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MISSOURI AMERICAN LEGION
DEPARTMENT OF EXECUTIVE COMMITTEE
MEETING

MARRIOTT ST. LOUIS AIRPORT
10700 PEAR TREE LANE
SALON B AND C
ST. LOUIS, MISSOURI 63134

SUNDAY, JULY 14, 2019
(COMMENCING AT 11:00 A.M.)

REPORTED BY:
PATSY A. MAYBERRY, C. R.
ALARIS LITIGATION SERVICES

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1 A T T E N D A N C E
2 COMMANDER HALLIE WILLIAMS
3 SR. VICE COMMANDER GARY GRIGSBY
4 ZONE 11 VICE COMMANDER JOSEPH COCHRAN
5 ZONE 111 VICE COMMANDER ROSE NOONAN
6 ZONE IV VICE COMMANDER PHILLIP BAKER
7 NECman KENNETH GOTH
8 ALTERNATE NECman THOMAS GOODIN
9 IMMEDIATE PAST COMMANDER KERRY BOARDMAN
10 JUDGE ADVOCATE CASSIE STROM
11 FINANCE OFFICER JOHN BUCKWALTER
12 CHAPLAIN MARVIN HARPER
13 HISTORIAN JEROME GOOLSBY
14 SERGEANT-AT-ARMS DARLENE COATS
15 ADJUTANT LOWRY A. FINLEY-JACKSON
16 1ST DISTRICT LLOYD MILLER
17 2ND DISTRICT EDWIN ALLENDER
18 3RD DISTRICT DOUGLAS MILLISON
19 4TH DISTRICT DOUG VOYLES
20 5TH DISTRICT HARLEY MIKE SWEENEY
21 6TH DISTRICT WILLIAM ANDERSON
22 7TH DISTRICT JIM HEARD
23 8TH DISTRICT TERRY McDONALD
24 9TH DISTRICT RAY ROLLEY
25 10TH DISTRICT EDWARD UCINSKI, III
26 11TH/12TH DISTRICT DARLENE COATS
27 13TH DISTRICT DUANE DeCLUE
28 14TH DISTRICT FRANKIE ADAMS
29 15TH DISTRICT MARK BARTLEY
30 16TH DISTRICT MARILYN HIRSCH
31 17TH DISTRICT MARK REED
32 PAST DEPARTMENT COMMANDERS:
33 JOEL M. HAUCK
34 DAVID N. VOYLES
35 CLARK E. POINTER
36 RICHARD HEIGERT
37 MARVIN HARPER
38 CHARLES W. GOODIN
39 KENNETH GOTH
40 ARTHUR WILSON
41 TOM GOODIN
42 DENNIS WOELTJE
43 GEORGE SCARBOROUGH
44 ELIZABETH GONZALES
45 CARY KELLETT
46 KERRY BOARDMAN
47
48

1 P R O C E E D I N G S

2 (JULY 14, 2019)

3 COMMANDER WILLIAMS: The colors
4 of our country being in their proper place, we will
5 render a right-hand solute. Two.

6 Invocation by Department Chaplain.

7 CHAPLAIN HARPER: Oh, Lord,
8 thank you for letting us gather here that we can have
9 a constructive meeting and reach conclusions that will
10 benefit the American Legion and all other parts of the
11 family.

12 May God bless us and God take care of us.
13 So please be with us again that we can control our
14 emotions and have a good meeting. Amen.

15 (AMEN)

16 COMMANDER WILLIAMS: Remain
17 uncovered and join me in the Pledge of Allegiance.

18 (PLEDGE OF ALLEGIANCE)

19 (ONE BELL)

20 I remind everyone that this is an open
21 session and all Legionnaires are welcome to attend.

22 To speak on any matter, however, they
23 must first obtain permission from their District
24 Commander.

25 I would also like to remind you that when

1 speaking, you need to mention your name, give your
2 District and speak clearly and loudly so that the
3 recorder can hear you. Only one person at a time to
4 speak. No cross-talking, please.

