

Fire GUARD

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Fall 2022

FirstNet – America's First Responder Nationwide Network

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FirstNet is the only nationwide, high-speed broadband communications platform dedicated to and purpose-built for America's first responders and the extended public safety community. The network is being built with AT&T in public-private partnership with the First Responder Network Authority – an independent agency within the federal government. The FirstNet network provides public safety with dedicated coverage and capacity when they need it, including unique benefits like always-on priority and preemption, and high-quality Band 14 spectrum. These advanced capabilities enable FirstNet to help fire, EMS, EMA, law enforcement and 9-1-1 personnel save lives and protect their communities.



A growing number of Fire Districts around Illinois are now making use of [FirstNet®](#). Built with AT&T– the only network built with and for America's first responders and the extended public safety community. Fire Chief Keith Krestan with the Lisle Woodridge Fire District stated; "With this technology advancement, we can better equip our firefighters with new capabilities and reliable access to critical information while on-scene of large scale emergencies, allowing us to better serve those who live, and work in our District"



Sat-Colt (Satellite Cell on Light Truck) deployed for a local tower outage. Moline, IL 2022.

FirstNet is designed to improve interoperable communications across public safety entities nationwide, allowing first responders to communicate with one another easily and quickly during everyday situations, big events or emergencies. For the Lisle-Woodridge Fire District, that means 16 new mobile phones, a mobile hotspot, and 15 in-vehicle wireless routers with FirstNet connectivity.

"FirstNet made the transition seamless from our previous provider" according to Chief Krestan. "When managing a major emergency, success is dependent on maintaining reliable communication. FirstNet guarantees that we will have a robust method of communicating with other first responders, and the community."

Band 14 is a nationwide, high quality spectrum set aside by the federal government specifically for FirstNet. AT&T has characterized it as public safety's VIP lane: In an emergency, this band can be cleared for FirstNet subscribers, so that only those on the FirstNet network will be able to access Band 14 spectrum. The new equipment that many Fire Districts around Illinois have purchased all have access to this high-priority public safety bandwidth.

As communication moves more and more to wireless devices, it has become critically important to ensure reliable communication at times of high volume or in remote areas, not just for our firefighters, but for the citizens we protect.

Letter from President Bonnie Bayser



Greetings to all Northern Illinois Alliance of Fire Protection Districts (NIAFPD) members, associates, and supporters. My name is Bonnie Bayser, and I am honored to have been elected as your President. It is a privilege to serve and continue the success our organization has had since its founding in 1989. I have been on the Board for over 16 years participating and holding positions on the By-Laws, Education, Nominating, and Conference Committees, as well as the Officer positions of Secretary/Treasurer. I also serve on other fire service association groups such as the IAFFPD.

I currently serve as Trustee of the Huntley Fire Protection District (elected 2003). Prior to that, I served as Trustee for Darien-Woodridge FPD from 1996-2002. Additionally, I have been a registered nurse since 1965, and my husband Chuck is a retired firefighter from Lisle-Woodridge FPD. We both have been well involved in the fire service throughout our lives.

I strongly believe in the mission of the NIAFPD. By supporting training, legislation, and education for Districts, Trustees, Commissioners, and staff we can all better ourselves and aid those we are sworn to protect. I will work with other organizations like the IAFFPD to rally legislation and support for the men and women of our Districts.

Congratulations goes out to Ellen Dimock of the Grayslake Fire Protection District for being elected as your new NIAFPD Secretary/Treasurer. Ellen brings to the position the enthusiasm, energy, and professionalism we all know her for. Additionally, Virgil "Corky" Corless, retired firefighter, past Trustee and current Commissioner from Algonquin-Lake in the Hills Fire Protection District has been appointed as our newest Director to the NIAFPD Board. We welcome him, his expertise, and knowledge and thank him for his willingness to help us serve our membership.

