

**Lake Ozark Fire Protection District  
December 11, 2024  
Public Meeting Minutes**

The Lake Ozark Fire Protection District met in a special session on Wednesday, December 11, 2024. The meeting was called to order at 10:02 a.m. by Director Kempf.

Present: Chairman, Charlie Kempf  
Director/Treasurer/ Paul Faulconer  
Director Mike Bayless  
Interim Deputy Chief-Operations/Ryan Vaughn  
Deputy Chief-EMS/ Matt Hegel  
Building Inspector/ Charles Misenheimer  
Attorney/Michael Schmid  
Secretary/Michelle Kauten - absent  
Finance Control Officer/Amy Heier  
BC Pharr  
Capt. Lowry  
FF Harris  
FF Quick

Public Attendees: none

Motion to close this meeting and move into Executive Session as allowed by State Statute was made by Director Bayless and seconded by Director Kempf at 10:03 a.m. **Roll call vote: Kempf – aye; Faulconer – aye; Bayless– aye.**

**Reconvene at 10:58 a.m.**

The Board came back into regular session and announced the following were discussed in the Executive Session: legal and preparation for negotiations with the Shop.

**A motion was made to approve the Supplemental Agreement for Wages and authorize Director Kempf to execute the document on behalf of the District, by Director Bayless, seconded by Director Kempf. Roll call vote: Kempf - aye; Faulconer- aye; Bayless - aye.**

**A motion was made to approve the Side Letter Agreement and authorize Director Kempf to execute the document on behalf of the District, by Director Bayless, seconded by Director Kempf. Roll call vote: Kempf - aye; Faulconer- aye; Bayless - aye.**

**A motion was made to accept Interim DC-Operations Vaughn’s recommendation to end BC Hutzler’s probation period, by Director Bayless, seconded by Director Faulconer. Roll call vote: Kempf - aye; Faulconer- aye; Bayless - aye.**

**ADJOURN:** With no further business to come before the Board, a motion was made by Director Bayless and seconded by Director Kempf to adjourn. Meeting adjourned at 11:05 a.m. **Roll call vote: Kempf – aye; Faulconer – aye; Bayless – aye.**

Minutes approved on:

1-30-2025



Charlie Kempf, Board President



Michelle Kauten, Board Secretary

**Lake Ozark Fire District**  
**Public Meeting Minutes**  
Date 12/18/2024

The Lake Ozark Fire Protection District met in regular session on Wednesday December 18, 2024. The meeting was called to order at 3:32PM by Director Kempf and the pledge of allegiance was said.

Present: Chairman, Charlie Kempf  
Director/Treasurer/ Paul Faulconer  
Director Mike Bayless  
Interim Deputy Chief-Operations/Ryan Vaughn  
Deputy Chief-EMS/ Matt Hegel  
Building Inspector/ Charles Misenheimer  
Attorney/Michael Schmid  
Secretary/Michelle Kauten  
Finance Control Officer/Amy Heier  
BC Pharr  
Captain Lowry  
FF Spencer  
FF Bresnahan  
FF Kane  
FF Johnson  
FF J. Martin  
FF Merrill

Public Attendees: Rachel Roberts, Scott Hendricks

**PUBLIC COMMENT:**

- None

**MINUTES November 7, 21, and 26, 2024:** A motion to approve the minutes from the meetings held on November 7, 21, and 26, 2024, was made by Director Kempf and seconded by Director Bayless, motion passed and carried.

**FINANCE CONTROL OFFICER REPORT:**

- Financial Reports Attached for November 2024
- Public Board Meeting to approve 2025 budget set for Tuesday December 31<sup>st</sup> at 10AM

**BILLING:** A motion to approve the billing was made by Director Faulconer and seconded by Director Bayless, motion passed and carried.

**INTERIM DEPUTY CHIEF-OPERATIONS REPORT:**

- **Lexipol: (Discussion)** – Had a meeting with Bill Austin with Lexipol and Attorney Schmid to discuss any questions Attorney Schmid has with the process we are using to review the policies and procedures in Lexipol. Labor-Management met and were able to get through several policies and procedures that I emailed to the Board for review and adoption.

- **New Hire List** - We received 6 applications. The physical agility and interviews were on Tuesday. We had 6 applications, only 4 were able to make it to testing and interviews. The interview panel recommends the hiring of Marcelino Lopez and Timothy Vester. **A motion was made to approve the recommendation to extend offers to Marcelino Lopez and Timothy Vester with a start date of January 13<sup>th</sup> by Director Bayless, seconded by Director Faulconer, motion passed and carried.**
- **Fire Chief Posting** - So far, we have received 14 applications. The closing date is the 31<sup>st</sup> of December.
- **Mutual Aid Agreement** - Signed an updated mutual aid agreement with the Missouri Department of Conservation (MDC). This is due to them having a change in leadership. This allows us to be able to go to state surplus, call for assistance when fighting large natural cover fires, and be eligible for grants through the MDC.
- **Fuel Truck/Fuel Tanks** - I would like the Board's approval to go out for bid for 1-1,000-gallon tank for diesel and 1-550-gallon tank for gas. After running the numbers, these are the minimal size tanks we could get by with. **A motion was made to begin RFP process for 1 – 1,000 gallon tank for diesel and 1 – 550 gallon tank for gas for the District's fuel supply by Director Bayless, seconded by Director Faulconer, motion passed and carried.**
- The next meeting is set for Thursday January 30<sup>th</sup> at 3:30pm
- Station 1 Bay door repair bids presented by BC Pharr from Brookline \$4156.18, Renner \$6625.71 and Dulle \$4997.67. **A motion was made to approve Brookline to repair the bay door by Director Kempf, seconded by Director Bayless, motion passed and carried.**

