

MINUTES OF A REGULAR MEETING OF THE BOARD OF DIRECTORS
OF THE MEHLVILLE FIRE PROTECTION DISTRICT OF
ST. LOUIS COUNTY, MISSOURI, ON THE
3RD DAY OF NOVEMBER, 2021

The Board of Directors of the Mehlville Fire Protection District of St. Louis County, Missouri, met at the Mehlville Conference Room, 11020 Mueller Road, St. Louis County, Missouri, on the 3rd day of November, 2021.

Present at the meeting were:

Aaron Hilmer, Chairman and Director of the Board;

Bonnie C. Stegman, Treasurer and Director of the Board;

Edmond Ryan, Secretary and Director of the Board; and

Brian Hendricks, Fire Chief of the Mehlville Fire Protection District.

Dr. Stegman called the meeting to order at 6:00 p.m. and announced the Board to be in session for the transaction of business.

Chief Hendricks amended the agenda to include purchase of Zoll monitors and proposed changes to the Employee Manual of Policies & Procedures (EMoPP).

Dr. Stegman made a motion to pay the bills of October 27 and November 3, 2021. Mr. Ryan seconded the motion and it was unanimously approved.

Dean Eggerding from USI presented information on the 2022 health insurance renewal. The initial renewal came in at a 21% increase primarily due to larger claim activity. United Healthcare has a program where they will give a premium credit to help offset the increase. The \$84,300 credit would be paid in December of the current year. The premium would increase 18% in subsequent years. UHC also proposed an option that would increase some non-network benefits and out-of-pocket maximum to \$6,250 with the same deductible. A second option would be a network adjustment that

expensive providers, in particular BJC. The third option would increase the deductible, and the remainder could be made up by the HRA as the District did in 2021. Other carriers are not interested in bidding due to the health of the group. Regarding dental and vision, UHC provides a 2% discount to remain with them, so the bids provided by other vendors are at best a wash. Life and disability is under a rate guarantee, so no change is recommended. Dr. Stegman made a motion to approve the health insurance renewal revision that includes the premium holiday, and dental and vision insurance renewals, with United Healthcare. Mr. Ryan seconded the motion and it was unanimously approved.

Chief Financial Officer Brian Bond said that the 2021 HRA, which was estimated to cost the District \$108,000, has cost \$44,000 year to date.

CFO Bond said that in response to employees utilizing six months of sick leave without the intention of returning to work, one of the reforms MFPD made in May of 2018 was to reduce the maximum allowable sick leave for 24-hour personnel from six months down to three months. The LTD policy was also modified to kick in at three months rather than seven months. Employees raised a concern that under the previous model, they would get their 100% gross wages, yielding 68-75% of that on a net basis, while the LTD is 60% non-taxable. To respond to that concern, a benefit was added to the EMoPP stating: "Since the LTD insurance policy pays only a percentage of the employee's wages, the District will pay supplemental earnings of 20% of the employee's wages as taxable earnings for applicable time off during months four through six that coincide with the LTD carrier paying benefits to the employee." The spirit of the change was to keep the employee's level of income the same during months four through six

while on an LTD claim, anticipating that the 20% of supplemental pay after taxes would approximate the 8%-15% difference in their previous level of earnings. Subsequent to those changes, the District learned that a payment from the District to the employee would be considered an "offset" and reduce the amount that the employee received from LTD. The District is obligated to disclose the additional earnings to the LTD carrier, and the carrier has the right to audit the District's payroll. The LTD carrier would expect to be paid the calculated overage. Dean Eggerding reached out to the carrier to see if they would approve an amendment that would allow the 20% supplemental payments to the employee during months four through six without it counting as an offset. The carrier prepared an amendment that will allow the claimant to receive partial pay while remaining eligible for full LTD benefit payments. The amendment will increase costs by approximately \$161 per month. Alternative solutions would be to clarify the policy to defer the 20% taxable earnings until after the employee returns to work or eliminating the supplemental pay policy. Dr. Stegman made a motion to approve the amendment to the Standard LTD policy. Mr. Ryan seconded the motion and it was unanimously approved.

Fire Marshal Ed Berkel presented two fire hydrant resolutions for two pieces of the overall package of the redevelopment of the MetLife property. Dr. Stegman made a motion to approve a fire hydrant resolution for 3 fire hydrants in The Villas at Tesson Ridge, a new residential development located in the 13000 block of Tesson Ferry Road, and a fire hydrant resolution for 11 fire hydrants at The Manor at Tesson Ridge, a new residential development located in the 13000 block of Tesson Ferry Road. Mr. Ryan seconded the motion and it was unanimously approved.

