

MINUTES OF AN OPEN MEETING OF THE BOARD OF
DIRECTORS OF THE MONARCH FIRE PROTECTION
DISTRICT OF ST. LOUIS COUNTY, MISSOURI, HELD ON
WEDNESDAY, DECEMBER 20, 2017

VIRGINIA L. LONG

Court Reporting Services

314.603.2287

E-mail: vlong38@yahoo.com

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WEDNESDAY, DECEMBER 20, 2017

Chesterfield, Missouri

December 20, 2017

BE IT REMEMBERED, that the Board of Directors of the Monarch Fire Protection District of Saint Louis County, Chesterfield, Missouri, met at the Administration Building, of said District, 13725 Olive Boulevard, in the City of Chesterfield, County of Saint Louis, on Wednesday, December 20, 2017 at 7:00 P.M. in an Open Board Meeting. At the above time and place the following Officers and Directors were in attendance.

Rick Gans - President/Chairman and Director
Jean Millner - Secretary and Director
Robin Harris - Treasurer and Director

Also present: Acting Chief Cary Spiegel
 Deputy Chief Les Crews
 Atty. Matt Hoffman

A quorum being present, Director Gans called the meeting to order and announced the Board of Directors meeting to be in session for the transaction of any and all business to be

brought before it at this time.

1 P R O C E E D I N G S

2 7:01 P.M.

3 DIRECTOR GANS: All right. I call
4 to order the Open Meeting of the Monarch Fire
5 Protection District Board of Directors.

6 Would you please rise and join me in
7 the Pledge of Allegiance?

8 (Whereupon, all persons joined in reciting
9 the Pledge of Allegiance, after which time, the
10 following proceedings were had.)

11 DIRECTOR GANS: Approval of Agenda.
12 Are there any additions, or changes
13 to our Agenda?

14 DIRECTOR MILLNER: I have none.

15 DIRECTOR HARRIS: I have none.

16 DIRECTOR GANS: I have none, either.

17 ACTING CHIEF SPIEGEL: None for me,
18 sir.

19 DIRECTOR GANS: Les?

20 DEPUTY CHIEF CREWS: I have none.

21 DIRECTOR GANS: Next, any Citizen
22 Comments?

23 (No response.)

1 DIRECTOR GANS: Hearing none; the
2 tentative Agenda, for this meeting, calls for a
3 Closed session to be held.

4 And, it's the Board's intention to
5 hold a 20 minutes, or less, Closed session, now,
6 and then come back into Open session for the rest
7 of the Meeting.

8 This is not our standard format, but
9 this is a format we will be using tonight.

10 Those who are in attendance, who
11 won't be attending the Closed Meeting, you are
12 welcome to the break room, if you'd like, where
13 there's some refreshments and places to sit.

14 With that, at this time, I will make
15 a motion to go into Closed session, pursuant to
16 Missouri Revised Statute 610.021, One, Legal
17 Actions and Advise; Three, Personnel Matters;
18 Nine, Employee Groups; Thirteen, Personnel
19 Records.

20 Do I hear a second?

21 DIRECTOR HARRIS: Second.

22 DIRECTOR GANS: Discussion?

23 (No response.)

24 DIRECTOR GANS: All in favor?

25 DIRECTOR MILLNER: Aye.

1 DIRECTOR HARRIS: Aye.

2 DIRECTOR GANS: Aye.

3

4 Motion passes three to nothing.

5 We are off the record and in recess.

6 (Whereupon, at 7:03 P.M. the Board entered
7 into a Closed Meeting and returned to the Open
8 Meeting at 7:24 P.M.)

9 DIRECTOR GANS: Call back to order,
10 the Open Meeting of the Monarch Fire Protection
11 District Board of Directors.

12 A Closed Meeting was held. No votes
13 were taken.

14 At this time, we are back in Open
15 session.

16 We'll continue with the Agenda with
17 the President's Report.

18 At this time, I will make a motion
19 to hire, promote, Cary Spiegel to the permanent
20 position of Chief of the Monarch Fire Protection
21 District, at the salary of \$150,000.00 a year; to
22 promote/hire Les Crews to the position of
23 Assistant Chief of the Monarch Fire Protection
24 District Board of Directors at a salary of
25 \$132,000.00 a year.

1 This is a -- this will be pursuant
2 to a three year contract commencing on January
3 1st, 2018; ending on December 31st, 2020.

4 Said contract to be negotiated
5 between the parties, which I expect to be similar
6 to the current contract.

7 Do I hear a second?

8 DIRECTOR HARRIS: Second.

9 DIRECTOR GANS: Discussion?

10 (No response.)

11 DIRECTOR GANS: All in favor?

12 DIRECTOR MILLNER: Aye.

13 DIRECTOR HARRIS: Aye.

14 DIRECTOR GANS: Aye.

15 Motion passes three to nothing.

16 Congratulations to our permanent --

17 (Applause)

18 DIRECTOR GANS: -- chief and
19 assistant chief.

20 (Applause)

21 DIRECTOR GANS: So, if you'll please
22 exchange telephones, license plates, --

23 (Laughter.)

24 DIRECTOR GANS: We have 2200 and
25 2201. Life becomes easier from that perspective,

1 at this point.

2 Congratulations.

3 ACTING CHIEF SPIEGEL: Thank you,
4 sir.

5 DEPUTY CHIEF CREWS: Thank you.

6 DIRECTOR GANS: And that concludes
7 the President's Report.

8 On to the Secretary's Report.

9 DIRECTOR MILLNER: Secretary's
10 Report. All right. Let's see.

11 I have the Minutes that need to be
12 approved.

13 Okay. I move for the approval of
14 the Open Meeting Minutes for November 27, 2017
15 and December 6th, 2017.

16 DIRECTOR GANS: I will second the
17 motion.

18 Any discussion?

19 (No response.)

20 DIRECTOR GANS: All in favor?

21 DIRECTOR MILLNER: Aye.

22 DIRECTOR HARRIS: Aye.

23 DIRECTOR GANS: Aye.

24 Motion passes three to nothing.

25 DIRECTOR MILLNER: I move for the

1 approval of the Closed Meeting Minutes for
2 November 27th, 2017 and December 6th, 2017.

3 DIRECTOR GANS: I will second the
4 motion.

5 Any discussion?

6 DIRECTOR MILLNER: No.

7 DIRECTOR GANS: All in favor?

8 DIRECTOR MILLNER: Aye.

9 DIRECTOR GANS: Aye.

10 DIRECTOR GANS: Aye.

11 Motion passes three to nothing.

12 DIRECTOR MILLNER: I have nothing
13 further.

14 DIRECTOR GANS: All right.

15 On to the Treasurer's Report.

16 DIRECTOR GANS: We have disburse-
17 ments in the amount of \$309,175.38 for the
18 period.

19 We have three checks over \$5,000.00.

20 Check number 40537 to United Health
21 Care in the amount of \$188,321.70.

22 Check number 40490 to Central County
23 911 in the amount of \$57,722.51.

24 And check number 40538 to UNUM.

25 That is for life, short term and

1 long term disability insurance, in the amount of
2 \$6,037.38.

3 Are there any questions?

4 DIRECTOR MILLNER: I have no
5 questions.

6 DIRECTOR GANS: I only actually had
7 one question.

8 I submitted it, as I usually do, to
9 the chief and to Michelle and they responded to
10 the question.

11 It's in the public record.

12 And, I guess, then, I got a copy of
13 the Quill invoice, which has our paper towels of
14 the month.

15 (General chuckles.)

16 DIRECTOR GANS: So, I'm good.

17 (General chuckles.)

18 DIRECTOR GANS: And, aside from
19 those questions that were asked and answered on-
20 line, I have no questions.

21 In reviewing these disbursements,
22 they appear to be reasonable and necessary in the
23 conduct of the District's business.

