

**MINUTES OF THE  
THIRTEEN HUNDRED and FOURTH (1304th) MEETING  
OF THE  
EUREKA FIRE PROTECTION DISTRICT  
ST. LOUIS AND JEFFERSON COUNTIES  
STATE OF MISSOURI**

**January 23, 2024**

**BE IT REMEMBERED** that the Board of Directors of Eureka Fire Protection District of St. Louis and Jefferson Counties, Eureka, Missouri met at the office of said District, Fire Station 1 – Meeting Room; 4849 Highway 109; Eureka, Missouri 63025, on Tuesday, January 23, 2024; at 1730 hours (5:30 p.m.). At the above time and place there were present:

**ROLL**

Charles L. Brown	-- Treasurer and Director
Patrick Feder	-- Chairman and Director
Gregory Lee Mathison, Jr.	-- Secretary and Director (via Zoom)

Fire Chief Greg Brown

Guests in physical attendance -

Members of the District Staff

**QUORUM**

A quorum being present, the Chairman called the meeting to order and announced the Board of Directors meeting to be in session for the transaction of public business to be brought before it at this time. The Chairman also confirmed that the posted agenda for the meeting contained instructions for accessing the meeting electronically and that the agenda was posted and made available to the public more than 24 hours prior to the start of the meeting.

**AMENDMENTS TO AGENDA**

The Chairman inquired as to whether there were any amendments to the Tentative Agenda for the meeting. Chief Brown reported the following additions to the tentative agenda:

**III. Pension Issues:** none.

**IV. Communications:** none.

**V. Public Comments:** none.

**VI. Shop Steward Remarks:** none.

**VII. Budget:** none.

**VIII. Old Business:** none.

**IX. New Business:** none.

On motion made by Director Mathison and seconded by Director Brown the Tentative Agenda was accepted as the Final Approved Agenda.

**I. APPROVAL OF PRIOR MINUTES**

The Chairman called for acceptance or rejection of the meeting minutes for the January 9, 2024 Board of Director meetings, Open Meeting and Closed Meeting.

The Minutes of the January 9, 2024 Open and Closed meetings of the Board of Directors were presented for review, modification, or approval.

Following discussion, and on motion by Director Mathison, seconded by Director Brown, the Minutes of the January 9, 2024 Open and Closed meetings of the Board of Directors were approved by the Board.

The Board of Directors being present and voting affirmatively, the motion was adopted and approved. The roll call vote was as follows:

Director Charles L. Brown	- Aye
Director Pat Feder	- Aye
Director Gregory Lee Mathison, Jr.	- Aye

**II. PRESENTATIONS**

**A. 80<sup>th</sup> Anniversary Coin Presentation to C-Crew.**

Chief Brown made a presentation of the 80<sup>th</sup> Anniversary District Challenge Coin to the members of C-Crew.

### **III. PENSION BOARD**

#### **A. 4<sup>th</sup> Quarter 2023 Pension Report**

Mr. Greg Stewart attended the meeting and presented the written 4<sup>th</sup> Quarter 2023 pension report to the Board. Mr. Stewart reviewed the fund performance and updated the Board on the discussions held at the most recent pension committee meeting.

Director Feder inquired whether the Lincoln Financial website will allow the participants to review and access his/her individual pension accounts. Mr. Stewart replied that all participants will be able to access his/her accounts via the Lincoln Financial on-line access website. He also reported that the on-line access also has financial calculators to assist participants to project earnings growth for retirement planning.

A general discussion was held.

The Board did not hold a vote.

#### **B. Fidelity Bond for Pension**

Deputy Chief Stamberger informed the Board that due to the change from John Hancock to Lincoln Financial that the District is required to purchase a fidelity bond in an amount equal to 10% of the gross funds invested in the pension plan. He reminded the Board that District has a \$100,000 fidelity bond for each director which is included in the property/casualty insurance with VFIS. Deputy Chief Stamberger informed the Board that the District had obtained a \$1.8 million dollar fidelity bond from Travelers' Insurance and he requested that the Board approve and authorize Chairman Feder to sign the required policy documents.

A brief discussion was held.

After discussion, Director Mathison made a motion to approve the fidelity bond purchase and to authorize the Chairman to sign the required policy documents and the motion was duly second by Director Brown.

The Board of Directors being present and voting affirmatively, the motion was adopted and approved. The roll call vote was as follows:

Director Charles L. Brown	- Aye
Director Pat Feder	- Aye
Director Gregory Lee Mathison, Jr.	- Aye

### **IV. COMMUNICATIONS**

The Chairman next called for discussion of Communications.

**A. Letter of Resignation**

Chief Brown provided to the Board for review the letter of resignation from Isiah Craft effective February 5, 2024.

**V. PUBLIC COMMENTS**

The Chairman next called for Public Comments.

