

The **Bulletin**



Publication of the Illinois Firefighter's Association, Inc.

Volume 71, Number 6

November - December 2017

FIRE LINE - DO NOT CROSS FIRE LINE - DO NOT CROSS FIRE LINE - DO NOT CROSS FIRE LINE - DO NOT CROSS

2017 Conference Well Attended



The Bulletin

November-December 2017 Volume 71 Number 6

The Bulletin is published every other month at Highland, Illinois

Subscription rate - \$15.00 per year

Please send address changes or articles to:

The Bulletin

Kerry Federer, Editor

PO Box 77

Glen Carbon, IL 62034

Office 618-882-4783

Fax 618-882-7287

Cell 618-830-3961

editor@illinoisfirefighters.org

www.illinoisfirefighters.org

Bulletin Deadlines:

**January 15, March 15, May 15, July 15,
September 15, and November 15**

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IFA Officers, Directors, Support Staff and Consultants

Officers

President (2018)

John Swan
23288 Green River Rd.
Colona, IL 61241
309.792.3231-station
309.792.3250-fax (station)
309.314.0939-cell
Colonachief@AOL.com

Vice-President (2018)

Terry Ford
1214 Douglas Street
Alton, IL 62002
217.785.7487-work
618.977.2843-cell
tlford9@yahoo.com

Secretary/Treasurer (2019)

Kerry Federer
70 Arbor Crest Dr.
Highland, IL 62249-3899
618.654.3852-home
618.830.3961-cell
kdfederer@gmail.com

IFA Office

PO Box 77
Glen Carbon, IL 62034
Phone 618-882-4783
Fax 618-882-7287
editor@illinoisfirefighters.org

Directors

Ed Allsman (2020)
1314 Gonterman St
South Roxana, IL 62087
618.781.4630-cell
618.254.1088-station
618.254.8802-fax (station)
callsman@srfire.org

Jeff Bryant Sr. (2021)
PO Box 165
Amboy, IL 61310
815.994.6184-cell
jbryant9962@gmail.com

Joe Heim (2021)
341 Gramercy Street
East Dubuque, IL 61025
563.599.3356-cell
edfire18@yahoo.com

Rosemarie Arvia-Malone (2020)
16056 Crystal Creek Dr
Apt 3A
Orland Park IL 60462
708.600.9896
rmalone@segalco.com

Joseph Mandarino (2021)
24403 Arrowhead Dr.
Manhattan, IL 60442
815.680.6020 home
708.935.2893-cell
Corky2700@aol.com

Ronald Mulach (2018)

304 Wolf
P.O. Box 26
Hamel, IL 62046
618.633.2376-home/fax
618.973.5871-cell
samrjm10@aol.com

Edward Myers (2019)
2171 E. 221st Street
Sauk Village, IL 60411
708.983.9102-cell
708.758.2225 xt. 430-work
708.753.0901-work fax
acmyers502@comcast.net

Bill Offerman (2020)
600 Beattie St.
Elwood, IL 60421
815.423.6967-home
815.423.5224-station
815.423.6323-fax
Chief.offerman@elwoodfpd.com

Robert Reason (2018)
55 North Street
East Peoria, IL 61611
309.265.6472-cell
309.699.5252-fax
breason@sbcglobal.net

Kevin Schott (2019)
17739 Macoupin Club Road
Carlinville, IL 62626
217.854.2179-home
217.971.8196-cell
schottd@frontiernet.net

Jeff Stuck (2021)
404 Partridge Lane
Carterville, IL 62918
618.985.8060-work/fax
618.925.4915-cell
stuck915@hotmail.com

Support Staff and Consultants

Chaplain

Kevin Coffey
1117 N 1000 East Road
Onarga, IL 60955
815.457.2007 - home
kc9526@yahoo.com

Legislative Lobbyist

Margaret Vaughn
9211 Waterfall Glen Blvd.
Darien, IL 60561
217.280.0206-cell
630.908.7311-fax
mvaughn@springnet1.com

Attorney

Robert J. Britz
OBKCG&D, LTD
303 N. Main St.
Elburn, IL 60119
630.365.6441 Phone
630.365.6451 Fax
rbritz@ottosenbritz.com
www.ottosenbritz.com

Mission Statement

Dedicated to the advancement of the Fire Service by providing leadership. The Association will proudly support the community of firefighters in Illinois through education, training, benefits and information networking at the local, state and national levels.

