

MINUTES OF A REGULAR MEETING OF THE BOARD OF DIRECTORS  
OF THE MEHLVILLE FIRE PROTECTION DISTRICT OF  
ST. LOUIS COUNTY, MISSOURI, ON THE  
5TH DAY OF DECEMBER, 2018

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 5th day of December, 2018.

Present at the meeting were:

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.

Aaron Hilmer, Chairman and Director of the Board, was absent.

Dr. Stegman called the meeting to order at 5:00 p.m. and announced the Board to be in session for the transaction of business.

Dr. Stegman made a motion to pay the bills of December 5, 2018. Mr. Ryan seconded the motion and it was unanimously approved.

Dr. Stegman made a motion to approve 2019 tuition reimbursement proposals for Private Brian Gebert, Private Adam Hagar, Private David Wideman, and Captain Roland Therina. Mr. Ryan seconded the motion and it was unanimously approved.

Dr. Stegman addressed union proposals for changes to the Employee Manual of Policies and Procedures (EMoPP). The first proposal for a personal day has been potentially addressed by proposed changes to the EMoPP, and Dr. Stegman asked union representative Captain Ty Cardona to review the proposed changes and come back to the Board meeting with any concerns.

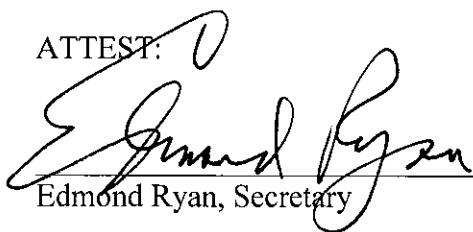
Chief Hendricks presented proposed changes to the Employee Manual of Policies and Procedures (EMoPP). The addition of a personal day is designed to help employees address last-minute personal issues that may require them to not report to work. The personal day cannot be used on double-time days, or the days before or after. If unused, the District will compensate the employee \$400 for perfect attendance and not using the personal day. Personal days will not roll over. Additional EMoPP changes have been recommended to the attendance bonus and family medical leave.

Dr. Stegman addressed the second union proposal for an increase in the defined contribution rate. She said that cannot be done while the District is working to fund the current pension. The third proposal to leave the 2.9% in the budget is accepted.

Chief Hendricks suggested that union proposals, particularly those that impact the next year's budget, be presented by June 30 of the current year.

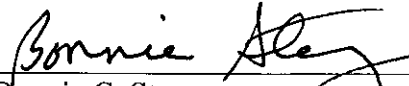
There being no further business, Dr. Stegman adjourned the meeting at 5:10 p.m.

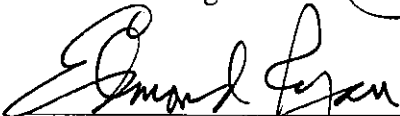
  
\_\_\_\_\_  
Bonnie Stegman, Treasurer

ATTEST:  
  
\_\_\_\_\_  
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.

  
\_\_\_\_\_  
Bonnie C. Stegman

  
\_\_\_\_\_  
Edmond Ryan