



# LAKEPORT FIRE PROTECTION DISTRICT

445 North Main Street, Lakeport, CA 95453  
Telephone: (707) 263-4396 Fax: (707) 263-7087  
Web Site: [www.lakeportfire.com](http://www.lakeportfire.com)



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*Any person may speak for 3 minutes on any agenda item; however, total public input per item is not to exceed 15 minutes, unless extended at the discretion of the Board Chair. The public is allowed to comment before any action is taken by the Board on any specific issue.*

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*Agenda of public meetings and supporting documents are available for public inspection in the Fire District Office, 445 N. Main Street, Lakeport, CA 95453, during normal business hours.*

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***REQUEST FOR DISABILITY – RELATED MODIFICATION OR ACCOMMODATION:** A request for a disability-related modification or accommodation necessary to participate in the Board of Directors' meeting should be made in writing to the Board Clerk at least 48 hours prior to the meeting.*

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## **BOARD OF DIRECTORS REGULAR MEETING** **AGENDA**

**January 10, 2023, 5:00 P.M.**

**Lakeport Fire Protection District**  
**445 N. Main Street, Lakeport, CA 95453**

**A. Call to Order**

- A1. Pledge of Allegiance
- A2. Swearing in of Newly Appointed Director Jeffrey Warrenburg
- A3. Roll Call

**B. Consent Calendar**

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*Approval of consent agenda items are expected to be routine and non-controversial. They will be acted upon by the Board at one time without discussion. Any Board member may request that an item be removed from the consent calendar for later discussion.*

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- B1. Motion to Approve January 10, 2023 Regular Meeting Agenda (GC §54954.2)
- B2. Motion to Approve December 13, 2022, Regular Meeting Minutes
- B3. Motion to Approve December Warrants/Expenditures with CalCard details
- B4. Motion to Approve Payroll for the pay periods ending December 15 and December 31, 2022

**C. Public Comment (GC §54954.3)**

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*Any person may speak for three minutes about any subject of concern provided it is within the jurisdiction of the Board of Directors and is not already on the today's agenda.*

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D. Reports – Information/Discussion

- D1. Fire Chief, Administration/Finance and Captains Reports
  - a. Fiscal Year to Date Budget Report
  - b. Incident Log for December 2022
  - c. Fleet Mileage/Hours/Service Report for December 2022
- D2. Professional Firefighters Association – Teamsters Local #856 Report
- D3. Volunteer Firefighters Association Report
- D4. City Council Representative's Report
- D5. Directors Activity Reports

E. Action Items

- E1. Report, discussion and possible action on updating the Signature Authorization – Special Districts Local Boards for the Auditor-Controller
- E2. Report, discussion and possible action on casting a vote for Independent Special District Alternate Representative on Lake Local Agency Formation Commission (LAFCO)
- E3. Report, discussion and possible action on electing officers for remainder of Fiscal Year 2022-23
- E4. Report, discussion and possible action regarding the adoption of a Board Policy Manual
- E5. Report, discussion and possible action regarding a Volunteer Forgiveness policy in regard to LFPD volunteers who have an ambulance billing balance due to LFPD.

F. Request for Future Agenda Items

G. Adjournment

Agenda Posted Per GC §54954.2  
on January 6, 2023, at 5:00 p.m.

  
\_\_\_\_\_  
Ray Lavelle, Board Clerk



# LAKEPORT FIRE PROTECTION DISTRICT

445 North Main Street, Lakeport, CA 95453  
Telephone: (707) 263-4396 Fax: (707) 262-1283  
Web Site: [www.lakeportfire.com](http://www.lakeportfire.com)



## BOARD OF DIRECTORS REGULAR MEETING MINUTES

**December 13, 2022 5:00 P.M.**  
**Lakeport Fire Protection District**  
**445 N. Main Street, Lakeport, CA 95453**

**DRAFT**

A. Call to Order at 5:02 PM

A1. Pledge of Allegiance led by Chair Gabe

A2. Roll Call

**Chair Gabe X, Vice-Chair Lucas X, Director Brown X (arrived at 5:16 pm),  
Director Flora X and Director Whitehead X.**

**Staff Present: Fire Chief Patrick Reitz and Admin Ray Lavelle**

**Chair Gabe presented Director Flora with a plaque commemorating the end of his 4-year term on the board. Director Flora was thanked by all of the board members, as well as the staff and career firefighters, for his dedicated work while on the Board. Director Flora thanked the staff and career firefighters for the work that they do and the opportunity to be on the board.**

B. Consent Calendar

B1. Motion to Approve December 13, 2022, Regular Meeting Agenda (GC §54954.2)

B2. Motion to Approve December 6, 2022 Special Meeting Minutes

B3. Motion to Approve November 8, 2022 Regular Meeting Minutes

B4. Motion to Approve November Warrants/Expenditures with CalCard details

B5. Motion to Approve Payroll for the pay periods ending November 15 and  
November 30, 2022, as well as Holiday pay for July 1 – December 31, 2022

**Whitehead made a motion, seconded by Director Flora, to approve the consent calendar.**

**Ayes: Flora, Lucas, Whitehead, Gabe**

**Noes:**

**Absent: Brown**

**Motion Passes**

C. Public Comment (GC §54954.3)

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*Any person may speak for three minutes about any subject of concern provided it is within the jurisdiction of the Board of Directors and is not already on the today's agenda.*

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**None.**

D. Reports – Information/Discussion

D1. Fire Chief, Administration/Finance and Captains Reports

**See attached notes from the Chief's verbal report**

a. Fiscal Year to Date Budget Report

**GSRMA has given the District two (2) free tickets to a 3-day Director Brown expressed interest in attending the risk management**

i. Workers Compensation and General Liability Insurance Contribution Credits for 2022-23

ii. HRSA Covid Grant Reissued (\$23,267.66)

b. Incident Log for November 2022

**Director Whitehead requested that out of area mutual aid calls (both given and received) be included on the monthly incident log report.**

c. Fleet Mileage/Hours/Service Report for November 2022

D2. Professional Firefighters Association – Teamsters Local #856 Report

D3. Volunteer Firefighters Association Report

D4. City Council Representative's Report

D5. Directors Activity Reports

**A discussion of USDA, CDBG and planning grants in general was held in regard to funding a feasibility study for various options regarding facilities, as well as vehicles and equipment planning.**

E. Action Items

E1. Report, discussion and possible action regarding the adoption of a Board Policy Manual

**Chief Reitz reviewed each of his proposed changes with the Board. Director Whitehead made a motion, seconded by Director Flora, to have the changes discussed made and the amended document brought to the board for approval at the next meeting, after having had a final review by the attorney.**

**Ayes: Brown, Flora, Lucas, Whitehead, Gabe**

**Noes:**

**Absent:**

**Motion Passes**

E2. Report, discussion and possible action on providing direction to the Fire Chief regarding engaging a consultant to author a feasibility study regarding the various facility options

**Director Brown made a motion, seconded by Director Whitehead, to direct Chief Reitz to solicit bids from consultants to perform a feasibility study regarding the various option to either upgrade the current station, move to a new station or build a new station.**

**Ayes: Brown, Flora, Lucas, Whitehead, Gabe**

**Noes:**

**Absent:**

**Motion Passes**

F. Request for Future Agenda Items

**None**

G. Closed Session (GC §54957.7)

**The Board went into Closed Session at 8:00 pm for the purposes listed below:**

G1. Public Employment – Title: Fire Chief (GC §54957)

G2. Public Employment Performance Evaluation – Title: Fire Chief (GC §54957)

H. Open Session

H1. Report on Closed Session: (GC §54957.1)

**The Board reconvened into Open Session at 8:35 pm with no reportable actions taken.**

H2. Discussion and possible action on the appointment of two (2) Board Member representatives to the District Vehicle Committee.

**Director Lucas made a motion, seconded by Chair Gabe, to appoint Director Whitehead and Director Brown as Board Member representatives to the District's Vehicle Committee.**

**Ayes: Brown, Lucas, Whitehead, Gabe**

**Noes:**

**Absent: Flora**

**Motion Passes**

I. Adjournment

**Chair Gabe adjourned the meeting at 8:29 PM**

Respectfully Submitted: \_\_\_\_\_

Ray Lavelle, Board Clerk

Read and Approved: \_\_\_\_\_

William Gabe, Board Chairman

***Chief's Report enclosed as Attachment A***

DRAFT

**Attachment "A"**  
**Chief's Report Tuesday, December 13, 2022**

I would like to thank the Board and Staff for my time off over the Thanksgiving holiday weekend.

