ALBION LITTLE RIVER FIRE PROTECTION DISTRICT BOARD OF DIRECTORS BUSINESS MEETING AGENDA

Thursday, December 8, 2011, 7:00 pm, Station 810, 33900 West Street (behind Albion Grocery), Albion, CA

- 1. Call to order and determination of a quorum:
- **Public communication to the board:** An opportunity is provided for members of the public to address the board with respect to matters within the board's jurisdiction whether on the agenda or not. For action items the public may also address the board at the time the item is presented for action.
- 3. Fire department business:
 - a. Chief's Report: Acting Chief Williams will present a written report of fire department activities.
 - **b.** Fire department operations discussion: Any necessary operations issues will be discussed at this time.
- **4. Previous meeting minutes:** The minutes of the November 29, 2011 regular business meeting will be approved and/or revised and approved.
- 5. Communications to the board: Communications to the board will be presented.
- **6. Financial report:** Current financial statements for the district will be presented.
- 7. Items for consideration and possible action:
 - a. Election of officers: The board will elect district officers for 2012 per California Health and Safety Code Section 13853.
 - **b.** Bylaws revision: The board will review, edit and/or modify proposed bylaws revisions introduced at the November 29, 2011 regular business meeting. The board may vote to approve and adopt proposed bylaws revisions.
 - **c.** Fire department operations manual: The board may review, edit and/or modify the interim fire department operations manual. The board may vote to adopt the proposed fire department operations manual.
 - **d.** Fire department personnel: The board will review employment applications for the position of probationary volunteer firefighter as defined in the revised bylaws and the chief's recommendations for hiring. The board may vote to accept recommended candidates for employment as probationary volunteer firefighters.
 - e. FY 2011-2012 Budget Review and Revision: The board will review the current FY budget. The board may vote to add, change, modify or adjust amounts of items in the current FY budget.
- 8. Committee reports:
 - a. New fire station committee.
 - b. Vehicle committee.
- **9. Directors' discussion:** Individual board members may discuss topics of concern to the district including, but not limited to, insurance, bylaws, fund raising, firefighter benefits.
- 10. Next meeting schedule: January 12, 2012, 7:00 pm.
- 11. Adjournment:

Any individual who requires disability-related accommodations or modifications, including auxiliary aids and services, in order to participate in the Board meeting should contact the Board in writing at P.O. Box 634, Albion, CA 95410-0634, as soon as possible before the meeting date.

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Alan Taeger

From:

Ted Williams <ted@ted.net>

Sent:

Thursday, December 08, 2011 5:15 PM

To:

Alan Taeger

Subject:

chief's report 2 (ignore first)

Fire Chief's Report, 8 December, 2011, by Ted Williams

Note: Only one week has passed since the previous Chief's report.

- Discovered error: Brad Montgomery's application was missing from the stack. Submitted Brad's completed application to the board.
- Requested a written quote for repainting station 811 from Wes Walsh (previous painter). 0
- Training:
 - November 30: Hands on patient vitals (acquisition, ranges, ABCs) and backboard packaging, 2.5 hours. Jesse Martin, Jaime Placido, Marshall Brown, Erica Geer, Harolde Searles, Ted Williams.
 - December 1: Vehicle extrication. 3.25 hours. Brad Montgomery, Jesse Martin, Jaime Placido, Marshall Brown, Andrew Crowninshield, Chris Johnson, Erica Geer, Scott Roat, Josh Smith, Jason Henricks, Ted Williams.
 - Williams. Jwl December 4: Four firefighters joined Mendocino Fire for their water training.
- Received completed application from Citlali Calvillo. O
- Received interest from John Oakley, a previous member (EMT, Class A). Sent him an application.
- Notified GSRMA of additional vehicle VIN and description. 0
- Received the USFS engine. 500 gallons, foam, seats 5.
- Ordered and received two copies of Essentials of Fire Fighting and Fire Department Operations (5th Edition) to distribute to new firefighters.
- Jesse completed CPR course. 0
- Received a letter from Oliver Seeler (board members Alan Taeger and Ed Petrykowski were CC'd). 0
- Ordered 5 helmets with integrated ESS structural goggles and one ESS structural goggle kit. • 0
- Prepared firefighter incident/training/meeting attendance statistics. + regions of the firefighter incident/training/meeting attendance statistics. Reported vandalism at station 811 (graffiti on the back wall) to MCSO.

Confirmed our participation in 1a / firefighter endorsement driving class with Aron Hutchens from Comptche Fire.

- Discussed our recent progress with Ed O'Brien from Mendocino Fire.
- Requested a quote for plumbing repair at station 810 from Mendocino Coast Waterworks.

4.a. Incident Report

- In the intervening period between the Albion-Little River Fire Protection District regular meetings held Tuesday. November 27th and today, December 8th, we were dispatched and responded to five incidents consisting of:
 - 3 medical aids
 - 1 traffic collision (non injury)
 - 1 hazardous condition (tree down, lanes closed)

4.b. Fund Raising, Gifts, Service Fees

At this juncture, financial gain from the ALRVFD, Inc. 2011 department BBQ has not been calculated. Steve Acker is analyzing the details and working on a report.

4.c. Fire Department Operational Needs

- Supplies for the new engine.
- Additional map books (for the new members). Steve Acker is working on an order.
- Flashlights and 123 flashlight batteries.

4.d. Vehicle Maintenance Report

- 8130
 - Coordinating a trip to FB Diesel for the fuel leaks.
 - The mobile radio failed on a call. We'll ask Gary to inspect and remedy.
- 8191
 - Placed in service.
 - Contacted FB diesel to schedule a DOT inspection.
- 8162
 - Traced reverse lights failure to a damaged wire in close proximity to the dash.

