

John R. Nixon

500 Clover Drive Algonquin, IL 60102

jnixon100@outlook.com

SUMMARY

A capable and dedicated Fire Chief, with extensive experience in fire, life safety and emergency medical service. Provides leadership and guidance to employees.

WORK EXPERIENCE

FIRE CHIEF – FOX RIVER AND COUNTRYSIDE FIRE RESCUE DISTRICT – Current
Recently appointed as Chief to lead this combination Fire and Rescue District consisting of 15 full-time and 22 part-time personnel.

FIRE CHIEF – ANTIOCH FIRE DEPARTMENT - 2010 to August 2016

As the first full time Fire Chief, I have brought significant order and structure to this 120-person department consisting of all part time members. During my tenure,

- Created and deployed a comprehensive strategic plan designed to improve the service level to the community with enhanced performance and safety standards.
- Implemented a successful staffing plan to expand the on-duty work force from a single fire station to provide coverage to our 36 square mile service area from all three fire stations.
- Established policies, procedures and guidelines that created first ever standards of performance. Organized a workable management structure in a non-full-time environment.
- Built from the ground up an entire EMS service division after performance issues with the previous provider threatened a diminished level of service to the community.
- Managed a successful referendum campaign to fund the delivery of fire based ambulance service to the community.

FD-1

COMMISSIONER – HUNTLEY FIRE PROTECTION DISTRICT - 2006 until 2010

- As part of a three-person appointed board, participated in several hiring and promotional processes.
- Created eligibility lists for new hires, Lieutenants and Captains.
- Managed labor management issues and disciplinary matters.

FIRE CHIEF – STREAMWOOD FIRE DEPARTMENT 1986 until 2006

Served twenty years during a significant growth period of the community, holding every organizational and administrative position. As Fire Chief for 8 years,

- Managed the department through significant transition from a small combination agency to a full career department with 40 career firefighters and 4 administrative staff.
- Successfully managed a complex 4.5-million-dollar budget within expectations each year.
- Obtained three successful grants totaling \$500,000 for apparatus and equipment.
- Developed enhanced life safety for the community through implementation of a comprehensive residential sprinkler ordinance.
- Worked as part of the management team with the Village Manager, Attorney and Finance Director on several labor agreements with IAFF Local 3022

EDUCATION

- Bachelor of Science – Business Management 1999
- Graduated with Honors from National Louis University of Wheaton, IL
Associate of Applied Science – Fire Science 1995
Graduated with Honors from Elgin Community College

CERTIFICATIONS

Office of the State Fire Marshall – Fire Officer I and II

Office of the State Fire Marshall - Instructor I and II

Hazardous Materials Incident Command, ICS and NIMS certifications

PROFESSIONAL and PERSONAL

Past Vice Chair of Lake and McHenry County Specialized Response Teams
Board Member Northwest Lake County Fire Training cooperative
Committee Member, Volunteer and Combination Officers – Illinois Fire Chiefs
Association.
Member of the International Association of Fire Chiefs, Illinois Fire Chiefs
Association and the Lake County Fire Chiefs Association
Instructor with the Illinois Fire and Police Commissioners Association

I am an experienced Fire Chief with strong interpersonal skills and effective communication abilities. My extensive background includes working in a municipal based fire department, including operations with an effective labor management structure and budgetary teamwork. I have administered complex budgets with successful results. In addition, I have broad experience working in a Fire District managing part time and contract employees. I regularly collaborate with other fire service professionals to share ideas of mutual benefit. I believe in creating a mentoring environment to improve and enrich organizational skills and abilities of all employees.



