

Lake Ozark Fire District
Public Hearing Meeting Minutes
Date 8/24/23

Public Meeting to set the tax levy was held on August 24, 2023. The meeting was called to order at 3:30PM by Director Kempf and the pledge of allegiance was said.

Present: Chairman, Charlie Kempf
 Director/Treasurer/ Paul Faulconer
 Director Ed Dobson
 Fire Chief/Marc Carr
 Deputy Chief-Operations/Brandon Roberts - absent
 Deputy Chief-EMS/ Matt Hegel
 Deputy Chief - Training/David Woodward
 Building Inspector/ Charles Misenheimer
 Attorney/Michael Schmid
 Secretary/Michelle Kauten
 Finance Control Officer/Amy Heier
 Captain Freese
 FF Garber
 FF East
 FF Phillips
 FF Morris
 FF Spencer

Public Attendees: Derrick Brauner, Adam Maher

The tax levy was set at:

Camden County:

The assessed valuations listed by category, of real \$270,965,938, personal \$70,382,026, and other tangible property \$0.

.5882 per \$100 valuation for fire protection services. The amount of revenue required to be provided from the property tax is \$2,007,809.

.5763 per \$100 valuation, for ambulance services. The amount of revenue required to be provided from the property tax is \$1,967,188.

.08 per \$100 valuation, for debt services. The amount of revenue required to be provided from the property tax is \$273,078.

Miller County:

The assessed valuations listed by category, of real \$146,490,624, personal \$32,379,342, and other tangible property \$0.

.5882 per \$100 valuation for fire protection services. The amount of revenue required to be provided from the property tax is \$1,052,113.

.5763 per \$100 valuation, for ambulance services. The amount of revenue required to be provided from the property tax is \$1,030,828.

.08 per \$100 valuation, for debt services. The amount of revenue required to be provided from the property tax is \$143,096.

Motion to approve the tax levy was made by Director Kempf, seconded by Director Dobson. Roll call vote: Director Kempf- aye; Director Faulconer – aye; Director Dobson - aye.

ADJOURN: With no questions regarding the tax levy, a motion was made by Director Faulconer and seconded by Director Kempf to adjourn. Meeting adjourned 3:34PM **Roll call vote: Kempf - aye; Dobson- aye; Faulconer- aye.**

**Lake Ozark Fire District
Public Meeting Minutes
Date 8/24/2023**

The Lake Ozark Fire Protection District met in regular session on Thursday August 24, 2023. The meeting was called to order at 3:34pm by Director Kempf.

Present: Chairman, Charlie Kempf
Director/Treasurer/ Paul Faulconer
Director Ed Dobson
Fire Chief/Marc Carr
Deputy Chief-Operations/Brandon Roberts - absent
Deputy Chief-EMS/ Matt Hegel
Deputy Chief - Training/David Woodward
Building Inspector/ Charles Misenheimer
Attorney/Michael Schmid
Secretary/Michelle Kauten
Finance Control Officer/Amy Heier
Captain Freese
FF Garber
FF East
FF Phillips
FF Morris
FF Spencer

Public Attendees: Derrick Brauner, Adam Maher

PUBLIC COMMENT:

- None

MINUTES July 13, 2023: A motion to approve the minutes from meetings held on July 13, was made by Director Dobson, and seconded by Director Faulconer, motion passed and carried.

FINANCE CONTROL OFFICER REPORT:

- The July Financials were presented to the Board.
- Financial Advisor Update – The Benefits Committee met on August 3rd to review the Financial Advisors that had responded to the RFP. After meeting with two, it was decided to move to Grand Glaize Wealth Management. They will take over as Agent of Record with John Hancock and provide other financial options to employees outside of District Funding. **A motion was made to approve Grand Glaize Wealth Management as the District’s retirement financial advisor by Director Dobson, seconded by Director Faulconer, motion passed and carried.**
- CPA Proposals – I’ve spoken with Evers & Co, Williams Keepers, and Doerhoff CPAs regarding providing oversight services for the district. As of today (Monday) I’ve only received a proposal back from Doerhoff.