ALBION LITTLE RIVER FIRE PROTECTION DISTRICT BOARD OF DIRECTORS BUSINESS MEETING MINUTES

Tuesday, November 29, 2011, 7:30 pm, Station 810, 33900 West Street (behind Albion Grocery), Albion, CA

- 1. Call to order and determination of a quorum: Meeting called to order by President Alan Taeger at 7:32pm.Present were Board members Ken Matheson, Rich Riley, Ed Petrykowski and Terry Kemp. Acting chief Ted Williams, Scott Roat, Erica Geer, Marshall Brown, Harold Searles and Brad Montgomery represented the Fire Department. Janie Tate also attended.
- 2. Public communication to the board: None.
- 3. **Previous meeting minutes:** The minutes of the October 25, 2011 regular business meeting were approved unanimously on a motion by Ken.
- **4. Fire chief's report:** Acting Chief Williams presented a written report of fire department activities which is here attached.
- Communications to the board: A report containing an outline of communications to the board since the last business meeting was presented with the board packet and is here attached. Correst date in head.
- 6. Financial report: Current financial statements for the district were presented.
- 7. Items for consideration and possible action:
 - **a. Bylaws revision:** The board reviewed and voted unanimously on a motion by Ed to adopt the proposed bylaws revisions as amended.
 - **b.** Fire department operations manual: The board reviewed and approved unanimously on a motion by Ken to adopt the proposed fire department operations manual on a temporary emergency basis to be reviewed for possible modification and vote for final approval at the next regular business meeting,
 - c. Fire department personnel: The board reviewed employment applications for the position of probationary volunteer firefighter as defined in the revised bylaws and the chief's recommendations for hiring. The board voted unanimously on a motion by Ken to accept the following recommended candidates- Marshall Brown, David Ayster, Jonathan Peakall, Mark Anderson, Ted Williams, Harold Searles, Andrew Crowningshield, Jaime Placido, John Crowningshield, Scott Roat, Chris Johnson, Joshua Smith, Erica Geer, Steve Acker and Jason Hendricks for employment as probationary volunteer firefighters.
 - d. FY 2011-2012 Budget Review and Revision: The board reviewed the current FY budget. The board voted unanimously on a motion by Ken to adjust amounts of items in the current FY budget as shown in attached revised budget worksheet.
 - e. Albion village real estate offer and D Road fire station: Tabled.
- 8. Committee reports:
 - a. New fire station committee. No report.
 - b. Vehicle committee. No report.
- 9. Directors' discussion: No report.
- 10. Next meeting schedule: December 8th ,2011 at 7:00pm
- 11. Adjournment: meeting adjourned at 11:06pm

ALBION LITTLE RIVER FIRE PROTECTION DISTRICT BUSINESS MEETING DECEMBER 8, 2011 COMMUNICATIONS TO THE BOARD

- 12/1/11 Alan received an email from Feuer Frei titled "First Amendment Violations by the ALRFPD Board of Directors".
- 12/5/11 Alan placed phone call to County Counsel Jeanine Nadel to discuss the question of whether we can place a statement in the bylaws regarding postponement or rescheduling of regular monthly business meetings. We also discussed the responses to the letter of censure and the email listed above.
- 12/7/11 Alan and Ed received an email from Oliver Seeler addressed to "ALRFPD Board of Directors and Whomever Else it May Concern" cc'd to Ted and Jeff Wall titled "Incident Report: Safety" regarding operations at call prior to his resignation.

add notice of transfer becained at meetern.

preevin.

			(305.22)						588.46					11,676.30		11,959.54	291,527.43	303,486.97			2.198.67	1,855,90	:	10,378.22	1,205.50	2,515.66	1,806.00	277.46	1,221.18	4 207 70	07:705,1	50.00		323.80	2,379.24	3,488.64	474.62	F22 20	9 661 56		39,686.35	263,800.62	
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	12,403.44	2,422.26	1,185.54	(417.70)	99.47	77,510.00	303.17	0.00	6,027.92	787.54	00.0	00'0	0.00	77,383.50	0.00	237,785.14	347,520.83	585,305.97		5 407 00	4 130 64	4.247.81	5.744.00	17,045.14	5,526.05	5,879.39	2,695.00	3,071.91	6,378.24	0 275 0	1 550 20	23.000,1	2,381.66		22,407.55	4,627.18	1,663.11	0 648	20.040.02	03:100,002	310,311.14	274,994.83	U
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27 460 00	00.804.70	2,053.00	2,834.00			75,000.00	486.00	00'0	00'000'6	809:00	00'0	000	00.00	000	00'0	157,757.00	290,000.00	447,757.00		8,000,00			00:000:9		15,000.00		2,500.00			2,000.00	150000			000				0.00			132,600.00	315,157.00	N DISTRICT BOOKS
REVENUE	T		- 1					HIGHWAY PROPERTY RENTAL]		ELECTION SERVICES		- 1	INSURANCE PAYMENT	TOTAL REVENUE	FUND BALANCE CARRIED FORWARD	TOTAL AVAILABLE FOR APPROPRIATIONS	A DESCRIPTION OF THE PROPERTY	APPROPRIATIONS APPROPRIATION INSTIDANCE		+		T	1	1	MEMBERSHIPS			ARCHITECT & ENGINEERING SERVICES (811)		-	SMALL TOOLS & SUPPLIES	ELECTION SUPERVISION & SERVICES				LAND			TOTAL APPROPRIATIONS	UNAPPROPRIATED FUNDS (funds balance)	END OF FY 2010-2011 ONE TIME JE CORRECTION IN DISTRICT BOO
024440	07110	821120	- 1	- 1	821220	821300	821600	821700	824100	825481	825490	826140	827500	- 1	827702					881038	862050	862060	862101	862120	1	862140	862150	862170	862181	862184	882180			862231				864350	864350	0.457.0			

9:29 PM 12/07/11 **Accrual Basis**

Albion Little River Fire Protection District Budget vs. Actual July 2011 through June 2012

