

**SMITHVILLE AREA FIRE PROTECTION DISTRICT
341 PARK DRIVE
SMITHVILLE, MO 64089
(816) 532-4902**

Board of Directors:
Greg Atkins, Michael “Mick” Summers and Debbie Childress
Fire Chief John Callahan Deputy Chief: Dave Cline

Call to Order:

- (00:00) The meeting on November 22, 2016 was called to order at 7:02 P.M. by Debbie Childress

Approval of the Minutes:

- From the October 18, 2016 meeting – Debbie Childress noted that she did not receive the Minutes until approximately 30 minutes before the meeting started. She was under the understanding that the Minutes would be received a week in advance because the bank statements would have been received. She added that she doesn’t get the Minutes in time to go over them or look through them or look over all of the materials provided within the Minutes. Debbie Childress stated that she usually gets them the day of the meeting. It was mailed on Friday, November 18th and she received it November 22nd. Greg asked if she wanted to postpone approving the Minutes until she had a chance to go over them. Debbie Childress stated to move forward because she hadn’t had a chance to look over the old figures and reports but did have an opportunity to scan over the report she received by mail the day of the meeting. A motion was made by Debbie Childress to accept the approval of the Minutes from the October 18, 2016 meeting. Michael “Mick” Summers 2nd the Motion and all agreed. Motion passed.

Treasurer’s Report:

- Debbie Childress asked if there was any discussion on the Treasurer’s Report. (Discussion below)
- Greg Atkins asked if they were in agreeance that money was paid out in October by Chief Callahan under Grants.
- Chief Callahan agreed. He noted they received the money and paid it that same month.
- Greg Atkins added that for building maintenance we were over expenses for budgeted purposes. There was nothing in the month of November but comparing them year-to-date budget and actual was a little over the allowed budget.
- It was noted that Chief Callahan was not able to tell Greg Atkins what the expenses were. He thought it might have been things for either Station 1 or Station 3 depending on what it was. Mick said he would look it up and let Greg Atkins know.
- Mick wanted to know if it was at Station 1 and/or Station 3.

- \$14,000.00 versus \$11, 666.00. The actual annual budget was \$14,000.00. Greg Atkins added that year year-to-date expenses were over \$14, 020.00. Mick agreed.
- **Apparatus for vehicles** we had a \$16,000.00 expense for October. Mick agreed. That was for pumper issues that were discussed a few months ago on Pumper 12. The brakes were fixed the gearing-steering gear box and other necessary repairs were made.
- **T&M Mobile Service and Tire Direct:** The T & M Mobile Service is the apparatus maintenance group (i.e.; the people who work on the trucks.) **Tire Direct** is where we bought the tower from for Station 3.
- Greg noted that was all he had for the Treasurer's Report.
- Debbie Childress asked if Mick had anything he would like to add anything and Mick declined.
- A motion was made by Debbie Childress that the Treasurer's Report for October, 2016 be accepted and approved. 2nd by Mick and all agreed. All agreed. Motion passed.

Chief's Report:

- Chief Callahan noted that their call volume was up 43 calls from the same time last year.
- It was October Fire Prevention Month so they did a lot of public relation work at schools, daycares, and so forth as they have done every year.
- Dave did (2) investigations that are in the report (I do not have to provide for the Minutes)
- Coming up in the future is getting prices on getting the roof on Station 1 repaired because it is leaking. They are working on getting some bids together so that it can be replaced.
- Greg Atkins asked how Station 3 was coming along it had been 3 ½ weeks since he was there.
- John noted that, "They're getting there." There are a lot of details. They are going to get the epoxy floor down on Sunday which is a big deal. They should have it wrapped up by Friday. The problem is the company they have doing it is so busy they are doing it on a weekend and in the evening basis. So, it's being done a little bit at a time.
- Greg Atkins asked if they are doing the entire building.
- Chief Callahan stated they will do the front entrance way, the front bathroom down to the Watch Office; the kitchen area and the hallway in the bunkroom area. The rest of the station will be done in part and will be done with just a sheet of concrete. And then, in the bunkrooms and the office area and in the living room area, that we had carpet using carpet squares. He stated they are the latest and greatest.
- Mick asked if they had given him a date yet as to when they expect to be done.
- Chief Callahan stated he is guessing the first of the year. They disagree with him. They think they'll be done December. There's a lot of loose ends and things to tie up; all the final details that have to be done.
- Mick asked if John has started a Punch List of items that need to be fixed.
- John stated that the short answer is that they've been keeping an eye on the process and trying to generate a Punch list. He added there are still very measurable things that need to be completed. They still have to have the painter come in and do a bunch of touchup; they still need to finish the Fire Sprinkler System; they still have electrical work to do. He noted it's hard to start a Punch List because they have not completed the original

repairs that need to be made. He added that the architect and himself “John” have been going through the upgrades and making notes and as they progress and as they get things done if it was on his “Punch List” he scratches it off the list.

