

## Barrington Fire Department Service Area

### Village of Barrington (Village)

- Municipal government entity
- The 5 square miles of the Village are NOT, and have never been, part of the Barrington Countryside Fire Protection District

### Barrington Countryside Fire Protection District (BCFPD)

- Separate unit of government, taxing authority, 5 appointed Trustees
- BCFPD encompasses 45+ square miles - parts of Lake Barrington, Barrington Hills, South Barrington, Inverness, North Barrington and unincorporated areas

Additionally, there are 15 manned fire stations surrounding the Village and BCFPD area



# History of Barrington Fire/EMS Service

Prior to 1994:

- Paramedics were employees of the Village, Firefighters were members of "Barrington Fire Department, Inc." a not for profit group which provided fire service to the Village by contract on a paid-on-call basis
- Pursuant to an Intergovernmental Agreement (IGA) the Village provided service to the BCFPD
- Only 1 Fire Station--on Station Street in Barrington (was behind current Village Hall) This station "moves" to new facility on Northwest Highway in 2000. An additional unmanned equipment facility was located on Cumnor Avenue



# History of Barrington Fire/EMS Service

- 1994 - Village decides to employ full time firefighter/paramedics and create the Barrington Fire Department
- " Inc." continues to exist and provide additional support until it evolved into part-time Village firefighters
- 1997-BCFPD Station (Station #2) opens in Barrington Hills
- 2004-BCFPD Station (Station #3) opens in Lake Barrington
- The Intergovernmental Agreement continues with the Village's Barrington Fire Department providing service to the BCFPD, increasing the number of firefighter/paramedics and adjusting cost allocation in the IGA (50/50, 2/3,1/3)



## Barrington-BCFPD 2012 Discussions

- BCFPD asks the Village to hire 7 additional Firefighter/Paramedics to serve in the BCFPD stations and offers to pay 100% of cost.
- Village questions the need to add 7 Firefighter/Paramedics: 1.8 calls per day at Station 2 and 1.4 calls per day at Station 3, rare structure fires and no fewer than 6 responding departments to any structure fire, (16 departments to a house fire in 2012 and 30 departments to a barn fire in 2012)



- Village of Barrington currently has workforce of 38 sworn full-time Firefighter/Paramedics in its Barrington Fire Department to serve our Village and to provide service to the BCFPD pursuant to the Intergovernmental Agreement (IGA)
- BCFPD considering adding another fire station in the future
- Village is reluctant to add 7 firefighter/paramedics now and additional staffing for a new BCFPD fire station in the future
- Despite BCFPD paying “100%” of current cost for employees, the Village must consider legacy costs for Village taxpayers



The Village pays for each employee:

- Basic salary
- Health insurance (this ranges from 7.85% to 24.65% of salary depending on which plan an employee chooses and the type of coverage, single or family)
- Social Security and Medicare 7.65%
- Contribution to the Barrington Firefighter's Pension Fund 19% (this is mandated by Illinois Statute but paid and guaranteed by local taxpayers)



## Legacy Costs - Pension:

- Village's Firefighter Pension Fund was established in 1995
- Pension-75% of final salary after 30 years of service/50% after 20 years of service at 50 years of age/and 3% COLA at 55 years of age, 100% survivor benefit to spouse
- Disability-Line of duty, 65% of salary (tax free) for life/COLA at 60 years of age, 100% survivor benefit for spouse
- These pension benefits are established by Illinois Statute
- Employees accrue pension credit at 2.5% per year



## Legacy Costs - Pension:

- Pension funding level continues to decrease despite increasing Village contributions

Fiscal Year	Pension Funded Ratio	Village Contributions to Pension Fund	% of Actuarially Required Contribution made by Village
2007	101.11%	\$494,909	123.79%
2008	100.92%	\$487,767	111.15%
2009	78.45%	\$499,149	110.54%
2010	85.85%	\$609,827	105.53%
2011	79.48%	\$607,313	104.53%
2012	78.89%	\$623,143	100.26%



## Legacy Costs - PSEBA:

- Public Safety Employee Benefit Act (PSEBA), is an Illinois Law that requires the Village to pay health insurance for an employee, and spouse and minor dependents, when that employee is “catastrophically” injured when on duty and responding to an emergency
- The Illinois Law does not use the federal standard for a catastrophic injury which defines catastrophic as an injury that prevents someone from being gainfully employed, Illinois Law defines an injury as catastrophic if the employee can no longer serve as a Firefighter/Paramedic
- PSEBA costs are paid from Village’s General Fund, not from Pension Fund
- Currently Village incurs \$60,000 per year in PSEBA costs, due to “catastrophic” injuries
- PSEBA injuries can cost the Village more than \$750,000 per employee, over a lifetime, depending on age of employee when injury occurs

## Legacy Costs – Experience

- Since 2006, 1 Retiree and 6 Disability Pensions
- In one disability pension case, a Firefighter/Paramedic earned almost 7 years of pension credit and contributed a total of **\$36,130** to the Firefighter's Pension Fund, the Pension Fund now pays **\$47,579** per year for this duty disability pension and will continue to pay this pension until the employee and his wife both die
- 3 of the 6 Disabilities are receiving PSEBA benefits, none of these PSEBA injuries met the federal standard of a catastrophic injury



## Legacy Costs Impact on Village Taxpayers

- Village Taxpayers bear the risk of all these legacy costs for a much larger workforce than what is needed to provide service only to the Village.
- Should BCFPD choose to not renew the Intergovernmental Agreement (IGA) at any point in time, future Village taxpayers are solely liable for these costs
- Inverness and Barrington Police example 2009



## BCFPD Agreement termination and choice to have its own workforce

- BCFPD controls its own destiny and can add staff and purchase equipment as it sees fit
- Also ensures that BCFPD will be responsible for 100% of its staffing costs
- Village will staff for its needs



2005 Intergovernmental Agreement (IGA) contemplated BCFPD creating its own workforce:

**C. Notice to Full-Time Employees If, at the end of the Meet and Confer Period, the decision to terminate this Agreement remains intact, the Village will notify its employees of this decision. Following receipt of this notice, the District shall provide to each sworn full-time Firefighter/Paramedic and each full-time Paramedic a written statement from the District as to whether it intends to hire Firefighters or Firefighter/Paramedics for its independent operation. In the event the District intends to hire Firefighters, Paramedics or Firefighter/Paramedics, the District shall provide such employees with a copy of the rules and regulations of its fire commission. The District also agrees to give these employees written notice of its intent to conduct testing and to advise them of the dates of said tests not later than sixty (60) days prior to said tests. In the event the District intends to fill its personnel needs through contracts with a personnel agency, the District shall notify the employees of the identity of such agency and the contact information so that members interested in employment with the District may apply.**



BCFPD has a Request for Proposals on its website and may be looking to a workforce of 30-33, increasing the number of Firefighter/Paramedics serving the area as of January 1.



Village and BCFPD will be working towards a robust automatic aid agreement to ensure:

- Continued high quality service to our respective residents
- Same 911 Dispatch
- Village water for replenishment of tenders during fires
- Cooperative automatic responses between Village and BCFPD



# Win/Win of the new plan:

- Increased number of firefighter/paramedics in the area as desired by the BCFPD
- BCFPD free to purchase equipment it desires and make management decisions suited to its area
- Cost containment and proper allocation of costs
- Continued cooperative, synergistic working relationship for the Village and BCFPD which allows each to meet our safety and financial obligations to our residents and firefighters now and in the future

