVE WITNESSED OVER THE LAST YEAR, NOT WITH THE BENEFIT OF THE BUDGET ASK AND THE GOALS OUTLINED.

SO, I DO THINK THAT IT IS POSSIBLE TO STILL EXPRESS THE CONCERNS THAT YOU HAVE DURING THE BUDGET SEASON REALLY UNDERSTAND WHAT THAT POSITION

AND WHAT THAT WOULD LOOK LIKE AND THE TIME COMMITMENT OF THOSE DUTIES AND STILL RECEIVE THIS REPORT TONIGHT.
IF YOU ARE COMFORTABLE WITH THAT.

>>TRUSTEE WESLEY: I AM COMFORTABLE RECEIVING THE REPORT.
I AM NOT COMFORTABLE WITH MY VOTE - SUPPORTING ALL ASPECTS OF IT AND I FEEL THAT IT WOULD.
I HAVE ANOTHER QUESTION, HOW MANY FOLKS WE HAVE IN THE DEI OFFICE RIGHT NOW?

>>MANAGER JACKSON: 3 1/2.

>>TRUSTEE WESLEY: AND ALL OF THOSE ARE FILLED?

>>MANAGER JACKSON: HALF IS A VACANT.

>>TRUSTEE WESLEY: DOES THAT INCLUDE A CHIEF DEI OFFICER?

>>MANAGER JACKSON: THAT IS CORRECT.

>>TRUSTEE WESLEY: I MEAN LIKE I SAID AT YOUR DISCRETION PRESIDENT SCAMAN.

>>MANAGER JACKSON: THE PREMISE IS THAT THE STAFF WILL BE ALLOCATED RIGHT NOW.

SO, THAT IS SOMETHING TO KEEP IN MIND THAT IF YOU ARE ADDING RESPONSIBILITIES, THEN SOMETHING HAS TO GIVE, RIGHT?

>>PRESIDENT SCAMAN: ALL RIGHT, DEREK, OTHERWISE I WILL GO TO A VOTE.

>>TRUSTEE EDER: SORRY TO ADD COMPLEXITY, I THINK IT IS WORTH HAVING A CONVERSATION.

I CAN THINK OF A COUPLE THINGS AND ONE IS THAT THE ROLE THAT DATA ANALYST FEELS LIKE IT IS NEEDED IN SERVING THE VILLAGE I GUESS I DON'T LOVE TO BRING IT UP, BUT IN JULY I ASKED A BUNCH OF QUESTIONS OF THE POLICE DEPARTMENT AND THEIR ANNUAL REPORT AND NONE OF THOSE QUESTIONS HAVE BEEN ANSWERED AND THOSE WERE BASIC DATA QUESTIONS THAT THEY SHOULD BE ABLE TO PRODUCE ANSWERS TO AND I'M NOT SEEING THOSE ANSWERS.

SO, IT FEELS LIKE MAYBE THERE IS ANOTHER REASON FOR THAT, BUT THE DATA ANALYST PIECE OF IT SEEMS TO BE POTENTIALLY MISSING RIGHT NOW.

AND I SEE THERE BEING A LOT OF VALUE TO HAVING THAT KIND OF CAPACITY ON VILLAGE STAFF.

THE SECOND POINT I WANT TO MAKE IS THAT I BELIEVE WHEN THEY CAMBRIDGE MODEL WAS DISCUSSED, THAT ROLE OF THE SUPPORT PERSON KIND OF WAS IN THE EQUIVALENT OF LIKE THEIR COMMISSION OFFICE WHICH IN OAK PARK THAT IS THE CLERK'S OFFICE.

SO, IS THERE A PLACE FOR AND HAVE YOU CONSIDERED PUTTING THIS POSITION IN THE CLERK'S OFFICE TO SUPPORT THE COMMISSIONS, CPOC BEING ONE OF THEM AND ALSO POTENTIALLY BEING THERE TO SERVE OTHER COMMISSIONS, AS WELL? AND THEIR DATA ANALYSIS?

>>MANAGER JACKSON: YES, I JUST - I JUST WANT TO ARTICULATE THIS POINT. TYPICALLY CIVILIAN POLICE OVERSIGHT BODY TYPICALLY THERE IS A LIAISON. WHAT WE HAVE BEEN DOING IS WEARING MULTIPLE HATS AND WE HAD OUR HR DIRECTOR SERVICES LIAISON AND SO WE HAVE BEEN DOING THE BEST WE CAN BE

RESPONSIVE TO THE DEMANDS OF CPOC AND THE NEW AND EMERGING DEMANDS OF CPOC AND ONE OF THE THINGS THAT EMERGE WAS SAYING HEY, LET'S TAKE A LOOK AT THIS, LET'S UPDATE IT AND EVALUATED AS SOON AS NEEDED IN ORDER TO BE RESPONSIVE TO CPOC 'S INTEREST AND THAT IS WHERE WE ARE.

AND IN TERMS OF THE DATA ANALYSIS, AGAIN WE POSITION OURSELVES WITH THE STRATEGIC INTELLIGENCE MANAGER AND THE POLICE DEPARTMENT, BUT WE ARE JUST REALLY GOING TO BE SUPPORTING THE POLICE DEPARTMENT WITH DATA NEEDS AND WE SHOULD RECEIVE A LITTLE BIT MORE RESPONSIVENESS ON THE PRODUCTION OF THE DATA AND THE RESEARCH AND INDEPENDENT DATA ANALYSIS SHOULD PROBABLY AS IT IS CUSTOMARY IN OTHER ORGANIZATIONS ACROSS OUR NATION THAT SHOULD BE PROBABLY COMING OUT OF THE MANAGER'S OFFICE BECAUSE IT IS NOT IN THE POLICE, IT IS IN THE MANAGER'S OFFICE.

SO, WITH THAT SAID I THINK THE IDEA OF HAVING THE LIAISON BEING IN THE CLERK'S OFFICE OR HR IS REALLY KIND OF A OUTLIER, A TYPICAL THING OUT OF THE MANAGER'S OFFICE AND TYPICALLY IF YOU GO DOWNSTATE TO CHAMPAGNE, IT IS THE OFFICE OF EQUITY AND ENGAGEMENT THAT FORMALLY WAS THE EQUIVALENT TO OUR COMMUNICATION DEPARTMENT HERE.

THAT HAS A MANAGER ASSIGNED TO LIAISON AND SUPPORT THE OVERSIGHT COMMITTEE.

AND I CAN GIVE OTHER EXAMPLES I MEAN CAMBRIDGE IS ANOTHER EXAMPLE WHERE YOU HAD AN EXECUTIVE DIRECTOR THAT WAS ACTUALLY LIAISON AND SO KIRA TCHANG I JUST WANTED TO MAKE THAT POINT IN THE PROVEN AND ESTABLISHED PRACTICES FOR HOW THE SYSTEM WORKS.

>>KIRA TCHANG: I GUESS I JUST HAVE A COUPLE POINTS TO ADD TO THAT. IN TERMS OF DATA ANALYSIS, MANAGER JACKSON DID MENTION THE STRATEGIC INTELLIGENCE MANAGER WITHIN THE POLICE DEPARTMENT THERE THAT PERSON JUST STARTED I THINK LAST WEEK AND WE EXPECTED TO BEGIN SEEING MORE DATA ANALYSIS WITH REGULARITY AND THAT IS AN IDENTIFIED AREA THAT WE WERE LOOKING TO FILL, BECAUSE WE KNOW THAT IS SOMETHING THAT THE COMMUNITY AND THAT THIS BOARD IS VERY INTERESTED IN SEEING.

IN TERMS OF DATA ANALYSIS FOR OTHER BOARDS AND COMMISSIONS AND KIND OF THE POINT THAT YOU'RE RAISING FROM THE POSITION IN THE CLERK'S OFFICE, SO THIS POSITION IS NOT NECESSARILY SOLELY MEANT TO LIKE SERVE AS THE CPOC PERSON, RIGHT?

IT IS NOT A CPOC EMPLOYEE.

THE IDEA IS THAT WE ARE OPERATIONALIZING POLICE OVERSIGHT WITHIN THE ORGANIZATION AND THAT PERSON'S DUTIES AND RESPONSIBILITIES WILL SUPPORT THE WORK THAT CPOC DOES AND ENHANCE THE WORK THAT CPOC DOES AND BEING ABLE TO STRENGTHEN THE ANALYSIS AND OTHER THINGS BY HAVING A STRONG RELATIONSHIP WITH OUR POLICE DEPARTMENT FOR POSITIONING WITHIN THE MANAGER'S OFFICE, THE BENEFIT OF THAT, BECAUSE THIS QUESTION CAME UP QUITE A BIT WITH THE REVIEW ITSELF AND THE ANALYSIS ITSELF, THAT THE POLICE CHIEF REPORTS TO THE VILLAGE MANAGER, RIGHT?

SO, THERE IS VALUE IN THAT CONNECTION TO THE MANAGER'S OFFICE BECAUSE THE POLICE CHIEF WOULD RECEIVE DIRECTION FROM THE MANAGER'S OFFICE IN ORDER TO IMPLEMENT CHANGES AND IN ORDER TO LIKE IF THERE WAS CONFUSION ABOUT WHO SHOULD BE DOING WHAT AND IF THERE IS SOMETHING THAT THE STAFF PERSON SHOULD BE WORKING ON VS. CPOC ONCE THEM TO BUT IT IS OUTSIDE OF THEIR PURVIEW.

SO, THE POSITIONING IN THE MANAGER'S OFFICE BENEFITS FROM THAT RELATIONSHIP AND FROM THAT REPORTING STRUCTURE THAT IS CONFUSING YOU KNOW BECAUSE CPOC WAS INTERESTED IN HIRING THIS PERSON LIKE WE WANT TO MANAGE THEM AND IT IS A LITTLE BIT DIFFERENT.

AND THEN MAYBE JUST TO TRUSTEE TAGLIA 'S POINT YOU KNOW WE DEFINITELY DID A LOT OF LISTENING IN THAT STUDY SESSION THAT WAS HELD WITHIN THE ORIGINAL PRESENTATION AND WE HEARD FROM THE BOARD SEVERAL CONCERNS AROUND IF THIS WAS A FULL-TIME POSITION AND THE CONSULTANTS SEEMED VERY CONFIDENT THAT IT WAS A FULL-TIME ROLE AND WE BELIEVE THERE IS THE CAPACITY TO BE ALLOCATED TO A LOT OF DIFFERENT RESPONSIBILITIES, BUT WE FELT LIKE BRING IT IN IN THE DEI OFFICE KIND OF AT THAT .5 WAS A REASONABLE STEP INTO THAT OPERATIONALIZING THESE AND THERE WILL INITIALLY BE A LOT OF WORK WITH IT STANDING UP ALL OF THE NEW ORDINANCE LANGUAGE AND THERE WILL BE A LOT OF WORK DEVELOPING THOSE PROCEDURAL RULES AND THEY ARE HIGHLY TECHNICAL AND VERY SPECIFIC AND THAT IS ACTUALLY GOING TO BE THE HARDEST PART OF IMPLEMENTING THE RECOMMENDATIONS AS REALLY ALIGNING ON LIKE THE DETAILS OF HOW THE COMMITTEE DOES ITS WORK AND HOW THEY RECEIVE COMPLAINTS AND HOW THE INFORMATION COMES IN.

SO, LIKE CERTAINLY WE UNDERSTAND THAT AND WE DO NOT RECEIVE HUNDREDS OF COMPLAINTS A YEAR AND THAT IS A GOOD THING, BUT THERE IS STILL A LOT OF WORK TO BE DONE, EVEN ONCE THOSE NEW ITEMS ARE IMPLEMENTED WITH REGARDS TO RECEIVING COMPLAINTS AND PERSON.

YOU KNOW HAVING SOMEBODY WHO IS HAD A TOUGH EXPERIENCE COME IN AND TALK TO A REAL PERSON WHO IS NOT IN THE POLICE DEPARTMENT TO TALK ABOUT WHAT THEIR CONCERNS ARE ABOUT ARRANGING TRAININGS FOR CPOC AND WITH THE POLICE DEPARTMENT AND ALL OF THOSE THINGS.

SO, WE DO THINK THAT THERE IS A SIGNIFICANT AMOUNT OF WORK THAT WOULD MAKE IT NECESSARY TO HAVE THAT STAFF PERSON MAYBE NOT A FULL 1.0 FTE, BUT AT LEAST HALF OF THE POSITION DEDICATED TO THE CPOC RESPONSIBILITIES.

>>MANAGER JACKSON: CURRENTLY THE DEI HAS THREE COMMISSIONERS AND IF YOU HAD CPOC THE CAPACITY WOULD BE FOUR.

IT IS UNUSUAL AND WE HAD A SITUATION LIKE THAT AND IT CREATES A LOT OF CHALLENGES TO HAVE ALL THAT DEMAND ON ONE AREA IN A PARTICULAR AREA.

>>TRUSTEE ENYIA: WITH THE SCOPE COMPLETELY CHANGING AND ADDING ON SO MUCH ADDITIONAL WORK TO THINK THAT THOSE QUESTIONS ARE GOING TO GET ANSWERED JUST BY SPREADING THEM OUT TO MORE PEOPLE IS GOING TO CAUSE MORE CHAOS AND YOU WERE LIMITING THE WORK THAT THEY DO.

THEY DO NOT ONLY DO THOSE AMOUNT OF CASES OF BEER BECAUSE THAT IS ALL THEY ARE GETTING, THAT IS ALL THEY GET TO.

THERE ARE SOME THAT HAVE BEEN OUT FOR A YEAR AND A HALF OR LONGER THAT HAVE NOT BEEN ADDRESSED OR JUST GOT ADDRESSED AT THAT PERIOD OF TIME.

BECAUSE, THEY DON'T HAVE ALL OF THE TOOLS THAT THEY NEED RIGHT IN HAND AND PART OF THAT IS THE POSITION AND PART OF THAT IS THE SYSTEM THAT THEY ARE USING THAT IS GETTING UPDATED AND ALL OF THAT IS GOING TO NEED PEOPLE WHO KNOW HOW TO UTILIZE THAT SYSTEM AND THEN CAN ALSO REPORT BACK TO NOT ONLY CPOC, BUT ALSO THE OTHER COMMISSIONS THAT MAY BE UTILIZING THEIR HEALTH.

SO, IT IS A HUGE NEED AND SOMETHING TO PIVOT SPECIFICALLY POINTING OUT AS A PAIN POINT FOR NOT JUST CPOC AS THE COMMISSION, BUT EVEN FOR THE POLICE AND I AM GLAD THAT THEY HAVE ALREADY IMPLEMENTED THE ANALYSIS PERSON ON THE POLICE SIDE WHICH IS GREAT AND I THINK THAT THIS WILL ALSO HELP TO ENHANCE AND I DON'T THINK IT WILL BE A DRAIN AND THAT PERSON LIKE YOU SAID CAN BE UTILIZED IN OTHER WAYS.

IT IS NOT LIKE THEY ARE JUST GOING TO BE STUCK DOING THIS WORK ALL OF THE TIME IF THERE IS NOT AS MUCH OF A WORKLOAD.

>>PRESIDENT SCAMAN: SO, BEFORE WE TAKE A VOTE I JUST WANT TO -

>>TRUSTEE LEVING-JACOBSEN: MAY I ASK ANOTHER QUESTION -

>>PRESIDENT SCAMAN: I'M SORRY, JENNA.

I CANNOT SEE.

>>TRUSTEE LEVING-JACOBSEN: NOTE, IT IS OKAY I HAVE MY LITTLE EMOJI AND UP. ANOTHER QUESTION ABOUT THE ROLE AND HOW IT FUNCTIONS.

CAN YOU TALK ABOUT HOW IT WOULD BE THIS PERSON IN THIS ROLE THAT WOULD BE ABLE TO MAINTAIN INDEPENDENCE AND TRANSPARENCY IF IT IS A PART OF STAFF AND A PART OF YOU KNOW THE SAME UNIT THAT THE POLICE DEPARTMENT THAT OVERSEES THE POLICE DEPARTMENT YOU KNOW HOW CAN WE MAKE SURE THAT IT IS TRULY INDEPENDENT AND TRULY TRANSPARENT IN THE WAY THAT IT IS DOING ITS WORK?

>>MANAGER JACKSON: WE HOPE THAT THE DATA, THE IDEA IS TO REALLY LOOK AT THE DATA FROM AN EMPIRICAL STANDPOINT.

THE DATA IS THE DATA AND IT IS FACTUAL AND THE OPPORTUNITY TO REVIEW THE DATA YOU KNOW ALL STAKEHOLDERS PUBLISH THE DATA AND MAKE IT AVAILABLE TO THE PUBLIC AND TRANSPARENCY IS A BIG PART OF THIS AND BEING ABLE TO HAVE THE CAPACITY TO PRODUCE THE DATA WITH REGULARITY AND ON-DEMAND.

I DON'T KNOW IF I AM COMPLETELY INTERPRETING THE QUESTION ABOUT INDEPENDENCE AND MAY BE THE SPECIFIC QUESTION IS IS THERE A WAY TO HAVE IT WORK OUTSIDE OF THE VILLAGE GOVERNMENT STRUCTURE?

PROBABLY NOT.

AND IT IS NOT TYPICAL FOR IT TO BE ORGANIZED IN THAT MANNER.

SO, TRUSTEE LEVING-JOHNSON, I DON'T KNOW IF I'M ANSWERING YOUR QUESTION, BUT PERHAPS YOU CAN HELP CLARIFY MAYBE A LITTLE BIT FURTHER ABOUT -

>>TRUSTEE LEVING-JACOBSEN: I AM JUST THINKING ABOUT SOMEWHAT HYPOTHETICALLY AND ANECDOTALLY BASED ON YOU KNOW WHAT I HAVE HEARD AND I JUST WORRY OR WONDER IF IT MAY DISSUADE SOMEONE FROM BRINGING A CONCERN FORWARD IF THEY KNOW THAT IT IS THE SAME BOSS, RIGHT?

OVERSEEING BOTH UNITS.

I DON'T KNOW IF THAT IS TRUE, BUT IT IS A CONSIDERATION THAT AS WE ONBOARD THIS PERSON BECAUSE I DO SUPPORT THIS ROLE, THIS EFFORT I THINK IT IS IMPORTANT WORK THAT WE NEED, BUT I WANT TO BE SURE THAT WE ARE THINKING ABOUT YES, TRANSPARENCY, INDEPENDENCE, RIGHT?

THEY SHOULD BE INDEPENDENT OF THE POLICE DEPARTMENT.

THEY SHOULD BE INDEPENDENT OF US.

AS YOU JUST SAID, FOLLOW THE DATA TRANSPARENTLY AND HONESTLY AND I FEEL GOOD ABOUT THAT.

I HOPE THAT IS CLEAR.

>>MANAGER JACKSON: I HOPE WHAT WE SEE FROM THIS REPORT IS THAT WE HAVE SOME ENGAGING CIVILIANS THAT HAVE TAKEN A STRONG STAKE IN PROVIDING THEIR EXTERNAL EXPERTISE TO OVERSEE THIS PROCESS AND I THINK WHAT WE ARE SPEAKING TO WITH THESE RECOMMENDATIONS IS HOW CAN WE STRENGTHEN THAT PROCESS AND STRENGTHEN THEIR CAPACITY WITH INDEPENDENT OVERSIGHT AS A BODY TO BASED THEM SYSTEMATICALLY.

AND CERTAINLY THERE WOULD BE RECOMMENDATIONS THAT MAY BE DIFFERENT AND I THINK THAT IS JUST A NATURAL PART OF THE PROCESS.

AND WHAT WE REALLY WANT TO DO IS HAVE A FAIR PROCESS AND OBJECTIVE PROCESS AND A PROCESS THAT EVERYBODY CAN TRUST AND BELIEVE IN AND THAT MATTERS.

AND WE TRY TO BRING A LEVEL OF ORGANIZATION AND STANDARDIZATION TO THE PROCESS SO IT COMES ACROSS AS FAIR AND ACCESSIBLE TO ALL STAKEHOLDERS AND AS YOU CAN SEE THERE ARE A LOT OF VARIETY OF STAKEHOLDERS IN THIS POLICE OVERSIGHT AREA.

>>PRESIDENT SCAMAN: IF I CAN ADD THAT THE COMMISSION ITSELF PROVIDES A LEVEL OF TRANSPARENCY IN THE CHAIR OF THE COMMISSION HAVING DIRECT ACCESS AS ELECTED OFFICIALS AND THAT STRUCTURE I MEAN ANYONE WHO IS GOING TO BE PAID WITH GOVERNMENT DOLLARS IS GOING TO ULTIMATELY BE WORKING UNDER THE VILLAGE MANAGER UNLESS THEY ARE OTHERWISE ELECTED. BUT, I DO THINK THAT THIS STRUCTURE IS GOING TO WORK TOWARDS BUILDING THAT TRUST FOR THE EXACT PURPOSE OF TRANSPARENCY.

>>MANAGER JACKSON: THERE IS A COUPLE OTHER THINGS I JUST WANT TO POINT OUT, BECAUSE WE ARE TALKING ABOUT ADDING A PART-TIME POSITION.

IT IS IMPORTANT TO MAKE SURE IT IS CLEAR THAT THE HALF-TIME POSITION THAT WAS ESTABLISHED WITH THE INITIAL DEI OFFICE WAS TO PROVIDE SUPPORT FOR DATA ANALYSIS ON A VILLAGE WIDE BASIS.

IN ORDER TO PROVIDE A FOUNDATION FOR INCREMENTING DEI THROUGHOUT THIS ORGANIZATION.

SO, WE SEE THAT RESPONSIBILITY STILL CONTINUING AND WE HAVE SEEN THE EVOLUTION OF RESPONSIBILITIES WITH COMMUNITY ENGAGEMENT AROUND ALL OF THESE EVENTS THAT THE OFFICE HAS TAKEN ON AND THERE IS A LOT OF PRESSURE ON THIS GROUP AND WE HAVE ADDED ESSENTIALLY 2 AND A HALF PEOPLE AND NO, ACTUALLY TWO PEOPLE AND THE COMMUNITY RELATIONS FUNCTIONS WITH THAT ONE POSITION, BUT WE HAVE STOOD UP AND OPERATIONALIZED THE DEI OFFICE AND POSITIONED SOME TECHNICAL SUPPORT ON A PART-TIME BASIS TO GET AT THE DATA ANALYSIS THAT WAS NEEDED TO SUPPORT THE UNIT AND WE DID SOMETHING SIMILAR WITH SUSTAINABILITY AND WE HAD A PART-TIME FELLOW POSITION I WAS SUPPORTING SUSTAINABILITY.

AND WHAT WE ARE TALKING ABOUT HERE IS ADDING A HALF-TIME POSITION TO TAKE ON SOME ADDITIONAL RESPONSIBILITIES AND CONTINUE TO STRENGTHEN OUR DEI PROGRAM SO THAT IT CAN EFFECTIVELY BE IN LIMITED AND INSTITUTIONALIZED THROUGHOUT THE ORGANIZATION AND COMMUNITY TO SUPPORT DEI IN GENERAL.

>>PRESIDENT SCAMAN: AND THE PERSON WILL NOT BE WORKING IN THE POLICE DEPARTMENT.

OKAY, JENNA, DID THAT ANSWER YOUR QUESTION OR DO YOU WANT ADDITIONAL FOLLOW-UP?

>>TRUSTEE LEVING-JACOBSEN: I AM OKAY, THANK YOU.

>>PRESIDENT SCAMAN: OKAY, NO WORRIES.

WE CANNOT SEE THE LITTLE EMOJI UNFORTUNATELY SO, PLEASE INTERRUPT ANYTIME THROUGHOUT THE REST OF THE MEETING.

AND WE JUST WANT TO REITERATE FROM THE INITIAL CONVERSATION THAT ANYTIME WE APPROVE A REPORT, WE APPROVE A PLAN AND THERE IS THAT SEPARATE TIME WHERE WE HAVE TO MAKE THE VERY DIFFICULT DECISIONS OF YOU KNOW SPENDING DOLLARS AND AS STAFF RECEIVING THE SUPPORT FROM US WITH ALL OF THE COMMENTS THAT HAVE BEEN SHARED, IT STILL IS A MECHANISM FOR HOLDING RESPONSIBLE THAT WE HAVE BEEN HEARD OUT.

WHEN IT COMES TO WHICH TO BE CLEAR, I DO FULLY SUPPORT, BUT IT IS NO GUARANTEE UNTIL WE APPROVE A BUDGET THAT THE PERSON IS COMMITTED. THAT IS TRUE WITH EVERY PLAN.

THAT IS TRUE WITH THE BIKE PLAN OR A SUSTAINABILITY PLAN OR PROP PLAN AND I DO AIM TO BE SURE THAT EVERYBODY FEELS COMFORTABLE THAT THEIR VOTE IS REPRESENTING WHERE THEY STAND.

AND I WOULD LIKE TO FOCUS ON THIS VOTE TO REALLY BE THAT THE CONTENT OF THE REPORT THAT WE HAVE RECEIVED AND ACTUALLY THE STAFF RECOMMENDATION OF A LAUGH PERSON IS NOT EVEN WHAT THE ORIGINAL RECOMMENDATION FROM THE CONSULTANT ONCE WHICH WAS A FULL-TIME PERSON. OKAY?

SO, WITH THAT I ENTERTAIN AND IT DOESN'T REALLY MOVE FORWARD UNLESS WE CAN VOTE ON IT RIGHT NOW. FOR THE BUDGET PROCESS.

OTHERWISE IT WOULD BE DETERMINED BY STAFF DO NOT PUT THIS IN. AND I AM NOT HEARING THAT FOR THE MAJORITY OF THE BOARD.

SO, I DO THINK A VOTE IS WARRANTED, PLEASE WORK WATERS TAKE THE ROLE.
-- PLEASE, CLERK WATERS TAKE THE ROLE.

>>CLERK WATERS: TRUSTEE EDER, TRUSTEE ENYIA, TRUSTEE LEVING-JOHNSON,
TRUSTEE DRAW, TRUSTEE TAGLIA, TRUSTEE WESLEY.

>>TRUSTEE WESLEY: ABSTAIN.

>>CLERK WATERS: PRESIDENT SCAMAN.

>>PRESIDENT SCAMAN: YES, THANK YOU.

WE ARE MOVING TO THE REGULAR AGENDA STARTING WITH ITEM R, A RESOLUTION
EXTENDING TERM AND SPECIAL SERVICES AGREEMENT NUMBER FIVE WITH MC
SQUARED ENERGY SERVICES LLC FOR THE OAK PARK COMMUNITY CHOICE
AGGREGATION PROGRAM THROUGH DECEMBER OF 2028 AND AUTHORIZING ITS
EXECUTION.

MOTION, PLEASE.

>>SPEAKER: MOVED.

>>SPEAKER: SECOND.

>>PRESIDENT SCAMAN: THANK YOU.

VILLAGE MANAGER JACKSON AND MOTION BY TRUSTEE WESLEY AND SECOND BY
TRUSTEE EDER.

>>MANAGER JACKSON: THIS IS A FOLLOW-UP TO AN EARLIER ITEM AND WE ARE
BRINGING IT BACK FOR CONSIDERATION AND TRYING TO MOVE FORWARD WE HAVE
THE DEPUTY VILLAGE MANAGER AND LINDSAY WHO ARE REPRESENTING THIS WORK.
SO, LINDSAY -

>>SPEAKER: GOOD EVENING.

WE ARE BACK BEFORE YOU TONIGHT WITH THIS ITEM THAT IS THE SAME ITEM THAT
WAS CONSIDERED IN SEPTEMBER AND THE FOLLOWING ITEM AS WELL IS WHAT WAS
REQUESTED WHICH IS IN AGREEMENT WITH IGS ENERGY, SPECIFICALLY ON
MARKETING AND SALES SOLICITATION AGREEMENT AS LONG AS MC SQUARED IS
PROVIDING THE AGGREGATION SERVICES THAT THEY WILL NOT CONDUCT THE
DOOR-TO-DOOR SOLICITATION WITHIN PARK.

SO, I AM HERE TO ANSWER ANY QUESTIONS IN OUR CONSULTANT IS HERE TO
ANSWER ANY QUESTIONS, AS WILL APPEAR.

>>PRESIDENT SCAMAN: THANK YOU.

ANY QUESTIONS?

>>TRUSTEE EDER: JUST WANT TO SAY THANK YOU FOR DOING THIS.

I WAS HOPEFUL THAT WE CAN GET IT DONE AND SO THANK YOU FOR DOING THAT.

I HOPED IT WOULD SAIL THROUGH LAST TIME WE BROUGHT THIS UP, BUT WE FOUND
THIS ONE ISSUE AND WE ADDRESSED IT AND SO THANK YOU.

WE ARE GOING TO GO FOR.

>>PRESIDENT SCAMAN: WELL DONE.

THANK YOU FOR THE INITIAL QUESTIONS.

SO, THEN WE'LL JUST MOVE FORWARD AND CLERK WATERS IF YOU WOULD PLEASE
TAKE THE ROLE.

>>CLERK WATERS: TRUSTEE WESLEY, TRUSTEE EDER, TRUSTEE ENYIA, TRUSTEE
LEVING-JOHNSON, TRUSTEE STRAW, TRUSTEE TAGLIA, PRESIDENT SCAMAN.

>>PRESIDENT SCAMAN: YES, THANK YOU.
AND SO THAT CONTRACT HAS BEEN APPROVED AND NOW WE HAVE A RESOLUTION
APPROVING A NON-MARKETING AND SALES SOLICITATION
AGREEMENT WITH INTERSTATE GAS SUPPLY, LLC D/B/A IGS ENERGY AND
AUTHORIZING ITS EXECUTION. MOTION, PLEASE.

>>SPEAKER: MOTION.

>>SPEAKER: SECOND.

>>PRESIDENT SCAMAN: MOTION BY TRUSTEE STRAW AND THE SECOND BY
TRUSTEE EDER.

ANY ADDITIONAL QUESTIONS, COMMENTS FOR THIS ITEM BEFORE WE VOTE?
VERY GOOD.

CLERK WATERS, PLEASE TAKE THE ROLE.

>>CLERK WATERS: TRUSTEE STRAW, TRUSTEE EDER, TRUSTEE ENYIA, TRUSTEE
LEVING-JOHNSON, TRUSTEE TAGLIA, TRUSTEE WESLEY, PRESIDENT SCAMAN.

>>PRESIDENT SCAMAN: YES.

ALL RIGHT, VERY GOOD.

SO, ITEM R AND S HAVE BEEN APPROVED AND WE ARE MOVING TO ITEM T WHICH IS A
MOTION BY TRUSTEE STRAW SECOND BY TRUSTEE ENYIA FOR A
PRESENTATION BY IAFF LOCAL 95 REGARDING A STAFFING STUDY PREPARED BY
THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS (IAFF) ON BEHALF OF IAFF
LOCAL 95.

VILLAGE MANAGER JACKSON.

>>MANAGER JACKSON: THANK YOU PRESIDENT SCAMAN.

COMING UP NOT NECESSARILY GOING TO THIS ITEM BUT THE NEXT ITEM IS A
COMPANION ITEM WHICH REPRESENTS INDEPENDENT ASSESSMENT OF FIRE
DEPARTMENT OPERATIONS THAT WE WOULD PURSUE AS PART OF THE BUDGET
PROCESS LAST FALL.