24 Chief Spiegel, were these checks
25 prepared per your recommendation?

1 ACTING CHIEF SPIEGEL: Yes, they
2 were.

3 DIRECTOR HARRIS: Do they violate
4 any state bidding statutes, or constitute
5 installment payments?

6 ACTING CHIEF SPIEGEL: None that I'm
7 aware of.

8 DIRECTOR HARRIS: I make a motion
9 that we accept the disbursements as prepared.

10 DIRECTOR GANS: I will second the
11 motion.

12 Any further discussion?

13 DIRECTOR MILLNER: No.

14 DIRECTOR GANS: All in favor?

15 DIRECTOR MILLNER: Aye.

16 DIRECTOR HARRIS: Aye.

17 DIRECTOR GANS: Aye.

18 Motion passes.

19 Anything else?

20 DIRECTOR HARRIS: I do have just one
21 quick comment, referencing military history.

22 In 167 B.C., (sic) the Maccabees
23 began an uprising against the Syrians and over a
24 span of roughly seven years to about 160 B.C.,
25 (sic) they fought for the release of the Jewish

1 people.

2 I can't really even say nation, I
3 don't think, appropriately.

4 And were successful and, actually,
5 today marks the -- at sunset, would've been the
6 end of Hanako, which celebrates that victory and
7 recovery of the temple.

8 And that concludes the Treasurer's
9 Report.

10 DIRECTOR GANS: Thank you.

11 Sorry.

12 (Referring to a cough.)

13 DIRECTOR GANS: On to the Chief's
14 Report. Cary?

15 ACTING CHIEF SPIEGEL: Yes, sir.

16 Item A. Michelle is prepared to
17 address the November financial's in your packet.

18 MS. DEPEW: Red page 13 are the
19 November financial's, if you have any questions.

20 DIRECTOR GANS: He's putting that up
21 on the screen.

22 There we go.

23 Well, I guess we're at the end of
24 the year. We're in good shape, where we need to
25 be.

1 DIRECTOR MILLNER: Yes.

2 DIRECTOR GANS: We have, hopefully,
3 a lot of revenue coming in, in December, which
4 we're expecting that will make our revenue
5 projection.

6 I do note that there are a few items
7 that are over budget that will need to be revised
8 in a budget amendment.

9 When are we going to do that?

10 MS. DEPEW: Probably, in February,
11 because our January and February revenue deposits
12 go back to the December financial's.

13 DIRECTOR GANS: All right.

14 MS. DEPEW: Yes. So --

15 DIRECTOR GANS: I --

16 MS. DEPEW: -- once that's our
17 complete, we will complete December for those
18 revenue numbers and issue financial (one word not
19 clear).

20 DIRECTOR GANS: Okay. So the -- the
21 couple of items that are over either items, we'll
22 discuss at the time that we switch leases to
23 purchases and paid off leases, thus creating an
24 overage from the original intended budget.

25 So, I -- I guess I comment, good

1 work. We have eight percent left in about eight
2 percent of the year.

3 MS. DEPEW: Correct.

4 DIRECTOR GANS: So, we should come
5 in okay.

6 Next?

7 DIRECTOR HARRIS: I have no
8 questions.

9 DIRECTOR MILLNER: I have none.

10 ACTING CHIEF SPIEGEL: Item B is, I
11 have the 2223. The original plan was to have it
12 delivered up here for your review.

13 I've delayed that so that Chief
14 Schmitt could be here. He's in charge of the
15 Apparatus Committee.

16 Just, you'll note that we've taken
17 delivery. It's at the maintenance building.
18 Crews are becoming familiar with it already and
19 the drive, according to Chief Schmitt and our --
20 and our maintenance, Chris Hammer, it drove
21 excellently from Minnesota.

22 So, they're very pleased with it.

23 DIRECTOR GANS: And this is a tanker
24 with a separate tractor pulling it?

25 ACTING CHIEF SPIEGEL: No, it's a

1 single chassis, but it's -- it's a 3,000 gallon.

2 DIRECTOR GANS: Oh, that's right.

3 ACTING CHIEF SPIEGEL: It has a
4 pump.

5 DIRECTOR GANS: That -- that's going
6 --

7 ACTING CHIEF SPIEGEL: It's going to
8 House Two.

9 DIRECTOR GANS: Okay. What color is
10 it?

11 (General laughter.)

12 DEPUTY CHIEF CREWS: Your favorite
13 color, Rick.

14 DIRECTOR MILLNER: Yellow?

15 A VOICE: It's all red.

16 DIRECTOR MILLNER: Yellow.

17 DIRECTOR GANS: All right. I'm
18 going to really address that on your next item.

19 (General chuckles.)

20 ACTING CHIEF SPIEGEL: Well, my next
21 item is Chief Harper is prepared to request a --
22 a proposal for the ambulance we budgeted for
23 2018.

24 DEPUTY CHIEF HARPER: Nick Harper,
25 Deputy Chief, EMS.

1 What I have in my hand is a complete
2 bid ready to go out for RFP and I ask your
3 permission.

4 Do you want to mark it up with red?

5 We ask permission to go out to RFP
6 for an ambulance, 2018, starting the 20 -- it
7 will go in the paper the 22nd and the 26th they can
8 pick it up, pick the bids up here and be -- I'm
9 sorry, December 26th, 2017 and --

10 DIRECTOR GANS: I'm going to ask you
11 to back up again, --

12 DEPUTY CHIEF HARPER: Sure.

13 DIRECTOR GANS: -- because I need
14 to be ready.

15 So, start again with the dates.

16 MS. DEPEW: December 26th is when
17 they'll be available.

18 DIRECTOR GANS: All right.

19 DEPUTY CHIEF HARPER: Is when
20 they'll be available.

21 DIRECTOR GANS: Okay.

22 DEPUTY CHIEF HARPER: And then
23 January --

24 DIRECTOR GANS: Due?

25 DEPUTY CHIEF HARPER: Go ahead.

1 DIRECTOR GANS: Due on?
2 DEPUTY CHIEF HARPER: January 26th,
3 --
4 DIRECTOR GANS: All right.
5 DEPUTY CHIEF HARPER: -- at four
6 p.m.
7 DIRECTOR GANS: Okay. All right.
8 Is the spec color all red? Is it
9 the color scheme we've been using?
10 DEPUTY CHIEF HARPER: Clarify. In
11 the past, or --
12 DIRECTOR GANS: Is it the color
13 scheme of the last two ambulances we've bought?
14 DEPUTY CHIEF HARPER: Yes.
15 DIRECTOR GANS: Okay.
16 DIRECTOR HARRIS: Second.
17 (General laughter.)
18 DIRECTOR MILLNER: All in favor?
19 Aye.
20 DIRECTOR GANS: We've -- we've joked
21 -- we have joked about this. We've made fun of
22 it, but, I believe the Board is unanimous.
23 I know there's a truck committee.
24 I know there's a process.
25 And it seems almost a little petty.

1 However, these trucks are the face of the
2 District.

3 And they changed colors a few years
4 ago to the surprise of the Board, I believe, and
5 I think, also, the dismay of the Board.

6 I see them on the road. I think
7 that the color scheme is such a dark red, with
8 the wording in such a -- it's black, that you
9 can't -- I -- I know they're our ambulances,
10 'cause they're the only ones that look like that.

11 I think they're hard -- I saw one
12 yesterday, when I was driving. It was -- and --
13 and I -- I don't think it identifies us well
14 enough.

15 But, I also just don't like the
16 color scheme.

17 DIRECTOR MILLNER: Well, for me,
18 it's not about not liking it. For me, it's about
19 the fact it doesn't say "Monarch."

20 I don't know what it says. It just
21 is --

22 DIRECTOR HARRIS: Well, that's why
23 he doesn't like it.

24 DIRECTOR MILLNER: It's just all
25 blended. The red and the black just like come

1 together and I can't read "Monarch" at all.

2 DIRECTOR HARRIS: In bright
3 sunlight, on a showroom floor, I'm sure it looked
4 phenomenal.

5 But, in the field, I do think -- and
6 -- and it's not that we will ever go back and
7 modify what we currently have, but moving
8 forward, I do think we need to come up with a
9 better paint scheme.

