

Approved,
Board Mtg
OF
9-24-15

MINUTES OF THE REGULAR MEETING OF
THE O'FALLON FIRE PROTECTION DISTRICT
BOARD OF DIRECTORS
August 27, 2015

A Regular Meeting of the O'Fallon Fire Protection District Board of Directors was held on August 27, 2015, in the Board Room located in the Administration Building, 119 East Elm Street, O'Fallon, MO. Director Laughlin called the meeting to order at 7:05 p.m. Notice of said meeting had been provided at least 24 hours in advance of the meeting by posting the meeting time in the case on the outside wall of the Administrative Offices at Station #1. The following Directors were present: Director Bill Laughlin, Director Matt Simmons, and Director Matt Gober. The following staff members were present: Chief Tom Vineyard, Assistant Chief Ken Vomund, Financial Director Bob Cerrano, Battalion Chief Andy Parrish, Captain Eric Johnston, Captain Chad Vesely, and Board Admin Assistant Karen Lucido.

The following guests were present: Attorney Neil Bruntrager; and Kelly Rector of Denny & Associates.

The Pledge of Allegiance was led by Chief Vineyard followed by Assistant Chief Vomund's reading of the Firefighter Prayer.

Director Laughlin asked for any questions or comments regarding the Board Meeting Minutes of July 23 and August 13, 2015, and Pension Board Meeting of May 18, 2015. There being none, Director Laughlin made a motion to approve the minutes of the prior Regular Board Meeting of July 23, 2015, Regular Board Work Session Minutes of August 13, 2015, and Regular Pension Board Meeting of May 18, 2015, as presented, seconded by Director Gober. Upon roll call the vote was:

Ayes: (3) Directors Laughlin, Simmons, and Gober
Nays: (0) None
Absent: (0) None
Motion declared and carried.

Director Gober stated a general checking account balance of \$257,808.69.

There were no questions or comments. A motion was made by Director Laughlin to approve payment of bills as presented, seconded by Director Simmons. Upon roll call the vote was:

Ayes: (3) Directors Laughlin, Simmons, and Gober
Nays: (0) None
Absent: (0) None
Motion declared and carried.

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CITIZEN COMMENTS - None.

COMMUNICATIONS

Administrative Assistant Lucido read a note from Ms. Donna Kasten thanking Engineer Dunn for installing her granddaughter's car seat.

OLD BUSINESS

There was further discussion regarding Administration Renovation – RFP 2015-03. Chief Vineyard stated that the RFP was advertised and placed on the District's website; a pre-bid conference was held today with Pinnacle, Icon, and Lamb construction firms walking through the site. The building renovation project is straightforward.

There was further discussion regarding the Pension Administrator position. Chief Vineyard stated that currently Financial Director Cerrano holds this position. As he is retiring at the end of the year Chief Vineyard requested a motion appointing a Pension Administrator. Discussion held. A motion was made by Director Laughlin to appoint Chief Tom Vineyard as the District's Pension Administrator, effective immediately, seconded by Director Simmons. Upon roll call the vote was:

- Ayes: (3) Directors Laughlin, Simmons, and Gober
 - Nays: (0) None
 - Absent: (0) None
- Motion declared and carried.

NEW BUSINESS

Director Laughlin recognized Ms. Rector from Denny Associates who reviewed the District's insurance renewals. Ms. Rector explained the District's renewal for health insurance with United Health Care is due October 1; this enables the District to go to October 2017 before having to comply with the ACA requirements. The District's agreement with UHC was a guarantee renewal rate of no more than 7%, and they have offered a renewal rate increase of 5.9%, with no changes to coverages or deductibles, except modest changes to the out-of-network coverages, for the period October 1, 2015 to October 1, 2016. The District can renew one more time in 2016 to October 1, 2017.

Ms. Rector explained the potential financial impact to the District if forced into the ACA Small Groups coverage, but stated ACA changes are being pushed back continuously.

Partial self-funding of medical was discussed as a possible alternative if and when ACA

kicks in. A motion was made by Director Laughlin to accept United Health Care's quote having a rate increase of 5.9% for the period October 1, 2015 through September 30, 2016, as presented; Director Laughlin authorized to sign agreement, seconded Director Simmons. Upon roll call the vote was:

Ayes: (3) Directors Laughlin, Simmons, and Gober
Nays: (0) None
Absent: (0) None
Motion declared and carried.

Ms. Rector requested the out-of-network coverage changes be emailed to all employees.