	Jul '11 - Jun 12	Budget	- \$ Over Budget	% of Budget
Income				
82-1110 CURRENT SECURED TAX	0.00	73,566.00	-73,566.00	0.0%
82-1120-CURRENT UNSECURED TAX 82-1130-SB813 SUPPLEMENTAL TAX	0.00 -305.22	2,470.00 283.00	-2,470.00 -588.22	0.0%
82-1220-PRIOR UNSECURED TAX	0.00	126.00	-126.00	-107.9% 0.0%
82-1300-SPECIAL TAX	0.00	77,630.00	-77,630.00	0.0%
82-1600-TIMBER TAX	0.00	83.00	-83.00	0.0%
82-4100-INTEREST INCOME	588.46	650.00	-61.54	90.5%
82-5481-HOMEOWNER PROPERTY TAX 82-7700-OTHER	0.00 11,676.30	771.00	-771.00 	0.0%
Total Income	11,959.54	155,579.00	-143,619.46	7.7%
Gross Profit	11,959.54	155,579.00	-143,619.46	7.7%
Expense	0.00	7 000 00	7,000,00	
86-1035-WORKERS COMPENSATION IN 86-2050-CLOTHING & PERSONAL ITE	0.00 2,198.67	7,000.00 12,000.00	-7,000.00 -9,801.33	0.0% 18.3%
86-2060-COMMUNICATIONS		12,000.00	-9,001.55	10.376
ATT	1,001.37			
Comcast MCN	824.53			
86-2060-COMMUNICATIONS - Other	30.00 0.00	5,000.00	-5,000.00	0.0%
Total 86-2060-COMMUNICATIONS	1,855.90	5,000.00	-3,144.10	37.1%
86-2101-INSURANCE GENERAL	0.00	8,000.00	-8,000.00	0.0%
86-2120-MAINTENANCE EQUIPMENT		. 0,000.00	-0,000.00	0.070
Radio Maintenance Rescue Equipment	154.40 22.63			
Vehicle Maintenance				
8130	1,423.41			
8131 8132	72.59 952.30			
8162	984.96			
8182	1,398.83			
8192	4,212.37			
Vehicle Maintenance - Other	58.16			
Total Vehicle Maintenance	9,102.62			
86-2120-MAINTENANCE EQUIPMENT - Other	1,098.57	32,000.00	-30,901.43	3.4%
Total 86-2120-MAINTENANCE EQUIPMENT	10,378.22	32,000.00	-21,621.78	32.4%
86-2130-MAINTENANCE STRUCTURES Station 810	98.75			
Station 811	420.00		4 · · · · · · · · · · · · · · · · · · ·	
Station 812	634.11			
86-2130-MAINTENANCE STRUCTURES - Other	52.64	10,000.00	-9,947.36	0.5%
Total 86-2130-MAINTENANCE STRUCTURES	1,205.50	10,000.00	-8,794.50	12.1%
86-2140-MEDICAL, LAB SUPPLIES 86-2150-MEMBERSHIPS	2,515.66	6,000.00	-3,484.34	41.9%
CALSTAR	360.00			
CSDA	616.00			
Mendocino Ambulance SVC	530.00			•
REACH 86-2150-MEMBERSHIPS - Other	300.00 0.00	3,000.00	-3,000.00	0.0%
Total 86-2150-MEMBERSHIPS	1,806.00	3,000.00	-1,194.00	60.2%
86-2170-DISTRICT OFFICE SUPPLIE	277.46	1,000.00	-722.54	27.7%
86-2181-AUDITING & FISCAL SERVI		1,000.00	-122.04	21.170
Bookkeeping Services 86-2181-AUDITING & FISCAL SERVI - Other	1,221.18 0.00	3,500.00	-3,500.00	0.0%
Total 86-2181-AUDITING & FISCAL SERVI	1,221.18	3,500.00	-2,278.82	34.9%
86-2187-EDUCATION & TRAINING	1,307.70	10,000.00	-8,692.30	13.1%
86-2189-PROFESIONAL & SPECIAL S	10.00	1,500.00	-1,490.00	0.7%
86-2210-RENT LEASES	50.00			
86-2220-SMALL TOOLS & SUPPLIES	0.00	4,000.00	-4,000.00	0.0%
86-2231-ELECTION SUPERVISION &	323.80	400.00	-76.20	81.0%

9:29 PM -12/07/11 **Accrual Basis**

Albion Little River Fire Protection District Budget vs. Actual July 2011 through June 2012

	Jul '11 - Jun 12	Budget	\$ Over Budget	% of Budget
86-2250-TRANSPORTATION & TRAVEL Walsh Oil 86-2250-TRANSPORTATION & TRAVEL - Other	2,276.37 102.87	26,000.00	-25,897.13	0.4%
Total 86-2250-TRANSPORTATION & TRAVEL	2,379.24	26,000.00	-23,620.76	9.2%
86-2260-UTILITIES Albion Water District PG&E Suburban Propane Thompson Septic Service Waste Management	270.00 1,913.00 460.47 677.80 167.37			
86-2260-UTILITIES - Other	0.00	7,500.00	-7,500.00	0.0%
Total 86-2260-UTILITIES	3,488.64	7,500.00	-4,011.36	46.5%
86-3113-PAYMNTS TO GOVT AGENCIE 86-4360-BUILDINGS & IMPROVEMENT 86-4370-EQUIPMENT (PURCHASE)	474.62 532.20	2,000.00 10,000.00	-1,525.38 -9,467.80	23.7% 5.3%
Firefighting Equipment Radios Rescue Equipment 86-4370-EQUIPMENT (PURCHASE) - Other	530.37 816.00 7,891.43 423.76	10,000.00	-9,576.24	4.2%
Total 86-4370-EQUIPMENT (PURCHASE)	9,661.56	10,000.00	-338.44	96.6%
Total Expense	39,686.35	158,900.00	-119,213.65	25.0%
Net Income	-27,726.81	-3,321.00	-24,405.81	834.9%