- **New Pumper:** They are looking at the first of the year. Dave, Byron, and Justin went and did the Mid-Build on it last week and checked it out and said it’s looking good. They’re getting it done. It will be good timing to have the new pumper here and then one up at Station 3. We’ll probably put the old Spartan up at Station 3.
- **Greg Atkins:** Is there any drive Pumper 11 on a regular basis? I see Pumper 12 out all the time I never see 11.
- **Chief Callahan:** Well, Pumper 12 is the first-out truck; so, they drive it mostly. But, yeah they do drive Pumper 11 to make sure everything’s working. They check it daily just like they check Pumper 12.
- **Greg Atkins:** Is Spartan Pumper 11 mostly on standby?
- **Chief Callahan:** Yes, sir.
- **Decals:** The decals are on the cars; Dave and my vehicle are now decaled. That is complete.
- **Greg Atkins:** The City has failed to post the meeting?
- **Chief Callahan:** Yeah. That’s email I received. I guess they were going to have a meeting that I or Debbie Childress wasn’t going to be available for that one either. The email I received said that they failed to post the meeting so they decided to cancel; which was probably a good idea.
- **Debbie Childress:** Do you have an update on when that might be rescheduled?
- **Bob Arnold:** Thanksgiving: It’s going to be after Thanksgiving. It will be either the first or second week of December. There’ll be an email going out to find a good date. Probably the 2nd or 3rd Thursday of December is what my guess is right now.
- **Debbie Childress:** Is there anything else? I make a Motion that we approve the Chief’s Report. Greg Atkins Second’s the Motion. All in favor; Motion passed.

- **Public Comments:**

- **Charlie Waters:** My name is Charlie Waters Smithville, MO.
- **Debbie Childress:** I don’t think we need---(Charlie Waters interjects)
- **Charlie Waters:** 503 Indian Trail Court, Smithville, MO 64089. I just want to give an update. If I remember correctly, we are allowed as long as we keep it docile, we’re allowed to talk on Agenda items now.
- **Debbie Childress:** Yes.
- **Charlie Waters:** Was that the decision made?
- **Greg Atkins:** It is.
- **Charlie Waters:** Thank you, sir. Thank you. I just want to give an update. Last month, Mr. Atkins had requested on the Agenda the Petition for Audit Agenda item. And so, I came up to discuss that and we heard the pros and cons of that. I wanted to give us the latest update on that. I do know that a couple of the Board Members were looking for that to happen if we could and if anything is out there let’s get it out there. Let’s get the transparency going. But, I want to talk about real quick about the; there’s a good article in the paper. I always relish good articles in paper of opinions of a gentleman who does

sit on this Board talking about the state audit of fire district not needed and expressed that concerns of the public had been “the need for more firefighters proceeds lack of transparency; requesting marking of Chief and Assistant Chief vehicles; which are all good things. But, I just wanted to point out #1: The need for more firefighters. The Board Member that wrote this article when I started coming to this meeting in May (14:59) expressly wanted and was the one who voted to hire 3rd Chief at the tune of one year’s salary and a vehicle; plus, the salary and insurance of over \$100K and absolutely voted against; I’ll give you chance, sir. Absolutely; because I only have three minutes. Absolutely voted against hiring (2) two firefighters in lieu of that budget and expressly said, “To CYA he wanted to put those (2) two firefighters on a November 8th ballot. So, to read that in the paper, that he was in favor of that and was a part of that Board who helped pass that, it was not correct. The proceeding lack of transparency. He also opposed a 3rd person taking notes; placing an Agenda on the website; placing Minutes on the website. He opposed all of those in this meeting. So, I have a problem with that. Just wanted to point that out. The request of marking of vehicles. He opposed that item. I don’t mind you writing things in paper. I’ve waited; didn’t say anything and I didn’t go with Amy Neal and say, “Some of these are wrong. Can I put an article out there to go against this?” I wanted to see if I received any calls. I did not receive one call and I don’t know if you received any calls on what you wrote. I did receive calls in what I had written in my article which were very progressive and positive. So, I was hoping to receive something on your side as well and I did not. I want to finish off with saying that as of today we have received over 1,400 signatures for our Petition of which we needed 750.

- Debbie Childress: Wow!
- Charlie Waters: So, I will personally be driving those to Jefferson City within the week after Thanksgiving. Thank you.
- Debbie Childress: Would you like to make your comment.
- Greg Atkins: Well, I specifically addressed in there; in my article that those were my personal thoughts and opinions. That I expressed in the article what was done was the Board. And, the Board did do those things, Charlie. What I feel, we went about some of that stuff wrong. But, you know, I just got one vote and the process works. And, the community has been positively addressed. So, you can tear me down. I can handle it. But, I guess if you’re going to want to place blame someplace you know; I’m willing to accept it, Charlie. So, thank you.
- Debbie Childress: Anita, your items are at the Agenda, correct?
- Anita Johnson: I just wanted to be able to ask a question. And, I had my hand up when you were on the Treasurer’s Report.
- Debbie Childress: Alright.
- Anita Johnson: I just was wondering where does the public get this; a copy of the Financial Statement of the Treasurer’s Report? Is it published in the paper annually? Is it available anywhere or is this just something that we’re not allowed to know even though our tax dollars are paying the bills?
- Chief Callahan: If you request a copy of it, we’ll get you a copy of it.
- Anita Johnson: So, you have to request it in writing; but, nowhere is it ever published in the paper?
- Chief Callahan: It has not been. No.

