

SUBJECT TO BOARD APPROVAL

The Board of Directors of the Kearney Fire & Rescue Protection District met in regular session at the Kearney Fire Station, 201 E 6th Street, at 6:30 P.M. on December 16, 2019. Members present were Todd Gustafson, Mike Maher, Ted Jacques, Kim Murphy and Dale Ahle. Chief Pratt and Deputy Chief Desautels were also present.

Chairman Gustafson opened the meeting with the Pledge of Allegiance.

Motion was made by Director Ahle to approve the minutes of the November 18 meeting, the December 10 special meeting and the consent agenda which included paid bills and unpaid bills. Director Maher seconded. Motion carried.

Director Murphy made a motion to amend the order of business to allow Ken Billups to present the 2020 VFIS Insurance proposal ahead of the Chief's report. Motion carried without objection.

Mr. Billups presented the 2020 VFIS Insurance renewal proposal noting there are no changes to the policy. Director Murphy made a motion to accept the premium proposal for Property and Casualty Policy and Accident and Sickness Policy as presented for a total of \$67,054.00; seconded by Director Ahle; motion carried.

Fire Chief Report: Attached

Budget Officer Report: Attached

Director Maher made a motion to approve the 2020 health insurance renewal with Humana reflecting a 3.3% increase. Motion was seconded by Director Jacques. Motion carried.

Director Maher made a motion to accept the 2020 Novak Birks PC audit proposal and authorize Chief Pratt to execute agreement. Motion was seconded by Director Jacques. Motion carried.

Chief Pratt reviewed the 2020 proposed Debt Service budget. Discussion followed. Director Murphy moved to approve as presented; seconded by Director Ahle; carried.

Chief Pratt reviewed the 2020 proposed Operating Account budget. Discussion followed. Director Murphy moved to approve as presented; seconded by Director Jacques; carried.

Chief Pratt opened discussion regarding the past due accounts included in the packet. Director Murphy moved to approve referring all accounts as presented to the collection company. Motion was seconded by Director Maher and carried.

Director Maher reviewed the proposed terms of the Collective Bargaining Agreement. Discussion followed. Director Maher moved to approve the following terms which the members of the labor management committee have negotiated: a 3 year MOU (Collective Bargaining Agreement) with annual wage increases as proposed by the District; change pay level step effective date from January 1 of each year to first pay period after anniversary date of employee's full time employment; change LAGERS benefit program from L7 non-contributory benefit program to LAGERS L6 contributory benefit program (4% contribution by employees); increase sick leave accrual to 1248 hours with payment of accrued sick leave capped at 624 hours (1 hour regular pay for each two hours accrued); terminate District's 457 matching obligation; seconded by Director Murphy and carried.

Director Maher made a motion that Chief Pratt and the District members of the labor management committee be authorized to negotiate the written agreement implementing the agreed upon terms of the new MOU and that Chief Pratt and Chairman Gustafson be authorized and directed to execute the MOU upon behalf of the District once the agreed terms are reduced to writing; seconded by Director Murphy and carried.

Subject to the execution of the new MOU by the District and the Union, Director Maher made a motion to authorize Chief Pratt to take all actions necessary to change the LAGERS benefit program from the present L7 non-contributory benefit program to a LAGERS L6 contributory benefit program (final average salary: 3 year: retirement eligibility: Rule of 80), including requesting a supplemental actuarial valuation of the effect of the change to the L6 level contributory benefit program, publication of such valuation as required by LAGERS regulations, preparation and submission to the Board of an Ordinance/Resolution adopting the change in the LAGERS benefit program and such other actions as may be reasonably necessary such change; seconded by Director Murphy and carried.

Director Maher made a motion that District's obligation to match employee contributions to the 457 Plan maintained by the District be terminated effective December 31, 2019, that Chief Pratt be directed and authorized to contact the District's current consultant to confirm the

procedure to implement the District's decision and to take all actions necessary to implement such decision; seconded by Director Murphy and carried.

Next regular meeting date was set for Monday, January 20, 2020 at 6:30 P.M.

Motion was made by Director Maher to go into executive session pursuant to RSMO Section 610.021 (1), (3), (9) and (12) to discuss personnel, real estate and legal matters. Motion was seconded by Director Jacques. Roll call vote was taken: Gustafson, yes; Maher, yes; Murphy, yes; Ahle, yes; and Jacques, yes. Meeting was adjourned to executive session at 7:32 pm. Executive session was for the purpose of discussion and setting management salaries for 2020. Chairman Gustafson read Budget Officer Pratt's letter of resignation effective at the end of 2019. Motion to adjourn was made by Director Murphy and seconded by Director Maher. Roll call vote was taken: Gustafson, yes; Maher, yes; Jacques, yes; Ahle, yes; and Murphy, yes. Executive session was adjourned at 8:40 pm.

There being no further business to come before the meeting, Chairman Gustafson adjourned the meeting.

Approved: _____ Attest: _____
Todd Gustafson, Chairman Rhonda Fort, Secretary