

Stone County Emergency Services

105 Stonebridge Pkwy

Branson West Mo 65737

Board Meeting Minutes

February 26, 2026

5:30pm

Call To Order

The meeting was called to order by Michael Cupp at 5:34pm

Attendance

Board Members Present: Michael Cupp, Ron Thomas, Carrie Stephens, Dr. Larry Huffman, Brad Harrison

Staff Present: Keith Kinnard, Jen Turner, Christine Kessler, Kirk Ballard

Others Present:

102-Agenda

A motion to add item 304 – Benevolent Fund to the agenda was made by Dr. Larry Huffman and seconded by Ron Thomas.

A motion to approve the February 26, 2026, agenda with the addition of the Benevolent Fund was made by Carrie Stephens and seconded by Dr. Larry Huffman.

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 January 22, 2026, was made by Ron Thomas and seconded by Carrie Stephens.

All members present approved and motion was passed.

104/105- Treasurer Report/Approval of February Bills & Payments

Dr. Larry Huffman stated he reviewed all bills and the credit card statement and they all seemed appropriate.

A motion to approve the Treasurer's report was made by Carrie Stephens and seconded by Brad Harrison

All members present approved and motion was passed.

A motion to approve the payment of February 2026 bills and payments was made by Dr. Larry Huffman and seconded by Ron Thomas.

All members present approved and motion was passed.

Members of the Public

200- Old Business

201 – Policy 113: Complaints and Grievances Policy

The current complaints and grievance policy, the one Carrie Stephens proposed, and the one that Keith Kinnard proposed were all reviewed by the board members. Dr. Larry Huffman would like to add to Carrie's stating the definition of "extenuating circumstance" would be determined by the Board's President. Ron Thomas believes that Keith's policy is enough and that this policy does not need to get the board involved unless grievances are not resolved by Keith. Carrie advised that the reason a board liaison was initially created was due to the director not taking care of complaints and grievances and the board needing to get involved. The board members went back and forth about how anyone, regardless of whether there is a facilitator or not, can take sides or have biases. Keith told the board that in his policy, everything is in writing, then if it needs to go to the board, they will have everything from his investigation in writing to review. Michael Cupp is concerned about the part stating how employees can speak in closed session in Keith's policy, but this was clarified how everyone would need to go through the proper channels before that was an option. Michael Cupp liked the idea of a facilitator that employees can go to regarding their issues, but with that, the facilitator has a lot of responsibility, and this would potentially include a lot of time. He stated he is not against the facilitator taking the call then bringing the grievance to the board for the board to do the investigation and they could bring the employee in during closed session to do the investigation and decide together. The board agreed that the most recent complaints brought up issues with the current policy. Brad Harrison stated that there were issues in the past where employees felt in fear for their job or not having fair treatment, as well as not being able to go to the board with issues. Keith offered for him and Carrie to discuss and come up with a new policy together to present to the board. Carrie stated that if there is a grievance against the director specifically, she is worried about taking the facilitator out of it due to there being nobody for them to go to about the grievance except for the director, and employees won't go to the one they have a grievance against. It was decided for Keith and Carrie to decide together on a policy that combines both of their policies and includes someone for employees to go to, then for the issue to be brought to the board for the board to decide together instead of only the facilitator.

A motion to table Policy 113: Complaints and Grievances was made by Dr. Larry Huffman and seconded by Ron Thomas.

All members present approved and motion was passed.

The board also discussed that policies need to be reviewed and updated frequently due to things changing all the time. Dr. Larry Huffman would like to have one policy per meeting brought to the board. Michael Cupp stated how not every policy will need to be updated, but at minimum, review and sign off to keep the current policy if it is not updated.

300- New Business

301 – Network Equipment Purchase

Keith spoke about how there was a component that was missing between the CAD project and the network project. There is a server that needs to be added for things to work how they are supposed to work. Keith received multiple quotes for the NetMotion with the lowest quote coming in at \$15,000. Keith stated that there is enough money in the budget, but he wishes that this came up when the projects were presented. Keith stated that this should be all the servers we need in the back.

A motion to purchase the NetMotion proposed with the budgeted amount was made by Dr. Larry Huffman and seconded by Ron Thomas.

All members present approved and motion was passed.

