



Missouri Fire Fighters Critical Illness Pool
MINUTES
2:00 p.m. – 3:41 p.m. CT Friday November 17, 2023
Virtual Zoom Meeting

1. Roll Call for a Quorum

Present:

Greg Brown Eureka Fire Protection District, *Chair*
Cory Hogan Local 2665 Professional Firefighters
of Eastern Missouri, *Vice Chair*

Mike Snider Lee's Summit Fire District

Kirk Lair Central Jackson County Fire Protection
District, *Secretary/Treasurer*

Scott Frandsen Mid County Fire Protection
District

Legal counsel:

Carl Scarborough - General Counsel

Others:

Joseph DePaepe – McGriff Insurance Services,
Inc. (*Administrator*)

Jenniffer Alvarado – McGriff Insurance Services,
Inc. (*Administrator*)

Paula Lowder – McGriff Insurance Services, Inc. (*Administrator*)

Lei Shi – McGriff Insurance Services, Inc. (*Administrator*)

Valerie Beason – Therapist, President of First Access Behavioral Health

Jacqueline Brown – Director of Aspen (mental health app)

Tim Bean – Fire Marshall

Brian Zinanni – State Coordinator for the Missouri Fire Service Funeral Assistance Team

Absent:

Tom Vineyard O'Fallon Fire Protection District
Sara Jahnke, Ph. D Dir. & Senior Scientist, Center
for Fire Rescue & EMS Health Research at the
National Development & Research Institutes

2. Review Old Business and Open Items

a. Behavioral Health Update

i. Documents for inclusion of Behavioral Health Program with appropriate state authorities

1. Revised bylaws and articles

Carl Scarborough received suggestions from the Department of Commerce and Insurance on the bylaws and updated articles that were sent to them. Their biggest concern was how the Behavioral Health Program was going to incorporate individual members to the Trust based on the new statutory language. Carl Scarborough requested feedback from the Trustees on how to proceed. Other than that, there were very few requested edits.

When asked about potential solutions for individual members, the following options were presented: not allowing individual members at all, allowing individual members so long as their contributions are funneled through a recognized organization, allowing individual members and setting up an internal program to verify their membership and manage them. Carl Scarborough discouraged going with the last option.

The board discussed if they needed to further separate the Cancer Program from the Behavioral Health Program since the statutory language at the moment requires that if one program accepts individual members, does the other one have to as well? Solutions raised for accepting individual members included having a nominal fee or having two classes of members. No concrete decision was reached.

ii. Best Practices, Peer Support, Clinicians, In Patient Care, Technology, and Culture Change

Jaqueline Brown stated that her working group had been discussing avenues of education and intervention. Their group was set to meet again on November 28th where they would decide what activities to prioritize in 2024. She, Brian, Valerie, and AJ feel that the staffing (and particularly having a therapist on staff) was the most important issue at hand. Jaqueline Brown explained that the group did not want to implement programs or activities that don't align with future staff.

Valerie Beason added that they will also be discussing marketing and communication as they are set to present at Winter Fire School in February. Planning for future activities is limited by the fact that they don't know when the funding will be coming in.

On the subject of funding, Greg Brown asked that Cory Hogan call Pat Thomas and see what their thoughts were on waiving the reserves.

Tim Bean raised the question of who would count as a firefighter for the purposes of the program (such as volunteers). Discussion continued for some time shifted to the topic of how to handle individual members and if having another organization validate them would be a possibility, like FFAM. It was noted that, if individual members were included, there would need to be something written in the bylaws about how those members could vote in a way that that was manageable. Issue was eventually tabled by Greg Brown.

iii. BH 11/02/23 Proposed 5 Year Budget

Joseph DePaepe provided an introductory overview of the budget starting with the original budget proposed to the subcommittee. The subcommittee's edits laid the budget out in the form of a five-year plan so the board could see what the long-term financial plan was.

Brian Zinanni explained that the subcommittee's goals was to meet people's current needs, get the program up and running, and allocate money towards cultural change initiatives in the later years.