SO, WHEN WE GET TO THAT ITEM WE WILL ACTUALLY OFFER SOME COMMENTARY
AND INTRODUCE OUR GUEST TO PRESENT THE REPORT, AS WELL.

>>PRESIDENT SCAMAN: THANK YOU.

WELCOME.

>>SPEAKER: GOOD EVENING.

PRESIDENT SCAMAN, BOARD OF TRUSTEES, VILLAGE MANAGER JACKSON AND
ADMINISTRATION, MY NAME IS ROBERT T, PRESIDENT OF LOCAL 95, LOCAL 95 IS HERE
TO PRESENT STAFFING STUDY TO THE VILLAGE.

THE PERFORMANCE STUDY WAS COMMISSIONED BY LOCAL 95 THROUGH
AFFILIATION WITH THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS.

BECAUSE OF THAT AFFILIATION, THE STUDY WAS CONDUCTED AT NO COST TO THE
VILLAGE OR ITS TAXPAYERS AND ITS PRIMARY GOAL WAS TO ASSESS WHETHER THE
VILLAGE OF OAK PARK IS MEETING ITS INTERNATIONALLY ACCEPTED STANDARDS AS
THEY APPLY TO FIRE DEPARTMENTS.

THESE METRICS ARE DERIVED BY BOTH THE NATIONAL FIRE PROTECTION AGENCIES
CODE 1710, THE STANDARD FOR THE ORGANIZATION AND FIRE DEPARTMENT

OPERATIONS BY CAREER FIRE DEPARTMENTS AND OSHA 1910, GENERAL REGULATIONS AND STANDARDS.

THE INTERNATIONAL ASSOCIATION FOR FIREFIGHTERS, THE INTERNATIONAL ASSOCIATION FOR FIRE CHIEFS AND THE METROPOLITAN FIRE CHIEF ASSOCIATION JOINTLY RECOGNIZED THE STANDARD 1710 AS THE INDUSTRY BEST AND ONLY PRACTICE FOR SAFE, EFFICIENT AND EFFECTIVE FIREFIGHTING.

THE STUDY COMPILED INFORMATION SPECIFIC TO OAK PARK SUCH AS CENSUS DATA, MAPPING DATA, BUILDING CONSTRUCTION AND FIVE YEARS OF CALL DATA APPLIED TO THE STANDARDS SET FORTH BY NFPA AND OSHA.

THIS IS UNBIASED AND BASED ON INFORMATION PUBLICLY AVAILABLE.

THE STUDY WILL OUTLINE DEFICIENCIES IN OUR CURRENT STAFFING AS IT APPLIES TO FIRE AND THE COVERAGE WITHIN THE VILLAGE.

THE STUDY WILL PROVIDE RECOMMENDATIONS FOR STAFFING SO OAK PARK CAN BE THE INDUSTRY STANDARDS AND PROVIDE SAFER, MORE EFFICIENT AND APPROPRIATE SERVICE PEER LOCAL 95 FULL GLADLY FIELD ANY QUESTIONS AFTER THE PRESENTATION.

WITH THAT I WILL PRESENT ADAM SMITH, HE IS OUR DATA EXPERT AND ALSO A FIREFIGHTER.

>>ADAM SMITH: THANK YOU ALL FOR HAVING APPEARED ALL RIGHT, I'M HERE TO GO OVER THE DATA WITH YOU GUYS FROM THE STUDY.

BASICALLY THIS WAS A CONFERENCE REPORT ABOUT INCLUDING THE FOLLOWING ANALYSIS ON THE COMMUNITY RISK ASSESSMENT, WORKLOAD ANALYSIS, CURRENT RESPONSE COVERAGES AND RECOMMENDED STAFFING IN RESPONSE MOVING FORWARD.

WE'RE GOING TO GO OVER ALL THAT AND I AND PRESENT THE CURRENT STAFFING AND PRESENT THE PLAN OR THE RECOMMENDATIONS FROM THE STUDY.

CURRENT STAFFING, STATION ONE IS DOWNTOWN CENTRAL STATION AND HAS TRUCK 631, TWO AMBULANCES AND COMMAND VEHICLE 620 AND STATION TWO IS NORTHSIDE AND THAT IS A SINGLE ENGINE HOUSE AND STATION THREE IS ON THE SOUTH SIDE AND THE HOLTON ENGINE AND AN AMBULANCE.

IT IS IMPORTANT TO NOTE THAT EACH OF FIRE APPARATUS CURRENTLY HOLDS THREE FIREFIGHTERS MINIMUM ON IT ON ANY GIVEN DAY.

AND OUR CURRENT STATION ONE, THE DOWNTOWN STATION DOES NOT HAVE A FIRE ENGINE, IT ONLY HOLDS THE FIRE TRUCK, FIRE ENGINES ARE THE ONES THAT HAVE THE HOSE WITH THE WATER ON AND THEY ARE THE ONES THAT ACTUALLY FIGHT THE FIRE, THE TRUCK TO SUPPORT THEM, THEY ARE EQUALLY AS IMPORTANT, BUT IT IS IMPORTANT TO HAVE WATER IN YOUR DOWNTOWN AREA.

OUR DEPARTMENT AVOIDS THREE SHIFTS EACH OF THOSE WORKING 24 HOUR PERIODS OF TIME.

16 MEMBERS ARE ON DUTY EACH DAY AND THAT INCLUDES OUR BATTALION CHIEF AND 16 TOTAL.

THE DEPARTMENT VERY RARELY IS ABLE TO STAFF ABOVE THAT MINIMUM AND IN FACT IT IS HEAVILY RELIANT ON OVERTIME TO MEET THOSE MINIMUM STAFFING

LEVELS AS EVIDENCED BY OUR LARGE OVERTIME BUDGET USUALLY CLOSE TO \$1 MILLION EACH YEAR.

SHORT-TERM LIQUIDATIONS THAT CAME FROM THE STUDY, STAFF ALL FIRE APPARATUS WITH A MINIMUM OF FOUR FIREFIGHTERS AND ADD A STAFF AIDE FOR COMMAND 620.

THE LONG-TERM RECOMMENDATIONS WERE TO REBUILD STATION TWO, MOVE AND INDOLENCE TO STATION TWO, ADD A AMBULANCE TO STATION ONE AND INCREASE STAFFING 26 FIREFIGHTERS ON ALL FIRE APPARATUS AND WE WILL GET SOME MORE DETAIL AS TO WHY AS WE MOVE ON HERE.

WHAT THIS WOULD MEAN FOR THE VILLAGE IMMEDIATELY WOULD THE HIRING THREE NEW POSITIONS FOR A TOTAL OF NINE NEW POSITIONS AND THAT WOULD INCREASE SHIFT STAFFING FROM 22 UP TO 25 MEMBERS WITH THE FIVE DAILY PAID TIME OFF SLOTS THAT WOULD START EACH DAY WITH FOUR ABOVE MINIMUM STAFFING LEVELS PAIRED WITH INCREASE OF STAFFING AND NO INCREASE IN THE DAILY MINIMUMS, THE DEPARTMENT WOULD SEE A SIGNIFICANT OVERTIME PRODUCTION AND THAT WOULD OFFSET A LARGE PORTION OF THE COST OF HIRING NEW FIREFIGHTERS. THIS ALLOWS THE DEPARTMENT TO BUILD STAFFING OVERTIME BY REDUCING OVERTIME AND IT IS WORTH NOTING THAT FOR FIREFIGHTERS OVERTIME IS USUALLY WORKING 48 HOUR SHIFTS INSTEAD OF 24 AND SO TWO DAYS WITHOUT SLEEP WITH A VERY HIGH LACK OF SLEEP WHICH CAN LEAD TO INJURIES AND ILLNESS AND WE WOULD ALSO THINK THAT YOU WOULD HAVE INJURY REDUCTION AS PART OF THIS NATURALLY.

THIS ALSO REQUIRES NO EXTRA COST FOR ADDITIONAL FIRE APPARATUS AS WE WOULD JUST BE COVERING WHAT WE HAVE.

WHERE DO THEY GET THESE REGULATIONS?

MOST OF IT CAME FROM THE NATIONAL FIRE PROTECTION ASSOCIATION, SPECIFICALLY STANDARD 1710 AND 1500 WHICH DIRECTLY RELATE TO STAFFING AND FIRE SERVICE AND BOTH OF THOSE STANDARDS RECOMMEND A MINIMAL STAFFING LEVEL SHOULD BE FOUR MEMBERS RESPONDING ON EACH FIRE APPARATUS AND THAT MINIMUM RISES ON THE HAZARD TYPE AND SPECIFICALLY THE PUBLISHING DENSITY AS YOU CAN SEE ON THIS CHART HERE RURAL FIRED APARTMENTS AT SUBURBAN FIRE DEPARTMENT SHOULD HAVE A MINIMUM STAFFING OF FOUR PER FIRE APPARATUS AND URBAN WITH FIVE AND DENSELY URBAN WOULD BE SIX.

TO MEET THE DENSELY URBAN CLASSIFICATION YOU ARE LOOKING AT 3000 PEOPLE PER SQUARE MILE AND OAK PARK IS ABOUT 11,000 AND SO WE ARE CLOSE TO FOUR TIMES THE AVERAGE TO MEET THAT STANDARD.

AND WHERE DO THESE STANDARDS COME FROM?

WELL, MANY OF THE STAFFING GUIDELINES FROM THE NFPA DERIVE FROM THE NATIONAL INST.

OF STANDARDS AND TECHNOLOGY OR NIST 2010 RESIDENTIAL STRUCTURE FIRE STUDY.

THIS STUDY COMPARED HOW QUICKLY AND EFFECTIVELY FIRE COMPANY STAFF BUT TWO, THREE, FOUR AND FIVE FIREFIGHTERS THAT CAN COMPLETE 22 FIREFIGHTING TASKS THAT NORMALLY ENCOUNTER STRUCTURED FIRES.

THESE EXAMPLES WOULD BE WATER SUPPLY AND HOSE LINES AND CONDUCTING SEARCH AND RESCUE.

FOUR FIREFIGHTING COMPANY'S WERE ABLE TO COMPLETE THESE TASKS AT 25% FASTER THAN THREE FIREFIGHTER COMPANIES WHICH IS THE CURRENT AND 30% FASTER THAN TWO FIREFIGHTER COMPANIES.

THE STUDY SHOW THAT LARGER FIRE COMPANIES WERE MORE EFFICIENT, SAFER AND HEALTHIER DUE TO DECREASED LEVELS OF STRESS AND HEART RATES DECREASED AS MORE FIREFIGHTERS WERE ADDED TO THE VEHICLES.

>>>

THIS IS A FACT SHEET STRAIGHT FROM NFPA DEFINING WHAT THE COMPANY IS AND BASICALLY IT IS A GROUP OF MEMBERS UNDER DIRECT SUPERVISION AND THEY WILL ARRIVE ON THE SCENE AND OPERATE ON ONE APPARATUS TOGETHER.

SO, WE ARE TALKING ABOUT FOUR FIREFIGHTER COMPANIES, THAT IS WHAT THEY MEAN.

THERE ARE SOME EXCEPTIONS TO ARRIVING ON ONE APPARATUS.

MULTIPLE APPARATUS AND BE ASSIGNED, DISPATCHED AND ARRIVED TOGETHER, BUT THEY HAVE TO OPERATE CONTINUOUSLY THROUGHOUT THE DAY AND THEY HAVE TO BE MANAGED BY A SINGLE OFFICER.

THE NEXT STANDARD IS OSHA TWO IN AND TWO OUT REGULATION AND THIS IS ENFORCEABLE FROM OSHA.

BASICALLY THIS IS SAYING THAT YOU HAVE TO HAVE FOUR FIREFIGHTERS ON ANY SCENE OF THE FIRE BEFORE YOU CAN BEGIN INTERIOR OPERATIONS, BECAUSE WHEN YOU SEND TWO OPERATIONS INTO A BURNING BUILDING TO BEGIN FIGHTING THE FIRE YOU NEED TO HAVE TWO FIREFIGHTERS OUTSIDE OF THE BUILDING ACTIVELY READY TO GO RESCUE THOSE FIRST TWO IN CASE SOMETHING HAPPENS. AYE STANDARDS FOR HOW MANY FIREFIGHTERS SHOULD BE ON THE SCENE OF DIFFERENT STRUCTURED FIRES BASED OFF THEIR HAZARD LEVEL, SO STARTING WITH A LOW HAZARD ALARM, THESE ARE SINGLE FAMILY DWELLING LESS THAN 2000 FT.² AND VERY LITTLE IF ANY OF THOSE IN THIS TOWN, PRETTY MUCH EVERYTHING HAS BASEMENTS OR HAS CLOSE EXPOSURES.

TO FIGHT THOSE FIRES YOU NEED A MINIMUM OF 16 MEMBERS OR 17 AERIAL DEVICES WHICH IS OUR TRUCK 631 AND WE DO USE A AERIAL DEVICE BECAUSE WE ONLY STAFF 15 MEMBERS PER DAY, WE DO NOT MEET THAT STANDARD.

THE NEXT STEP UP WOULD BE A MEDIUM HAZARD STRUCTURE FIRE AND THIS IS THE MAJORITY OF THE TOWN.

GARDEN STYLE APARTMENTS AND AGAIN ANY RESIDENTIAL STRUCTURES THAT HAVE BASEMENTS OR CLOSE EXPOSURES.

YOU NEED 27 MEMBERS OR 28 IF YOU HAVE AERIAL DEVICE AND WE ARE NOWHERE CLOSE TO THAT STANDARD WITH OUR CURRENT STAFFING AND THE NEXT STEP UP WOULD BE I HAZARD ALARM GEORGIA BE HIGH-RISES FOR US AND YOU WOULD NEED 42 OR 43 MEMBERS IF THE BUILDING IS EQUIPPED WITH A FIRE BUMP.

>>>

HERE IS AN EXAMPLE OF A MEDIUM STRUCTURE FIRE, THIS WAS ON NORTH HUMPHREY AVENUE IN 2015, WE HAVE MANY EXAMPLES OF THESE TYPES OF FIRES AND AS YOU CAN SEE THREE HOMES ARE ON FIRE SIMULTANEOUSLY.

TWO RESIDENTS WERE RESCUED FROM THAT STRUCTURE WHICH IS IMPORTANT TO NOTE THAT WHEN TWO PEOPLE RESCUE FROM THAT STRUCTURE THAT ALSO SENT TWO AMBULANCE TO THE HOSPITAL TO TAKE CARE OF THOSE PEOPLE WHICH IS FOUR LESS MEMBERS AVAILABLE TO FIGHT THAT FIRE.

AND THIS IS JUST WHY THESE ARE MEDIUM HAZARD FIRES BECAUSE OFTEN WE ARE PULLING UP TO THE SCENE AND WE ARE FIGHTING TWO AND MAYBE THREE FIRES INSTEAD OF JUST ONE.

ANOTHER CASE STUDY, THIS WAS 151 NORTH KENILWORTH AVENUE, THIS WAS A HIGH-RISE FIRE THAT HAPPENED EARLIER THIS YEAR.

IT WAS WITHOUT SPRING CLOSE WITH NO STANDPIPES AND THERE WAS A FIRE ON THE SIX OR AND CLEARLY A HIGH HAZARD BUILDING WITH A NFPA CLASSIFICATION.

THE NFPA RECOMMENDS THAT WE SHOULD OF HAD 36 FIREFIGHTERS AND SEVEN COMMAND STAFF FOR A TOTAL OF 43 MEMBERS WITHIN 10 MINUTES AND 10 SECONDS OF THAT FIRE STARTING OR US BEING DISPATCHED FOR THE FIRE.

IN REALITY WE HAD ONLY 10 FIREFIGHTERS AND THREE COMMAND STAFF ON SCENE WITHIN THAT 10 MINUTES AND 10 SECONDS AND A TOTAL THROAT THE WHOLE SCENE IN THE WHOLE INCIDENT WE HAD 30 FIREFIGHTERS AND FIVE COMMAND STAFF AND WE NEVER MET THE STANDARD FOR HIGH HAZARD.

>>>

ALL RIGHT, THESE ARE MAPS FOR CURRENT FOUR MINUTE ROAD COVERAGE AND SO THE AYE WANTS YOU TO BE ON THE SCENE WITHIN FOUR MINUTES OF TRAVEL TIME AND THIS DESIGNATES HOW WELL WE ARE DOING FOR WHERE OUR STATIONS ARE. ANYTHING THAT IS NOT HIGHLIGHTED IN GREEN IS A GAP IN COVERAGE AND YOU CAN SEE THAT WE HAVE PRETTY LARGE GAP ON THE NORTHWEST SIDE OF TOWN AND THAT IS BECAUSE STATION TWO IS PRETTY FAR EAST AND SO IT IS NOT ABLE TO REACH THAT FAST ENOUGH AND THAT WE DO ALSO HAVE GAPS ON THE CENTER OF TOWN ON THE EAST AND WEST SIDES WHICH ARE HIGH CALL VOLUME AREAS FOR US AND THEY ARE DENSELY POPULATED AREAS.

>>>

THIS IS THE SAME TYPE OF COVERAGE BUT FOR TWO IN AND TWO OUT AND THIS IS BASICALLY HOW FAST WE CAN GET FOUR FIREFIGHTERS TO THE SCENE TO MEET THAT TO WIN AND TO OUT REGULATION AGAIN AND TWO FIREFIGHTERS GO IN AND TWO STAY OUT TO RESCUE THEM.

IF YOU INCLUDE AMBULANCE COVERAGE BECAUSE THE INDOLENCE CAN COME IN AND BE THAT TWO PEOPLE ON THE OUTSIDE FOR THAT FIRE VEHICLE, YOU CAN SEE THE SOUTH SIDE AT THE CENTER PART OF TOWN ON THE LEFT MAP THAT DOES PROVIDE SOME COVERAGE AND STATION TWO IS KIND OF ON AN ISLAND UP NORTH BECAUSE THERE IS NO AMBULANCE WITH THAT VEHICLE.

SO, THEY HAVE VERY LITTLE COVERAGE ON THE LEFT SIDE, BUT IT IS IMPORTANT TO NOTE THAT THE AMBULANCES ARE THE BUSIEST RIGS IN TOWN PEERED YOU CAN ALWAYS RELY ON THEM TO BE IN THE STATION AVAILABLE TO RESPOND TO A STRUCTURE FIRE AND THAT MAP ON THE RIGHT SHOWS THE TWO IN TWO OUT COVERAGE WITHOUT AMBULANCES WHICH WE HAVE VERY LITTLE AND OF ABOUT 11% COVERAGE THERE.

>>>

SOME GOOD NEWS, OUR ALS EIGHT MINUTE ROAD MINUTES COVERAGE AND THEY WANT A ALS VEHICLE TO BE ON THE SCENE WITHIN EIGHT MINUTES, WE DO THAT 99.1% OF THE TIME AND WE ARE DOING REALLY GOOD THERE.

THAT MAP IS PERFECT.

ALL RIGHT, BACK TO THE SHORT-TERM RECOMMENDATIONS.

WE STAFF ALL FIRE APPARATUS WITH A MINIMUM OF FOUR FIREFIGHTERS AT A FULL-TIME STAFF AIDE TO ASSIST THE BATTALION CHIEF.

IT IS VERY IMPORTANT TO STAFF ALL OF THE APPARATUS PROPERLY BECAUSE WHEN WE SHOWED TO THE SCENE OF A FIRE EVEN IF OTHER VEHICLES ARE NOT THERE OR WAITING A LITTLE BIT FOR ANOTHER RIG TO SHOW UP, THAT ENGINE ITSELF AND THAT TRUCK ITSELF IS READY TO GO START OPERATION SAFELY AND EFFICIENTLY AND EFFECTIVELY.

ALL RIGHT, IF YOU WERE TO INCLUDE THE SHORT-TERM RECOMMENDATIONS TO OUR STAFFING, THIS IS WHAT WOULD HAPPEN TO THAT TO INTO OUT THAT WE JUST AND OVER.

AND SO THE LIGHT GREEN AREA THAT WE HAD WITHOUT AMBULANCES AND NOW JUST BY PUTTING IN ANOTHER FIREFIGHTER ON E*TRADE, EACH FIRE APPARATUS COVERS OSHA TWO IN TWO OUT BY ITSELF AND SO YOU INCREASE THE COVERAGE BY A LARGE AMOUNT THAT IS THE DARK GREEN AREA AND HE ACTUALLY INCREASES ABOUT SEVENFOLD.

THIS IS THE LOW HAZARD ALARM COVERAGE WITH THE SHORT-TERM RECOMMENDATIONS INCLUDED.

SO, AGAIN WE DON'T HAVE MANY LOW HAZARD ALARM STRUCTURES, BUT CURRENTLY OUR CURRENT STAFFING OFFERS 0% COVERAGE FOR THE TOWN FOR THAT WITH THE SHORT-TERM RECOMMENDATIONS INCLUDED WE WOULD GET ABOUT 32% OF THE TOWN AND SO AT LEAST PART OF THE CENTER OF TOWN START TO COVERAGE AND STILL NOT GREAT, BUT STARTING TO GET CLOSER TO THESE STANDARDS.

LONG-TERM RECOMMENDATIONS, REBUILDING STATION TWO AND THE MAIN REASON FOR THAT IS STATION TWO IS OVER 100 YEARS OLD AND IT WAS NOT BUILT FOR MODERN FIRE ENGINE AND IT CANNOT PHYSICALLY HOLD ANYTHING BUT ONE VEHICLE.

SO, WE CANNOT PUT A AMBULANCE THERE EVEN IF WE WANTED TO CURRENTLY. SO, THE GOAL WOULD BE TO REBUILD THE AND IF WE COULD RELOCATE IT FURTHER WEST FOR THE MAPPING DATA, THAT WOULD BE IDEAL, BUT AT LEAST REBUILD IT

AND PUT A AMBULANCE UP AT STATION TWO SO THE NORTH SIDE OF TOWN HAS THAT COVERAGE AND WE ADD A ENGINE TO STATION ONE WHICH WOULD GIVE YOU WATER DOWNTOWN TO PROTECT THE DOWNTOWN AREA AND THE MOST IS THE POPULATED AREA AND THEN INCREASE STAFFING TO SIX FIREFIGHTERS ON ALL APPARATUS AND THAT WOULD MEET THAT DENSELY URBAN STANDARD FOR NFPA. THIS IS WHAT THE LONG-TERM RECOMMENDATIONS WERE DUE TO LOW HAZARD ALARM COVERAGE.

SO, NOW WE ARE AT ABOUT 91% AND BASICALLY RECOVER MOST OF THE TOWN FOR A LOW HAZARD ALARM.

AND NOW WE START GETTING THE MEDIUM HAZARD ALARM OVERT AND THIS IS THE GREAT MAJORITY OF OUR FIRES WOULD BE MEDIUM HAZARD ALARM.

WITH THE LONG-TERM RECOMMENDATIONS WE START PROVIDING ABOUT 50% OF THE TOWN COVERAGE IN THE ALLOTTED TIME.

WORKLOAD ANALYSIS, YOU CAN SEE IN THE ORANGE AND YELLOW AREAS THOSE ARE THE HIGH CALL VOLUME AREAS AND AGAIN THOSE WERE SOME OF THE PARTS OF TOWN THAT HAD LAPSES IN COVERAGE ON THE WEST AND EAST SIDE IN THE CENTER PART OF TOWN.

THAT WEST SIDE OF TOWN ALSO HAS A POPULATION DENSITY OF ALMOST 30,000 PEOPLE PER SQUARE MILE.

CALL VOLUME CONTINUES TO INCREASE EVERY YEAR THAT HAS BEEN GOING ON FOR DECADES.

WE ARE ABOUT 500 CALLS ROUGHLY OVER WHAT WE WERE ON LASTER AND ON PACE FOR ANOTHER RECORD YEAR THIS YEAR FROM 2020 - 2024 YOU CAN SEE THE INCREASE FROM 6 TO 700 UP TO 8800 RESPONSES PER YEAR IN THAT SAME TIMEFRAME UNIT RESPONSES AS INCREASED AND THE CALL VOLUME IS THREE CALLS OR THREE VEHICLES CAN GO ON A CALL AND NOT JUST ONE CALL, BUT THREE UNIT RESPONSES, BECAUSE THOSE VEHICLES HAD TO TRAVEL AND THEY WERE NOT IN THE HOUSE TO RESPOND TO ANOTHER EMERGENCY.

SO, THOSE ARE EVEN - OR 14,879.

THE BLACK LINE HERE DENOTES THE FOUR MINUTE TRAVEL TIME.

ANYTHING ABOVE THAT BAR IS SAYING THAT WE DID NOT MEET THE FOUR MINUTE RESPONSE TIME AND YOU CAN SEE ALL OF OUR UNITS ARE ABOVE THAT.

I COULD BE A BENCHMARK THAT SUGGESTS THE DEPARTMENT MAY NEED ADDITIONAL RESOURCES.

WE DID DECREASE TRAVEL TIME FROM 2020 AND 2024 AND I THINK WE ATTRIBUTE OUT MOSTLY TO THE SPEED LIMIT SERVICE.

OVERLAPPING CALLS, SO BASICALLY THIS CHART IS SHOWING YOU THAT ABOUT 5000 TIMES LAST YEAR, TWO VEHICLES WERE OUT ON THE STREET AT THE SAME TIME ON A CALL.

AND SAME THING FOR THREE UNITS AND THERE IS ABOUT 3000 TIMES THAT OCCURRED.

THAT IS IMPORTANT BECAUSE EACH TIME THAT HAPPENS THERE IS LESS APPARATUS TO RESPOND TO THE STRUCTURE FIRE WHICH IS WHY AGAIN IT IS SO IMPORTANT FOR YOU TO HAVE THE RIGHT AMOUNT OF PEOPLE ON EACH FIRE APPARATUS BECAUSE YOU DON'T KNOW HOW MANY WILL GET OUT OF THE FIRE RIGHT AWAY.

THIS IS THE COMMUNITY RISK ASSESSMENT PORTION.

THE MAIN THING FOR US RISKLESS POPULATION DENSITY THAT WE TALKED ABOUT OAK PARK HAS 11,600 PEOPLE ON AVERAGE PER SQUARE MILE AND WE HAVE PARTS THAT ARE 30,000 PER SQUARE MILE AND THAT IS 10 TIMES HIGHER THAN THE AVERAGE NEEDED TO BE CLASSIFIED AS DENSELY URBAN.

SOME OTHER FACTORS ARE VULNERABLE AGE GROUPS AND 22.9% OF THE OAK PARK POPULATION FALLS IN THIS CATEGORY AND THIS CATEGORY TYPICALLY TAKES A LOT OF RESOURCES FROM THE FIRE DEPARTMENT.

WE HAVE POVERTY, DISABILITIES, VACANT HOUSING AND HOMELESS BEFORE 1970 WHICH IS 70.6% OF HOMELESS IN OAK PARK AND THAT IS IMPORTANT BECAUSE THEY USUALLY LACK MODERN FIRE PROTECTION AND I CAN BE MORE DANGEROUS.

THANK YOU AND I WILL TURN IT BACK OVER TO BOB.

>>BOB: SO, THE INFORMATION PROVIDED SITE IS ALL UNBIASED DATA AND PROVIDES A VILLAGE WITH A CLEAR DIRECTION ON HOW TO PROPERLY SET THE FIRE DEPARTMENT SAFELY AND EFFECTIVELY.

I JUST WANT TO HIGHLIGHT A FEW OF THE MAJOR DATA POINTS MOVING FORWARD. 7010 IS CLEAR AND RECOMMENDS MINIMAL USE STAFF FIREFIGHTERS AT FOUR AT MINIMUM.

AND THAT ALLOWS THE SINGLE APPARATUS TO PERFORM TWO IN TWO OUT AND THE INITIAL RESPONSE IN THEIR DISTRICT.

IT IS GOING TO MAKE THE DEPARTMENT LESS RELIANT AND MAKES CONDITIONS SAFE TO PREVENT INJURIES AND ALSO FOR RESIDENTS OF OAK PARK.

THE INCREASE IN MINUTE COVERAGE GOES UP BY 30% AND WITH THE INCREASE WITHOUT AMBULANCES TWO IN TWO OUT AND FOUR MINUTE RESPONSE GOES FROM 11.6 UP TO 77.9 WHICH IS A 571% INCREASE IN THAT CATEGORY.

ON THE LONG-TERM RECOMMENDATIONS YOU KNOW RELOCATING OR REBUILDING STATION TWO WOULD ALLOW THE STATION TO HOUSE MORE THAN ONE FIRE APPARATUS OR ADDITIONAL AMBULANCE.

THE ADDITION OF A ENGINE AT STATION ONE WOULD ALLOCATE A PUMP IN THE MOST DENSE ALLOCATION IN OAK PARK LIKE ADAM SAID WE DO NOT HAVE A ENGINE IN THE CENTER OF TOWN WHERE WE HAVE THE HIGHEST ABLATION OF HIGH-RISES FOR OAK PARK.

>>>

FINALLY, THE FIRE DEBARMENT SHOULD BE DESIGNED TO ADEQUATELY RESPOND TO MULTIPLE EMERGENCIES SIMULTANEOUSLY.

THE STAFFING INCREASES THAT ARE RECOMMENDED IN THE NFPA STANDARDS WOULD MEET THE MINIMUM STANDARDS THAT WE ARE CHARGED TO PROTECT FOR THE VILLAGE OF OAK PARK.

AND THAT INCLUDES OUR STUDY AND I DON'T KNOW IF THERE ANY QUESTIONS RIGHT OFF THE BAT HERE THAT YOU WOULD HAVE.

>>PRESIDENT SCAMAN: ALL RIGHT, LOOKING, ANY QUESTIONS, COMMENTS? OKAY.

>>TRUSTEE STRAW: I GUESS I WOULD SAY THAT I THINK IT WOULD BE HELPFUL FOR ME AT LEAST TO HEAR BOTH PRESENTATIONS AND THEN I MIGHT HAVE SOME QUESTIONS THAT SORT OF I WANT TO LIKE UNDERSTAND THE DIFFERENT PERSPECTIVES ON A PARTICULAR QUESTION.

SO, FOR ME I MIGHT WANT TO CALL THE FIREFIGHTERS BACKUP.

>>BOB: WE WILL BE AVAILABLE.

>>PRESIDENT SCAMAN: IS THAT HOW THE REST OF THE BOARD FEELS? VERY GOOD.
EXCELLENT.
THANK YOU.

AND A VILLAGE MANAGER JACKSON I TURN IT OVER TO YOU.

>>MANAGER JACKSON: YES, ABSOLUTELY.

OKAY, SO DEPUTY VILLAGE MANAGER LISA SHELLEY IS GETTING READY TO OPEN US UP AND I WILL JUST OFFER A FEW REMARKS AND THEN I'LL TURN IT OVER TO HER TO INTRODUCE OUR GUESTS.