10 DEPUTY CHIEF HARPER: I will -- I
11 will change the bid spec to --

12 DIRECTOR GANS: May -- may we hear
13 from Brent for a second, please?

14 DEPUTY CHIEF HARPER: Certainly.

15 CAPTAIN COLEMAN: Brent Coleman,
16 Shop Steward.

17 So, just speaking on, in defense of
18 Nick and the -- the committee process, --

19 DIRECTOR HARRIS: Not -- not to be
20 funny, here, you're speaking as Captain Coleman?

21 CAPTAIN COLEMAN: I'm speaking as
22 the shop steward, --

23 DIRECTOR HARRIS: Okay.

24 CAPTAIN COLEMAN: -- but, --

25 DIRECTOR HARRIS: No, that -- that's

1 what I wanted to -- to verify.

2 CAPTAIN COLEMAN: So, -- so we do
3 have a -- a committee.

4 It's an advisory committee, so the
5 -- the Board is, of course, free to -- to make
6 the ultimate decisions that they want.

7 But, I can -- I can tell you that
8 the members, by and large, have been the -- the
9 response to the -- to the change that they have
10 specked out has been -- has been -- has been very
11 positive.

12 The -- the members like the more
13 "utilitary" -- and I think maybe that's a good
14 way to describe it. I think we -- we -- they're
15 a little bit more utilitarian.

16 And the -- in -- in appearance
17 they're a little less -- there -- there's --
18 there's less -- less frills to -- so, I think a
19 little guys would like that look.

20 A lot of us, that our background is
21 more of a -- from a -- from that -- from that
22 place.

23 I can tell you that I think that I
24 think that they look exceptional.

25 I was -- when I -- when I first saw

1 the last two purchased, I was very, very
2 impressed and I know that they -- that some of
3 the -- the movement in some -- even in some of
4 the schemes for some of the engines have been
5 similar.

6 I think that -- I think that our
7 trucks look, right now, among the best in the
8 region.

9 That's -- that's my personal opinion
10 and I -- I'm proud of what the committees have
11 done to this point.

12 DIRECTOR GANS: All right. What if,
13 rather than going back to the old scheme, which
14 is a red and white truck, --

15 CAPTAIN COLEMAN: Hm-hm.

16 DIRECTOR GANS: -- what if we
17 modified the lettering, the logo's to be more
18 visible?

19 And I -- I mean, I have to tell you,
20 I see that involving --

21 CAPTAIN COLEMAN: Yeah.

22 DIRECTOR GANS: -- white --

23 CAPTAIN COLEMAN: Sure.

24 DIRECTOR GANS: -- and/or gold leaf
25 to make it more readable, more visible.

1 Is that gonna -- is that gonna cause
2 -- I'll ask you to speak for the shop.

3 Is that gonna cause you to say --

4 CAPTAIN COLEMAN: Sure.

5 DIRECTOR GANS: -- to say you might
6 as well go all the way back, or, --

7 CAPTAIN COLEMAN: No. I can tell
8 you this. If -- if the Board has specific
9 concerns about what the -- the -- the bid spec's
10 are and you -- you present them to the committee,
11 they'll -- they'll review them.

12 And if you have specific requests,
13 they'll absolutely take those in -- into
14 consideration.

15 But, I think it would be -- it would
16 be -- it'd be excellent if -- if the committee
17 was able to present you an -- ultimately present
18 you with a bid spec that was what you -- you
19 know, if -- if it was a place that you were
20 comfortable, rather than simple, rather than
21 simply overturning and saying, "We're gonna ride
22 -- we're gonna ride over this -- this particular
23 section of the bid spec" to a -- to a place where
24 they're -- if there's a -- if there's something
25 that causes you discomfort, they can say, "Well,

1 let's look for some alternatives that -- that
2 address those concerns," while still creating a
3 truck that is -- that is -- that -- that causes
4 the guys to -- to think this is a -- this is a
5 sharp looking truck. So.

6 DIRECTOR GANS: So, I'm going to
7 turn this around and ask that you and Nick come
8 back to us with something that responds to our
9 unhappiness with the color.

10 I -- I have to tell you, and if --
11 if you look in the Minutes, you may remember when
12 I first came on the Board, or, early, --

13 CAPTAIN COLEMAN: I do remember.

14 DIRECTOR GANS: -- I said, "Why
15 can't our's look like Ladue and Brentwood with
16 the black and red?"

17 CAPTAIN COLEMAN: I don't like
18 Ladue and Brentwood.

19 (General laughter.)

20 DIRECTOR GANS: And the answer was,
21 "Because we away --

22 CAPTAIN COLEMAN: Yeah.

23 DIRECTOR GANS: -- from the yellow
24 back to the red and white and we're not --" you
25 know, and I -- the rest of the Board Members

1 didn't agree and I was the new guy and that was
2 that.

3 CAPTAIN COLEMAN: Do you think that
4 you could -- that you could send me and Nick,
5 together, a -- maybe a summary of -- of your
6 concerns and -- and maybe your -- your thoughts,
7 that we could --

8 DIRECTOR GANS: One sec.

9 CAPTAIN COLEMAN: -- address with
10 the committee?

11 DIRECTOR HARRIS: I -- I -- I had a
12 quick question. You said, when you renew, you're
13 concerned about the color scheme? Were they
14 horse-drawn?

15 (General laughter.)

16 DIRECTOR HARRIS: Sorry. I had to
17 say that.

18 CAPTAIN COLEMAN: Several of us in
19 the -- in the room here, worked here, or nearly
20 worked --

21 ACTING CHIEF SPIEGEL: Because I was
22 here when --

23 CAPTAIN COLEMAN: -- but you're --
24 you're casting a wide net here.

25 ACTING CHIEF SPIEGEL: And they were

1 horse-drawn.

2 (General laughter.)

3 DIRECTOR GANS: Yeah. And you're
4 not really like ten days younger than me. So.

5 DIRECTOR MILLNER: I mean, I think
6 what we're looking for is just a little more
7 contrast.

8 DIRECTOR GANS: Yes. Well, is that
9 -- I mean, I could turn to them and ask. I
10 would've been fine if we'd never changed it.

11 So, now the question is, will we --
12 would we be fine if we kept the same colors but
13 just made the logo's and --

14 DIRECTOR MILLNER: Right.

15 DIRECTOR GANS: -- and wording more
16 visible, so --

17 DIRECTOR MILLNER: Right.

18 DIRECTOR GANS: -- you could see
19 whose ambulance it is?

20 DIRECTOR HARRIS: I was going to
21 say, --

22 DIRECTOR MILLNER: Yes.

23 DIRECTOR HARRIS: -- may --

24 DIRECTOR MILLNER: I think that's
25 a fair compromise.

1 DIRECTOR HARRIS: -- maybe we can
2 get some, you know, if somebody has the
3 technology to present us with pictures of what it
4 would look like.

5 Because, as probably everyone in
6 this room is aware, tactical is a -- a very
7 attractive scheme for many things.

8 I was U.S. Navy for a very long time
9 and in the reserves and we saw multiple changes
10 in the tactical paint schemes.

11 This looks tactical to me.

12 When it pulls up, I'm not sure if
13 it's a SWAT team, --

14 DIRECTOR MILLNER: Right.

15 DIRECTOR HARRIS: -- or an
16 ambulance.

17 And if it was a SWAT team, this
18 would be a great color, although they go with all
19 black. I know.

20 But, you know, it's just -- I think
21 we need something so you don't -- when you see
22 it, it's -- you don't have to look hard to figure
23 out what it is and who it is.

