



**St. Matthews Fire Protection District Board of Trustees**  
**December 9, 2021**

A meeting of the St. Matthews Fire Protection District took place on December 9, 2021 at station 1; 240 Sears Avenue.

Present were Chairman Rick Tonini, Secretary Mike Abell, Treasurer Nick Heilmann, Trustee Marshall Bradley, Trustee Christine Kesler, Trustee Chris Mooser, and Trustee Kathy Wrigley. Also present were Chief William Seng, Assistant Chief David Howser, Assistant Chief Stuart Monohan, Assistant Chief Mike Riordan, Major David Joels, Major Patrick Montague, Major Mike Richardson, Captain Nick Clark, Captain Dan Doyle, Captain Ryan Fletcher, Captain Larry Heaphy, Captain Andy Sasse, Captain Mo Tischendorf, Sergeant Bobby Agnew, Sergeant Kevin Baker, Sergeant Joe Bewley, Sergeant David Cole, Sergeant Tommy Hedden, Sergeant Brendan Montgomery, Sergeant Ron Renner, Sergeant Trevor Straub, Firefighter Derek Andriakos, Firefighter Tim Brandon, Firefighter Dale Carrico, Firefighter Brandon Clark, Firefighter Luke Donovan, Firefighter Stephen Dunlaney, Firefighter Ryan Fletcher, Firefighter Steve Hagen, Firefighter Sam McCune, Firefighter Matthew Peterman, Firefighter Jared Schlosnagle, Firefighter Dan Schmalz, Paramedic Chris Early, Paramedic Alan Robinson, Paramedic Jessie Scharff, Advanced EMT Mike Bland, Accountant Robin Roberts, Attorney Mark Leach, Attorney Karen Paulin, Human Resource Manager Michael Frantz, and Administrative Assistant Terri Livers.

Chairman Tonini called the meeting to order at 4:02 PM.

#### **Minutes**

The minutes for the November 18, 2021 meeting were approved. Motion by Trustee Kathy Wrigley. Second by Secretary Mike Abell. Motion Carried.

#### **Treasurer Report**

Treasurer Nick Heilmann went over the financial comments distributed with the board package for the month of November. The disbursement detail report was approved by Motion of Trustee Christine Kesler. Second by Treasurer Nick Heilmann. Motion Carried.

#### **Old Business**

Discussion of Employee Benefits & Policy Review. Human Resource Manager Michael Frantz began with an explanation of recent meetings and communications that have taken place over the last few months regarding the following topics: FMLA, Workers Compensation, Healthcare Benefits, Length of Service, Sick Time Policy, & Vacation Buy Back Policy. All of which are outlined in the St. Matthews Fire Protection District Employee Manual. Secretary Mike Abell and Treasurer Nick Heilmann, the firefighter representatives on the board of trustees, have been working with Michael Frantz, Trustee Chris Mooser, and Chief William Seng to look at some of the various issues that may need to be updated:

FMLA – Attorney Karen Paulin reiterated the importance of adhering to the FMLA language adopted at the November meeting in compliance with the 2019 labor law changes regarding the use of paid leave, concurrently with 12 weeks of FMLA leave; so that the district is not liable for covering 12 weeks of unscheduled overtime plus additional time off for paid leave, should an employee elect to be on unpaid leave for qualifying absences under FMLA. This evening's discussion on the district's FMLA policy was for clarification purposes only.

Workers Compensation – It has long been the practice of the St. Matthews Fire Protection to continue paying employees that are off on worker's compensation, with the understanding that any and all checks that they receive from the worker's compensation carrier and a supplemental policy, are to be endorsed back to the district to help offset the costs of their regular pay, unscheduled overtime to fill their position, while also allowing them to continue receiving full credit for their earnings in CERS. There are currently no limits imposed by the district as to how long a person may be off on a worker's comp injury, no light duty accommodations, and no real incentives to return to work.

Board discussion of the policy brought a recommendation to adopt the following changes, effective December 9, 2021:

- Employees that are injured on duty will receive their worker's compensation payments amounting to 66 2/3 of their pay, with the district paying the balance to make them whole for a period of 120 days. After that period of time, the employee will receive just the worker's compensation payment for up to 365 days. Motion by Trustee Chris Mooser. Second Trustee Marshall Bradley. Motion Carried with four members affirming and two opposed (Secretary Mike Abell and Treasurer Nick Heilmann).

For up to the 120 days of an on-the-job injury/illness leave, the employee's compensation will consist of the following:

- Employees that are injured on duty will receive their worker's compensation payments amounting to 66 2/3 of their pay.
- For up to 120 days the District will pay the employee 33 1/3 of their salary.
- After that period of time, the employee will only receive the worker's compensation payment.
- The limit a person can be off on Workers Compensation and retain their employment is 365 days.