No items were presented.

**VI. SHOP STEWARD REMARKS**

The Chairman next called for any remarks from the Shop Steward.

Shop Steward Merry attended the meeting with Assistant Shop Stewards Stegmann and Olendorff. The first item presented was a recognition of all the fire crews responding to emergency calls during the most recent period of extreme cold weather and difficult working conditions. The next item presented to the Board were statements concerning the multiple recent resignations of full-time employees. Shop Steward Merry stated to the Board that the Shop has concerns about employee retention and requested the development of a long term plan for the District to retain employees.

A general discussion was held concerning employee retention and the District's recent efforts to increase compensation and the actions taken by the Board toward the development of a long-term strategic plan for the District as part of the long term planning and accreditation process

The Board did not hold a vote.

**VII. BUDGET AND FINANCIAL MATTERS**

**A. Treasurer's Report**

The Chairman next called for a discussion of financial matters. A financial report was presented to the Board of Directors for review of general revenue checking, capital improvement checking fund, medical self-insurance fund, escrow balances, preliminary check register with attachments, and account payable invoices. Following a brief discussion, a motion was duly made by Director Brown, and seconded by Director Feder, and the following Resolution was unanimously adopted:

**RESOLUTION**  
**ADOPTING THE TREASURER'S REPORT**  
**OF THE**  
**EUREKA FIRE PROTECTION DISTRICT**  
**January 23, 2024**

“BE IT RESOLVED, By the Board of Directors of the Eureka Fire Protection District of St. Louis and Jefferson Counties, Missouri, that the Treasurer’s Report submitted to the Board of Directors, January 23, 2024, is hereby approved and accepted, including the payment of bills presented, with corrections if any; and,

RESOLVED, FURTHER, that said Report be appended to these Minutes and incorporated herein by reference, and that the disbursements, payment of bills, and transfers of funds therein approved be made by the appropriate, District Officers.”

The Board of Directors being present and voting affirmatively, the Resolution was adopted and approved. The roll call vote was as follows:

Director Charles L. Brown	- Aye
Director Pat Feder	- Aye
Director Gregory Lee Mathison, Jr.	- Aye

**VIII. OLD BUSINESS**

No items presented.

DIRECTOR MATHISON JOINED THE MEETING IN PERSON FROM THIS POINT FORWARD UNTIL ADJOURNMENT.

**IX. NEW BUSINESS**

There being no further Old Business matters, the Chairman then requested the presentation of any New Business.

**A. Quarterly Reports**

Chief Brown presented the Quarterly Reports for the District for the 4<sup>th</sup> Quarter of 2023. The Board reviewed the reports. Chief Brown stated that District staff was present to answer specific questions about the 4<sup>th</sup> Quarter of 2023.

A brief discussion was held. No specific questions were asked about the 4<sup>th</sup> Quarter of 2023.

The Board did not hold a vote.

**B. Delta Dental Renewal**

Deputy Chief Stamberger presented to the Board the renewal letter from Delta Dental for the policy period March 1, 2024 through February 28, 2025. He informed the Board that rates for an employee was increasing from \$28.26 up to \$29.96; an employee and spouse was increasing from \$57.82 up to \$61.29; for an employee and children was increasing from \$67.35 up to \$71.39; and for an employee and family was increasing from \$104.72 up to \$111.00.

A brief discussion was held.

After discussion, Director Brown made a motion to approve the insurance renewal with Delta Dental and the motion was duly second by Director Mathison.

The Board of Directors being present and voting affirmatively, the motion was adopted and approved. The roll call vote was as follows:

Director Charles L. Brown	- Aye
Director Pat Feder	- Aye
Director Gregory Lee Mathison, Jr.	- Aye

**C. Six Flags Medical Cooperation Agreement**

Deputy Chief Stamberger presented the new Six Flags Medical Cooperation Agreement to the Board for approval.

A brief discussion was held

After discussion, Director Brown made a motion to approve the new Six Flags Medical Cooperation Agreement and the motion was duly second by Director Mathison.

The Board of Directors being present and voting affirmatively, the motion was adopted and approved. The roll call vote was as follows:

Director Charles L. Brown	- Aye
Director Pat Feder	- Aye
Director Gregory Lee Mathison, Jr.	- Aye

**D. Mutual Aid Box Alarm System Agreement**

Chief Brown presented the Mutual Aid Box Alarm System to the Board for

approval. He informed the Board that it is the mutual aid system for the State of Illinois and that the State of Illinois has updated its basic mutual aid agreement.

A brief discussion was held.

After discussion, Director Brown made a motion to approve the mutual aid agreement with the State of Illinois, and the motion was duly second by Director Mathison.