Still looking for housing

While I was out of the District - District participated in the Dicken's Festival

In addition to numerous meetings attended both in person and virtually,

Lake County Chamber of Commerce Lunch

Lake County Risk Reduction Authority

Lake County Fire Safe Council

South Lake Fire Chief Paul Duncan

Lake County Community Development Director & Building Official Bill Collins

Lake County Emergency Prep Coordinator & Health Services Director

Lake County Auditor / Controller – outgoing & incoming

Lake County Planning Commission to comment on a proposed cannabis grow operation

Lakeport City Manager Kevin Ingram

Meeting scheduled with City Building Official

Introduced to the City of Lakeport City Council at their meeting their meeting Dec 20<sup>th</sup>.

LFPD

Vehicle Committee

Board Workshop on facilities, fleet and equipment

LCFCA –

Fees Study with AP Triton

Tablet Command – Grant, AVL

Hosting the LCFCA meeting this Thursday

Participated in the Veterans Day Observance

Participated in escorting the HS Football team through town on the way to the state playoffs

Attended the Vol. Fire Assn. Christmas Party

District was the host site for the Blood Drive, in cooperation with the Vol. Fire Assn.

Participated in Vol. Fire Assn. Christmas Light Parade

Escorting Wreaths Across America Thursday, Dec. 15<sup>th</sup>, at noon.

Emcee'ing the Downtown Blizzard Event Thursday evening

City Council is meeting tonight to interview the 3 applicants to replace Dir. Flora's position

Blazer is going to sealed bid process now that the have the title situation corrected, will have Board open the bids at Jan. meeting.

Going to bid for fuel and propane.





WARRENT CHECKLIST FOR NOV-DEC

Check Date	Check #	Check Total	Vendor	Description
12/01/2022	15530 Total	\$ 348.00	American River Benefit Adm	CSFA BASE LIFE INSURANCE - December
12/01/2022	15531 Total	\$ 354.00	CA Assoc of Professional Firefight	FF Long Term Disability - December
12/01/2022	15532 Total	\$ 688.00	Teamsters Local 856 Dues	Teamsters Dues - December
12/01/2022	15533 Total	\$ 38,089.25	Teamsters Local 856 Health & Welfar	Health Insurance Coverage December
	15534-15540 Total	\$ -	November checks included in last month's report	
	15541 -15569 Total	\$ -	VOIDED Checks	
12/27/2022	15570 Total	\$ 359.60	American River Benefit Adm	CSFA BASE LIFE INSURANCE - January
12/27/2022	15571 Total	\$ 148.04	Bound Tree Medical LLC	MEDICAL SUPPLIES
12/27/2022	15572 Total	\$ 333.70	Burtons Fire Inc.	ELEC. OUTLET - T-5011
12/27/2022	15573 Total	\$ 383.50	CA Assoc of Professional Firefight	FF Long Term Disability - January
12/27/2022	15574 Total	\$ 333.66	Canon Financial Services	COPIER CHARGES
12/27/2022	15575 Total	\$ 139.00	Eureka Oxygen	Oxygen Tank Rental
12/27/2022	15576 Total	\$ 190.00	Key Coffee Plus	Coffee
12/27/2022	15577 Total	\$ 57.12	Lake County Special Districts	WATER - STATION 52
12/27/2022	15578 Total	\$ 63,281.09	Lakeport Fire (Payroll Account)	PR Transfer 11-30-22
12/27/2022	15579 Total	\$ 5,204.40	Life Assist	MEDICAL SUPPLIES
12/27/2022	15580 Total	\$ 126.42	Mendo Mill and Lumber Co.	STATION SUPPLIES/EQUIPMENT MAINT
12/27/2022	15581 Total	\$ 360.00	MidAmerica Administrative & Retirem	HRA ADMIN FEES - QTRLY
12/27/2022	15582 Total	\$ 129.62	Mission Linen Supply	STATION SUPPLIES
12/27/2022	15583 Total	\$ 932.50	Morin, Brandon	Per Diem/Mileage Trng S230 & S231
12/27/2022	15584 Total	\$ 207.84	Napa (Lake) Auto Parts	EQUIPMENT MAINT
12/27/2022	15585 Total	\$ 60.00	Reitz, Patrick	November Cell Phone Allowance-Chief
12/27/2022	15586 Total	\$ 236.35	Shift Calendars	2023 Shift Calendars
12/27/2022	15587 Total	\$ 688.00	Teamsters Local 856 Dues	Teamsters Dues - January
12/27/2022	15588 Total	\$ 37,627.25	Teamsters Local 856 Health & Welfar	Health Insurance Coverage January
12/27/2022	15589 Total	\$ 5,838.38	Westgate Petroleum Co. Inc.	FUEL - DIESEL, UNLEADED, PROPANE
12/27/2022	15590 Total	\$ 283.75	AT & T	PHONE LINES
12/27/2022	15591 Total	\$ 4,744.82	US Bank Corporate Payment System	US BANK - DEC
	<b>Grand Total</b>	\$ 161,144.29		

<b>November/December 2022 CAL-Card Charges</b>		
<b>Vendor</b>	<b>Description</b>	<b>Amount</b>
Costal Emergency EMS	EMT Recert for J Mills	\$ 117.00
Amazon	Batteries	\$ 18.65
Amazon	Batteries	\$ 52.20
Red Hat	Training for B Morin	\$ 440.00
Best Western Hotel	Training - Hotel for B Morin	\$ 588.00
Screenprintit.com	Unif. Allowance	\$ 179.46
Amazon	Power Strip	\$ 23.10
Google	Google Workspace	\$ 44.80
Special Districts	Water - Station 50	\$ 151.28
Special Districts	Sewer - Station 50	\$ 187.21
Staples	Office Supplies	\$ 19.59
PG&E	Electric - Station 52	\$ 114.07
PG&E	Electric - Station 50	\$ 1,242.75
Amazon	Maint. C500 Truck	\$ 58.70
USPS	Part Return	\$ 9.00
Alert-All	PR Items	\$ 298.77
Alert-All	PR Items	\$ 1.38
Pogo's Pizza	Board Meeting Food	\$ 115.18
Target Solutions	Scheduling Software	\$ 97.25
Google	Google Storage	\$ 1.99
Amazon	Office Supplies	\$ 13.02
Amazon	Office Supplies	\$ 13.53
Lee's Sporting Goods	Plaque for Board Member	\$ 135.94
NerdApp	Tech Support	\$ 19.00
Jimmy's	LCFCA Lunch (Reimbursable)	\$ 75.33
Jimmy's	LCFCA Lunch (Reimbursable)	\$ 41.41
Amazon	Office Supplies	\$ 74.25
Amazon	Laptop Case	\$ 29.35
Amazon	Office Supplies	\$ 10.40
Staples	Office Chair	\$ 142.01
Granzella's	Travel Meals	\$ 47.89
Williams/Sinclair	Fuel	\$ 92.49
Pro's Parts	Gauge and Faucet	\$ 289.82
	<b>Total:</b>	<b>\$ 4,744.82</b>

**Lake County Auditor-Controller**

Please prepare a journal entry to transfer funds to our expenditure accounts for our automated payroll service for the pay period **12/16/22 - 12/31/22**

<u>DISTRICT</u>	<u>FUND</u>	<u>DEPT/DIV</u>	<u>SUB</u>	
Lakeport Fire Protection Dist.	354	9554	795	
DESCRIPTION		CODE	DEBIT (+)	CREDIT (-)
Salaries & Wages-Permanent	FT Admin	01.11 A	8,135.93	
Salaries & Wages-Permanent	FT Shift	01.11 B	36,036.20	
Salaries & Wages-LT/PT/Temporary	LT Shift	01.12 A	1,507.90	
Salaries & Wages-LT/PT/Temporary	PT Admin	01.12 C	1,850.00	
Salaries & Wages- Overtime	FT Shift OT	01.13 A	1,150.13	
Salaries & Wages -Overtime	LT Shift OT	01.13 B		
Salaries & Wages - FLSA	FLSA	01.13 G	983.57	
Medicare - EmployER Paid		02.21 A	720.13	
FICA- EmployER Paid		02.21 B	48.69	
Medical Insur Reimb (PR Code 36)	FT Admin & FT Shift	03.30 A		1,246.70
Union Dues (PR Code 39)	FT Shift	01.11 C		344.00
PERS After Tax (PR Codes 53 & 55)	FT Admin & FT Shift	01.11 C		5,259.47
PERS 1959 Survivor (PR Code 59)	FT Admin & FT Shift	01.11 C		37.60
CAPF (PR Code C)	FT Shift	01.11 C		191.75
Deferred Comp (PR Code K)	FT Admin & FT Shift	01.11 C		1,250.00
Prof. & Spec. - Payroll Processing		23.80 C	105.40	
Payroll Clearing Account		09.00		105.40
Payroll Clearing Account		09.00		42,103.03
TOTAL			50,537.95	50,537.95