9:28 PM 12/07/11 Accrual Basis

Albion Little River Fire Protection District Profit & Loss Detail

November 28 through December 7, 2011

Туре	Date	Num	Name	Memo	Split	Amount
Expense						
86-20 Check	11/30/2011	3253	AL ITE Mendocino Coast C	TB test Marshall Brown 09	District Checki	15.00
Check	11/30/2011	3254	Cascade Fire Equip	#41096	District Checki	229.52
Total	86-2050-CLOTH	ING & PER	SONAL ITE			244.52
	60-COMMUNIC	ATIONS				
A1 Check	11/30/2011	3252	AT&T	0509251299001	District Checki	12.92
Ţc	otal ATT				- -	12.92
Co	omcast					
Check	12/7/2011	3259	Comcast	8155300570034801	District Checki	77.46
To	otal Comcast				· <u>-</u>	77.46
Total	86-2060-COMM	UNICATION	S			90.38
86-21	30-MAINTENAN	CE STRUC	TURES			
St Check	tation 810 12/7/2011	3261	Fort Proga Dlumbing	#426615	District Checki	98.75
	otal Station 810	3201	Fort Bragg Plumbing	#420013	District Checki	98.75
10	olai Station 610				-	90.73
Total	86-2130-MAINT	ENANCE ST	TRUCTURES			98.75
	50-MEMBERSH ALSTAR	IPS				
Check	11/28/2011	3250	CALSTAR	Memberships	District Checki	360.00
To	otal CALSTAR				-	360.00
M	endocino Ambı	ılance SVC				
Check	12/7/2011	3257	Mendocino Coast A	Memberships	District Checki	530.00
To	otal Mendocino A	mbulance S	SVC			530.00
RI Check	EACH 11/28/2011	3251	REACH	Memberships	District Checki	300.00
	otal REACH	3231	KLACII	Wemberships	District Official	300.00
	DIAINEACH		•		-	300.00
Total	86-2150-MEMBI	ERSHIPS				1,190.00
	187-EDUCATION 12/7/2011	3260 3260	IG Nathaniel Norling	#031012 Med Training 11/	District Checki	150.00
Total	86-2187-EDUC	ATION & TR	AINING		•	. 150.00
86-22	210-RENT LEAS	ES		•		
Check	11/28/2011	3248	Earl Lathan	Rent 2011	District Checki	50.00
Total	86-2210-RENT	LEASES				50.00
	50-TRANSPOR	TATION & T	RAVEL	•		
W Check	/alsh Oil 11/30/2011	3256	Walsh Oil	13015 #189982	District Checki	471.06
	otal Walsh Oil					471.06
		ORTATION	& TRAVEL - Other			
Check	12/7/2011	3262	Ted Williams	Reimb. 8131 gas LR market	District Checki	102.87
To	otal 86-2250-TR/	ANSPORTA	TION & TRAVEL - Other			102.87
Total	86-2250-TRANS	SPORTATIO	N & TRAVEL			573.93
	260-UTILITIES					
P	G&E					
Check	12/7/2011	3258	PG&E	0210095100-9	District Checki	248.83
	otal PG&E					248.83
Ti Check	hompson Seption 11/30/2011	c Service 3255	Thompson's PortaS	#15560	District Checki	142,90
	otal Thompson S		•		J	142.90
11	otar mompson S	Chiro agi Alt				142.30

9:28 PM 12/07/11 Accrual Basis

Albion Little River Fire Protection District Profit & Loss Detail

November 28 through December 7, 2011

Туре	Daté	Num	Name	Memo	Split	Amount
W Check	laste Manageme 11/28/2011	ent 3249	Waste Management	799-0001196-2561- 4	District Checki	30.53
To	otal Waste Mana	gement				30.53
Total	86-2260-UTILITI	ES				422.26
Total Exp	oense			;		2,819.84
Net Income				•	·	-2,819.84

PROJECTED

ITEM COSTS

CATEGORY

TOTALS

96 1014 MUSCELLANEOUS EMPLOYEE DENIEUTS		
86-1014-MISCELLANEOUS EMPLOYEE BENEFITS FAMILY AMBULANCE COMPANY MEMBERSHIPS		
MENDOCINO AMBULANCE SVC		
REACH		
		•
CALSTAR ANNUAL FIREFIGHTER STIPEND		
ANNOAL FIREFIGHTER STIPEND		
86-1035-WORKERS COMPENSATION INSURANCE		\$7,000.00
GSRMA FIREFIGHTERS COMPENSATION INSURAN	CE \$7,000.00	
86-2050-CLOTHING & PERSONAL ITEMS		\$26,000.00
FIRE SHELTERS	\$5,000.00	, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
TURNOUTS	\$10,000.00	
SCBA MASKS	\$8,000.00	
OTHER	\$3,000.00	
	40,000.00	
86-2060-COMMUNICATIONS		\$5,000.00
ATT	\$3,000.00	
COMCAST	\$1,600.00	
MCN /	\$30.00	
US CELLULAR	\$0.00	
OTHER	\$370.00	
86-2101-INSURANCE - GENERAL		\$8,000.00
GSRMA PROPERTY & LIABILITY INSURANCE	\$8,000.00	ΨΦ,000100
86-2120-MAINTENANCE – EQUIPMENT		\$37,000.00
VEHICLE MAINTENANCE		
8130	\$5,000.00	
8131	\$2,000.00	•
8132	\$2,000.00	
8160	\$4,000.00	
8162	\$4,000.00	
8163	\$4,000.00	
8165	\$2,000.00	
8181	\$2,000.00	
8182	\$2,000.00	
8191	\$4,000.00	
8192	\$2,000.00	
ZODIAC & TRAILER	\$0.00	
PWC & TRAILER	\$0.00	
OTHER VEHICLE	\$0.00	
RADIO MAINTENANCE	\$0.00	
MEDICAL EQUIPMENT	\$2,000.00	
	• • • • • • • • • • • • • • • • • • • •	

PROJECTED

ITEM COSTS

CATEGORY

TOTALS

	•		HEINI COSTS	IUIALS
	RESCUE EQUIPMENT		\$0.00	
	FIREFIGHTING EQUIPMENT		\$1,000.00	
	DISTRICT OFFICE EQUIPMENT		\$0.00	,
	OTHER EQUIPMENT MAINTENA	NCE	\$1,000.00	
	OTHER EGGIFIATEIA I MANATEIAA	NOL	\$1,000.00	•
00 0400	MAINTENANCE CEDUCTURES AN	ID ODOLINDO		£1.1.000.00
86-2130	-MAINTENANCE - STRUCTURES AF	ND GROUNDS	4	\$14,000.00
	STATION 810		\$4,000.00	
		PAINT	\$5,000.00	
	· ·	REPAIRS,GRAVEL	\$3,000.00	
	STATION 813			
	STATION 815			
	MOWING		\$1,000.00	
	OTHER		\$1,000.00	
26_2440	-MEDICAL, LAB SUPPLIES			\$6,000.00
00-2-1-70	LAB SUPPLIES		\$2,500.00	40,000.00
	GASSES		\$1,600.00	
			•	
	OTHER		\$1,900.00	
<u>86-2150</u>	-MEMBERSHIPS			\$3,000.00
	CSDA		\$700.00	
	MENDOCINO AMBULANCE SVC		\$900.00	
	REACH		\$700.00	
	CALSTAR		\$700.00	
96 2470	DISTRICT OFFICE SUPPLIES			\$1,000.00
00-2170			¢150.00	\$1,000.00
	POSTAGE		\$150.00	
	SOFTWARE		\$250.00	
	PAPER, INK, MATERIALS		\$500.00	
	OTHER		\$100.00	
<u>86-2181</u>	-AUDITING & FISCAL SERVICES			\$3,500.00
	BI-ANNUAL INDEPENDENT AUD	IT .	\$0.00	
	BOOKKEEPING SERVICES		\$3,500.00	
00 040=	EDUCATION & TOAINING			640,000,00
80-278/	-EDUCATION & TRAINING		44 000 00	\$10,000.00
	CPR		\$1,000.00	
	OTHER		\$9,000.00	