24 CAPTAIN COLEMAN: I don't think the
25 committee will -- will object to taking that on.

1 If you can -- if you can be just even someone
2 specific on what you're -- you're concerns are,
3 --

4 DIRECTOR GANS: I think I was. I
5 think I was. I'm not going to --

6 CAPTAIN COLEMAN: Maybe a --

7 DIRECTOR GANS: -- get more
8 specific. We're -- number one, more visible.

9 Number two, consider whites and
10 golds --

11 CAPTAIN COLEMAN: Okay.

12 DIRECTOR GANS: -- and take it from
13 there.

14 CAPTAIN COLEMAN: Okay.

15 DIRECTOR MILLNER: And I --

16 DIRECTOR GANS: I don't --

17 DIRECTOR MILLNER: -- think just --

18 DIRECTOR GANS: I also don't think
19 this is gonna stop us from going out to bid.

20 DIRECTOR MILLNER: Right.

21 ACTING CHIEF SPIEGEL: We can make
22 the graphics an option, too, for the bidders to
23 offer their options and graphics.

24 DEPUTY CHIEF HARPER: That's what I
25 was going to offer when I asked Brent to step

1 back.

2 There's a -- there's actually a --
3 a scheme, a graphic scheme that will outline all
4 of the black "Monarch" if Monarch EMS with gold,
5 or white.

6 We can -- we can ask for either one.

7 And that would -- that would --

8 DIRECTOR GANS: We may ask for white
9 with gold, just so you know.

10 DEPUTY CHIEF HARPER: With gold
11 lettering?

12 DIRECTOR GANS: We may ask for white
13 with gold. We want it -- and I'm not saying we
14 do. We don't want yellow, I don't think.

15 DIRECTOR MILLNER: No.

16 DIRECTOR GANS: We don't want it,
17 you know, or you want yellow or not?

18 Anyway, we -- we -- I would want you
19 all to come to us with, "How about this, this, or
20 this?"

21 And -- and you've heard --

22 CAPTAIN COLEMAN: We can actually
23 present several options.

24 DIRECTOR GANS: And we're pretty
25 unanimous.

1 You -- you've heard us raving
2 against this new color scheme enough to know how
3 we feel.

4 And then I would hate to say this,
5 once we settle on it, we'll want to turn around
6 and get a price to redo -- redo what we already
7 have.

8 Because the problem that we now have
9 two trucks with it, --

10 CAPTAIN COLEMAN: Hm-hm.

11 DIRECTOR GANS: -- and this will be
12 a third ambulance --

13 CAPTAIN COLEMAN: Two trucks.

14 DIRECTOR GANS: -- with it?

15 ACTING CHIEF SPIEGEL: That's
16 correct.

17 DIRECTOR GANS: So, --

18 DIRECTOR HARRIS: Well, the one
19 thing is, with the turn-around time on the
20 ambulances, by the time we replace the previous
21 set, it'll be time to start over and we could, I
22 think, well, the red and the black could go the
23 way, with -- without having to repaint.

24 It wouldn't take -- and it's five
25 years. You'll still be here.

1 DIRECTOR GANS: Yes.

2 DEPUTY CHIEF HARPER: Let me offer
3 this. The graphics, we can tweet the graphics
4 all the way until the -- the week of delivery.

5 So, that's not an issue.

6 And with the new technology of the
7 three-M graphics applique's that's specific to
8 fire and EMS and police officers, so that they
9 have visibility at night.

10 And the gold and black and the
11 tactical, it doesn't really make any difference.

12 It doesn't have -- is of no
13 consequence.

14 But, we can -- we can change, very
15 reasonably, as opposed to the old gold letter
16 leaf was very expensive.

17 These -- this, the graphics for the
18 current 2257 were less than \$2,000.00.

19 DIRECTOR GANS: Okay.

20 DEPUTY CHIEF HARPER: So, --

21 DIRECTOR GANS: Well, let's cross
22 that bridge --

23 DEPUTY CHIEF HARPER: -- this not
24 a --

25 ACTING CHIEF SPIEGEL: Just have the

1 committee to come up with the options for the
2 Board to consider --

3 DEPUTY CHIEF HARPER: Absolutely.

4 ACTING CHIEF SPIEGEL: -- for a
5 graphic scheme that everybody is happy with.

6 DEPUTY CHIEF HARPER: I'll have --
7 I'll have 'em at the -- I'll have all of the
8 options at the next Open Meeting.

9 DIRECTOR GANS: All right. What are
10 we replacing?

11 DEPUTY CHIEF HARPER: Either 2217 or
12 2237. Mechanic Hammer will make that
13 determination, looking at the service miles when
14 the -- this current RFP truck arrives.

15 DIRECTOR GANS: Okay. Thank you.

16 I will make a motion to go out to
17 bid for a 2018 ambulance to replace either 2217
18 or 2237 with the bid spec's available on December
19 26, '17; the bid to be returned the final day of
20 one of January 26th, 2018 at four p.m.

21 Sealed bids to the District and
22 leave open the option for graphs on the vehicle.

23 Do I hear a second?

24 DIRECTOR MILLNER: I'll second.

25 DIRECTOR GANS: Discussion?

1 (No response.)
2 DIRECTOR GANS: all in favor?
3 DIRECTOR MILLNER: Aye.
4 DIRECTOR HARRIS: Aye.
5 DIRECTOR GANS: Aye.
6 Motion passes.
7 DEPUTY CHIEF HARPER: Thank you very
8 much.
9 DIRECTOR GANS: Hm-hm.
10 ACTING CHIEF SPIEGEL: Item D is
11 regarding our Work Comp premium and Mike
12 Hennessey is here to give us the options that
13 were presented in the process.
14 DIRECTOR GANS: Did you bring us
15 handout's?
16 MISTER HENNESSEY: I did.
17 DIRECTOR GANS: Okay. I still have
18 my email.
19 DIRECTOR HARRIS: Do they have black
20 and red, or --
21 MISTER HENNESSEY: I will address
22 that.
23 DIRECTOR HARRIS: Good.
24 (General chuckles.)
25 DIRECTOR GANS: For insurance

1 purposes, we have to go back to the old
2 "tellers."

3 DIRECTOR GANS: No, I'm only
4 kiddin'.

5 MISTER HENNESSEY: You'll get what-
6 ever color you want to go with --

7 DIRECTOR HARRIS: Mine has blue and
8 gold, just like the Navy. Look at that.

9 (Referring to the handout colors.)

10 DIRECTOR MILLNER: Thank you.

11 DIRECTOR GANS: It's a no-brainer.

12 DIRECTOR HARRIS: Oh, I know. I
13 just want to look and I want to go back.

14 What were you doing here?

15 DIRECTOR GANS: Trying to buy the
16 business.

17 DIRECTOR HARRIS: Sorry. We're
18 having a discussion you're going to lead us
19 through, anyway.

20 MISTER HENNESSEY: Mike Hennessey
21 with Smith McGehee.

22 THE REPORTER: Please say it in the
23 microphone for voice identification.

24 MISTER HENNESSEY: Mike Hennessey
25 with Smith McGee.

1 THE REPORTER: Thank you.

2 DIRECTOR GANS: You know who he is.

3 MISTER HENNESSEY: And it can come
4 in any color you want.

5 DIRECTOR GANS: Thank you.

6 MISTER HENNESSEY: And as I work
7 at we're talking about, tonight, I'll kind of
8 title this as the beauty of competition.

9 And it was about four years ago,
10 tonight, that I met with the Board and presented
11 Missouri -- Missouri Employers Mutual as an
12 alternative to MOFAD.

13 And, as I think through this, I can
14 remember when we sent all of the insurance
15 information to them.

16 Their underwriter replied back and
17 said, "Don't hold your breath. We declined the
18 year before."

19 So there were very few options prior
20 to 2014.

21 And it was really during the summer
22 of 2013 that the Board made a commitment to
23 corrective changes to try to reduce the costs of
24 your Workers' Compensation insurance.

25 And four years goes pretty fast.

1 And I remember being here and kind
2 of suggesting that down the road we're going to
3 get to a much better place.

4 And there was no competition back
5 then. It was really MOFAD and Missouri Employers
6 Mutual.

7 And we made a commitment to the
8 District, as of -- as a business partner to the
9 districts to try to create a competitive market
10 place, because we learned what the risk profile
11 of your class code, which is 7710, we learned
12 what that was and we looked at five years with
13 the claims history and we saw where the claims
14 were coming from and what the nature of the
15 claims were.