The Fox River & Countryside Fire/Rescue District

Anatomy of an Ambulance Call – Proposed Facility

Time	Elapsed	Activity	Equipment	Personnel	Comments
0:00		Receive 911 Call		KaneComm	
7:00	7:00	Response Time	Ambulance Engine	2 EMT/PM 2 EMT/PM	No engine on invalid assist
10-30:00	37:00	Patient evaluation And initiation of Care on scene	Ambulance Engine	2 EMT/PM	
10:00	47:00	Secure patient for transport	Ambulance Engine	2 EMT/PM 2 EMT/PM	Once patient secured engine returns to Station
20-30:00	1:17:00	Transport to Delnor	Ambulance	2 EMT/PM	Engine returns to Station
10-15:00	1:32:00	Transfer patient to ER Staff	Ambulance	2 EMT/PM	Information Briefing, secure in room
20:00	1:52:00	Assist initial patient care in ER	Ambulance	2 EMT/PM	
20-30:00	2:28:00	Document care	Ambulance	1 EMT/PM	
		Clean & Restock	Ambulance	1 EMT/PM	
30:00	2:58:00	Return to Station	Ambulance	2 EMT/PM	

Ambulance on call 2:00 – 3:00 hours

Engine on call :30- :55 minutes

Station is empty while both vehicles on call

Fire District Exhibit 2 – 1-12-2017

*OFFER of
PROOF/
NOT EVIDENCE*

FD-2



The Fox River & Countryside Fire/Rescue District

PROPOSED CONDITIONS TO MAXXAM SPECIAL USE

1. **Use of Water Supply.** The water supply located on the Property may be used by the **DISTRICT** as follows:
 - A. **Use of Water Supply for Emergency Response and Training.** The **DISTRICT** (and any other emergency response entity which is a member of any Mutual Aid Box Alarm System or party to an Auto-aid agreement with the **DISTRICT**) shall be permitted emergency access to the Property's water supply, without charge, for the purpose of emergency fire and/or rescue response and may draw on the water capacity of the Property subject to the limits of the system as determined by the operator of the system for such emergency purpose. **MAXXAM** further agrees that the **DISTRICT** (and any other emergency response entity which is a member of any Mutual Aid Box Alarm System or party to an Auto-aid agreement with the **DISTRICT**) shall be entitled upon reasonable notice to **MAXXAM** to use the Property's water supply, without charge, in connection with training activities of the **DISTRICT**, also subject to the limits of the system as determined by the operator of the system.
 - B. **Improvements to Water Supply Access.** Within one (1) year from commencing operations at the Property (accepting its first patient at the Property), **MAXXAM** agrees to provide a paved access from the principal road traversing the Facility to the "Fill Hydrant Area."

2. **Transition Payment.** The parties recognize that any general real estate taxes levied and extended by the District will not be paid or collected until approximately June of 2014. Accordingly, in order to minimize the impact of the **MAXXAM** project, **MAXXAM** agrees to make a one-time transition payment to the **DISTRICT** in the amount equal to the general real estate tax payment that would be received by the **DISTRICT** based upon the most current Equalized Assessed Valuation of the

FD-3

Property and the DISTRICT's tax rate for 2012 general real estate taxes payable in 2013. The Transition Payment shall be made within sixty (60) days from commencing operations at the Property (accepting its first patient at the Property).

3. **Emergency Transport.** The DISTRICT shall serve the Facility with high quality emergency medical response and emergency medical transport services consistent with its statutory obligations and the needs of the DISTRICT and its residents. MAXXAM agrees that the Facility shall utilize the ambulance and transport services of the DISTRICT for all emergency transport of any patients, employees or visitors to the Facility if available and ready to respond.
4. MAXXAM agrees to guarantee payment of all charges for emergency medical transport from the facility within ninety (90) days of the DISTRICT providing its statement for such services. The DISTRICT shall provide duplicate statements to MAXXAM for all emergency transports from the Facility.

5. **Development of Emergency Response Plan.** The parties agree that development of an emergency response plan is essential to the promotion of public safety at the Facility. MAXXAM and the DISTRICT agree to promptly develop a joint emergency response plan, in cooperation with other local law enforcement or emergency response agencies that shall address, at a minimum, the following:

- A. Regular inspections of the Facility by the DISTRICT;
- B. Compliance by MAXXAM with the DISTRICT's alarm ordinance;
- C. Any warnings, information or other similar communications to the Village of Campton Hills Police Department or other law enforcement agency shall be copied to the DISTRICT;
- D. Ongoing training of all MAXXAM staff at the Facility in CPR and public safety issues, including a bi-annual review, to be conducted by DISTRICT personnel;
- E. Development of a staff plan for response to fire alarms, false alarms and notification procedures, including but not limited to evacuation of the Facility;
- F. Coordination of other emergency response plans, including "All-Hazards" emergencies, including weather-related and hazardous materials emergencies;
- G. Insuring all-weather access by the DISTRICT to the Facility and the Fill-Hydrant area.