BILLING: A motion to approve the billing was made by Director Kempf and seconded by Director Dobson, motion passed and carried.

FIRE CHIEF REPORT:

- Labor Management discussions ongoing about:
 - Working out of class designation versus current step-up designation
 - Labor has proposed “double time” as an ask for special event coverage. Director Dobson said this will be addressed when the CBA opens up again to discuss wages. Specific events to be determined as special events are yet to be decided upon.
- Chief Woodward and Chief Roberts attended the FF Health and Wellness Science Summit in Columbia—Very positive feedback.
- Discussions with FFAM for being the “host department” for the 2024 convention—still in progress. 80% of this organization is volunteer. This could possibly be a good recruitment opportunity to switch some volunteer firefighters over to career firefighters Help gets our name out there with no extra cost.
- Thank you to all our members and the local for their support and extra work on the tax levy topic (signs/knock/talks etc.).
- Both open house events were well attended and great—still need to schedule Station 3 when cooler weather hits.
- 2nd Ladder truck still in process of delivery---possibly 2 weeks.
- State Bid process/order bank for Tahoe’s remains unopened as of this week, however, the cancelled order we were able to capitalize on should be available for pickup within the next few weeks.
- Station 1 is showing signs of worsening moisture/mold issue on the south bunkrooms.
- Biannual Promotional testing placed on hold—dates to be set soon.
- Application period closes this Friday (8/25)-Chief Woodward/Chief Roberts to update on number of candidates.
- Next Meeting Wednesday Sept. 20th @ 3:30pm

DEPUTY CHIEF-OPERATIONS REPORT:

- **Policies Under Review:** Three key policies, namely Policy 15 (Emergency Vehicle Response), Policy 26 (Nondiscrimination Policy), and Policy 55 (Annual Personnel Evaluations), Policy 52 (Social Media Policy), have been meticulously reviewed and updated.
 - **A motion to approve and adopt updated P-15-23-001 Emergency Vehicle Response Policy effective August 25, 2023, was made by Director Kempf, seconded by Director Dobson, motion passed and carried.**
 - **A motion to approve and adopt updated P-26-23-001 Nondiscrimination Policy effective August 25, 2023, was made by Director Kempf, seconded by Director Dobson, motion passed and carried.**

- **A motion to approve and adopt P-55-23-001 Annual Personnel Evaluations Policy effective August 25, 2023, was made by Director Kempf, seconded by Director Dobson, motion passed and carried.**
 - Social Media Policy tabled for executive session discussion.
- **Policy update:** We are negotiating the Working Out of Class policy with the shop. A proposal was submitted at the beginning of the month, and we are awaiting the shop's response. Once this is addressed and agreed upon, we will develop WOC Job Descriptions for both WOC Captain and WOC BC.
- **Lexipol Engagement: Beyond a Service, an Industry Benchmark:**
Lexipol has become synonymous with policy excellence in the public safety sphere, extending its services to various governmental agencies. Their recent association with the Kansas City, Missouri Fire Department and 3,000 other public safety agencies underscores their value and efficacy in revamping dated policy frameworks.
 - **Tailoring Lexipol's Services to Our Unique Needs:**
While Lexipol offers a broad suite of services, I advocate for a focused engagement, concentrating primarily on their unparalleled Policy Development and Implementation expertise. Here's the rationale:
 - **Training & Continuing Education:** Lexipol's FireRescue One platform provides **robust continued education opportunities. However, with Deputy Chief - of Training, Chief Woodward, at the helm of our training initiatives, we have consistently demonstrated our capability to deliver high-quality, in-house training to our members. This internal proficiency mitigates the need for external platforms for CEUs.**
 - **Behavioral Health Initiatives:** Lexipol's behavioral health solution, Cordico, is noteworthy. Yet, in collaboration with Eric Rose and Alicia Jones "AJ" from Local 42 and 42 CARES, we're charting a potentially more cost-effective and tailored behavioral health framework for our district. I believe this direction will yield better service quality and fiscal prudence outcomes.
 - **Our Path Forward:**
Given our district's internal capabilities and existing collaborations, it's evident that our core requirement from Lexipol centers on their expertise in policy development and implementation. This specialized focus ensures we remain compliant, updated, and operationally efficient.
 - **Request to the Board:**
I seek the board's approval to advance our discussions with Lexipol, zeroing in on policy development and implementation. With the board's blessing, I aim to finalize the financial aspects and return with a concrete proposal for consideration at our next meeting. The Board expressed interest in DC Roberts pursuing more information on Lexipol services and financial aspects with plans to discuss at September's meeting.
- **Behavioral Health & The "42 CARES" Initiative:**
 - **Understanding "42 CARES":** Our members' mental and emotional well-being cannot be overlooked in the demanding fire protection and emergency response