SO, LAST YEAR DURING THE BUDGET PROCESS I THINK THERE WAS A MOTION TO ADD THE FOURTH IN THERE AND AS YOU RECALL IN 2022 WE ADDED 1/3 AMBULANCE AND BACK THEN YOU KNOW IN WORKING WITH THE FIRE CHIEF AND RECOGNIZING THE INCREASED YEAR-OVER-YEAR INCREASES, WE FELT LIKE THERE WAS A NEED TO ADD THE ADDITIONAL FIREFIGHTERS INTO WHAT WE CAN GUARANTEE BEING PUT INTO SERVICE AND LAST YEAR THE PRIOR FIRE CHIEF RECOGNIZED THAT IN THE FUTURE THERE MAY BE A NEED FOR 1/4 AMBULANCE GIVEN THE YEAR-OVER-YEAR INCREASE IN AMBULANCE CALLS.

THAT SAID WE HAVE ALREADY UNDERSTOOD THERE WERE OTHER ISSUES THAT WERE OF CONCERN TO THE VILLAGE BOARD AS WELL AS THE MANAGEMENT TERMS OF THE INCREASES TO THE COSTS AND CONCERNS ABOUT THE SAFETY AND THE INJURIES OCCURRING IN THE FIRE DEPARTMENT AND SO OUR PERSPECTIVE ON THIS WAS THAT WE FELT LIKE WE NEEDED TO TAKE A COMPREHENSIVE ASSESSMENT OF THE FIRE DEPARTMENT OPERATIONS AND GIVE THEM INDEPENDENT ASSESSMENT SO WE CAN UNDERSTAND ENTIRELY WHAT IS GOING ON WITH THE DEPARTMENT AND INSIDE OF ITS OPERATIONS TO ADDRESS ALL ISSUES OF THE CONCERN.

BUT, IT IS IMPORTANT THAT WE ANCHOR IT BACK IN THE HISTORY OF WHERE THIS EVOLVED FROM AND THAT IS THE RECOGNITION THAT THERE HAS BEEN A YEAR-OVER-YEAR INCREASE IN CALLS AND THAT HAS BEEN WHERE THE PRESSURE HAS BEEN APPLIED.

SO, AT THAT TIME WHAT I ACKNOWLEDGED TO THE VILLAGE BOARD WAS THAT WE ARE CONTINUING TO WORK ON OUR LONG-TERM FINANCIAL PLANNING WITH AND I TOWARDS SUPPORTING THE BOARD'S INTEREST IN FISCAL SUSTAINABILITY OF THE VILLAGE.

THIS IS NOT A UNIMPORTANT POINT, BECAUSE ONE OF THE AMAZING THINGS ABOUT WORKING IN OUR VILLAGE IS THE WAY THAT WE APPROACH THINGS IS THAT WE TEND TO LOOK AT THINGS HOLISTICALLY AND WE HAVE NOT TAKEN A HOLISTIC APPROACH TO MANAGING OUR FINANCES AND RESOURCES TO ADDRESS ALL OF OUR GOALS.

AND ASPIRATIONS ARE VERY BIG AND YET WE CONTINUE TO TRY TO DO THINGS IN A FISCALLY RESPONSIBLE MANNER AND NOT DO IT IN A ZERO-SUM MANNER AND THAT IS THE APPROACH WE HAVE TAKEN AND TO THAT POINT WE HAVE ADDED SOME RESOURCES TO SUPPORT IMPLEMENTATION OF EQUITY AND INCLUSION INITIATIVES AND SUSTAINABILITY INITIATIVES IN THE OPERATIONS THERE WHILE ALSO ADDRESSING ALL OF OUR OPERATIONAL NEEDS.

SO, I JUST WANTED TO GIVE THE INTRODUCTION AND HISTORY OF WHERE THIS EVOLVED FROM IN TERMS OF THE INCREASE IN DEMAND FOR THE EMS CALLS AND OUR RESPONSE TO THAT.

I ALSO ACKNOWLEDGE THAT WE HAVE HAD OVER THE LAST EIGHT YEARS SIGNIFICANT CYCLICAL INVESTMENTS IN THE FIRE DEPARTMENT ITSELF FROM A CAPITAL STANDPOINT.

AND INVESTING IN OUR FACILITIES.

SO, I THINK WHAT OUR REPORT TONIGHT - WE ARE REALLY TRYING TO REPORT OUT ON THE INDEPENDENT ASSESSMENT AND IT IS JUST A REPORT AND WE ARE NOT SEEKING ANY DIRECTION TONIGHT.

I WANT TO PRESS UPON THE TRUSTEES THAT IT IS IMPORTANT THAT WE JUST DIGESTED THIS REPORT AND ALLOW IT TO PROVIDE A FOUNDATION FOR NAVIGATING THE BUDGET PROCESS THIS FALL AS WELL AS CONTINUING TO NAVIGATE THE STRATEGIC FINANCIAL PLANNING THAT I THINK WILL ADD TO YOUR PERSPECTIVES ON HOW TO ADDRESS THE ISSUES THAT ARE DISCUSSED TONIGHT AND OTHERS THAT YOU ARE CONCERNED ABOUT.

SO, WITH THAT INTRODUCTION WE ARE GOING TO DELIVER THE REPORT AND PART OF DELIVERING THE REPORT IS ALSO A HIGH-LEVEL FISCAL IMPACT ASSESSMENT OF THE LOCAL 95 'S REPORT THAT WAS JUST DELIVERED.

AND SO LISA, WITH THAT INTRODUCTION IF YOU CAN INTRODUCE OUR GUESTS AND ADD ANY ADDITIONAL CONTEXT THAT MAYBE I LEFT OUT TO GET US STARTED.

>>BOB: ONE THANK YOU MANAGER JACKSON, LISA SHELLEY, DEPUTY VILLAGE MANAGER AND I DO NOT BELIEVE THERE WAS ANY OTHER DETAILS UNLESS THERE ARE QUESTIONS IN THE OVERVIEW AT THIS TIME TEARS SO, I WILL INTRODUCE THE TEAM AND WHO THEY REPRESENT PEERS OR COME HERE TONIGHT WE HAVE CHIEF TERRY AND DEPUTY CHIEF MURPHY WITH US TONIGHT AND ALSO INTERIM CFO DONNA GAYDEN AND RELATED TO BAKER TILLY WHO IS HERE THIS EVENING WHO WORKED ON THE FIRE ASSESSMENT AND WE HAVE CAROL JACOBS, MANAGING DIRECTOR AND CHIEF OF THE PROJECT ALONG WITH NED PETTUS AND SPECIAL ADVISOR WHO IS PARTICIPATING REMOTELY TODAY AND YOU MAY HEAR HIS VOICE OVER ZOOM AND WE ALSO HAVE STEVE TOLER AS A VILLAGE MANAGER JACKSON SAID WHO IS ALSO THE DIRECTOR AND THE LEAD ON THE VILLAGES LONG-TERM

FINANCIAL PLAN THAT WAS GOING ON SIMULTANEOUSLY WITH THIS PROJECT AND ALSO THEY ARE HERE TO DO SOME OF THE FINANCIAL ANALYSIS FROM THE REPORT. AND BOTH OF THESE ARE UPLOADED AND AVAILABLE, AS WELL IN THE AGENDA. SO, I WILL FIRST BEGIN WITH CAROL AND LET ME PULL UP HER PRESENTATION.

>>SPEAKER: A GOOD EVENING, MY NAME IS CAROL JACOBS, HAPPY TO BE HERE TONIGHT TO TALK ABOUT REPORT OF THE FIRE DEPARTMENT.

WE HAVE BEEN AT THIS SINCE MARCH OF LAST YEAR OR THE BEGINNING OF THIS YEAR AND TALK ABOUT DOING A HOLISTIC APPROACH TO THE PROGRAM.

JUST AS YOU KNOW, DOCTOR NED PETTUS ENDED UP AS THE FIRE OF THE COLUMBUS FIRE DEPARTMENT IN OHIO AND HAS AN ENORMOUS RESUME AND HE HELPED US WITH ALL OF THE RECOMMENDATIONS AND MAKING SURE THAT WE WERE IN THE BEST INTEREST OF WHAT THE FIRE DEPARTMENT SHOULD BE.

SO, SOME OF OUR ENGAGEMENT OBJECTIVES WERE REALLY TO LOOK AT THE CURRENT STAFFING, FACILITIES, EQUIPMENT APPARATUS, OPERATIONS AND REVENUES AND WE WERE LOOKING TO IMPROVE THE EFFICIENCY AND EFFECTIVENESS OF THE FIRE DEPARTMENT AS IT CURRENTLY STANDS AS WELL AS ACCOMMODATE LONG-TERM GROWTH.

HOW DO WE DO THIS?

WHAT DID WE DO?

WE ARE NOT FROM OAK PARK.

IT IS A LOVELY COMMUNITY BY THE WAY AND I GOT TO SPEND SOME TIME HERE.

BUT, WE LOOKED AT SOME DOCUMENTS AND DATA AND DID INTERVIEWS AND WE TOURED AND GOT TO SEE THE FACILITIES AND WE GAVE EVERYBODY A CHANCE TO PROVIDE OPINIONS TO US.

WE ANALYZED THE MANAGEMENT AND SERVICE DELIVERY RISK AND RESOURCES AND WE DID SOME OBSERVATIONS AND RECOMMENDATIONS AND WE PROVIDED A REPORT.

AT THE END OF THIS REPORT WE WILL DO A DRAFT IMPLEMENTATION WHICH WE WILL GIVE TO THE VILLAGE MANAGER WHO CAN IMPLEMENT THESE RECOMMENDATIONS AS YOU SEE FIT.

SO, HERE ARE SOME OF OUR MAJOR RECOMMENDATIONS YOU CURRENTLY STAFF FOR 22 PEOPLE ON A SHIP.

AND IF EVERYBODY SHOWS UP ON A DAY THAT IS HOW MANY YOU SHOULD HAVE.

BUT, YOU HAVE A 16% MINIMUM.

WE BELIEVE THAT STAFFING LEVEL IS APPROPRIATE BASED ON HOW YOU DEPLOY YOUR STAFF AND GIVEN THE CALL VOLUME THAT YOU HAVE AND WE WILL TALK ABOUT THAT A LITTLE BIT LATER.

THE DEPARTMENT IS HAVING A HARD TIME WITH OVERTIME, BUT THERE ARE A LOT OF REASONS FOR THAT.

VACANCIES.

ON-THE-JOB INJURIES, OFF THE JOB INJURIES, TRAINING, ALL KINDS OF ISSUES THAT ARE NOT JUST RELATED TO THE MINIMUM STAFFING.

YOU HAVE ALREADY AUTHORIZED THE PROCESS OF OVER HIRING AND IF YOU KNOW THAT SOMEBODY IS GOING TO BE RETIRING IN A YEAR, YOU CAN START THE HIRING

PROCESS AND KIND OF DO A OVER HIGHER TO FILL THOSE POSITIONS TO FILL THOSE POSITIONS MORE QUICKLY THAN IF YOU WAITED UNTIL SOMEBODY LEFT THE BUILDING.

YOU BARELY JUST IMPLEMENTED YOUR THIRD AMBULANCE.

WE THINK YOU NEED A LITTLE BIT MORE DATA TO SUPPORT WHETHER OR NOT YOU NEED THAT FOURTH AMBULANCE AND WHEN YOU MAY NEED THAT.

IT HAS ONLY BEEN IN EXISTENCE SINCE MARCH AND WE DON'T REALLY HAVE AN UPDATE TO SUPPORT ANOTHER AMBULANCE IN OUR OPINION PAIRED WE ALSO RECOMMEND A INTERNAL SERVICE FUND WHICH IS WHAT WE CALL IT WHERE YOU PUT MONEY ASIDE FROM YOUR BUDGET EVERY YEAR TO FUND LARGE CAPITAL EQUIPMENT ASSETS FOR THE FIRE DEPARTMENT.

FIRE TRUCKS AND ENGINES ARE VERY VERY EXPENSIVE AND IT IS HARD TO COME UP WITH TWO OR \$3 MILLION AT A POP AND IT IS BETTER TO SAVE FOR LONG TERM.

WE ALSO TALK AND THIS IS A RESULT OF THE EMPLOYEE SURVEY.

EVERYBODY THINKS THAT YOU HAVE A GREAT FIRE DEPARTMENT.

NOBODY WITHIN THE FIRE DEPARTMENT SAID YOU KNOW THIS PLACE IS NOT GREAT. EVERYONE IS COMMITTED, THEY BELIEVE THEY ARE WELL-TRAINED, THEY BELIEVE THAT THEY PROVIDE AN EXTREMELY HIGH QUALITY LEVEL OF SERVICE TO THE COMMUNITY.

YOUR EMPLOYEES REALLY ARE PROUD THAT THEY SERVE THE CITY OF OAK PARK AND THAT THEY SERVE IN THE FIRE DEPARTMENT.

IT WAS REALLY QUITE IMPRESSIVE TO HEAR THAT.

THEY ARE CONCERNED ABOUT OVERTIME ANECDOTALLY FEELING STRESSED ABOUT IT AND SOME PEOPLE WORK A LOT OF OVERTIME AND THAT CAN BE A STRAIN ON THEM.

ADDING A FOURTH AMBULANCE WAS TALKED ABOUT HERE AND THERE LIKE SHOULD WE DO AND SHOULD WE NOT DO IT, HOW MUCH ARE WE GIVING TO OUR MUTUAL AID PARTNERS?

AND WE THINK THAT IS STILL AN ISSUE OUT THERE.

FACILITIES ARE AN ISSUE.

YOU HAVE ALL BEEN TO STATION TWO AND YOU KNOW WHAT THAT IS ABOUT AND I THINK THAT IS PROBABLY ONE OF THE BIGGEST CONCERNS FROM THE FACILITY PERSPECTIVE.

THE OTHER THING THEY TALKED ABOUT WAS LACK OF A TRAINING COORDINATOR. THAT YOU'VE GOT 70 PEOPLE IN THE DEPARTMENT AND THERE IS NOBODY TO MANAGE ALL OF THE PEOPLE TO HAVE A GREAT FIREFIGHTING FORCE AND PARAMEDICS.

IT IS REALLY IMPORTANT TO HAVE SOMEBODY WHO IS ON TOP OF THAT AND CONTINUALLY MONITORING THAT.

IT IS A LOT OF ABLE TO KEEP TRACK OF AND ALL OF THE CERTIFICATIONS THAT THEY NEED TO MEET STATE AND FEDERAL REQUIREMENTS.

THERE IS A PERCEIVED STAFFING SHORTAGE WITHIN THE FIREFIGHTER RANK.

THE DEPARTMENT IS FACING SIGNIFICANT OVERTIME COSTS THAT ABOUT \$1 MILLION PER YEAR HERE OR THERE AND FACILITY UPGRADES AGAIN, THE DEPARTMENT, THE DEPARTMENT WITH ALL OF THOSE KINDS OF CONSTRAINTS, THE DEPARTMENT IS STILL PROVIDING QUALITY AND EFFECTIVE SERVICES TO THE COMMUNITY. AND THAT IS HARD TO HEAR FROM THE FIRE DEPARTMENT PERSPECTIVE BECAUSE THEY FEEL LIKE THEY NEED MORE AND THEY FEEL LIKE THEY CAN DO BETTER IF THEY HAD MORE, BUT THEY ARE GETTING THE JOB DONE AND THEY ARE GETTING IT DONE WELL.

SO, THOSE ARE SOME OF THE ADDITIONAL THEMES AND THEN THE OTHER THING IS AGREEMENT DELAYS, IT TAKES A REALLY LONG TIME TO HIRE SOMEBODY. YOU'VE GOT SOME INTERESTING LAWS HERE IN ILLINOIS AND PROCESSES THAT YOU HAVE TO GO THROUGH IN ORDER TO HIRE SOMEBODY AND THAT TAKES A LONG TIME AND THAT IS WHY WE ARE THINKING ABOUT KEEPING THE LIST LONGER AND KEEPING IT OPEN LONGER AND KEEPING A YEAR-ROUND RECRUITMENT AND IF YOU CAN DO SOME OF THOSE THINGS TO HAVE A LIST READY WHEN SOMEBODY GOES SO THAT YOU WOULD BE ABLE TO THEN GET SOMEBODY ON BOARD MUCH QUICKER THAN YOU CAN NOW.

YOU GUYS ARE GREAT WITH TECHNOLOGY AND YOU HAVE BEEN SUPPORTIVE OF THE DEPARTMENT WITH TECHNOLOGY AND THEY FEEL THAT THAT HAS BEEN HELPFUL IN THEIR JOB AND YOU HEARD A LOT ABOUT THE EQUITY. THAT HAS REALLY BEEN SOMETHING THAT HAS REALLY REALLY HELPED THE FIREFIGHTERS LONGER-TERM TO GET OUT OF WHATEVER SITUATION THEY HAPPEN TO BE IN.

SO, OUR REPORT FOCUSED ON FIVE MAIN AREAS, DEPARTMENT STAFFING AND PERSONNEL, FACILITIES, APPARATUS AND AGREEMENT, OPERATIONS AND REVENUE AND EXPENDITURES AND I WILL BRIEFLY TOUCH ON THOSE ITEMS FOR YOU.

SO, UNDER DEPARTMENT STAFFING AND PERSONNEL, WE RECOMMEND A MINIMUM 16 PERSON STAFFING.

WE DO RECOMMEND THAT YOU HIRE A TIME TRAINING OFFICER POSITION AND IN THE REPORT THERE IS A DISCUSSION ABOUT A UNIT OUR UTILIZATION WHICH WOULD GIVE YOU A BASIS FOR DETERMINING HOW OFTEN A CREW IS HAVING TO GO OUT EVERY DAY AND SO IF A CREW IS HAVING TO GO OUT 60 OR 70% OF THE TIME DURING A SHIFT IT DOESN'T REALLY GIVE THEM ENOUGH TIME TO REST AND DECOMPRESS A LITTLE BIT BETWEEN GAUZE AND THIS WOULD BE A METHOD TO KIND OF GET SOME DATA BEHIND ARE THEY OVERWORKED AND WHY ARE THEY OVERWORKED AND HOW MANY CALLS ARE PEOPLE RUNNING IN A DAY AND THAT CAN VARY BETWEEN SHIFTS AND BETWEEN LOCATIONS.

SO, THAT CAN BE A WAY TO BEGIN TO GET SOME DATA AND I HEARD YOU TALKING ABOUT DATA AND ANALYTICS EARLIER.

THAT IS AN IMPORTANT THING FOR YOU AND ANOTHER DATA POINT THAT MAY BE ABLE TO HELP YOU UNDERSTAND WHAT IS GOING ON IN THE FIRE DEPARTMENT AT THE FULL LEVEL.

THERE IS SOME FACILITY UPGRADES THAT YOU ALL ARE WELL AWARE OF.

AND IN THE APPARATUS AGAIN WE HAVE TALKED ABOUT THE FOURTH AMBULANCE AND WE ALSO KIND OF TALKED ABOUT IN THE WORK A SQUAD WHICH WOULD BE A TWO PERSON SQUAD THAT WOULD BE AVAILABLE TO RUN OUT OF STATION ONE WITH A ENGINE AND A SQUAD AND A AMBULANCE AS OPPOSED TO RUNNING THE LATTER AND AN AMBULANCE.

DID I GET THAT ONE RIGHT?

I DIDN'T GET THAT ONE RIGHT.

TWO AMBULANCES - SO, IT WOULD BE A WAY TO NOT HAVE THE LADDER TRUCK RUNNING EVERY CALL OUT OF STATION ONE.

A LADDER TRUCK IS AN ENORMOUS PIECE OF EQUIPMENT AND IT IS THE MOST COSTLY PEACE AND TO RUN THAT THING THAT MANY TIMES A DAY IS REALLY HARDWARE AND TEAR ON THAT.

WE DON'T NEED THAT.

SO, THIS WOULD BE AVAILABLE FOR SMALLER INCIDENTS AND THINGS THAT A LADDER TRUCK IS NOT REALLY NEEDED FOR AND WOULD STILL PROVIDE YOU WITH ENOUGH STAFFING TO ADDRESS THE ISSUE AT HAND.

AND OPERATIONS, WE THINK IT IS TIME TO DO A COMPREHENSIVE COMMUNITY RISK ASSESSMENT TO GIVE YOU A OVERALL - IT HAS BEEN A NUMBER OF YEARS SINCE YOU HAVE DONE ONE.

CONTINUE TO EXPAND AND SUPPORT THE ECHO PROGRAM AND THERE WAS SOME DISCUSSION ABOUT PUBLIC EDUCATION WHEN IT COMES TO FIRES AND A LOT OF FALSE ALARMS AND A LOT OF NOT KNOWING WHEN TO CALL A FIRE DEPARTMENT WHEN IT IS NOT REALLY AN EMERGENCY AND YOU KNOW YOU'RE ROLLING OUT A LADDER AND AN AMBULANCE OUT AND IT IS NOT AN EMERGENCY.

SOMEBODY DOESN'T KNOW WHAT THEY ARE SUPPOSED TO BE GOING FOR AND SO PUBLIC EDUCATION AND REALLY HELP REDUCE THOSE NONEMERGENCY CALLS IN THE FIRE DEPARTMENT.

REVENUES AND EXPENDITURES - WORKERS COMPENSATION IS A BIG ISSUE FOR YOU AND FOR MANY FIRE DEPARTMENTS IN THAT TYPICALLY WHEN A FIREFIGHTER GETS HURT, THEY ARE NOT MINOR INJURIES, IT CAN BE SOMETHING VERY SIGNIFICANT AND THEY ARE ALL FOR VERY LONG PERIODS OF TIME.

IN THE REPORT YOU WILL SEE THAT IN ONE YEAR I THINK THERE WERE A THOUSAND DAYS OF VACANCIES DUE TO WORKERS COMP AND YOU WONDER WHY THERE'S SO MUCH OVERTIME IF YOU HAVE WORKERS THAT ARE HURT, RIGHT?

AND LOOKING AT YOUR WORKERS COMP AND LOOKING AT INJURY PREVENTION PROGRAMS AND REALLY HELP REDUCE SOME OF THAT OVERTIME, AS WELL.

REVENUE ENHANCED ARE ALWAYS VERY UNPOPULAR TYPICALLY WITH BOARDS, BUT PEOPLE WHO ARE PROVIDING FOR SERVICE OR USING 911 INAPPROPRIATELY AND THEY ARE TAKING ADVANTAGE OF YOUR GOOD NATURE AND WE TALKED A LITTLE BIT ABOUT CALLS FOR SERVICES IN ASSISTED LIVING OR A NURSING HOME WHERE PEOPLE HAVE FALLEN AND IF THEY ARE NOT REALLY INJURED, BUT THEY COME BECAUSE THEY WANT THE FIREFIGHTERS TO PICK THEM UP BECAUSE THEY DON'T WANT THEIR STAFF DOING IT, THAT IS NOT AN APPROPRIATE USE OF 911.

IF SOMEBODY'S INJURED OBVIOUSLY WANT THEM TO COME, BUT JUST TO PICK SUNDAY OFF THE FLOOR BECAUSE THEY DON'T WANT THEIR STAFF DOING IT IS SOMETHING THAT YOU MAY WANT TO LOOK AT.

AND ALSO, YOU KNOW THERE IS HOPEFULLY STILL GRAND STRATEGIES AND YOU KNOW HOW CAN YOU GET GRANTS - THERE ARE GRANTS FOR EQUIPMENT AND SOMETIMES THERE ARE GRANT FOR PERSONNEL AND HOW DO YOU MAXIMIZE KNOWING WHAT IS OUT THERE AND APPLYING FOR IT TO OFFSET SOME OF YOUR GENERAL FUND COSTS.

THIS IS YOUR DEPARTMENT STAFFING AND IT IS A LITTLE SMALL UP THERE, I APOLOGIZE.

AND THIS IS PRETTY MUCH WHAT YOU HAVE ALREADY SEEN.

THIS ASSUMES THAT IT IS 22 PEOPLE ACTUALLY SHOW UP TO WORK THAT DAY AND YOU PUT THE CHIEF AND THE BATTALION CHIEF HAVE THE OPTION TO ADD SOMEBODY TO ONE OF THE ENGINES IF THEY SO CHOOSE TO DO THAT.

SO, THIS IS WHAT YOU LOOK LIKE RIGHT NOW.

AND YOUR STAFFING LEVELS IN THE FIRE DEPARTMENT HAVE GONE UP YOU KNOW WHAT AM I LOOKING AT?

SIX POSITIONS TOTAL, SIX ON THE FLOOR HAVE INCREASED OVER THE LAST SINCE 2017.

SO, YOU HAVE INVESTED IN THE NUMBER OF PEOPLE THAT ARE SERVING THE COMMUNITY SINCE 2017.

AND THAT HAS I'M SURE INCREASED A LOT OF YOUR ABILITY TO RESPOND APPROPRIATELY AND TO MAKE SURE THAT PEOPLE ARE SAFE AND YOU ARE SERVING THE COMMUNITY.

HERE IS YOUR HISTORICAL OPERATIONS STAFF AND OVERTIME COSTS.

ONE OF THE THINGS I WANT TO SHARE WITH YOU ON THIS IS OVERTIME IN A FIRE DEPARTMENT IS NEVER GOING TO GO AWAY.

IT IS JUST NOT THE NATURE OF THE BEAST.

AND ALSO THE NUMBER OF PEOPLE YOU HAVE ASSIGNED TO THE FLOOR DOES NOT NECESSARILY CORRELATE WITH HOW MUCH OVERTIME YOU HAVE.

IT IS REALLY THAT MINIMUM STAFFING THAT YOU HAVE.

THE MINIMUM STAFFING LEVEL IS GOING TO DETERMINE HOW MUCH OVERTIME YOU HAVE AND IF YOU ARE FALLING BELOW THAT MINIMUM OVERTIME, DOES THAT MAKE SENSE?

SO, ADDING STAFF, IF YOU ADD STAFF AND YOU INCREASE THE MINIMUM STAFFING, YOU ARE AUTOMATICALLY GOING TO INCREASE THE OVERTIME BECAUSE NOW YOU JUST HAVE TO FILL MORE BODIES OF PEOPLE ARE GONE.

SO, THERE IS NO REAL CORRELATION AND IT DOESN'T GET TO THE ROOT CAUSE OF WHAT CAUSES OVERTIME.

VACANCIES, YOU KNOW EVERYTHING WE ALREADY TALKED ABOUT.

SO, I THINK IT IS REALLY IMPORTANT TO PUT THAT IN CONTEXT THAT JUST BECAUSE YOU ADD STAFF DOESN'T MEAN OVERTIME IS MIRACULOUSLY GOING TO GO DOWN. I HAVE NEVER SEEN IT HAPPEN AND MY COLLEAGUE NED PETTUS HAS NEVER SEEN IT HAPPEN AND I WILL GIVE HIM A CHANCE TO SPEAK IN A MINUTE IF NEEDED.

AND HERE ARE YOUR CALLS FOR SERVICE AND WE HAVE ALL ACKNOWLEDGED THAT CALLS ARE GOING UP AND THEY HAVE GONE UP EVERY YEAR SINCE 2019 AND SO A COUPLE THINGS ON THIS SLIDE THAT ARE IMPORTANT TO NOTE AND ONE THAT YOUR EMS CALLS WENT DOWN FROM 23 TO 24.

BUT, THEY ARE IN GENERAL CLIMBING.

SERVICE CALLS HAVE CONTINUED TO CLIMB AND SERVICE CALLS ARE THOSE NONEMERGENCY CALLS THAT THE DEPARTMENT GETS THAT THEY STILL HAVE TO RESPOND TO, BUT THE REALLY INTERESTING PART HERE IS STRUCTURAL FIRE CALLS.

YOU HAVE 30 LAST YEAR.

THAT IS NOT A WHOLE LOT.

IF IT IS YOUR HOUSE THAT IS BURNING IT IS A LOT NUMBER BUT OVERALL IN THE SCHEME OF THINGS IT IS NOT A LOT.

THE OTHER THING WE DID IS WHAT DOES THAT MEAN, HOW MANY CALLS IS THE FIRE DEPARTMENT RUNNING ON A DAILY BASIS ON AVERAGE?

WE JUST DID SOME SIMPLE MATH AND THEY HAVE GONE FROM RUNNING 20 CALLS AND THIS IS THREE FIRE STATIONS 365 DAYS A YEAR AND DOES NOT SEEM LIKE AN IMMENSE AMOUNT OF CALLS.

AND THAT IS SOMETHING ELSE TO TAKE INTO CONSIDERATION AND THE OTHER THING I WANTED TO SHOW YOU HERE IS WHEN WE ARE TALKING ABOUT STRUCTURED FIRES AND MANNING APPARATUS WITH SIX PEOPLE ON AN ENGINE AND SIX PEOPLE ON A LADDER TRUCK, YOU COULD NOT STAFF, NOBODY COULD AFFORD TO STAFF AT THOSE LEVELS FOR A STRUCTURE FIRE THAT MAY HAPPEN ONCE-IN-A-LIFETIME OR ONCE EVERY FIVE YEARS.

NOR WOULD YOU WANT TO.

YOU DON'T OPERATE THAT WAY AT ALL.

SO, IF YOU LOOK AT THAT LAST GREEN LINE AT THE VERY BOTTOM THAT SAYS .08 IN ONLY 24, THAT IS ABOUT ONE STRUCTURAL FIREFIGHTER OR ONE STRUCTURAL FIRE EVERY 12 DAYS.

SO, YOU HAVE MUTUAL AID AND I HAVE A COUPLE SLIDES HERE ABOUT MUTUAL AID AND IT WORKS WELL, THE FIRE DEPARTMENT DOES MUTUAL AID LIKE NO OTHER TYPE OF ORGANIZATION IN LOCAL GOVERNMENT.

YOU KNOW THEY KNOW HOW TO HELP EACH OTHER, THEY KNOW WHEN TO HELP EACH OTHER AND THEY WILL ALL SPEND RESOURCES AND TO HELP AND I THINK THAT YOU HAVE TO TAKE INTO CONSIDERATION MUTUAL AID WHEN YOU ARE TALKING ABOUT HOW MUCH STAFF YOU NEED TO ADD AND WHY.

SO, WE ARE TALKING ABOUT STRUCTURAL FIREFIGHTERS HERE AND IT IS VERY TIGHT.

NONSTRUCTURAL FIRE SERVICE CALLS, THAT IS KIND OF THAT SERVICE CALLS, THERE IS NINE OF THOSE AND OBVIOUSLY EMS IS STILL ONLY 15 CALLS OR 16 CALLS A DAY.

THAT IS NOT A TON OF CALLS FOR A DEPARTMENT IN THIS SIZE.
RESPONSE TIMES.

ONE OF THE THINGS THAT IS NOT REALLY HIGHLIGHTED IN OUR WORK IS RESPONSE TIMES.

WHY?

WHY WOULD WE NOT TALK ABOUT RESPONSE TIMES, THAT SEEMS LIKE IT IS A BIG DEAL, RIGHT?

BECAUSE WE LOOK AT THE RESPONSE TIMES.

AND YOUR STANDARD IS SIX MINUTES AND YOU ARE IN THE 95 YOU KNOW 94 PERCENTILE MOST OF THE TIME.

AND I WISH I HAD BEEN A STUDENT.

IF YOU HAVE GOT THOSE KINDS OF RESPONSE TIMES AND THOSE RESPONSE TIMES INCLUDE NOT JUST FIRE AND EMS, BUT STRUCTURAL FIREFIGHTERS.

