

**MINUTES OF THE SPECIAL OPEN MEETING OF THE BOARD  
OF DIRECTORS OF THE ROBERTSON FIRE PROTECTION  
DISTRICT OF ST. LOUIS COUNTY, MISSOURI ON  
AUGUST FIFTH, TWO THOUSAND TWENTY-FOUR**

The Board of Directors for the Robertson Fire Protection District met in a special session at the Administrative Offices at 12641 Missouri Bottom Road, Hazelwood, Missouri at 6:04pm on August 5, 2024. This meeting is being held in person. Individuals are asked to sign in. Individuals that plan to speak are required to sign in.

Jennifer Guyton, Chairwoman/Director  
Maggie Sieve, Secretary/Director  
Steve Field, Treasurer/Director – joined meeting at 6:09  
Adam Long, Assistant Fire Chief  
Ivan Schraeder, District Attorney

Representing the workers:  
John Duffy, IAFF 2665 representative  
Chris Mantia, IAFF 2665 representative  
Steve Fisher, Shop Steward

The meeting is opened with the Pledge of Allegiance to the U.S. flag.

Director Sieve conducted a roll call. All directors were present.

**OLD BUSINESS**

Director Guyton discussed the third review of Article 9: Shop Meetings and Bulletin Boards. The Union agreed to TA this article.

Director Guyton opened discussions on Article 18: Compensatory Time. The Union discussed their position on Article 18.

Director Field joined the meeting at 6:09pm.

Shop Steward Fisher discussed the shop's position on Compensatory Time. He believes the District needs to provide the members with short term disability.

Director Guyton requests a 5 min recess to confer with legal representation at 5:20pm.

The meeting resumed at 5:24pm.

Director Guyton presented the District's new counter offer. The District offered to allow a build up of 486 hours to be paid out down to 96 hours any time a raise is incurred. The Union was still unsure about the need for short term disability.

Director Guyton discussed Article 20: Maternity Leave. The Union requested a language adjustment.

### NEW BUSINESS

Director Guyton discussed Article 42: Sick Leave Incentive. Director Guyton read the current language.

The Union discussed their proposal. The Union also discussed adding a Physical Fitness Incentive.

Director Guyton discussed the District's offer for Article 42. The parties agree to allow 72 hours as the max sick time taken to allow for the Sick Incentive.

The Union requests the Districts adopt an Article addressing Staffing Levels. Attorney Ivan Schaerder asked some questions.

Director Guyton made note of Article 53 and disagreed with the idea that this issue should be in the contract given there are conditions outside District control in which the contract cannot be honored. Director Guyton requested a policy be made to address this situation.

Both parties agreed to table the Article on Staffing Levels.

Director Guyton opened discussions on Article 10: Committee System.

The Union discussed their proposal.

Director Guyton discussed the District's proposal. Assistant Chief Long questioned the necessity of the committee system given no one attends any committee meetings. Director Guyton suggests that the only necessary committee is the Public Relations and Employee Appreciation committee.

Director Guyton requested the Article be tabled in order to narrow down the Committee System to be more effective.

Director Guyton opened discussions on Article 63: Duration of Agreement.


The Union requested Article 63 be tabled.

The next negotiation meeting will be on September 5, 2024 at 6pm, with the backup meeting being on September 9, 2024.

### ADJOURNMENT

Director Field made a motion to adjourn this special open meeting, seconded by Director Sieve. A roll call vote was taken. Director Sieve-aye, Director Field-aye, Director Guyton-aye.

Meeting adjourned at 7:34pm.



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Secretary, Board of Directors



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President, Board of Directors