field. To address this, I've been in discussions with Eric Rose and Alicia "AJ" Pittman regarding the "42 CARES" program, introduced to us at the Critical Illness Pool Symposium in Columbia, MO.

- **The Significance of "42 CARES"**: Specifically designed with emergency responders in mind, "42 CARES" is an initiative that understands our members' unique stressors and challenges. It offers:
 - **Training**: Comprehensive training sessions equip our members with the knowledge and tools to recognize when they or their peers need support.
 - **Diverse Clinician Network**: Recognizing the geographical spread of our members, AJ is actively working to create a broad network of clinicians. This ensures that irrespective of where a member resides, they have access to the necessary support.
- **Current Progress**: Our discussions with Eric and AJ are ongoing. We are collaboratively working to establish a framework that aligns with the needs of both the Lake Ozark Fire Protection District and the "42 CARES" initiative. The goal is to create a mutually beneficial partnership that prioritizes the well-being of our members.
- **Melanoma Prevention & "Mollie's Fund"**: Skin cancer risks, especially melanoma, are amplified by the nature of our work. The story of Mollie Biggane, who tragically lost her life to melanoma at just 20, resonated deeply.
 - **Initiative**: "Mollie's Fund" offers sunscreen dispensers, a proactive step towards preventing melanoma. We're in talks with Jack Biggane about possibly bringing these dispensers to our district.
- **Lifescan Physicals**: The recent round of Lifescan Physicals was a success, and the professionalism and hospitality of our members were commendable.
 - **Next Steps**: Members who missed the initial physicals can make them up at Sunrise Beach FPD in August. (5) Members in total.
- **Knowledge Augmentation & Networking: Fire Rescue International**: The event in Kansas City was a significant opportunity for knowledge exchange and networking, proving invaluable for our strategic direction. I want to thank the board for letting Chief Carr, Chief Hegel, and I attend this event.

DEPUTY CHIEF-EMS REPORT:

- July EMS Statistics – See Attached
- Met with Bound Tree Account Representative. He is looking over our account to ensure all available discounts are applied (has already saved several hundred dollars on replacement of expired medications).
- Vending Machine update process started. This will replace all of the electronics and provide a much better user interface. (At no cost to us)
- Drafted Notice of Privacy Practices document. Attached for review. **A motion was made to put the Notice of Privacy Practices document on each ambulance and make**

available on the website by Director Kempf, seconded by Director Faulconer, motion passed and carried.

- Still trying to get Medic 22 repaired. Quote accepted and insurance approved. The timeframe for repair is 1 month after parts arrive.
- Collaborated with other officers to update policies.
- Signed up and began data entry for MO C.A.R.E.S Registry. (No cost to us)
- Met with Pulse Point. Beginning process of building AED Registry. Hopefully in time this information will be added to dispatch and given to callers to improve cardiac arrest outcomes with early defib. (Also no cost to us!)
- With the building of AED Registry, I am exploring grant options for training as needed and replacement of consumables (Defib Pads, Batteries) for community AEDs.
- Attended FRI conference and attended Leadership Development classes.
- Began Updates of all LifePak 15 Monitors to maintain connectivity to network and keep ability to transmit ECGs.
- My Expectations for the EMS Providers of the District were published and sent to the all staff. Also sent to Board and Dr. Shen. Met with C Shift, A and B scheduled Thursday and Friday respectively. So far it has been well received.
- Attended (virtual) MO State Sectional Actional Committee Meeting. Good network and monitoring of status of legal changes regarding EMS.
- Protocol Review and update ongoing. This will be a long process.
- Met with Dr. Shen. He is aware of protocol review and update.