AND IT MAY TAKE LONGER TO GET TO A SERVICE CALL RESPONSE BECAUSE THEY ARE NOT RUNNING LIGHTS AND SIRENS AS THEY DO WITH A FIRE CALL.

SO, THE DEPARTMENT HAS A A-

THERE IS NOTHING WRONG ORDER TALK ABOUT OR TO IMPROVE.

THAT IS PRETTY GOOD.

I THINK ANY FIRE DEPARTMENT WOULD BE PROUD TO HAVE THAT KIND OF RECORD.

SO, THAT IS WHY IT IS NOT REALLY TOO MUCH INCLUDED IN THE REPORT AS YOU SEE IT.

THIS IS A INTERESTING ONE AS WELL BECAUSE ONE OF THE THINGS WE TALKED A LOT ABOUT WITH THE DEPARTMENT AND WE HEARD FROM EVERYONE WE TALKED TO IS MITCHELL AID PEERED WE HAVE SHARED DISPATCH.

YOU ARE STILL ON THE USO GIVERS.

YOU ARE GIVING MORE MUTUAL AID THAN YOU RECEIVED.

AND THAT IS FOR THE LAST TWO YEARS ONLY.

AND AGAIN, YOUR KEEPING RESPONSE RATES, BUT YOU ARE STILL IN PARTNERSHIP WITH YOU ARE SURROUNDING UNITIES AND YOU ARE STILL PROVIDING THAT LEVEL OF SERVICE TO THOSE IN OAK PARK AND THOSE THAT ARE ALSO IN YOUR SURROUNDING COMMUNITIES AND THAT IS IMPORTANT, IT IS IMPORTANT TO WATCH.

ONE OF THE THINGS THAT I WOULD RECOMMEND THAT YOU WATCH OVER THE NEXT YEAR AS YOUR MONITORING THAT THIRD AMBULANCE IS HOW MUCH IS THAT REALLY GOING OUT OF TOWN BECAUSE THERE WAS SOME CONCERN ABOUT PUTTING THIS THIRD AMBULANCE AND IT GOES TO THE NEIGHBORS BECAUSE MAYBE THE NEIGHBORS DON'T HAVE THE APPROPRIATE AMOUNT OF RESOURCES, RIGHT?

IT IS JUST SOMETHING TO KEEP AN EYE ON AS YOU MONITOR WHETHER YOU WANT THAT FOR THE AMBULANCE OR NOT.

FINALLY, AT THE END OF THE DAY WHAT WE'RE GOING TO DO IS PROVIDE THE VILLAGE MANAGER WITH A IMPLEMENTATION ACTION PLAN WHICH WILL HELP HIM HELP YOU DECIDE WHICH ONE OF THESE RECOMMENDATIONS YOU WANT TO FOLLOW AND WHICH OF THEM YOU DON'T AND IF THOSE RECOMMENDATIONS THAT YOU DO YOU CAN PUT A COST TO IT AND RESPONSIBLE TIMELINE SO THAT YOU CAN KIND OF TRACK OF THESE RECOMMENDATIONS AND IMPLEMENT THEM AS YOU ALL SEE FIT.

AND WITH THAT JUST TO HIGHLIGHT AGAIN 16 MINIMUM STAFFING AND TRAINING OFFICER CONSIDERING UNIT HOUR UTILIZATION FOR AMBULANCE AND FIRE APPARATUS AND RECRUITMENT NEEDS TO BE WORKED ON AND THAT WAS KEY IN GETTING FOLKS ON THE FLOOR.

THE FOURTH AMBULANCE ASSESSMENT AND FUNDING OPPORTUNITIES FOR A SQUAD.

AND I THINK THAT IS ALL I HAD.

ANY QUESTIONS I CAN ANSWER?

>>PRESIDENT SCAMAN: OKAY.

>>SPEAKER: GOOD EVENING MADAM PRESIDENT AND TRUSTEE MEMBERS, I AM STEVE T, DIRECTOR WITH BAKER TILLY AND I HAVE BEEN WORKING ALONGSIDE MISS DONNA, WHEREVER SHE IS, FOR THE LAST NINE MONTHS OR SO AND SOME OF YOU I MET VIRTUALLY LAST YEAR WHEN WE WERE TALKING ABOUT THE LONG-RANGE FINANCIAL FORECAST AND WE HAVE BEEN SUPPORTING DONNA FROM THE BACKEND IN TERMS OF THAT AND I KNOW THERE IS A DESIRE TO ULTIMATELY PRESENT THAT AS PART OF THE BUDGET THAT YOU'LL BE DOING IN THE FUTURE SO YOU MAY BE SEEING ME AGAIN.

SO, I HAVE GOT A LOT OF INFORMATION ABOUT YOUR FINANCIAL DATA AND WHEN THIS INFORMATION WAS PROPOSED THE RECOMMENDATIONS FROM BAKER TILLY AND RECOMMENDATIONS FROM 95, IT GAVE ME THE OPPORTUNITY TO RUN SOME NUMBERS AND THAT IS NOT NECESSARILY THE MOST FUN OF THE WORLD BUT I AM ONE OF THOSE GUYS THAT DOES IT.

SO I WANT TO TRY TO MAKE SOME SENSE OF THIS AND HELP KIND OF POUR INTO SOME OF THE INFORMATION THAT WE WERE SEEING BASED ON US BEING SO CLOSE TO SOME OF THOSE NUMBERS.

I JUST WANT TO RECAP WHAT WE HEARD AND I HEARD AND I APPRECIATE BECAUSE IT HELPS PUT WORDS IN TERMS OF WHERE YOU'RE COMING FROM.

BUT, WHAT WE UNDERSTOOD THE PROPOSAL WAS TO EXPAND REALLY THE NUMBER OF STAFFING AND MINIMUM STAFFING EVERY APPARATUS 24 TO BE COMPLIANT WITH NFPA 17 621, DID I GET THE RIGHT NUMBERS?

PRETTY CLOSE.

AND TO GET UP TO THE PLACE WHERE YOU HAVE TWO IN TWO OUT IN EACH APPARATUS AND GOING FROM 3 TO 4, THAT IS AN ADDITIONAL PERSON ON EACH ENGINE AS THEY INDICATED TO YOU AND THAT IS NINE TOTAL, THREE APPARATUS, THREE ADDITIONAL STAFF ON EACH AND THREE SHIFTS.

SO, IN ORDER TO ADDRESS THAT WE SPOKE WITH THE CHIEF TO UNDERSTAND WHAT THE NEED WAS IN TERMS OF STAFFING AND BEING ABLE TO HANDLE IT ON THAT SIDE.

AND THE FACT THAT IT WAS IN LIGHT OF WHAT THE UNION DEDICATED IS THE CHIEF BELIEVES THAT THE OPPOSITION REALLY NEED TO BE WITHIN THE FIREFIGHTER AND PARAMEDIC AND SOMEBODY THAT IS ON THE COMMAND LEVEL TO BE ABLE TO PROVIDE DIRECTION AND OVERSIGHT.

AND GIVEN THAT WE ARE TALKING ABOUT NINE FIREFIGHTER MEDICS PLUS TENANTS THAT WOULD NEED TO BE COMING ON BOARD AND THERE IS ALSO SOME

ADDITIONAL ONE-TIME RECURRING NEEDS AND THEIR NEEDS TO BE SOME UPGRADES AND WE NEED TO BE ABLE TO HOUSE THE ADDITIONAL PEOPLE IN CHES AND BEDROOMS -- PEOPLE IN THE BEDROOMS AND SO TALKING ABOUT FACILITY UP THAT WOULD BE ONE THAT WOULD HAVE TO BE REQUIRED TO MAKE SURE THERE WAS A COUPLE ADDITIONAL BEDROOMS THERE AND THEN THERE ARE SOME RECURRING COST AND REIMBURSEMENTS AND OTHER SUPPLIES.

ON TOP OF THAT AS WE UNDERSTOOD IT IS THAT IT WAS AN ADDITIONAL MOVING UP FROM FOUR MINIMUM STAFF UP TO SIX.

AND THAT WOULD MEAN AN ADDITIONAL TWO FTE PER APPARATUS, PER SHIFT AND SO 4x3 TIMES TWO IS - SO, IT IS ACTUALLY ADDITIONAL TWO PEOPLE PER SHIFT PLUS WE ARE ADDING ANOTHER ENGINE OF SIX AND SO 18 MEDICS WOULD BE REQUIRED FOR THE ADDITIONAL EXISTING APPARATUS AND 18 FOR THE NEW THIRD ENGINE BECAUSE HE NEED SIX FTE FOR THREE SHIFTS AND SO WE ARE TALKING 36 ADDITIONAL STAFF.

BUT, TO MY UNDERSTANDING AND CONVERSATIONS THAT WE HAVE HAD WITH NED PETTUS, IT IS HARD TO FIND ANY AGENCY IN THE UNITED STATES AT A CITY LEVEL THAT IS RUNNING SIX AT THAT LEVEL.

AND THAT CREATES A WHOLE NEW DYNAMIC IN TERMS OF SPAN OF CONTROL AND IN TERMS OF REALLY HOW THE ORGANIZATIONAL STRUCTURE IS ABLE TO ADDRESS THAT AND AT A MINIMUM IT WOULD PROBABLY REQUIRE ADDITIONAL SIX STAFF WHO BE ABLE TO ADDRESS SOMETHING LIKE THAT AND ON TOP OF THAT YOU WILL HAVE SOME REOCCURRING COSTS AND I ASKED THE CHIEF TO FIND OUT IF IT WAS POSSIBLE TO RETROFIT THE EXISTING APPARATUS TO HOUSE SIX PEOPLE IN ONE APPARATUS.

AND IT JUST DOESN'T HAVE THE CAPACITY TO DO THAT.

IT WOULD BE SO EXTENSIVE THAT MOST OF THE PLACES WOULD SAY WE ARE NOT DOING THAT.

AND SO YOU HAVE TO LOOK AT A RATE THAT WOULD PROBABLY BE AN EXCESS OF \$4 MILLION EACH AND THEN YOU HAVE THE TURNOUT AND SOME OTHER THINGS THAT YOU WILL NEED FOR NOT ONLY THE ADDITIONAL STAFF, BUT ALSO THE NEW APPARATUS.

SO, TO RECAP WE ARE TALKING 12 FTE WHICH WOULD BE THE SHORT-TERM AND THEN THE LONG-TERM WOULD BE 36 PLUS ADDITIONAL PEOPLE PROBABLY AT LEAST SIX TO BE ABLE TO DEAL WITH SPAN OF CONTROL ISSUES AND ADDRESS THE ORGANIZATIONAL STRUCTURE WITHIN THE DEPARTMENT AND YOU'RE TALKING AN ADDITIONAL AT LEAST 42 PEOPLE FOR THAT SECOND PHASE.

AND SO WE ARE TALKING ANOTHER 54 PEOPLE HERE THAT YOU WOULD HAVE TO HIRE TO DO THAT.

SO, WE SAID WHAT DOES THIS COST, RIGHT?

SO, WE TOOK A LOOK AT THE PERSONAL COST AND I GOT INFORMATION FROM DONNA AND HER TEAM AND CAROL AND HER TEAM IN TERMS OF SOME OF THE SALARIES AS WELL AS THE BENEFITS AND ONE OF THE THINGS THAT WE SAW IN THE ANALYSIS OF THIS WAS AN AMOUNT THAT APPEARED TO BE WHAT THE SALARY COSTS WERE.

AND WE HAVE TO INCLUDE ALL OF THE BENEFITS ON THAT AND WE HAVE TO INCLUDE HEALTH INSURANCE FOR EACH OF THE INDIVIDUALS AND PENSION COSTS OF WHAT IS YOUR PENSION COST ON AVERAGE ABOUT 15% FOR THE NORMAL COST AND THAT IS NOT ADDRESSING ANY ACTUARIAL LIABILITY AND I KNOW THAT IS NOT SOMETHING THAT IS OF GREAT INTEREST TO MOST PEOPLE WITH THAT, BUT SUFFICE TO SAY THAT TO PUT MONEY ASIDE SO THAT A FIREFIGHTER AND EMPLOYEE HAS THEIR MONEY OR THEIR DEFINED BENEFIT PLAN BY THE TIME THAT THEY RETIRE YOU HAVE TO PUT IN 15% OF THEIR SALARY COSTS, PLUS YOU HAVE SOME OTHER FRIENDS ANSWER BASICALLY ARE TALKING ABOUT 139,000 AND 180,000 OR A FIREFIGHTER PARAMEDIC AND JUST OVER \$200,000 AND ALL OF THESE SLIDES COMING UP RIGHT HERE AND SO I'M SHOWING YOU THE WORK I WILL JUST GIVE YOU THE HIGH-LEVEL OF WHAT IT BASICALLY SAYS AND WHEN YOU PLUG ALL OF THE NUMBERS IN TERMS OF THE ADDITIONAL STAFFING AND WHAT THE COST IS PER PERSON AND RUN THAT, YOU'RE TALKING ABOUT AN ADDITIONAL \$2.2 MILLION OF ADDITIONAL PERSONAL COST PLUS ANOTHER LESS THAN \$100,000 FOR THE ANNUAL INCREMENTAL OPERATING COSTS.

SO, WE ARE REALLY TALKING ABOUT \$2.3 MILLION.

NOW, ONE OF THE KEY DIFFERENCES THAT I SAW FROM WHAT THE LOCAL APPLE TOGETHER VS. IN THIS ANALYSIS IS THAT THERE IS A BAKED IN ASSUMPTION HERE. A KEY ASSUMPTION FROM MY PERSPECTIVE IS UNDERSTANDING THAT YOU'RE TRYING TO WORK TOWARDS A MINIMUM STAFFING AND THAT EACH RIG WOULD HAVE TO HAVE FOUR AS THE MINIMUM STAFFING.

IT IS NOT THREE.

IT IS NOT STAFFING UP TO FOUR AND THEN ALLOWING SOMEBODY TO CALL IN SICK IF YOU WILL.

IT IS STAFFING AT FOUR AND GIVEN THAT THEY WOULD BE NOT ANY OVERTIME SAVINGS FROM OUR PERSPECTIVE BASED ON WHAT I WAS HEARING WITH THAT BECAUSE YOU'RE HAVING TO STAFF UP TO FOUR AND YOUR STAFFING THE THREE RIGHT NOW.

SO, ANYWAY THAT IS \$2.3 MILLION ON ANNUAL BASIS FOR THE SHORT-TERM PROPOSAL AND THEN WHEN YOU ADD THE SECOND PHASE WHERE YOU'RE ADDING THE ADDITIONAL TWO PEOPLE PER APPARATUS PLUS ADDING A NEW ENGINE, YOU'RE TALKING ABOUT CLOSE TO \$8 MILLION OF ADDITIONAL ANNUAL OPERATING COSTS FOR THAT.

AND THEN ON TOP OF THAT, YOU WILL PROBABLY HAVE AT LEAST \$50 MILLION IN ONE-TIME CAPITAL COSTS BECAUSE YOU HAVE TO REPLACE ALL OF THE APPARATUS TO SEAT SIX PEOPLE AND WE ARE TALKING ABOUT AT LEAST \$3 MILLION FOR EACH OF THOSE AND YOU WOULD NEED TO REPLACE ALL FOUR BECAUSE AS THE CHIEF FOUND OUT NOBODY IS GOING TO WANT TO TOUCH TRYING TO RECONFIGURE THE EXISTING RIGS AND SO WE ARE TALKING ABOUT \$10 MILLION AFTER YOU GET THE TRADE AND LOANS OR SOMETHING LIKE THAT AND THAT IS ABOUT \$50 MILLION OF ADDITIONAL ONE-TIME COST THAT YOU WILL HAVE TO FIGURE IN.

SO, ABOUT \$10 MILLION FOR THE TOTAL PROPOSAL AS WE UNDERSTOOD IT AND 2.3 FOUR THAT FIRST PHASE OF THE SHORT-TERM RECOMMENDATION PLUS THEN ON TOP OF THAT YOU WILL HAVE SIX COSTS OF \$15 MILLION.

THAT \$10 MILLION TO THE POINT THAT CAROL MADE EARLIER ABOUT SETTING MONEY ASIDE FOR THE SERVICE FUND TO BUILD MONEY UP IN ADVANCE, YOU'RE TALKING ABOUT \$12 MILLION OF INVESTMENT IN JUST THOSE RIGS AND NOT INCLUDING ALL OF THE AMBULANCES THAT YOU ALREADY HAVE AND THE OTHER EQUIPMENT THAT IS NEEDED TO RUN THE FIRE DEPARTMENT.

YOU'RE TALKING AT LEAST 1,000,000 AND A HALF DOLLARS THAT YOU HAVE TO PUT IN MAYBE \$2 MILLION TO REALLY MAKE SURE THAT YOU ARE PROACTIVELY FINDING THAT.

SO, REALLY THE COST ENDS UP BEING ABOUT \$12 MILLION ON A ANNUAL BASIS.

SO, WHAT ARE THE TAKEAWAYS OF THIS?

THE COST OF THE ADDITIONAL STAFFING REALLY NEEDS TO BE WEIGHED AGAINST SOME OF THE DATA THAT YOU HEARD BEING SHARED BY BOTH LOCAL 95 AS WELL AS BAKER TILLY.

IN TERMS OF WHAT IS THE RISK THAT WE ARE TRYING TO MITIGATE HERE IN THE COMMUNITY AND WHAT IS THE LEVEL OF SERVICE YOU ARE TRYING TO PROVIDE? THERE IS CONVERSATION ABOUT SIX MINUTES OF RESPONSE TIME THAT WE ANALYZE THE INDICATED YOU KNOW THE A- LEVEL, 90% OR SO AND THE LOCAL IMF WAS INDICATING A FOUR MINUTE STANDARD WHICH WAS PROMULGATED BY ONE OF THE STANDARD-SETTING AGENCIES.

WHAT IS THE LEVEL OF SERVICE YOU WANT TO PROVIDE?

IS A FOUR MINUTES OR SIX MINUTES?

AND OF THOSE COME WITH SIGNIFICANT DOLLAR COST AS YOU CAN SEE HERE IN TERMS OF TRYING TO HIT THOSE LEVELS.

I THINK THE LONG-TERM STAFFING PROPOSALS YOU KNOW HAVE THE POTENTIAL TO OUTPACE REALLY YOUR EXISTING CAPACITY INFRASTRUCTURE.

AND THAT IS NOT ONLY THE PHYSICAL INFO STRUCTURE OF YOUR FACILITIES, BUT AS WELL AS YOUR MANAGEMENT INFO STRUCTURE AND YOU WILL HAVE TO TAKE ANOTHER LOOK AT REALLY HOW DOES THE ORGANIZATION GOING TO BE ABLE TO MANAGE THAT LEVEL OF STAFFING.

AND THEN FINALLY JUST HOW THOSE ONE TIME OCCURRING EXPENSES HAVE AN IMPACT ON THE GENERAL FUND AND YOUR SOLVENCY AND SUSTAINABILITY INITIATIVE THAT YOUR MANAGER WAS TALKING TO YOU ABOUT EARLIER.

I KIND OF HIGHLIGHTED THIS AS I WENT THROUGH IT, BUT I WANTED TO CAPTURE WHAT THE DIFFERENCES WERE THAT I SAW IN TERMS OF THE COST ANALYSIS AND IT IS THAT YOU KNOW NINE FIREFIGHTERS FOR THE SHORT-TERM PEACE THAT WOULD FULFILL HER NFPA 1710 AND THAT REALLY IS THE MINIMUM STAFFING LEVEL THAT HAS FOUR AS AMENDMENT HIM STAFFING AND WE JUST DO NOT SEE THAT OVER TIME THAT WILL DROP AND YOU ARE REALLY LOOKING UP AT THE OVERTIME COST WILL BE FOR YOUR STAFF ENTER CAROL 'S POINT WHEN YOU ADD MORE STAFF YOU KNOW OVERTIME CAN INCREASE AND THAT IS A DISTINCT POSSIBILITY, AS WELL.

BUT, WHEN YOU SET THE LEVEL AND STANDARD OF A CERTAIN NUMBER OF MINIMUM STAFFING FOR EACH APPARATUS AND THAT IS WHAT YOU'RE GOING TO LIVE BY, YOU'RE GOING TO HAVE TO FIGURE OUT A WAY TO FIGURE THAT OUT AND SO WE ARE TALKING ABOUT \$12 MILLION.

LET ME LEAVE YOU WITH SOME CLOSING THOUGHTS AND THEN I WILL SEE IF YOU HAVE ANY QUESTIONS.

I WOULD ENCOURAGE BASED ON ALL THE WORK I HAVE BEEN DOING WITH YOUR AGENCY FOR THE LAST SEVERAL MONTHS ON THE LONG-RANGE FINANCIAL PLAN AS WELL AS THE WORK WE'VE DONE WITH AGENCIES ACROSS ILLINOIS AND UNITED STATES IS REALLY LOOKING LONG-TERM.

ANYTHING THAT WE ARE TALKING ABOUT IN THIS AREA I LIKE THE SERVICE EXPANSION AND NOT JUST SUREFIRE I'M TALKING ABOUT ANYTHING IN TERMS OF EXPANDING SERVICES.

MAKE SURE THAT YOU HAVE THE RESOURCES TO BE ABLE TO PAY FOR THAT LONG TERM.

DON'T JUST LOOK AT THE NEXT YEAR AND MAKE SURE THAT YOU ARE NOT SETTING YOURSELF UP FOR A LONG-RUN COST BY ANTICIPATING OR USING ONE-TIME SAVINGS THAT YOU MAY HAVE.

REALLY LOOK TOWARDS THE CONCEPT OF FISCAL SUSTAINABILITY AND ENSURE THAT YOU HAVE STABLE REVENUE STREAMS TO BE ABLE TO AFFORD ANYTHING THAT YOU ARE LOOKING TO DO TO MEET THAT NEED AND TO THE EXTENT THAT YOU CANNOT FIND ADDITIONAL REVENUES TO BE ABLE TO SUPPORT SOMETHING LIKE SERVICE EXPANSION YOU WILL HAVE TO MAKE CHOICES.

AND THEY MAY BE PRIORITY BASED CHOICES IN TERMS OF WHAT WE ARE GOING TO BE FUNDING.

SO, JUST THINK ABOUT THAT AND ULTIMATELY IT COMES DOWN TO YOU HAVE CONVERSATIONS IN THIS NEXT 30 DAYS ABOUT YOUR PROPOSED BUDGET FOR 26.

JUST MAKE SURE IT CONNECTS WITH YOUR PRIORITIES.

I KNOW IT ALL SOUNDS LIKE YOU KNOW THE BASICS, RIGHT?

WELL, IT IS SOMETHING TO REALLY THINK ABOUT BECAUSE IT IS A VERY IMPORTANT POSITION OF HAVING TO MAKE THOSE KEY CHOICES AND FOR YOUR COMMUNITY.

SO, WITH THAT I WILL STEP BACK AND ALL OF US ARE HAPPY TO ENTERTAIN ANY QUESTIONS.

>>PRESIDENT SCAMAN: THANK YOU, BRIAN.

>>TRUSTEE STRAW: OF THE CURRENT 16 PERSON MINIMUM, THAT IS A MINIMUM MANNING STANDARD THAT IS SET AT A POLICY LEVEL BY THE THE VILLAGE, CORRECT?

AND IF THERE WERE TO BE ADDITIONAL HIRING, BUT THERE WERE NO INCREASES TO THE MINIMAL MANNING STANDARD, WHAT WOULD THE ANTICIPATED IMPACT ON OVERTIME BE IN THAT CASE?

>>BRIAN: FROM A FISCAL PERSPECTIVE THAT IS WHAT I COME BACK TO AND I WILL GIVE THIS TO YOU AS AN EXAMPLE FROM MY OWN EXPERIENCE.

I WORKED WITH AN AGENCY WHERE WE HAD A MINIMUM STAFFING OF THREE PER APPARATUS, BUT WE CHOSE AS AN AGENCY AND THIS WAS IN CALIFORNIA, TO HIRE AN ADDITIONAL TWO THAT WERE FLOATS FOR ANYONE SHIFT.

SO, HERE YOU HAVE THREE APPARATUS AND WE HAVE NINE AS A MINIMUM, RIGHT? BUT, WE ACTUALLY HIRED 11 AND WHAT IT DID IS IT HELPED US REDUCE SOME OF THE OVERTIME COSTS WE WERE EXPERIENCING.

THE PROBLEM IS THAT WHEN WE MADE THAT DECISION, IT WAS AT A POINT WHERE PENSION COSTS WERE VERY LOW AND THEN I DON'T KNOW IF YOU HAVE HEARD, BUT CALIFORNIA'S PENSION COST WENT THROUGH THE ROOF AND EACH PERSON IS NOW COSTING US AN ADDITIONAL 75% IN OVERHEAD BASED ON SALARY AND ENDED UP BECOMING AN ISSUE ABOUT WAS IT CHEAPER TO HAVE OVERTIME, BUT NOT BURN OUR PEOPLE OUT.

SO, THE CONTINUAL BALANCE.

SO, TO THE POINT AND THE QUESTION THAT YOU MADE, IF YOU ADD ADDITIONAL STAFFING, IT HAS THE POTENTIAL TO BE ABLE TO PROVIDE THOSE EXTRA TWO LOADS IF YOU WILL OR HOWEVER MANY FLOATS THAT YOU HAVE IF YOU'RE MINIMUM DOESN'T CHANGE.

SO, THERE IS THE POTENTIAL THAT IT COULD, BUT WHAT YOU ARE DOING IS ADDING ONE TIME INCORPORATED RENTAL COSTS OF HEALTH INSURANCE AND ALL THESE OTHER THINGS, BUT YOU ALSO HAVE THE STRAIN THAT IS BEING PLACED ON THE EMPLOYEES.

>>TRUSTEE STRAW: IN YOUR ANALYSIS, STILL ON THE PHYSICAL SIDE, YOU USED AS A SALARY, \$125,000 FOR A FIREFIGHTER/PARAMEDIC, AM I READING THAT CORRECTLY?

SO, WHAT IS THAT BASED ON?

>>BRIAN: THAT IS BASED ON THE BASE SALARY FOR FIREFIGHTER/PARAMEDIC AND WE LOOKED ALL OF THE EMPLOYEES THAT YOU CURRENTLY HAVE AND WE CHOSE THE TOP QUARTILE NUMBER BECAUSE WE WERE NOT JUST FOCUSED ON WHAT THE FIRST YEAR COST IS, WE ARE TRYING TO LOOK AT THE LONG-TERM COST. WE LOOK AT THE CURRENT EMPLOYEE DATA SET OF ALL THE EMPLOYEES THAT YOU HAVE AND THE BASE SALARY AND ALL OF THE SALARY LIKE YOU KNOW OTHER THINGS THAT THEY MAY HAVE CERTIFICATIONS AND OTHER THINGS PERHAPS THEY ARE GETTING COMPENSATED AND THAT IS WHAT IS BAKED INTO THAT SALARY.

>>TRUSTEE STRAW: MY UNDERSTANDING IS THAT ARE MOST SENIOR FIREFIGHTERS ARE EARNING LESS THAN THAT RIGHT NOW AS BASE SALARY. MOST SENIOR FIREFIGHTERS IN THE RANGE OF 123,000 FOR 26 OR 27.

>>BRIAN: I DON'T KNOW IF ANYBODY WOULD LIKE TO SPEAK TO THAT.

>>SPEAKER: IT WOULD BE 170,000 AND THERE WOULD BE PARAMEDIC ON TOP OF THAT AND THAT IS IN TWO YEARS FROM NOW.

CURRENTLY I BELIEVE THAT LOAN NUMBER IS 111,000.

>>TRUSTEE STRAW: OKAY, SO THAT 117 YOU SAID.

>>SPEAKER: IN 26, INCREASE IN 27 AND A BASE SALARY OF 117,000 IN 2027.

>>TRUSTEE STRAW: IS THAT FOR THE MOST SENIOR ARE MOST JUNIOR?

>>SPEAKER: THAT IS THE TOP OUT PAY.

>>TRUSTEE STRAW: SO, IN 2027 THEY TOP OUT.

>>SPEAKER: THAT WOULD BE LIKE A 10 YEAR FIREFIGHTER.

>>TRUSTEE STRAW: SO, THE 125,000 NUMBER IS NEAR OUR MOST SENIOR -

>>SPEAKER: THAT MAY BE A LITTLE BIT HIGH AT THIS POINT.

THAT WOULD BE A 20 YEAR FIREFIGHTER/PARAMEDIC.

>>TRUSTEE STRAW: AND FRESH RECRUIT LIKE A FIRST YEAR FIREFIGHTER IS SOMETHING MORE IN THE RANGE OF 80,002.

>>SPEAKER: ABOUT 78,000, CORRECT.

>>TRUSTEE STRAW: SO, THAT IS ONE OF THE THINGS I'M THINKING OF WHEN I'M LOOKING AT THIS AND SORT OF WHAT IS OUR DISTRIBUTION OF SENIORITY RIGHT NOW IN THE DEPARTMENT?

HOW MANY ARE AT THE 10 YEAR PLUS -

>>SPEAKER: I DON'T HAVE THE EXACT THIS TRADITION, BUT MOST OF OUR FIREFIGHTERS ARE FALLING BETWEEN FIVE AND 15 YEAR RANGE.

I WOULD SAY BETWEEN ONE AND 10 IS THE MOST LIKELY.

>>TRUSTEE STRAW: SO, I THINK AS I AM LOOKING AT THE FISCAL ANALYSIS, I THINK YOU KNOW WHAT WE HEARD TONIGHT FROM THE FIREFIGHTERS IS THEIR REQUEST IS FOR ADDITIONAL HIRING, BUT NOT INCREASING MINIMUM MANNING STANDARD.

DID I UNDERSTAND THAT CORRECTLY?

>>SPEAKER: THAT IS TYPICAL AND IN ALL MY YEARS I AM NEGOTIATED BETWEEN THE VILLAGE AND WE HAVE ONLY EVER NEGOTIATED MINIMUM MANNING NEGOTIATIONS.

THERE IS NO NEED FOR A MINIMUM MANNING INCREASE AT THIS TIME.

>>BRIAN: LET ME JUST SPEAK TO THAT.

WHEN I REVIEWED THEIR PRESENTATION I SAW MOST OF THE TALKING ABOUT MINIMUM STAFFING AT FOUR, TWO IN TWO OUT.

THERE WAS A LOT OF CONVERSATION ABOUT THAT AND WHEN I RAN THE NUMBERS IT WAS MY UNDERSTANDING THAT PROPOSAL WAS FOR A MINIMUM OF FOUR, NOT YOU KNOW I SAW IT ON THE ONE SLIDE IN TERMS OF ONE OF THEM, BUT THE REST OF THE SLIDES ALL INDICATED A MINIMUM OF FOUR AND I RAN THE NUMBERS BASED ON ASSUMING THAT WE ARE LOOKING AT FOUR FOR EACH APPARATUS. THAT IS HOW THE NUMBERS WERE READ.

>>SPEAKER: WE HAVE TALKED ABOUT THE HIRING PRACTICES WITH THE FIREFIGHTER RECRUITMENT AND WE ARE NOT GOING TO EVEN MEET THOSE TYPES OF HIRING NUMBERS FOR PROBABLY UNTIL ONLY 27 TO REACH THAT.