	PROJECTED	CATEGORY
	ITEM COSTS	TOTALS
86-2189-PROFESIONAL & SPECIAL SERVICES	44 500 00	\$1,500.00
COUNTY COUNSEL SERVICES	\$1,500.00	
86-2210-RENTS AND LEASES BUILDINGS AND GROUNDS		\$100.00
STATION 810 ANNUAL RENT (2011 & 2012)	\$100.00	
STATION 812 PROPERTY LEASE (MENDO CTY 2021)		
STATION 815 PROPERTY LEASE (CONSERVATION FUND	O d?)	
86-2220-SMALL TOOLS & SUPPLIES	. •	\$4,000.00
BATTERIES	\$500.00	
MISC. HARDWARE	\$500.00	
OTHER	\$3,000.00	
86-2231-ELECTION SUPERVISION & SERVICES		\$400.00
COUNTY CLERK - ELECTION SERVICES	\$400.00	
86-2250-TRANSPORTATION & TRAVEL		\$26,000.00
WALSH OIL	\$5,000.00	
ALBION K	\$1,000.00	
FIREFIGHTER STIPENDS	\$18,000.00	
OTHER	\$2,000.00	
86-2260-UTILITIES		\$7,500.00
PG&E	\$4,000.00	4.,555.65
SUBURBAN PROPANE	\$900.00	
THOMPSON SEPTIC SERVICE	\$1,500.00	
ALBION WATER DISTRICT	\$540.00	
WASTE MANAGEMENT INC.	\$350.00	
OTHER	\$210.00	
20 0440 DAYMENTO TO OTHER COVE ACENCIES		\$2,000.00
86-3113-PAYMENTS TO OTHER GOVT AGENCIES COUNTY AUDITOR - TAX COLLECTION/ALLOCATION	\$1,200.00	72,000.00
LAFCO - DUES	\$500.00	
COUNTY ASSESSOR - TAX ASSESSMENT REPORT	\$100.00	
OTHER	\$200.00	
OTHER	7200.00	
86-4360-BUILDINGS AND IMPROVEMENTS		\$75,000.00
STATION 810		
STATION 811	\$75,000.00	
STATION 812		
STATION 813		
STATION 815		

	PROJECTED	CATEGORY
	ITEM COSTS	TOTALS
86-4370-EQUIPMENT (PURCHASE)		\$130,000.00
VEHICLES	\$100,000.00	
RADIOS	\$9,500.00	
FIREFIGHTING EQUIPMENT	\$20,000.00	
MEDICAL EQUIPMENT	\$500.00	
RESCUE EQUIPMENT	\$0.00	,
DISTRICT OFFICE EQUIPMENT	\$0.00	
OTHER EQUIPMENT	\$0.00	

\$367,000.00

Alan Taeger

From:

Feuer Frei <freifeuer@rocketmail.com> Thursday, December 01, 2011 10:56 PM

Sent: To:

ataeger@mcn.org

Subject:

First Amendment Violations by the ALRFPD Board of Directors

A Public Service Broadside

Regarding the Gross Violation
by the
Albion Little River Fire Protection District Board of Directors
of
First Amendment Rights to Engage in Protected Free Speech

Background:

The Albion Little-River Volunteer Fire Department, Inc. (hereinafter called the "Department") is a private California-chartered non-profit corporation. Its members are the sole first responders to fire, rescue and medical emergencies in its service area. All operations are conducted under policies and guidelines developed solely by the Department. Its member are recruited, trained and voted into membership by the Department. Its line officers including the Chief are elected annually by the Department membership. Certain other offices are filled by appointments made by the elected line officers. Regular and special business meetings of the Department are private, though the bylaws allow for invited guests to be present.

The Albion Little River Fire Protection District (hereinafter called the "District") is a government body ("Special District") charged with providing fire protection to the area it serves and with administering public monies to that end. It is governed by a Board of Directors consisting of five persons who are (nominally) elected to their positions by voters residing within the District. The District Board has the power to pass ordinances, levy fees and impose taxes (insofar as these things are permitted under state law), and so on.

The Albion Little River Fire Protection District Board of Directors currently consists of Alan Teager (board chair), Kenneth Matheson, Edward Petrykowski, Richard Riley and Terri Kemp. (None of these persons were actually elected to their positions, but were appointed in lieu of election by the Mendocino County Board of Supervisors).

Fire Protection Districts in California can fulfill their mission in various ways. They have the power to enter into contracts with private or other government entities (for example CalFire). A District can provide protection by itself, for example by hiring firefighters. Here, the Fire Department was already established when the District was formed and the District confined itself for many years to a supporting financial role. No attempt was ever made by the District to involve itself in emergency operations, or to interfere in the internal affairs of the Department.

No general contract exists between the District and the Department. In the interest of maintaining a good working relationship with the District, the Department agreed, a few years ago, to present the annual nominees for the position of Chief to the District Board for approval. This agreement was ratified as policy by the District Board and represents the only formal agreement between these two entities, the one private and the other governmental. Thus the District has, as of this date, no policies, contracts or other authorizing mechanisms in place by which to exercise any sort of influence or authority on the internal operations of the Department (any more than it would have such authority over any other private company which with it did business.)

To recap, what exists here are two distinct and separate bodies, one an elected government entity and the other a private corporation.

Events:

In the summer and fall of 2011 a series of events, including a leave of absence taken by Chief Jeff Wall who had been injured in the line of duty, precipitated a political struggle within the Department. This internal matter is not the subject of this broadside but the essence of it was that a small minority of members (perhaps as few as three), none of whom are long-term veterans of the Department and none of whom have ever held a line-officer's position, attempted to employ a never-before-used technicality to seize control of the Department and to appoint, without election by the membership, a new Chief (a person who also has no experience as a line officer). All but the two most junior line officers opposed this attempt on the fundamental ground that the Department already had a duly elected (and by the way a highly experienced) Chief and should wait for a time for him to recover and return. Accusations of misconduct were traded, sometimes publicly and sometimes heatedly. There were a total of four private Department meetings in October: a committee meeting, two "Special" Department meetings and one regular Department business meeting. (There were also an unknown number of meetings held by the Corporation Board but those are not at issue here). Each of these four private meetings was verbally contentious, but at no time did any inappropriate physical actions or threats of physical action occur. Nothing beyond heated, politically centered discourse.