16 And our conclusion as, you know,
17 risk management professionals, was that, you
18 know, the market place doesn't understand the
19 fire service.

20 And, you know, the fire service,
21 from a risk profile, has changed dramatically
22 over the past 30 or 40 years.

23 Where now it's primarily, you know,
24 EMT, ambulance calls and certainly in a community
25 like Monarch services, you know the fire hazard

1 is -- is not what drives, necessarily, the claims
2 experience that you have.

3 So, in terms of 20, the renewal for
4 2018, I've -- we've laid out for you, you know,
5 the expiring program, which is underwritten by
6 BrickStreet Insurance Company, who's a very good
7 Workers' Compensation insurance company; the
8 expiring premium is \$781,000.00.

9 And they have a 31 percent loss
10 ratio, year-to-date.

11 So, it's been a --

12 DIRECTOR GANS: A pretty good
13 profit.

14 MISTER HENNESSEY: It's been a very
15 profitable relationship for BrickStreet.

16 DIRECTOR GANS: Yep.

17 MISTER HENNESSEY: And -- and as
18 your advocate, you know, and in the spirit of
19 competition, nobody gets a free pass.

20 So, you know, we gave other
21 insurance companies an opportunity to compete.

22 And BrickStreet's renewal was about
23 a four percent increase, even though they had a
24 31 percent loss ratio on a lot -- on a big
25 number.

1 And Missouri Employers Mutual, who
2 has been on the District's business for two
3 years, out of the past five, they offered a
4 renewal at \$659,000.00 and five hundred -- six-
5 fifty-nine-five-eighteen, which is almost a 16
6 percent reduction, but in terms of real money,
7 it's \$121,000.00 a year, over your reduction,
8 which is real money.

9 That's \$10,000.00 a month for
10 insurance.

11 DIRECTOR HARRIS: Enough to repaint
12 those ambulances.

13 DIRECTOR GANS: Yeah.

14 MISTER HENNESSEY: Well, yeah, you
15 could get whatever color -- you could probably
16 get a second story put on the ambulance.

17 (General chuckles.)

18 DIRECTOR GANS: Everyone can be a
19 different color.

20 (General laughter.)

21 MISTER HENNESSEY: And maybe put a
22 JACUZZI in it, or something.

23 (General chuckles.)

24 MISTER HENNESSEY: And -- and --

25 DIRECTOR MILLNER: We have --

1 MISTER HENNESSEY: And -- and it's
2 a three-way -- it's a three-legged stool here.

3 The District, your consultant in the
4 insurance companies.

5 And, you know, we don't -- I don't
6 think we want to change insurance companies every
7 year.

8 And, generally, from our -- our
9 perspective, as a brokery (sic) consultant, what
10 we want to do is we want to establish long-term
11 relationships where insurance companies can kinda
12 build a bank account, so if you have a bad year,
13 they don't really have to bust you up too bad.

14 DIRECTOR GANS: And -- and
15 BrickStreet is missing their opportunity.

16 MISTER HENNESSEY: Well, it --
17 it's really funny, because as I -- as I look at
18 the -- and it's not -- it's kind of -- it's
19 capitalism at its finest.

20 And -- and as I said, you know, as
21 I think about what we're talking about tonight,
22 it's really the beauty of competition that didn't
23 exist, you know, four or five years ago.

24 And, as -- as I look at where you've
25 been, in 2012, 2013, that was with MOFAD, and

1 then, you know, Missouri Employers Mutual, again,
2 said to us, "Don't hold your breath, because we
3 declined a year ago. We don't want this
4 account."

5 But we were able to repackage and it
6 was really a function of the Board's commitment
7 to, you know, implement best practices.

8 And lo and behold they provided a
9 quote, when they declined the year before and it
10 was the best quote, it was the best option for
11 the District.

12 And so we went with Missouri
13 Employers Mutual.

14 DIRECTOR GANS: How is their claims-
15 handling?

16 MISTER HENNESSEY: Their claims-
17 handling, I think is excellent.

18 DIRECTOR GANS: Okay.

19 MISTER HENNESSEY: Now, their
20 claims-reserving, and you've heard me say this
21 before, they are very conservative when it comes
22 to where they set their claims-reserves.

23 They reserve to worse-case scenario.

24 Other insurance companies reserve to
25 what they think the claim might close out to be.

1 So, you know, they're conservative
2 from a reserve standpoint, but in terms of a
3 claims advocate, they are as good as they come.

4 DIRECTOR GANS: Do you agree?

5 MS. DEPEW: Yes. I don't handle
6 claims anymore. Marilyn does. But, I -- I do
7 know that she's had a good relationship.

8 ACTING CHIEF SPIEGEL: Marilyn can
9 speak to that, Rick.

10 MS. DEPEW: Yeah.

11 DIRECTOR GANS: Okay. So, I would
12 like Marilyn to speak to that, please, because
13 this is a night when we call up a second person
14 to the microphone.

15 MISTER HENNESSEY: And I can speak
16 -- I'll give the microphone to you every time.

17 (General chuckles.)

18 MS. HARRIS: Marilyn Harris, HR
19 Director.

20 Claims with -- with Missouri
21 Employees Mutual and with BrickStreet were the
22 best since I've been here, because they do
23 everything electronically and it's easier just to
24 be able to log in, even if I'm not here, I can
25 remote into my desktop and file a claim if need

1 be.

2 So, just -- and Missouri Employees
3 Mutual, out of everybody that we've been with the
4 last three years that I've been here, has been
5 the best as far as customer service.

6 DIRECTOR GANS: And as far as
7 employees complaints, or issues, no problems when
8 you have them?

9 MS. HARRIS: No.

10 DIRECTOR GANS: And not less -- I
11 wouldn't say "no problems," but nothing
12 significant?

13 MS. HARRIS: And, because we have
14 Sharon, our employees don't really deal a lot
15 with the actual carriers.

16 DIRECTOR GANS: Okay.

17 MS. HARRIS: Because, Sharon directs
18 all their care. And, so, when they make
19 appointments and they have --

20 DIRECTOR GANS: Would you say, for
21 the record, who Sharon is?

22 MS. HARRIS: Okay. Yes. Sharon is
23 our case manager. Sharon Hughes.

24 And she's a big part of the success
25 of our program, because she has great contacts

1 with the doctors --

2 DIRECTOR GANS: Hm-hm.

3 MS. HARRIS: -- and can get our
4 employees in very quickly.

5 So, actually, we've had many
6 employees say very positive things about Sharon
7 and the doctors that she sends them to.

8 DIRECTOR GANS: Okay.

9 MS. HARRIS: So, --

10 DIRECTOR GANS: So you're good with
11 Missouri Employers.

12 MS. HARRIS: Yes.

13 DIRECTOR GANS: Okay.

14 MS. HARRIS: As long as we get
15 "Charlie" back.

16 (General laughter.)

17 MS. HARRIS: So, --

18 DIRECTOR GANS: Well, I --

19 MISTER HENNESSEY: It's part of
20 their proposal.

21 DIRECTOR GANS: Okay.

22 MS. HARRIS: Great.

23 DIRECTOR GANS: We'll get Charlie
24 back. All right. Thanks.

25 MISTER HENNESSEY: So, we -- you

1 know, in terms of the competition, when -- so,
2 Missouri Employers Mutual, you know, was write
3 the District's insurance back in, you know, 2014.

4 And they thought they kind of were
5 the only ones in the sandbox. It was them and
6 MOFAD.

7 And, you know, they -- they had the
8 District's business for two years and it took us
9 that long to -- to create a little bit more
10 competition in the market place.

11 And all of a sudden "77-10"
12 Insurance Company showed up. It was a -- the
13 only white-right Workers' Compensation insurance
14 for the fire service.

