

**COMMITTEES ON REVISION OF THE CONSTITUTION AND BY LAWS
OF THE WELFARE ASSOCIATION**

September 2018

**Patrick Dunn
Derek Kempf
Mark Matteson
Ritchie Nigh
Lisa Price
Nathaniel Schotanus
Chad Womble**

November 2006

**William Bonfield
G. Matz
Steven Miller
Robert Nowak
Lisa Price
Michael Wilson
Chad Womble**

June 1997

**William Bonfield
Craig Duke
Larry Saragusa
Robert Nowak
Michael Wilson**

July 1989

**William Bonfield
Thomas DeKeyser
Walter Johnson
Robert Nowak
Larry Saragusa**

January 1985

**Thomas DeKeyser
Robert Nowak
Roy Reed
James Frizelle
William Hinkle
Joseph Norbury**

January 1973

**Lawrence Bowers
James Ratcliffe
Parie Hahn**

WELFARE ASSOCIATION

Article W-I

Membership

Each person, who has been hired by the Governing body of the City to the Fire Department to perform duties of a firefighter, may become members of the Welfare Association.

Article W-II

Payment of Dues

Dues shall be paid by payroll deduction; a 2/3's majority of the votes cast from the membership at large shall set the amount. There shall be no refunds of dues paid into the Welfare Association Fund. Any member in debt to the Welfare Association shall be considered to be not in good standing as a member and will have the amount owed to the Welfare Association deducted from payments they are to receive.

Article W-III

Administrative Salaries

Effective January 1, 2008, the President, Vice President, Secretary, Treasurer, and Assistant Treasurer shall receive monthly salaries according to the following guidelines:

President - 12% of monthly salary for Firefighter Class 1

Vice President - 5% of monthly salary for Firefighter Class 1

Secretary - 5% of monthly salary for Firefighter Class 1

Treasurer - 45% of monthly salary for Firefighter Class 1

Assistant Treasurer - 5% of monthly salary for Firefighter Class 1

The Treasurer shall continue to receive the monthly salary for (2) two months following their term in office, while instructing the new Treasurer.

Article W-IV

Management, Selection

The management of the Welfare Association shall be vested in the Advisory Council of the Kansas City Kansas Firefighters Relief Association.

Article W-V

Annual Meeting

The annual Meeting of the Association shall be held on the first Wednesday in June of each year in conjunction with the regular monthly meeting. The order of business shall include the reading of the annual reports of the Secretary and Treasurer of the preceding year.

Article W-VI

Regular Meetings

The membership shall hold the monthly meetings on the first Wednesday of each month at such a place as the President may direct. When regular duties interfere, the day and location will be set by the President. Seven (7) members shall constitute a quorum for the transaction of business. It shall be the duty of any and all members of the Welfare Association in attendance to act on motions, to approve payments and to make grants in accordance with the terms of this Constitution, to control and direct the manner of investing funds and property of the Welfare Association, to enact Bylaws and generally to do and perform all things not inconsistent with the rules of the Welfare Association.

Article W-VII
Special Meetings

The President shall call special meetings of the Advisory Council or the membership at the written request of any seven- (7) members or when in the President's opinion the same may be necessary.

Article W-VIII
Duties of the President and Vice-President

The President shall preside at all meetings of the Welfare Association and the Advisory Council, organize and maintain order therein, state and put all questions and in all equal divisions give the deciding vote, decide all questions of order, subject to an appeal to the Welfare Association when required by one member, which appeal shall be decided without debate, reserving to the President the right to make his explanation. The President shall appoint all standing committee Chairpersons, and call special meetings of the Welfare Association. When absent, the various duties of the President shall be fulfilled by the Vice-President, and in the absence of both the President and Vice-President, by a President Protem appointed from the Advisory Council. The President shall be ex-officio Chairperson of all committees. At the expiration of the President's and Vice-President's term in office, the President and the Vice-President shall deliver all Welfare Association property in their possession to the successor in office within thirty (30) days.

Article W-IX
Duties of the Secretary

The Secretary shall keep correct minutes of the proceedings of the Welfare Association in a book provided for that purpose, record the name to the mover of every resolution; insert the ayes and nays in the minutes when so ordered by the Presiding Officer; give notice of the meetings of the Welfare Association; publish a list of the Officers, Advisory Council members and committee Chairpersons elected or appointed for the year. The Secretary shall maintain a current and accurate inventory of all property owned by the Welfare Association and the officer that has the property in their possession. As soon as possible after all meetings, distribute a summary of the meeting to the membership. At the expiration of the Secretary's term of office the Secretary shall deliver all Welfare Association property in the Secretary's possession to their successor in office within thirty (30) days. In the absence of the Secretary, a Secretary Protem appointed by the President shall perform the duties of the Secretary.