DISTRICT AUTH. SIGNATURE \_\_\_\_\_

**Lake County Auditor-Controller**

Please prepare a journal entry to transfer funds to our expenditure accounts for our automated payroll service for the pay period **12/01/22 - 12/15/22**

<u>DISTRICT</u>	<u>FUND</u>	<u>DEPT/DIV</u>	<u>SUB</u>	
Lakeport Fire Protection Dist.	354	9554	795	
DESCRIPTION		CODE	DEBIT (+)	CREDIT (-)
Salaries & Wages-Permanent	FT Admin	01.11 A	8,135.93	
Salaries & Wages-Permanent	FT Shift	01.11 B	35,948.54	
Salaries & Wages-LT/PT/Temporary	LT Shift	01.12 A	1,770.11	
Salaries & Wages-LT/PT/Temporary	PT Admin	01.12 C	1,975.00	
Salaries & Wages- Overtime	FT Shift OT	01.13 A	1,001.52	
Salaries & Wages -Overtime	LT Shift OT	01.13 B	87.66	
Salaries & Wages - FLSA	FLSA	01.13 G	983.57	
Medicare - EmployER Paid		02.21 A	723.62	
FICA- EmployER Paid		02.21 B	2.87	
Medical Insur Reimb (PR Code 36)	FT Admin & FT Shift	03.30 A		1,246.70
Union Dues (PR Code 39)	FT Shift	01.11 C		344.00
PERS After Tax (PR Codes 53 & 55)	FT Admin & FT Shift	01.11 C		5,386.68
PERS 1959 Survivor (PR Code 59)	FT Admin & FT Shift	01.11 C		37.60
CAPF (PR Code C)	FT Shift	01.11 C		191.75
Deferred Comp (PR Code K)	FT Admin & FT Shift	01.11 C		1,250.00
Prof. & Spec. - Payroll Processing		23.80 C		
Payroll Clearing Account		09.00		
Payroll Clearing Account		09.00		42,172.09
TOTAL			50,628.82	50,628.82

DISTRICT AUTH. SIGNATURE \_\_\_\_\_

<b>INCIDENT COUNT - DEC 2022</b>	
<b>Incident Type</b>	<b>Count</b>
Building fire	2
Medical assist, assist EMS crew	1
EMS call, excluding vehicle accident with injury	103
Motor vehicle accident with injuries	6
Motor vehicle accident with no injuries.	1
Power line down	1
Service Call, other	1
Public service	18
Assist invalid	2
Dispatched & cancelled en route	29
No incident found on arrival at dispatch address	2
Prescribed fire	1
Smoke scare, odor of smoke	2
System malfunction, other	1
Smoke detector activation due to malfunction	1
Alarm system activation, no fire - unintentional	1
<b>Total:</b>	<b>172</b>

<b>AID GIVEN- DEC 2022</b>	
<b>Incident Type</b>	<b>Count</b>
Building fire Count	1
EMS call, excluding vehicle accident with injury	5
Dispatched & cancelled en route	16
<b>Total Aid Given:</b>	<b>22</b>

<b>AID RECEIVED - DEC 2022</b>	
<b>Incident Type</b>	<b>Count</b>
EMS call, excluding vehicle accident with injury	9
Dispatched & cancelled en route	1
<b>Total Aid Received:</b>	<b>10</b>



LAKEPORT FIRE PROTECTION DISTRICT  
MONTHLY FLEET REPORT

UNIT #	MILEAGE		ENGINE HOURS		PUMP HOURS		LADDER HOURS		LAST SERVICE MONTH-YEAR	LAST SERVICE Miles/Hours	ELAPSED Miles/Hours
	DEC	MILES	DEC	HOURS	DEC	HOURS	DEC	HOURS			
E5011	13,748	977	1,014	81	53.01	1.54			Jul-22	552	462 hr.
T5011	19,700	58	2,351	11	126.5	0.00	703	1.6	Aug-21	19,100	600 mi.
E5012	no display		15,864	-	1,070.7	0.00			Nov-21	15,364	500 hr.
E5031	20,234	11	1,856	-	187.0	0.00			Apr-18	17,200	3034 mi.
E5021	31,193	9	3,118	1					Aug-22	3,111	7 hr.
M5011	99,016	1,837	5,478	99					Jul-22	91,719	7297 mi.
M5012	95,266	111	5,130	7					Jul-22	90,520	4746 mi.
E5211	47,833	12	4,305	4	1,317.2	12.00			Oct-22	4,260	45 hr.
WT5011	21,169	-							Jun-22	21,005	164 mi.
U5011	95,070	82							Sep-22	94,678	392 mi.
C500	60,455	271							Oct-22	59,239	1216 mi.
	STATION 50 GENERATOR		507.6	1							
E5011	2021	Pierce	Enforcer								
T5011	1999	Seagrave	Quint								
E5012	2003	Pierce	Dash	West Sac Engine							
E5031	2011	Intl.	Crimson	Spartan							
E5021	1998	Intl.	Opperman								
M5011	2014	Dodge	Braun								
M5012	2015	Dodge	Braun								
E5211	2001	Central States	Spartan								
WT5011	1984	Kenworth	Opperman								
U5011	2008	Dodge	Ram 1500								
C500	2015	Ford	F250								

D.I.C





SIGNATURE AUTHORIZATION - SPECIAL DISTRICTS LOCAL BOARDS  
Fiscal Year 2021-2022

District Name: Lakeport Fire Protection District Budget No. 354-9554 Email Address: admin@lakeportfire.com  
445 N. Main St. Lakeport, CA 95453  
(Mailing Address) (City, State Zip)

Current Board Members:

Chair: William Gabe Signature \_\_\_\_\_  
billgabe327@yahoo.com 707-263-4396  
(Email Address) (Phone Number)

Members: John Whitehead Signature \_\_\_\_\_  
(Name) \_\_\_\_\_  
admin@lakeportfire.com 707-263-4396  
(Email Address) (Phone Number)

Jeff Warrenburg Signature \_\_\_\_\_  
(Name) \_\_\_\_\_  
admin@lakeportfire.com 707-263-4396  
(Email Address) (Phone Number)

David Brown Signature \_\_\_\_\_  
(Name) \_\_\_\_\_  
admin@lakeportfire.com 707-263-4396  
(Email Address) (Phone Number)

Andy Lucas Signature \_\_\_\_\_  
(Name) \_\_\_\_\_  
admin@lakeportfire.com 707-263-4396  
(Email Address) (Phone Number)

\_\_\_\_\_  
(Name) \_\_\_\_\_ Signature \_\_\_\_\_  
\_\_\_\_\_  
(Email Address) \_\_\_\_\_ (Phone Number) \_\_\_\_\_

Bookkeeper: Ray Lavelle Secretary Same  
(Name) (if different) (Name)  
\_\_\_\_\_  
(Signature) \_\_\_\_\_  
707-263-4396, x101 \_\_\_\_\_  
(Phone Number) (Phone Number)

Manager/  
Fire Chief: Patrick Reitz  
(Name) \_\_\_\_\_ (Signature) \_\_\_\_\_  
707-263-4396, x102  
(Phone Number)

NUMBER OF BOARD MEMBERS SIGNATURES REQUIRED ON CHECKS (*must be at least 2*) 2

Authorization for the following has been delegated to the Secretary or Bookkeeper as referenced in Board minutes on \_\_\_\_\_:

Budget Transfers (except for Fixed Assets or Contingencies) YES  NO   
Inter-Fund Transfers YES  NO

In addition to the authorizations on page 1 of this document, the following individuals are authorized to pick up the following items on behalf of the district.

Name	Signature	Checks	Reports
Promise Fossa		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
		<input type="checkbox"/>	<input type="checkbox"/>
		<input type="checkbox"/>	<input type="checkbox"/>
		<input type="checkbox"/>	<input type="checkbox"/>

## Lake Local Agency Formation Commission

January 3, 2023

TO: All Independent Special District Board Chairpersons

FROM: John Benoit, Executive Officer

SUBJECT: **Ballot for Independent Special District Alternate Representative on LAFCO**

Dear Independent Special District Board Chair,

The nomination process has concluded with the nomination of two individuals running to become Independent Special District Representative Alternate on LAFCO. You will be selecting one Independent Special District Alternate Representative. **Independent Special District Representatives to be seated on LAFCO are elected by a vote of the presiding officers (chair) of each Independent Special District.**

**VOTE for one:** The nominee receiving the most number of votes will be seated as the Independent Special District alternate member. In the event of a tie, there will be a coin toss.

You may be directly receiving information from candidates for LAFCo's Individual Special District representatives. Attached is the information candidates have sent to me.