5 Our Adjutant, will you please conduct the
6 roll call.

7 ADJUTANT FINLEY-JACKSON:
8 Commander Hallie Williams?

9 COMMANDER WILLIAMS: Here.

10 ADJUTANT FINLEY-JACKSON:
11 Senior Vice Commander Gary Grigsby?

12 SR. VICE COMMANDER GRIGSBY:
13 Present.

14 ADJUTANT FINLEY-JACKSON: Zone
15 1 Vice Commander Robert Maddox? He's excused.

16 ZONE 1 VICE COMMANDER MADDOX:
17 (Not present.)

18 ADJUTANT FINLEY-JACKSON: Zone
19 2 Vice Commander Joe Cochran?

20 ZONE 2 VICE COMMANDER COCHRAN:
21 Here.

22 ADJUTANT FINLEY-JACKSON: Zone
23 3 Vice Commander Rose Noonan?

24 ZONE 3 VICE COMMANDER NOONAN:
25 I'm here.

1 ADJUTANT FINLEY-JACKSON: Zone
2 4 Vice Commander Phillip Baker?
3 ZONE 4 VICE COMMANDER BAKER:
4 Here.
5 ADJUTANT FINLEY-JACKSON:
6 NECman Kenneth Goth?
7 NECman GOTH: Here.
8 ADJUTANT FINLEY-JACKSON:
9 Alternate NECman Tom Goodin?
10 NECman ALTERNATE GOODIN: Here.
11 ADJUTANT FINLEY-JACKSON:
12 Immediate Past Commander Kerry Boardman?
13 PAST COMMANDER BOARDMAN:
14 Thankfully here.
15 ADJUTANT FINLEY-JACKSON: Judge
16 Advocate Cassie Strom?
17 JUDGE ADVOCATE STROM: Present.
18 ADJUTANT FINLEY-JACKSON:
19 Finance Officer John Buckwalter?
20 FINANCE OFFICER BUCKWALTER:
21 Here.
22 ADJUTANT FINLEY-JACKSON:
23 Chaplain Marvin Harper?
24 CHAPLAIN HARPER: Here.
25 ADJUTANT FINLEY-JACKSON:

1 Historian Jerome Goolsby?
2 HISTORIAN GOOLSBY: Here.
3 ADJUTANT FINLEY-JACKSON:
4 Sergeant-at-arms Darlene Coats?
5 SERGEANT-AT-ARMS COATS:
6 Present.
7 ADJUTANT FINLEY-JACKSON: Past
8 National Commander Joe Frank is excused.
9 Adjutant Lowry Finley-Jackson? Present.
10 First District Commander Lloyd Miller?
11 1ST DISTRICT MILLER: Here.
12 ADJUTANT FINLEY-JACKSON:
13 Second District Commander Edwin Allender?
14 2ND DISTRICT ALLENDER: Here.
15 ADJUTANT FINLEY-JACKSON: Third
16 District Commander Douglas Millison?
17 3RD DISTRICT MILLISON: Here.
18 ADJUTANT FINLEY-JACKSON:
19 Fourth District Commander Lenny Hill?
20 4TH DISTRICT COMMANDER: Dave
21 Voyles appointed by the District Commander in writing
22 to represent the Fourth District.
23 ADJUTANT FINLEY-JACKSON: Thank
24 you, Dave.
25 Fifth District Harley Mike Sweeney?

1 5TH DISTRICT SWEENEY: Here.
2 ADJUTANT FINLEY-JACKSON: Sixth
3 District William Anderson?
4 6TH DISTRICT ANDERSON:
5 Present. I'm looking good next to Mike Sweeney.
6 ADJUTANT FINLEY-JACKSON:
7 Seventh District Jim Heard?
8 7TH DISTRICT COMMANDER: George
9 Hill sitting in for Jim Heard.
10 ADJUTANT FINLEY-JACKSON: Thank
11 you, George.
12 7TH DISTRICT HILL: Thank you.
13 ADJUTANT FINLEY-JACKSON:
14 Eighth District Terry McDonald?
15 8TH DISTRICT McDONALD: Here.
16 ADJUTANT FINLEY-JACKSON: Ninth
17 District Robert White?
18 9TH DISTRICT COMMANDER: Ray
19 Rolley for Robert White.
20 ADJUTANT FINLEY-JACKSON: Thank
21 you, Ray Rolley.
22 Tenth District Edward Ucinski, III.
23 10TH DISTRICT UCINSKI: Here.
24 Present.
25 ADJUTANT FINLEY-JACKSON:

1 Eleventh and Twelfth District Darlene Coats?

2 11TH/12TH DISTRICT COMMANDER:

3 Elizabeth Gonzales, Past Department Commander,
4 appointed in writing by District Commander Darlene
5 Coats to represent 11th and 12th District.

6 ADJUTANT FINLEY-JACKSON: Thank
7 you, Elizabeth Gonzales.

8 Thirteenth District Duane DeClue?

9 13TH DISTRICT DeCLUE: Here.

10 ADJUTANT FINLEY-JACKSON:

11 Fourteenth District Frankie Adams?

12 14TH DISTRICT ADAMS: Present.

