

MINUTES OF A REGULAR MEETING OF THE BOARD OF DIRECTORS
OF THE MEHLVILLE FIRE PROTECTION DISTRICT OF
ST. LOUIS COUNTY, MISSOURI, ON THE
8TH DAY OF SEPTEMBER, 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 8th day of September, 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 5:00 p.m. and announced the Board to be in session for the transaction of business.

Mr. Ryan made a motion to approve the Board meeting minutes of August 11 and 25, 2021. Dr. Stegman seconded the motion and it was unanimously approved.

Dr. Stegman made a motion to pay the bills of September 1 and 8, 2021. Mr. Ryan seconded the motion and it was unanimously approved.

Dr. Stegman commented on the upcoming 20th anniversary of 9/11. She expressed gratitude for the sacrifice of the first responders, including the District's previous medical director Dr. Bosche, who recently passed away due to 9/11 associated exposures.

Captain Ty Cardona presented a list of non-monetary changes in which employees have expressed interest, including switching to the Kelly schedule, reviewing mandatory overtime policy, and some uniform code changes.

Chief Hendricks introduced a variety of proposed changes to the Employee Manual of Policies and Procedures (EMoPP). One change would add a practical test for the position of Engineer. Proposed changes to the vacation pick process would reduce blocks on the pick list from five columns to four columns with the benefit of reducing unscheduled overtime. Another change would provide pro-rated vacation days for new employees in the first year and would accelerate the rate at which more vacation days are earned. Changes to overtime would allow Critical Care Paramedics to fill available overtime ambulance shifts.

Chief Financial Officer Brian Bond said that the District's deferred compensation plan was effective in 1989. When the plan was transferred to AUL OneAmerica, the District completed an Adoption Agreement to select parts of the plan. At the time, the Adoption Agreement was completed in a way that restricted employees to pre-tax deferrals. With a Roth option, an employee would be able to contribute after-tax dollars, which would grow tax-free and would be available tax-free in retirement. Other than a minor administrative fee, there would be no ongoing cost to the District. Dr. Stegman made a motion to amend the deferred compensation document to add the option of Roth elected deferrals. Mr. Ryan seconded the motion and it was unanimously approved.

Mr. Bond said that a Board meeting would need to be added in September to discuss the tax rates. The Board settled on September 29 at 2:30 p.m.

Dr. Stegman made a motion that a closed meeting be held for the purpose of discussing personnel and 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

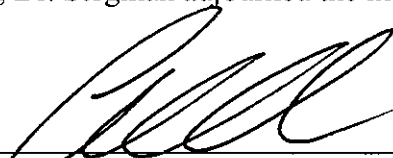
Missouri Revised Statutes, commonly referred to as the Sunshine Act. The motion was seconded by Mr. Ryan. A roll call vote on said motion was taken.

Director Hilmer yea.

Director Stegman yea.

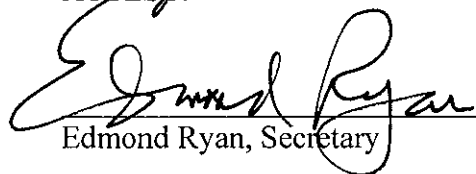
Director Ryan yea.

There being no further business, Dr. Stegman adjourned the meeting at 5:25 p.m.




Aaron Hilmer, Chairman

ATTEST:

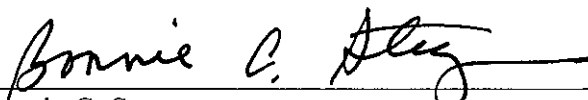


Edmond Ryan, Secretary

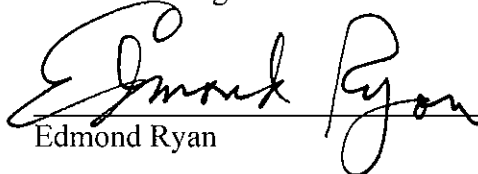
The undersigned, being all members of the Board of Directors of the Mehlville Fire Protection District, have affixed their names thereto in evidence of their consent to the meeting at the time and place indicated, and in evidence of their approval of the actions taken at the said meeting.



Aaron Hilmer



Bonnie C. Stegman



Edmond Ryan