I THINK IT IS VERY MUCH A NEGATIVE AND YOU ARE GOING AGAINST WHAT WE ARE TRYING TO ACCOMPLISH IS TO HIRE THE PEOPLE AND THEN MAYBE HAVING THOSE DISCUSSIONS AND BUILDING THE DATA GOING FORWARD AND SEE THE REDUCTION IN INJURIES, BECAUSE THAT IS VERY MUCH AND I DON'T AGREE WITH BAKER TILLY WHERE THEY SAY IT IS A PERCEIVED SHORTAGE, IT IS A SHORTAGE IN THE DEPARTMENT PER THE CALL TIME AND OVERTIME AND INJURIES ARE UP.

THAT NUMBER IS NOT WORKING AND WE WANT TO SEE THAT NUMBER AT THE TOP GO UP AND BUILD DATA FROM THERE AND THEN WE CAN HAVE THOSE DISCUSSIONS

WITH THE VILLAGE AND LIKE I SAID IT HAS ALL BEEN THROUGH NEGOTIATIONS AND THAT IS THE WAY WE SEE IT.

>>TRUSTEE STRAW: CHIEF - ONE OF THE ASSUMPTIONS HERE WAS THAT IF WE ARE ADDING ONE FIREFIGHTER/PARAMEDIC AT EACH STATION IT WOULD MEAN THAT WE WOULD ALSO NEED TO BE ADDING AN ADDITIONAL LIEUTENANT. CAN YOU HELP ME UNDERSTAND WHY WE WOULD NEED TO BE ADDING AN ADDITIONAL LIEUTENANT TO EACH SHIFT IF WE ARE ADDING ONE FIREFIGHTER /PARAMEDIC I.E. STATION?

>>CHIEF: THAT EVENING, JT CHERRY, FIRE CHIEF. THIS GOES TO THE LONG AND THE SHORT TERM GOAL AND SO COMMANDED WAS ORIGINALLY PUT ON AS A FIREFIGHTER PARAMEDIC WHICH WAS TO THE 12 RECOMMENDED AND WHEN YOU HAVE A SIX PERSON RIG, OUR POLICY THE WAY WE OPERATE NOW IS OUR AMBULANCE ARE PART OF THE FIRE CREW AND THEIR DISPATCH, THAT IS THE SOP AND THAT IS HOW WE WOULD OPERATE AND THAT WOULD BE YOUR CREW UP TO EIGHT. A LITTLE BIT DIFFERENT THAN NFPA, BUT WE ARE COMPLIANT WITH ICS AND THAT IS HOW WE NOT ONLY OPERATE WITHIN OUR APARTMENT, BUT ALSO WITHIN THE VILLAGE SPAN OF CONTROL THERE AND LIMITS IN THIS PARTICULAR CASE WOULD BE A LIEUTENANT OR BATTALION CHIEF AT THE INCIDENT COMMAND LEVEL TO FIVE. SO, IF YOU'RE GOING TO HAVE A CREW NOW OF EIGHT WHERE YOU WOULD MARRY THE AMBULANCE CREW WITH THE ENGINE OR OUTSIDE OF THE SPAN OF CONTROL AND NOW WE ARE PUTTING OUR LEADERSHIP IN A POSITION OF FAILURE. AND WHEN LOOKING AT THAT COMMANDED IT WOULD HAVE TO BE AN OFFICER THEN TO SPLIT THROUGH HIS AND CHANGE THE SOP AND THAT IS HOW WE END UP AT THE LIEUTENANT POSITION.

>>TRUSTEE STRAW: IF YOU ARE ADDING THREE PER SHIFT WHERE YOU ARE NOT GOING TO SIX ON A RIG, THE COMMAND AID IS NOT NECESSARY, BECAUSE YOU HAVE THEN FOUR PER APPARATUS PLUS THE AMBULANCE RESPOND AND SO YOU HAVE A COMMAND AID AND FIVE FIREFIGHTER PARAMEDICS RESPONDING, IS THAT CORRECT?

>>CHIEF: YOU WOULD HAVE THE COMPANY OFFICER AND THEN TWO ON THE AMBULANCE AND THAT WOULD BE THE CREW AT STAKE WHICH WOULD BE THE LIMIT OF WHAT I SEE AS A RECOMMENDATION FOR SPANNING THE CONTROL IN A EMERGENCY SITUATION.

I WOULD JUST LIKE TO TOUCH ON SOMETHING THAT WAS BROUGHT UP ALSO IN TERMS OF THE AMBULANCES ARE DEFTLY THE BUSIEST VEHICLES IN TOWN. WE LOOKED AT DATA OVER THE PAST TWO YEARS AND THERE WERE ONLY FOUR STRUCTURE FIRES IN THE VILLAGE OF OAK PARK WHERE THE AMBULANCE WAS NOT DISPATCHED FROM THE FIRE STATION AT THAT TIME. THEY WERE DISPATCHED FROM A HOSPITAL AND DID JOINT THE FIRE COMPANIES ON SCENE AND SO THAT IS A POINT THAT DEFINITELY NEEDED ATTENTION AND WAS FOLLOWED UP ON IN TERMS OF KEEPING NFPA COMPLIANT WITH FIVE PERSON COMPANIES.

>>TRUSTEE STRAW: THAT MAKE SENSE AND THERE IS STILL THE FACT THAT FOR STRUCTURE FIRES THAT ARE RESPONDED TO OUT OF STATION TWO, THE AMBULANCE ARE THEN COMING FROM STATION ONE.

>>CHIEF: THAT IS A LIMITATION THAT THE STATION NEEDS TO BE ADDRESSED PHYSICALLY WE CANNOT YOU KNOW PUT ANOTHER VEHICLE OUT THERE. SO, THAT IS KIND OF A CONSTANT.

>>TRUSTEE STRAW: IN THE BAKER TILLY STUDY THERE IS A RECOMMENDATION REGARDING TWO PERSON SQUAD VEHICLE AND YOU DISCUSSED THAT RECOMMENDATION BRIEFLY, CAN YOU TALK ABOUT A LITTLE BIT MORE WHAT THE NEED FOR THAT TWO PERSON RESPONSE VEHICLE IS AND WHAT THE STAFFING REQUIREMENTS WOULD BE?

>>CHIEF: CERTAINLY, EVERYBODY IS A PARAMEDIC AND THIS WOULD BE ALS EQUIPPED RIG AND IT WOULD BE OUT OF STATION ONE AND IT WOULD TAKE ALL EMS CALLS IN THE TRUCK 'S DISTRICT WHICH AS NOTED EARLY IS THE CENTRAL PART OF TOWN AND IT EVOLVED A LOT OF OUR CALLS AND THEY WOULD PICK UP A COUPLE CALLS AND REDUCE THE WEAR AND TEAR ON ENGINE 602 AND 603. SO, ACROSS THE BOARD YOU ARE REDUCING EXPENSE ON OUR VEHICLES AND IT ALSO GIVES ONE MORE LEVEL OF REDUNDANCY IN TERMS OF RESPONSE SHOULD BE KEPT TO A STRUCTURE FIRE WHERE A VEHICLE IS OUT OF MUTUAL AID. IT ALSO PARTNERS WELL WITH ECHO AND SOME OF THE ALTERNATE RESPONSE BECAUSE IT IS A LIGHTER AND MORE MANEUVERABLE VEHICLE THAT WE COULD RESPOND TO IN CRISIS THAT DOESN'T SEE THIS HUGE RIG COMING DOWN AND IT WILL BE A SMALLER AND MORE MANEUVERABLE RIG THAT CAN MANEUVER WITH OUR PARTNERS A LITTLE BIT BETTER THAN BRINGING IN THE MOST OFFENSIVE VEHICLE IN THE VILLAGE OUT ALL THE TIME.

>>TRUSTEE STRAW: SO, RECOMMENDATION 14 RELATES THEN TO CENTRAL HIRING OF SIX NEW FIREFIGHTER/PARAMEDIC?

>>CHIEF: YES, SIR.

>>TRUSTEE STRAW: SO, THE DIFFERENCE THEN BEING BETWEEN RECOMMENDATION 14 AND THE RECOMMENDATION IN THE FIREFIGHTER STUDY IS THREE ADDITIONAL FIREFIGHTER PARAMEDIC TWO.

>>CHIEF: AN ADDITIONAL SERVICE TO THE VILLAGE OF OAK PARK IN BRINGING THE SQUAD AND REDUCTION IN WEAR AND TEAR ON THE TRUCK IN THE CENTRAL DISTRICT AND WEAR AND TEAR ON THE ENGINES ON THE NORTH AND SOUTH DISTRICT.

>>TRUSTEE STRAW: OKAY.

I THINK THAT COVERS IT FOR ME RIGHT NOW.

I DEFINITELY, WHEN WE HAD THIS CONVERSATION A YEAR AGO YOU KNOW I MADE A MOTION TO HIRE THREE ADDITIONAL FIREFIGHTER/PARAMEDICS AT THAT POINT AND WE HEARD THAT WE WERE GOING TO BE DOING A STAFFING STUDY AND I THINK THE STUDY HAS A RECOMMENDATION TO LOOK AT FUNDING OPPORTUNITIES AND STAFFING REQUIREMENTS FOR HIRING SIX ADDITIONAL FROM THE BAKER TILLY STUDY FROM THE FIREFIGHTER STUDY, THERE IS A RECOMMENDATION TO HIRE NINE ADDITIONAL FIREFIGHTER/PARAMEDICS AND I THINK AT THE VERY LEAST THERE IS

STRONG ALIGNMENT THAT HIRING ADDITIONAL STAFF WHILE NOT INCREASING MINIMUM MANNING COULD HAVE SIGNIFICANT BENEFITS AND THERE IS ALIGNMENT HERE.

I GUESS I WOULD HAVE MAYBE ONE ADDITIONAL QUESTION ON OVERTIME REDUCTION, BECAUSE I AM SORRY, I'M REALLY BAD WITH NAMES, CAROL? CAROL, YOU SPOKE A LITTLE BIT THE THINGS THAT REDUCE OVERTIME USE AND ONE OF THE THINGS I THINK WE HAVE HEARD FROM THE FIREFIGHTERS IS SIGNIFICANT OVERTIME LEADS TO EXHAUSTED WORKERS WHICH MAY BE LEADS TO MORE WORKERS COMP CLAIMS AND IN YOUR EXPERIENCE, HAVE YOU SEEN THE ADDITIONAL STAFFING WITHOUT SO LONG AS IT ISN'T COUPLED WITH ADDITIONAL INCREASES IN MINIMUM MANNING THAT REFLECT THE ADDITIONAL STAFFING TO BRING DOWN OVERTIME?

>>CAROL JACOBS: YOU ARE THE FIRST AGENCY THAT I HAVE SEEN THAT DOESN'T HAVE A MINIMUM MANNING IN THEIR MOU.

SO, I DON'T HAVE ANY EXPERIENCE WITH THAT SCENARIO THAT YOU JUST DESCRIBED.

I DON'T KNOW IF NED, NED IS OUR FIRE CHIEF, IF HE HAS ANY EXPERIENCE WITH THAT, BUT I DON'T HAVE ANY EXPERIENCE IS TYPICALLY IF YOU INCREASE STAFFING YOU INCREASE MINIMUM MANNING AND THAT IS WHY IT IS ALWAYS CHASING EACH OTHER.

NED, ARE YOU THERE?

OR DID NED GO TO SLEEP, HE IS ON THE EAST COAST!

VILLAGE MANAGERS THAT YOUR CLAIMS ARE GOING OUT.

WE ALSO THINK THAT YOU HAVE IMPLEMENTED THINGS LIKE THE ELECTRONIC GURNEYS AND PIECES OF EQUIPMENT THAT HELP PEOPLE FROM GETTING INJURED AND I THINK THOSE ARE THINGS THAT SHOULD BE EXPLORED AS WELL AND MAKING SURE THEY HAVE THE RIGHT EQUIPMENT TO BE SURE THEY ARE LESS LIKELY TO HURT THEMSELVES TRAINING AND INJURY AND PREVENTION AND THOSE KINDS OF THINGS.

>>MANAGER JACKSON: AND MAY BE CHIEF TERRY CAN SPEAK TO WHAT WE HAVE BEEN TALKING ABOUT AND ALSO ACKNOWLEDGING THAT ARE NAMES I'VE ACTUALLY BEEN GOING DOWN OVER THE LAST COUPLE OF YEARS.

>>CHIEF: YES, IN REGARDS TO WHAT CAROL IS TALKING ABOUT, THE STRYKER CONTRACT THAT WE ENTERED INTO LAST YEAR OF A 10 YEAR LEASE WE DID FOR SEVERAL REASONS, ONE, SAFETY FIRST AND FOREMOST.

JUST TO CREDIBLY DIG DOWN INTO A, THE STRYKER CONTRACT IS THE POWER CAR, THE POWER LOAD AND NOW WE HAVE BATTERY-POWERED TO LIFT THE PATIENT UP AND THEN THE POWER LOAD ACTUALLY GETS THEM INTO THE VEHICLE AND AGAIN REDUCING BACK STRAIN AND LIFTING.

ANDY STRYKER CONTRACT IS A LAST ONE FOR US WHERE WE GET SOME OF THE ELECTRIC CHAIRS THAT HELP THE FIREFIGHTERS AND PARAMEDICS MOVE PEOPLE UP AND DOWN THE STAIRS.

WE TRADITIONALLY HAVE STRUGGLED WITH THE PIE SHAPED STAIRS IN SOME OF THE OLDER BUILDINGS IN OAK PARK AND WE ACKNOWLEDGE THAT AND LOOK FOR TECHNOLOGY TO LEVERAGE WAYS TO REDUCE THAT.

SO, NOT ONLY ARE WE USING THE TECHNOLOGY, BUT OFFERING THE VILLAGE FROM PRICE INCREASES WITH THAT ALSO AND IN TERMS OF TRAINING, WE TRAIN REGULARLY AND THIS IS A DANGEROUS JOB.

BUT, THE THIRD AMBULANCE DEFINITELY REDUCES THE CALLS REGULARLY AND AGAIN, THE TRAINING WITH THE NEW AGREEMENT COUPLE TOGETHER WE ACKNOWLEDGE THAT IT IS A DANGEROUS JOB, BUT WE CONTINUE THE BEST WE CAN TO BUFFER AGAINST THAT.

>>TRUSTEE STRAW: THANK YOU.

AND ONE EXTRA DATA POINT TO ADD INTO THE CONVERSATION I WENT BACK AND LOOKED AT THE 2000 - IT WAS THE BUDGET FROM 2010 AND IT HAD THE FTE STAFFING LEVELS IN THE FIRE DEPARTMENT DATING BACK TO 2008 AND 2008 HAD 72 FTES AND FIRE DEPARTMENT, FIVE OF THEM BEING ADMINISTRATIVE.

SO, IT IS JUST AS A NOTE THAT WHILE STAFFING HAS INCREASED OVER THE LAST DECADE WHILE COAL VOLUMES HAVE BEEN INCREASING, STAFFING IS STILL YOU KNOW HISTORICALLY AT ROUGHLY THE SAME LEVEL IT WAS 20 YEARS AGO AND MY UNDERSTANDING IS STAFFING WAS AT ONE POINT SUBSTANTIALLY HIGHER.

SO, I AM JUST THROWING THAT OUT THERE FROM WE ARE LOOKING AT - WE ARE LOOKING AT A SLICE OF HISTORY WHEN WE ARE TALKING ABOUT STAFFING LEVELS GOING UP AND CALL VOLUMES HAVE BEEN GOING UP FOR YEARS AND I KNOW WE HAVE NOT NECESSARILY BEEN INCREASING STAFF AS WE LOOK AT SORT OF HISTORICAL LEVELS.

>>MANAGER JACKSON: YES, THAT IS TRUE AND WE CAN ACTUALLY FOLLOW UP AND PROVIDE THIS ORDER WITH SOME DATA NOT ONLY IN THE FIRE DEPARTMENT, BUT ALSO THE POLICE DEPARTMENT AND ENTIRE VILLAGE BECAUSE YOU WILL PROBABLY SEE THAT THE NUMBERS HAVE INCREASED QUITE A BIT POST RECESSION AND YES WE HAVE HAD SOME RESTORATION RECENTLY AND IN RECENT HISTORY BUT IT HAS BEEN MARGINAL COMPARED TO WHERE THEY WERE AS AN ORGANIZATION IN PREVIOUS SESSIONS.

AND YOU WILL SEE THAT THE POLICE FORCE IS LARGER AND COMMUNITY RELATIONS WAS LARGER AND OVERALL BUDGET WAS LARGER.

>>TRUSTEE EDER: KIND OF LIKE A FUNDAMENTAL QUESTION AND I MAY WANT TO CALL UPON A FEW FOLKS, BUT IT SEEMS TO ME THAT THIS NFPA 1710 IS LIKE THE CRUX OF THE DISAGREEMENT ABOUT NUMBERS.

IT LOOKS LIKE 95 USED IT AND IT LOOKS LIKE A -- BAKER TILLY DID NOT AND SO I'M IS WHY WE ARE USING IT, WHY ARE WE NOT USING IT SO MAYBE IF THE BAKER TILLY FOLKS WANT TO SPEAK FIRST AND THEN I WILL WANT TO HEAR FROM YOU GUYS, TOO.

>>CAROL JACOBS: WE CERTAINLY DID INCLUDE AND WE LOOKED AT NFPA 1710 IN A NUMBER OF WAYS MAKING SURE THAT OUR UNDERSTANDING OF IT, THERE IS A COUPLE OF THINGS, ONE IS WHAT IS SAFEST FOR THE FIREFIGHTERS IN THE COMMUNITY?

AND TWO IN TWO OUT WAS WHAT WAS IMPORTANT TO US FOR FIREFIGHTER SAFETY. AND YOU HAVE FIVE PEOPLE SHOWING UP ON EVERY CALL AND YOU HAVE TWO IN TWO OUT +1.

SO, WE DID TAKE THAT INTO CONSIDERATION AND DO THOSE FOUR PEOPLE HAVE TO BE ON ONE RIG?

NO, WE DON'T BELIEVE THEY DO.

AND I BELIEVE THERE ARE OTHER PART THAT IF YOU READ DOWN A LITTLE BIT FURTHER WOULD MAKE THAT ARGUMENT.

BUT, THE OTHER THING IS IN MY EXPERIENCE IN DEALING WITH FIRE DEPARTMENT, 1710 IS THE GOLD STANDARD.

IF YOU HAVE MORE MONEY THAN YOU KNOW WHAT TO DO WITH, WOULDN'T EVERYBODY LIKE MORE STAFF, RIGHT?

AND WE REALLY TRIED TO COUCH THAT WITH THE FINANCIAL NEEDS OF OAK PARK. WE PROVIDE SO MANY SERVICES TO THE COMMUNITY AND AS A FORMER FINANCE DIRECTOR I KNOW THAT FOUR PEOPLE ON EVERY RIG IS GOING TO BREAK THE BANK. AND IT WILL BREAK YOUR BANK NO MATTER HOW MUCH MONEY YOU HAVE BECAUSE IT IS SO EXPENSIVE.

AND YOU DON'T HAVE THE FACILITIES AND YOU DON'T HAVE THE RIGS AND YOU HAVE THE RACE FOR FOUR AND YOU DON'T HAVE THE RIG FOR SIX.

AND SO WE CONSIDERED IT AND WE DIDN'T QUOTE IT AND WE DIDN'T THINK IT WAS NECESSARY, BUT WE DO HIGHLY VALUE FIREFIGHTER SAFETY AND COMMUNITY SAFETY AND BY HAVING FIVE PEOPLE SHOW UP ON A CALL WE BELIEVE YOU ARE COVERED.

OBVIOUSLY THE ASSOCIATION HAS A DIFFERENT OPINION, BUT THAT IS OURS.

>>TRUSTEE EDER: I APPRECIATE THAT AND I WOULD LOVE TO HEAR FROM YOU ALL AND ALSO JUST TO HEAR A LITTLE BIT MORE AND I THINK I MAY HAVE - I'M JUST CURIOUS AND ONE OF THE MUNICIPALITIES, WHICH ONES ARE THEY FOLLOWING AND I'M CURIOUS WHO IS FOLLOWING AND I UNDERSTAND IT SEEMS ASPIRATIONAL AND I LOVE DATA - I LOVE THAT THERE IS A MEASURE WE ARE HOLDING OURSELVES UP TO. I JUST WANT TO UNDERSTAND THE REALITY OF THAT, ARE WE TRYING TO HIT THAT ASPIRATION OR HOW MANY PEOPLE AND HOW MANY DIFFERENT ASPIRATIONS DO HIT THAT STANDARD ANSWER THE DEGREE CAN YOU SPEAK TO THAT?

>>CHIEF: JUST SOME INSTITUTIONAL KNOWLEDGE OF THE OAK PARK FIRE DEPARTMENT THERE WAS A TIME WHERE WE HAD TWO PEOPLE ON A FIRE RIG AND WE WERE FORTUNATE THAT NOTHING CAME OF IT, BUT BUILDINGS WERE LOST BECAUSE OF THE SAFETY FACTOR AND THAT IS HOW WE ENDED UP AT THREE JUST TO KIND OF GIVE A BACKGROUND OF WHERE WE ARE.

IN TERMS OF 1710 AND LOOKING AT THE ENTIRE YOU KNOW CHAPTER, IT IS IMPORTANT TO RECOGNIZE WHAT A COMPANY IS AS WAS TOUCHED ON IN ONE OF THE STUDIES A COMPANY IS PEOPLE DISPATCHED TOGETHER, ARRIVING TOGETHER AND OPERATING UNDER ONE OFFICER AND OUR SOP IS WE DO THAT AND WE DO THAT TO MAINTAIN COMPLIANCE WITH 1710.

IT IS ALSO IMPORTANT THAT 1710 RECOGNIZES MUTUAL AND AUTOMATIC AID TO INCREASE THE NUMBER OF FIREFIGHTERS AND AGAIN THE THREE CATEGORIES OF A

FIRE AND SO WHEN WE LOOK AT 7010 WHEN WE BUILD OUR BOX CARD WHICH IS WHERE WE GET OUR HELP FROM AND ALSO WE PROVIDE HELP, WE LOOK AT THE LOCATION OF THOSE INDIVIDUALS AND DIVISION 11 IS WHERE WE OPERATE AND ONE CHALLENGE WE DO HAVE IS BORDERING CHICAGO, VERY GOOD FIRE DEPARTMENT AND A DIFFERENT DIVISION, BUT WE ARE THREE SIDED IN THAT REGARD.

SO, 1710 COVERS NOT ONLY THE NUMBER OF PEOPLE THAT MAY BE ON A RIG, BUT HOW YOU GET TO THAT SAFE NUMBER AND THIS IS PART OF THE REASON WE ARE APART FROM 2% RIGS BECAUSE THAT IS NOT SAFE AND WE WILL NOT TOLERATE THAT.

SO, 1710 IS VERY IMPORTANT TO US AND THAT IS HOW WE GOT TO WHERE WE ARE.

>>SPEAKER: THAT WAS A BIG CRUX OF OUR STUDY AND IT GOES OFF OF THE NATIONAL STANDARDS AND I HAVE BEEN VERY DATA-DRIVEN AND FOR A LOT OF YEARS WE ARGUED WITH FEELINGS WHEN WE TRIED TO GET MORE STAFFING AND WE FEEL MORE TIRED AND WE FEEL LIKE WE NEED MORE AND THEN WE HIT A TURNING POINT WHERE THAT WAS NOT WORKING AND RETURN THE DATA AND THIS IS ALL GOING OFF OF DATA AND THE NATIONAL STANDARD IS THEREFORE A REASON AND IT IS THE GOLD STANDARD, SIX FIREFIGHTERS IS ESPECIALLY ASPIRATIONAL AND THAT IS WHY THE SHORT-TERM STAFFING RECOMMENDATION IS FOUR AND NOT SIX BECAUSE THAT IS SOMETHING THAT YOU CAN REACH.

WE DO HAVE MOST OF THE FACILITIES FOR FIREFIGHTERS AND YES A BEDROOM WOULD HAVE TO BE ADDED TO STATION TWO.

THERE ARE THREE STATIONS THERE, BUT ONE WOULD HAVE TO BE ADDED FOR FOUR FIREFIGHTERS TO BE ADDED AT THAT STATION AND ALL OF THE OTHER ONES WOULD HAVE TO HAVE ENOUGH BEDDING AND ALL OF THE OTHER THINGS AND ALL OF THE OTHER VEHICLES ARE EQUIPPED TO HANDLE FOUR FIREFIGHTERS AND AS FAR AS HE WAS DOING FOUR, THERE IS NOT A TON, I KNOW (NAME) AND CHICAGO DEFTLY HAS FOUR OR FIVE FIREFIGHTERS ON EACH RIG I BELIEVE AND THERE IS NOT A TON, BUT THAT IS ALSO SOMETHING UNIQUE TO US, THE DIVISION POPULATION IS SO HIGH THAT I THINK WE HAVE THE HIGHEST POPULATION DENSITY IN THE STATE AS A DIVISION AND I THINK GUERRERO ONE IS NUMBER SIX IN THE STATE AND HIGH-RISES ARE UNIQUE TO OUR COMMUNITIES AND THOSE REQUIRE THE MOST FIREFIGHTERS TO HANDLE AND THAT IS REALLY WELL RETURN TO NFPA FOR THOSE STANDARDS, BECAUSE THERE MAY NOT BE A LOT OF DEPARTMENTS BUT WE HAVE SOME IMMEDIATE CHALLENGES THAT MEANS WE SHOULD AND AS FAR AS COMPANY IN NFPA STANDARDS THEY DO ADDRESS THIS AS CAROL SAID LATER ON THERE IS A EXPLANATORY SESSION IN THE BACK AND IT IS VERY SPECIFIC THAT THOSE RIGS THAT YOU OPERATE CONTINUOUSLY AT ALL TIMES.

OUR VEHICLES DO NOT DO THAT.

611 THEY GO TO THE HOSPITAL AND THEN 631 MAY GO BACK TO THE HOUSE, THEY DON'T FOLLOW THEM TO THE HOSPITAL I RECALL AND THEY DON'T OPERATE UNDER THAT ONE SUPERVISOR ALL DAY.

THERE ARE EXCEPTIONS AND ONE OF THEM IS CITED AS A PUMPER AND TANKER OPTION FOR RURAL OPERATIONS AND BASICALLY TWO VEHICLES AND ONE PUMP THE WATER AND ONE HOLDS A LOT OF WATER FOR RURAL DEPARTMENT AND CAN

JOIN UP AND CREATE ONE COMPANY BECAUSE THEY NEEDED TWO VEHICLES TO OPERATE TOGETHER AND THAT IS WHAT THE NFPA EXCEPTIONS ARE FOR. THINGS LIKE THAT.

BUT, THEY ARE VERY SPECIFIC AND THEY MUST OPERATE TOGETHER AT ALL TIMES.

>>TRUSTEE EDER: I APPRECIATE THAT.

AND WHILE I HAVE YOU UP HERE.

I'M CURIOUS, THERE WAS ANOTHER POINT MADE AROUND THE BUDGETING AND THE OVERTIME POINT SEEMS TO BE A PRETTY IMPORTANT ONE AND I'M CURIOUS YOUR REACTION TO THAT ANALYSIS.

OBVIOUSLY YOU ALL HAVE BUDGETING EXPERIENCE AND YOU ARE DOING WHAT YOU KNOW BEST, BUT I'M JUST CURIOUS YOUR REACTION TO THAT, BECAUSE IT SEEMS THAT THAT IS ALSO A HUGE ISSUE AND DISAGREEMENT BETWEEN THE PRESENTATION.

>>SPEAKER: I DO NOT HAVE A FINANCE BACKGROUND, I AM A FIREMAN AND I DID THE BEST I COULD WITH THE DATA THAT I WAS PRESENTING.

AND I DO STAND BEHIND WHAT I SAID ABOUT OVERTIME COSTS AND THE THING IS IF WE HAVE MINIMUM STAFFING OF 16 AND WE START LIKE WE DO RIGHT NOW WITH 22 FIREFIGHTERS AND WE HAVE TWO KELLY DAYS AND THREE VACATION SLOTS AND THAT IS FIVE PEOPLE OFF THE MAJORITY OF THE YEAR.

SO, YOU GO FROM 22 TO 17 AND ONE ABOVE THE MINIMUM.

NOW WE HAVE ONE SICK DAY AND ONE INJURY WHICH WE ALMOST ALWAYS HAVE LONG-TERM INJURIES AND CURRENTLY WE ARE FOUR SHORT FROM HIRING ISSUES AND MINE SPECIFICALLY ESTIMATE FIREFIGHTERS DOWN.

SO, EACH DAY MY SHIFT STARTS AT 15.

SO, RIGHT NOW WE HAVE OVERTIME EACH DAY JUST BASED OFF OF OUR STAFFING. WE HAVE ONE INJURY AND NOW WE ARE AT 14 AND NOW THERE IS TWO OVER TIME SLOTS EACH DAY FOR ME.

SO, IF YOU WERE TO ADD THREE PEOPLE TO MY SHIP RIGHT NOW THAT WOULD BE BACK TO THAT 17 AND WE WOULD NOT BE HAVING THAT OVERTIME EVERY DAY.

I CANNOT GUARANTEE EXACTLY WHAT THE OVERTIME SAVINGS WOULD BE BECAUSE MORE INJURIES CAN HAPPEN AND LESS INJURIES CAN HAPPEN, BUT I CAN'T SAY THAT IN 2024 WHEN I CALCULATED THIS DATA THAT THAT IS HOW WE DID IT, WE WENT DAY BY DAY AND THERE WAS THREE OVER TIME SLOTS, ONE OVERTIME FLY AND IF I PUT THREE PEOPLE IN THAT POSITION BECAUSE I HAD THEM HIRED THAT WOULD ELIMINATE THOSE THREE SPOTS AND I DO STEP BEHIND THAT DATA.

>>PRESIDENT SCAMAN: OKAY.

WE HAVE HAD A LOT OF QUESTIONS AND A LOT OF ANALYSIS.

JIM?

ANYTHING FURTHER?

>>TRUSTEE TAGLIA: I HAVE A FEW COMMENTS AND A COUPLE QUESTIONS I GUESS.

I DON'T UNDERSTAND WHY WE DON'T UTILIZE AN ENGINE IN DOWNTOWN OAK PARK. I DON'T KNOW WHY THAT IS.

TEAMS LIKE THAT WOULD BE A BIG NEED IN THE AREA AND I THINK WE HAVE A SPARE ENGINE, DO WE NOT MARK AND GO AHEAD -

>>CHIEF: COLONEL WE HAVE TWO RESERVE ENGINES AND STAFFING IS THE REASON WHY THAT IS JUST WHAT WE HAVE BEEN TALKING ABOUT THE WHOLE DAY. THAT WOULD ADD THE LIEUTENANT TO GET THAT UP AND RUNNING.

>>TRUSTEE TAGLIA: I AM HEARING A LOT OF DIFFERENCES TONIGHT AND YES, STEVE - I APPRECIATE YOUR ANALYSIS AND IT ARRIVED TOTALLY TOO LATE FOR ANYBODY TO GIVE IT SERIOUS THOUGHT TONIGHT AND I WOULD SUGGEST THAT IF YOU'RE GOING TO SEND US SOMETHING WE HAVE AMPLE TIME TO REVIEW IT AND UNFORTUNATELY I DON'T THINK ANY OF US TO BECAUSE I WALKED IN TONIGHT AND MAY HAVE COME LATE IN THE DAY, I DON'T KNOW.