13 ADJUTANT FINLEY-JACKSON:

14 Fifteenth District Mark Bartley?

15 15TH DISTRICT BARTLEY:

16 Present.

17 ADJUTANT FINLEY-JACKSON:

18 Sixteenth District Marilyn Hirsch?

19 16TH DISTRICT HIRSCH: Here.

20 ADJUTANT FINLEY-JACKSON:

21 Seventeenth District Mark Reed?

22 17TH DISTRICT REED: Here.

23 ADJUTANT FINLEY-JACKSON: Past

24 Department Commanders.

25 Joe Frank is excused.

1 James Mareschal is excused.
2 Joel Hauck?
3 PAST COMMANDER HAUCK: Here.
4 ADJUTANT FINLEY-JACKSON: David
5 Voyles?
6 PAST COMMANDER VOYLES: Here.
7 ADJUTANT FINLEY-JACKSON: Clark
8 Pointer?
9 PAST COMMANDER POINTER: Here.
10 ADJUTANT FINLEY-JACKSON:
11 Richard Heigert?
12 PAST COMMANDER HEIGERT: Here.
13 ADJUTANT FINLEY-JACKSON: David
14 Shafer? Excused.
15 John Neger? Excused.
16 David Jennemann? Excused.
17 Marvin Harper?
18 PAST COMMANDER HARPER: Here.
19 ADJUTANT FINLEY-JACKSON:
20 Charles Goodin?
21 PAST COMMANDER GOODIN: Here.
22 ADJUTANT FINLEY-JACKSON: Lynn
23 Dorrell? Excused.
24 Kenneth Goth?
25 NECman GOTH: Still here.

1 ADJUTANT FINLEY-JACKSON:
2 Arthur Wilson?
3 PAST COMMANDER WILSON: Here.
4 ADJUTANT FINLEY-JACKSON: Tom
5 Goodin?
6 NECman ALTERNATE GOODIN: Here.
7 ADJUTANT FINLEY-JACKSON:
8 Dennis Woeltje?
9 PAST COMMANDER WOELTJE: Here.
10 ADJUTANT FINLEY-JACKSON:
11 George Scarborough?
12 PAST COMMANDER SCARBOROUGH:
13 Here.
14 ADJUTANT FINLEY-JACKSON:
15 Elizabeth Gonzales?
16 PAST COMMANDER GONZALES: Here.
17 ADJUTANT FINLEY-JACKSON: Cary
18 Kellett?
19 PAST COMMANDER KELLETT: Here.
20 ADJUTANT FINLEY-JACKSON: Kerry
21 Boardman?
22 PAST COMMANDER KELLETT: Still
23 thanks.
24 ADJUTANT FINLEY-JACKSON:
25 Commander, we have a quorum.

1 COMMANDER WILLIAMS: Thank you.

2 I would like to thank the new and welcome
3 commanders. And now I would like to appoint Lowry
4 Finley-Jackson as Department Adjutant.

5 HISTORIAN GOOLSBY: Goolsby,
6 Historian.

7 I move that recommendation should be
8 adopted.

9 SERGEANT-AT-ARMS COATS:
10 Second.

11 COMMANDER WILLIAMS: It's been
12 recommended and seconded. What is your will?

13 All in favor.

14 (ALL AYES)

15 No opposed.

16 JUDGE ADVOCATE STROM: Point of
17 clarification.

18 SERGEANT-AT-ARMS COATS:
19 Darlene Coats, Sergeant-at-arms seconded the motion.

20 COMMANDER WILLIAMS: Okay. All
21 in favor.

22 (ALL AYE)

23 (ONE BELL)

24 Opposed?

25 (NONE)

1 Motion passed.

2 Rich Heigert, will you announce the
3 subjects and disposition of the resolution brought
4 before the convention.

5 PAST COMMANDER HEIGERT: The
6 following resolutions were adopted by the American
7 Convention earlier this morning.

8 Subject Resolution Number 1: Subject -
9 appreciation for the City of Edmonson, State of
10 Missouri, 10th District's state convention commission
11 at Marriott St. Louis Airport Hotel.

12 That was approved.

13 Resolution Number 2: Support of the
14 Missouri Veterans Commission.

15 That was approved.

16 Resolution Number 3: Support of the
17 Missouri Military Funeral Honor Program was approved.

18 Resolution Number 4: Support of the
19 Missouri Association of the Veterans Organizations,
20 MAVO, was approved.

21 Resolution Number 5: Was the
22 memorializing Resolution for Past Department Commander
23 Norris Preston. And

24 Resolution Number 6: Was the
25 memorializing resolution for Past Department Commander

1 Norman Campbell.

2 At this time, I move that -- I can't
3 move, but I will ask for a motion to approve our
4 adopted resolutions as approved by the convention this
5 morning.