Article W-X
Duties of the Treasurer and Assistant Treasurer

The Treasurer shall deposit all funds received by the Welfare Association into the appropriate account and pay all orders authorized by the Advisory Council or by a majority vote of the membership in attendance at scheduled meetings; keep accounts of the funds received and dispersed and make an itemized statement in this manner to be submitted at each regular meeting, together with an annual statement to be reported at the annual meeting in June. In the absence of the Treasurer, the Assistant Treasurer shall carry out the duties of the Treasurer.

Drafts for payments shall be signed by two approved officers. At the expiration of the Treasurer's term in office all Welfare Association property, shall be turned over to the new Treasurer within thirty (30) days.

Article W-XI
Amendment and Repeal

In no case other than required by law shall any of the Articles or Bylaws of the Welfare Association be enacted, altered, amended, repealed or suspended unless by a 2/3 majority of the vote cast from the

membership in attendance at a regular monthly or special meeting. In cases required by law, the Advisory Council shall be empowered to enact, alter, suspend, amend or repeal any article or part thereof. Any changes in the Constitution and Bylaws shall be proposed in writing at a previous monthly meeting.

BYLAWS

Section W-I

Benefits for the members of the Welfare Association shall be decided by a majority of votes cast from the membership in attendance at the December meeting. Fees for the benefits shall be paid out of the Welfare Association Fund. Bids for benefits will be accepted prior to the November meeting and the contract shall run for a 1 year period beginning January 1st.

Section W-II

Any transaction of major importance, as determined by a majority of the advisory council, coming before the monthly meetings, upon 2/3 majority of the votes cast from the membership in attendance, shall be submitted to the membership at-large for a vote, to be decided by 2/3 majority of the votes cast.

Section W-III

Regular Monthly Meeting

Should a quorum of members be present, the President shall call the meeting to order. The Order of Business shall be as follows:

1. Minutes of the previous meeting.
2. Treasurer's report.
3. Reports of Committees.
4. Unfinished Business.
5. New Business with new bills.
6. Good of the Association.

Should a quorum not be present within half an hour after time of meeting, those present, on noting the absentees, may depart and another meeting shall be called.

Section W-IV

When a question is before the Welfare Association, Robert's Rules of Order for Meetings will prevail. In speaking before the Welfare Association, members shall confine themselves to the subject under discussion. The President may refuse to recognize any member who has expressed their view of the subject under discussion more than two (2) times.

Section W-V

No motion to reconsider shall be in order unless made at the meeting at which the resolution was adopted or unless made and seconded by one who voted in the majority on such questions. The ayes and nays may be called on any question after the request of two (2) members.

Section W-VI

The President shall appoint the chairperson for all committees.

All committees are to consist of at least three (3) members each and they shall be held accountable to the Officers of the Association.

Section W-VII

It shall be the duty of the Audit Committee to audit and review the books of the Treasurer of the Welfare Association Fund. This should be done prior to the Annual meeting.

Section W-VIII

The President, by virtue of the office, and three (3) members who have been elected by the members in attendance will be sent to the Kansas State Firefighters' Association Conference as voting delegates. The Vice President, Secretary, Treasurer and Assistant Treasurer of the Welfare Association will attend the conference as alternates. Nominations will be accepted 2 regular monthly meetings prior to the month of the Conference. For a member to be nominated, they must have attended at least 6 of the last 12 regular meetings. A stipend for the delegates and alternates attending the conference will be set at the meeting at which nominations for delegates are accepted by a majority vote of the members in attendance. Elections for the three (3) voting delegate positions shall be held at the regular Welfare Association meeting the month following nominations and the day following.

Section W-IX

Cost incurred by the required presence of a member at a Welfare Association function, as determined by the Advisory Council, will be paid by the Welfare Association Fund.

Section W-X

The Kansas City Kansas Firefighters Relief Association has developed a state approved pension program that utilizes funds from the annual state distribution (2% Money). The Kansas Firefighter's Relief Act dictates the requirements of who is eligible to receive pension money funded by the state. We, as an association, believe that there are and will be members negatively affected by these requirements and should be entitled to these funds when they retire. These affected members will be compensated at the same amount that their Pension is valued under the Relief Association Pension Plan. However, in order to not violate state statute, the pension for these members will be paid out of Welfare Association funds and payments will be administered in the same manner as described in the Relief Association Pension Plan. In these cases, members will be eligible for funds through the Welfare Association only when they do not meet the criteria for funds through the Relief Association Pension Plan and meet one or more of the criteria listed below:

1. Member retires from the applicable State Pension Plan (KPERS, KP&F)
2. Member receives a disability pension from the applicable State Pension Plan (KPERS, KP&F)