Please **vote for one**. Please be sure to sign, date and either mail your ballot to Calaveras LAFCO, c/o John Benoit, P.O. Box 2694, Granite Bay, California 95746 or by email at [j.benoit4@icloud.com](mailto:j.benoit4@icloud.com). Ballots must be received by 5:00 PM March 3,, 2023. **Any ballots received after that date and time or received unsigned will not be counted.**

**If you have any questions, you may call me at (707) 592-7528 (cell) or email me at [j.benoit4@icloud.com](mailto:j.benoit4@icloud.com)**

Lake Local Agency Formation Commission

\*\*\*\*Official Ballot\*\*\*\*

Independent Special District Election

January 3, 2023

Instructions to Voters (**District Presiding Officers or Chair**)

Indicate the **name of your district** in the space provided below:

\_\_\_\_\_

Name of the Board of Director's Presiding Officer (or) Chair:

**Name:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Signature:** \_\_\_\_\_ **Phone #:** \_\_\_\_\_

**EMAIL address:** \_\_\_\_\_

Place an **X** on the line before the name of the nominee you want to represent Independent Special Districts on the Local Agency Formation Commission: **Vote for one.**

\_\_\_\_\_ Rosemary Cordova                      Callayomi County Water District

\_\_\_\_\_ Jim Freeman                              Hidden Valley Lake CSD

Ballot must be received by 5:00 pm **March 3, 2023**. Mail to:

Lake Local Agency Formation Commission  
c/o John Benoit  
P.O. Box 2694  
Granite Bay, CA 95746

**Or by Email:** at [j.benoit4@icloud.com](mailto:j.benoit4@icloud.com)

*(Note: Emails received prior to 5:00 PM March 3<sup>rd</sup>, 2003 and Mailed ballots postmarked on or before March 3<sup>rd</sup>, 2023 or earlier will be accepted).*

**Lake Local Agency Formation Commission**  
**NOMINATION BALLOT FOR LAKE LAFCO**  
**SPECIAL DISTRICT MEMBER**

*NOTE: Nominations can only be made by the **Chair of the Board of Directors of the District***

Ballot for the Nomination of an Independent Special District Member to become an Alternate Independent Special District Representative on the Local Agency Formation Commission (LAFCO).

The Hidden Valley Lake Community Services District  
Chair

nominates Jim Freeman to become a candidate for an Independent Special District representative alternate to serve on the Lake LAFCO Commission to complete a term ending May 2024.

*The nominee's contact information is as follows:*

Email: jcfreeman47@gmail.com

Phone: (707)533-3560

Mailing Address: 17432 Greenridge Hidden Valley Lake, Ca. 95467

  
Signature: Chair of the District Board of Directors

8/18/22  
Date

Chair's Phone # and email: (707)696-5294 ggraves@hvlcsd.org

**Please return this nomination ballot by email to LAFCO prior to 5:00 P.M. Friday, September 16, 2022 or by US mail postmarked prior to 5:00 P.M. Friday September 16, 2022 to:**

Lake LAFCO  
John Benoit, Executive Officer  
P.O. Box 2694  
Granite Bay, CA 95746

Or: Email: j.benoit4@icloud.com

**Lake Local Agency Formation Commission**  
**NOMINATION BALLOT FOR LAKE LAFCO**  
**SPECIAL DISTRICT MEMBER**

NOTE: Nominations can only be made by the Chair of the Board of Directors of the District

**Ballot for the Nomination** of an Independent Special District Member to become an Alternate Independent Special District Representative on the Local Agency Formation Commission (LAFCO).

The CALLAYOMI COUNTY WATER DISTRICT District Chair

nominates ROSEMARY CORDOVA to become a candidate for an Independent Special District representative alternate to serve on the Lake LAFCO Commission to complete a term ending May 2024.

The nominee's contact information is as follows:

Email: rosemary.cordova@sbcglobal.net

Phone: 707-205-5835

Mailing Address: 15672 Armstrong Street #1582  
Middletown, CA 95461

Pat Giacomin 8/18/2022  
Signature: Chair of the District Board of Directors Date

Chair's Phone # and email: 707-987-2180 / cewdoffice@att.net

**Please return this nomination ballot by email to LAFCO prior to 5:00 P.M. Friday, September 16, 2022 or by US mail postmarked prior to 5:00 P.M. Friday September 16, 2022 to:**

Lake LAFCO  
John Benoit, Executive Officer  
P.O. Box 2694  
Granite Bay, CA 95746

Or: Email: [j.benoit4@icloud.com](mailto:j.benoit4@icloud.com)

LAKEPORT FIRE  
PROTECTION DISTRICT



BOARD OF DIRECTORS  
POLICY AND PROCEDURES MANUAL

## TABLE OF CONTENTS

Description	Page
<hr/>	
ARTICLE 1: THE FIRE DISTRICT BOARD	
1.1 Fire District Governing Authority	1
1.2 Policy Adopting Governing By Policy	1
1.3 Fire District Board Policies	2
ARTICLE 2: FIRE DISTRICT BOARD OF DIRECTORS	
2.1 Basis of Authority	3
2.2 Job Description	3
2.3 Attendance at Meetings	4
ARTICLE 3: MEMBERSHIP OF THE FIRE DISTRICT BOARD	
3.1 Board Membership	4
3.2 Board Orientation	4
3.3 Training, Education and Conferences	4
3.4 Directors Compensation and Reimbursement	6
3.5 Directors Apparel and Equipment	6
3.6 Board Vacancies	7



## ARTICLE 4: OFFICERS AND COMMITTEES OF THE FIRE DISTRICT BOARD

4.1 Board Officers	8
4.2 Chairperson Duties	8
4.3 Vice Chairperson Duties	8
4.4 Board Ad Hoc Committees and Liaisons	8

## ARTICLE 5: POWERS AND DUTIES OF THE FIRE DISTRICT BOARD

5.1 Board Responsibilities and Duties of Fire Chief	9
5.2 Code of Ethics	9
5.3 Board Directors Meeting Participation	9
5.4 Board Directors Decorum	9
5.5 Board Directors Responsibility to Constituents	10
5.6 Board Directors Action and Service	10
5.7 Board Directors Conduct and Responsibilities	10
5.8 Board Directors Discipline	12
5.9 Board and District Public Communication	13
5.10 Board Philosophy for Fire District Reserves	13
5.11 Fire Board Employee Compensation Policy	13
5.12 Collective Bargaining Agreement	14
5.13 Sunshine Policy	14

## ARTICLE 6: DELEGATION OF BOARD AUTHORITY

6.1 Board Approval of Fire Chief Position	14
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6.2 Responsibilities of Fire Chief to the Board	15
6.3 Fire Chief Evaluation	15
6.4 Fire Chief Delegation	15
6.5 Fire Chief Administrative Actions	15
6.6 Fire Chief Reporting Process – Fire Fatalities	16

ARTICLE 7: FIRE DISTRICT BOARD MEETINGS

7.1 Meeting Location	16
7.2 Regular Meetings	16
7.3 Special Meetings	17
7.4 Emergency Meetings	17
7.5 Agendas	17
7.6 Closed Sessions	18
7.7 Quorum	19
7.8 Public Comments	19
7.9 Presiding Board Meeting	19

ARTICLE 8: MEETING MINUTES AND PUBLIC RECORDS

8.1 Board Meeting Minutes	19
8.2 Clerk of the Board	19
8.3 Board Meeting Minutes-Public Record	20
8.4 Public Records Process	20
8.5 Board Electronic Communications Policy	21

ARTICLE 9: RULES OF ORDER DURING MEETINGS	
9.1 Points of Order	22
9.2 Decorum and Order - Board Directors	22
9.3 Decorum and Order - Employees	23
9.4 Conflict of Interest	23
9.5 Limitation of Debate	23
9.6 Dissents, Protests, and Comments	23
9.7 Rulings of Chairperson Final Unless Overruled	23
9.8 Actions Not Invalidated	24
9.9 Actions	24
9.10 Processing of Motions	24
9.11 Motions Out of Order	24
9.12 Division of Question	24
9.13 Precedence of Motions	24
9.14 Tie Votes	26
ARTICLE 10: RESOLUTIONS	26
ARTICLE 11: ORDINANCES	26
ARTICLE 12: FIRE DISTRICT LEGAL COUNSEL	27
APPENDIX A – ELECTRONIC COMMUNICATION POLICY AND INFORMATION SECURITY PROCEDURES	28
APPENDIX B – THE BROWN ACT SUMMARY	36
APPENDIX C – NEW BOARD DIRECTOR ORIENTATION AND ACCESSORIES	39

APPENDIX D – FIRE CHIEF EVALUATION	40
APPENDIX E – FIRE CHIEF EVALUATION FORM	41
APPENDIX F – BOARD STANDING CALENDAR GUIDELINE	45
APPENDIX G – DISCRIMINATION AND HARASSMENT POLICY	47
APPENDIX H – LAKEPORT CITY COUNCIL RESOLUTION 2695 RE APPOINTMENT TO LFPD BOARD OF DIRECTORS	55

## ARTICLE 1: THE FIRE DISTRICT BOARD

### 1.1 Fire District Governing Authority

The Lakeport Fire Protection District is an independent special district serving the greater Lakeport Area. Originally created in or about 1956, the Lakeport Fire Protection District (LFPD) annexed the City of Lakeport in 1999. To the extent the annexation resulted in the creation of a new board of directors for LFPD, Health and Safety Code section 13837 provides that the District board shall be elected or appointed by the county board of supervisors and the city council in which the district is located.