#### **DEPUTY CHIEF-EMS REPORT:**

- This week I, along with several of our other members, had the pleasure of participating in the interview panel for potential new Firefighter EMTs and Firefighter Paramedics.
- All of the items for our ARPA EMS grant have been ordered and are starting to show up. The CPR manikins have arrived. I am currently building a training class for our AHA instructors to complete, then they will be in service.
- Continued reviewing and working to update medical protocols. I will be meeting with Dr. Shen on Friday to do end of the year narcotics counts and discuss the new equipment that will be on our trucks.
- Using the NREMT and Missouri EMS recertification requirements as a guide, I am still working to build the EMS training schedule for 2025. This will be presented to all members once completed.
- I completed and submitted the data for our annual GEMT.
- I have worked closely with our sales representative from Stryker to get the best possible deal for replacing our ageing ambulance stretchers. This is in an effort to reduce liability and provide the safest possible care environment for patients and our members.
- With the members of the EMS Committee, I am starting the process to build a new ambulance that will work the best for LOFPD within the capital replacement plan. More to follow on this.
- Binder Lift trial has ended. I have received positive feedback from the members on this device. It will provide much safer lifting for patients in specific positions.
- I have attended 2 webinars of a 4-part series on patient safety in EMS. These add insight and give advice on ways to provide safer environments for patients and LOFPD members. The other 2 webinars are in January.

- Preventative Maintenance was performed on all of our Ventilators this month. This ensures they are functioning properly and keeps our warranty valid. This is part of our equipment protection plan.
- After discussion with the EMS Committee, I have submitted for trade in for all of our IO Drivers. This will replace all of our current drivers with rechargeable and more reliable units at no cost to us for the trade. The needles for these are safety needles and will significantly reduce the risk of needle sticks for our staff.
- It appears that we are nearing the end of the shortage on IV Saline. Our members have done a great job of conserving that.
- I completed making edits to all of the EMS Section policies in Lexipol. They have gone to labor.
- Worked through multiple minor IT issues.
- Update on malpractice insurance and has been working with Dr. Shen on this matter.

### **FIRE CODE OFFICIAL REPORT:**

- **Training:** Some members of A shift and I attended an NFPA 13E class at Mid-County Station 1. The class was taught by the National Fire Sprinkler Association (NFSA). Inspector Spencer and members of the B shift will be attending the same class on Wednesday this week. Last week we hosted the LOTO Association of Electrical Contractors who were giving a class on marine electrical codes, testing, and troubleshooting. Six electrical contractors and four lake area inspectors attended the class. The class was taught by retired Ameren engineer Phil Thompson.
- **Station 1 Roof Repair:** Midwest Roofing has us scheduled for the first full week in January to replace the shingle portion of the roof. The metal roof should closely follow when all the materials arrive.
- **Code Edition Updates:** I am currently working on drafting the ordinance for the 2023 National Electric Code (NEC). There have been quite a few changes from our currently adopted edition (2011), mainly in sections 555 and 554 regarding floating buildings, docks, marinas, and shipyards. Each lake area jurisdiction is going through one of the proposed code books and will be giving a Power Point presentation on the major changes from the previously adopted edition at our next meeting in January. This should aid in the drafting of adopting ordinances and ensure each jurisdiction is on the same page.

### **Commercial Construction Updates:**

- **Midwest Boat Brokerage.** The doors and windows have been installed and the contractor is currently working on the electrical and mechanical rough-in.
- **Toy Boxes.** We have a sprinkler system hydro test scheduled this week for system acceptance on building 1. The owner will be requesting an occupancy inspection on a few units later this week. Construction has begun on building number 2. The contractor has poured the footings and will be setting up the foundation walls this week.

**Dock Permits to Date:** 262

**Building Permits to Date:** 111

**Fireworks Permits to Date:** 21

### **BOARD MEMBER REPORT:**

- None

### **UNION REPRESENTATIVE:**

- Lowry reported that his position as shop steward has been renewed for 2 more years.

**OLD BUSINESS:**

- None

**NEW BUSINESS:**

- None

**MISCELLANEOUS HEARINGS:**

- None

**The motion to close this meeting and move into Executive Session as allowed by State Statute; was made by Director Kempf and seconded by Director Bayless at 3:48 PM. Roll call vote: Kempf - aye; Faulconer- aye; Bayless - aye.**

**Reconvene at 5:17 p.m.**

The Board came back into regular session and announced the following were discussed in the Executive Session: legal, personnel matters, and preparation for negotiations with Shop.