President's Message



Dear Fellow Firefighters

Our conference was a success this year with a huge increase in our attendance. I want to give thanks to all that made this happen. I especially want to give gratitude toward the first timers that attended. The firefighters' response was overwhelming in the hands on training that they received. I believe they now understand the importance of their association and what they receive as a benefit for them being involved with their state firefighters association. Nowhere can they get this type of training for the cost of their registration. Our biggest challenge will be our continued effort to reach every single

firefighter in this state.

We took a new approach this year and teamed up with IFSI in promoting the Down & Dirty Training and Conference. Our partnership in marketing this event showed in the new attendance. The on-line registration and the use of social media was a big help. Not to down play the mailings, its always a hope that it is posted so the firefighters can get the information. We will continue to use all resources we can to stay in touch with our members. Before I move on, I want to thank IFSI and our vendors and sponsors because without them, we would not be able to provide this training. One of the objectives of the conference is to extend our networking with our membership and gather information that will help each other. The social time together brings awareness to who we are and the importance of the service we all provide to our communities.

In regards to the conference and one of the most important objectives is recognizing and paying tribute to our firefighters that have passed on. I consider our memorial service the highlight of the conference. What better way to end our conference on a Sunday morning. Our Chaplain Coffey as always done an fantastic job leading our memorial service and giving due respect.

Since the conference, Vice President Terry Ford and I attended the National Benefits Conference and the Midwest Networking meeting in Des Moines, Iowa. There was a lot of exchange of information between the states and many of us have the same type of issues. One of the most important issues is keeping the federal AFG and Safer grants in place. Make sure you call your area's congressional leaders and tell the them importance of these programs.

The last thing I want to bring up is our fire service in Illinois. We have thirteen different organizations that make up the Illinois Fire Services Association. We are losing one of the leader through retirement. Jay Reardon is retiring in January from MABAS. Jay was instrumental in expanding MABAS statewide and through other states. His leadership in MABAS has taken the fire service to an all new level. We are recognized as a leader nationwide in the mutual aid system and have assisted in deployments all over this nation. We thank you for a job well done. Terry and I will be attending his retirement celebration Saturday January 6th 2018 in Northbrook. We extend our gratitude to him and his family and wish him well.

So "Train Smart, Be Safe"

God Bless

John Swan President IFA



Legislative update

By Margaret Vaughn, IFA Legislative Lobbyist

SUCCESSFUL VETO SESSION FOR IFA

Special thanks to all our members who contacted their legislators in support of the veto override of 2778. The legislation, an initiative of IFA addresses the problem of “no man’s land” properties, in which FPDs have been assigned coverage to an area under the 911 Act by their 911 Board or County Board, yet the property is not on the tax role of any jurisdiction, resulting in the property owner getting free service as the expense of everyone else in the district. Though Governor Rauner vetoed the legislation back in August, I worked extremely hard to get the veto overridden during the recent fall veto session. It passed the House 86 -29 and the Senate 50-2. The legislation will take effect in January. We would like to give a special thanks to HB 2778’s sponsors Rep. Kathleen Willis (D-Addison) and Sen. Emil Jones.(D-Chicago) They will be both be recognized by IFA at local fire houses in their districts with special appreciation awards.

HB 732 TORCHING TECHNIQUE on ROOFS

The Governor’s veto of HB 732 was also overridden in the fall veto session. There was a loophole in the current Roofing Industry Licensing Act that allowed a building owner’s employees to perform anything on a roof without a license. HB 732 narrowed that exemption for commercial and industrial buildings, so that the building owner’s employees can still do basic roof repair as defined by the ICC but for re-roofs, roof replacements or the torching technique, etc., a licensed roofing contractor would have to be involved. The fire service was a strong supporter of this bill because of the dangers of roofs catching fire during when the torching technique is used and the fact that when a fire originates on the roof the sprinkler and alarm systems are not activated resulting in the occupants being unaware they are inside a burning building. The legislation went into effect November 9th.