I would be remiss if we didn't thank past President Nick Kosiara for all he has done for the NIAFPD over the last 26 years. He held all positions in the organization and dedicated countless hours supporting the NIAFPD. He was a founding member and our unofficial historian. He worked tirelessly to promote the NIAFPD's core mission.

Gina Degleffetti our Executive Director has completed her 1st year with the NIAFPD and has been doing an excellent job during trying times. Our last conference was a testament to her efforts to bring us back from COVID restrictions and provide valuable education and lobbying activities to members. Over 200 members attended the 2022 conference. We truly hope to see you at the next, which is our 30th annual conference on January 27-28, 2023, in Oak Brook.

Feel free to call or email me directly or any of our hard-working Board members with ideas, concerns, or to share thoughts. I am here to support the NIAFPD and ultimately your Districts.

Letter from Executive Director Gina Degleffetti



Dear Friends of the NIAFPD,

As we quickly approach the fourth quarter of the year, we are nearing the favorite season of many, Fall.

I have just completed my first year as Executive Director of the NIAFPD and I look forward to many more. Earlier this year, I wrote a list of goals, and it is amazing how quickly things turnaround when you set your intentions with an action plan. With that in mind, you can take advantage of multiple educational opportunities in the very near future. On October 22nd, we will be hosting our annual Fall seminar at the Lisle-Woodridge FPD. Chief Jason Parthun of East Dundee and Chuck Sullivan, President of AFFI will be addressing the timely topic of Recruitment and Retention of Firefighting and EMS Personnel.

Shortly after the seminar, the Alliance's 30th Annual Conference will take place in Oak Brook, IL on January 27-28, 2023. The planning is underway, and we have an exciting and very full agenda lined up for you. By taking advantage of these events, you will gain knowledge on current trends, critical topics and continue building relationships. Check our website often for more information!



Springfield Legislative Update



By: Liz Brown-Reeves, NIAFPD Lobbyist

The June 28th Primary saw incumbents in both parties lose as well as others that survived to the General Election. In the House, Democrats Mike Zalewski, Kathy Willis, and Dennis Stoneback were all defeated by challengers, while Republican House members David Welter and Mark Luft were also defeated by challengers. In the Senate, the biggest upset primary upset for Democrats was the massive defeat of Eric Mattson by unknown Will County Board member Rachel Ventura. The Senate Republicans were able to starve off a couple primary challengers including a close race but win for Senator Win Stoller.

Key Races for the 2022 General Election:

Several Democratic House members with competitive races have already started running television ads in their districts. The contested races that have prompted early action by Speaker Welch for his members include:

41st District – Representative Janet Yang Rohr (D) is still awaiting the local Republican party to select her challenger after her original opponent dropped out.

42nd District – Representative Terra Costa Howard (D) is up against Stefanie Hood (R) in a district that is slightly more Republican than it has been in the past.

49th District - Representative Maura Hirschauer (D) is facing Kevin Wallace (R).

66th District – Representative Suzanne Ness (D) is facing Connie Cain (R). Republican leadership backed another candidate; however, Cain came out on top in the primary.

68th District – Representative Dave Vella (D) is facing a strong General Election challenge from Republican Jonathan Ojeda. Rep. Vella was a leader for Electric Vehicles during the 102nd General Assembly.

69th District – Representative Joe Sosnowski (R) is facing Peter Janko (D), who is now an ally of the Governor on the State Central Committee. Television ads have not yet started in this race, but the Governor is committed to electing Democrats up and down the ballot.

81st District – Representative Anne Stava-Murray (D) is facing Paul Leong (R).

112th District – Representative Katie Stuart (D) is facing Jennifer Korte (R). The Illinois Republican Party backed Korte's opponent to no avail. Representative Stuart is one of the few remaining Democrats in southern Illinois.

In the Senate, President Harmon has also gone up with television buys for members including:

23rd District – Senator Suzy Glowiak-Hilton (D) is facing former State Representative Dennis Reboletti in a swing district for Democrats, particularly in a non-presidential year.