Ms. Rector stated the District received a quote for continuation of dental services from Assurant for an approximate 6% increase without no changes in coverage. This increase is less expensive than premiums the District was paying for dental coverage two years ago. The annual total premiums will increase by approximately \$147.00. A motion was made by Director Laughlin to accept Assurant's rate quote with a rate increase under 6.5% for the period January 1, 2016 through December 31, 2016, as presented, seconded by Director Simmons. Upon roll call the vote was:

Ayes: (3) Directors Laughlin, Simmons, and Gober
Nays: (0) None
Absent: (0) None
Motion declared and carried.

Chief Vineyard stated the District is looking into Retiree Health Insurance Costs. With our current carrier, the District has a 10% cap on the number of retirees covered under our health insurance plan, and we will be at or close to that cap by the end of 2016. He requested Ms. Rector present information on current rates for individual premiums. Ms. Rector reviewed her handout of Coventry Health Plans for Missouri and stated the Coventry-Gold was closest to the existing health care coverage, with individual premiums ranging from \$685.99 to \$1,014.81 per person depending on age and smoking factors. Discussion held. Chief Vineyard spoke with Attorney O'Brien regarding a Trust for Retirement Health Plan, similar to one he was familiar with at Mid-County Fire. Chief Vineyard stated a formal plan needs to be developed. Shop Steward Johnston stated he believes Cottleville Fire has a similar plan, but he will need to talk with Shop members. Director Gober questioned if we could receive group rates if some kind of County-wide group was established for retirees. Shop Steward Johnston

stated the IAFF has looked at that, but all District's negotiate differently. Financial

Director Cerrano recommended looking into getting an Association together in order to

receive group rates for retirees. Director Laughlin requested Chief Vineyard keep checking into what's available with the goal of having something in place by the end of 2016 for the District's retirees.

Chief Vineyard stated that LMC continues discussion regarding having murals painted in the stations' bays, with Station #1 having a professional mural done showing a history of the department. The other three stations would have a mural done by local high school art students. Attorney Bruntrager stated there would be no liability to the District if a student was injured while on District property. Director Laughlin stated it was a good idea to have the community involved.

Assistant Chief Vomund stated that Station #3 has severe water issues that require a water softener, as the current water freezes up the plumbing. He received two quotes, one containing a Reverse Osmosis system. Holmes Water Treatment quoted \$6,062.50 for water softener system only, and Culligan quoted not to exceed \$5,500.00 on water softener system only. Discussion and consensus that a Reverse Osmosis system was not required. Financial Director Cerrano stated the District could purchase this system with bond monies. Station #5 has water issues too, but Labor Management's recommendation is to begin with Station #3. A motion was made by Director Laughlin to accept Culligan Water of O'Fallon's quote for a water softener system for Station #3 including installation, at a not to exceed amount of \$5,500.00, per the terms of their quote, Chief Vineyard authorized to sign agreement, seconded by Director Simmons. Upon roll call the vote was:

Ayes: (3) Directors Laughlin, Simmons, and Gober
Nays: (0) None
Absent: (0) None
Motion declared and carried.

A motion was made by Director Laughlin at 7:59 p.m. to go into Closed Session pursuant to Section 610.021 (1) Confidential or privileged communications between a public governmental body and its attorneys; (2) Leasing, purchase or sale of real estate by a public governmental body; (12) Any documents related to a negotiated contract until a contract is executed, and (13) Individually identifiable personnel records, after a 15 minute break, seconded by Director Gober. Upon roll call the vote was:

Ayes: (3) Directors Laughlin, Simmons, and Gober
Nays: (0) None
Absent: (0) None
Motion declared and carried.

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A motion was made by Director Laughlin at 8:31 p.m. to adjourn the Closed Session and reconvene in Open Session, seconded by Director Gober. Upon roll call the vote was:

Ayes: (3) Directors Laughlin, Simmons, and Gober
Nays: (0) None
Absent: (0) None
Motion declared and carried.

Director Laughlin announced that during Closed Session the following motion was made:

A motion was made by Director Laughlin to accept Rognan & Associates proposal for providing accounting services to the District at a cost of \$1,500 per month plus a one-time annual fee of \$1,500 for compiling the District's Budget, seconded by Director Gober. Upon roll call the vote was:

Ayes: (3) Directors Laughlin, Simmons, and Gober
Nays: (0) None
Absent: (0) None
Motion declared and carried.

Director Laughlin announced the next Board Work Session is scheduled for Thursday, September 10, 2015, at 7:00 p.m.

A motion was made by Director Laughlin to adjourn the meeting, seconded by Director Gober. Upon roll call the vote was:

Ayes: (3) Directors Laughlin, Simmons, and Gober
Nays: (0) None
Absent: (0) None
Motion declared and carried.

There being no further business, the meeting was adjourned at 8:33 p.m.


William Laughlin, Chairman

ATTEST:


Karen Lucido, Board Administrative Assistant
Recording Secretary