LEGISLATORS NAMED “HONORARY CHIEFS”

at COAL BELT FIRE MEETING

Senator Paul Schimpf (R-Waterloo) and Representative Terri Bryant (R-Murphysboro) were presented with the IFA Chief’s Helmet Award at the Coal Belt Fire Association meeting in DeSoto by IFA Director Jeff Stuck and IFA Lobbyist Margaret Vaughn. Sen. Schimpf and Rep. Bryant were the chief sponsors of HB 771, which would allow volunteer fire chiefs to purchase tires for their own vehicles at the discounted government purchasing rate which was signed into law Aug. 8th



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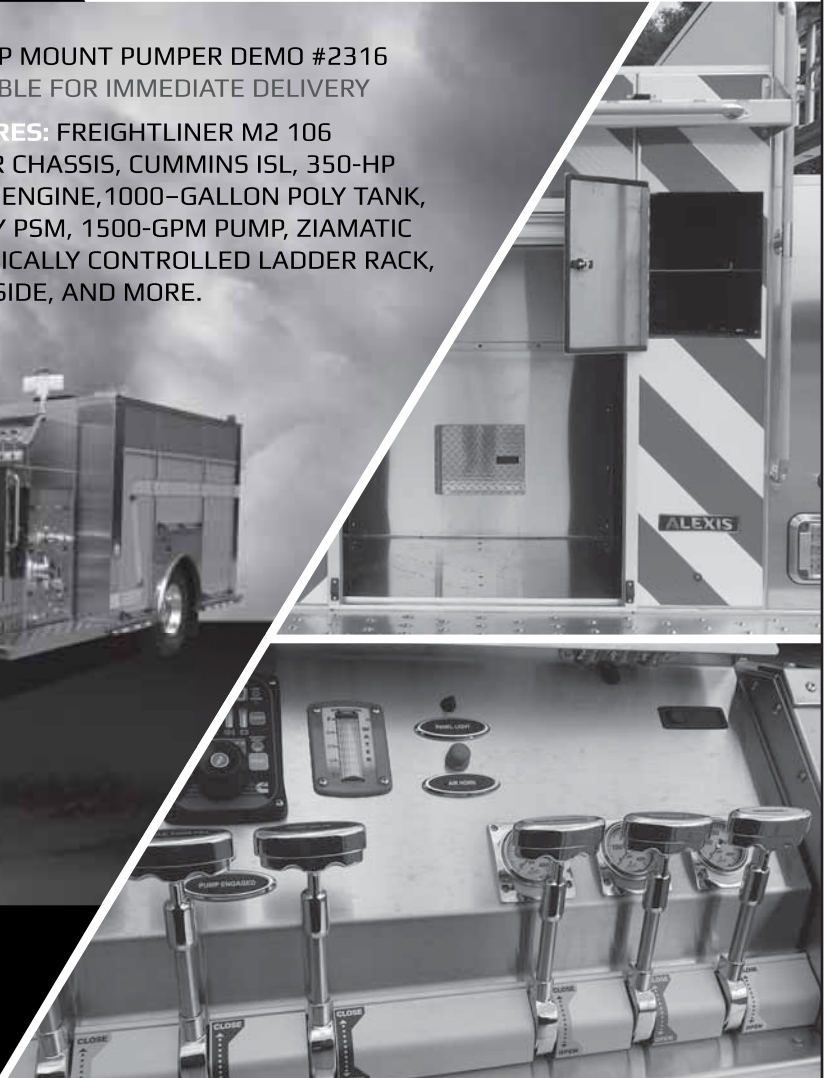


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IFA Members Getting “Down and Dirty” Thanks to California Casualty

Facing down intense flames, responding to hazardous chemical leaks and organizing mass casualty response can be chaotic and dangerous. Understanding fire behavior, knowing chemical reactions and coordinating effective triage efforts can be the difference of life and death in rapidly changing situations. That’s why training is essential for developing more confident, effective responders.

Knowing how important fire education is, and hearing fire chiefs mention they wish more of their crew could attend enhanced instruction, California Casualty stepped up to cover the cost for three Illinois firefighters to attend the annual IFA Down and Dirty Fire Fighting Conference. The prize included registration and lodging for the weekend.

After visiting firehouses across the state and taking entries, the Amboy, Lawrence-Allison, and Venice departments were chosen in a random drawing for the prize. California Casualty congratulates the winners who were able to spend a valuable weekend in Champaign.