Health and Safety Code section 13837 further provides that if a fire protection district board is to be appointed, the board of supervisors and the city council or councils shall appoint directors to that board according to the proportionate share of the population of that portion of the county and each city within the district, provided that the board of supervisors and each city council shall appoint at least one director.

In a 2004 agreement executed by the Lakeport Fire Protection District and the City of Lakeport, the two entities agreed to the appointment of district board members as follows: two persons residing within the city limits of Lakeport would be nominated by the city; three members residing in the unincorporated area of the District would be appointed by the County Board of Supervisors.

### 1.2 Policy Adopting Governing By Policy

The policy of the Fire District Board recognizes that one of its major functions is to serve as the policy-making body of the Fire District, and to govern the activities and shape the future of the Fire District. At the same time, the Board preserves for the Fire Chief and the career and administrative staff the responsibility of the day-to-day administration and operations of the District in a manner consistent with the policies and rules of the Board of Directors.

It is therefore the intent of the Board of Directors of this Fire District to set forth a series of policies and board meeting procedural rules to govern the conduct and deliberations of the business conducted by the Board and to serve as a guide for the career and administrative staff in carrying out the daily functions of the Fire District.

In addition, these policies are intended to:

- Reflect the Board's commitment to order, consistency, responsiveness and transparency in its actions
- Make clear and readily available to the residents of the District all relevant information about the operations of the Board.

- In keeping with these principles, a current copy of the Board of Directors' Policy and Procedures Manual is posted on the District's website.

### 1.3 Fire District Board Policies

It is the intent of the Fire District Board to be governed by a set of policies. The policies shall be adopted by the Board and made available as public documents. The Board is also governed by a set of Rules of Order for conducting meetings as noted in Article 9.

The policies of the District Board shall be drafted, adopted and amended with full consideration for the Board's desire to provide fire and life safety protection of the best obtainable quality for the residents of the District within the limitations of the District's ability to support it.

The Board of Directors, as the governing body representing the people of the District, determines all questions of policy to be employed in the operation of the Fire District. In the event that a Board Policy is found to be in conflict with state or federal law or the rules of a higher authority, that portion of such policy is automatically null and void without Board action and shall be deleted from the accumulated body of policies and rules.

If disagreement over the application, extent, or interpretation of a policy arises, the resolution of the conflict will be based on the majority opinion of the Board. If such an interpretation is deemed to have future significance, an amendment to the applicable policy shall clearly specify the intent of the Board in interpreting the policy.

In its deliberations leading to the establishment or amendment of Board Policy, the Board's central concern will be for increased efficiency and effectiveness in carrying out the legally mandated tasks and general policies in the interest of the public good. The District recognizes that all Board policies shall remain flexible and be subject to review and change. Such review shall take place as necessary and at least annually at a regularly scheduled Fire District Board meeting in March and shall appear as an agenda item.

Proposals regarding the adoption of District policy or changes, deletions, additions, or repeal may originate from any interested person. In order to provide consistency, stability and integrity to Board Policies, changes in policies, except in the case of emergency, shall be executed in a precise manner without undue haste.

Adoption, changes, additions, deletions or repeal of the established policies shall be accomplished by a majority vote of the Board of Director.

The assembled policies of the Fire District Board of Directors, known collectively as the Board Policy and Procedures Manual, shall be the reference instrument for conducting the business of the Fire District Board. Appendices to the Policy and Procedures Manual that are not in themselves policies such as ad-hoc committee assignments, board calendar, issuances, Brown Act summary and other factual listings may be changed as necessary to provide up-to-date information.

## ARTICLE 2: FIRE DISTRICT BOARD OF DIRECTORS

### 2.1 Basis of Authority

The Board of Directors is the unit of authority within the District. Apart from his/her normal function as a part of this unit, Directors have no individual authority. As individuals, Directors may not commit the District to any policy, act, expenditure, or give individual direction to the Fire Chief or District employees.

Directors do not represent any fractional segment of the community, but are rather, a part of the body, which represents and acts for the community as a whole.

### 2.2 Job Description

The primary responsibility of the Board of Directors is the formulation and evaluation of policy. Routine matters concerning the operational aspects of the District are delegated to career and administrative staff members of the District. The members of the Board of Directors have ultimate responsibility to ensure the lawful and efficient operations of the District. They are the supervisory body for the Fire Chief. It is their responsibility to ratify all annual budgets and expenditures, and to participate in and/or ratify annual salaries, wages and benefits.

The majority of the members of the Board of Directors set the official policy of the District. Said policies are to be mindful of the legal and constitutional rights of all employees and are to be set with care and in accordance with the law.

The Board is entitled to enter into all contracts on behalf of the District within the scope of its authority and in the line of duty.

Directors are expected to be familiar with the rules of the Brown Act regarding open meetings, required notice therefore, and the requirements for entering into closed session. All Directors should be aware of any issue of self-dealing and should abstain from voting on any issues in which the Director is interested, or on those involving issues which could somehow affect their tenure or benefits. Board members are required to file Fair Political Practices Commission, Form 700 Statement of Economic Interests, upon assuming or leaving office and annually with the Clerk of the Board, as required by California State Law; and the County of Lake. The Fire District includes geographical areas lying in Lakeport and certain unincorporated areas of the County of Lake. The Fire District Board, by policy, shall carry out its responsibilities and the will of the people of the District in keeping with State and Federal constitutions, statutes, and rules, interpretations of the courts, and all the powers and responsibilities they provide.

## 2.3 Attendance at Meetings

Directors shall attend all regular and special meetings of the Board unless there is good cause for absence. This shall include all ad-hoc committee meetings to which the Director has been assigned.

## ARTICLE 3: MEMBERSHIP OF THE FIRE DISTRICT BOARD

### 3.1 Board Membership

The Board of Directors of Lakeport Fire Protection District shall consist of five (5) members serving four-year, staggered terms. By State law, a resident of the District who is a registered voter over 18 years of age shall be eligible to serve as a Director. The appointment of the Directors shall be conducted as provided by California Law.

### 3.2 Board Orientation

#### New Board Member Orientation

The Fire Chief and the Board Chairperson (or designee) shall be responsible for the appropriate orientation and training of new Directors prior to and/or upon taking their seat on the Board.

The orientation and training session for new Directors shall be for information purposes only to acquaint them with the facilities, equipment, and personnel of the Fire District and provide an overview and/or copies (if requested) of:

1. Fire Board Policies and Procedures (this Manual)
2. District territory and boundaries
3. Labor and other major contracts
4. Brown Act Summary (Appendix B)
5. Other matters concerning Conflict of Interest
6. The current Fire District budget
7. Board Resolutions
8. District Ordinances
9. Any other important issues

After taking office, the new Director will be provided with additional orientation and issued certain items. See Appendix C for the complete list.

### 3.3 Training, Education and Conferences

Directors are encouraged to attend educational conferences and professional meetings when the purpose of such activities is to improve District operation. Directors may also attend or observe certain District training classes as approved by the Fire Chief. The internal training calendar will be provided to the Board of Directors. Directors are encouraged to minimize expense to the District



by using on-line courses where possible. Required Board Member Training may include those trainings through Fire Districts Association of California, Golden State Risk Management, and / or other organizations, agencies that the District may be a member of or have a relationship with; including utilizing electronic and recorded trainings through the District's online training program(s). Required Board members trainings may include those trainings that are non-reoccurring or reoccurring on a regular basis. Examples of required Board member trainings may include but are not limited to: Ethics, Brown Act, Health Insurance Portability and Accountability Act (HIPAA), Sexual Harassment and Discrimination, and Hostile Workplace Environment.

#### External Training

It is the policy of the District to encourage Board development and excellence of performance by reimbursing expenses incurred for tuition, travel, lodging and meals as a result of training, educational courses, participation with professional organizations, and attendance at local, state and national conferences associated with the interests of the District. Notification should be provided to the Board of Directors for meetings, travel and conferences outside of the District. The Board Chairperson or his/her designee in consultation with Fire Chief may make approval for the expenses necessary. The Clerk of the Board is responsible for making arrangements for Directors for conference and registration expenses, and for per diem (at Fire District mandated per diem allowance.) Per Diem, when appropriate, shall include reimbursement of expenses for meals, lodging and travel. All expenses for which reimbursement is requested shall be submitted to the Clerk of the Board, together with validated receipts. Expenses to the District for Director training, education and conferences should be kept to a minimum by utilizing recommendations for transportation and housing accommodations put forth by the Fire Chief and by the adopted budget amounts.