6 NECman ALTERNATE GOODIN: Tom
7 Goodin, Alternate National Committee man, so moved.

8 HISTORIAN GOOLSBY: Goolsby,
9 Historian seconds.

10 COMMANDER WILLIAMS: Okay. I
11 would like to make a motion approve. Need a second.

12 Okay. You heard the motion all by saying
13 on the question.

14 (ALL AYE)

15 Any opposed?

16 (NONE)

17 (ONE BELL)

18 Motion passed.

19 PAST COMMANDER HEIGERT: Okay.

20 On a different subject, as I reported in the
21 convention this morning, the convention committee
22 selected the University Plaza Hotel in Springfield,
23 Missouri as the site for our 2023 convention.

24 And I would ask that the DEC approve the
25 selection of the Department Convention Committee.

1 17TH DISTRICT REED: Mark Reed,
2 17th District makes a motion to accept.

3 6TH DISTRICT ANDERSON: Bill
4 Anderson seconds.

5 COMMANDER WILLIAMS: It's been
6 moved and second that -- the motion has been moved and
7 seconded. Discussion?

8 (NONE)

9 All in favor signify by saying aye.

10 (ALL AYE)

11 All opposed?

12 (NONE)

13 Motion passed.

14 Judge Advocate Strom will now discuss the
15 changes and updates for the Constitution and Bylaws.

16 JUDGE ADVOCATE STROM:

17 (Inaudible)

18 COMMANDER WILLIAMS: I would
19 like to now announce the DEC Subcommittee. Phil
20 Baker, Chairman; Doug Millison, Committee; Rose
21 Noonan.

22 I'd like to make a motion to approve. Do
23 I hear a second?

24 HISTORIAN GOOLSBY: Second.

25 (CROSSTALK)

1 Commander, I move that those nominations
2 be approved.

3 NECman GOTH: Goth, NEC second.

4 COMMANDER WILLIAMS: Okay.

5 Motion has been moved and second. Are there any
6 discussions?

7 (NONE)

8 All in favor signify by saying aye.

9 (ALL AYE)

10 Opposed?

11 (NONE)

12 Motion passed.

13 Made it through that, but it's going to
14 get better.

15 We will now go into appointments.

16 ADJUTANT FINLEY-JACKSON:

17 Before the Commander goes into the appointment list
18 for the appointments, I know you do not have the
19 appointment sheets.

20 The reason -- I'm going to give them to
21 you. But the reason you don't have them is because of
22 corrections, or should I say some updates, were made
23 after we left the office. And we don't have the
24 capability of making this number of copies when we
25 come to the hotel.

1 So you will see some on there that have
2 not been updated. Once we finish and get everything
3 together and get back to the office, then you will
4 receive it by e-mail. But we're going to go ahead and
5 pass these out while he's doing -- giving the
6 appointment list. Okay, everybody through with that?

7 Thank you. Lowry Finley-Jackson.

8 NECman ALTERNATE GOODIN: Tom
9 Goodin, Alternate National Executive Committee man. I
10 make the motion that we waive the reading of the
11 appointments, and that the Commander and the Adjutant
12 have the authority to make changes and deletions as
13 the Commander dictates to the Adjutant.

14 CHAPLAIN HARPER: Marvin
15 Harper, Chaplain seconds that.

16 COMMANDER WILLIAMS: It's been
17 moved and second that the Adjutant will have control.

18 ADJUTANT FINLEY-JACKSON: No,
19 don't give me control.

20 COMMANDER WILLIAMS: Do I hear
21 a second on the motion?

22 CHAPLAIN HARPER: It's already
23 been seconded.

24 COMMANDER WILLIAMS: Okay.
25 Question? Any discussion?

1 (NONE)

2 All right. Then moving on. All in favor
3 signify by saying aye.

4 (ALL AYE)

5 Opposed?

6 (NONE)

7 Motion passed.

8 The following committees will be deleted,
9 the Fiscal Review Ad Hoc Committee, the 100th
10 Anniversary Committee.

11 And before I move on. Please advised
12 that the appointments for the Baseball Commission will
13 be made at the Fall Conference in accordance with
14 Article IX, Section 4.

15 New Business. Our Finance Officer Terry
16 Lanning will present the 2019-2020 budget.

17 MR. LANNING: I'm Terry
18 Lanning, Chairman of the Finance Commission.

19 I passed out a copy of my report. There
20 will be some minor changes to it, but you'll see it in
21 essence.

22 This budget was not easy to come up with,
23 and there were a number of hard decisions that were
24 made.

25 At the Thursday DEC, the following was

1 recommended by the Finance Commission and approved by
2 the DEC:

3 Elimination of the Spring Conference. A
4 DEC could be held in the Spring on a Saturday or
5 Sunday with no overnight stay.