- Anita Johnson: Oh! Okay. Well, every place that I've always lived the Fire Protection District at year-end, with all the other county entities, always published their Financial Statements.
- Chief Callahan: And where were those Districts at Ma'am?
- Anita Johnson: In Potosi, Missouri and in Cassville, Missouri.
- Chief Callahan: Thank you.
- Debbie Childress: That's all the public comment I have for the general time. I think there's some at Agenda items

Old Business:

- Debbie Childress: So, we will move on to Old Business and Greg did you want to talk about the NIMS Training?
- Greg Atkins: Nothing. Just waiting on an update to get the final course whenever it's available. I haven't heard any new information on it.
- Mick Summers: The latest was that (Mick interjects inaudibly being talked over)
- Debbie Childress: Right. As far as I know it will be in St. Louis. It is the only one offered for 2017.
- Greg Atkins: And, I don't know whether it needs to be continued to be on Old Business?
- Debbie Childress: Right. Okay (Inaudible male interjecting over)
- Chief Callahan: You want me to take that off Old Business; off the Agenda?
- Greg Atkins: Right.
- Chief Callahan: Okay.

New Business:

Fire District Liaison Meeting

- Debbie Childress: Alright. The Fire District City Liaison Meeting.
- Greg Atkins: We've already discussed that a little bit. And, Bob's already addressed that we're going to do that later on. He is particular that Mr. Arnold is leading that charge and is looking to the results. It will be left under "Old Business"

SOG for minimum staffing standards

- There is a new SOG on staffing. Debbie Childress hadn't had very much time to look at it. It is a one-page document. It's not really a new SOG it is an updated version to say that minimum staff is now (3) three instead of (2) two people. (4) Four are scheduled on A and C shifts at this time. Debbie Childress made a Motion that the new SOG for Minimum Staffing Standards be accepted. Mick seconded the Motion. Motion passed.

Microphones:

- Debbie Childress has a copy of the quote but did not print it out to bring it to the meeting.
- Chief Callahan: Sent out an email out showing that it was expensive and it would meet the needs of what we'd want. They are talking to a technical person. He was setting it up so that we would have perfect sound and it would come out of the speakers that we already have existing. We wouldn't need to hook into the system which requires an amplifier and other electronic needs. He asked that if Debbie Childress found something that was better, less expensive and going to work.
- Debbie Childress asked Donna Raskin if she thought that the Board needs for her purposes.
- Donna Raskin stated, "Absolutely."
- Debbie Childress asked if she had opinions about systems that she has worked with.
- Donna Raskin mentioned in her experience in working with law firms and the Truman Library and other places. Most corporations have a center unit that sits at the middle of the table and then there are smaller microphones that are put in front of each person. And, it also allows people who can't physically be at a meeting to call into the meeting they have that capability as well. People can call in, be heard and be recorded at the same time. Donna offered to do research on the types of equipment that are available and cost factors.
- Debbie Childress thought it would be helpful because Donna has more experience with audio.
- Donna Raskin stated it would make her work easier to hear. She further stated that she would be giving the Board a CD of the audio of each meeting for their records to keep on file. That way if anyone ever wants to hear the audio from any given meeting it will be available for each meeting from the prior meeting and actually starting a library of monthly Board Meeting. Donna also asked that if each Board Member could give her a copy of their documents such as the financial documents, the Chief's Report etc. due to the fact that they are said so quickly and usually low that it's hard to hear just by listening to it with her own ears. She noted she wanted to make sure she could do the best possible job for the Smithville Area Fire Protection District. She mentioned that she doesn't like taking the City's dollars without giving quality work.
- Debbie Childress acknowledged it and thanked Donna. Debbie Childress noted that they will wait until they hear back from Donna Raskin. She noted it would be after the Thanksgiving holidays before she could get any idea of brand or cost due to the fact that staffs at law firms are usually skeleton staffed so that families can travel for the holidays. After listening to the Minutes on Donna's personal equipment if people will simply project their voices when they speak she sees no reason to purchase any equipment at this time. It was very easy to understand using her equipment.

Shed for Girl Scouts:

- Debbie Childress stated that she hadn't heard anything further on that.
- Dave talked to them and it's being built and will notify the department when it's ready for delivery. Jim Gager of 111 Asher Bay, Smithville, MO Ward 3 asked if he could place the shed up next to the building and Chief Callahan told him no. We had agreed it

would go in one of the parking spaces. He made sure that Jim understood that it going into a parking space due to parking for employee vehicles use the spaces next to the building.

Lights on the Building (Not on Agenda)

- Mick noted that he did like the new lights on the building. He noted that in places it was always very dark and you can really see well all around the property.