BUT, I JUST LOOKED AT IT AND SO I AM LOOKING OUT AS YOU ARE SPEAKING AND IT IS NOT A GOOD WAY TO DO IT FROM MY PERSPECTIVE AS A TRUSTEE TO GIVE IT JUSTICE, TO GIVE IT ITS DUE.

I JUST WANT TO MENTION THAT I'M HEARING SOME DIFFERENCES OF OPINION AND I JUST WANT TO ASK CHIEF, THESE FIREFIGHTERS AND THESE MEN HERE THAT CAME HERE TONIGHT, THEY LOOK TO YOUR LEADERSHIP TO PROVIDE SAFETY FOR THE RESIDENTS AND SAFETY FOR THEMSELVES AS FIREFIGHTERS AND SAFETY FOR OUR COMMUNITY AS A WHOLE AND I KNOW THAT YOU ALSO ARE CONCERNED OF FISCAL RESPONSIBILITY AS A CHIEF AND A DEPARTMENT TO MANAGE.

BASICALLY WHAT I'M ASKING IS WHERE DO YOU FALL ON THIS?

YOU ARE HEARING SOME DIFFERENCES IN STAFFING OPINIONS, YOU ARE THE CHIEF, YOU PROVIDE THE LEADERSHIP FOR THIS DEPARTMENT.

WE LOOK TO YOU TO GET THAT DIRECT INPUT, WHERE DO YOU FALL ON THESE DIFFERENCES?

>>CHIEF: MY OPINION WAS PRESENTED TO VILLAGE MANAGER JACKSON WITHIN THE BUDGET IN TERMS OF WE ARE GETTING MORE CALLS, THE BULK OF WHAT WE DO IS EMS AND SERVICE RELATED.

THE CHALLENGE THAT I WAS PRESENTED WITH IS REDUCING THE WHERE ON THE VEHICLES AND COMING TO THE OAK PARK FIRE DEPARTMENT AND STAYING UP OVERNIGHT AND BEING FORCED BACK I KNOW WHAT THAT IS LIKE AND I KNOW WHAT THAT DOES TO THE PERSON AND I KNOW WHAT THAT DOES TO THE FAMILY.

AND WITH ALL OF THAT IN MIND, THE SQUAD AS I SEE IT NOW AT STATION ONE MEETS THE MOST OF THESE NEEDS OF THE OAK PARK FIRE DEPARTMENT AND INCREASES THE INDIVIDUAL'S THERE TO MAKE CALLS AND PROVIDES MORE TO THE COMMUNITY AND REDUCES WHERE ON THE VEHICLES AND GIVES US MORE OPPORTUNITY AND WE ARE GOING TO RUN MORE EMS CALLS, WITH TRUSTEE STRAW AND WHERE WE ARE GOING, THAT IS DOWN THE ROAD, I CANNOT TELL YOU WHEN THAT IS, BUT CALLS WILL CONTINUE TO COME.

AND WHAT WE NEED TO DO AS AN ORGANIZATION IS FIND OUT THE MOST EFFICIENT WAY TO ANSWER THESE CALLS IN THE SAFEST WAY FOR THE MEN AND WOMEN IN THE OAK PARK OUR DEPARTMENT AND PROVIDE THE BEST SERVICE FOR THE RESIDENTS AND VISITORS OF OAK PARK.

SO, WHAT I STAND HERE NOW IS WHAT WAS PRESENTED TO VILLAGE MANAGER JACKSON.

>>TRUSTEE TAGLIA: I HAVE NOT SEEN THAT AND SO I DON'T KNOW WHAT THAT IS. AND YOU MAY HAVE TO FILL US IN ON THAT, PERHAPS.

>>MANAGER JACKSON: YOU WILL GET IT WITHIN A WEEK.

>>TRUSTEE TAGLIA: I'M TALKING ABOUT A CERTAIN NUMBER OF STAFF MEMBERS.

>>MANAGER JACKSON: WHAT HE IS SPEAKING TO IS THE RECOMMENDATION IN THE REPORT RELATING TO THE SQUAD AND THE BAKER TILLY REPORT ACKNOWLEDGES THAT IF YOU HAVE THE FUNDING, THAT WE WOULD RECOMMEND THE ADDITION OF THE SQUAD.

SO, WHEN YOU THINK ABOUT THE BUDGET IN THAT CONTEXT, IF YOU HAVE THE FUNDING, THEN HE WILL RECOMMEND THAT WAS PART OF HIS RECOMMENDATION. SO, I THINK YOU WILL SEE THAT ARTICULATED IN THE BUDGET PROCESS AND YOU WILL GET A UPDATE ON THE REVENUE SITUATION AND GET AN UPDATE ON OUR CURRENT BASE BUDGET AND THE EXPENDITURES RELATED TO THAT AND THE GAP THERE RELATED AND YOU WILL ALSO GET A LIST OF ALL THE OTHER BOARD PRIORITIES THAT ARE NOT FUNDED STRUCTURALLY IN THE CONTEXT OF THE FIRE RECOMMENDATIONS THAT ARE COMING FORWARD. YOU WILL HAVE THAT INFORMATION.

>>TRUSTEE TAGLIA: WE WILL HAVE TO SEE THAT.

AND I DO VALUE RELAYED THE IDEA THAT THE FIREFIGHTERS, THEY ARE RUN IN A VERY DIFFICULT SITUATION WITH THE OVERTIME AND IT IS JUST AS A BUSINESS OWNER YOU DON'T WANT TO HAVE A BUSINESS WHERE YOU FUND YOUR OPERATION THROUGH AS MUCH OVERTIME AS I THINK THIS DEPARTMENT IS BEING RUN ON RIGHT NOW AND THAT IS JUST NOT GOOD FOR ANY EMPLOYEE AND I WOULD NOT DO THAT FROM MY BUSINESS AND THEY ARE NOT OUT SAVING LIVES AND PUTTING OUT FIRES YOU KNOW THEY ARE OPERATING ON SOME EQUIPMENT WHICH IS VERY SENSITIVE, BUT NOT LIFE-AND-DEATH.

AND I AM CONCERNED ABOUT THAT AND I SEE THIS AND I THINK IT IS SOMETHING THAT DOES NEED ADDRESSING.

I'M TRYING TO GET MY MIND AROUND ALL OF THESE THINGS THAT ARE COMING AT US AT THE LAST MINUTE AND I WILL CONTINUE TO CONSIDER THAT AND I WILL LOOK AT THE RECOMMENDATIONS THAT ARE IN THE BUDGET AND THINK VERY CAREFULLY. BUT, I DO FEEL LIKE THAT IS A SITUATION THAT SHOULD NOT CONTINUE TO RUN THE AMOUNT OF OVERTIME.

THERE HAS TO BE A WAY.

AND I DON'T BELIEVE IT IS A \$20 MILLION PROBLEM.

SO, YOU CANNOT CONVINCE ME THAT IT WILL TAKE THAT KIND OF INVESTMENT TO TURN THAT AROUND.

I THINK WE NEED TO LOOK AT THIS VERY HARD AND VERY CAREFULLY AS A BOARD AND I THINK WE WILL.

>>SPEAKER: IF I MAY, THIS IS NOT A OAK PARK PROBLEM, THE STATE LEGISLATURE IS ACTUALLY AWARE OF THIS PROBLEM AND THE ELIGIBILITY AND THE WAY PEOPLE ARE HIRED IS ACTUALLY CHANGING AND HOSPITALS WERE RECENTLY PASSED AND

THERE ARE SOME VERY EDUCATED PEOPLE SITTING IN THIS ROOM HERE THAT UNDERSTAND A LOT OF THAT AND WE ARE WORKING TOGETHER AND IN THE COMING YEARS AND COMING MONTHS AND YEARS YOU WILL SEE HOW FIREFIGHTER AND PARAMEDIC ARE HIRED IN THE VILLAGE OF OAK PARK AND IT WILL BE DIFFERENT THAN THE TRADITIONALIST OF EXPIRE AND START AGAIN.

AND AGAIN I DON'T HAVE THE INFORMATION RIGHT NOW BUT JUST KNOW THAT THIS IS NOT A OAK PARK PROBLEM AND A LOT OF PEOPLE ARE WORKING ON HOW WE GET GOOD QUALIFIED CANDIDATES IN ANY DEPARTMENT, ESPECIALLY IN OAK BARK SO, THAT IS ON THE MIND OF A LOT OF PEOPLE RIGHT NOW.

>>MANAGER JACKSON: AND WHEN YOU LOOK AT CLAIMS HISTORY IT IS DOWN 50%, YET THE OVERTIME IS THE SAME.

AND WE HAVE FOUR VACANCIES, IS THAT CORRECT?

AND I THINK THE RECRUITMENT PIECE IS A BIG PIECE AND THERE IS A RECOMMENDATION I THINK IN THE BAKER TILLY REPORT AS WELL AS FROM THE CHIEF THAT WILL BE DISCUSSED.

>>PRESIDENT SCAMAN: ANY FURTHER QUESTIONS, CORY.

>>TRUSTEE WESLEY: THANK YOU ALL OF YOU THAT WORKED ON BOTH OF THESE REPORTS AND GIVING US GREAT ANSWERS TO THE QUESTIONS RAISED AND I REALLY APPRECIATE THAT.

A COUPLE QUESTIONS I HAVE AND I'M NOT SURE THE DATA GIVEN TONIGHT WILL SUFFICIENTLY ANSWER MY QUESTION, BUT MAYBE THERE IS SOME GENERAL KNOWLEDGE IN THIS ROOM FROM VERY CAPABLE EXPERTS WHO MAY KNOW. SO, WHEN I LOOK AT THE OVERTIME COSTS STARTING IN 2019, WE HAVE ABOUT 400,000 AND IT DOUBLES OR MORE THAN DOUBLES UP TO LIKE 1 MILLION AND THEN KIND OF STAYS THERE A LITTLE BIT AND THEN INCREASES AGAIN A LITTLE BIT IN 2023 TO ABOUT 1.2 AND NOW IS PROJECTED DOWN TO ABOUT 800,000.

I AM WONDERING, DO WE HAVE A PLOTTING OF INJURIES AND WORKMEN'S COMP. ALONG TO SEE THE OVERTIME FIGURES SO WE CAN SEE HOW THE CORRELATION BETWEEN HOW MUCH EXTRA OVERTIME AND MAN HOURS WE ARE ASKING OUR STAFF TO PUT IN AND OF THE DIRECT CAUSE OR LACK OF CAUSE IF THERE IS NOT ONE TO THE INJURIES AND WORKMEN'S COMP. CLAIMS SO ON AND SO FORTH.

>>CHIEF: THAT IS DEFINITELY SOMETHING WE CAN GET TO YOU.

>>MANAGER JACKSON: YES, WE CAN AND THAT IS WHAT WE ARE INDICATING, THE CLAIMS ARE GOING DOWN, BUT THE OVERTIME IS STILL STAGNANT.

>>TRUSTEE WESLEY: OKAY, I WOULD LIKE TO SEE THAT WHEN WE COME BACK TO TALK ABOUT THIS AGAIN.

WHAT I'VE HEARD ECHO ACROSS BOTH STUDIES IS THE VACANCY ISSUE.

I REALLY THINK THAT NO MATTER WHAT WE DO ULTIMATELY AND I KNOW CHIEF YOU JUST MENTIONED THE STAY IS CHANGING THE WAY HIRING IS DONE AND EVERYTHING AND I WOULD LIKE TO HAVE TWO PLANS, ONE BASED ON THE STATE ACTUALLY DOING WHAT THEY SAY THEY WILL DO AND ONE IF THE THING EVER MAKES IT OUT OF COMMITTEE AND WE HAVE TO ADAPT BASED ON THAT HAPPENING. SO, WE HAVE LIKE I GUESS THREE OPEN POSITIONS, CURRENTLY?

FOUR.

FOUR OPEN POSITIONS AND WE ARE TALKING ABOUT HIRING SIX TO NINE MORE. WE DON'T HAVE THE POSITIONS THAT ARE ALREADY BUDGETED AND A LOT HAS FAILED.

YOU KNOW I THINK THAT IS SOMETHING THAT WE CAN FIX AND SHOULD BE FIXED AND I THINK THIS CONVERSATION WOULD BE A LOT MORE GROUNDED LIKE IF WE HAD ALL OF THOSE POSITIONS FILLED AND WE ARE SAYING OKAY, SO THIS IS WHAT WE LOOK LIKE WITH A FULL STAFF AND THESE ARE OUR NUMBERS AND YOU KNOW THIS IS WHY WE ARE SAYING WE NEED TO DO THIS OTHER THING.

RIGHT NOW EVERYTHING WE ARE LOOKING AT AS WE ARE DOWN FOUR PEOPLE ALREADY.

AND YOU KNOW I WOULD LIKE US NOT TO BE DOWN FOUR PEOPLE AND SO THAT WOULD BE ONE THAT I WOULD LIKE TO SEE.

A COMPREHENSIVE PLAN TO ADDRESS THAT.

HOW MUCH OF THIS - SO, WHAT I'M LOOKING AT THE BAKER TILLY REPORT THERE IS RESPONSE TIMES UNDER SIX MINUTES AND THOSE ROUTINELY HIT 90%, 90% PLUS ACROSS THE NUMBER OF YEARS THAT THEY SURVEY.

THAT ALONE DOES NOT TELL THE COMPLETE PICTURE.

IT JUST SHOWS THAT WE HAVE PEOPLE ON THERE AND IT DOESN'T SAY HOW MANY PEOPLE AND IT DOESN'T SAY THE OUTCOME OF THE ACTUAL ENGAGEMENT AND WHETHER OR NOT IT WAS SATISFACTORY OR WHETHER OR NOT IT MET WITH OUR INTERNAL BENCHMARKS ARE FROM WHAT THAT TYPE OF RESPONSE SHOULD BE.

SO, I THINK AND I WOULD LIKE TO SEE CONTEXT AROUND THAT, BECAUSE I WOULD LIKE TO KNOW IF WE ARE HITTING THE NUMBERS THAT ARE INTERNAL BENCHMARKS ARE LIKE WHAT IS THE STANDARD THAT WE UPHOLD FOR OURSELVES AND ARE WE HITTING THOSE NUMBERS AND WHEN WE ARE NOT, WHY NOT.

WE DON'T HAVE THAT INFORMATION WITH US TONIGHT.

AND THEN I WONDER AS WELL - THERE IS A COUPLE THINGS WHEN WE START THINKING ABOUT YOU KNOW HOW QUOTE UNQUOTE APPETENCE HAPPEN AND ACCIDENTS CAN BE ANYTHING AND NOT RELATED TO FIRE, BUT JUST ANY SYSTEM, JUST A UNWANTED OUTCOME.

THERE IS A COUPLE DIFFERENT THINGS THAT WE HAVE.

YOU HAVE THE ENVIRONMENT WHICH YOU CANNOT CHANGE AND YOU HAVE HAZARDS WHICH YOU CAN.

AND I'M WONDERING IF WE ARE DOING WELL, HOW MUCH IS IT LUCKY THAT THE ENVIRONMENT HAS NOT TURNED AGAINST US VS. MANAGING THE HAZARD THAT POP UP THAT WE MAY OR MAY NOT BE ABLE TO DO BECAUSE WE ARE SHORTSTAFFED ALL THE TIME.

RIGHT?

AND SO HAVE WE JUST BEEN RUNNING GOOD?

IS IT 10 O'CLOCK?

>>PRESIDENT SCAMAN: WE HAVE A MINUTE AND 1/2, BUT I ENTERTAIN A MOTION TO MOVE PAST 10 PM.

>>SPEAKER: MOVED.

>>SPEAKER: SECOND.

>>PRESIDENT SCAMAN: ALL IN FAVOR
(MULTIPLE SPEAKERS)
AYE.

>>TRUSTEE WESLEY: SO, I AM CURIOUS HOW MUCH OF THIS IS YOU KNOW LIKE SOMETIMES YOU SIT DOWN AT THE CARD TABLE AND I AM A POKER PLAYER AND THE CARDS ARE GOOD AND IT DOESN'T REALLY MATTER HOW YOU PLAY LIKE YOU WERE JUST GETTING HIT WITH THE DECK AND THEN YOU ARE NOT AND THEN IT REALLY DOES MATTER HOW YOU PLAY.

>>CHIEF: IT MATTERS A LOT.
AND IT MATTERS A LOT, BECAUSE IF WE FAIL, PEOPLE GET HURT.
AND IF I FAIL, THE PEOPLE THAT TRUST ME AS TRUSTEE TAGLIA SAID, THAT MEANS I FAIL AND THAT HAS TO DO WITH THE TRAINING DEPARTMENT THAT HAS TO GO OUT AND FIND THE RIGHT EQUIPMENT AND THAT MEANS REPLACEMENT CYCLES AND HAS TO DO WITH WHEN PEOPLE DO GET HURT, HARD CONVERSATIONS, WHAT HAPPENED?

I MEAN WE WORK IN DANGEROUS ENVIRONMENTS.

WE SIGNED UP AND WE AGREE AND WE GET PEOPLE OUT OF DANGEROUS ENVIRONMENTS AND THINGS HAPPEN AND THAT IS UNFORTUNATE, BUT TODAY WITH TECHNOLOGY WHETHER IT IS THERMAL IMAGING OR THE ABILITY TO DUMP EVERY SINGLE CALL IN A EXCEL SPREADSHEET AND SORE IN EVERY SINGLE WAY TO FIND OUT WHAT HAPPENED YOU KNOW THAT IS WHERE THE TRAINING DEPARTMENT AND A TRAINING OFFICER AND OUR CONVERSATIONS HAPPEN TO AVOID THAT.
BUT, THE UNFORTUNATE PART IS WHEN PEOPLE GET HURT, HOW CAN WE AVOID THAT AND MORE IMPORTANTLY HOW DO WE TREAT THEM WHEN THEY GET HURT?
WHAT CAN WE DO AS A DEPARTMENT OR VILLAGE TO TAKE CARE OF OUR EMPLOYEES?

WHAT CAN WE DO AS A DEPARTMENT AND VILLAGE AND ALTERNATIVE RESPONSE SUCH AS ECHO SO PEOPLE DON'T HAVE TO KEEP CALLING, BECAUSE PEOPLE CALL 911 WHEN THEY DON'T KNOW WHAT ELSE TO DO.

THAT IS JUST FOR THE WORLD IS, BUT WE SHOULD NOT HAVE TO GO AS FIREFIGHTERS TO HELP PICK UP SOMEBODY WHEN THERE ARE ORGANIZATIONS AND NETWORKS THAT CAN GET THEM THE HELP THAT THEY NEED BECAUSE IN ALL HONESTY THE HOSPITAL IS NOT THE ANSWER FOR EVERYTHING.

BUT, THAT IS WHERE PART OF THE FIRE SERVICE IS RIGHT NOW.

AND WE ARE TRYING TO GET OUT OF THAT AND DO BETTER FOR PEOPLE.

SO, SOMETIMES WE ARE IN LUCK AND WE WILL TAKE IT WHEN WE GET IT AND REALIZING THAT WE HAVE CONTROL OVER A LOT OF THINGS, WE WORK REALLY HARD TO TAKE THAT CONTROL BACK WITH EQUIPMENT AND TRAINING AND ACKNOWLEDGING THAT WE CAN DO BETTER.

>>TRUSTEE WESLEY: AND THAT DOESN'T STOP WITH YOU, CHIEF, THAT STOPS RIGHT HERE AS WELL.
SO, WE HAVE YOUR BACK.

SO, TO ECHO WHAT TRUSTEE STRAHL SAID EARLIER, IT SEEMS LIKE THE DIFFERENCE HERE IS - ARE WE TALKING ABOUT SIX OR NINE PEOPLE? AND I MEAN THAT SEEMS LIKE A RELATIVELY SMALL DIFFERENCE OF OPINION TRUTHFULLY FOR ALL OF THE INFORMATION BEING PRESENTED TONIGHT AND YOU KNOW I GUESS WE WILL WAIT TO SEE WHAT WE COME BACK WITH, BUT THOSE ARE SOME OF THE THINGS THAT ARE ON MY MIND IN TERMS OF HOW WE COULD MAKE A DECISION AND I AM YOU KNOW WHEN WE OKAY WHATEVER WE OKAY, I JUST WANT TO ANNOUNCE AGAIN LIKE GIVING MONEY TO HIRE SIX OR NINE OR 12 OR 15 NEW PEOPLE, IF WE CANNOT FILL THOSE SPOTS IT IS JUST MONEY THAT IS GOING INTO THE RESERVES TRUTHFULLY AND WE HAD THE SITUATION WITH THE POLICE FORCE OVER THE LAST SEVERAL YEARS WHERE WE COULD NOT HIRE FOLKS AS FAST AS WE SOMETIMES WERE LOSING THEM OR FROM RETIREMENT AND A NUMBER OF OTHER THINGS AND JUST IN GENERAL AND WE OFTEN HAD BUDGET FOR A LOT MORE PEOPLE THAN WE WERE ABLE TO HIRE.

SO, I THINK THAT IS ONE OF THE THINGS WE ARE FOCUSING ON BECAUSE I THINK WHATEVER THAT NUMBER NEEDS TO BE LIKE I WOULD LIKE TO SEE THAT NUMBER ACTUALLY SHOW UP AND WORK FOR US.

I THINK THAT MIGHT BE ALL I HAD.

AND WHERE I'M STANDING RIGHT NOW IS THAT I AM OKAY BETWEEN SOMEWHERE BETWEEN SIX AND NINE FIREFIGHTERS.

>>PRESIDENT SCAMAN: VERY DIPLOMATIC OF YOU.
CHIBIKUE?

>>TRUSTEE ENYIA: THANK YOU FOR THE PRESENTATION, EVERYBODY.
YES, I THINK IT IS NEVER EASY TRYING TO FIGURE OUT WHAT THE BEST SOLUTION IS, I THINK WE JUST WISH WE COULD HIRE EVERYONE AND CALL IT A DAY AND IT WOULD TAKE CARE OF EVERYTHING AND YOU KNOW KNOWING MY PASS AND WORKING WITH STAFF ENGINEERS AND FACILITY WORKERS AND MANAGING THEM AND EACH HAVING THEIR OWN UNION AND HAVING TO DEAL WITH WORKERS COMP AND YOU HAVE TO DEAL WITH YOU KNOW I USED TO WORK FOR CVS AND HAVING STAFF SHORTAGES AND THEN SEEING THE INJURIES AND THE WORKER'S COMP.

AND THEN ALSO THAT YOU KNOW WHEN I DID MY INVESTIGATION THAT THERE WAS ALSO A LACK OF TRAINING AND ALL OF THESE THINGS CONTRIBUTED TO A FAILED SYSTEM AT THE END OF THE DAY, YOU KNOW?

AND ME BEING AN ENGINEER OUTED IN MANY BUILDINGS BECAUSE THE ENGINEER WAS TRYING TO DO TOO MUCH BY HIMSELF NOT HAVING THE EQUIPMENT AND STAFFING AND I THINK HEARING CHIEF TERRY TALK ABOUT JUST MAKING SURE YOU HAVE ALL OF THOSE LEVELS, NOT JUST EVEN HAVING ALL OF THE PEOPLE TO DO THE JOB, BUT DO YOU HAVE ALL OF THE RIGHT EQUIPMENT AND HEARING THE DIFFERENT STANDARDS THAT ARE OUT THERE AND MAKING SURE THAT WE ARE JUST MEETING THE STANDARD OR TRYING TO EXCEED IT.

I KNOW THAT IF YOU TALK TO OAK PARKERS, I HOPE YOU ARE TRYING TO EXCEED THE STANDARD AND I THINK OUR FIRE DEPARTMENT DOES THAT EVERY DAY.

BUT, MAKING SURE WE ARE EQUIPPING THEM AND GIVING THEM THAT OPPORTUNITY I THINK BEING ABLE TO SEE SOME UPDATED STATS WILL HELP AND I THINK FINDING

THE CORRELATION TO WHAT IS ACTUALLY GOING ON WITH THE NUMBER OF STAFFING AND THE INJURIES AND WORKER'S COMP. AND THE OVERTIME THAT GOES INTO IT AND ALSO THE LEVEL OF TRAINING THAT GOES OUT TO THE INDIVIDUALS AS WELL SO WE CAN SEE THE OTHER FACTORS THAT FACTOR INTO THIS OTHER THAN JUST NOT HAVING ENOUGH PEOPLE ON THE DAY, BUT IS THAT PERSON TRULY PREPARED IN THAT COORDINATOR POSITION THAT YOU ARE TALKING ABOUT AS WELL IS HUGE AND I REALLY THINK IT DOES SAVE ON WORKER'S COMP.

AND HAVING ENOUGH PEOPLE AND HAVING IT SO THAT IT IS IN A WAY THAT CONTINUES TO KEEP EVERYONE SAFE ALL OF THE TIME AND IS THE SAME CONSISTENCY EVERY DAY AND HOW WONDERING IS IT THIS WAY OR AM I GOING TO MEET YOU THERE OR LIKE HOW IS THAT GOING TO HAPPEN OR ARE YOU GOING TO MEET ME AFTER YOU GO TO THE HOSPITAL?

JUST MAKING SURE THERE IS A CONSISTENT FLOW BECAUSE I HAD NEVER WORRIED ABOUT IT AND I KNOW WHEN I CALL LIKE I CALLED 911 THE OTHER DAY A PERSON PASSED OUT IN THEIR CAR AND IT ENDED UP BEING UNCONSCIOUS AND THEY NEEDED MEDICAL ASSISTANCE AND IT WAS QUICK AND I LITERALLY - I WAS ON THE PHONE AND THEN LIKE A MINUTE AND AND A HALF THE SIRENS WERE THERE. AND SO UNDERSTANDING THAT THERE IS A LEVEL OF EXCELLENCE THAT COMES WITH IT, BUT MAKING SURE THAT WE ARE NEVER MISSING A PERSON BETWEEN THE CRACKS BECAUSE WE HAVE ALL OF THE PEOPLE THERE.

AND I THINK HEARING A LITTLE BIT MORE AND GETTING SOME UPDATED NUMBERS AND YOU KNOW I THINK WE SAID THAT THAT NUMBER IS AT THE TOP OF THE TOP, BUT YOU'RE COMING IN AT 78 AND SO WHAT IS THE ACTUAL NUMBERS TO THIS LONG-TERM?

I WOULD LOVE TO SEE IF WE LEVEL IT OUT, WHAT DOES THIS LOOK LIKE LONG-TERM? AND JUST ADDING THE EXTRA DATA POINTS HELPING ME UNDERSTAND OKAY, HOW DO WE GET TO THIS AND IS THIS A CORRELATION OF EMPLOYMENT OR IS IT MORE THAN THAT?

I THINK WE HAVE UTILIZED A LOT OF THIS TECHNOLOGY AND IN HAVING CHIEF TELL US ABOUT SOME OF THIS OVER THE YEARS AND EXPLAINED TO US THIS TECHNOLOGY AND LIFESAVING INFRARED TECHNOLOGY AND BEING ABLE TO SEE IN THESE ROOMS AND BEING ABLE TO DO THIS JOB AT A HIGH LEVEL IS GREAT AND I JUST WANT TO CONTINUE TO DO THAT AND FIGURE OUT THE BEST ROUTE AND I KNOW THAT YOU GUYS DON'T WANT TO SHORTCHANGE THAT I KNOW THAT YOU ARE ONLY LOOKING OUT FOR THE FINANCIAL FORECAST AND MAKING SURE THAT WE CAN CONTINUE TO DO THIS BECAUSE WE SEE ITEMS THAT CAN GO BANKRUPT AND HOW THAT HAPPENS AND THAT IS WHAT I WONDER AND I THINK YOU KNOW YOU ACTUALLY HAVE TO LOOK AT THESE NUMBERS TO MAKE SURE THAT WE SET EVERYONE UP FOR SUCCESS IN OUR COMMUNITY AND WE SET OUR FIREFIGHTERS UP FOR SAFETY. THAT IS HUGE TO ME AND MAKING SURE THAT THEY CAN DO THIS AT A HIGH LEVEL AND I DO LOVE ALL OF THE DIFFERENT ASPECTS BECAUSE I DO KNOW YOU KNOW IN MY JOB THERE ARE DIFFERENT STANDARDS AND I HAVE A RESPECT FOR SEEING HOW WE DO IT HERE AND HOW OUR FIRE DEPARTMENT TRIES TO RISE TO THE OCCASION EVERY TIME AND I THINK THEY DO AND I APPRECIATE IT.

SO, DEFINITELY GOING TO BE LOOKING AT THIS ADDITIONAL DATA AND I WOULD TO BE SURE THAT WE ARE MAKING THE RIGHT CHOICE FOR OUR RESIDENTS, TOO.

>>TRUSTEE WESLEY: I JUST WANTED TO SAY I AGREE WITH EVERYTHING TRUSTEE ENYIA JUST SAID AND SO 100% ON THE AND THEN TRUSTEE TAGLIA MENTIONED IN ENGINE DOWNTOWN THAT SEEMS LIKE IT MAKES SENSE TO ME AS WELL AND I WOULD LIKE TO SEE US EXPLORE WHAT THAT LOOKS LIKE EVEN IF IT IS NOT SOMETHING THAT WE GET TO IMMEDIATELY IF THERE IS A PLAN TOGETHER EVENTUALLY I WOULD LIKE TO SEE WHAT THAT LOOKS LIKE AND I ALSO THINK THE SQUAD SOUNDS LIKE A GOOD IDEA THE REDUCED WEAR AND TEAR ON SOME OF OUR EQUIPMENT AND I THINK YOU KNOW WE SHOULD ALSO EXPLORE THAT. HONESTLY JUST A LOT OF GOOD INFORMATION BETWEEN BOTH OF THESE REPORTS, BUT THERE WAS ONE THING THAT WAS MENTIONED TONIGHT THAT I JUST FEEL LIKE I REALLY NEED TO BRING UP AND HIGHLIGHT A LITTLE BIT AND WHEN I HEARD THAT ADDING STAFFING AND CHANGING THE MINIMUM TYPICALLY DOES NOT RESULT IN A CHANGE TO THE OVERTIME AND MAYBE SOMETIMES IT INCREASES IT AND SO WHY DO PEOPLE KEEP CHANGING THE MINIMUM?

IT JUST SEEMS LIKE IT IS ONE OF THOSE THINGS WHERE IT IS LIKE I HAVE BEEN IN IT FOR A LONG TIME AND TROUBLESHOOTING IS WHAT I DO IN - DO NOT BRING UP THE MINIMUM, JUST ADD THE STAFFING.

AND THEN YOU WILL SEE THE OVERTIME GO DOWN.

WHY DON'T PEOPLE DO THAT?

DOES THAT MAKE ANY - IS THIS SOMETHING THAT IS KNOWN?

>>SPEAKER: IT WITH THE GUARANTEED RIGS ON THE STREET.