6 Staffing Changes: Making one
7 Headquarters employee and two service officer
8 employees part-time positions from full-time
9 positions. This would save, between salaries, dental,
10 health, vision and -- vision insurance, \$67,553 in the
11 2020 budget. The employees agreed to this action. It
12 was not stated at the Thursday DEC, but this would be
13 effective with the first full pay period in August
14 2019.

15 Changes in Employee Benefits: Having all
16 employees pay 20 percent of the cost of their health
17 insurance, drop the vision and dental insurance. It
18 was not stated at the Thursday DEC, but this would be
19 effective with the first full pay period in August
20 2019. With these actions, plus making three employees
21 part-time positions, there will be an overall savings
22 to the Department of \$83,762 in the 2020 budget. With
23 these changes, the grant money will be 72 percent for
24 the VA& expenses. So there should not be any change
25 that the grant money the Department receives.

1 Membership Incentives: District
2 Commanders getting 100 percent would get \$500. Zone
3 Commanders getting 100 percent for all of their four
4 districts would get a thousand dollars. Senior Vice
5 Commander getting 100 percent would get \$1,500. Two
6 thousand dollars was put in the 2020 budget to cover
7 this cost.

8 Finance Commission recommends that the
9 Department discontinue the medical reimbursement plan
10 for the employees as of July 31, 2019.

11 We are also requesting authorization for
12 the setting up an Internal Revenue Code Section 125
13 Cafeteria Plan, premium only plan. The employees
14 could pay their health insurance premiums with their
15 non-taxed wages. This will save the employees money
16 in their income taxes and save the Department money on
17 the payroll taxes.

18 I'd like to stop right there and have a
19 motion to approve that portion of it before we go
20 forward.

21 HISTORIAN GOOLSBY: Goolsby,
22 Historian. So moved.

23 14TH DISTRICT ADAMS: Frankie
24 Adams, District 14. Seconded.

25 COMMANDER WILLIAMS: Motion is

1 made and seconded. Is there any discussion?

2 (NONE)

3 All in favor signify by saying aye.

4 (ALL AYE)

5 Opposed?

6 (NONE)

7 Motion passed.

8 MR. LANNING: Okay. Now we'll
9 actually go into the 2020 budget.

10 The proposed budget, you should have a
11 copy in your packets. That is also printed in the
12 Legionnaire. The budget shows a surplus of \$131,310.
13 Some of the main differences for this year's printed
14 budget and last year's budget are as follows, and this
15 is really why I wanted to pass this out to you,
16 because I've listed a lot of different changes that
17 were made.

18 Item 1: We will drop the calendar
19 fundraising and add an additional sweepstakes. So we
20 increase sweepstakes revenue by \$5,009.

21 Item 2: Soliciting ads for the Department
22 Convention Program, we put \$2,000 in the budget.

23 Item 3: Dropped membership dues 5
24 percent. The new dues increase will take effect in
25 this budget for a membership dues increase of

1 \$155,437.

2 Item 4: Rich Heigert received a nod to
3 be the Legion National Commander next year. So we put
4 a thousand dollars in the budget for travel.

5 Item 5: Approved to buy new computers
6 for VA&R, \$3,000.

7 Item 6: Decreased the Mailing Label
8 Program revenue by \$7,266.

9 Item 7: Increased the National
10 Fundraiser revenue by \$20,749.

11 Item 8: Give all of the employees a 2
12 percent raise.

13 Item 9: Decreased Headquarters and VA&R
14 health insurance \$57,054.

15 Item 10: Dropped employee dental and
16 vision for a decrease of \$5,040.

17 Item 11: Increased Postage and Delivery
18 \$4,000.

19 Item 12: Created a new item called
20 Membership Incentives for \$2,000, and that's what I
21 had already previously talked about if the District
22 Commander gets 100 percent and so forth.

23 Item 13: Decreased Headquarter staff
24 salaries \$9,470.

25 Item 14: Decreased VA&R staff salary

1 \$8,646.

2 Item 15: Decreased Missouri Legionnaire
3 \$7,000 because we're now doing three issues.

4 Item 16: The total revenue increase
5 \$185,976.

6 Item 17: Total expenses decreased
7 \$82,103.

8 Item 18: This is an increased budget
9 surplus from last year of \$268,079.

10 Item 19: Several budget expenditure items
11 were reduced this year because of prior budget money
12 has not been spent.