Vacation Policy:

- Chief Callahan noted that the change is on page 4 of the SOG by the asterisk.
- Chief Callahan noted that they are both off on weekends and holidays; but, they do not take vacation at the same time. That was the request, and that is what this basically states is that we will not be off at the same time.
- Debbie Childress asked: How is this handled? She noted that they work (4) four (10) ten hour days.
- Chief John Callahan stated that is correct.
- Debbie Childress added that every week they are off either Friday or Monday is that correct?
- Chief Callahan and Deputy Chief Cline agreed.
- Debbie Childress added: If they took vacation on Thursday and Friday of (1) one week and that was Dave's Friday to be off, there wouldn't be any Chiefs here?
- Chief John Callahan noted that was right and that's going to happen. He stated that they discussed that and that's just a reality of this small department.
- Debbie Childress asked, "So, you discussed that?"
- Chief Callahan further stated that they all talked about it and at the last meeting he said that when he was talking about the vacation they won't be on vacation at the same time but that does not mean that we won't be gone at the time. Because that situation could happen if it's his day off and Dave's got a vacation day then he's going to be gone. Generally, on our days off both of us are around and available if they need us; but, no guarantees. Our days off are our day off kind of thing
- Debbie Childress asked: What if, something to think about as we go forward maybe going back to (5) five (8) eight hour days? Debbie Childress was figuring up; looking at a schedule there's time where the firefighters go (3) three weeks without seeing a Chief. With Shift "A" it's because of the way the days fall and then the way that Dave's Monday's and Friday's fall. They would not see him from November 1st through November 24th; that's a long time and that's your Operations Chief; not to see him. And then, the "C" Shift did not see Chief Callahan between October 24th and November 16th. I don't know how you guys feel about that; but, in my job if I didn't see my boss for (3) three weeks I just think it would be tough.
- Chief Callahan noted that early on; he thinks that maybe they need to look at going back to the Berkley Shift too. If you remember, you were on the Board at the time; but, I specifically brought up working 48-96; this is going to become an issue.
- Mick Summers: We did.

- Chief Callahan: So, if we go to a 40-hour week and then go back to the Berkley Shift and then, we solve those problems. We all see each other on a regular basis then. But, I did specifically bring this issue up.
- Mick Summers: He did.
- Chief Callahan: A long time ago.
- Debbie Childress: What is a Berkley shift? I'm not; I--- (Chief Callahan interjects) (29:35)
- Chief Callahan: It's a shift they worked prior to the (24) twenty-four or to the (48) forty-eight. Basically, they work (24) twenty-four hours on/(24) twenty-four hours off, (24) twenty-four hours on (24) twenty-four hours off. And then, they are off for (4) four days. So, they work as an example: They work Monday, Wednesday, Friday--- (Debbie Childress interjects)
- Debbie Childress: A huh (Positive Response)
- Chief Callahan: And then, they would be off for (4) four days. (30:00) So, they would be off Tuesday, Thursday then, between days. So, that's the shift that worked before. The majority of the fire departments in the metropolitan area work that shift, (30:00) and, it's a shift we worked before and it's was a fine shift. It works fine. It's just it was a preference that they wanted to work 48-96 and we agreed upon that. But, this at that time was brought up that it would be an issue
- Mick Summers: You did bring that up. I do remember. You said it would come up.
- Chief Callahan: "Considerable discussion."
- Mick stated he has no problem going back to the old ways.
- Debbie Childress said that she thinks it's something that they need to talk about. She doesn't think they need to make a decision tonight. Either way it's going to be a big change for everybody. She feels that they need to get input on that and not just decide it themselves. She doesn't want to make a decision for (15) fifteen other people. But, it's definitely something that warrants some discussion. She wasn't thinking about changing firefighters in my head. She was wanting to just make sure that there were Chiefs here.
- Mick Summers stated that he thought the old way was better.
- Debbie Childress added that she definitely would want to get input from the people that are going to be doing it on all levels.
- Mick asked Chief Callahan that since he's seen them all on the Berkley Shift.
- Chief Callahan agreed that he had. He added that even if we work (5) five days a week there's still going to be times when you go without seeing a Chief. It would be less; but, if you want to compare apples to apples he suggested that they go back to the (5) five day work week for the Chiefs and the Berkley for the firefighters and that way everybody will get to see each other and we'll all be happy again.
- Mick asked if that is what the majority of the fire districts use?
- Debbie Childress noted that Kansas City does not use Berkley.
- Chief Callahan stated that Kansas City is different. They do 24, 48---
- Mick Summers noted that we can't compare Smithville to Kansas City.
- Chief Callahan agreed. But, if you have a department that's the size of Smithville, most of them do the Berkley. There is at least one other that does 48-96; but, for the most part the departments this size do the Berkley. The 48-96, as I explained when we brought it

up is generally done on the east coast for the purposes of trying to get people in to work those jobs because they don't get paid enough to live in the cities.