48th District – Senator Doris Turner (D) is up against Sandy Hamilton, a current House Republican member. This race features two women with strong ties to Springfield and the 48th District. Hamilton was not the candidate House Republican leadership wanted against Sen. Turner, but the locals' decided Hamilton was their nominee.

36th District – Representative Mike Halpin (D) mounted a successful Senate primary campaign and is now facing Mike Thoms (R) in November. The district swings to the left but will require resources from the Senate President and others.

Looking Ahead to the 103rd General Assembly:

Governor Pritzker has now signed all bills that arrived on his desk from the 102nd General Assembly. Conversations are beginning to take place regarding Veto session as well at the 103rd General Assembly. The Governor and leadership in the House and Senate are still very much interested in protecting the rights of women as well as additional measures to prevent mass shooting such as Highland Park and the constant gun violence in the South and West sides of Chicago.

With 2022 being an election year, all bills that have not passed by the end of veto session will die and members will need to file an entirely new bill(s) at the start the 103rd General Assembly. There is likely to be at least a couple of bills that will address drug testing in the workplace – an issue Fire Districts monitored closely last session. Fireworks and non-fireworks is another subject matter that will likely see legislation introduced. Finally, there will likely be legislation around contracts used by public adjusters for the loss of property due to a fire/fire damage. We will continue working with the Office of the State Fire Marshall to ensure their budget remains flat or with additional increases that mirror rising costs due to inflation.



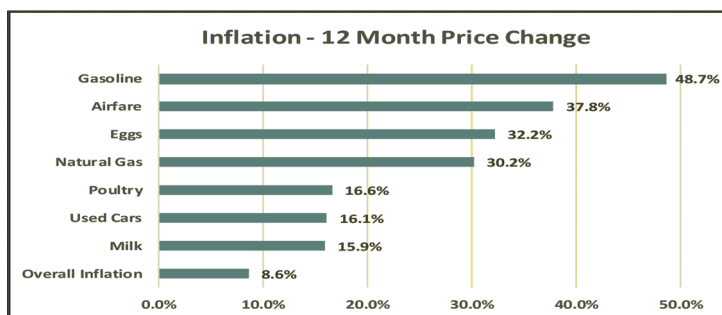
Growing Inflation Concerns and Interest Rates

By: Thomas S. Sawyer, Managing Partner, Sawyer Falduto Asset Management, LLC

Inflation Concerns Fuel Federal Reserve Rate Increases

Key Economic Observations

Positive Developments: Price increases drove inflation to 40-year highs chipping away at consumer confidence data recently. The Federal Reserve acknowledged inflation is not “transitory” and interest rate increases are needed to slow inflation. Investor concerns grew regarding the Federal Reserve’s ability to slow inflation while maintaining economic growth. Even with the decline in the confidence data, consumer demand for goods and services remains strong despite high prices.



Geopolitical risk remains high due to the uncertainty surrounding the war in Ukraine. Labor shortages continued to persist especially for small and mid-size businesses. Concerns about an impending recession grew as the economy shows signs of modest slowing.

Fixed Income Overview - Interest Rates Rise

The Federal Reserve has raised interest rates four times through July of this year resulting in a total increase of **2.25%**. The fixed income market has priced in additional Federal Reserve rate hikes in 2022 and 2023. The frequency and magnitude of additional rate increases will likely be driven by the economic data.

Looking at the table of selected U.S. Treasury Yields below, the increases in yields across various maturities has been nothing short of robust:

U.S. Treasury Yields			
Maturity	12/31/21	08/24/22	Yield Increase
3 Month Treasury Bill	0.06%	2.82%	+ 2.76%
2 Year Treasury Note	0.73%	3.36%	+ 2.63%
5 Year Treasury Note	1.26%	3.20%	+ 1.94%
10 Year Treasury Note	1.52%	3.11%	+ 1.59%
30 Year Treasury Bond	1.90%	3.32%	+ 1.42%

A key take away for our readers of **Fire Guard** are the yield levels for maturities in the three-months to five-year maturity range. The sharp increase in yields has provided attractive investment opportunities for fixed income investors.