- A. Utilizing hotel(s) recommended by the event sponsor in order to obtain discounted rates, Directors traveling together whenever feasible and economically beneficial, and requesting reservations sufficiently in advance, when possible, to obtain discounted air fares and hotel rates.
- B. A Director shall not attend a conference or training event for which there is an expense to the District if it occurs after they have announced their pending resignation, or if it occurs after an appointment in which it has been determined that they will not retain their seat on the Board.

Upon returning from seminars, workshops, conferences, etc., where expenses are reimbursed by the District, Directors will either prepare a written report for distribution to the Board, or make a verbal report during the next regular meeting of the Board. Said report shall detail what was learned at the sessions that will be of benefit to the District. Materials from the sessions may be delivered to the District office to be included in the District library for the future use of other Directors and staff.

### Internal District Training

Directors are encouraged to observe fire ground and disaster training events, to foster a better understanding of the knowledge, skills and abilities required of command staff and line personnel in performing their duties. Requests for attendance shall be submitted to the Fire Chief in advance of the training for approval.

### 3.4 Director Compensation and Reimbursement

On an as-needed basis, the Directors may set a per-meeting fee not-to-exceed \$100.00 and not to be paid in excess of four (4) meetings per month. Per-meeting fees approved by the Directors shall become effective and begin at the next regularly scheduled board meeting. Should the board adopt a per-meeting fee, it will be reviewed on an annual basis.

The Fire District shall reimburse Directors for reasonable expenses actually incurred while on Fire District business. Such reimbursement shall extend only to the bona fide expenses of Directors, and shall not include recompense for a spouse or companion's costs. The District shall not reimburse Directors for purchases of alcoholic beverages. Each Director shall present a statement, supported by appropriate documentation, before reimbursement is made.

Director compensation can be modified by vote of the Board per Health and Safety Code Section 13857.

### 3.5 Director Apparel and Equipment

The District shall provide a district the following to each Director upon assuming office:

- District photo ID card
- Uniform polo shirt and cap

Directors may purchase additional uniform shirts and jackets as described in the Uniform Policy for non-sworn, non-safety personnel. All items must be labeled with the title "Director."

All of the above items should be displayed only while conducting official District business. Directors shall not be issued nor wear safety equipment unless required or requested to do so by the Fire Chief.

Directors shall not be issued, pagers, radios or any device that is capable of two-way communication on local, county, State or Federal emergency frequencies or channels. For safety reasons, Directors shall not use two-way communications devices on emergency frequencies or channels without proper license, training and authorization from the Fire Chief.

All District issued apparel and equipment are to be returned to Fire District upon vacating office. Note: certain items may be returned to a retiring Director with the approval of the Chief and the Board Chairperson.

Care of all apparel and equipment is the responsibility of the Director. Should any apparel or equipment issued by the District be lost or stolen it may be the Director's responsibility to pay for any replacements. The Director should file a written notice as soon as possible with the Fire Chief if a loss occurs and discuss the replacement options.

### 3.6 Board Vacancies

Pursuant to California State Law, a vacancy on the Board shall occur if any member ceases to discharge the duty of his/her office for the period of three (3) consecutive months except as authorized by the Board of Directors or any of the following:

1. An adjudication pursuant to a quo warrantor proceeding declaring that the Director is physically or mentally incapacitated due to disease, illness, or accident that the Director would not be able to perform the duties of his or her office.
2. His/her resignation.
3. His/her removal from office.
4. Place of residence outside the District.
5. A conviction of a felony or any offense involving a violation of his/her official duties.
6. Refusal or neglect to file his or her required oath within the time prescribed.
7. The decision of a competent tribunal declaring voids his/her election or appointment.
8. His or her commitment to a hospital or sanitarium by a court of competent jurisdiction as a drug addict, dipsomaniac, inebriate, or stimulant addict; but in that event the office shall not be deemed vacant until the order of commitment has become final.
9. The death of the incumbent.

Filling vacancies in the office of Director shall be in accordance with California Law. The Board shall notify the City of Lake and the County of Lake immediately upon notification and/or verification of a vacancy on the Board. The City of Lakeport and County of Lake may fill the vacancy by appointment as required in accordance with Health and Safety Code section 13837.

## ARTICLE 4: OFFICERS AND COMMITTEES OF THE FIRE DISTRICT BOARD

#### 4.1 Board Officers

The Board shall hold annual elections at its June meeting for Chairperson and Vice-Chairperson. The terms for Chairperson and Vice Chairperson shall commence on first day of July and end on the thirtieth day of June. The Chairperson and Vice-Chairperson shall be appointed for a one-year term, with an optional second-year term. The Vice-Chairperson shall become Chairperson upon the death, incapacitation, resignation, or removal of the Chairperson. In the case that the Vice-Chairperson succeeds to the presidency, the Board shall elect a new Vice-Chairperson at its next meeting. In extraordinary situations, the Board may extend the limit on consecutive terms for an officer from two years to three years by a vote of the Board.

#### 4.2 Chairperson Duties

The Chairperson shall be the presiding officer of the Board, shall collaborate with the Fire Chief to establish the agenda for the meeting, shall sign all documents on behalf of the Board and District that may be required, and shall have the same rights and responsibilities as other Directors to participate in and vote at Board meetings.

#### 4.3 Vice-Chairperson Duties

The Vice-Chairperson shall serve as acting Chairperson in the absence or temporary disability of the Chairperson. The Vice-Chairperson shall become Chairperson upon the death, resignation, or removal of the Chairperson.

#### 4.4 Board Ad Hoc Committees and Liaisons

The Chairperson-elect, with the approval of the Board, shall designate, no later than the July regular meeting, Directors who will serve as liaison positions for the upcoming year. The Chairperson may change liaison with the approval of the Board. The Board Chairperson or designee shall outline the duties and responsibilities of a Director on an ad hoc committee at the time of appointment. Only two Directors shall serve on an ad hoc committee. Ad hoc committees shall be considered dissolved upon submission of the final report, unless their standing is continued by a vote of the majority of the Board.

The Board will establish liaisons as appropriate.

### ARTICLE 5: POWERS AND DUTIES OF THE FIRE DISTRICT BOARD

It is the policy of the Fire District Board to exercise those powers granted to it by California Law and to carry out those duties assigned to it as may best meet the fire and life-safety needs of the District.

#### 5.1 Board Responsibilities and Duties of Fire Chief

Important activities of the Fire Board are the formulation of policies and rules regarding Fire District programs and services. In carrying out its legislative and policy-making responsibility, the Board shall delegate the operational, administrative, personnel and executive functions to the Fire Chief.

## 5.2 Code of Ethics and Harassment

The Board of Directors of the Lakeport Fire Protection District is committed to providing excellence in legislative leadership that will result in the highest quality of services to its constituents. Pursuant to AB 1234, Ethics Training for Local Officials, passed by the Legislature on October 7, 2005, requires that all local agencies that provide compensation, salary or stipend to, or reimburses the expenses of, members of a legislative body must provide ethics training to local agency officials every two years. There are numerous training options available including an on-line program that will allow local officials to satisfy the requirement of AB 1234 on a cost-free basis.

Pursuant to AB 1825, passed by the legislature on August 17, 2007, sexual harassment training for local officials is required every two years. There are numerous training options available including an on-line program that will allow local officials to satisfy the requirement of AB 1234.

## 5.3 Board Directors Meeting Participation

The basic manner in which Directors fulfill their office must be at a regular, special, or workshop meeting, and will be a matter of public record. The method of participation is discussion, deliberation, debate and voting. All Directors, including the Chairperson, are expected to participate fully in deliberation and voting.

## 5.4 Board Directors Decorum

It is understood that Directors will not always agree. Directors have the right to maintain and express differing viewpoints, styles, opinions and values. Nonetheless, Directors should aspire to respect the dignity of their office and to observe common standards of decorum to the extent possible. In order to assist in the governing of the behavior between and among Directors of the Board, the following rules shall be observed:

- The dignity, style, values and opinions of each Director shall be respected.
- Responsiveness and attentive listening in communication is encouraged.
- The needs of the District's constituents should be the priority of the Board of Directors.

Differing viewpoints are healthy in the decision-making process. Individuals have the right to disagree with ideas and opinions, but without being disagreeable. Once the Board of Directors takes action, Directors should commit to supporting said action and not create barriers to the implementation of said action.

## 5.5 Board Directors Responsibility to Constituents

Directors, individually and collectively, act as representatives of the citizens of the Fire District in maintaining and promoting fire and life-safety needs of the District.

