

NORTH COUNTY FIRE & RESCUE FIRE PROTECTION DISTRICT
WEEKLY MEETING OF THE BOARD OF DIRECTORS
November 25, 2025

The meeting was called to order at 5:00 PM. Board members present (with conference call in service) were Director Mr. Tiberghien; Director Mrs. Austin (by phone); Director Mr. Anthony; Chief Keith Goldstein; Battalion Chief (not present); Captain Medical Officer Jennifer Swatek (not present); Shop Stewart Kurt Lubiewski; District Counsel Dan Bruntrager; District Accountant Rick Rognan (not present). Director Mr. Tiberghien called for all in attendance to stand, and remove their hats, and silence their cell phones for the Pledge of Allegiance.

APPROVAL OF THE MINUTES: Chief Goldstein presented the minutes from November 18, 2025, Open/Closed Session,. Director Mr. Anthony made a motion, seconded by Director Mrs. Austin, to approve the minutes of the Open/Closed Session from November 18, 2025, as presented. Ayes: Director Mr. Tiberghien, Director Mr. Anthony, Director Mrs. Austin.

APPROVAL OF THE AGENDA: Chief Goldstein presented the Agenda for November 25, 2025, Open Session. Director Mr. Anthony made a motion, seconded by Director Mrs. Austin, to approve the Agenda for the Open Session for November 25, 2025, as presented. Ayes: Director Mr. Tiberghien, Director Anthony, Director Mrs. Austin.

APPROVAL OF PAYMENT OF THE WARRANTS: Chief Goldstein presented the Warrants/Board of Directors/Firefighters Overtime Payroll for November 25, 2025. General Revenue: \$ 14,004.01 Bond (Capital Projects 2024): \$ 00; Dispatch (Communications) \$ 00; Health and Welfare: \$ 70,653.17; Retirement Veba \$ 00; Pension: \$ 00; Debt Service (Bond Retirement): \$ 00; EMS: \$ 00 **for a total of \$ 84,657.18** Director Mr. Anthony made a motion, seconded by Director Mrs. Austin to approve the Warrants/Board of Directors/Firefighter Overtime Payroll for November 25, 2025, as presented. Ayes: Director Mr. Tiberghien, Director Mr. Anthony, Director Mrs. Austin.

CORRESPONDENCE: Chief Goldstein presented a letter from the shop negotiation team requesting to meet and explain how they came up with their numbers to present for pay raise. Chief Goldstein suggested that District Accountant be present at this meeting. All three (3) Board of Directors agreed.

UNFINISHED BUSINESS: Chief Goldstein reported that we have Five (5) Tuesdays in December 2025, and the Board agreed not to meet on December 23, 2025.

NEW BUSINESS: Chief Goldstein had nothing to report.

Ordinances: None.

Resolutions: None

CHIEF'S REPORT: Chief Goldstein reported that on December 4, 2025, BFN Mayor/Alderpersion along with Senator Williams Office will be presenting a Proclamation to the Crews who responded to the Cobourg Lands incident in 2024. Chief Goldstein reported that the Administration Office will be closed November 27/28, 2025,

for Thanksgiving. Chief Goldstein reported that the Firefighters Union Shop will be supporting/working for the April 2026 Election related to the Sales Tax.

BATTALION CHIEF'S REPORT: No Report

MEDICAL OFFICERS REPORT: No Report.

SHOP REPORT: Shop Steward Kurt Lubiewski was not present..

LAWYERS REPORT: District Counsel Dan Bruntrager spoke about the meeting that Chief Goldstein, District Counsel Dan Bruntrager had with the City of Jennings Mayor, and City Counsel. District Counsel stated that Chief Goldstein did a great job representing the Fire District.

ACCOUNTANT: No Report.

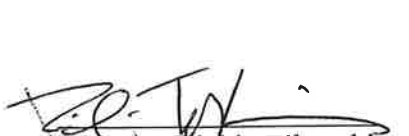
BOARD OF DIRECTORS REPORT: Director Mrs. Austin wished Everyone a Good Evening; Director Mrs. Austin wished everyone a Happy Thanksgiving. Director Mr. Anthony wished. Everyone, have a Good Evening, and Happy Thanksgiving. Director Mr. Anthony asked if you want to fry turkeys, please do them outside. Director Mr. Anthony asked everyone "Please Slow Down and Stop all the Violence, and our attitudes need to change" Director Mr. Anthony asked that we all stay Safe, and take care of the elderly, and our younger people, "God Bless Everyone, and God Bless America". Director Mr. Anthony asked that all of our First Responded "Stay Safe, and that God Bless. Director Mr. Tiberghien reminded everyone that if they have questions regarding the board meeting to please email the Chief or Director Mr. Tiberghien (kgoldstein@nocofr.com or rtiberghien@nocofr.com). Also, you can call in at every board meeting and listen to (314) 899-5515 Pin # 1144.

CITIZENS COMMENT: There were one (1) Citizens present, and Chief Goldstein did not receive any electronic messages requesting to address the Board of Directors.

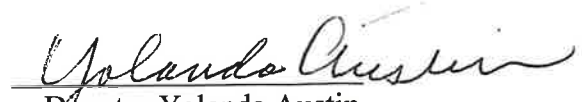
Alderwomen Alease Dailes BFN:

- Could someone explain what the Sales Tax Issue is. Chief Goldstein explained what the Sales Tax is and what it does for the Fire District, and Citizens.

With no further discussion at 5:22 PM Director Mr. Anthony made a motion, seconded by Director Mrs. Austin. to adjourn. Ayes: Director Mr. Tiberghien, Director Mr. Anthony. Next meeting of the Board of Directors will be held in person or by conference call on Tuesday December 2, 2025, at 5:00 PM..


Director Richie Tiberghien


Director Kevin Anthony


Director Yolanda Austin