- Debbie Childress: Asked Nick Traub how their schedules were designed.
- Nick Traub: The way that Sugar Creek and Riverside both work the 48-96. Fort Osage, Kansas City and several others work the 24-48 which is the 48-96 doubled just in time and probably do on and off the same time. He thinks it's the preference of the department and the time that they usually vote on what kind of schedule they want to work. That's usually how it goes. I don't think there's anything else as far as benefits or advantages which is kind of a loss. It's a mix throughout the Metro of different schedules.
- Chief Callahan noted that the vast majority is the Berkley; the 48-96 is rare. The problem with the 48-96 it's not a problem for us now because we're not busy. But, as you grow and you get busier; this is something else I've pointed out that my opposition to the 48-96 is that it could become a safety issue. When you have somebody up here 48 hours straight. If that first day they're extremely busy; they're up all night; then, they have to work the next day too then you've got guys that are having sleep deprivation driving trucks and trying to go into fires and do whatever they may have to do while the rescuing goes. I compromised on that and that's why we went to a 48-96. The 48-96 does pose some interesting---(Mick interjected)
- Mick Summers asked that be put on the Agenda for next month.
- Debbie Childress declined. She does not want to make any decisions without getting any input from the firefighters themselves.
- Mick Summers noted for Debbie Childress to get the input and then we'll talk about next month.
- Anita Johnson commented that if they do at some point decide to do this she thinks you need to give the implementation date; a period of time in the future.
- Debbie Childress agreed.
- Anita Johnson continued: Because most people who work plan their days off for months in advance.
- Debbie Childress agreed and added especially during the holidays she wouldn't want to change that test without proof.
- Greg Atkins noted that would be a given and we would be accommodating
- Greg Atkins asked Nick Traub if he would give us or at least give me in an email or writing what your opinion the (2) two different shifts; advantages and disadvantages?
- Chief Callahan: Sure. I think it'd be fair. I could have Nick Traub right up his pros and cons to them and I'll write mine up and we can email them jointly. I think that would be fair.
- Greg Atkins thought that would be great.
- Nick Traub: The only question I have is why our schedule got brought up at all?
- Chief Callahan replied that it simple. We're talking about being able to see each other more frequently. (35:47).
- Nick Traub: Yeah. We work (5) five (8) eights. We still have to shift every week.
- Debbie Childress interjected (Greg Atkins is inaudible all talking at once) Doesn't happen that if you guys were working (5) five (8) eights wouldn't that---(Interjection)

- Chief Callahan added I still think there's extended periods. As I've said; like I brought up and that was a big part of my opposition to it in the first place. If we want to go back and do this right so that we're all on the same page and we're all seeing each other in a timely fashion as you wish. Then, I think this is the right thing to look at.
- Debbie Childress stated, "Okay."
- Chief Callahan continued: You know, our schedule; their schedule; let's go back to the traditional schedules and---(Greg Atkins interjects)
- Greg Atkins stated that they need to look at the whole thing and asked the President of the Firefighters to both send (Nick Traub & Chief Callahan) both your pros and cons to all of us.
- Chief Callahan agreed.
- Debbie Childress gave everyone her new email address through the Fire District. Anybody is welcome to use if you have anything you ever want to say to me. She doesn't want to use her personal email: dchilress@safpd.com if anybody on the Board ever has any comments you are more than welcome to use that. It is also available for anybody if you want to use the same thing and not use your personal email. Okay. So, we'll leave that on there for next month and we'll get input from Chief Callahan and Nick Traub.
- Greg Atkins: Thinks it needs to be restated as opposed to vacation policy.
- Chief Callahan reiterated they needed to take care of the issue of them being on vacation at the same time. We're changing a policy so a Motion needs to be made and a vote needs to be taken. It doesn't mean that other issues aren't on the table still this is just taking care---
- Greg Atkins asked if they were just making a Motion on the Vacation Policy.
- Chief Callahan: Yes. That's an individual issue. The other issue has nothing really to do with vacation.
- Greg Atkins asked the questions that they just need to have a Motion made to accept the new SOG on Vacation?
- Chief Callahan replied it was to approve the update.
- Greg Atkins made the Motion to approve the SOG for Vacation. The Motion was seconded by Mick Summers. No one opposed and the Motion passed.
- Debbie Childress noted that the additional line was added this month. The line on page (4) four is new. Debbie Childress noted that they needed a new Agenda Item for next month (38:50).
- Chief Callahan noted that he had made a note for the new Agenda item.

Vehicle Decals Complete:

- Debbie Childress asked Chief Callahan for an update on the decals and there is public comment on that as well.
- Chief Callahan noted that the vehicles are decaled.
- Debbie Childress asked Charlie if he had something to say about the decals. Note to Board: Comments made by citizens will be verbatim whenever possible.