## 5.6 Board Directors Action and Service

Directors' decisions and actions shall best serve the needs of District citizens in light of available resources and information available to the Board at the time such decisions or actions are made.

## 5.7 Board Directors Conduct and Responsibilities

### Conduct

The Fire District Directors shall observe the following code of conduct designed to guide their actions in carrying out their responsibilities. A Fire District Board Director should strive to understand that his/her basic function is policy and not administration or operations. Therefore, Directors will:

1. Refuse to make commitments on any matter which should come before the Board as a whole.
2. Refuse to participate in secret meetings or other irregular meetings, which are not official and which all members do not have the opportunity to attend.
3. Recognize that he/she has no legal status to act for the Board outside of official meetings.
4. Respect the rights of Fire District constituents to be heard at official meetings within established parameters and guidelines for public testimony.
5. Make decisions only after available facts bearing on a question have been presented and discussed.
6. Accept the principle of "majority rule" in Board decisions.
7. Recognize that the Fire Chief has full administrative and operational authority for properly discharging duties within the limits of established Board policies.
8. Recognize that the Fire Chief or designee is the technical advisor to the Board.

9. Present personal criticisms, complaints or problems regarding Fire District operation directly to the Fire Chief and discuss them at a regular meeting only after failure of an administrative solution.
10. Declare conflicts of interest into the public record.
11. Conduct all Fire District business in an ethical manner.
12. Refuse to use his/her position on the Fire Board in any way, whatsoever, for personal gain.
13. Not distract or engage personnel in any way during any training or live incidents in which the Director's presence has been requested by the Fire Chief.
14. Not speak for or give operational orders to the Fire Chief, command staff, or any operational staff during live incidents in which the Director's presence has been requested by the Fire Chief.
15. Not engage in behaviors of harassment, discrimination or retaliation towards other Directors, the Fire Chief, command staff, or any other personnel of the District. The District has policy and procedures governing harassment, discrimination and retaliation in the workplace (See Appendix H). It is the policy of the District to establish and maintain a work environment free of all forms of harassment, discrimination and retaliation. Such behaviors are unacceptable and will not be condoned or tolerated on the part of any employee. All Directors must be familiar with and in compliance of the District's Policy prohibiting such behaviors. Consistent with state law, all Directors shall participate in required trainings as required (ref. section 3.3).
16. Give staff and contemporaries the respect and consideration due to skilled, professional personnel.

#### Responsibilities

Directors are responsible for monitoring the Fire Chief's progress in attaining District goals and objectives, while pursuing its mission.

Directors shall practice the following procedures:

- In seeking clarification on informational items, Directors may directly approach the Fire Chief or be referred to the appropriate staff by the Fire Chief to obtain information needed to supplement, upgrade, or enhance their knowledge to improve legislative decision-making.

- In handling complaints from residents and property owners of the District, said complaints shall be referred directly to the Fire Chief.
- In handling items related to safety, concerns for safety, or hazards shall be reported according to the following chain of command:
  1. Fire Chief
  2. Fire Captain
  3. Duty Officer

Chain of Command is dependent upon executive staff availability. Emergency situations shall be dealt with immediately by seeking appropriate assistance.

In seeking clarification for policy-related concerns, especially those involving personnel, legal action, land acquisition and development, finance, and programming, said concerns shall be referred directly to the Fire Chief or the Clerk of the Board.

When approached by District personnel concerning specific District policy, Directors shall direct inquiries to the appropriate staff supervisor if known. The Fire Chief shall also be made aware of personnel concerns. The chain of command shall be followed. A Joint Labor Management Committee (JLMC) may be established to facilitate the resolution of issues and improve communication between Management and Labor.

The work of the District is a team effort. All individuals shall work together in the collaborative process, assisting each other in conducting the affairs of the District. When responding to constituent requests and concerns, Directors shall be courteous, responding to individuals in a positive manner and routing their questions through appropriate channels and to responsible management personnel.

Directors function as a part of the whole. As such, issues shall be brought to the attention of the Board as a whole, rather than to individual Directors selectively.

Directors shall be expected to serve on ad-hoc committees as established. These committee assignments are a two Director fact-finding committee established for the purpose of making recommendations to the full Board on modifications to current policies and related Fire District business.

### 5.8 Board Director Discipline

The Board reserves the right to censure, criticize, disapprove or condemn actions taken by individual Directors if their actions exceed the grounds of authority conferred upon Directors by the law or, if by their actions, they fail to fulfill their fiduciary duty to the District.



The right to censure a fellow appointed official is established by case law. Censure is a disciplinary matter and, as such, the person who is proposed for censure has a right to due process (i.e. hearing on the charges). Boards may also pass resolutions criticizing, disapproving or condemning a Director for his/her conduct and that does not require a process hearing beforehand.

#### 5.9 Board and District Public Communication

The Fire Chief, or designee, is the spokesperson for the District when dealing with the media. In the course of normal events, Directors should refer inquiries to the Fire Chief. The Fire Chief and the Board should strive to be in agreement regarding the public posture of the District. Where possible it is desirable for the Board to have a unified position (e.g. "Board position") that may be communicated to the public through the media. If it is necessary for the Board to make a separate statement to the media, that responsibility should rest with the Board Chairperson or his/her designee.

Internal District information should not be distributed to the media without the permission of the Fire Chief. However, Directors, as appointed officials, have all of the rights and privileges of any private citizen to speak with the media. If a Director finds it necessary to speak to the media regarding the Fire District, that member should be clear that he/she is speaking as an individual Director and not as a spokesperson for the Board. In order to speak for the Board, any individual Director must be authorized by the Board. When speaking to the media on matters not related to the Fire District, any Director should clearly state that he/she is speaking as a private citizen and not as a Director.

#### 5.10 Board Philosophy for Fire District Reserves

The Fire District's Reserve Policy has been developed with a goal for the General Fund to maintain an unreserved, undesignated fund balance that is at least 20% of anticipated annual operating expenditures. Its purpose is to maintain the District's credit worthiness, and adequately provide for:

- Cash Flow Requirements
- Contingencies for unforeseen or operating or capital needs
- Economic uncertainties, local disasters or catastrophic events and other financial hardships or downturns in local, state, or national economy

#### 5.11 Fire Board Employee Compensation Policy

The Fire Board values its represented and unrepresented employees and seeks to provide equitable compensation for each group and classification. The District's Board of Directors may observe this policy when adopting compensation plans and contracts covering District employees.

## 5.12 Collective Bargaining Agreement

It is the policy of the District Board to engage in discussions for the purpose of reaching agreements with recognized employee groups (Represented Safety, Unrepresented Miscellaneous, Unrepresented Safety, Unrepresented Confidential and Chief Officers), as required in the Meyers Milas-Brown Act. The Board Chairperson shall appoint an ad-hoc committee with the responsibility of negotiating with employee groups. During contract negotiations a Director should limit communication with the bargaining group on matters pertaining to the negotiation. Ad-hoc committee members shall negotiate directly with represented labor groups; however, committee members cannot agree to anything as an individual or on behalf of the Board while bargaining is underway.

The Memorandum of Understanding (MOU) is entered into by and between the LAKEPORT FIRE PROTECTION DISTRICT (District), a California Special District and each individual represented and unrepresented employee group, pursuant to Government Code 3500, et seq.

The MOUs, including side letters to such, is of no force or in effect in regard to matters within the authority of the District Board of Directors until such matters are submitted to, and accepted by, the District Board of Directors.

## 5.13 Sunshine Policy

It is Board Policy to be open and transparent as allowed by law. To that end, the Board has adopted "sunshine" clauses and procedures where appropriate. Any proposed collective bargained labor agreement between the District and designated District employee representatives, shall be made publicly available at least fifteen (15) calendar days before the meeting at which the agreement will be acted on by the Board.

## ARTICLE 6: DELEGATION OF BOARD AUTHORITY

### 6.1 Board Approval of the Fire Chief Position

The Fire District Board has primary responsibility for the approval of District plans and procedures and for the appraisal of the ways in which these decisions are implemented and results obtained. The Board recognizes its authority to delegate specific responsibilities to the Fire Chief for the implementation of the programs and services of the District.

The Board will approve a position description for the Fire Chief as per District Policy. The Board will negotiate and enter into a contract with the Fire Chief which specifies the terms and conditions of employment.

### 6.2 Responsibilities of Fire Chief to the Board

The Fire Chief shall serve as the Executive Officer of the Fire District. Responsibilities of the Fire Chief may include:

1. Preparing the agenda in collaboration with the Board Chairperson for each meeting, attending all Board meetings, unless excused, and participating in deliberations of the Board as required.
2. Bringing to the attention of the Board matters requiring its consideration.
3. Reporting periodically to the Board on the progress of the programs in the District.
4. Addressing personnel, financial and capital improvement matters under the direction of the Board.
5. Reporting to the Board, appointments, demotions, transfers and dismissals in accordance with the policies of the Board as applicable.
6. Represent the Fire Board as the Director of Personnel for the District.
7. Provide for succession planning for management and personnel within the District.