For any employees that are currently on worker's compensation will continue to receive 100% of their regular pay for the remainder of 120 period or 60 additional days from today, December 9, 2021. Motion by Trustee Chris Mooser. Second by Trustee Kathy Wrigley. Motion Carried.

The fire district currently provides a short term disability policy and are considering the addition of a long term disability plan as well. A worker's compensation advocate will be working with employees and the district to assist with case management and timely progression for return to work.

HRA Comp – The district adopted a policy many years ago to provide an opt out of the department provided health insurance plan for those that are covered by either the state retirement's plan or other coverage. Currently, the annual HRA comp value paid by the district is \$4,500 annually for approximately 12 participants. This discussion was held primarily for information purposes. No changes to the current policy were recommended at this time.

Length of Service – The district's policy for calculating length of service increases is as follows: After four years of service, an employee will receive a 4% increase; then a 1% increase bi-annually. Length of service pay is not calculated on base pay. Explanation provided for information only. No changes to the current policy were recommended at this time.

Vacation Buy Back – Discussion tabled for future meeting.

Physical Fitness – Chief William Seng provided a Wellness-Fitness Initiative to the board, with committee to be chaired by Secretary Mike Abell. The committee will review the material and make recommendations for the chief to consider bringing back to the board for adoption.

### **New Business**

Annual adoption of Corporate Resolutions for the Flexible Spending and Health Reimbursement Agreements. Copies of the agreements for calendar year 2022 were provided in the board packages, including the corporate resolutions prepared by Benefit Marketing Solutions. Motion of approval by Secretary Mike Abell. Second by Trustee Kathy Wrigley. Motion Carried.

## Fire Chief's Report / Fire Department Operations

The following reports were offered:

Legislative Update - Assistant Chief Howser went over the email that Chief Seng asked to be shared with the employees regarding ARPA funding from Louisville Metro, in response to the ordinance that was passed last month. While Louisville Metro employees have received their first installment; it is still unclear at this point how funds will be distributed to the suburban fire service. It will take some time to work out the details – likely several months, before any agreements are completed to determine the most efficient manner of distribution, as well possible legislation to address the CERS impact.

Buildings & Apparatus Update – No Report

EMS Update – No Report (Statistical data provided with board package.)

Radio Grant – Chief Seng mentioned an email that he sent to the board, advising of a 12% price increase for the additional radio equipment needed for the new units and replacement of our 20 year-old radios - to be budgeted for FY 23. Motorola has offered a price hold through the end of December that will honor the original contract of \$121,000. Prices will increase again in June or July. Zero percent financing is available with flexible terms. Board discussion approved the purchase now, to take advantage of the lower pricing and finance options, with the understanding that the expenditure saved in FY 23 would be placed in reserve.

An executive session was requested by Chief William Seng for the discussion of personnel matters. Motion by Secretary Abell for the board to go into executive session at 6:16 PM. Second by Trustee Kathy Wrigley. Motion Carried.

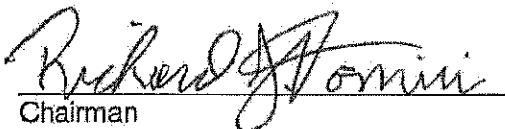
Motion to exit the executive session by Secretary Mike Abell at 6:26 PM and resume the meeting of the board, with no action taken during the executive session. Second by Trustee Kathy Wrigley. Motion Carried.


### Adjournment

The next Jefferson County Suburban Fire Service meeting is scheduled for 6:30 PM on January 20, 2022 at Kaden Towers.

The next St. Matthews Fire Protection District Board of Trustees meeting is regularly scheduled for January 13, 2022 at 4:00 PM.

There being no further discussion to be brought forth, the meeting was adjourned at 6:28 PM by Motion of Trustee Marshall Bradley. Second Secretary Mike Abell. Motion Carried.

  
Chairman

  
Secretary

*Supporting documents as referenced may be obtained by contacting the St. Matthews Fire Protection District.*



**BOBBIE HOLSCLAW**  
**JEFFERSON COUNTY CLERK**  
**LOUISVILLE, KENTUCKY**

**Nº 078999**

2/9 2022

RECEIVED  
FROM

BECKY BARTLETT

NAME

ADDRESS

- FOR:  DEED                       BOND  
 MORTGAGE                   WILL  
 RELEASE                       MARRIAGE LICENSE  
 CHATTEL                       COPY  
 OTHER

AMOUNT \$

0

By

*A. Shelburne*

Deputy Clerk, Jefferson County

ST. MATTHEWS FPD

12/9/21