District Portfolio Considerations

Most of our Fire Protection District (and other public/municipal entities) have relatively short-term, conservative fixed income portfolio structures as dictated by investment policy. In most cases the maximum maturity for any single security is three to five years. The average maturity is between one and three years. This maturity range, call it three months to five years, is the “**sweet spot**” of the current yield environment.

We have been visiting with many of our District clients recently to review the current portfolio structure and the impact from rising interest rates. While the rise in interest rates has depressed bond prices in the near-term, new purchases are at yield levels that have not been available for quite some time. At this writing is worth noting that new funds are being invested at annual yields exceeding 3.0%. It is worth noting that the Government Money Market Fund, which is used to manage daily liquidity, yields 1.8% as of this week. We will continue to focus on high quality securities that offer best opportunity to generate positive overall returns in a rising interest rate environment.

We always finish with the reminder that most readers of the **Fire Guard** invest cash reserves in conservative portfolios with limited interest rate, credit and market risk as guided by statute and investment policy. While statutory guidelines allow investment in corporate and municipal securities (within certain parameters), investment policy guidelines are the primary tool for managing risk across economic and interest rate cycles. We welcome the opportunity to review your investment policy and current portfolio structure with you. As always, portfolio diversification and sound policy guidelines provide the foundation for consistent long-term returns and risk management.

“The allocation to all available asset classes should be determined with careful consideration given to factors such as statutory guidelines, investment time horizon, liquidity requirements, diversification and risk tolerance. The resulting asset allocation should be well documented in your investment policy and guidelines. Information contained in this commentary is solely the opinion of the author and obtained from sources believed to be reliable. Accuracy can not be guaranteed. Past performance is not predictive of future returns.”



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Firefighters' Pension Investment Fund Consolidation

Article by John Perry

The Illinois Firefighters' Pension Investment Fund has completed its transition to invest funds for 296 local pension funds. By most measures of performance, IFPIF's start has been successful. Investment costs, especially for fixed income, have been drastically reduced. We expect to save \$30 million annually in passively managed fixed income funds. Our budget for expenses for this transition has been nearly 50% lower than initially projected. Unfortunately, we have seen a downturn in investment returns for equities. A key investment target is our annual rate of return—set at 7.125%. We will work to establish actively managed investments over the next year to achieve this target for the long-run.

As the only IFPIF Board member representing Fire Districts, I am seeking election to another term on the IFPIF Board. I need your vote. In the last week of October, you will receive a ballot for IFPIF Executive Trustee. Please vote for me and return the ballot. As noted above, I have worked to successfully start IFPIF. I have been diligent in reviewing all the information provided to Board members and making decisions that will benefit our local funds for the long-term. I have worked to cut costs, including IDOI fees, and improve communications. We will work to improve the website in the months ahead.

Let me know how I can assist your local fund through my service on IFPIF. Your input and feedback is important to me. PLEASE VOTE!



Cooperative purchasing is "Procurement conducted by, or on behalf of, one or more Public Procurement Units" as defined by the American Bar Association Model Procurement Code for State and Local Governments.

Sourcewell is one of North America's largest government cooperative procurement organizations. Analysts streamline the procurement process by developing RFPs and IFBs for national, competitive solicitations that meet or exceed local requirements. Our rigorous process is continually refined to best meet the needs of participating agencies and allows us to offer exceptional products from nationally acclaimed suppliers. Save time and money by purchasing from our ready-to-use, competitively solicited contracts.

Purchasing

Ready to get started? Simply follow these three easy steps to begin realizing the benefits of cooperative purchasing.

Register

Schools, universities, nonprofits, and government agencies can quickly and easily register to participate for free. There are no fees to use our contracts, no commitment, and no obligation to purchase—and the online registration takes just a few minutes.