Various District Board Directors were present at three of these Department meetings. One attended the committee meeting as a member of a joint District/Department committee (unrelated to the present matter). Two others attended the second "Special" meeting as guests at the invitation of one of the factions. Another attended the October regular monthly Department business meeting. (As an aside, this last meeting was also attended by two on-duty Deputy Sheriffs whose superiors had been misled to believe that their presence was necessary and who were unaware that this was not a public meeting.)

As mentioned, each of these meetings included more or less heated discourse. In particular, five of the most senior Department members verbally expressed their displeasure and argued their points strongly, all from the same side of the issues. These persons included the First Assistant Chief & Safety Officer (who served as Chief for seven years), the Second Assistant Chief & Training Officer, a Firefighter who is also the Assistant Chief of a neighboring department, and two Captains. (Collectively these five individuals have 83 years of experience in the department.) As a result of the vigorous verbal pressure applied by these and other firefighters the attempted minority

imposition on the Department of a replacement Chief was tabled. In other words, strong speech freely expressed made a difference.

The Violation:

Apparently, the guest District Board members did not like what they heard at these various meetings. Also apparently, a Department member complained about the heat of the discussions to the District Board (which is like complaining to a school board that a woodpecker is eating one's doghouse). In any event, the District Board chose to take public punitive action against four of the five above referenced firefighters in retaliation for their speaking out, despite the facts that none of these persons are employed by the District and that all are members of a private corporation and were conducting the business of that private corporation in private meetings where they exercised their right to engage in free and protected speech.

The District Board's punitive action is in the form of a public resolution "condemning" and "censoring" each of the four firefighters by name, and demanding that the Department take further action against them. This was sent in the form of a certified letter from the District to each of the four firefighters. This outrageous assault resulted in the immediate retirement from the Department of three of these firefighters, including both the 1st and 2nd Assistant Chiefs and a Captain. One intern has also resigned and further resignations are likely. The consensus among the veterans who resigned (and some who are still barely there) is that the District Board action has so poisoned the atmosphere that the safety of Department operations (and thus the safety of the community) is compromised. A fine team has been destroyed.

The District's action has resulted in the loss of the most experienced members of the Department (which may have been the intention, as subsequent radical and unprecedented proposals by the District are now unimpeded by the experienced and influential voices of the departed firefighters). It has resulted in the placement by default of an unqualified person in the position of "Acting Chief," and it has resulted in the intimidation of many of the remaining firefighters, loss of prospective new members and loss of donations and other support. It may also have an eventual financial impact on community residents in the form of increased fire insurance premiums.

But aside from the damage to the Department and the community, this attack on private citizens by an official government body, the Albion Little River Fire Protection District Board of Directors, constitutes a gross violation under color of authority of the right to free speech as protected by the First Amendment to the Constitution of the United States. This violation, whatever its motives, was intentional, reckless, illegal and malicious. Such official punitive action against persons for excercising their constitutional rights has no place in this or any other community in America. It has caused and continues to cause direct and grave harm to the targeted individuals in a variety of ways, including great emotional distress, loss of reputation and respect in the community, distress to family members, loss of time and concentration at work, and so on.

Political and Civil Action:

The process of informing the community at large of the circumstances surrounding the neardestruction of their previously excellent Fire Department by the actions of the five District board members is under way, with the intent of initiating political action to eventually correct the situation (under the presumption that political action is still allowed citizens of our community). This document is a call to the community at large to start paying attention to exactly what goes on in the District board meetings and to exactly who serves on that board. The Albion - Little River area has been extremely fortunate to have been protected for many, many years by an excellent Fire Department (right up to just a couple of months ago). That excellence has, perhaps understandably, come to be taken for granted, and the average community resident is perhaps not even aware that there is a local elected body that has nearly absolute power over the Fire Department. Thus when a vacancy occurs on the five-person District Board it is extremely rare that anyone from the community files for election to such a vacant position. In the absence of candidates the remaining board members appoint someone of their choosing to fill the position. (These appointments are technically made by the County Supervisors, but that's always been in the form of automatic approval.) Carried on for years, as is currently the case, this cozy system can easily result in an inbred District Board controlled by individuals whose qualifications, competency, motives and ethics are unknown and thus questionable, and who have never had to answer a single question in those regards from the community and voters they supposedly serve. (Thus, in an ironic twist, the "condemned" and "censored" firefighters can at least take a little comfort from the fact that the officials who so cavalierly abused them have no legitimate mandate from the community, but acted very much all on their own.)

Also underway are preliminaries to civil legal action against the Albion Little River Fire Protection District to force a retraction of the aforementioned "condemnation" resolution and removal of all references thereto in the District's records, along with public apologies and appropriate substantive compensation to the affected individuals for the damages inflicted on them by the District.

A final point of information: No positions on the Department or for that matter on the Board are paid positions.

Further information will be made public as developments indicate.

Compiled by concerned citizens of Albion, California, November 21, 2011

Copied to:

Mendocino County Board of Supervisors
LAFCO
CalFire (Mendocino Unit, Howard Forest)
Wesport VFD
Ft. Bragg FD
Mendocino VFD
Comptche VFD
Anderson Valley VFD
Elk VFD
South Coast VFD
Mendocino County Sheriff Tom Allman
California Highway Patrol, Ukiah

Mendocino Coast District Hospital Fort Bragg Ambulance

Alan Taeger

From: Universe of Bagpipes <bagpipes@hotpipes.com>

Sent: Wednesday, December 07, 2011 9:13 PM

To: Alan Taeger; Ed Petrykowski

Cc: Ted Williams; Jeff Wall; harolde searles

Subject: Incident Report: Safety

To: ALRFPD Board Of Directors and Whomever Else It May Concern:

This is a narrative regarding a safety concern that became apparent at an ALRVFD operation at which I, Oliver Seeler, was the Incident Commander and Safety Officer. Because I resigned my positions as First Assistant Chief and Safety Officer and retired from the department very shortly after this incident I was unable to take appropriate action regarding this safety issue. However I feel that it is my duty to formally report the relevant parts of this event, in the interest of protecting the future safety of ALRVFD firefighters and the community, and thus I have compiled this report.