15 And Missouri Employers Mutual didn't
16 know there was any competition and all of a
17 sudden, "77-10" Insurance Company showed up and
18 they had the, by far, the best proposal.

19 And, so, Missouri Employers Mutual
20 was kinda surprised. And, "Who are these guys?"
21 Because they hadn't been licensed in Missouri, up
22 to that point in time.

23 So we kinda opened their eyes a bit.

24 And they lost you as a customer.

25 And -- and -- and "77-10," you know,

1 was price competitive, but I think is -- it is,
2 you know; Marilyn might agree, they were not a
3 good service company.

4 DIRECTOR GANS: I -- I remember it
5 --

6 MISTER HENNESSEY: They really --

7 DIRECTOR GANS: -- about that.

8 MISTER HENNESSEY: You know, if it
9 wasn't for Sharon Hughes, we might've had some
10 problems.

11 DIRECTOR GANS: Yeah, I --

12 MISTER HENNESSEY: And they
13 depended upon her and they were the ones who were
14 gettin' all the premium.

15 DIRECTOR GANS: So, I remember last
16 year when we switched to BrickStreet, that was --

17 MISTER HENNESSEY: So, --

18 DIRECTOR GANS: -- part of the --

19 MISTER HENNESSEY: -- then --

20 DIRECTOR GANS: -- discussion.

21 MISTER HENNESSEY: So, again, in
22 -- in our continuing efforts to try to -- to
23 create competition, BrickStreet, who was a very
24 good Workers' Compensation insurance company, you
25 know, came into the market place and they liked

1 everything that the District was doin', in terms
2 of risk management.

3 They saw the numbers and the trends
4 that were all going down and they offered the
5 most competitive proposal.

6 And then the guys at 77-10 are goin'
7 "Well, what are you doin'?"

8 (General chuckles.)

9 MISTER HENNESSEY: And it's like,
10 "Well, we're claim advocates and you're nobody
11 and if we -- it -- it's competition."

12 And they were -- their feelings were
13 hurt a bit, but, you know, sometimes if you want
14 to make a great omelet, you gotta break a couple
15 of eggs. Right?

16 DIRECTOR GANS: Right.

17 MISTER HENNESSEY: So, over those
18 periods of time, Missouri Employers Mutual is
19 trying to get back into the game.

20 DIRECTOR GANS: Hm-hm.

21 MISTER HENNESSEY: And, you know,
22 I -- I think it was the first -- I think it was
23 the year that -- well, I know it was the year
24 that the District moved to 77-10.

25 The Missouri Employers Mutual under-

1 writers called, you know, my team, to see how
2 their proposal looked and good or bad, right or
3 wrong, one of my colleagues said, "Well, you guys
4 are high. And you probably high by ten percent."

5 We had asked them to re-quote, but
6 they asked for information on how they were
7 lookin' and they were told.

8 Well, hard to believe, the next day
9 we got a -- they re-priced.

10 And I don't like that.

11 I, personally, I tried it on
12 everybody, "Give me your best shot."

13 DIRECTOR GANS: Give their --

14 MISTER HENNESSEY: "We don't play
15 games."

16 DIRECTOR GANS: "Give me your best
17 price."

18 MISTER HENNESSEY: You know.
19 "This is business."

20 DIRECTOR GANS: Right.

21 MISTER HENNESSEY: And it's --
22 it's kind of black and white. You know?

23 DIRECTOR GANS: Right.

24 MISTER HENNESSEY: And a -- and,
25 so, three months ago, the Missouri Employers

1 Mutual folks were meeting with our -- with my
2 colleagues, talking about business and, you know,
3 they left us with the comment that they really
4 want to write Monarch.

5 And I've heard that stuff before.
6 I've been doing this for a long time and -- and
7 I -- you know, and -- and -- and, I guess, our
8 position was, "Well, do your best."

9 So, they were the first ones to
10 submit a -- to give us their proposal, this year.
11 And they came in at \$120,000.00 less than --

12 DIRECTOR GANS: So, it is your
13 recommendation that we switch to --

14 MISTER HENNESSEY: I -- it's --
15 it's my recommendation --

16 DIRECTOR GANS: -- Missouri --

17 MISTER HENNESSEY: -- to do that.

18 DIRECTOR GANS: Okay.

19 MISTER HENNESSEY: It -- it -- and
20 there's two additional caveats to that, that I
21 think are pretty easy.

22 And the first caveat is that they --
23 they have a grant program where they will match
24 a client's investment up to \$10,000.00 a year in
25 capital expense that would go towards safety or

1 risk management.

2 DIRECTOR GANS: Hmm.

3 MISTER HENNESSEY: And they have an
4 application process that's twice a year in
5 January and in July.

6 And the perfect example is those
7 lifts that are going into the ambulances, --

8 DIRECTOR GANS: Yes?

9 MISTER HENNESSEY: -- that is very
10 different. It's very unique. Nobody else does
11 that.

12 But, they have a grant program that,
13 again, they'll match up to \$10,000.00 in an
14 investment that you make that goes towards, you
15 know, safety and risk management.

16 DIRECTOR GANS: Okay.

17 MISTER HENNESSEY: And I think
18 that's really cool.

19 And, then, number two, they have a
20 safety dividend program that -- that they
21 explained to Cary and I.

22 It -- it tops out a 50 percent loss
23 ratio, but, right now, this year, to date, the
24 District has a 31 percent loss ratio.

25 And under the MEM safety dividend

1 program, at that point you get ten percent return
2 "appointment."

3 DIRECTOR GANS: Okay.

4 DIRECTOR GANS: Wow.

5 MISTER HENNESSEY: Okay? So,
6 that's, you -- you know. And, again, we know
7 that they -- they are conservative when it comes
8 to the reserves they set and that dividend would
9 be based upon, you know, reserves and current
10 losses.

11 And, you know, you'd get five
12 percent back. "It's a" 30 to 40 percent range.

13 So, you know, and that's money that
14 I think in terms of the trends that are goin' on
15 here, that's money that you could recapture.

16 I mean, it's not -- it's not pie in
17 the sky.

18 DIRECTOR GANS: Okay.

19 MISTER HENNESSEY: So, the way I
20 look at in, and, frankly, I'm a little bit
21 disappointed in terms of BrickStreet and it gets
22 back to my comment that I don't think it's good
23 for any of our clients or any business to change
24 insurance companies year after year after year.

25 Because you get a reputation amongst

1 the underwriters and they lose interest if you're
2 changing year after year.

3 But, what's different about the fire
4 industry is that it is a small market place.

5 And it's not like you have ten
6 insurance companies who are all competing.

7 So, I'm -- I'm happy about the
8 results.

9 And, you know, again, I -- I think
10 I'm -- I -- I know I reference in my email, the
11 high water mark for the District was in 2012 --
12 20 -- 2012 to 2013, which was almost a million-
13 two in premium.

14 And where we're at, right now, is a
15 \$532,000.00 annual reduction, which will go to
16 the paint scheme for --

17 DIRECTOR HARRIS: Actually, --

18 MISTER HENNESSEY: -- the
19 ambulance.

20 DIRECTOR HARRIS: And that's
21 sufficient to pay for two ambulances.

22 DIRECTOR HARRIS: The whole thing,
23 --

24 DIRECTOR GANS: The whole thing.

25 DIRECTOR HARRIS: -- including

1 the ugly paint.

2 DIRECTOR GANS: Including the paint.

3 (General chuckles.)

4 MISTER HENNESSEY: And I remember,
5 Robin, back in the day, when we talked about
6 that, that's what you were talkin' about.

7 And so that's where we are.

8 And the only reason we're there, is
9 because of, you know, the commitment the -- the
10 Board and the District has made.