Find a Contract

Sourcewell has over 400 Competitively Awarded Contracts. There are Public Safety focused contract categories, a comprehensive fire apparatus contract portfolio and dozens of administrative and infrastructure related contracts. You can quickly search contracts by product type or browse construction contracts by state and county.

Contact the Supplier

Once you've located a contract you'd like to utilize, you can quickly obtain a quote, and finalize the sale with the supplier or your local dealer using the contract number and your agency's Sourcewell account number. It's that easy!

There is no cost, no obligation, and no liability. Join Sourcewell today!

www.sourcewell-mn.gov

Additionally, FireRescue GPO is now a part of Sourcewell. Western Fire Chiefs Association, the founder of FireRescue GPO, has formed a cooperative procurement partnership with Sourcewell. As a government organization, Sourcewell provides cooperative procurement solutions to over 50,000 active participating agencies across the United States and Canada. Sourcewell is the sole cooperative purchasing partner of the IAFC.

Questions? Contact service@sourcewell-mn.gov or call 877-585-9706



Illinois CRR Stakeholder Taskforce

Promote the importance of Risk Reduction in Illinois by inspiring community ownership and providing coordinated resources
Illinois Community Risk Reduction: Growing Across the State

The Illinois Community Risk Reduction Stakeholder Taskforce (the Taskforce) is a comparatively new fire service group in the state. During the inaugural year, 2021 served as an opportunity for the Taskforce to create a solid foundation upon which future projects will be built. It was important to take that time to complete the groundwork for sustainable CRR initiatives.

The Taskforce is made up of representatives from each of the 14 state fire service organizations. The group meets monthly to share information, discuss opportunities to develop CRR resources for departments and communities, and to combine the strengths of each organization for a focused approach.

Thanks to several state organizations, we were able to bring greater awareness of CRR to the state by presenting at their annual conferences in 2022. We are grateful to the IFIA, IAFPD, and IL Metro Chiefs for helping us to spread the word.

The IFIA hosted a Vision 20/20 two-day Data Collection and Analysis Class. They brought in Steve Hrustich, Vision 20/20 Project Manager, to teach participating departments how to use their department's data to best interpret the risks and hazards in their communities. Each community's data set was provided by the IL State Fire Marshal's Office for this class.

IFSI has developed two CRR classes based on the Vision 20/20 model. A basic awareness class and a data analysis class are currently being offered in various areas of the state. Check the website for information about classes in McHenry, IL; Litchfield, IL; and in Beecher, IL.

Coming Soon – Free One Day CRR Conference!!!

The Taskforce is excited to host its Second Annual Illinois CRR Conference. The first conference that took place in Springfield, IL on Friday, October 22, 2021, was packed with valuable information. So, what will be different and new about this conference? We will continue to offer best practices and the most relevant information about CRR. This conference will also deliver presentations from departments and organizations across our state, highlighting the scalability of CRR for any size department. Vendors will be on hand to share their expertise and products to assist with department CRR endeavors.

Save the Date! This FREE one-day conference will take place on Saturday, November 5, 2022, at the Decatur Hotel and Conference Center, 4191 US 36 West, Decatur, IL 62522, from 8 a.m. – 5 p.m.

How Can We Assist You?

One year ago, in September 2021, the IL CRR Stakeholder Taskforce launched Phase I of its website and Facebook pres-

ence. These platforms are available to provide resources for all departments. As we enter Phase II of our social media program, we will provide video testimonials and interviews from CRR departments across the state, tips from Taskforce members, and information from organizations outside the fire service with expertise in other high hazard and risk areas. Please visit our website at www.illinois-crr.com for links to classes, training notices, downloadable articles for use in your community, and other resources. Join us on Facebook at [Illinois Community Risk Reduction](https://www.facebook.com/IllinoisCommunityRiskReduction).

You can find more information, along with free CRR planning guides, at Vision 20/20's website www.strategicfire.org. While you're there, look up your community's data on the Discovery Hub.