SO, WHEN YOU HAVE INJURIES AND WHEN YOU HAVE ILLNESSES, YOU CAN STILL KEEP THAT MINIMUM AND IF YOU'RE GOING TO PUT THAT ENGINE IN SERVICE YOU WILL KEEP THAT RIG ON THE STREET EVERY SINGLE DAY.

ANOTHER THING TO TAKE INTO CONSIDERATION WHEN TALKING ABOUT OVERTIME AND THE MINIMUM MANNING YOU WILL GET WORKLOAD AND LESS INJURIES, THAT IS GOING TO HAPPEN.

THAT WILL BE A NATURAL ORGANIC THING THAT WILL HAPPEN PAIRED I KNOW THAT SOMETIMES THE OVERTIME WILL NOT BE WHERE THE VILLAGE WANTED TO BE ABOUT THE SAME TIME IF THE WORKMEN'S COMP. IS GOING UP BECAUSE OF IT I THINK THAT IS A GOOD THING.

SO, SOMETIMES YOU GET THE UNION AND THE YOUNG.

SO, MINIMUM MANNING IS ALL IN TERMS OF WHAT THE DEPARTMENT AND ABILITY WANT TO DO WHEN IT COMES TO THAT, RIGHT?

IT IS GOOD TO BUILD INTO THAT AND I REALLY DO AND WE DIDN'T ASK OR MINIMUM ANYTHING AND I THINK IT IS IMPORTANT.

FIREMEN BECOME FIREMEN BECAUSE THEY WANT TO GO HOME ON THEIR DAYS, BUT THEY ARE NOT GOING HOME RIGHT NOW.

AND I CAN TELL YOU THAT IS A STRESSFUL THING WHEN WE TALK ABOUT FATIGUE AND STRESS AND ALL OF THOSE THINGS BEING REAL.

AND THE MENTAL STRESS OF NOT SEEING YOUR FAMILY WHEN YOU HAVE A YOUNG FAMILY.

NOBODY WANTS THAT.

AND I KNOW EVERYBODY HERE DOESN'T WANT THAT EITHER.

SO, WHEN WE OUTLINE THIS FOR YOU IS UP TO YOU TO MAKE THOSE DECISIONS AND GIVE US WHAT WE NEED TO ALLOW THAT TO HAPPEN.

SO, BUILDING INTO A, THAT IS A GREAT PLAN.

100%.

>>TRUSTEE WESLEY: IT IS OUR RESPONSIBILITY TO PROTECT THE PEOPLE AND PROTECT THE VILLAGE, RIGHT?

AND IT IS JUST ONE OF THOSE THINGS AND YOU KNOW WE ASK EXTRA STAFFING AND WE GIVE YOU EXTRA STAFFING AND WE DON'T CHANGE THE MINIMUM MANNING AND IT SEEMS LIKE OVERTIME GOES DOWN BECAUSE NOW YOU HAVE A BIGGER BULLET PEOPLE TO THE SHIFT AND THOSE PEOPLE WOULD NOT ACTUALLY BE HOLDOVERS AND THEN THEY WOULD BE GETTING PAID BASE TIME AND THEN IN ADDITION TO NOT INCREASING - IN ADDITION TO INCREASING OVERTIME AS A PRODUCTION IT WOULD ALSO HAVE ALL OF THOSE ADDITIONAL BENEFITS IN TERMS OF WORKMEN'S COMP.

AND GETTING OUR FOLKS HOME SO THEY CAN ACTUALLY BE WITH THEIR FAMILIES SO ON AND SO FORTH.

BETTER MENTAL HEALTH AND A NUMBER OF THINGS THAT NEED TO BE IMPROVED BASED ON CONVERSATIONS THAT I'VE HAD AND THINGS I HAVE SEEN IN THE STUDY. AND I AM SORRY - I WAS RANTING A LITTLE BIT AND YOU GO AHEAD.

>>CAROL JACOBS: NED HAS BEEN ON THE LINE WITH US FOR ABOUT THREE HOURS PAIRED WE HAD SOME TECHNICAL DIFFICULTIES AND HE IS DEAR AND I WOULD REALLY LIKE TO ASK HIM THIS QUESTION BECAUSE HE WOULD HAVE A BETTER UNDERSTANDING.

NED, ARE YOU THERE?

>>NED PETTUS: I AM HERE.

>>CAROL JACOBS: DID YOU HEAR THE QUESTION?

>>NED PETTUS: IF YOU COULD REPEAT IT, IT SOUNDED LIKE A REALLY LONG QUESTION.

>>TRUSTEE WESLEY: I WILL SUMMARIZE IT, RIGHT?

I HEARD EARLIER THAT WHEN YOU INCREASE AND WHEN YOU ADD STAFFING TYPICALLY YOU INCREASE THE MINIMUM MANNING AND THAT RESULT IN EITHER NET NEUTRAL OVERTIME OR NET PLUS OVERTIME.

AND WHAT I'M WONDERING IS WHY DO FOLKS INCREASE A MINIMUM MANNING WHEN THEY INCREASE EXTRA STAFFING IF IT DOESN'T IN FACT REDUCE OVERTIME?

>>NED PETTUS: WELL, IT DEPENDS UPON HOW YOU MANAGED THE INCREASE IN STAFFING.

IF IT IS RIGIDLY MINIMUM STAFFING, THEN OVERTIME COULD POSSIBLY GO UP.

BUT, IF YOU GIVE THE CHIEF SOME FLUX ABILITY AND MANAGERIAL DISCRETION TO MANAGE MINIMUM STAFFING AND HE HAS DONE A GREAT ASSESSMENT OF YOUR FIRE DEPARTMENT, ITS OPERATIONS AND WORK REVIEW, HE WOULD BE THE PERFECT PERSON TO BE ABLE TO DETERMINE FOR INSTANCE WELL, I CAN DROP DOWN THIS MANY PEOPLE DURING THE DAY, BUT IT IS ABSOLUTELY REQUIRED THAT

WE HAVE THE MINIMUM STAFFING OF FOUR PERSONNEL AT NIGHT WHEN THE MOST DANGEROUS FIRES OCCUR WHEN PEOPLE ARE ASLEEP AND THE REASON FOR SMOKE DETECTORS WHEN FIREFIGHTERS ARE MOST FATIGUED AND NEED THE EXTRA HELP, IT IS ABSOLUTELY REQUIRED AT NIGHT.

BUT, DURING THE DAY IT MAY BE POSSIBLE FOR THE CHIEF TO ALLOW THE NUMBERS TO DROP DOWN FOR A FEW HOURS AND THAT WOULD HAVE A POSITIVE IMPACT ON YOUR OVERTIME.

FOR INSTANCE, IF YOU RIGIDLY MUST HAVE FOUR OR FIVE FIREFIGHTERS 24 HOURS A DAY AND SOME ARE OFF, THEY WOULD HAVE TO BE REPLACED 24 HOURS A DAY.

BUT, IF THE CHIEF CAN ALLOW SOME ADJUSTMENT IN THAT MINIMUM STAFFING, FOR INSTANCE THE FIRST EIGHT HOURS OR FIRST 12 HOURS, THEN THAT WOULD REDUCE SOME OF THAT OVERTIME INSTEAD OF BRINGING SOMEBODY BACK FOR 24 HOURS, YOU ONLY HAVE TO BRING THEM BACK 12 OR 16 HOURS.

AND SO IT IS PUTTING EVERY ASPECT OF WHAT IS DONE UNDER A MICROSCOPE WHICH IS WHAT ACCREDITATION INVOLVES.

YOU ALREADY HAVE A EXCELLENT ISO RATINGS AND THE HIGHEST RATING THAT EXISTS IS ACCREDITATION AND THE CHIEF IS VERY WELL AWARE OF THE NATIONAL STANDARDS AND BEST PRACTICES.

I AM SURE HE HAS ALREADY TALKED ABOUT IT SPA 1710 AND MEETING THE STANDARD RESPONSE TIMES FOR PERSONNEL AND THE OSHA REQUIREMENT FOR TWO IN TWO OUT WHICH IS VERY IMPORTANT FOR FIREFIGHTER SAFETY AND THAT IS BASED ON IDLH AND THAT IS THE REASON FOR TWO IN TWO OUT WHEN THERE IS A WORKING FIRE, BUT THE CHIEF HAZARDS POSSIBILITY FOR THE SAFETY AND WELL-BEING OF HIS PERSONNEL AS WELL AS THE SAFETY OF THE POPULATION IN YOUR COMMUNITY.

BUT, HE HAS RESPONSIBILITIES TO BE FISCALLY RESPONSIBLE AND TO USE TAXPAYER DOLLARS IN A RESPONSIBLE WAY.

THAT REQUIRES THE CHIEF TO BE ABLE TO HAVE SOME FLEXIBILITY AND MANAGERIAL DISCRETION.

HE DOESN'T WANT TO PUT THE FIREFIGHTERS AT RISK, BUT HE IS THE BEST PERSON TO BE ABLE TO DETERMINE WHEN HE CAN DROP DOWN IN THE NUMBERS FOR A WHILE RECOGNIZING THE MOST DANGEROUS TIMES THAT THEY EXPERIENCE AND THE PUBLIC HAS ALREADY RECOGNIZED THAT.

THAT WAS THE REASON FOR THE CREATION OF SMOKE DETECTORS.

WHEN PEOPLE ARE ASLEEP AND THEIR HOUSE CATCHES ON FIRE, IT IS MORE HAZARDOUS AND MORE DANGEROUS FOR THEM.

WELL, YOUR FIREFIGHTERS ARE MORE FATIGUED AT THAT TIME, AS WELL.

AND THAT IS JUST THE BASIC COMPONENTS OF IT.

I SERVED ON THE NFPA BOARD OF DIRECTORS FOR SIX YEARS OF ACCURATE THE NATIONAL STANDARDS AND OUR FIRE DEPARTMENT WAS ACCREDITED.

AND SO I AM WELL AWARE OF WHAT THESE ARE.

MANY OF THESE DEPARTMENTS CANNOT AFFORD TO MEET THEM.

WE ARE ALMOST THERE.

AND SO WITH THE CHIEF 'S ASSESSMENT OF YOUR ORGANIZATION, YOU ARE NOT FAR FROM MEETING THE HIGHEST AND BEST STANDARDS THAT EXIST.

>>TRUSTEE WESLEY: GREAT, THANK YOU SO MUCH, THAT WAS REALLY HELPFUL. I HEARD AGAIN THE TWO IN TWO OUT RULE FROM OSHA AND I DID MENTION THAT EARLIER WHEN I MADE MY COMMENTS AND I WANTED TO EMPHASIZE THAT THAT I DO THINK THAT IS SOMETHING THAT WE NEED TO STRIVE TO HAVE AND WE TALK ABOUT WORKMEN'S COMP. AND KEEPING OUR PEOPLE SAFE IN THAT PERSPECTIVE AND IT IS REALLY IMPORTANT THAT WE KEEP OUR PEOPLE SAFE WHEN WE KNOW IT IS A MATTER OF ROUTINE THAT THEY ARE GOING TO STROKE TO FIGHT A FIRE. WE NEED TWO FOLKS THERE TO BE OUTSIDE JUST IN CASE SOMETHING GOES WRONG INSIDE.

AND I DON'T THINK THAT IS SOMETHING THAT WE CAN COMPROMISE ON.

I THINK THAT IS ALL I HAVE.

YES.

THANK YOU.

>>PRESIDENT SCAMAN: JENNA?

>>TRUSTEE LEVING-JACOBSEN: CAN YOU HEAR ME?

>>PRESIDENT SCAMAN: YES.

>>TRUSTEE LEVING-JACOBSEN: I'LL TRY TO BE BRIEF.

I REALLY APPRECIATE ALL OF THE WORK THAT WENT INTO BOTH OF THESE STUDIES, I LEARNED A LOT.

MR. TOLER ENCOURAGED US TO KEEP OUR PRIORITIES IN MIND AND I TAKE THAT VERY SERIOUSLY AND NOTHING HAS A HIGHER PRIORITY THAN SAFETY.

AND I THINK IN PARTICULAR ARE FIREFIGHTERS, FIRE SAFETY IS ONE OF THE MOST IMPORTANT RESPONSIBILITIES WE HAVE AS A BOARD.

I AM VERY HAPPY THAT THERE WAS AGREEMENT IN BOTH PRESENTATIONS THAT THE OAK PARK FIRE DEPARTMENT IS EXCELLENT.

I AGREE AND I VERY MUCH APPRECIATE CHIEF TERRY 'S WORDS, I WAS VERY TOUCHED.

WE ARE VERY LUCKY TO HAVE THIS DEPARTMENT SERVING OUR COMMUNITY.

THE STAFFING STUDY FOR ME WAS VERY CONVINCING.

THEY ARE NOT ASKING FOR ANYTHING UNREASONABLE.

IT IS BASED ON SAFETY, THE SAFETY OF OUR COMMUNITY AND OF OUR FIREFIGHTERS.

ANOTHER PRIORITY THAT IS OR IT HAS ARTICULATED IS HOUSING, WE WANT TO BUILD MORE HOUSING AND WE WANT TO SEE A MORE DENSE OAK PARK IN THE MID-AND LONG-TERM FUTURE.

WE WILL NEED SAFETY STAFF, FIRE STAFF TO SUPPORT THAT VISION, RIGHT?

AND IT WOULD BE IRRESPONSIBLE TO BUILDING MORE DENSELY WITHOUT FACTORING IN THE SAFETY NEEDS THAT KIND OF PROGRESS WITHOUT BUFORD C IN OUR VILLAGE.

WE ALSO PRIORITIZE AND WE TELL OURSELVES THAT WE PRIORITIZE EQUITY AND IT IS CLEAR THAT FIRE SAFETY IS A EQUITY ISSUE AND DISABILITY AGE JUST AS WAS MENTIONED.

SO, TO WRAP IT UP IT IS LATE.

I SUPPORT INCREASING STAFFING AND NINE PER THE LOCAL 95 STUDY, BUT GIVEN HOW HARD IT IS TO HIRE I AM VERY INTERESTED IN PURSUING THE SUGGESTION RECOMMENDED IN THE BAKER TILLY REPORT OF OPENING UP THE CONTINUOUS APPLICATION PROCESS.

SO, HOPEFULLY WE CAN PURSUE THAT IN TANDEM WITH THE POSITIONS THAT WE CAN HIRE.

SO AGAIN, THANK YOU.

>>TRUSTEE STRAW: I MADE A MOTION AROUND HIRING THREE ADDITIONAL FIREFIGHTERS AND NOT FOUR AMBULANCES AND TWO YEARS I HAD A MOTION AROUND THE THIRD AIMLESS BUT THEN WE DID IT THROUGH POLICY LAST SPRING. SO, JUST ONE CLARIFICATION THERE.

317 CLARIFICATION I ASHLEY PUT THE THREE FIREFIGHTERS IN THE BUDGET WHEN I GOT HERE IN 2022.

TO SUPPORT THE THIRD AMBULANCE WITHOUT A MOTION.

>>TRUSTEE STRAW: IT WAS A DISCUSSION AROUND THE MINIMUM STAFFING TO MAKE THE THIRD AMBULANCE FULL-TIME BUT I JUST WANT TO CLARIFY I DIDN'T HAVE A MOTION AROUND THAT AND I WANTED TO GO THROUGH JUST BRIEFLY AND SAY LIKE WE HAVE SPENT A LOT OF TIME TONIGHT TALKING ABOUT THE DISAGREEMENT BETWEEN MAYBE SIX, MAYBE NINE, MAYBE 12, BUT THERE ARE 26 RECOMMENDATIONS IN THE BAKER TILLY REPORT AND THEY ARE FANTASTIC AND THE REASON WE HAVE NOT HAD MUCH DISCUSSION AROUND THEM IS BECAUSE THERE IS WIDESPREAD AGREEMENT AROUND THE NECESSITY OF IMPLEMENTING MANY OF THESE THINGS AND YOU KNOW ONE OF THE THINGS I HAVE BEEN REALLY EXCITED ABOUT IS WE HAVE GOT SOME REALLY BAD ASS FEMALE PARAMEDICS AND WE HAVE SEEN SOME INCREASE IN DIVERSITY THERE OVER THE LAST SEVERAL YEARS.

WE CERTAINLY DO NEED TO CONTINUE TO INCREASE THE DIVERSITY IN OUR FIRE DEPARTMENT.

SO, I LOVE THE RECOMMENDATION AROUND FORMALIZING THE DIVERSITY RECRUITMENT STRATEGY.

I AGREE WITH MY COLLEAGUES WHO HAVE SPOKEN ABOUT US NEEDING TO BE MORE PROACTIVE AROUND RECRUITMENT ON A YEAR-ROUND BASIS, BECAUSE THIS GAP IS NOT GOING TO CLOSE ITSELF IF WE DON'T GET MORE ACTIVE AROUND THAT. I REALLY APPRECIATE THAT BOTH THE BAKER TILLY STUDY AND THE POINT THAT WE DO NEED TO MOVE FORWARD ON THE SPACE NEEDS ASSESSMENT AND STATION TWO IS NOT IN GREAT CONDITION ITSELF AND ITS LOCATION MAY BE NOT IDEAL FOR THE VILLAGE AND HOW WE CONTINUE TO DEVELOP.

AND WE SPENT A LOT OF TIME NITPICKING AND WHERE THERE IS DISAGREEMENT ON STAFFING LEVELS ON THE TWO STUDIES AND BOTH OF THEM ARE IN AGREEMENT ON A GREAT MANY THINGS AND THE BAKER TILLY STUDY PROVIDES A GREAT BLUEPRINT ON THESE QUESTIONS AS WE CONTINUE TO MOVE FORWARD INTO THE 21ST CENTURY IN MAKING THE OAK PARK FIRE DEPARTMENT EVERYTHING THAT IT CAN BE AND WANTED TO BE BECAUSE IT IS A GREAT FIRE DEPARTMENT AND WE WANT TO

MAKE SURE THAT IT STAYS GREAT AND STAYS A DESTINATION FIRE DEPARTMENT AND GETS BACK TO BEING A DESTINATION FIRE DEPARTMENT SO THAT WE DON'T HAVE STAFFING GAPS IN THE FUTURE.

>>PRESIDENT SCAMAN: OKAY, THANK YOU.

I DON'T KNOW THERE IS MUCH I CAN SAY THAT ALREADY HAS NOT BEEN SAID.

IT IS A RESPONSIBILITY TO KEEP PEOPLE SAFE AND I APPRECIATE HOW JENNA AND OTHERS HAVE CAPTURED THAT IN THEIR STATEMENTS.

AND SUPPORTING OUR STAFF TO HAVE WHAT THEY NEED, WE KNOW THAT WE HAVE A LOT OF GREAT ASKS AND WE HER SUPPORT FOR INCREASING STAFFING AND I HEAR TONIGHT THAT THERE IS SOME INTEREST IN UNDERSTANDING HOW ULTIMATELY WE WORK TOWARDS REDUCING THE OVERTIME COSTS IF IT IS FLOATING PEOPLE OR AS WE WORK UP TOWARDS THOSE GREATER NUMBERS AND INSTITUTING THAT MANNING WHETHER WE NEED TO LOOK AT OUR POLICIES FOR AGAIN I KNOW WE HAVE SOMETHING ALREADY IN PLACE AND WE ARE OVER HIRING, BUT WHAT ELSE DO WE NEED TO THINK ABOUT IN THAT WAY?

AND THEN AS BRIAN STATED ALL OF THE OTHER RECOMMENDATIONS OF WHICH WE HAVE NOT TOUCHED UPON, BUT BY ACCEPTING THIS REPORT WE ARE ASKING STAFF TO BRING FURTHER ANALYSIS AND WE HAVE HAD THE REVENUE ENHANCEMENTS THAT YOU MENTIONED VERY BRIEFLY AND OVERALL WHAT I'VE HEARD IN THE PAST FROM MY COLLEAGUES IS WHEN THERE CAN BE FEES THAT ARE INSTITUTED THAT ENCOURAGE RESPONSIBLE BEHAVIOR THEN THAT IS SOMETHING TO CONSIDER AND IF IT IS SOMETHING THAT CREATES ADDITIONAL BARRIER IN A MORE VULNERABLE SITUATION, LESS INCLINED.

BUT, IF WE ARE PUSHING MORE TOWARDS THE RESPONSIBLE BEHAVIOR IS GOING TO TAKE THE STRESS OFF OF OUR STAFF AND HELP US SERVE OUR COMMUNITY OVERALL BETTER, THEN WE ALSO HAVE - YOU KNOW WE DIDN'T REALLY TALK ABOUT HOW WE ADDRESS OTHER MANAGERIAL ISSUES THAT ARE ALSO COVERED IN THE REPORT LIKE LOOKING AT HOW WE ADDRESS VACATION TIME AND OTHER CONCERNS WITH THE STAFFING OVERTIME AND WORKING TOWARDS THE REDUCING OF OVERTIME.

AND WE HAVE NOT MADE A MOTION TO ACCEPT BOTH REPORTS, BUT DO WE WISH TO KEEP THIS OPEN OR ARE WE READY TO ACCEPT BOTH REPORTS AND IF SO, THEN I WILL ASK FOR THOSE MOTIONS AND I DO -

>>MANAGER JACKSON: I WILL DEFER TO HAVE LEGAL COUNSEL HELP US OUT, BUT THIS WAS JUST A RECEIVE AND FILE OF A REPORT.

WE WERE NOT REQUESTING THAT YOU EITHER REPORT NECESSARILY BE ACCEPTED.

WE JUST WANTED TO DELIVER THE REPORTS.

>>PRESIDENT SCAMAN: I SEE THAT WITH THE MOTION MADE BY TRUSTEE STRAW AND ENYIA AND LOCAL 95, BUT THE MOTION FOR THE BAKER TILLY DOES SAY TO RECEIVE.

IF THAT IS NOT NECESSARY FOR THIS EVENING, THIS WAS AN AWFUL LOT OF INFORMATION TO DIGEST AND IT IS 10:30 PM AT NIGHT AND THERE IS PROBABLY MORE DIALOGUE TO BE HAD AND OPPORTUNITY - NOT TONIGHT, OKAY?

AND AS WE ARE COMING TO THE BUDGET SEASON AND JUST LIKE THE LAST DISCUSSION AND WE SAY YES WITHOUT HAVING ALL OF THE ASK IN FRONT OF US AT THE SAME TIME AND THAT BECOMES A LITTLE BIT CHALLENGING.

AND SO I DEFINITELY DID HEAR THAT WE HAVE GOT SUPPORT FOR AT LEAST THE SIX IS NOT UNDERSTANDING THAT WE ULTIMATELY AS WE CONTINUE TO BECOME A MORE DENSE COMMUNITY ARE GOING TO NEED TO CONTINUE TO INCREASE THAT NUMBER.

AND JUST DOING A QUICK GOOGLE SEARCHES OF OTHER DEPARTMENTS AND COMMUNITIES SIMILAR IN SIZE OR EVEN NOT, THEY ARE FAIRLY SIGNIFICANT AND LARGER.

OKAY, WHAT WOULD YOU ASK AT THIS POINT.

>>MANAGER JACKSON: WE WILL TAKE THE FEEDBACK AS WE WRAP UP THE BUDGET DRAFT WE WILL PRESENT THE BUDGET AND ALSO PRESENT THE VILLAGES FINANCIAL SITUATION.

I WILL SAY THAT I THINK THAT WHAT IS CONTEMPLATED HERE FORETELLS SOME SIGNIFICANT FISCAL IMPACT ON THE VILLAGE AS THE MANAGER IT IS MY DUTY AND OBLIGATION AND RESPONSIBILITY TO YOU ALL IN THE COMMUNITY TO MAKE SURE THAT YOU ARE AWARE OF THOSE FISCAL CONSIDERATIONS AND THE TRADE-OFFS THAT COME WITH THEM.

THERE ARE NUMBER OF BIG PRIORITIES THAT ARE OUT BANDING AND THINGS THAT ARE NOT FUNDED, THE POLICE STATION THAT IS UNDER CONSIDERATION WHERE STAFF ARE ACTIVELY WORKING TO PREPARE SOME RECOMMENDATIONS THAT MAKE SENSE FOR THE VILLAGE BOARD TO CONSIDER AND THERE ARE A NUMBER OF TEMPORARY STAFFING, ECHO INCLUDED IS A BIG ONE THAT IS NOT INCLUDED YET AND THERE IS A NUMBER OF OTHER UNFUNDED OBLIGATIONS THAT COINCIDE WITH THE IMPLICATIONS AROUND YOU KNOW MAYBE ADDING SOMEWHERE AROUND \$10 MILLION TO THE BUDGET.

SO, THIS IS A VERY SIGNIFICANT CONSIDERATION AND I DON'T OFTEN SPEAK AT THE END WHEN WE GET TO THIS POINT, BUT I BELIEVE IT IS IMPORTANT TO ACKNOWLEDGE IT AS WE GET READY TO NAVIGATE THE BUDGET PROCESS AND I AM SURE THAT THERE WILL BE PLENTY OF OPPORTUNITIES TO HAVE FURTHER DISCUSSIONS ABOUT OUR SITUATION AND IN THIS PARTICULAR PROPOSAL.

I DO JUST WANT TO CLOSE BY SAYING THAT THERE WAS A VERY IMPORTANT REASON FOR TRYING TO ASSOCIATE THE LONG-TERM FINANCIAL STRATEGY WITH THE ANALYSIS OF THE FIRE DEPARTMENT OPERATIONS AND TO MAKE SURE THAT WHEN IT DID COME BACK TO YOU THAT YOU DO HAVE THE BENEFIT OF A FISCAL IMPACT ANALYSIS AND WITH THAT SAID I THINK THAT WE WILL JUST WORK OUR WAY TO THE BUDGET PROCESS AND GO FROM THERE AND THE FEEDBACK WAS VERY HELPFUL TONIGHT, THANK YOU.

>>PRESIDENT SCAMAN: HAVING SOME OF THESE NUMBERS WE YOU KNOW RELIABLY CONCRETE THE 125 VS. WHAT IS A STARTING SALARY I MEAN I UNDERSTAND THAT SALARIES GO UP EVERY YEAR AND SO THE UNDERSTANDING STILL BEING THAT THE FINANCIAL IMPACT IS SIGNIFICANT.

BUT, ANY ADDITIONAL INFORMATION THAT CAN COME OUR WAY IN THE BUDGET PROCESS WILL STILL HELP US.

AND I AM NOT TAKING A MOTION TO RECEIVE THE BAKER TILLY TONIGHT AS IT IS ON THE AGENDA.

IS THAT EVEN NECESSARY?

OKAY, THAT IS FINE.

IT IS JUST.

>>SPEAKER: MOVED.

>>PRESIDENT SCAMAN: SO MOVED AND SECONDED BY TRUSTEE ENYIA, CLERK WATERS, PLEASE TAKE THE ROLE PAIR THIS WAS A MOTION TO RECEIVE THE FIRE DEPARTMENT ORGANIZATIONAL ASSESSMENT CONDUCTED BY BAKER TILLY.

WE DID, IT WAS TRUSTEE STRAW AND TRUSTEE ENYIA.

>>CLERK WATERS: AND THIS IS AGENDA ITEM U?

>>PRESIDENT SCAMAN: CORRECT.

>>CLERK WATERS: OKAY, TRUSTEE STRAW, TRUSTEE ENYIA, TRUSTEE EDER, TRUSTEE LEVING-JOHNSON, TRUSTEE TAGLIA, TRUSTEE WESLEY AND PRESIDENT SCAMAN.

>>PRESIDENT SCAMAN: YES, THANK YOU.

SO, WE DO STILL HAVE ONE MORE ITEM THIS EVENING - A MOTION BY TRUSTEE WESLEY AND SECONDED BY TRUSTEE TAGLIA TO SUSPEND ENFORCEMENT OF THE LEAF BLOWER ORDINANCE TEMPORARILY.

DO WE HAVE BANDWIDTH FOR THIS DISCUSSION THIS EVENING AND CAN WE CUT THIS DIRECT AND SHORT?

(CHUCKLE) OKAY, MOTION BY TRUSTEE WESLEY AND SECOND?

>>CLERK WATERS: WAS THE SECOND BY TRUSTEE TAGLIA?

>>PRESIDENT SCAMAN: IT WAS PUT ON THE AGENDA SO TRUSTEE WESLEY TO HEAR THE MOTION THIS EVENING AND TRUSTEE EDER IS SECOND HEARING THE MOTION THIS EVENING.

OKAY.

>>CLERK WATERS: THANK YOU.

>>PRESIDENT SCAMAN: THANK YOU.

TRUSTEE WESLEY, WOULD YOU LIKE TO START US OFF?

>>TRUSTEE WESLEY: YES, FOR ME THIS IS PRETTY SIMPLE.

WE HAVE A LOT OF ICE ENFORCEMENT IN THE GREATER CHICAGO AREA INCLUDING OAK PARK AND IS A FULL WHO WERE IMPACTED MOST DISPROPORTIONATELY BY OUR LEAF BLOWER ORDINANCE ARE PREDOMINANTLY LATINO, THOSE THAT ALSO HAPPEN TO BE THE PEOPLE WHO ARE TARGETED BY ICE AND I WOULD RATHER NOT SEND VILLAGE PEOPLE TO ALSO TARGET THEM WITH CITATIONS, RIGHT?

BECAUSE THE ICE SITUATION IS NOT JUST THE ACTIONS OF PICKING PEOPLE UP, IT IS ALSO THE FEAR THAT IT INDUCES BY HAVING FOLKS BY BEING PROFILED AND BY BEING RACIALLY PROFILED BASED ON HOW YOU LOOK OR THE LANGUAGE THAT YOU SPEAK.

AND PUTTING FOLKS IN A SITUATION WHERE THEY ALREADY HAVE ANXIETY AND GIVING THEM MORE WHEN WE CAN CONTROL NOT TO SEEMS LIKE A PRUDENT COURSE OF ACTION IN THESE TIMES.

>>PRESIDENT SCAMAN: OKAY, DEREK, WOULD YOU LIKE TO GIVE US THE COUNTER DISCUSSION?

>>TRUSTEE EDER: I WOULD NOT CALL IT THE COUNTER DISCUSSION. I AGREE THAT THIS IS A REALLY SCARY SITUATION WE ARE LIVING IN RIGHT NOW AND I THINK TRUSTEE WESLEY YOU KNOW YOU BRING UP A GOOD CONCERN ABOUT PROTECTING FOLKS OPERATING IN OUR VILLAGE.

I AM NOT THE SUSTAINABILITY GUY AND YOU KNOW I DON'T LIKE THE IDEA OF HAVING TO PUT A SUSTAINABILITY GOAL AGAINST PROTECTING FOLKS IN OUR VILLAGE - AND I AM CURIOUS TO SEE IF WE CAN FIGURE OUT TONIGHT MAY BE IS THERE A WAY TO ADDRESS THIS CONCERN IN A DIFFERENT WAY, RIGHT?

AND WE PROVIDE KNOW YOUR RIGHTS EDUCATION IS SOME OF THESE FOLKS? CAN WE DO OUTREACH TO FOLKS AND I KNOW THAT THEY HAVE TO REGISTER WITH THE VILLAGE, HAVE WE DONE THE OUTREACH?

I AM CURIOUS AND I KNOW IT IS LATE - I AM VERY INTERESTED TO LEARN WHAT THE ENFORCEMENT HAS LOOKED LIKE SO FAR.