13 Item 20: We also changed some of the
14 committees and commissions budgets.

15 In your packet, you're going to see a
16 five-year budget projection, and the surplus for the
17 next five years, counting this budget, will be
18 4351,731. The year 2024 we're projecting we'll start
19 generating losses, but with the surplus that we're
20 looking at, we'll be able to use that surplus to
21 offset the losses for several years.

22 If there's no major financial changes,
23 the Finance Commission estimates the dues increase
24 would not be needed for eight to ten years.

25 I'm going to stop there and have a motion

1 on this. Then I've got one more thing.

2 HISTORIAN GOOLSBY: Goolsby,
3 Historian. Move that it be approved.

4 14TH DISTRICT ADAMS: Frankie
5 Adams, District 14. Second.

6 COMMANDER WILLIAMS: The motion
7 has been seconded. Is there any discussion?

8 5TH DISTRICT SWEENEY: Mike
9 Sweeney, District 5.

10 Were there not approved just a couple of
11 years ago new computers for VA&R, or am I mistaken?

12 MR. LANNING: No, we did last
13 year.

14 5TH DISTRICT SWEENEY: Last
15 year.

16 MR. LANNING: And what we've
17 been doing is each year we've been giving them some
18 money so they can rotate in new computers because
19 they've got maybe nine computers. Each service
20 officer has their own computers.

21 So we're trying to rotate it so that she
22 can buy about two computers a year and she can rotate
23 them out. So we don't buy them all at one time.
24 That's the whole idea.

25 5TH DISTRICT SWEENEY: Thank

1 you.

2 COMMANDER WILLIAMS: Okay. The
3 move was seconded. All in favor signify by saying
4 aye.

5 (ALL AYE)

6 Opposed?

7 (NONE)

8 Motion passed.

9 MR. LANNING: Okay. The next
10 item. You're going to have a copy of the Personnel
11 Handbook that was approved back in 2014, I believe.
12 And I'm going to be making some recommended changes to
13 it.

14 Some of my changes will be grammar, very
15 minor. Doesn't amount to anything, but with the
16 actions of Thursday that were taken and just now
17 taken, then we need to change some of the info. And
18 I'm going to tell you what the changes are.

19 These aren't going to be that
20 complicated.

21 If you got page 2, these are office
22 hours. Third line. I'm going to delete the word
23 "supervisory" based on their assigned hospital working
24 hours and insert "department service officer" in place
25 of that.

1 Under Health Insurance, first line, I'm
2 going to delete an "excellent", and then I'm going to
3 delete "dental".

4 Going down to the next line, I'm going to
5 delete where it says "The health plan includes", I'm
6 going to delete that whole sentence because we just
7 terminated it.

8 Going down to the fourth line from the
9 bottom of that paragraph where it says "medical
10 expense reimbursement plan", I'm deleting that because
11 we've terminated it.

12 And then I'm inserting at the very end
13 the following:

14 "Effective with the first
15 pay period after August 1, 2019,
16 employees will pay 20 percent of
17 the cost for the Department
18 health insurance premiums."

19 New sentence:

20 "This will be deducted
21 through a payroll deduction."

22 Then I'm adding to that paragraph an
23 Internal Revenue Code, IRC Internal Revenue Code
24 stands for, Section 125 Cafeteria Plan is established
25 for health insurance premiums only.

1 This will allow the amount of health
2 premiums that employees pay to be treated as
3 non-taxable wages.

4 That's the extent on that page.

5 You need to go to page 4. There are
6 several references in the document that refers to how
7 many hours an employee before they're considered full
8 time, could get health benefits and so forth.
9 Sometimes we talk about 30 hours, sometimes talk about
10 31. It should be 30 throughout the whole thing.

11 And so I've made several changes to make
12 it 30. Federal government says you're full time with
13 30 hours. So we want to be consistent. So you can
14 see in the second line it says 31. So that's been
15 changed to 30.

16 In the third paragraph where it says --
17 starts, "Subsequent vacation accruals," second line in
18 there we changed it from 31 to 30.

19 Okay. In the section where it says
20 Annual Vacation Accrual, I'm going to add the follow
21 new paragraph:

22 "If an employee goes
23 from full time, 30 hours or
24 more, to part time, less than
25 30 hours, they would be paid

1 their approved leave not to
2 exceed 200 hours."

3 You'll notice in this paragraph if an
4 employee were to leave or be terminated or dismissed
5 or whatever, they're entitled to have their leave paid
6 up to 200 hours. So we're being consistent.

7 At Friday's Finance Commission meeting,
8 we talked about this as to how we wanted to do it, we
9 want to carry over it and use it, we want to pay it
10 off so we get it off the books. Once their part-time,
11 less than 30 hours, they're not going to get any sick
12 leave, they're not going to get any leave, they're not
13 going to get health benefits. So that's the cut as to
14 whether or not you're getting benefits or not.

