Board of Fire Commissioners
Regular Meeting Minutes

Held on April 8, 2026
at Inverness Fire Station 35 Ela Road, Inverness, IL

Minutes:

Call to Order The regular meeting was called to order at 3:00 p.m. by Commissioner Tiedje.

Roll Call Present: Chairperson Tim Tiedje, Commissioner William Murray, Commissioner Russell Toms.
Others Present: Fire Chief Kurka, Executive Assistant Diercks.

Pledge of Allegiance Commissioner Tiedje led all present in the Pledge of Allegiance.

Public Comment – None

Approval of Minutes Motion by Commissioner Murray, seconded by Commissioner Toms, to approve the minutes from the January 21, 2026 Regular Meeting as presented. A voice vote showed unanimous approval.

Motion by Commissioner Murray, seconded by Commissioner Toms, to approve the minutes from the February 14, 2026 Special Meeting as presented. A voice vote showed unanimous approval.

Motion by Commissioner Toms, seconded by Commissioner Murray, to approve the minutes from the February 14, 2026 Special Meeting Closed Session as presented. A voice vote showed unanimous approval.

Communications - None

Fire Chief's Report Chief Kurka updated the Board of Fire Commissioners on District activities and call volume from the first quarter of 2026.

- Probationary Firefighter/Paramedic Howard is doing very well.
- Grace Wolf is currently going through the hiring process; she has passed the psychological evaluation and is trying to schedule the medical physical. She will be in this Friday for fingerprinting and gear fitting.
- We have joined with Project Fire Buddies, and will be partnering with the Inverness Park District for other events.
- Firefighter/Paramedic Pfeffer will be attending a Community Risk Reduction (CRR) conference in Arizona.

Unfinished Business

Lieutenant Promotional Process:

Tactical Exercise

- Future exams shall be based on Field Operations Guide (FOG) and not box cards.

Ascertained Merit Scoring

Annual Reviews

- Discussed that annual performance evaluations were previously eliminated, but now considering resuming, possibly as peer evaluations, but not the current Peer Review. Instead of having the candidates rate each other, the entire department staff would provide an evaluation for each candidate. Ideally, the peer evaluations are anonymous.

Attendance

- Discussed eliminating attendance records; this needs more consideration.

Education

- Change from listing individual certifications to "required by job".

Averaging Scores

- The current process rules indicate the highest and lowest scores are removed, and the rest are averaged. Discussed averaging all scores. Chief reviewed and stated that on the last test, this change would not have made any difference in how the candidates finished.

New Business

Interview Questions: The Chief distributed a list of potential interview questions and asked that each Commissioner indicate their top questions to be reviewed at the next meeting,

Closed Session

Motion by Commissioner Murray, Seconded by Commissioner Tiedje, to go into closed session at 3:49 p.m. for the purpose of Appointment, Employment, Compensation, Discipline, Performance or Dismissal of Employees of the public body. Roll Call vote: 3 Yes (Tiedje, Murray, Toms), 0 No, 0 Absent/Abstain.

From the Closed Session

Motion by Commissioner Murray, Seconded by Commissioner Toms, to leave closed session and return to open session at 4:14 p.m. Roll Call vote: 3 Yes (Tiedje, Murray, Toms), 0 No, 0 Absent/Abstain.

Return to Open Session No action was taken during the closed session.

Adjournment There being no further business, motion by Commissioner Toms, seconded by Commissioner Murray, to adjourn the meeting at 4:16 p.m. A voice vote showed unanimous approval.

Next Meeting – July 8, 2026 at 3:00 p.m.

Date Approved: July 8, 2026

Commissioner

Commissioner

Commissioner