Carrie Stephens stated that she would like a list of all equipment including when their warranties/contracts are due and estimated replacement dates. Dr. Larry Huffman stated how there should be an estimated replacement cost as well.

302 – Uninterrupted Power Supply Purchase

Keith Kinnard told the board that there was a sulfur smell coming from the overheated batteries in the current UPS. Keith had a company come out and look at the UPS and they advised that the batteries swelled a lot. The current UPS was put in in 2012, and the batteries were replaced in 2021. Keith received multiple bids for a new UPS. The first bid was from Cyberlink for \$31,000 for the 10KVA. The second bid was from K&R electric for around \$17,000. The last bid was for a slightly newer UPS model for \$12,637 and would need installation, which would be \$270 installation from K&R. This would come out of the current budgeted communication equipment amount.

A motion to purchase the new UPS for \$12,637 plus \$270 installation was made by Dr. Larry Huffman and seconded by Brad Harrison.

All members present approved and motion was passed.

303 – Legal Services Renewal Agreement

A new agreement with our attorney with updated pricing came in.

A motion to continue the service agreement with EMS Legal Services was made by Carrie Stephens and seconded by Dr. Larry Huffman.

All members present approved and motion was passed.

304 – Benevolent Fund

Michael Cupp stated he does not think we can use taxpayer money to start a benevolent fund for the fallen deputies. He stated that individuals can personally donate to the Christian County 100 Club, and we can advise and post how the community can donate with to the legitimate donation sites. The board would like this posted for easy access to the community.

400- Closed Session

No Closed Session.

500- Directors Report

- Jen stated that the Stone County 100 Club has their gala falling on the same day that we have our next board meeting
- Keith spoke with a few board members after the Christian County situation – There was a traffic stop made about 2 miles north of our county line. The guy just stopped in the middle of the road. The deputy was shot right after he got out of the vehicle. A citizen drove by and saw the deputy and called Christian County. Stone County took over the call from there. We had about 9 people in our dispatch to have lots of personnel covering the floor to answer calls, radios, and research. Christian County was raving about how our dispatch handled this. Keith kept Christian County up to date. Officers were setting up everywhere that he may be known to be at and around midnight they pushed into the woods after seeing something on the helicopter. All officers started to push and the guy killed another deputy and injured a Christian County and Webster County Deputy. This was traumatic for a lot of people. A lot of traffic came through on a lot of different channels. There were 5 dispatchers in dispatch during this to help with traffic, to calm various agencies down, and to get the information to who it needs to go to.
- Today, the Directors Association had a meeting and Christian County asked if Keith would be there. At the meeting, Christian County went on and on about how much they appreciated what we did. Dade County told everyone what an awesome job Stone County did as well, as they could hear the traffic being relayed from our dispatch. Keith also said how proud he was of our dispatch.

- We are sending some dispatchers to a debrief in Christian County tomorrow to help after the situation. The fire department is also sponsoring something tomorrow evening. We are paying for a couple employees to go to the one at the church tomorrow, which is facilitated by the highway patrol. The Ozark Mountain group has a session on Monday for those who didn't get to go tomorrow, then we will address with our dispatchers if needed in a week or so for mental health
- Christine, Mason, and Danielle went to Christian County Dispatch to support them and brought them a care package.
- Some of our people will be helping cover Christian County 911 on Saturday from 11am-5pm.
- We will be sending another tote to Christian County next week and we have a tote coming to us tomorrow.
- The Directors Association would like to put together something to recognize those dispatchers who worked during the difficult situation. We are going to try to submit for some awards and may be sending some people to accept awards on our behalf.
- We are going to look into going to an after-action event.
- All news media was referred to Christian County and Stone County, depending on the situation, unless it has something to do with us.
- We are at full staff with 3 trainees. One hopefully will be out before the next meeting.
- Currently waiting to hear back from land options. The land over by Walmart was at a little over ½ million dollars. We are keeping options open until we hear back.

600- Comments from the Floor

700- Announcement of Next Board Meeting

March 26, 2026, at 5:30pm

Announcement made by: Michael Cupp

800- Motion to Adjourn

A motion to adjourn at 7:11pm was made by Dr. Larry Huffman and seconded by Brad Harrison.

All members present approved and the motion passed.