11 And I remember back in the day, I
12 said, this is -- I -- "This is the opportunity
13 for you."

14 DIRECTOR MILLNER: Hmm.

15 MISTER HENNESSEY: So, here we
16 are, you -- you have a chance to -- to capture
17 that.

18 DIRECTOR GANS: Any other questions
19 for Mike?

20 DIRECTOR HARRIS: I have none.

21 DIRECTOR GANS: Then, I will make a
22 motion to engage Missouri Employers Mutual as our
23 Work Comp carrier for the period of January 1st,
24 2018 to January 1st, 2019, for a premium of
25 \$659,518.00.

1 Do I hear a second?
2 DIRECTOR HARRIS: Second.
3 DIRECTOR GANS: Discussion?
4 DIRECTOR MILLNER: No.
5 DIRECTOR GANS: All in favor?
6 DIRECTOR MILLNER: Aye.
7 DIRECTOR HARRIS: Aye.
8 DIRECTOR GANS: Aye.
9 Motion passes.
10 Good work.
11 DIRECTOR MILLNER: Thank you.
12 DIRECTOR HARRIS: And --
13 ACTING CHIEF SPIEGEL: Thanks, Mike.
14 DIRECTOR MILLNER: That's great.
15 MISTER HENNESSEY: Well, thank
16 you, very much.
17 Really, the -- the -- you know, it
18 -- it's -- it's the Board who -- we came here
19 well mapped. Some people don't follow it. It's
20 hard.
21 DIRECTOR HARRIS: Actually, --
22 MISTER HENNESSEY: You changed the
23 culture here.
24 DIRECTOR HARRIS: -- we both --
25 I --

1 MISTER HENNESSEY: I remember the
2 first employee meetings and, you know, we brought
3 in all the shifts and all the questions and
4 everybody was rattled a bit.

5 And -- and it was your -- your
6 changing of the guard.

7 DIRECTOR GANS: All right.

8 MISTER HENNESSEY: But, now, every-
9 body's comfortable with it.

10 May, you know, the Safety Committee
11 that -- that meets every month, I think they're
12 really proud of the achievements that -- that,
13 you know, have been earned.

14 And well done. Well done.

15 DIRECTOR HARRIS: And, actually,
16 that's -- that's my comment, because I -- I have
17 to say, I want to thank everyone --

18 MISTER HENNESSEY: Yeah.

19 DIRECTOR HARRIS: -- who works
20 at Monarch, --

21 MISTER HENNESSEY: Yeah.

22 DIRECTOR HARRIS: -- whether
23 they be shift personnel, the
24 firefighter/paramedics, office staff, command
25 staff and, certainly, the gentleman who brought

1 us options and has allowed us to utilize
2 capitalism at its best, to help bring that
3 premium down.

4 But, it's -- it's team efforts.

5 MISTER HENNESSEY: Yeah.

6 DIRECTOR HARRIS: And I -- I
7 think everyone working for Monarch, including
8 you, Mike can pat themselves on the back for the
9 concerted effort to save a lot of money for the
10 people we represent and provide service for.

11 Thank you.

12 MISTER HENNESSEY: Well said.
13 You're very welcome. Thank you.

14 DIRECTOR GANS: Thanks, Mike.

15 MISTER HENNESSEY: I -- we're very
16 grateful.

17 DIRECTOR MILLNER: Thank you very
18 much.

19 ACTING CHIEF SPIEGEL: Thanks, Mike.

20 DIRECTOR GANS: All right, --

21 DIRECTOR HARRIS: You know --

22 DIRECTOR GANS: -- Chief?

23 DIRECTOR HARRIS: -- I was dying
24 to say that.

25 DIRECTOR GANS: I know.

1 MISTER HENNESSEY: Merry Christmas.

2 DIRECTOR GANS: You, too, Mike.

3 Cary, anything else?

4 ACTING CHIEF SPIEGEL: Yes, sir.

5 DIRECTOR MILLNER: We'll be in
6 touch.

7 ACTING CHIEF SPIEGEL: Chief Crews
8 is prepared to request the proposal -- uniforms
9 for 2018.

10 DEPUTY CHIEF CREWS: The Uniform
11 Committee has met and they're wanting to go out
12 with a request for proposals for our whole
13 uniform ensemble.

14 So, we are finalizing the
15 specification. Hopefully, that will be completed
16 right after the first of the year.

17 So, what we'd like to do is once
18 that document is completed is coordinate with
19 Controller DePew and then have Matt prepare the
20 advertisement.

21 It'd be the same 30 day time frame
22 for submittal.

23 DIRECTOR GANS: Are you -- are they
24 talking about changing the uniform?

25 DEPUTY CHIEF CREWS: No. There's no

1 significant changes that we're aware of, at this
2 time, unless our vendor comes in with something
3 that we're not thinking of, --

4 DIRECTOR GANS: Okay.

5 DEPUTY CHIEF CREWS: -- which I
6 don't think will be the case.

7 DIRECTOR GANS: Okay.

8 DEPUTY CHIEF CREWS: The thing
9 that's gaining the most attention now is the
10 ability to order on-line and to provide that
11 level of service. So, --

12 DIRECTOR GANS: So individuals would
13 order on-line?

14 DEPUTY CHIEF CREWS: Yes. But, that
15 would be through a controlled process. You know,
16 we would be set up as the customer.

17 You would have the individual
18 employees and -- and, actually, if they can do
19 what is being suggested they can do, I think it's
20 going to minimize the work load on some of our
21 employees who are currently administering that
22 process.

23 DIRECTOR GANS: Okay. Thank you.

24 Anything else, Chief?

25 ACTING CHIEF SPIEGEL: No. That's

1 all I have.

2 DIRECTOR GANS: Chief. That's you,
3 now.

4 (General chuckles.)

5 DIRECTOR GANS: All right. Moving
6 on to the Attorney's Report.

7 MISTER HOFFMAN: I do not have a
8 report, this evening.

9 DIRECTOR GANS: All right.

10 Then we move on to New Business and
11 January Meeting Dates.

12 A email circulated between the
13 Directors with a copy to the Public File,
14 however, it didn't come to a conclusion.

15 So, we need to do that, right now
16 and set our January Meeting Dates, Director
17 Millner.

18 DIRECTOR MILLNER: (inaudible)

19 DIRECTOR GANS: What is your
20 pleasure. So, for the first Open Meeting on
21 January 3rd, or 4th, Robin had answered; I
22 suggested 3rd, or 4th.

23 Robin, you said you would make
24 either electronically, so you're not available
25 that week. Okay.

1 DIRECTOR HARRIS: No.
2 DIRECTOR GANS: All right.
3 Jean?
4 DIRECTOR MILLNER: Either date works
5 for me.
6 DIRECTOR GANS: Okay.
7 DIRECTOR HARRIS: Unless you want
8 to have something New Year's Day.
9 DIRECTOR GANS: Oh, I --
10 DIRECTOR HARRIS: But I --
11 DIRECTOR GANS: -- don't --
12 DIRECTOR HARRIS: -- thought --
13 DIRECTOR GANS: -- think --
14 DIRECTOR HARRIS: -- that would be
15 a poor choice.
16 DIRECTOR GANS: I think that's
17 inappropriate.
18 DIRECTOR MILLNER: What about New
19 Year's Eve?
20 (General chuckles.)
21 DIRECTOR HARRIS: Works for me.
22 DIRECTOR MILLNER: Even better.
23 DIRECTOR GANS: Well, you won't be
24 here.
25 DIRECTOR MILLNER: Not me, baby.