- Charlie Waters: Thank you. Charlie Waters, 503 Indian Trail Court, Smithville, MO 64089. I was surprised. I think it was last Thursday; perhaps last Friday I saw one of the red Chief's; might be one of the of the Chief's driving down the road; pick-up truck. And, I pulled over and it pulled over. So, I followed it. And, I saw the markings. And, I know that I stood up here and I was one of the few that pouted and complained and said, "These vehicles need to be marked." So, the thing that surprised me; as happy as I am to see these marked. The thing that surprised me is at the October meeting it was said marking vehicle; and, I highlighted. I mean, I write notes on everything you guys talk about guys and gals. Not done yet; Board will approve artwork. And, you hadn't finalized and I'm going to bring my (6) six years of Board of Alderman into this and what I think I know about the Sunshine Law and I was really hoping that Steve Wolcott would be here. Unfortunately, of all times he's not here. "The Board will approve artwork." And, I'm like, you're talking; you were talking about budgeted or non-budgeted item. This could be a John Deer tractor we were talking about; engine sizes or anything like that where we still have to finalize things. Well, "Board will approve artwork." And then, I see the decal which is severely; just in my opinion, from what I'm used to seeing on the sides of the firetruck is severely understated. It's very small and non-descript and; but, it's marked. So, I'm not going to go; I'm not going to be that hypocritical about it. I want to know, how did it get marked when you guys were supposed to talk about that? That's a budget or non-budget item. You're supposed to talk about that in meetings. That's; that's a; how did you get; how did you make the decision to approve the artwork? Were you notified by email or phone that's polling. You can't do business like that outside of this board meeting that makes a decision of something you are going to spend money on. So, if you were contacted by some manner, shape or form by any part of this administration or anybody; the artwork guy who said, "It's going to cost this much." We ought to know. We should know how much did this cost? I don't know that we have a right to approve or disapprove of what you guys put on there; but, we need to know from what I remember as Board of Alderman for (6) six years you always put on the Agenda how much this budgeted item is costing. And, if it cost more than that you have to ask for an amendment. So, you guys somehow passed something and approved the artwork out of this budgeted meeting since last October. How did that happen? And, like I said. Maybe I'm wrong. But, Mr. Wolcott is not here and I'm saying that you I think you guys went outside of the Sunshine Law on that.
- Chief Callahan: Okay. I believe that the; I presented in the meeting the way I remember it happening as totally different the way Charlie's recalling it, of course. But, basically you approved to have the artwork or the amount of money spent. You approved the expenditure already. All I was simply doing was sending the artwork to you all to see if that was fine. It didn't have anything to do with money. The amount of the cost to get a decal was already approved in that other meeting.
- Charlie Waters: Was it?
- Chief Callahan: So---(Charlie Waters interjects over Chief Callahan and is inaudible end of sentence)
- Charlie Waters: Okay. And, I'm saying I maybe remembering this wrong.
- Chief Callahan: It was Charlie.
- Debbie Childress: I will say that I got an email that had the artwork in there. And, I sent an email to all involved saying I want more. I want; I was hoping that they would be

marked more. That the logo would be on there. That there would chevrons on the back and the next email I got said, "Mick and Greg approved this. I've already scheduled it to be marked." So, I was not part of that approval. So, I agree that I don't know how you got their approval when I didn't; when I wasn't part of that; none of it.

- Mick Summers: They're talking about the money.
- Chief Callahan: The money.
- Debbie Childress: Approval? We're talking about it. I never saw a quote on it either. I never saw a quote on the---(Charlie Waters interjects --- Debbie Childress is inaudible at the end of her statement)
- Charlie Waters: I think, I'm still within my (3) three minutes so I'll ask, "Did it ever come out to members of the public here in last month's board meeting of how much this was costing?"
- Debbie Childress: No. No.
- Charlie Waters: You can't keep that secret. You have to say what that is because with all due respect you could buy a new hose and just say, "Hey, we need a new hose" which I know is an expenditure. "Okay. We'll get a new hose." We don't; we're; let's just say most of the citizens including me, we're ignorant about pricing and this and that and your fire department stuff. But, we still have; we're still inquisitive; curious; and, we want to know. There is no reasons of all things transparency of all things that came up in the paper recently---transparency. So, it's a very simple thing. I'm making too much about it perhaps. But, I just think it's something we should be able to just know.
- Greg Atkins: Well, I know we talked about it.
- Chief Callahan: Well, Charlie it was a fantastic deal too. It was like (\$460.00) four hundred and sixty bucks.
- Greg Atkins: Yeah.
- Chief Callahan: So, and I thought that we had approved the cost that's what I remember. The decaling I sent pictures out to them to say, "Hey! Is this good for the decals?" It wasn't to have a vote. It was an opinion. It didn't need to be voted on. Generally, what would happen they would say, "Chief Callahan, decal the vehicles." And, I take care of it. I'd tell them these; this is what the quotes I got and we did talk about a lot of different quotes and we approved Victory Sign to do it. That's the way I remember it. I could be wrong I guess, Charlie. But, I thought it was done just like we've always done it.
- Debbie Childress: But, I never even saw a quote. I mean, regardless of what Charlie says. I'm a member of the board and I never saw a quote on it. I didn't see one single thing other than; the only quote I ever saw (45:00) was the quote I got from the gal out in Olathe and that's not who we went through. So, I never did see other quotes. There was one point where I saw a little sticky that had a bunch of numbers on it; just kind of ranges. I never saw a quote for this. And, when you sent out the artwork I didn't approve it. So, I don't know. I mean, typically when we send emails we send them; you know, we all respond to everybody. I didn't get an email from either one of you two saying, "This looks great!" To me, I mean, clearly, the first thing that we got was pictures.
- Greg Atkins: I sent one. But, I sent one; I sent one back; but---(Debbie Childress interjects)
- Debbie Childress: It didn't come to me.
- Greg Atkins: I didn't copy everybody.

- Charlie Waters: That's what I'm saying. If a majority was accomplished through emails or phones; it's like even though it was budgeted you still; the majority was done. I just don't think; I mean, if you guys think you can do that and be within the Sunshine Law; make a decision like that. I know you've already approved the budget; but, you're still talking more about the item you've budgeted. Changes can be made. And, one board member says they never received an item at all. It's, It's thin ground; thin ice. Thank you very much.
- Chief Callahan: Well, I'll check with Mr. Wolcott.
- Charlie Waters: Well, it's a done deal, sir. (All talking at once inaudible for transcription)
- Chief Callahan: The biggest point that I can make is this. There was never any intent to do anything wrong. And, if we need to correct it and do it right that's exactly what we'll do. I appreciate your comments. Thank you.
- Charlie Waters: Okay, sir. Thank you.
- Debbie Childress: Anita, did you have something you wanted to say on this?
- Anita Johnson: No.
- Debbie Childress: No? Okay. That's crazy. All right. We're going to move on to New Business.