6. **Donations by MAXXAM.** As a good neighbor and corporate citizen of the DISTRICT and the community, MAXXAM agrees to make the following payments to the DISTRICT:

- A. A payment of \$50,000 to the DISTRICT toward the upgrade of one DISTRICT engine to Advanced Life Support status, or toward such other DISTRICT purpose as determined in the DISTRICT's discretion. The payment shall be made in four (4) equal

installments with the first installment to be paid six (6) months after the Facility commences operations, and the remaining three (3) installments to be paid annually thereafter on the anniversary date of the first payment.

B. Payments toward the cost of funding additional **DISTRICT** personnel or toward such other **DISTRICT** purpose as determined in the **DISTRICT**'s discretion, as follows:

1. When MAXXAM reaches an occupancy level of at least 50% but less than 70% (the "50% Occupancy Level"), MAXXAM shall be obligated to pay the **DISTRICT** \$40,750 per year pursuant to the terms hereof (the "50% Occupancy Level Payment").
2. When MAXXAM reaches an occupancy level of at least 70% but less than 90%, (the "70% Occupancy Level"), MAXXAM shall be obligated to pay the **DISTRICT** \$81,500 per year pursuant to the terms hereof (the "70% Occupancy Level Payment").
3. When MAXXAM reaches an occupancy level of at least 90%, (the "90% Occupancy Level"), MAXXAM shall be obligated to pay the **DISTRICT** \$163,000 per year pursuant to the terms hereof (the "90% Occupancy Level Payment").
4. Occupancy Levels shall be determined by dividing the total number of actual patient days experienced during a defined twelve (12) month period by 35,040 days, which is the total number of possible patient days during any given twelve ("12") month period.
5. Beginning twelve ("12") months after the Facility commences operations, MAXXAM shall monitor on a monthly basis its prior twelve ("12") month occupancy level to determine whether the initial 50% Occupancy Level has been achieved. MAXXAM shall make the first 50% Occupancy Level Payment within 30 days of determination it has achieved the 50% Occupancy Level, however such payment shall be prorated based on the number of days left in the calendar year. Thereafter, all annual payments due pursuant to this Paragraph shall be made in 2 equal installments on January 15th and July 15th of each year.
6. Once the initial 50% Occupancy Level has been achieved, funding shall never drop below the 50% Occupancy Level Payment even if the actual occupancy level drops below the 50% Occupancy Level.
7. Once the initial 50% Occupancy Level has been achieved, MAXXAM shall thereafter monitor its occupancy levels twice per year on January 15th and July 15th to determine the appropriate level of funding. Except as set forth in subparagraph 8 below, all

subsequent increases or decreases in funding required pursuant to this Section shall not begin until 6 months after such Occupancy Level determination has been made.

8. Notwithstanding the provisions of the foregoing subparagraph 7, once the 90% Occupancy Level has been achieved, the payments pursuant to that Occupancy Level shall continue unless the occupancy level (as determined at the regular 6 month intervals) thereafter drops below 80%, in which case the funding level shall return to the 70% or 50% Occupancy Levels (as the case may be) 6 months after such determination has been made.
9. In the event the 90% Occupancy Level has been achieved, and the occupancy level (as determined at the regular 6 month intervals) thereafter drops below 80%, then from that point forward, the payment amount previously required at the 90% Occupancy Level (\$163,000) shall thereafter be required when MAXXAM reaches an occupancy level of at least 85% and both the "90% Occupancy Level" and the "90% Occupancy Level Payment" shall thereafter be referred to, respectively, as the "85% Occupancy Level" and the "85% Occupancy Level Payment."

Fire District Exhibit 3 – 1-12-2017