

**Stone County Emergency Services  
105 Stonebridge Pkwy  
Branson West Mo 65737**

Board Meeting Minutes  
November 20, 2025  
5:30pm

**Call To Order**

The meeting was called to order by Michael Cupp at 5:37pm

**Attendance**

Board Members Present: Michael Cupp, Ron Thomas, Dr. Larry Huffman, Collin Brannan, Carrie Stephens, Alan Furman

Staff Present: Keith Kinnard, Jen Turner, Christine Kessler

Others Present:

**102-Agenda**

A motion to approve the November 20, 2025 agenda was made by Dr. Larry Huffman and seconded by Carrie Stephens.

All Members present approved and motion was passed.

**103- Open/ Closed Session Minutes**

A motion to approve the open/ closed session minutes of the meeting held on October 23, 2025 was made by Carrie Stephens. and seconded by Dr. Larry Huffman.

All members present approved and motion was passed.

## **104/105- Treasurer Report/Approval of October Bills & Payments**

Dr. Larry Huffman would like to look at other report options or look further into the reports to see if he could accept the new report format. Dr. Larry Huffman made a statement saying we allocated a lot of money last meeting.

A motion to approve the Treasurer's report was made by Collin Brannan and seconded by Carrie Stephens.

All members present approved and motion was passed.

A motion to approve the November 2025 bills and payments was made by Dr. Larry Huffman and seconded by Alan Furman.

All members present approved and motion was passed.

## **Members of the Public**

## **200- Old Business**

## **300- New Business**

### **301 – Health Insurance**

Keith received different health insurance options from our broker including the current plan we have, which has an increase of 12.5%. Dr. Larry Huffman spoke about alternative options including high-deductible plans with HSAs.

A motion to continue the same health insurance with HRAs was made by Dr. Larry Huffman and seconded by Alan Furman.

All members present approved and the motion passed.

### **302 – Pay Scale Compression**

Keith spoke about inflation and how the surrounding agencies continue to increase their starting pay. Keith proposed a compressed scale, taking the beginning steps off to stay competitive. We are looking at additional incoming funds after the use tax lawsuit that just went to the state on behalf of all the counties that are affected. The increase from the current scale to the compressed scale to keep us competitive with surrounding counties would be 8.3%. Dr Larry Huffman and Michael Cupp agreed that they believe we should at least match the cost of inflation.

A motion to increase the budgeted base pay amount by 5% for 2026 was made by Dr. Larry Huffman and was seconded by Ron Thomas.

All members present approved and the motion passed.

### **303 – LAGERS Update**

Keith gave an update: We got our report back from LAGERS. It will be posted through the end of December. In January, we will bring the resolution to vote and adopt the changes to be in effect starting in February.

### **400- Closed Session**

A motion to go into closed session for personnel reasons at 6:32pm was made by Dr. Larry Huffman and seconded by Carrie Stephens.

All members present approved and the motion was passed.

### **Return to Regular Session**

A motion to return to regular session at 7:32pm was made by Ron Thomas and seconded by Carrie Stephens.

All members present approved and motion was passed,

## **500- Directors Report**

- Proposal from a developer – He would build the building, and it would be a 20 year lease – the board would like the developer to be on the agenda for the next meeting
- Believe that we need to build and purchase our own building

## **600- Comments from the Floor**

## **700- Announcement of Next Board Meeting**

December 18, 2025 at 5:30pm

Announcement made by: Michael Cupp

## **800- Motion to Adjourn**

A motion to adjourn at 7:49pm was made by Carrie Stephens and seconded by Ron Thomas.

All members present approved and the motion passed.