DEPUTY CHIEF - TRAINING REPORT:

1. Training Conducted Recently:

- A. Electrical Safety for each shift
- B. LAESA Training was water supply.
- C. Electric Vehicle Training
- D. Shifts have been swimming.

2. Training Scheduled:

- A. Boat Training was postponed until post-Shootout.
- B. Incident Management Training for the next two rotations. This includes the new collapse zone SOG.
- C. Grant class through the IAFF on clandestine drugs and other modern pharmaceutical issues we are facing regularly.
- D. September will begin the updated EMS Training with Chief Hegel while I will be providing a supportive role.

3. Meetings/Trainings:

- A. Attended the Critical Illness Pool Firefighter Health, Wellness and Science Summit in Columbia on August 4th with Chief Roberts.
- B. LAESA Training Officer's meeting on August 15th. Discussed merging several Lake wide SOGs to assure mutual aid is all on the same page. This will take some time to get all players to agree to some compromise on both sides. The number one priority is to assure our people are not put in harm's way inadvertently.

- C. Planning/Budget Meeting on August 22nd to help collaborate for a successful budget and meet the needs of our public.
4. **Paramedic Class:**
A. As we move into the fall, the class is doing well, and we look forward to their growth.
5. **Website/Social Media Marketing:**
A. The new website is up and running at full speed. Thank you to all the players for making this happen, especially Michelle!
B. Social Media has been seeing an incredible response from the added assistance in marketing and reaching the public. We have monthly meetings to adjust strategy and assure communication is clear and what the District wants shared.
C. Starting a series of “Firefighter Friday” where we will highlight the fantastic people who work here. This is still in the infancy and has no start date as of this meeting.
D. Adjusting strategy to help educate the public to see more of the interworking’s of the department to help everyone be informed.

Applications/Hiring:

- A. Application deadline is this Friday the 25th.
B. Tentative testing is September 14th.
C. Working with Chief Roberts so we are on the same page.

FIRE CODE OFFICIAL REPORT:

- **Training.** I attended training put on by FMAM (Fire Marshal’s Association of Missouri) at Margaritaville Resort August 16-18. There were some very informative classes given on a wide range of topics from lithium-ion battery fires and explosions to sprinkler plan review, and short-term rentals.
- **OBFPD Open Flame Ordinance:** I spoke with the OBFPD Fire Marshal last week and received a few updates on the matter. Apparently, the second reading of the ordinance has been completed, but the ordinance has not been signed into law. OBFPD has a new board member, and this board member would like to wait to sign the ordinance since he/she is newly elected. It is looking like March 1, 2025, before it will be signed into law.
- **Station 3 Mold Remediation:** The project has been completed and all services have been for in full.
- **Current Construction Projects:** Updates:
 1. “Donut Palace” Construction has begun on a donut shop between Station 1 and Rockwood Motel on Bagnell Dam Blvd. Framing is complete and windows and doors have been installed. The contractor is currently working on the interior rough-in.
 2. “Eagle Stop” Construction has begun on a new 5,400 sq ft convenience store/gas station on Hwy. W. It is the site of the old Rick’s C Store. The slab has been poured and framing is currently in full swing.
 3. “The Cove” A 21 lot single family subdivision off Golden Rod Rd. Seven permits have been issued for homes currently under various phases of construction. Three of these homes have been completed and have received occupancy.
 4. “The Havens at Four Seasons” A 39 unit condo building. Parts of the building are at different stages of construction; the third and fourth floors are currently being

drywalled with basement through the 2nd story are being painted. Third and fourth floors fire sprinkler system piping passed the hydro test last week.