CFO Bond discussed converting the District's phone lines from POTS (plain old telephone service) lines to a voiceover IP system which utilizes the internet to take analog and convert it to digital, allowing for people to use the phone over the internet. CFO Bond and Maintenance Supervisor David Hentrich have been working with Tech Electronics to get a proposal. The proposal has nothing to do with the 911 system and only includes the engine house and administration office phones. If the internet goes down, there will be an interruption in service during that time. The switch would save the District over \$50,000 per year. Legal Counsel Matt Hoffman reviewed the contract. He pointed out that the agreement is a 3-year term with automatic renewal unless 60 day notice is provided, early termination will result in monthly fee still due for the remainder of the term, there is no guarantee of error-free service, and the District would waive right to a fair trial. Other provisions of the contract are fairly standard. Dr. Stegman made a motion to approve the quote from Tech Electronics for the conversion to voiceover internet phones. Mr. Ryan seconded the motion and it was unanimously approved.

Chief Hendricks said the District would like to purchase 10 new state-of-the-art 12-lead Zoll monitors and move the monitors currently on ambulances to the pumpers resulting in 12-lead monitors on all first line equipment in the District. He is bringing this to the Board now because lead time for delivery will be up to 90 days. The cost would be \$440,049, including the warranty and maintenance policy for all the new and transitioned equipment. Zoll said they would do a purchase plan for five years at 0% interest. Assistant Chief for EMS Todd Besancenez discussed the significant advantages of the new monitors. Dr. Stegman said that getting monitors on the pumpers has been a long-term goal to provide diagnostic capability when an ambulance isn't available. Chief

Hendricks said that Matt Hoffman had reviewed the contracts for the purchase and warranties. Dr. Stegman made a motion to accept the quote for 10 new Zoll monitors and the maintenance agreement. Mr. Ryan seconded the motion and it was unanimously approved.

Chief Hendricks presented a proposed change to the EMoPP. It is a procedural change that would allow the employees to break one of their final vacation picks into one-day blocks after everyone has picked.

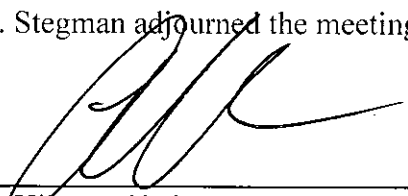
Dr. Stegman made a motion that a closed meeting be held for the purpose of discussing legal matters immediately following the adjournment of the regular meeting. Dr. Stegman, as part of said motion, moved that said closed meeting not be open to members of the general public under the provisions of Chapter 610 of the Missouri Revised Statutes, commonly referred to as the Sunshine Act. The motion was seconded by Mr. Ryan. A roll call vote on said motion was taken.

Director Hilmer yea.

Director Stegman yea.

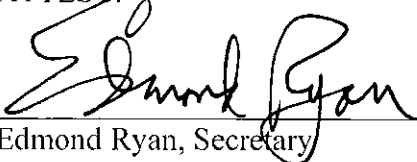
Director Ryan yea.

There being no further business, Dr. Stegman adjourned the meeting at 6:40 p.m.



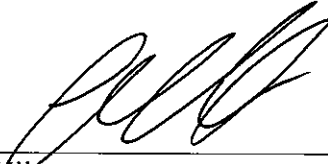
Aaron Hilmer, Chairman

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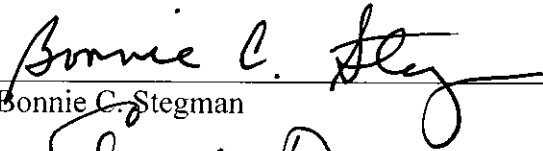


Edmond Ryan, Secretary

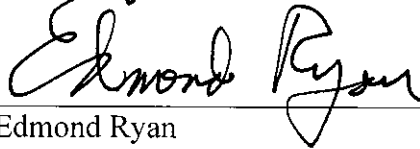
The undersigned, being all members of the Board of Directors of the Mehlville Fire Protection District, have affixed their names thereto in evidence of their consent to the meeting at the time and place indicated, and in evidence of their approval of the actions taken at the said meeting.



Aaron Gilmer



Bonnie C. Stegman



Edmond Ryan