We invite you to contact the IL CRR Stakeholder Taskforce at info@illinoisfirechiefs.org. We welcome your questions, concerns and suggestions. We will try to respond to your requests as soon as possible.





SAVE THE DATE

NOVEMBER 5, 2022
8AM-5PM

DECATUR HOTEL & CONFERENCE CENTER

STATE OF ILLINOIS COMMUNITY RISK REDUCTION CONFERENCE

This is a **FREE** event, hosted by the Illinois Community Risk Reduction Stakeholder Taskforce.

You are invited to a full day of the newest national and state CRR updates and resources to successfully move forward with CRR for your department and community.

Why attend this conference?

- Create, execute, and evaluate measurable CRR success
- Hear local success stories
- Learn methods and strategies to assess community risks
- Develop achievable best practices
- Interact with vendors
- Start a CRR program or bring it to the next level

MORE DETAILS TO COME → ILLINOISCRR.COM

Mission: Promote the importance of Risk Reduction in Illinois by inspiring community ownership and providing coordinated resources.
info@illinoisfirechiefs.org



Should We Give the Fire Chief a Contract?

by John H. Kelly; Ottosen DiNolfo Hasenbalg & Castaldo, Ltd.

A question that frequently confronts a Board of Trustees of a fire protection district is whether to offer the chief a contract. Without a contract, the chief is an “at will” employee, meaning that the Board of Trustees can part ways with them for any reason or no reason at all. From the perspective of the flexibility available to the Board in terms of exercising its authority to oversee the fire protection district, the “at will” employment relationship is best. With an “at will” employee, the Board does not have to worry about cause or reasons to remove the chief, and, generally, will not have to provide him or her with any process for removal.

However, in today’s competitive marketplace, for the district may be required to negotiate a contract to attract and hire the best candidate. Additional reasons for offering a contract to your chief candidate could include the Board making a statement in support of the new leader of the department. Such a message of confidence may help form the basis of an open and honest relationship between the board and the chief. This can have many benefits for the department, not the least of which is the communication to the other members of the Board’s faith and trust in the department’s new leader.

Most employment contracts share a similar form. A contract will generally spell out the expectations of the Board for the duties and leadership of the chief. The contract should also contain a clear definition of the benefits being provided to the chief, including wages, vacation, and other time off, retirement benefits and other remuneration including the use of a department vehicle, the furnishing of technology for the chief and memberships in professional associations. Finally, the contract should clearly spell out the terms of the relationship like the term of the contract itself and the way either party may terminate the agreement.

Under state law, the term of the contract can be no more than three years. However, there is no limitation on how many times the contract can be renewed. The renewal process should also be clearly spelled out in the agreement. Some contracts automatically renew through “evergreen clauses.” We do not recommend these arrangements because they restrict the Board’s ability to make a change in leadership if necessary and can also result in having to buy out the terms of the contract with the chief if the Board wishes to make a change in leadership before the end of the term of the agreement.

Another necessary consideration for the contract is the removal process for the chief. The Fire Protection District Act does not provide any type of removal process for a chief. Therefore, the appointment and removal of the chief is entirely within the authority and discretion of the Board. So, any limitation on that authority and discretion imposed by the terms of the contract will

infringe on the Board’s decision-making powers. Of course, the chief will want to protect him or herself from being removed and provide stability in their life with some removal protections spelled out in the contract. The typical removal process will have some reference to the types of conduct, or cause, for which the chief can be removed. Most frequently, this will be defined as the failure to perform the duties of the position, violations of policy or law, and ethical or moral lapses. From the Board’s view, this definition of “cause” should be broad and allow the Board flexibility in its ability to remove the chief. The chief usually will want specifics set out in the agreement which will provide him or her with sufficient understanding of the ability of the Board to remove the chief.