On October 19, 2011, ALRVFD was dispatched (MEU 7493) to a vehicle fire at a location adjacent to and on the north side of Albion Ridge Rd. approximately 1/2 mile east of SR1. Said location is commonly known as the "A-Frame." First on the scene via POV was Captain Weil-Dye who reported that it appeared that a residential structure was also involved. I arrived shortly after Captain Weil-Dye and assumed Incident Command. On getting a better look we observed a full-size van fully involved in flames and heavy smoke, parked less than ten feet from the residential structure. The structure was heating but not yet involved. Bystanders reported that there might be a person inside the van. That did turn out to be accurate, but at the time of our arrival the fire inside the van was of an intensity that was not survivable so no rescue attempt was initiated. My concerns as IC were the safety of our firefighters, preventing the fire from spreading to the structure, and preserving the scene in regard to forensic evidence, in that order.

Resolving these issues required an engine and water. Further staffing quickly arrived, followed shortly by Engine 8181, arriving from the east, operated by Ted Williams. I directed the engine to park on Albion Ridge Road just west of the resident's driveway.

Several firefighters deployed preconnected hoselines from the rear of the Engine. Williams went to the engineering panel on the left side of the truck. Captain Weil-Dye and another firefighter quickly got into position with nozzles and indicated that they were ready for water. I could hear the engine rpm's go up, but no water was being delivered. After a few moments I thought that perhaps there were kinks in the excess hose on the ground behind the engine and I ran there ready to kick the kinks out, but that was not the case. So I continued to the panel, where Williams was manipulating the pressure relief valve. I asked if he had primed the pump and he said he had. I then performed a simple visual check of valve positions and immediately discovered that the tank-to-pump valve had not been opened. I opened it myself and the engine immediately began pumping water.

Prior to my moving to the engine to see what the problem was, Water Tender 8192 arrived and parked behind Engine 8181. The operator of the tender observed the entire sequence described above through the windshield and has confirmed the above account in an interview. The above is a true, correct and witnessed account.

It was extremely fortunate that this inexcusable delay in delivering water at a major fire scene did not have severe consequences. I am no longer in a position to make decisions regarding the inability of a firefighter to perform under fire what is one of the most basic and critical skills, taught to every firefighter from the very beginning of their service. However, I would be remiss not to remark that such a gross deficiency should result in the disqualification of that person from any activity that might have life-threatening consequences, at least until it can be determined exactly why it

happened. If it was lack of training (which I do not believe was the case here) or some transient problem such as an illness, then remedial training and/or counseling might be a solution. If it was something else, such as a general inability to function efficiently and accurately under high-stress "combat" conditions, then the only safe solutions may involve not putting that person into such situations in the first place. But in any event, to knowingly and without careful further consideration place a person who has demonstrated such a gross failure into any situation where his actions and/or decisions may have life-and-death consequences is clearly reckless and dangerous.

Oliver Seeler ALRVFD (Retired) Chief, 2000-2007 Firefighter, 1975 - 2011 EMT, 1976 - 2001

ALBION-LITTLE RIVER VOLUNTEER FIRE DEPARTMENT, INC.

Certificate of Approval of Transfer of Assets

Evica Geer (Secretary/) Treasurer, certifies:

- 1. He is the Secretary/Treasurer of Albion-Little River Volunteer Fire Department, Inc., a California nonprofit public benefit corporation (the "Department").
- 2. The transfer to the Albion Little River Fire Protection District of the fixtures and equipment currently owned by the Department, and more particularly described in Exhibit A hereto, has been validly approved by the Board of Directors and members of the Department.

Dated: December <u>8</u>, 2011

Secretary

Exhibit A:

- river boat
- albionfire.com domain name
- all fire and EMS supplies, radios, furniture not already district property
- gun safe
- all office furniture not already district property

Alan Taeger

From:

Ted Williams <ted@ted.net>

Sent:

Tuesday, January 10, 2012 4:02 PM

To:

Alan Taeger

Subject:

Re: regular firefighters (for December minutes)

I presented an application to the board from Citlali Calvillo. She was approved as probationary.

Andrea Pennebaker submitted an application and other forms at the end of the last district meeting. I'll submit her application with a few more this Thursday.

Need anything else? I'm stuck in a conference for the next hour (until 1700).

ted

From: Ted Williams [mailto:ted@ted.net]
Sent: Tuesday, January 10, 2012 1:49 PM

To: Alan Taeger

Subject: regular firefighters (for December minutes)

Andrew Crowningshield
Brad Montgomery
Christopher Johnson
David Ayster
Erica Geer
Harolde Searles
Jason Hendricks
John Crowningshield
Jonathan Peakall
Joshua Smith
Mark Anderson
Marshall Brown
Scott Roat
Steven Acker
Ted Williams

ALBION LITTLE RIVER FIRE PROTECTION DISTRICT BOARD OF DIRECTORS BUSINESS MEETING MINUTES

Thursday, December 8, 2011, 7:00 pm, Station 810, 33900 West Street (behind Albion Grocery), Albion, CA

