

**NORTH COUNTY FIRE & RESCUE FIRE PROTECTION DISTRICT**  
**WEEKLY MEETING OF THE BOARD OF DIRECTORS**  
**November 12, 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 Steward 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 4, 2025, Open Session,. Director Mr. Anthony made a motion, seconded by Director Mrs. Austin, to approve the minutes of the Open Session from November 4, 2025, as presented. Ayes: Director Mr. Tiberghien, Director Mr. Anthony, Director Mrs. Austin.

APPROVAL OF THE AGENDA: Chief Goldstein presented the Agenda for November 12, 2025, Open/Closed Session sitting RSMO 610.021 (1), (3). Director Mr. Anthony made a motion, seconded by Director Mrs. Austin, to approve the Agenda for the Open/Closed Session citing RSMO 610.021 (1), (3). for November 12, 2025, as presented. Ayes: Director Mr. Tiberghien, Director Anthony, Director Mrs. Austin.

APPROVAL OF PAYMENT OF THE WARRANTS: Chief Goldstein presented the Warrants/Firefighters Regular Payroll for November 12, 2025. General Revenue: \$6,224.57 Bond (Capital Projects 2024): \$163.21; Dispatch (Communications) \$ 00; Health and Welfare: \$00; Retirement Veba \$ 00; Pension: \$00; Debt Service (Bond Retirement): \$ 00; EMS: \$ 10.29 **for a total of \$6,398.07** Director Mr. Anthony made a motion, seconded by Director Mrs. Austin to approve the Warrants/Firefighters Regular Payroll for November 12, 2025, as presented. Ayes: Director Mr. Tiberghien, Director Mr. Anthony, Director Mrs. Austin.

CORRESPONDENCE: Chief Goldstein had nothing to report.

UNFINISHED BUSINESS: Chief Goldstein had nothing to report.

NEW BUSINESS: Chief Goldstein had nothing to report.

Ordinances: None.

Resolutions: None

CHIEF'S REPORT: Chief Goldstein had nothing to report.

BATTALION CHIEF'S REPORT: No Report

MEDICAL OFFICERS REPORT: No Report.

SHOP REPORT: Shop Steward Kurt Lubiewski asked if the Board has a response towards the pay proposal that was turned in to them. Director Mr. Tiberghien responded that the Board is rejecting to proposal, and would like

to see something else turned in, along with some updates to the current Collective Bargaining Agreement (CBA). Kurt stated that he is having a shop meeting in two (2) weeks and will address this issue.

LAWYERS REPORT: Report for Closed Session sitting RSMO 610.021 (1),(3).

ACCOUNTANT: No Report.

BOARD OF DIRECTORS REPORT: Director Mrs. Austin wished Everyone a Good Evening; Director Mrs. Austin. Along with Harold Austin with (North County Community Development Corporation) who gave out certificates to the following Veterans with NCFR ( Kevin Anthony, Wesley Wes Morgan, Mike Heuer, Tim Hummell, and Blake Heuer). Director Mr. Anthony wished. Everyone a Good Evening; Director Mr. Anthony stated that he is at a loss for words and wasn't expecting a certificate. 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](mailto:kgoldstein@nocofr.com) or [rtiberghien@nocofr.com](mailto: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.

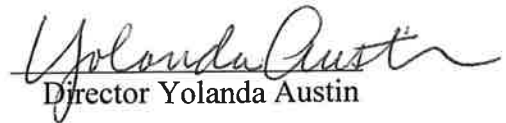
Marsha Caradine:

- Thanks to the Crew who came to Michelle Obama Early Childhood Center, and spoke about Fire Safety, Showing off the Fire Truck at the Halloween Event. Everyone "LOVED IT".

With no further discussion at 5:12 PM Director Mr. Anthony made a motion, seconded by Director Mrs. Austin. to adjourn to a Closed Session citing RSMO 610.021 (1), (3). 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 November 18, 2025, 2025, at 5:00 PM..

  
Director Rickie Tiberghien

  
Director Kevin Anthony

  
Director Yolanda Austin