The Board of Directors being present and voting affirmatively, the motion was adopted and approved. The roll call vote was as follows:

Director Charles L. Brown	- Aye
Director Pat Feder	- Aye
Director Gregory Lee Mathison, Jr.	- Aye

**E. Policy Revision for Review**

Chief Brown presented to the Board for review a minor revision to the Work Regulations section of Chapter VI of the District's Policy Manual. He reviewed the addition of paragraphs 2.01:21 and 2.01:22 which will prohibit the sharing passwords or providing access to other parties to the District's software, programs, computers, or dispatch systems.

A brief discussion was held. It was determined that the policy revision was a minor change, but since it was a modification of the work regulations section of the Policy Manual it is required to be discussed with the labor management committee prior to final approval. Chief Brown stated the changes will be on the agenda for final approval at the February 13, 2024 board meeting.

**MOTION FOR CLOSED SESSION**

Thereafter, on motion duly made by Director Mathison, seconded by Director Brown, and unanimously adopted, it was decided that there shall be a closed meeting of the board of directors, with closed records and closed vote, to be held for the discussion pursuant to RSMo. Section 610.021 (1) Legal actions, causes of action or litigation involving a public governmental body and any confidential or privileged communications between a public governmental body or its representatives and its attorneys; RSMo. Section 610.0.021(3), Hiring, Firing, Discipline or Promoting of Particular Employees by a public governmental body when personal information about the employee is discussed or recorded; and RSMo. Section 610.021(23), Preparation, including any discussions or work product, on behalf of a public governmental body or its representatives for

negotiations with employee groups, to occur immediately after "new business" or at such time during the meeting as convenient to the meeting.

The Board of Directors being present and voting affirmatively, the Motion was adopted and approved. The roll call vote was as follows:

Director Charles L. Brown	- Aye
Director Patrick Feder	- Aye
Director Gregory Lee Mathison, Jr.	- Aye

Based upon the foregoing vote, the public session of the meeting of the Board of Directors adjourned at 5:59 p.m. and a Closed Meeting was held.

### **RECONVENING OF OPEN SESSION**

The public portion of the meeting reconvened at 6:15 pm.

THE CHAIRMAN ANNOUNCED AND PROVIDED NOTICE THAT THE BOARD VOTED IN THE AFFIRMATIVE TO OFFER FULL-TIME EMPLOYMENT AS FIREFIGHTERS TO FIVE (5) APPLICANTS SUBJECT TO PREEMPLOYMENT HEALTH AND FITNESS TESTING, AND TO ALSO TO MAINTAIN A HIRING LIST FOR A PERIOD OF 12 MONTHS.

The Board of Directors being present and voting affirmatively, the roll call vote was as follows:

Director Charles L. Brown	- Aye
Director Pat Feder	- Aye
Gregory Lee Mathison, Jr.	- Aye



THE CHAIRMAN HEREBY STATED THAT NO OFFICIAL VOTES OR OFFICIAL ACTIONS WERE TAKEN BY THE BOARD IN CLOSED SESSION AT THE JANUARY 23, 2024 CLOSED MEETING REQUIRING A ROLL CALL VOTE.

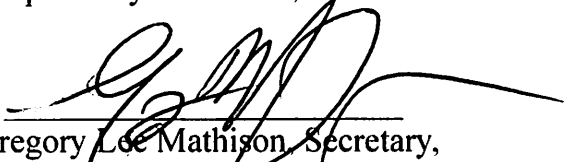
**X. ANNOUNCEMENT OF NEXT MEETING**

Therefore, there being no other or further business to come before the Board, the Chairman stated that the next regular meeting of the Board of Directors shall be held on Tuesday, February 13, 2024 at 1730 hours, Fire Station 1, Meeting Room, 4849 Highway 109, Eureka Fire Protection District, Eureka, Missouri.

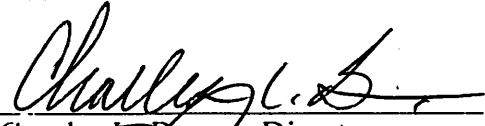
**ADJOURNMENT**

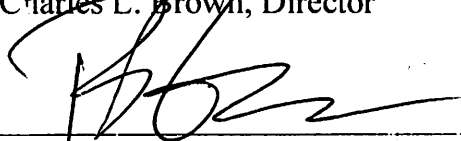
Upon motion duly made by Director Mathison, seconded by Director Brown, and unanimously approved, the Chairman adjourned the general public meeting of the Board of Directors at 1616 hours (6:16 p.m.).


Respectfully submitted,

  
\_\_\_\_\_  
Gregory Lee Mathison, Secretary,  
Board of Directors

Approved:

  
\_\_\_\_\_  
Charles L. Brown, Director      02/13/2024  
Date

  
\_\_\_\_\_  
Patrick Feder, Director      2/13/2024  
Date

  
\_\_\_\_\_  
Gregory Lee Mathison, Jr.      2-13-24  
Date