An alternative to a removal process is the provision in the contract for the removal of the chief at any time and for any reason. Most often, this language will be accompanied by language providing a severance package to the chief. Any severance pay should be based on the current wage of the chief. The Illinois Government Severance Pay Act, 5 ILCS 415/1, limits any severance package to twenty weeks of wages. Effectively, the severance pay can be no more than four months of salary.

If the chief is a member of the department at the time he or she is chosen to fill the chief’s position, the Board should consider the current rank the chief holds in the agency and what provisions should be made for a return to that rank. Under state law, if the chief is removed from their position, they have the right to return to their last rank. As a result, removal of the fire chief based on an inability to carry out the duties of the chief may not be sufficient cause to remove the chief as a member of the department. Indeed, removal of a full-time firefighter must be done via a commission process.

The contract negotiated with your chief candidate should clearly spell out the wage and benefit package to which he or she will be entitled. The contract should provide for a base wage and any increases which may take place during the term of the contract. Benefits such as vacation time, sick leave, holidays, or vehicle use should also be documented. The benefit levels that are in place for the rest of the department should form the basis for the benefits to be accorded the chief. If the chief, particularly one who is brought in from outside the department, receives greater benefits (e.g., more vacation time), you can be sure that the other employees will raise this as a concern during contract negotiations or in any future discussions of their employment terms.

The chief candidate may ask that the District or Department provide some retirement options for him or her. While the employer

Continued on Next Page



Update on Firefighters' Pension Investment Fund

Conclusion of the Transition Period

William Atwood, Executive Director
Illinois Firefighters' Pension Investment Fund (FPIF)

The tenth and final in-kind transfer of assets from Article 4 pension funds was executed by FPIF on Thursday, July 14. Fourteen firefighter pension funds had authorized the transfer of assets in that tranche, which left seven funds left to transfer.

By Board Rule, the July tranche is the last in which FPIF would make in-kind transfers of securities; all future transfers will be made via cash transfers. Of those last seven firefighter pension funds, three have decided to transfer their assets in the form of cash to the FPIF portfolio.

FPIF's first tranche was transferred on October 1, 2021. Prior to October, on February 23, 2021, plaintiffs filed litigation in Kane County Circuit Court challenging the constitutionality of Public Act 101-610, the law creating FPIF. Through the course of 2021 while the Kane County Court considered the plaintiff's action, FPIF continued the business of consolidating assets. Judge Villa issued his ruling in favor of the defendants on May 25, 2022. Given the timing of the ruling FPIF scheduled one final tranche for July 14, 2022.

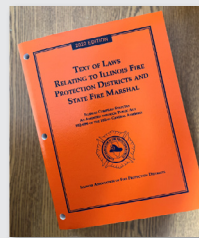
Thus far FPIF has provided participating pension funds with \$30 million in annual cost reductions, and the portfolio has performed well compared to its benchmark through difficult market conditions.

The value of the FPIF portfolio is approximately \$7 billion and is invested according to FPIF's interim asset allocation: 65% in equities, 30% in fixed income, and 5% in real estate. 97% of the portfolio is in passive strategies.

Over the coming years the Board will act deliberately to build out its long-term asset allocation. The first step was taken on July 5, 2022, when FPIF issued an RFP for core and core-plus fixed income management. The RFP is being administered by FPIF staff and its retained investment consultant, Marquette Associates. FPIF plans on selecting two managers, one managing core and one managing core-plus strategies, and each being allocated approximately \$840 million. The Board anticipates completion of the RFP process by December of this year.

Later in 2022 FPIF will begin putting in place the infrastructure necessary for the administration of a portfolio of private assets including real estate, infrastructure, private equity, and private debt. Although the Board's allocation to private markets is 31% of the portfolio, it expects to take a few years to fully invest that segment of the portfolio.

The Board is currently in the middle of the election of trustees. There is one participant trustee, one beneficiary trustee, and one executive trustee up for election. Ballots will be mailed to eligible voters on or before October 27. Ballots must be returned by December 1.