New Business:

- **Medical Insurance renewal :**
- Debbie Childress: The first item is a new medical insurance renewal. And, Greg that's your item.
- Greg Atkins: The; to be candid, I don't recall requesting that being on there for new business. But, it's not the first thing I've forgotten; so, if---we have new group insurance quotes, John? (Chief Callahan)
- Chief Callahan: Every year; at the same time every year we get our quotes. Our health insurance is due or renews on December 1st. And, basically the information that you have there in front of you on the insurance is our current plan, the United Healthcare Plan is a 26% increase. And, if you go on he gave us a couple of other options: United Healthcare the AD12 is a 9% increase. It significantly reduces a lot of the benefits of course. And then, there's the AD1Z next to that and that's a 20% increase and reduces some of the benefit however not as severely as the AD12. And, he also included a couple of others. The Humana which is a 41% increase and a 19.6% increase.
- Greg Atkins: John, has there been any input from our firefighters as to---?
- Chief Callahan: No. I just got these from our insurance guy a week ago. And, actually that was one of the reasons why I was waiting to get your packet out; so, I act could the updated information. Because what he had actually sent me; he did not send reflecting the (2) two additional firefighters. So, what you have now reflects those (2) two additional firefighters.
- Debbie Childress: You guys haven't seen these yet? The changes on insurance? (No response heard) No? Okay. Is there; this is the first year obviously that I've been part of this of this part of it. Do we pay; does the district pay 100% of these firefighters or do they pay a portion?

- Chief Callahan: They pay; in the; as a matter of fact in the policy; in the benefit that you have right there it states how we pay.
- Debbie Childress: I haven't had a chance to look at it I guess.
- Chief Callahan: But, anyway; yes, we pay 100% for the employee and then the percentage of the family which is to be determined each year.
- Debbie Childress: So, is that going change at all; the percentage we pay for the family? (Greg Atkins tries to interject inaudibly)
- Chief Callahan: My recommendation is this is that we; you know in the past they haven't hit us too hard. I think we had an 8% increase for this plan. The plan that we have is a good plan. And so, what I recommend is we stay with the K15 Plan which is what we have now and absorb the 26.4% increase and continue to pay what we have been paying is 50% of family. And, I recommend we just keep doing that. And, that's what I've figured into the budget. But, that's my recommendation. It's up to you all to decide what which the best is.
- Greg Atkins: When does the decision absolutely have to be made?
- Chief Callahan: Well, December 1st is when our insurance goes---I thought all of our insurances expired on January 1. That was the intent a few years ago we went and got everything up to be the calendar year.
- Greg Atkins: Well, in light of what we've heard thus far I move that we accept the 26% increase and keep the plan we've got for the firefighters and their family.
- Debbie Childress: Any public comment on this?
- Anita Johnson: I realize it's too late since it's due December 1st. But, do we get everything; all insurance through one agent or do you check with other agents to see what they have to offer?
- Chief Callahan: No. We use a broker who goes out to; he gets pricing from all the insurance companies. So, he gave us United, Humana and Blue Cross and Blue Shield was like 60% increase; so, he didn't even bother sending that to us. But, what he sends us is the best pricing that they can get us. That's what the broker does for us. So, it's not just one agent that we work with, it's a broker.
- Greg Atkins: I make a motion that we---(Debbie Childress interjects)
- Debbie Childress: Well, I know, but we're still discussing. The only increase to the firefighters then is the increase to their families their 50% of it.
- Chief Callahan: Correct.
- Debbie Childress: Are you guys happy with the insurance that you already have? I mean, is it good insurance?
- Nick Traub: I don't know. The Market Place isn't a good thing to be in right now.
- Debbie Childress: Right.
- Nick Traub: I haven't heard anybody really complain about our insurance coverage I don't feel like we use very much of it. So, I haven't heard any complaints.
- Craig Bryan: We'd be thrilled if you keep it the same way.
- Debbie Childress: Okay. Good deal.
- Chief Callahan: The biggest thing on here where you really take a hit on these other plans is for example if you go; the copay's go up; okay? So, not only that when you go to the doctor and you have your bloodwork for cholesterol what have you. Under this plan that we currently have, your lab work is covered. Under these other plans for the lesser

percentage increase it is coinsurance; so, in other words it's like 50% co-insurance and your deductible. So now, when you go to the doctor if you have your lab work done now you're paying for your lab work and every little thing opposed to; and, that's with all the other plans that he gave me. That's why I made the recommendation to stick with this and in the future. We also had our guy, Sam Mayhew that always did this. He went to a different position in the company and I was working with a new guy; Michael (Sounds like Whodee) So, we're trying to get to know each other and figure it out. But, in the future and I talked to Michael about this about being able to come in and sit down in October (Debbie Childress interjects inaudibly) But, they also have limitations on when they can get their renewal things. You know it's not; so, if I say, "Hey, come in July and talk about this." He doesn't---

- Debbie Childress: Right. He can't do it in October?
- Chief Callahan: I'm thinking---
- Debbie Childress: They have it in October it's a federal mandate that they have to have it by then.
- Chief Callahan: Okay.
- Craig Bryan: Awesome.
- Debbie Childress: All right. (Inaudible on who made the motion to keep the same plan with the 26% increased being absorbed by the Smithville Area Fire Protection District) Debbie Childress seconded the motion that we accept the; or, keep the same plan with the 26% increase. All those in favor. All Ayes. Okay, the Motion is passed.