15 And so we've decided let's just go ahead
16 and pay it and clean it all up. And we won't owe them
17 anything, they won't be entitled to any leave, but it
18 will be kind of a clean break.

19 Okay. In the sick leave accrual here,
20 you've got a change to 30 hours from 31, second
21 paragraph. And I'm going to add a new paragraph
22 following which is similar to what I just did on
23 annual leave:

24 "If an employee goes from
25 full time, 30 hours a week or

1 or more, to part-time, less
2 than 30 hours, then they are
3 entitled to use their accrued
4 sick leave, but it must be
5 used within 12 months."

6 So we're going to let them carry over the
7 sick leave and to use it within the next one year.
8 After that, they won't be entitled to any sick leave.

9 Okay. Let's go back. Page 15, Item I,
10 after the word "a" I think you've got a period that
11 shouldn't be there. So this is part of the grammar,
12 minor grammar thing, that we're cleaning up.

13 Under page 19, Employee Conduct, there's
14 two paragraphs. The last paragraph we're going to
15 change as follows, the last sentence:

16 "In such instances, the
17 report should be referred to
18 the Department."

19 This will be the change: Commander and
20 Judge Advocate. So we're going to delete Department
21 Adjutant. The thinking being if the issue is dealing
22 with supervisor/employee we only got two, and that's
23 Lowry and Tracey. If it would be dealing with Lowry,
24 we don't want the complaint to be turned into Lowry.
25 So we decided we need to take it to the Commander not

1 the Adjutant that would help. So just wanted to kind
2 of clarify that.

3 In 20 under Authority to Sign Contracts,
4 fourth line, reads as still contracts. No big deal.

5 Twenty-one under Item 7, we have the word
6 "on" twice. So we're deleting one. So that's why I
7 said some of this is small grammar stuff.

8 That's the changes to the Employee Policy
9 Handbook.

10 Now, these changes we want them to be
11 effective August 1, 2019 first of the new year,
12 because through the end of this month, we're not
13 changing benefits, but effective August 1 we are
14 making these other changes, August 1 or first payroll.

15 I need a motion.

16 COMMANDER WILLIAMS: Need a
17 motion.

18 14TH DISTRICT ADAMS: Frankie
19 Adams, District 14. So moved.

20 HISTORIAN GOOLSBY: Goolsby,
21 Historian. Second.

22 COMMANDER WILLIAMS: Question?

23 HISTORIAN GOOLSBY: Commander,
24 I one question. Will there be copies available of
25 this updated deal for us at the Fall Conference?

1 COMMANDER WILLIAMS: It will be
2 on-line.

3 HISTORIAN GOOLSBY: Oh, it'll
4 be on-line. Okay. That's fine. Thank you.

5 I yield.

6 COMMANDER WILLIAMS: Okay. All
7 in favor say an aye.

8 (ALL AYE)

9 Opposed?

10 (NONE)

11 Motion passed.

12 MR. LANNING: That's it.

13 COMMANDER WILLIAMS: Thank you.

14 MR. LANNING: This has not been
15 an easy year finance-wise, and my committee worked
16 hard to try to resolve a lot of issues that we've had
17 to deal with that we haven't had to deal with in the
18 past. And we get a lot of input from a lot of people,
19 and we want that. The more input we have the better
20 it is because sometimes, you know, we'll get some
21 input of something we haven't thought about and it's a
22 good idea. So you know, feed that to us.

23 Sometimes it gets a little contentious,
24 but that's okay, you know, as long as we can walk away
25 and still be friends. And we're trying to do the best

1 finance-wise for the Department and that's our goal.
2 That's all.

3 COMMANDER WILLIAMS: And now
4 Senior Vice Commander Grigsby, he will present us the
5 2019-2020 membership plan, strategic plan for
6 sustained.

7 SENIOR VICE COMMANDER GRIGSBY:
8 Thank you, Commander.

9 You heard me yesterday outline the
10 Membership Plan that I envision, and I'm echoing from
11 taking the Department quota the National gives us down
12 to our zones breaking it. I will do that in
13 conjunction with the Zone Commanders.

14 From the Zone Commanders, I would like
15 for you to begin looking at your districts and looking
16 at numbers that will need to be adjusted in your
17 district.

18 District Commanders, I would like for you
19 to begin establishing communication with your Posts.
20 Get the problems that they are encountering. Get the
21 information so that you can help us build a realistic
22 goal for each of the Posts, and we will be in
23 communication over the next week to get some numbers
24 developed which indicates last year's numbers of
25 quotas. And when we go to National, we will be

1 getting the new Department quota for the next year.