The Down and Dirty Conference was an excellent chance to meet other firefighters, learn new best practices and enjoy a little downtime with their fire brothers and sisters.

California Casualty has served firefighters for more than 40 years and is honored to help more IFA members attend the conference.

California Casualty has partnered with the IFA to offer auto and home insurance to members since 2012. We feel that it’s important to give back to the men and women that we serve.

For more information about California Casualty or to learn about auto and home insurance for IFA members, please visit www.calcas.com/IFA or call 1.800.800.9410.



Photo L-R: California Casualty Field Marketing Manager Rebecca Stumpf; Kerry Federer, IFA Secretary/Treasurer; Jaclynn Yanez, Amboy FD Firefighter & winner; Anthony Collins, Venice FD Firefighter, California Casualty Policy Holder & winner; Terry Ford, IFA Vice President; John Swan, IFA President



Preparing for Old Man Winter: Six Things Every Homeowner and Renter Should Do As Daylight Saving Ends

This is the perfect time to prepare your home before winter winds blow. Now that we've returned the clocks to standard time, we should also make sure our houses are safe and sound. Here are six "fall back" ideas from the Property Casualty Insurers Association of America:

1. Change batteries and check smoke alarms, carbon monoxide detectors and fire extinguishers
2. Clean and inspect your furnace and replace furnace filters to maximize efficiency and prevent possible home fires
3. Prepare your home for winter – check and insulate pipes under sinks and crawl spaces, get leaves out of gutters and trim trees so they are not hanging over roofs or power lines and make sure downspouts send water away from your foundation
4. Review your insurance policy to be certain that you have appropriate coverage and inquire about options such as water backup or scheduling valuable personal items (often called a floater). Remember, flood and earthquake insurance are not included with homeowners and renters insurance and you will need to purchase them separately
5. Check that you have appropriate policy deductibles; the higher the deductible, the lower your premium will be
6. Complete a home inventory and video or photograph your possessions for documentation

Here are some other fall preparation tips that can prevent damage to your home:

- Inspect and repair any cracks in ceilings, windows and outer walls
- Disconnect garden hoses and have sprinkler systems winterized if you are in an area prone to freezing
- Inspect your roof for wear or damage
- Install weather stripping and caulk around windows and doors
- Seal up foundation and driveway cracks
- Trim trees and shrubs around your property, looking for weak or broken branches

Find more home preparation and safety tips at the California Casualty Resources page, <https://www.calcas.com/Resources>.

Firefighter groups like the IFA have partnered with California Casualty for more than 40 years because the company offers auto and home insurance policies tailored to firefighters and first responders that include these exclusive benefits not available to the general public:

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3. Firearms coverage up to \$5,000
4. Up to \$2,000 coverage of custom parts and accessories to your truck or van such as custom rims, roll bars and pickup bed liners and covers
5. Free ID theft protection
6. Free pet injury protection – up to \$1,000 if your pet is injured in an auto accident while riding in your covered vehicle
7. Flexible payment plans including summer or holiday skips

Find out if you have the coverage you need with the benefits you deserve; fall is a great time to contact a California Casualty advisor for a policy review or comparison at 1.800.800.9410 or www.calcas.com/IFA.

This article is furnished by California Casualty, providing auto and home insurance to IFA members since 2012. Get more information at 1.800.800.9410 or www.calcas.com/IFA.