5. "Four Seasons Aquatic Center" Roofing and framing are complete. The indoor pool concrete floor was poured last week with the pool walls are scheduled to pour this week.

- **Dock Inspection Report.** 3rd quarter report will be submitted at the October BOD meeting.
- **Dock Permits to Date:** 136
- **Building Permits to Date:** 81
- **Fireworks Permits to Date:** 17

BOARD MEMBER REPORT:

- None

UNION REPRESENTATIVE:

- Tax levy – FF East reported that the Shop will be working with Chief Carr to further identify what we can do differently next time.

OLD BUSINESS:

- None

NEW BUSINESS:

- TIF Resolution. This is something we do annually when we set the levy for the upcoming year. This resolution allows us the ability to set reimbursement rates for TIF projects. We need a motion to approve/renew this resolution for the upcoming year. **A motion was made to approve Resolution No. 2023-002 by Director Kempf seconded by Director Dobson. Roll call vote: Kempf - aye; Faulconer- aye; Dobson - aye.**
- We have been awarded a matching ARPA Grant of \$40,000 – we are responsible for \$20,000.
- Captain Freese informed the Board that he has requested 6 and received 3 bids for structural fire gear. We currently use morning pride and have been in that gear for approximately 11 years. I have included the cover sheet from all 3 companies that bid, they include Ellebracht (current gear supplier supplying Morning Pride), Sentinel (supplying Lion), and Banner (supplying Globe).
 - The bids received all complied with the specified fabrics. It was requested the bid be honored for 5 years, and no company was able to meet that request. The RFB was for 7 sets per year for 5 years. The bid from Ellebracht was \$4,369.00 per set. The bid from Sentinel was \$4,743.78 per set. The bid from Banner was \$4,888.91 per set.
 - It is my recommendation to award the bid to our current supplier Ellebracht due to price point and having no issues with service or quality during the time we have used them. **A motion to approve the purchase of structural fire gear from Ellebracht for \$4,369.00 per set with the matching ARPA grant was made by Director Dobson, seconded by Director Kempf, motion passed and carried.**

- Captain Freese informed the Board that we are currently in need of 16 pairs of structural fire boots. The need stems from the boots reaching their 10-year expiration date, at which point they need to be retired from active service. These boots have served us well and no member has had any issues with quality for the time that we've had them. I have requested and received 2 bids for boots, 1 from Banner and 1 from thefirestore.com.
 - The bid from Banner was \$575.00 per set. The bid from thefirestore.com was 607.77 per set.
 - I recommend we award the bid to Banner due to price point. **A motion was made to approve the purchase of 16 pairs of structural fire boots from Banner with the matching ARPA grant was made by Director Dobson, seconded by Director Kempf, motion passed and carried.**

MISCELLANEOUS HEARINGS:

- None

Motion to close this meeting and move into Executive Session as allowed by State Statute; was made by Director Kempf and seconded by Director Dobson at 4:32pm. Roll call vote: Kempf - aye; Faulconer- aye; Dobson - aye.

Reconvene at 6:49pm

The Board came back into regular session and announced the following were discussed in the Executive Session: legal and personnel matters.

After due deliberation regarding the disciplinary hearing, Director Kempf made a motion to accept the disciplinary recommendation from Chief Carr, seconded by Director Dobson. Roll call vote: Kempf - aye; Faulconer- aye; Dobson - aye.

A motion to approve and adopt updated Policy 52-23-001 Social Media Policy effective August 25, 2023, was made by Director Faulconer, seconded by Director Dobson, motion passed and carried.

ADJOURN: With no further business to come before the Board, a motion was made by Director Dobson and seconded by Director Faulconer to adjourn. Meeting adjourned at 6:51pm. **Roll call vote: Kempf -aye; Dobson-aye; Faulconer-aye.**

Minutes approved on:

Sept 20 2023



Charlie Kempf, Board President



Michelle Kauten, Board Secretary