- 1. Call to order and determination of a quorum: The Albion Little River Fire Protection District meeting was called to order at 7:36 pm by President Alan Taeger at conclusion of a brief meeting of the Albion Little River Volunteer Fire Department, Inc. Board members Alan Taeger, Rich Riley, Ken Matheson, and Ed Petrykowski were present. Board member Terry Kemp was absent. Acting Chief Ted Williams, Brad Montgomery, Mark Anderson, David Ayster, Marshall Brown, Andrew Crowningshield, Erica Geer, Chris Johnson, Scott Roat, Harolde Searles, Jaime Placido & Jessie Martin attended from the Fire Department. Also present were Andrea Pennabaker, Citlali Calvillo & Sam Levine.
- 2. Public communication to the board: None.
- **3. Previous meeting minutes:** The minutes of the November 29, 2011 regular business meeting were approved as amended by unanimous vote of the board on a motion by Rich.
- 4. **Fire chief's report:** Acting Chief Williams presented a written report of fire department activities which is here attached..
- **5. Communications to the board:** See attached sheet with emails from 12/1, 12/5, and 12/7/11.
- **6. Financial report:** Current financial statements from district were presented.
- 7. Items for consideration and possible action:
 - **a. Election of Officers:** The board, by unanimous vote of board members present, elected district officers for 2012 per California Health and Safety Code Section 13853. President Alan Taeger, Vice President Rich Riley, Secretary Terry Kemp.
 - b. Bylaws Revision: Possible additional bylaws revision was reviewed and discussed. No action taken.
 - **c. Fire Department Operations Manual:** Operations manual adopted on an emergency basis at the November 29, 2011 business meeting was reviewed and confirmed adopted without change by unanimous vote of board members present on a motion by Ed.
 - d. Fire Department Personnel: The board reviewed volunteer firefighter employment applications from Sam Levine and Citlali Calvillo. These candidates were recommended for acceptance as probationary volunteer firefighters by Acting Chief Williams. Chief Williams also recommended that the board confer regular volunteer firefighter status on the following probationary firefighters based on their experience and/or previous fire department membership: Andrew Crowningshield, Brad Montgomery, Christopher Johnson, David Ayster, Erica Geer, Harolde Searles, Jason Hendricks, John Crowningshield, Jonathon Peakall, Joshua Smith, Mark Anderson, Marshall Brown, Scott Roat, Steven Acker, and Ted Williams. Both recommendations were adopted by unanimous vote of the board members present on a motion by Ken. Alan passed out I-9's and W-4's to all firefighters to be filled out and returned at this meeting. Fire Department members' stipends for service in 2011 were discussed. The check amounts have not been calculated as of this meeting. Firefighter eligibility and amounts of individual stipends are to be reviewed by Chief Williams and checks to be delivered to recipients before the end of the year..
 - e. FY 2011-2012 Budget Review and Revision: The board reviewed the current FY budget and after some discussion it was decided to review budget needs further and reconsider changes at the next meeting.
- 8. Committee reports:
 - a. New fire station committee. No report.
 - b. Vehicle committee: Refer to Chief's Report Maintenance
- **9. Directors' discussion:** There was a lengthy discussion because of the new joint meeting with fire department with minor speed bumps to be worked out in future meetings.
- **10. Next meeting schedule:** Thursday, January 12, 2012, 7:00 pm.
- 11. Adjournment: Meeting was adjourned at 9:40 pm.

Attachments

Minutes approved as amended by unanimous vote of the board of directors at the January 12, 2012 regular business meeting.

Fire Chief's Report, 8 December, 2011, by Ted Williams

- Note: Only one week has passed since the previous Chiefs report.
- Discovered error: Brad Montgomery's application was missing from the stack. Submitted Brad's completed application to the board.
- Requested a written quote for repainting station 811 from Wes Walsh (previous painter).
- Training:
 - November 30: Hands on patient vitals (acquisition, ranges, ABCs) and backboard packaging. 2.5 hours.
 Jesse Martin, Jaime Placido, Marshall Brown, Erica Geer, Harolde Searles, Ted Williams.
 - December 1: Vehicle extrication. 3.25 hours. Brad Montgomery, Jesse Martin, Jaime Placido, Marshall Brown, Andrew Crowningshield, Chris Johnson, Erica Geer, Scott Roat, Josh Smith, Jason Hendricks, Ted Williams.
 - December 4: Four firefighters joined Mendocino Fire for their water training.
- Received completed application from Citlali Calvillo.
- o Received interest from John Oakley, a previous member (EMT; Class A). Sent him an application.
- Notified GSRMA of additional vehicle VIN and description.
- Received the USFS engine. 500 gallons, foam, seats 5.
- Ordered and received two copies of Essentials of Fire Fighting and Fire Department Operations (5th Edition) to distribute to new firefighters.
- Jesse completed CPR course.
- o Received a letter from Oliver Seeler (board members Alan Taeger and Ed Petrykowski were cc'd).
- Ordered 5 helmets with integrated ESS structural goggles and one ESS structural goggle kit
- Prepared firefighter incident, training/meeting attendance statistics.
- Reported vandalism at station 811 (graffiti on the back wall) to MCSO.
- o Confirmed our participation in 1a I firefighter endorsement driving class with Aaron Hutchens from Comptche Fire.
- Discussed our recent progress with Ed O'Brien from Mendocino Fire.
- Requested a quote for plumbing repair at station 810 from Mendocino Coast Waterworks.

Incident Report:

- In the intervening period between the Albion-Little River Fire Protection District regular meetings held Tuesday, November 27th and today, December 8th, we were dispatched and responded to five incidents consisting of:
 - 3 medical aids
 - 1 traffic collision (non-injury)
 - 1 hazardous condition (tree down, lanes closed)

Fund Raising, Gifts, Service Fees:

At this juncture, financial gain from the ALRVFD, Inc. 2011 department BBQ has not been calculated. Steve Acker is analyzing the details and working on a report.

Fire Department Operational Needs:

- Supplies for the new engine.
- Additional map books (for the new members). Steve Acker is working on an order.
- Flashlights and 123 flashlight batteries.

Vehicle Maintenance Report

- o **8130**
 - Coordinating a trip to FB Diesel for the fuel leaks.
 - The mobile radio failed on a call. We'll ask Gary to inspect and remedy.
- o **8191**
 - Placed in service.
 - Contacted FB diesel to schedule a DOT inspection.
- o 8162
 - Traced reverse lights failure to a damaged wire in close proximity to the dash.

Minutes approved as amended by unanimous vote of the board of directors at the January 12, 2012 regular business meeting.

ALBION LITTLE RIVER FIRE PROTECTION DISTRICT BUSINESS MEETING DECEMBER 8, 2011 COMMUNICATIONS TO THE BOARD

12/1/11

Directors".

Alan received an email from Feuer Frei titled "First Amendment Violations by the ALRFPD Board of

12/5/11	Alan placed phone call to County Counsel Jeanine Nadel to discuss the question of whether we can place a statement in the bylaws regarding postponement or rescheduling of regular monthly business meetings. We also discussed the responses to the letter of censure and the email listed above.
12/7/11	Alan and Ed received an email from Oliver Seeler addressed to "ALRFPD Board of Directors and Whomever Else it May Concern" cc'd to Ted and Jeff Wall titled "Incident Report: Safety" regarding operations at call prior to his resignation.
12/8/11	Received hard copy of GSA Transfer Order (form SF-122) from Acting Chief Williams at the meeting acknowledging transfer of USFS Engine FS-6112 to ALRFPD.
12/8/11	Received certified copy of "Certificate of Approval of Transfer of Assets" from Albion Little River Fire Department, Inc. transferring ownership of the albionfire.com domain name, radios, furniture and supplies, and certain other property to the district.

Minutes approved as amended by unanimous vote of the board of directors at the January 12, 2012 regular business meeting.