2017 Draft Budget

- Greg Atkins: You explained in a letter that; or email that came today the cover I suppose that; about the carry-overs and that pretty much took care of questions that I had.
- Chief Callahan: Sure
- Greg Atkins: So---
- Mick Summers: I think given what we're anticipating for revenue I don't have any problems with proposed draft.
- Debbie Childress: Is this something that we put in the public since it's a taxpayer issue?
- Chief Callahan: I don't have problem with that. I mean, we've never; we haven't done it in the past doesn't mean we can't do it now. I mean, I can put it on the website. I mean, I don't know how else you want me to make it public.
- Debbie Childress: Right
- Chief Callahan: Is that what you want me to do put it on the website?
- Debbie Childress: (Inaudible response talking over each other) I just kind of feel like since it's tax money that maybe we should put it out there and let people comment on it before we finalize it. A few people have comments.
- Chief Callahan: I don't have a problem with that at all.
- Greg Atkins: We have to have it approved by December 31st.
- Chief Callahan: We can approve it our December meeting and that way it can---put the--- yeah. And just so that; and I mean, if you; it would have to be approved by the last day of December.
- Debbie Childress: Right. By December---yeah, we'll do it on December 20th meeting.

- Chief Callahan: And so, if there was any changes at that time; if there were any proposed changes that you all wanted me to do you just make a motion to approve with those changes so that it'd be in place by---does that make sense?
- Debbie Childress: Right. Could we put it on the website by the end of the week?
- Chief Callahan: Absolutely. I'll put it on the website tonight.
- Debbie Childress: Oh, okay. That'd be awesome.
- Chief Callahan: Now, that I've figured out all the little nooks and crannies of it I think.
- Debbie Childress: Okay. So, we'll leave that on there for Old Business next month.
- Chief Callahan: Absolutely.

Recording Meetings:

- Debbie Childress: And, then the last thing; the last new business is recording the meetings. And, I was asked to put that on there by a citizen so Charlie, I will let you speak to that.
- Charlie Waters: Thank you. Last time I'm being up here tonight. I promise. Thank you for allowing us to talk on each Agenda item again. Charlie Waters, 503 Indian Trail Court, Smithville, MO 64089. The reason I asked Ms. Childress to bring this up and Chief Callahan, this has to do with a conversation we had I think back in July; June or July. And, it wasn't under an Agenda item it was under Public Comment that I had ask; and, let me get all of this out. I'm going to try to make this really soft. I had asked if a family member of yours that I didn't know at the time, that was doing the recording. I had asked if that was on a SAFPD provided iPad. You said, "I'm not going to answer that." It wasn't under an Agenda item. Steve Wolcott said you did not have to answer that. So, I ask that it come up under an Agenda item. The reason I want to ask if that is and it looks like it has changed. Tonight it looks like it has changed from the previous meetings we have been having. If it was; which I'm fine if it has been. All this time I fine if it has been. I don't have a problem with it. I would like to request copies of the meetings. We've had some great meetings that haven't been recorded and I would like to have copies of them. And, the only way I knew that I could get an answer without it being, "I'm not going to answer that." was just simply say, "If those were an SAFPD iPads or, if that was recorded, the previous meeting and even if this one is as well, I'd like to request copies of that."
- Chief Callahan: And Charlie, absolutely none of them have ever been recorded on SAFPD iPad.
- Charlie Waters: Okay.
- Chief Callahan: That's this individual's personal iPad.
- Charlie Waters: Okay. As long as; and now, this one is? And, all of the previous ones were as well.
- Chief Callahan: All of them. All of them. Like I said.
- Charlie Waters: The point is we've had some great meetings.
- Chief Callahan: I'll restate it. Any recording that this young lady has done in this meeting has been done on her personal iPad.
- Charlie Waters: Okay.

- Chief Callahan: No fire department media items have been used other than when the board requested with the recorder that the District purchased has been used to record meeting.
- Charlie Waters: Okay, sir. Thank you.
- Debbie Childress: If there is nothing else. The board members will move that we end the open session and go into close session (59:55) as authorized by the state of Missouri Sunshine Law 610.021 for legal and personnel.
- Mick Summers: Second
- Debbie Childress: All Ayes
- Unknown Speaker: Debbie can you repeat your email address please.
- Debbie Childress: Yes, dchildress---C-H-I-L-D-R-E-S-S @ SAFPD.com

End of Open Meeting

Close Session:

Held for closed session with board members

Transcription not required for this meeting per the Board of Directors

Next meeting: December 20, 2016

Adjournment: By the board's closed session meeting.