Text of Laws Relating to Illinois Fire Protection Districts 2022 Edition - This text is a compilation of those state laws which most directly apply to fire protection districts and the Illinois fire service in general. The book includes the Fire Protection District Act, Open Meetings, Freedom of Information Act, Municipal code, Vehicle code and numerous other Acts as amended through Public Act 100-576 of the 102nd General Assembly.

You can order copies online at www.iafpd.org. You must login to get member pricing. Online order pricing includes shipping. Call for discounted shipping on multiple book orders.

Should We Give the Fire Chief a Contract?

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may be able to offer traditional retirement akin to a 401k, candidates are often members of the downstate Firefighters Pension Fund and may want the opportunity to enroll in the Department's Pension Fund, if one is present. Boards are cautioned to consult counsel because of the various provisions of that Act which impact the current and future pension benefits that might be available to your candidate.

An employment contract is a legal document which creates responsibilities and duties for both parties to the contract. As you negotiate your contract with the chief, keep in mind these responsibilities and their impact on your Department. Certainly, your District or Department legal counsel will be able to assist you in navigating these concerns and answering the question to contract or not to contract.

John H. Kelly is a partner with the law firm of Ottosen DiNolfo Hasenbalg & Castaldo, Ltd. in Naperville. Mr. Kelly focuses his local government practice on public employment, pension, and administrative law as it relates to police and fire departments and public safety communications. You can reach Mr. Kelly by e-mail at jkelly@ottosenlaw.com.

Director Spotlight

Just A Housewife from The Other Side of The Tracks

Born and raised in Buffalo, New York, I came to Illinois in 1985. I met my husband Joseph on a blind date in Wildwood, IL in September of 1986 and married in May of 1988.

I would like to thank the NIAFPD for this opportunity to introduce myself. It all started with a phone call in June of 1999. At the time I was a stay-at-home mom of three boys. Joey 10, Louis 9, and Michael 4 years old. I was appointed by Sandy Cole, a Lake County Board member at the time. At first, I wasn't sure what I was getting into, but over time I learned so much and truly appreciated the fire service from all aspects. My first position held was Treasurer of the District and Pension Board. In 2016 I was voted to serve as the District's 2nd (ever) President of the Board. What an honor.



Over time, my husband, Joseph, and I figured out how I could attend my first fire conference in Springfield. Once there, I was guided by our chief at the time, Don Mobley, and admin Carol Dunn. At first it was over whelming for a stay-at-home mom but I was meeting people and learning so much.

In July 2010, my family's Blue Star Service Banner turned into a Gold Star. We lost our oldest boy Joey, US Army Ranger, in Salerno Afghanistan. Joey was serving on his third deployment. As time goes on, I have learned to tell My Joey Story and have been a keynote speaker at several Memorial Day events. In June of this year my family received an American Flag that flew over the Army's headquarters in Bagram Afghanistan. July 2021 I was made Gold Star Member of the Year 2020-2021, for the State of Illinois by the Mundelein American Legion Auxiliary.

In 2018, I was contacted about filling a vacancy on the NIAFPD Board. My good friend, Marianne DeBoer, Beach Park Fire Trustee, had stepped down and recommended me to fill her seat. I have been attending fire conferences for many years now, learning so much! This position has allowed me insight into what goes into a good conference. I am looking forward to many years of service in this organization as well.

If I can ever be of service to any of you, I hope you will reach out. Thank you.





Contact us to find out how:
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UPCOMING EVENTS

Oct 22	NIAFPD Annual Fall Seminar - Lisle, IL
Jan 27-28	NIAFPD Annual Conference - Oak Brook, IL
Oct 13	Fire Prevention Week Luncheon - Woodridge, IL
Oct 16-19	IL Fire Chiefs Annual Conference - Peoria, IL
Nov 5	CRR Conference - Decatur, IL
Jun 13-17	IAFPD & IFCA 1st Annual Combined Conference
	visit www.niafpd.org for more updates

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Have you updated your contact information with the NIAFPD?
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