Public Attendees: Ronnie Lowry, Charlie Misenheimer, Russell Bresnahan, and Justin Martin

The Board informed Ronnie Lowry and the Wage Committee of the Board's counter wage proposal - The Board agrees with the Shop's pay chart with removal of the 5-year step, with year 2025 change from 145% to 140%, and are agreeable to the language presented in Article 13.2 with clarification of Article 13.5 that employees to receive the benefit in 8 hours and make up the other 2 hours in some shape or form.

*(Ronnie Lowry and his wage team- Charlie Misenheimer, Russell Bresnahan, and Justin Martin exited the meeting.)*

**Stryker Ambulance Stretchers – A motion to approve the purchase of ambulance stretchers from the sole source manufacturer, Stryker, and suspend the District's procurement policy for public interest to save over \$100,000.00 was made by Director Faulconer, seconded by Director Bayless. Roll call vote: Kempf -aye; Faulconer-aye; Bayless-aye.**

*(Ronnie Lowry and his wage team-Charlie Misenheimer, Russell Bresnahan, and Justin Martin entered the meeting.)*

Lowry stated the Shop's counter proposal would be to split the difference and meet in the middle. Lowry feels the 5<sup>th</sup> year may be the most important year for employee retention. He also called attention to longevity issues are fixed with the plan the Shop originally proposed. The Shop's Counter proposal is to lower the starting wage for FF/medic to \$70,100 and FF/EMT \$56,100. Brings total to \$585,000. Lower Captain EMT rate by \$2000. Lowry will make this into a formal presentation and return.

*(Ronnie Lowry and his wage team- Charlie Misenheimer, Russell Bresnahan, and Justin Martin exited the meeting.)*

**The motion to close this meeting and move into Executive Session as allowed by State Statute was made by Director Faulconer and seconded by Director Bayless at 5:48 PM. Roll call vote: Kempf - aye; Faulconer- aye; Bayless - aye.**

**Reconvene at 6:23 p.m.**

The Board came back into regular session and announced the following were discussed in the Executive Session: legal and preparation for negotiations with Shop.

Public Attendees: Ronnie Lowry, Charlie Misenheimer, Russell Bresnahan, and Justin Martin

**A motion to approve 2025 wage negotiations with the Shop was made by Director Faulconer, seconded by Director Bayless. Roll call vote: Kempf -aye; Faulconer-aye; Bayless-aye.**

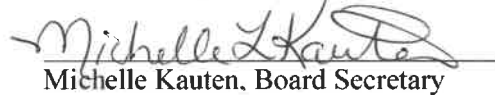
**ADJOURN:** With no further business to come before the Board, a motion was made by Director Faulconer and seconded by Director Bayless to adjourn. The meeting adjourned at 6:24 p.m. **Roll call vote: Kempf -aye; Faulconer-aye; Bayless-aye.**

Minutes approved on:

1-30-2025



Charlie Kempf, Board President



Michelle Kauten, Board Secretary





**Lake Ozark Fire District  
Public Meeting Minutes  
Date 12/31/2024**

The Lake Ozark Fire Protection District met in a special meeting on Tuesday December 31, 2024. The meeting was called to order at 10:01am by Director Faulconer.

Present: Chairman, Charlie Kempf - absent  
Director/Treasurer/ Paul Faulconer – via Teams  
Director Mike Bayless – via Teams  
Interim Deputy Chief-Operations/Ryan Vaughn  
Deputy Chief-EMS/ Matt Hegel  
Building Inspector/ Charles Misenheimer - absent  
Attorney/Michael Schmid – via Teams  
Secretary/Michelle Kauten - absent  
Finance Control Officer/Amy Heier  
BC Creamer  
BC Pharr  
Captain Stewart  
Captain Lowry

Public Attendees: None

**LOFPD 2025 Budget**

- Review of the proposed 2025 budget. A motion to approve the 2025 Budget was made by Director Bayless, seconded by Director Faulconer. **Roll call vote: Kempf - absent; Faulconer-aye; Bayless -aye.**

**Collective Bargaining Agreement**

- Review of the proposed second amendment. **A motion to approve the second amendment to the collective bargaining agreement and adopt new Article 13 effective January 1, 2025, to December 31, 2025, was made by Director Faulconer, seconded by Director Bayless, motion passed and carried.**

**Finance Control Officer**

- Heier asked the Board to make the new wages effective at the beginning of the next pay period which began 12/30/2024. **A motion to make the new wages effective December 30, 2024, was made by Director Bayless, seconded by Director Faulconer, motion passed and carried.**

**ADJOURN:** With no further business to come before the Board, a motion was made by Director Bayless and seconded by Director Faulconer to adjourn. Meeting adjourned at 10:13am. **Roll call vote: Kempf -absent; Bayless-aye; Faulconer-aye.**

Minutes approved on:

1-30-2025



Charlie Kempf, Board President



Michelle Kauten, Board Secretary