Greg Brown tabled further discussion of the Behavioral Health Program until after the subcommittee meeting on November 28.

iv. Implementation Plan Timeline – Tabled

- 1. Approval of Documents from State Agencies**
- 2. Approval of Membership for Change to Membership Agreement**
- 3. Adoption of Behavioral Health Program Budget**
- 4. Identification and Appointment of Service Providers**
- 5. Development of Program Coverage Form**
- 6. Implementation Timeline of Previously Defined Best Practices**
- 7. Application for Funding**
- 8. Marketing and Communications Plan**
- 9. Program Launch**

b. Define Retiree Committee Update

This topic was initially passed over in the meeting and returned to later. Mike Snider stated that it still wasn't finalized. Mike Snider continued to say that he, Carl Scarborough, and Cory Hogan would have a definitive answer by the next board meeting.

3. Proposed Grant Program for Cancer Testing, Prevention

With \$500,000 initially budgeted for cancer testing and prevention, the question was raised of whether the Pool should contribute on a per fire fighter basis and, if so, how it should be allocated between members.

Scott Frandsen proposed offering money out as a grant to fire departments who applied for it, but no decision about what to do with the funds was reached at the time.

4. Confirm 2024 Meeting Dates/Times – Approved

It was noted in the agenda that calendar invites had been sent out to board members by Paula Lowder as a reminder.

Scott Frandsen made a motion to approve the 2024 meeting dates and times which was seconded by Cory Hogan. The motion was then unanimously approved.

5. September Financials – Approved

Scott Frandsen made a motion to approve the 2023 September financials which was seconded by Cory Hogan. The motion was then unanimously approved.

6. New Member Approval: as of 11/01/2023

Greg Brown made a motion to approve the induction of the Southern Platte Fire Protection District and the City of Neosho Fire Department as new members of the MFFCIP. The motion was seconded by Scott Frandsen and then unanimously approved.

Total Membership as of 11/01/2023:

2,283-FT; 119-PT; 279-Vol; total 2,681 covered Firefighters from 84 members.

7. Updates on Prospective Members

8. Claims

Paula Lowder provided an update on a disputed claim. The board discussed potentially setting aside limited funds to help members affected by types of cancer that are not covered (such as Hodgkin's Lymphoma). The issue was set aside so that more research could be done, but the denial of the disputed claim was left standing.

9. First Annual Meeting of Membership Review

Joseph DePaepe gave a brief update as to how the Membership Meeting went. The board did not have any further questions or comments.

10. Financial Audit Firms for RFP in 2023 Update as of 10/31/23

Joseph DePaepe advised that the board approve MMA Advisors as their vendor for financial audits.

Scott Frandsen made a motion to approve MMA Advisors as the MFFCIP's auditor and allow Chief Brown to sign an agreement with them after review by Carl Scarborough. The motion was seconded by Mike Snider and then unanimously approved.

11. Orange Bucket Decontamination Discussion – Tabled

12. Proposal that Written Minutes be Transcribed for Financial Audit – Approved

Scott Frandsen made a motion to approve the creation of written minutes for previous Pool board meetings. The motion was seconded by Mike Snider and then unanimously approved.

13. McGriff Management Renewal Agreement for 2024 – Approved

Scott Frandsen made a motion to approve the McGriff Management Renewal Agreement for 2024. The motion was seconded by Mike Snider and then unanimously approved.

14. Actuary Letter of Engagement for 2024 – Approved

Mike Snider made a motion to approve the Actuary Letter of Engagement for 2024. The motion was seconded by Scott Frandsen and then unanimously approved.

15. Legal Updates

None.

16. Other Business

Greg Brown stated that he was currently working with Joseph DePaepe and Carl Scarborough to craft their response to an email that Chief Dennis Johnson sent.

17. Next Regular Meeting: February 15, 2024 at 2:00 p.m. CT

18. Motion to Adjourn – Approved at 3:41 p.m.

Scott Frandsen made a motion to adjourn which was seconded by Mike Snider. The motion was then unanimously approved.

Respectfully submitted:

By: _____

Kirk Lair
Recording Secretary

The Missouri Fire Fighters Critical Illness Pool approved the foregoing minutes on _____.

By: _____

Greg Brown
Board President