2 So at that time, we will be able to
3 establish the numbers. I want to be prepared to take
4 their new quota and distribute it proportionately
5 down.

6 Any questions?

7 (NONE)

8 I'll be getting you the actual documents
9 so that you can do this. We did in Zone 3 a few years
10 ago took the proportionate numbers, and we made our
11 adjustments, and I will create spreadsheets with you
12 so that you can easily do this for your Posts in your
13 districts.

14 Thank you, Commander.

15 COMMANDER WILLIAMS: ALR

16 Director Don Gerspach.

17 ALR DIRECTOR GERSPACH: Don

18 Gerspach, Director of American Legion Riders.

19 Just a couple of things to add to my
20 report from yesterday. Since the last meeting, we
21 have chartered two new chapters, one in Richland,
22 Missouri, Chapter 240 at Post 40. And at Post 400,
23 Fenton, Missouri, we got Chapter 400. So two new
24 started.

25 And I handed in paperwork from Post 94

1 for a Chapter there yesterday, which should be
2 approved shortly.

3 At the general membership meeting, the
4 Riders approved the new Constitution Bylaws, which
5 will be submitted to the Department this week.

6 We had donations totaling \$86,209.70 as a
7 running total as of yesterday, but I wanted to make
8 one clarification. Not necessarily a clarification,
9 but we received a \$200 donation from a member of Post
10 5, Sons of the American Legion, and his wife. It came
11 from their personal business account, and it came from
12 Mike Bersketter (ph.) and his wife, Jeanette. I just
13 wanted to stipulate that that was a personal business
14 account donation as he is a Missouri Senator. Didn't
15 want any confusion.

16 That is my report. Thank you.

17 COMMANDER WILLIAMS: Is there
18 any further business to come?

19 HISTORIAN GOOLSBY: Commander,
20 Goolsby, Historian. I move that mileage be paid to
21 those who submit the properly signed paperwork to the
22 Department Manager.

23 17TH DISTRICT REED: Mark Reed,
24 17th District. Second.

25 COMMANDER WILLIAMS: All in

1 favor.

2 (ALL AYE)

3 Opposed?

4 (NONE)

5 Motion passed.

6 Would you please repeat that?

7 HISTORIAN GOOLSBY: Yes.

8 Goolsby, Historian. The motion was a mileage upon
9 submission of properly signed paperwork to Department
10 Adjutant.

11 17TH DISTRICT REED: Mark Reed,
12 17th District. Second.

13 COMMANDER WILLIAMS: There's a
14 motion that's been made and seconded. Is there any
15 discussion?

16 (NONE)

17 All in favor signify by saying aye.

18 (ALL AYE)

19 All opposed?

20 (NONE)

21 Motion passed.

22 (THREE BELLS)

23 Please rise and uncover. A benediction
24 will be given by our Chaplain Marvin Harper.

25 CHAPLAIN HARPER: I keep going,

1 I may learn how to pray yet.

2 Our Father, thank you for letting us meet
3 here as the DEC for the state of Missouri. We pray
4 that the decisions that were made here today will
5 benefit You as well as us.

6 As we leave and go to our homes, please
7 be with us as we travel that we will reach our
8 destinations safely and that we may return this fall
9 into conference.

10 Oh, Lord, also be with our troops, past,
11 present and future, and that we will always support
12 them in every which way we can.

13 May God bless us and God bless America.
14 Amen.

15 (AMEN)

16 COMMANDER WILLIAMS: Cover.

17 With the colors or our country being in
18 the proper place, right-hand salute. Two.

19 I now declare this meeting of the
20 Department of Missouri American Legion Executive
21 Committee meeting duly closed.

22 (FINAL BELL)

23 (THEREUPON, THE PROCEEDINGS

24 CONCLUDED AT 12:08 P.M.)

25 o8o

1 CERTIFICATE OF REPORTER
2 I, PATSY A. MAYBERRY, Professional Court
3 Reporter and Notary Public within and for the State of
4 Missouri, before whom the foregoing proceeding was
5 taken, do hereby swear that: the aforementioned was
6 held at the time and in the place previously
7 described; the proceedings were taken down in
8 stenographic notes by me and transcribed by me, or
9 under my supervision, to the best of my ability; and
10 that the aforementioned represents a true and accurate
11 transcript of said proceedings.

12 IN WITNESS WHEREOF, I have hereunto set
13 my hand.

Patsy A. Mayberry



14
15 Patsy A. Mayberry, Court Reporter
16 Notary Public, State of Missouri

17 My Commission Expires:
18 August 26, 2022

19
20
21
22
23
24
25

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