BUT, AGAIN TRUSTEE WESLEY I WANT TO GET TO A PLACE WHERE WE CAN DO SELLING POSITIVE HERE AND I WOULD PREFER IT IF WE GOT TO A PLACE THAT DIDN'T SORT OF SHORTCHANGE A PROGRAM THAT HAS BEEN IN THE WORKS AND PLAN FOR TWO YEARS AND WANT TO SAY WILL NOT ENFORCE NOW THE THING STARTS TO CRUMBLE AND FALL APART AND IT IS HARD TO BUILD THAT BACKUP WHEN WE HAVE SPENT SIGNIFICANT TIME AND EFFORT FROM WHAT I'VE HEARD FROM STAFF SO FAR TO MAKE THIS PROGRAM SUCCESSFUL.

SO, THAT IS JUST WHERE I AM AT AND IT IS LATE AND MAYBE WE CAN GET SOMEWHERE WITH THIS.

>>PRESIDENT SCAMAN: WHAT HAVE WE DONE, JONATHAN? WHAT HAVE WE DONE TO ENGAGE OUR -

>>SPEAKER: SO, TALK A LITTLE BIT ABOUT THIS BACK IN THE SPRING. THE OUTREACH THAT WE DID IN THE LEAD UP TO THE JUNE 1 GOING INTO EFFECT THE ADDITIONAL OUTREACH HELD WITH LANDSCAPERS, ADDITIONAL BUYBACK EVENTS WE DID AT THAT TIME THAT INVOLVED LANDSCAPERS AND RESIDENTS, AS WELL.

CABLING, YOU MAY HAVE SEEN ME OUT AT THE FARMERS MARKET AS A PART OF THAT.

AS WELL AS HAVING OUR CODE ENFORCEMENT STAFF CIRCULATE AND AROUND TOWN WHERE THEY SEE LANDSCAPERS TARGETING THE TIME TO INTERACT WITH THEM.

SINCE JUNE WE HAD OVER THE SUMMER SINCE JUNE, JULY AND AUGUST WE HAD A SPECIFIC PROPERTY MAINTENANCE CODE INSPECTOR WHOSE JOB IT WAS TO ATTRACT AROUND TOWN AND LOOK FOR PEOPLE WHO WERE USING GASPAR LEAF BLOWERS.

WHETHER THEY BE LANDSCAPERS OR RESIDENTS AS WELL AS BEEN RESPONDING ON CASE-BY-CASE BASIS WHERE WE ALSO RECEIVED COMPLAINTS DURING THAT TIME.

SO, BETWEEN JUNE 1 AND NOW WE HAVE RECEIVED 86 COMPLAINTS.

WE HAVE ISSUED 52 TICKETS BECAUSE WE WERE GOING FOR A ZERO-TOLERANCE APPROACH AND IF WE SAW YOU, WE GIVE YOU A TICKET THE FIRST TIME.

THAT IS NOT THE APPROACH THAT WE TAKE ON MOST OTHER PROPERTY MAINTENANCE ISSUES.

WE WILL TYPICALLY ISSUE A VIOLATION NOTICE FIRST AND GIVE YOU A CHANCE TO SHOW THAT YOU ARE COMING INTO COMPLIANCE BEFORE WE WOULD THEN GO ABOUT TICKETING AND BECAUSE OF THE BACK-AND-FORTH THAT IS HAPPENED OVER TIME BECAUSE OF THE PHASED-IN APPROACH AND BECAUSE WE WERE DOING A LOT OF THIS OUTREACH NOT JUST THIS SPRING BUT OVER THE TWO YEARS PRIOR TO THAT, THEN WE ARE ALSO CHOOSING THE APPROACH HERE AT THE START.

NOT ALL OF THOSE TICKETS WERE ISSUED TO LANDSCAPERS AS TRUSTEE WESLEY SPECIFICALLY CALLED OUT AND THE GOAL IS THAT IF IT WAS ON EVER PROPERTY IT WAS BOTH A PROPERTY AND A LANDSCAPER WHO IS RECEIVING IT IF THAT WAS THE CASE AND 27 HAVE BEEN ISSUED TO PROPERTY OWNERS AND 25 ISSUED TO LANDSCAPERS IN ONE CIRCUMSTANCE WHERE A LANDSCAPER WAS WORKING ACROSS LIKE 3 YARDS OUT ONCE AND WE GAVE ONE TICKET TO THE LANDSCAPER AND ONE TO EACH OF THE PROPERTY OWNERS.

>>TRUSTEE WESLEY: MY GOAL IS TO MITIGATE VIOLENCE TO LANDSCAPERS AND IF WE STOP ENFORCEMENT ON LANDSCAPERS THAT FIX MY PROBLEM.

IT IS REALLY ABOUT THE ATMOSPHERE THAT HAS BEEN CREATED BY THE ORGANIZATION AND I DON'T WANT US TO PLAY INTO AND IF WE ARE NOT CREATING THAT ARE PERPETUATING THAT COMMUNITY THAT WE KNOW IS PREDOMINANTLY LATINO AND WE KNOW THAT IS TARGETED BY THIS OTHER ORGANIZATION TO ME THAT MITIGATES THE ISSUE.

>>TRUSTEE EDER: I AM CURIOUS, TO THE BEST OF YOUR KNOWLEDGE, HOW WOULD THAT IMPACT THE ORDINANCE AND THE COMPLIANCE?

IS IT REALLY THE LANDSCAPER OR IS IT REALLY THE COMBINATION OF BOTH?

>>SPEAKER: IT INVOLVES BOTH ON SOME LEVEL, BUT IT IS ALSO IMPORTANT BECAUSE THOSE ARE THE ONES ULTIMATELY HIRING THE LANDSCAPER. AND THE ORDINANCE AS WRITTEN AS TO WHO WE CAN CITE, PERSON OR BUSINESS.

>>TRUSTEE EDER: IF IT DOES NOT REQUIRE ANY LEGISLATIVE CHANGE, I AM OPEN TO EXPLORING THAT IDEA AND THAT WOULD BE OKAY WITH ME AS LONG AS WE CONTINUE TO KEEP THE ORDINANCE IN PLACE WITHOUT ANY CHANGE TO IT.

>>PRESIDENT SCAMAN: BRIAN?

>>TRUSTEE STRAW: WHEN SOMEBODY IS GOING OUT TO WRITE A CITATION, WHAT DOES THAT LOOK LIKE?

IS IT A SQUAD CAR WITH SIRENS COMING IN ONE.

>>PRESIDENT SCAMAN: IT IS AN EV.

>>SPEAKER: IT IS ONE OF THE EV'S THAT YOU SEE AT THE BACK OF THE LOT THAT HAS THE VILLAGE OF OAK ARE AND SO PROPERTY MAINTENANCE INSPECTOR WILL PULL UP AND SAY HEY, I SEE YOU DOING THIS.

THEY WILL HAVE A CONVERSATION PAIR THEY WILL TAKE A PICTURE SO THEY CAN ATTACH THAT WHEN THEY GO IN FRONT OF THE ADJUDICATION JUDGE TO SAY YES, WE SAW YOU AT THIS ADDRESS, YOU CAN SEE THE HOUSE AND YOU CAN SEE THE ADDRESS AND YOU CAN SEE THE PERSON HOLDING A LEAF BLOWER.

IT IS SORT OF THE WHOLE BIT, BUT IT IS USUALLY A COMBINATION OF THE INSPECTOR IS HAVING A CONVERSATION WITH THEM SO THEY KNOW WHAT IS COMING.

SO, THEY ARE LIKE HEY, WE SEE YOU OUT HERE AND WE WILL BE ISSUING YOU A TICKET, DO NOT BE SURPRISED WHEN YOUR COMPANY RECEIVES THIS AS A RESULT IN THE PROPERTY MEMBER RECEIVES THIS AS WELL.

>>TRUSTEE STRAW: SO, THE TICKET IS ISSUED BY MAIL.

>>SPEAKER: YES.

>>TRUSTEE STRAW: IN MY MIND I DON'T NECESSARILY THINK - I DON'T NECESSARILY THINK THAT THIS IS GOING TO THE ANXIETY THAT IS CREATED BY ICE WHEN WE ARE TALKING ABOUT A NISSAN LEAF HOLING UP AND COMING OUT AND HAVING A CONVERSATION WITH SOMEBODY AND SAYING HEY, JUST YOU KNOW A TICKET IS GOING TO BE GOING TO YOUR PLACE OF BUSINESS.

>>TRUSTEE WESLEY: AND THEN WE TOOK A PICTURE OF THEM.

>>TRUSTEE STRAW: I HEAR YOU.

I THINK THAT THIS IS ONE OF THOSE DIFFICULT PLACES OF CONFLICTING PRIORITIES AND I DON'T KNOW AT THE ANXIETY CREATED BY ENFORCEMENT AROUND THIS IS GOING TO BE HIGHER THAN THE ANXIETY ANYTIME A CAR DRIVES PAST ON THE STREET, BECAUSE I WOULD IMAGINE THERE IS MORE ANXIETY FROM SEEING ANY KIND OF SUV DRIVING DOWN THE STREET THEN A GUY IN KHAKIS AND A UNCOVERED FACE AND AN EV WITH THE VILLAGE OF OAK PARK ON THE SIDE PULLING UP AND TAKING A PICTURE.

I THINK IT IS A CONVERSATION WORTH HAVING AND IF WE WANT TO TALK ABOUT A LESS ZERO-TOLERANCE APPROACH AND PEOPLE GETTING OUT AND HAVING A CONVERSATION THE FIRST TIME WITH THE BUSINESS AND THEN SAYING JUST SO YOU KNOW IN THE FUTURE IF WE SEE YOU USING GASPAR LEAF BLOWERS THAT IS THE WAY THAT WE ENFORCE MANY OTHER ORDINANCES OF THIS TYPE, THEN THAT IS AN APPROACH WORTH TALKING ABOUT IF IT IS SOMEBODY PULLING UP AND TAKING A PICTURE, THAT IS THE THING THAT YOU ARE FLAGGING AS CREATING THE ANXIETY.

IT CAN BE PULLING UP AND HAVING A CONVERSATION AND SAYING LIKE THIS IS A PRIORITY HERE AND HERE IS WHAT IT WILL LOOK LIKE NEXT TIME WE SEE YOU USING A GAS LEAK LOWER IN OAK PARK.

>>TRUSTEE WESLEY: I GET HOW THAT SOUNDS VERY INNOCENT UNLESS YOU'VE EVER BEEN RACIALLY PROFILED AND YOSEMITE WALK UP TO YOU AND IT DOES NOT MATTER WHAT YOU HAVE ON AND THEY SAY HEY, THIS IS HOW WE DO THINGS HERE.

LIKE THINK ABOUT HOW THAT COMES ACROSS TO THE PERSON WHO IS JUST TRYING TO DO THEIR JOB AND THEY HEAR HEY, YOU ARE DOING - THIS IS HOW YOU DO THINGS IN THIS PLACE IN A WAY THAT IS ADDING TO THE ANXIETY THAT THEY ARE ALREADY EXPERIENCING BECAUSE LIKE YOU SAID ANY RANDOM SUV SOMEBODY CAN HELP OUT WITH A MASK ON.

AND I WOULD THINK BECAUSE I HAVE BEEN RACIALLY PROFILED BEFORE AND CONTINUE TO BE RACIALLY PROFILED THAT WHEN YOU ARE IN A SITUATION WHEN YOU ARE ACTIVELY BEING RACIALLY PROFILED SUCH THAT THE SITUATION WE FIND OURSELVES IN, ANY KIND OF OFFICIAL CAPACITY THAT MEETS YOU CAUSES THAT LEVEL OF ANXIETY.

THAT LEVEL OF OH CRAP, IS THIS REALLY OAK PARK OR IS THIS SOMEBODY ELSE. IN MY IN TROUBLE ARE THEY GOING TO CALL SOMEONE?

LIKE WHAT IS GOING TO HAPPEN.

IT IS NOT SO MUCH AGAIN NOT SO MUCH ABOUT THE ACTIONS THAT WE TAKE, IT IS ABOUT THE FEAR THAT THIS OTHER ORGANIZATION HAS SPENT A HUGE AMOUNT OF RESOURCES AND A LARGE AMOUNT OF PEOPLE AND SO WHEN FOLKS GO OFF-SITE EVEN IF THEY ARE NOT VIOLATING OUR ORDINANCE, THEY ARE ALREADY IN A STATE OF ANXIETY, RIGHT?

AND SO WHEN WE SHOW UP AND LOOK, I HAVE ABSOLUTE TRUST THAT WE SHOW UP WITH THE BEST OF INTENTIONS AND THE MOST NONTHREATENING WAY THAT WE CAN BECAUSE WE HAVE HAD THOSE DISCUSSIONS OVER THE COURSE OF THESE DISCUSSIONS WITH HIS ORDINANCE, BUT THAT IS NOT MATTER.

RIGHT?

IT IS ALREADY THE STATE THAT YOU FIND YOURSELF IN WHEN YOU HAVE TO SHOW UP TO WORK, BUT YOU DON'T WANT TO SHOW UP TO WORK ON THE BECAUSE YOU DON'T KNOW IF YOU WILL MAKE IT HOME.

AND I DON'T WANT TO ADD TO THAT AND I FEEL LIKE THIS IS SOMETHING WE CAN CHANGE SO THAT WE DON'T.

AND FOR ME LIKE IF WE DON'T WANT TO NOT TAKE IT WE CAN JUST TICKET THE HOMEOWNER.

THEY ARE NOT SCARED.

>>PRESIDENT SCAMAN: IF YOU ARE COMFORTABLE WITH THE SUGGESTION OF TICKETING THE HOMEOWNER, THEN THIS DISCUSSION CAN BE OVERCOME RIGHT? AND THE ORDINANCE ACTUALLY ALREADY PERMITS THAT.

ALL THAT MEANS IS DIRECTING OUR STAFF THAT NOT INTERFERING ANYWAY WITH THE ACTIONS OF THE WORKERS IN THAT MOMENT, WE ARE JUST TICKETING THE HOMEOWNER.

I DO THINK THE POLICY AND IT WILL BE REALLY TOUGH FOR THAT POPULATION AND I WONDER IF MAYBE THERE IS NOT SOME OUTREACH LIKE WE HAVE DONE WITH THE CONTRACTORS AS TRUSTEE EDER SAID THE KNOW YOUR RIGHTS LITERATURE AND INFORMATION, BECAUSE YOU KNOW I THINK THERE IS NOT MUCH - AND IF THERE IS ANY CONVERSATIONS WE CAN HAVE WITH LANDSCAPERS TO ASK THEM WHAT YOU KNOW JUST CHECKING IN WITH THEM ON WHAT RESOURCES COULD POTENTIALLY HELP, I DON'T KNOW, BECAUSE IT WILL BE A ROUGH SEASON.

I DON'T THINK THAT THIS ORDINANCE IS GOING TO HAVE REALLY ANYTHING TO DO THAT IT WILL BE A ROUGH SEASON.

BUT, IF WE ARE ALL COMFORTABLE -

>>TRUSTEE LEVING-JACOBSEN: MAY I MAKE A QUICK COMMENT?

>>PRESIDENT SCAMAN: YES, PLEASE SAY IT.

>>TRUSTEE LEVING-JACOBSEN: I AM CERTAINLY OPEN TO CHANGING LIKE HOW WE ENFORCE BE MORE CAREFUL AND MORE SENSITIVE IF THAT CHANGES THE TICKETING PROCEDURE OR PROCESS.

I AM VERY OPEN TO THAT.

IF SOMEBODY IS RIGHTLY AFRAID OF BEING OBJECTED BECAUSE OF THIS INHUMANE RACIAL PROFILING I AM NOT CONVINCED THAT THEY WOULD RISK THAT KIND OF VIOLENT ABDUCTION BECAUSE THERE WAS NO LONGER A BAN ON GAS LEAF BLOWERS.

THAT SAID, I DO APPRECIATE ANY EFFORT TO MAKE LIVING AND WORKING AND JUST BEING IN OAK PARK SAFER, ESPECIALLY FOR THE FOLK WHO ARE DISPROPORTIONALLY IMPACTED BY THE VIOLENCE OF FEDERAL AGENTS AND I WOULD REALLY LIKE TO CONTINUE TO TALK ABOUT THE WAYS IN WHICH AND THE THINGS THAT WE CAN DO AS A BOARD TO PROTECT PEOPLE WHEN IT COMES TO YOU NO OUTSIDE LABOR, CONTRACTING, CONSTRUCTION, LANDSCAPING.

WE MAY HAVE TO BE MORE CREATIVE WITH SAFETY PATROLS AND REACH OUT TO HOMEOWNERS AND BE MORE CREATIVE IN THE WAYS THAT WE ENGAGE WITH COMMUNITY AND I ALSO THINK IT IS IMPORTANT THAT WE LEGISLATE AND PASS AN ORDINANCE SIMILAR TO WHAT CHICAGO MAYOR JOHNSTON PASSED IN THE WAY OF A EXECUTIVE ORDER AND EVANSTON JUST PASSED IT AS A ORDINANCE IN THEIR VILLAGE CALLING IT ICE FREE ZONES AND I SENT AN EMAIL ABOUT THIS THAT WOULD PROHIBIT THAT THEY MOVE OR USE ANY OF THE PUBLIC SPACES AND SIGNAGE FOR PRIVATE PROPERTIES AND EDUCATION MATERIALS AND COMMUNITY MEMBERS, BUSINESSES, ORGANIZATIONS, THEY GROUPS THAT INCLUDES KNOW YOUR RIGHTS AS TRUSTEE EDER MENTIONED AS WELL AS HOW TO DOCUMENT AND REPORT CONCERNING ACTIVITY AND EVERYBODY THAT LIVES IN OUR VILLAGE AND EVERYBODY THAT WORKS IN OUR VILLAGE IT SHOULD KNOW AND FEEL EQUIPPED AND EMPOWERED TO KNOW THEIR RIGHTS AND KNOW HOW TO REPORT WHEN THEY ARE SEEING CONCERNING ACTIVITY.

AND SO I THINK WE JUST NEED TO DO A WHOLE LOT MORE AND WE NEED TO BE VERY PROACTIVE AND WE NEED TO MOVE SWIFTLY, BECAUSE IT IS ESCALATING, THE VIOLENCE IS ESCALATING WHICH MEANS THIS YEAR RIGHTFULLY IS ESCALATING AND I DO THINK JUST TODAY THE OAK PARK CHAMBER OF COMMERCE MET TO ORGANIZE HOW THEY CAN SUPPORT AND PROTECT THEIR EMPLOYEES AND CUSTOMERS AND EACH OTHER AND SO WE SHOULD SUPPORT THOSE EFFORTS AS WELL AND I THINK THERE IS A LOT OF OPPORTUNITY AND I JUST WANT US TO BE SURE THAT WE ARE THINKING LIKE HOLISTICALLY ABOUT HOW WE ACTUALLY PROTECT EACH OTHER AND THE PEOPLE WHO VISIT OUR COMMUNITY.

>>PRESIDENT SCAMAN: THANK YOU, AGREED.

SOME OF THESE DISCUSSIONS WE NEED TO HAVE WITH OUR COLLEAGUES AT OTHER GOVERNMENTAL BODIES, BECAUSE EVANSTON HAS MORE LAND THAN THE MUNICIPALITY CONTROLS VS. US, BUT WE CAN HAVE THOSE CONVERSATIONS.

OKAY.

SO, WHILE WE ARE MOVING FORWARD WITH THE MOTION THAT JENNA ALREADY HAS VIA EMAIL AND LITERATURE THAT YOU HAVE USED FOR CONTRACTORS AND OUTREACH AND THE ORDINANCE ITSELF PERMITS THE FOCUS ON THE HOMEOWNER, HAVE WE COVERED EVERYTHING?

GO AHEAD.

>>TRUSTEE WESLEY: AND FOCUSING ON THE HOMEOWNER, THIS WOULD NOT REQUIRE A PICTURE OF THE LANDSCAPER, WOULD IT?

>>SPEAKER: THE ADJUDICATION JUDGE WILL ASK US TO PRESENT A PICTURE TO ACTUALLY BE ABLE TO WRITE A TICKET AND HAVE THE RESULT ON FILE. THE ADJUDICATION JUDGES ARE VERY CLEAR ABOUT THAT AND WE HAVE RECEIVED MANY COMPLAINTS FROM RESIDENTS WHO WILL THEN ASK US LIKE HEY, WHAT CAN WE DO ABOUT THIS AND IT IS LIKE IF YOU ARE NOT WILLING TO COME TESTIFY TO WHAT YOU SAW AND WE DIDN'T HAVE OUR EMPLOYEES LAID THEIR EYES ON THAT THEN IT WILL NOT RESULT IN A FINE.

>>PRESIDENT SCAMAN: BUT IF OUR EMPLOYEE LAID THEIR EYES ON IT, CAN'T THERE BE A AFFIDAVIT TO THAT EFFECT INSTEAD?

>>SPEAKER: THEY MAY BE ABLE TO DO THAT.

>>TRUSTEE EDER: DOES THE PHOTO HAVE TO HAVE THEIR FACE?

>>SPEAKER: IT DOES NOT AND IT REALLY DOES.

IT USUALLY IS JUST THE INDIVIDUAL HOLDING A LEAF BLOWER, IT IS OFTEN FROM THE SIDE OR BEHIND.

>>TRUSTEE EDER: IF WE CAN GIVE DIRECTION TO NOT IDENTIFY THE INDIVIDUALS, DOES THAT HELP MAC.

>>TRUSTEE WESLEY: IT IS JUST TAKING A PHOTO, HONESTLY -

>>PRESIDENT SCAMAN: IF YOU CAN WORK WITH THE JUDGES AND SEE IF THEY WILL TAKE A AFFIDAVIT FROM THE PERSON WRITING THE TICKET -

>>VILLAGE ATTORNEY: THEY ARE NOT UNDER THE LEGISLATIVE BRANCH AND SO IT IS POSSIBLE IF STAFF PRESENTS AFFIDAVITS THAT THEY WILL SAY IT IS NOT ENOUGH AND I WILL LIKE TO FIND ANYBODY WITHOUT A PHOTO AND WHILE STAFF CAN MAKE THE REQUEST YOU KNOW STAFF CANNOT ENSURE THE JUDGE WILL ACCEPT THE DOCUMENTATION.

>>PRESIDENT SCAMAN: HOW MANY PEOPLE CAN ATTEST THE TICKET VS. JUST PAY A?

>>SPEAKER: MOST PEOPLE WERE COMING IN PERSON TO AT LEAST LIKE HAVE THE CONVERSATION.

IT WAS NEW ENOUGH.

BOTH FOR THE LANDSCAPERS AND RESIDENTS.

>>PRESIDENT SCAMAN: ALL RIGHT.

FINAL - NO PICTURES.

OR HOW ABOUT A PICTURE - JUST THE LEAF BLOWER - I DON'T KNOW.

SOMEBODY ELSE CALLED THE FINAL ON THIS ONE.

>>TRUSTEE WESLEY: IS WE ARE TAKING PICTURES THAT DOESN'T REALLY HELP IN MY OPINION.

IT STILL HEIGHTENS THAT WHOLE KIND OF LIKE WHAT IS NEXT.

IT JUST DOESN'T FEEL LIKE IT IS A MITIGATING ISSUE WHICH IS ONE WHERE WE ARE NOT ADDING TO THE ANXIETY BY A PREDOMINATELY LATINO WORKFORCE THAT IS ALREADY BEING HARASSED BY AN ORGANIZATION IN A MUCH MORE LIFE TURNING WAY THAN WE ARE.

>>PRESIDENT SCAMAN: ANYBODY ELSE?

>>TRUSTEE LEVING-JACOBSEN: IF WE ARE GOING TO GO CAN YOU CLARIFY IF THERE IS GOING TO BE ANY AMENDMENT TO THE ORIGINAL MOTION? BECAUSE, THE FLEXIBILITY THAT HAS BEEN DISCUSSED I AM VERY COMFORTABLE WITH, BUT THE ORIGINAL MOTION.
IF WE CAN JUST BE CLEAR -

>>PRESIDENT SCAMAN: I DON'T THINK WE ARE ACTUALLY READY TO VOTE. THE FLEXIBILITY WOULD NOT REQUIRE A CHANGE TO THE ORDINANCE AS IT EXISTS AND SO THE MOTION CAN JUST DIE, BUT WE ARE STILL WORKING OUT THE PHOTO ELEMENT.

>>TRUSTEE EDER: DOES THE WHOLE THING FALL APART IF WE DON'T HAVE DOCUMENTATION?
LIKE -

>>SPEAKER: STAFF CAN SURLY MOVE FORWARD WITHOUT PROVIDING THE PHOTO LIKE 11 OF THE INSPECTORS COMES OUT AND WE OBSERVE THIS FIRM AND THE INDIVIDUAL FROM THIS FIRM USING A LEAF BLOWER THEREFORE WE WRITE A TICKET AND WHETHER OR NOT THE ASSOCIATE ARE NOT WILL TAKE THE EVIDENCE AND SEE IT AS EFFICIENT TO ASSIGN A FINE.

>>TRUSTEE EDER: I AM OPEN TO TRYING AND JUST FEEL LIKE IF WE GET A BUNCH OF ENFORCEMENTS TOSSED OUT THAT WE CAN COME BACK, BUT I'M OPEN TO JUST TRYING WITHOUT THE PHOTO AND SEEING WHERE THAT GOES.

>>PRESIDENT SCAMAN: I WOULD GO WITHOUT AS WELL BECAUSE AT LEAST YOU ARE COMMUNICATING IN A FAIRLY GOOD WAY WITH THE HOMEOWNERS THAT WE HAVE A CHANGE IN THE ORDINANCE.

>>SPEAKER: WE WOULD STILL BE ISSUING THE TICKET OVERALL WHICH DOES HAVE THE EFFECT OF MUNICATION - AND SO THE VIOLATION.

>>PRESIDENT SCAMAN: OKAY, SO NO PICTURES AND WE ARE TICKETING THE HOMEOWNER ONLY.

AND SO NOW THE MOTION ON THE TABLE IS TO SUSPEND ENFORCEMENT OF THE LEAF BLOWER ORDINANCE TEMPORARILY.

>>TRUSTEE WESLEY: MAY I WITHDRAW MY MOTION?

>>PRESIDENT SCAMAN: YES.

>>TRUSTEE WESLEY: I WITHDRAW MY MOTION.

>>PRESIDENT SCAMAN: TRUSTEE EDER?

>>TRUSTEE EDER: I SECOND THAT.

>>PRESIDENT SCAMAN: AND CALL TO CLERK WATERS?

>>CLERK WATERS: PASS.

>>PRESIDENT SCAMAN: TRUSTEE ENYIA?

>>TRUSTEE ENYIA: JUST WISHING - JUST WANTING TO SAY MY HEART GOES OUT TO ALL OF THOSE THAT ARE IMPACTED AND AFFECTED BY WHAT IS GOING ON NATIONALLY AND MORE IMPORTANTLY FEDERALLY YOU KNOW WE WANT TO BE SURE THAT OUR NEIGHBORS KNOW THAT WE ARE STANDING WITH THEM AND IT IS NOT JUST ABOUT OUR NEIGHBORS, IT IS ABOUT OUR FRIENDS AND FAMILY AND THOSE THAT ARE DIRECTLY PUTTING HARM'S WAY AND INDIVIDUALS THAT WORK IN OUR IMMUNITIES THAT WORK ALL AROUND US AND LIVE AROUND US, THESE ARE INDIVIDUALS AND FAMILIES THAT ARE ADVERSELY IMPACTED BY JUST REALLY RIDICULOUS AND UNFAIR LAWS THAT ARE YOU KNOW CHALLENGING OUR VERY DEMOCRACY AND I REALLY WANT TO MAKE SURE THAT INDIVIDUALS THAT YOU ARE CHECKING IN WITH THOSE AND THAT THEY MAY BE IMPACTED JUST TO BE SURE THAT THEY ARE OKAY.

BECAUSE, I KNOW OKAY IS NOT REALLY WHERE MOST OF THEM ARE AT RIGHT NOW, BUT JUST EVEN CHECKING IN, IT REALLY DOES MEAN A LOT AND FROM WHAT WE HAVE BEEN GOING TO THE PROTEST AND YOU KNOW IT IS DEFINITELY A HARD THING TO SWALLOW I THINK ANYBODY WHO HAS BEEN THERE CAN TELL YOU IT IS VERY HARD TO SEE JUST PEOPLE NOT BEING ABLE TO EXERCISE THEIR CONSTITUTIONAL RIGHTS AND IT IS SOMETHING THAT WE LEARN AS A KID ABOUT THE CONSTITUTION AND WHAT IT STANDS FOR TO EVEN TRAVEL TO WASHINGTON DC AND THEN TO SEE THAT THEY ARE VIOLATED OR NOT BEING EXERCISED IN A WAY THAT ARE ALLOWING US TO EXERCISE IN A WAY THAT THEY SHOULD BE AND IT IS A SCARY TIME AND I JUST WANT TO MAKE SURE THAT PEOPLE KNOW THAT WE ARE THERE AND WE HEAR YOU AND WE ARE WITH YOU AND WE SUPPORT YOU AND THIS BOARD HAS DONE A FANTASTIC JOB OF MAKING SURE THAT WE ARE CHECKING IN WITH INDIVIDUALS NOT JUST HERE, BUT WIDE REACHING AND TALKING TO OTHER COMMUNITIES AND OTHER LEADERS AND YOU KNOW I FEEL PROUD TO CALL MYSELF A OAK PARKER AND KNOWING THAT WE HELP PEOPLE AROUND US AND TO BE SURE THAT PEOPLE KNOW THAT WE ARE WITH YOU AND WE WILL STILL CONTINUE TO FIGHT THIS FIGHT. THANK YOU FOR EVERYTHING EVERYBODY IS DOING. IT IS SEEN AND IT IS HEARD AND IT IS FELT.

>>TRUSTEE WESLEY: PASS.

>>TRUSTEE STRAW: PASS.

>>TRUSTEE EDER: PASS.

>>PRESIDENT SCAMAN: JENNA?

>>TRUSTEE LEVING-JACOBSEN: TERRIBLE THINGS ARE HAPPENING OUTSIDE AT ANY TIME OF NIGHT, POOR HELPLESS PEOPLE ARE BEING DRAGGED OUT OF THEIR HOMES.

FAMILIES ARE TORN APART, MEN, WOMEN AND CHILDREN ARE SEPARATED, CHILDREN COME HOME FROM SCHOOL TO FIND THAT THE PARENTS HAVE DISAPPEARED.

>>PRESIDENT SCAMAN: THANK YOU.

THANK YOU BOTH TRUSTEE ENYIA AND JENNA, YOUR COMMENTS, I APPRECIATE THE
THOUGHTFULNESS OF EVERYONE WHO SERVED IN THIS COMMUNITY.
AND WE WILL CONTINUE TO FIGHT THE GOOD FIGHT HERE FOR DEMOCRACY.
I ENTERTAIN A MOTION TO ADJOURN.

>>SPEAKER: MOVED.

>>SPEAKER: SECOND.

>>PRESIDENT SCAMAN: ALL IN FAVOR

(MULTIPLE SPEAKERS)

AYE.

>>PRESIDENT SCAMAN: HAVE A GOOD NIGHT.