Check out the IFA's new REBATE APP



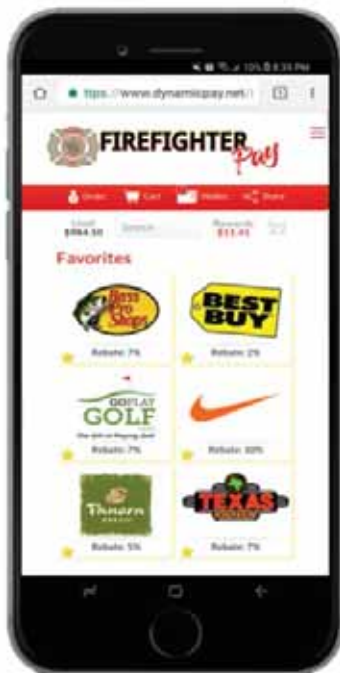
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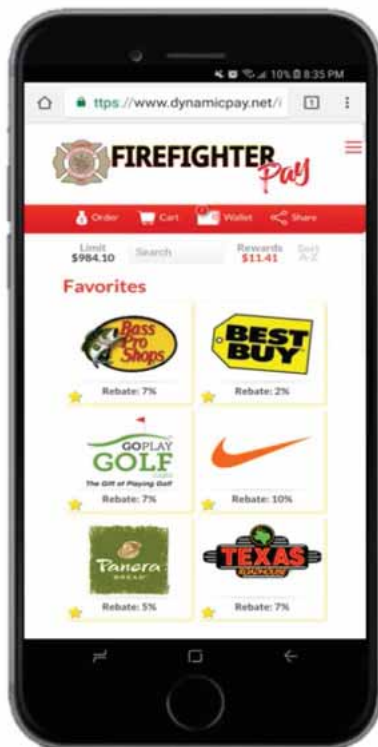


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that helped make our conference a success





Illinois Fire Service Institute Updates

Jim Keiken, Deputy Director

Mark Your Training Calendar

2018 Winter Fire School – January 27th – 28th, 2018

2018 Fire College – June 7th – 10th, 2018

2018 Explore and Cadet Fire School - July 12th - 15th, 2018

IFA Down and Dirty Weekend - October 19 – 21, 2018



For more information on upcoming classes visit our website @ <http://www.fsi.illinois.edu/>

Happy Holidays! With the year winding down and the new year just around the corner, it's time to plan for 2018. The 2018 calendar is out with a new look and feel. You check it out either hard copy or online we still are showcasing a selection of courses available throughout the state. The calendar is not a complete list of our training offerings. Our training schedule will no longer fit in the traditional calendar format and is consistently updating as we add programs and services that meet the needs of first responders throughout the state. We ask you to visit our website on a frequent basis to see all of the training opportunities available throughout the year.

For those who are looking for detailed class information to plan out the 2018 year, we have developed a new IFSI course schedule on our website. This tool is constantly updated and available for you to get the information you need and a looking for all IFSI classes throughout the state and region. Check the IFSI website for more information @ <http://www.fsi.illinois.edu/>

Winter Fire School

Winter Fire School is January 27th, and 28th, 2018 and the course information and registration are available online. This year like last will not only include a variety of classroom program but once again hands on and Live Fire training programs. Winter Fire School is your chance to liven up your winter and get some terrific training. Highlights this year include Basic Pumps and Dirty Hydraulics including simulations, Fireground Simulation for Fire Officers. Hands-on class: Basic Engine Company Operations, Basic Truck Company Operations, Flammable /Combustible Fuel Firefighting Response

Basic Firefighter/NFPA Firefighter1 Academy

IFSI's Academy will extend one-week beginning with the Spring 2018 academy to adjust with changes that have over the past few years to its curriculum Academy is designed to give new firefighters the practical and cognitive training needed to operate safely and effectively on the Fireground. The Academy focuses on an intense hands-on approach to a firefighter, which promotes both skill competency and an understanding of the fireground. Students complete numerous fireground- evolutions, and rolling responses, which encourage them to apply their skills to a variety of scenarios.

IFSI programs delivered once again at Firehouse Expo

This year IFSI presented two programs at Firehouse Expo in Nashville Tennessee. Once again RIT Under Fire was delivered in a one-day pre-conference session providing students with the skills to effectively operate as a member of a rapid-intervention team (RIT). This program was extremely well received and is just a small portion of the program delivered in the five-day program at IFSI. This year Chief Jimmy Moore Program Director of Leadership Development and Decision Making along with Chief Pat Mullen delivered two days of training from the LDDM program. The LDDM Program provides a one of a kind training experience. Through highly interactive small group discussions, ethical and moral discussion groups/decision games, tactical decision games, sand table exercises/discussions, and practical application exercises, instructor facilitates interaction and challenges each of the students to reach outside of their comfort zone through discovery learning, rather than the classic lecture and direction format.