1 DIRECTOR GANS: You won't be here.
2 All right.
3 So, hold on one second. Let's see
4 which one I prefer, given a choice.
5 I'll prefer -- I'll prefer the 3rd.
6 So, Open Meeting on January 3rd at
7 seven p.m.
8 Then the next week, Closed Meetings
9 proposed on the 8th, -- 10th, at eleven and
10 Director Harris can make the 8th in person.
11 Jean can you make that?
12 DIRECTOR MILLNER: Yes, I can.
13 DIRECTOR GANS: Okay. So, at 5:30
14 for a Closed Meeting on January 8th.
15 Then, Open Meeting on January 17th or
16 18th, which we both can make.
17 Is either one better for you?
18 DIRECTOR MILLNER: No. They're both
19 good.
20 DIRECTOR GANS: Okay. Let's make
21 that the 18th.
22 DIRECTOR MILLNER: Okay.
23 DIRECTOR GANS: At --
24 DIRECTOR MILLNER: That's Open.
25 DIRECTOR GANS: -- seven o'clock,

1 Open.

2 And then, finally, a Closed Meeting
3 on January 22nd, or 24th, was good for Robin and I.

4 How about you?

5 DIRECTOR MILLNER: Um, --

6 DIRECTOR GANS: I will, if it is the

7 --

8 DIRECTOR MILLNER: -- yeah, I think

9 --

10 DIRECTOR GANS: -- if it's the 24th,
11 I will need it to be later than 5:30, because I
12 have Central County Board at 5:00.

13 DIRECTOR MILLNER: And what was your
14 other date that week?

15 DIRECTOR GANS: The 22nd.

16 DIRECTOR MILLNER: Um, let's just
17 say the 22nd, then.

18 DIRECTOR GANS: Okay. At 5:30?

19 DIRECTOR MILLNER: Okay.

20 DIRECTOR GANS: Okay.

21 DIRECTOR MILLNER: And that's Closed?

22 DIRECTOR GANS: Closed. Right.

23 So, did you get those, Cary?

24 ACTING CHIEF SPIEGEL: Yes, I did.

25 DIRECTOR GANS: All right. So

1 you'll put those on the website?

2 ACTING CHIEF SPIEGEL: We'll post
3 those.

4 DIRECTOR GANS: Post them and so-on.

5 ACTING CHIEF SPIEGEL: I do need a
6 time for the 28th of the --

7 DIRECTOR GANS: The 28th?

8 ACTING CHIEF SPIEGEL: -- of this
9 month.

10 DIRECTOR GANS: Of December?

11 ACTING CHIEF SPIEGEL: Yes.

12 DIRECTOR GANS: Which is next week.

13 DIRECTOR MILLNER: Oh, that's my
14 fault.

15 DIRECTOR GANS: It's going to be at
16 -- drum roll.

17 DIRECTOR MILLNER: On the --

18 DIRECTOR GANS: You've gotta say
19 now. You have to.

20 DIRECTOR MILLNER: I know, I know,
21 I know.

22 (General chuckles.)

23 DIRECTOR GANS: It's a Closed
24 Meeting.

25 ACTING CHIEF SPIEGEL: It's a

1 Closed, yeah.

2 DIRECTOR MILLNER: I'm sorry. I
3 forgot about that.

4 ACTING CHIEF SPIEGEL: (inaudible)

5 DIRECTOR MILLNER: At what time?

6 DIRECTOR GANS: Which will be ten
7 o'clock, your time.

8 DIRECTOR MILLNER: Hold on.

9 (Pause.)

10 DIRECTOR MILLNER: I have to find
11 it. Hang on.

12 That's supper early.

13 This is on -- here we go.

14 (Pause.)

15 DIRECTOR HARRIS: Chief, while
16 she's looking, just look at this --

17 DIRECTOR MILLNER: Okay.

18 DIRECTOR HARRIS: That assistance
19 you gave me earlier today, --

20 ACTING CHIEF SPIEGEL: Oh, it's a
21 wonderful result.

22 They're nice people.

23 DIRECTOR HARRIS: Do you have an
24 address for them?

25 ACTING CHIEF SPIEGEL: I do.

1 DIRECTOR HARRIS: I'd like to send
2 them (inaudible)

3 DIRECTOR GANS: The people that are
4 holding their breath are dead.

5 (General laughter.)

6 DIRECTOR MILLNER: Stop it.

7 DIRECTOR HARRIS: If you could get
8 that --

9 ACTING CHIEF SPIEGEL: I'll have it
10 for you --

11 DIRECTOR HARRIS: -- because it was
12 --

13 ACTING CHIEF SPIEGEL: It's a nice
14 thing --

15 DIRECTOR HARRIS: -- very nice for
16 them to go above and beyond.

17 DIRECTOR MILLNER: Okay. Here we
18 go.

19 DIRECTOR HARRIS: And I -- I
20 explained they needn't, but they did.

21 ACTING CHIEF SPIEGEL: I will get
22 that for you.

23 DIRECTOR HARRIS: Thanks.

24 ACTING CHIEF SPIEGEL: You're
25 welcome.

1 DIRECTOR MILLNER: All right. I
2 think I just found it.
3 I found it. Whew!
4 DIRECTOR HARRIS: Now to decipher
5 it.
6 DIRECTOR MILLNER: I know. Right?
7 DIRECTOR GANS: Is that the airline
8 schedule?
9 DIRECTOR MILLNER: Yes. Um, Decem-
10 ber 28th?
11 DIRECTOR GANS: Yes.
12 DIRECTOR MILLNER: Okay. It looks
13 like I now land at -- oh, this is horrible, 3:50
14 P.M.
15 That is so weird.
16 DIRECTOR GANS: So that's 1:50 p.m.,
17 our time.
18 DIRECTOR MILLNER: Yeah.
19 DIRECTOR GANS: What time do you
20 take off?
21 DIRECTOR MILLNER: I don't know, I
22 can't -- I just -- okay, I couldn't find the
23 flight reservation, so I was trying to find the
24 --
25 DIRECTOR GANS: All right. I'm

1 putting an end to this.

2 We will communicate by email. This
3 is a Closed Meeting. It will be posted in
4 accordance with the Sunshine Law.

5 So, at this time, I move on to
6 Unfinished Business.

7 Is there any Unfinished Business?

8 DIRECTOR MILLNER: I have none.

9 DIRECTOR GANS: All right.

10 DIRECTOR HARRIS: We recessed
11 from the Closed and we need to go back into it,
12 to finish that one briefly.

13 DIRECTOR GANS: Okay. All right.

14 At this time, I will make a motion
15 to go into Closed session, --

16 DIRECTOR HARRIS: Actually, we were
17 recessed, so we can just --

18 DIRECTOR GANS: You're right.

19 DIRECTOR HARRIS: -- recess this and
20 we'll go back --

21 DIRECTOR GANS: Thank you.

22 DIRECTOR HARRIS: -- into Closed.

23 DIRECTOR GANS: Thank you. I agree.

24 So we are going to go back into
25 Closed session. We are off the record.

1 We will have a recess. A momentary
2 recess for questions.

3 We are off the record and recessed
4 from our Open Meeting.

5 We're going to go into Closed.

6 We'll come back into Open and we'll
7 let you know, Virginia, if there's any votes.

8 (Whereupon, at 8:15 P.M., the Board
9 returned to the previously noted Closed Meeting;
10 returning to the Open Meeting at 8:47 P.M.)

11 "In Open session, the Board of
12 Directors and Shop Steward Captain Brent Coleman"
13 conducted "a Collective Bargaining Agreement to
14 discuss the current Agreement with Local 2665 and
15 potential future changes."

16 After further discussions, the Board
17 went back into the Closed Meeting at 9:41 P.M.
18 and returned to the Open Meeting at 10:23 P.M.
19 whereupon Director Gans stated that no votes were
20 taken during the Closed Meeting.

21 (At 10:24 P.M., the Board adjourned the
22 Open Meeting. Minutes transcribed by Attorney
23 Matt Hoffman are filed at Monarch Fire Protection
24 District Headquarters)

25

STATE OF MISSOURI)
) SS
COUNTY OF ST. LOUIS)

C E R T I F I C A T E

I, Virginia L. Long, Notary Public and professional court reporter, within and for the State of Missouri, County of St. Charles, do hereby certify that there came before me at that time and in that place first aforesaid, those persons and matters herein described and has been transcribed into typewritten form and is now herewith returned.

IN WITNESS WHEREOF, I have hereunto set my hand and seal this 20th day of December, 2017.

My commission expires June 23, 2020.

Notary Public within and
for the State of Missouri