IFSI Research Supplement(s)

Firehouse Magazine published IFSI Research **10 Considerations related to Cardiovascular and Chemical Exposure** risks in Septembers. This supplement highlighting the health impacts of fireground activities and exposure as well as provide ten key tactical consideration every firefighter should consider improving their safety and effectiveness on the fire ground. http://media.cygnus.com/files/base/FHC/document/2017/08/2017_SUP_FIR_A1-A16_Globe.pdf

IFSI Research also contributed to the National Fallen Firefighters Foundation Fire Service Health and Safety Report Supplement in October. The supplement discusses the NFFF 16 Life Safety initiatives and key takeaways every firefighter should know http://media.cygnus.com/files/base/FHC/document/2017/09/NFFF_Supplement1017.pdf.

Swansea Fire Department Training Site

Swansea Fire Department opened a new training facility this fall, and IFSI conducted its first **Residential Building Operations** program there on Saturday, November 4th. The full day of training went great, with over 40 firefighters from the region participating. The multi-story "Live Fire" container-based training facility is ideal for hands-on training. With

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IFSI instructors from the region on hand to provide the experience and expertise, look for other IFSI training at this great facility.

IFSI Marketing changes

As many of you already know IFSI has made some changes this fall in our marketing strategy. With more and more firefighters in the state following social media sites such as Facebook®, Twitter®, Instagram® and Snapchat® IFSI has expanded our presence and taken advantage of the environment to provide more video and photos of IFSI training and especially IFSI students training. Don't forget to follow us on your favorite social media site and see what's new at IFSI.

As always, if there is something you think IFSI would be providing or you have ideas for the next great program please feel free to contact me at the Institute.

Illinois Fire Service Institute Regional Representatives:

Northeast Region:	Randy Schlichter,	847-343-4039
Northwest Region:	Ray Palczynski,	563-468-8385
Chicago Metro Area:	Richard Stack,	773-988-0259
East Central Region:	Tim Meister,	217-202-4760
Central Region:	Jim Vaughn,	309-275-2499
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The Illinois Fire Service Institute Regional Representative can be your important link to bringing State Fire Academy training to your Fire Department.

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Chaplain's Corner

Renewing Your Mind

There is good news for the fire service which is seeking answers in dealing with increasing mental and physical health issues: research in the fast growing field of “epigenetics” is proving that our thought life has a powerful impact on our emotional state, stress management, and even the strength of our immune systems to protect and repair our cells from toxic attack and damage. Of course, this is just science catching up with what the Bible has said all along in statements like, “*As a man thinks in his heart, so is he*”. Epigenetics is confirming that we are not merely passive products of the physical gray matter in our heads or of pre-programmed neurotransmitters that control all of our emotions and bodily functions. In fact, we are not even predetermined products of our genetics, as the thoughts we choose to think actually help determine which genes will be expressed and when. The mind, created by God, is the intangible part of us that actually chooses and controls our thought lives which then sculpts our brains, drives our emotions, programs our cells, and determines our gene expressions – for better or worse. In simple firefighter terms, it comes down to this: if we are dominated by toxic thoughts, that will lead to toxic emotions and to toxic cellular environments leaving us with increased mental and physical vulnerability. That is simply not something any firefighter can afford to allow to happen as we serve in enough stressful and toxic situations as it is!

Of course, since it is God who has created our bodies and our minds, epigenetics is merely confirming what He has told us all along in the Bible when He implores us to be “*transformed by the renewing of our minds*”. Our mind can literally be re-newed, and that new mind can direct our thoughts, emotions, and genes to produce and program stability, protection, health, and resiliency for the fulfilling of our fire service calling. The Bible gives us the specific content needed for this mind renewing: “*whatever is true, whatever is noble, whatever is right, whatever is pure, whatever is lovely, whatever is admirable – if anything is excellent or praiseworthy – think about such things*”! When we intentionally acknowledge the personal presence and activity of God in our fire service experience in ways that He has revealed as true and right, we line up our mental and physical health within His design and calling for us. **Thinking about such true and right things is what we call faith** – making faith a powerful gift for our mental and physical health.

So I will offer you here a sample of true and right thoughts that invite your faith to rise to a conscious level and renew your mind:

God has created me, called me to the fire service, and is personally and powerfully involved in my experience. God's presence is always with me and He is accomplishing His purposes through me as I serve in my community. God has given me a fire service family so we might rise above individual differences and be built together as a redemptive rescue team in a heartfelt bond of camaraderie. God provides me with equipment and training that I must faithfully manage. God loves every person that I am called to serve – even the ones I don't like very much – and so He sends me to their aid in their times of emergency need. Jesus so identifies with those that I serve that He says whatever I have done for them, I have done for Him. God will grant me strength and humility that I might reflect His character. God will give me courage and wisdom to both face risk and to act safely. God promises that He will bear the burden of my accumulated stress with me as I cast it upon Him. God's perfect will and eternal love can be trusted even in times of injury or death.

So, I encourage you to “*think about such things*”. You were designed to be transformed by such true, noble, right, pure, lovely, admirable, excellent, and praiseworthy thoughts. Let faith arise in your soul – it is God's gift for mental, emotional, and even physical health and resiliency!

Kevin Coffey, IFA Chaplain kc9526@yahoo.com 815-457-2007



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When can employers use criminal arrest records?

by John E. Motylinski

Ottosen Britz Kelly Cooper Gilber & DiNolfo, Ltd.

Employers generally have the right to terminate employees due to criminal histories and convictions. However, Section 2-103 of the Illinois Human Rights Act ("IHRA") prohibits employers from discriminating against an employee solely because they have a prior arrest on their record. Therefore, as demonstrated by *Murillo v. City of Chicago*, employers must exercise extreme caution in using arrest records to justify adverse employment actions.

Illinois Human Rights Act (775 ILCS 5/2-103)

Among other things, the Illinois Human Rights Act was enacted to protect individuals from unlawful discrimination in employment. Concerning arrest records, Section 2-103 of the IHRA states that:

It is a civil rights violation for any employer, employment agency or labor organization to inquire into or to use the fact of an arrest or criminal history record information ... as a basis to refuse to hire, to segregate, or to act with respect to recruitment, hiring, promotion, renewal of employment, selection for training or apprenticeship, discharge, discipline, tenure or terms, privileges or conditions of employment.

Consequently, arrest records alone cannot be used to justify an adverse employment decision. However, under the Act, an employer may still obtain and use other information indicating that an individual engaged in the conduct for which they were arrested. Indeed, if the underlying criminal conduct is proven by other information outside of an arrest record, then the employer can take adverse action against the individual.

Murillo v. City of Chicago

The recent case of *Murillo v. City of Chicago* highlights the consequences for an employer's improper use of arrest records. In *Murillo*, Murillo was a janitor at the Chicago Police Department who was asked to submit to a background check. The background check revealed that she had one prior arrest for possession of a controlled substance. In the prior occurrence, the police had followed a man into a bar and subsequently found cocaine on the premises. Murillo, then a bartender at that bar, had only been arrested because of her position at the bar and the charge against her was ultimately dismissed for lack of probable cause.

Solely relying on the arrest report, the police sergeant conducting Murillo's background check denied Murillo a necessary security clearance. Murillo was terminated from her position with the City as a result.

Upon review, the Illinois appellate court concluded that the City's use of Murillo's arrest record was improper. While employers can fire employees based on arrests that did not lead to a conviction, other information must be found to indicate that the person actually engaged in the conduct they were arrested for. In this case, there was not enough information in the record to show that Murillo had any involvement with the illegal activity. In fact, the police sergeant testified that he believed Murillo to be guilty of committing her offense solely because she had been arrested and no other information was found during his investigation. Because the fact that Murillo was previously arrested was the only factor that led to her termination, the court found that the City of Chicago clearly violated the IHRA.

The *Murillo* decision is a reminder that employers must not base adverse employment decisions on arrest records alone. Rather, employers must first investigate the matter thoroughly and obtain sufficient information about the underlying facts. Accordingly, employers should take care to conduct research and find other information on crimes or illegal activity in addition to a general arrest report before making any adverse employment decisions.

John E. Motylinski is an associate with the law firm of Ottosen Britz Kelly Cooper Gilbert & DiNolfo, Ltd. in Mokena. John graduated from the University of Illinois College of Law in May 2015 and holds an undergraduate degree in political science from the University of Illinois at Urbana-Champaign. He focuses in the areas of local government, municipal, public pension, and public labor and employment law. He has also presented at the Northern Illinois Alliance of Fire Protection Districts and has written many articles for fire service publications.



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