#### 6.3 Fire Chief Evaluation

The Board shall establish a process for evaluating the Fire Chief (see Appendix E). The evaluation process is performed annually based on the Fire Chief's anniversary.

#### 6.4 Fire Chief Delegation

The Fire District Board delegates to the Fire Chief the function of specifying the required actions and designing the detailed arrangements under which the Fire District will be operated. Such administrative policies and procedures will detail the operations of the Fire District. This shall include the authority to enter into contracts and make purchases necessary for the operation of the District, provided said contracts and purchase are below the designated purchasing threshold of the District's purchasing policy

#### 6.5 Fire Chief Administrative Actions

When action must be taken within the Fire District where the Board has provided no guidelines for administrative action, the Fire Chief shall have the power to act, but the decisions shall be subject to review by the Board at its next regular meeting. It shall be the duty of the Fire Chief to inform the Board promptly of such action and of the possible need for policy or rule.

## 6.6 Fire Chief Reporting Process – Fire Fatalities

Whenever a fire fatality occurs, whether to a member of the Lakeport Fire Protection District or a member of the public, the Fire Chief shall notify each board member. Fire fatality reporting and investigation is subject to Cal OSHA, and other regulatory and investigative authorities, including law enforcement.

## ARTICLE 7: FIRE DISTRICT BOARD MEETINGS

### 7.1 Meeting Location

It is the policy of the Fire District Board that all meetings be conducted in accordance with California and Federal statutes and rules, the decisions of the courts, and with proper regard to "due process" procedures. In so doing, the Board will seek information from staff and other sources, as appropriate, before decisions are made on policy and procedural matters.

Regular meetings of the Fire District Board shall be held at the Lakeport Fire Protection District, 445 N. Main St., Lakeport, CA on the second Tuesday of each month at 5:00 pm unless by specific action of the Board a different meeting place or time is appointed.

The Chairperson and the Fire Chief shall insure that appropriate information is available for the audience at meetings of the Board of Directors, and that physical facilities for said meetings are functional and appropriate.

### 7.2 Regular Meetings

At least seventy-two (72) hours prior to the time of all regular meetings, an agenda, which includes but is not limited to all matters on which there may be discussion and/or action by the Board, shall be posted conspicuously for public review at the Lakeport Fire Protection District Administration Office and are open to the public, except as provided for Closed Sessions. Notice of all meetings and a copy of the proposed agenda shall be sent to all persons making request in writing, and will be made available to the news media prior to the date of the meeting in accordance with the Brown Act, an additional posting of the agenda to the Lakeport Fire website. A nominal fee may be charged for copies of public records in accordance with rules established by the Board of Directors.

It shall be the policy of the Fire District Board to recognize itself as a policymaking body that deliberates at regularly scheduled meetings and each Board member shall make a diligent effort to be present and participate fully.

It is the intent of the Fire District Board to encourage attendance and participation at Board meetings by all interested persons and residents of the District.

Meetings may include a closed session as necessary.

### 7.3 Special Meetings

The Chairperson of the Board or two members of the legislative body may call a Special Meeting. A majority may meet without providing notice to the public in order to call a Special Meeting and prepare the agenda; however, only discussion of the actual agenda items may occur. Notice of a Special Meeting must be provided 24 hours in advance of the meeting to all of the legislative body members and to all media outlets who have requested notification. The notice also must be posted at least 24 hours prior to the meeting in a location freely accessible to the public. Notice is required even if the meeting is conducted in closed session. Minutes are required for Special Meetings.

### 7.4 Emergency Meetings

An Emergency Meeting may be called by the District Board if a work stoppage, crippling activity, or other activity severely impairs public health or safety. Alternatively, the legal body may determine a dire emergency exists, such as a crippling disaster, mass destruction, terrorist act, threatened terrorist activity that poses immediate and significant peril, catastrophic failure, whether apparatus, structural or system, major injury or death. All of the special meeting provisions apply to emergency meetings, except for the 24-hour notice requirement.

Study sessions or work sessions may be scheduled from time to time to allow the Board to focus closely on a particular subject. The notice and agenda requirements for a Study Session are the same as those for a regular Board meeting. A Study Session may be a closed meeting if it meets the requirements. No minutes are required for a Study Session. No action may be taken at a Study Session except providing direction to staff.

### 7.5 Agendas

Agendas for respective meetings shall be determined in the following manner and shall comply with appropriate noticing and publishing.

#### Agenda Item Requests – Board Members

As stated in Policy 4.2, the Fire Chief in collaboration with the Board Chairperson shall prepare an agenda for each regular, committee and special meeting of the Board of Directors. Any Director may request the placement of any item related to District business on the agenda of an upcoming scheduled regular Board Meeting in one of four ways:

1. By voicing a request during the open session of a Board Meeting that an item be placed on the agenda for the following meeting;
2. By submitting a request, outside of a Board Meeting, to the Board Chairperson or the Fire Chief with a copy to the Clerk of the Board;

Barring emergencies or other exigent circumstances, all agenda requests shall be made no later than the week prior to the Board meeting at issue. The Fire Chief and the Board Chairperson shall honor all agenda requests that meet the requirements of this policy and state law. Agendas should be finalized and sent to the Clerk of the Board a minimum of 72 hours prior to the scheduled regular meeting, whenever possible. If appropriate, requested agenda items may be combined with one another or other items of similar subject matter for purposes of parliamentary convenience.

#### Agenda Item Requests – Members of the Public

Any member of the public may request that a matter directly related to District business be placed on the agenda of a regularly scheduled meeting of the Board of Directors. The request may be made during the public comment portion of any Board meeting, but unless the requirements of the Brown Act can be met, the agenda item may only be added to a future meeting agenda. If the request is made outside of a Board meeting, the procedure is as follows:

1. The request must be submitted, in writing, to the Fire Chief at least one week prior to the Board meeting, and
2. The Board Chairperson, upon consultation with the Fire Chief, will determine whether the public request is a "matter directly related to the District Business" and if so, it may be placed on the Board's next scheduled meeting agenda.

#### Consent Agenda

Items of recurring nature may be included for consideration. These items will be determined during agenda setting meetings between the Chairperson and Fire Chief.

#### 7.6 Closed Sessions

A Closed Session is a part of a meeting where no member of the public may be present. Only the following topics are grounds for calling a closed session Government Code Section 54953 (b) (3):

- Personnel Matters: Appoint, employ, evaluate performance, discipline, dismiss or release an employee
- Pending or Anticipated Litigation
- Labor Negotiations
- Real Property Negotiations
- Public Security
- License Application by persons with criminal record
- Liability Claims
- Trade Secrets
- Charges or complaints involving information protected by federal law
- Conference involving Joint Powers Agency
- Audit by Bureau of State Audits

## 7.7 Quorum

A quorum is the minimum number of Directors of a deliberative body necessary to conduct the business of the Fire District Board. Three Directors of the five-Director Board must be physically present within the District to conduct Fire District business, unless allowed by state law.

## 7.8 Public Comments

Public comment is encouraged at all Board meetings. Any person requesting to speak is advised to inform the Clerk of the Board prior to the meeting, but is not required to do so. Public comment is limited to three minutes per speaker, which may be waived or modified by the Board Chairperson.

## 7.9 Presiding Board Meeting

The Board Chairperson shall normally preside at meetings of the Board. In the absence of the Board Chairperson, the Board Vice-Chairperson shall preside. In the absence of both the Chairperson and the Vice-Chairperson, the first order of business at the Board meeting shall be the appointment of a presiding Director to chair the meeting by the Directors who are present.

## ARTICLE 8: MEETING MINUTES AND PUBLIC RECORDS

### 8.1 Board Meeting Minutes

The minutes of the meetings of the Fire District Board shall be maintained in the Administration Office of the District and shall provide for information as required by law and Board policies. For convenience, an additional posting of the Board Minutes may be found on the Lakeport Fire website.

### 8.2 Clerk of the Board

The Clerk of the Board performs various administrative and managerial duties such as, preparation of the Board agenda, facilitation of the execution of official and legislative processes, which includes administering provisions of the Political Reform Act of 1974, attesting to the passing of resolutions and ordinances, and participating in the Fire District Board Meetings.

The Clerk of the Board also records official actions and legislation of the District, documenting the proceedings of meetings and retaining other legal and historical records. Records are maintained while providing appropriate public access to District business. The

Clerk of the Board manages the proper maintenance and disposition of District records and information according to the retention schedule and helps to preserve District history.

### 8.3 Board Meeting Minutes – Public Record

The official minutes of Board meetings, including supporting documents, shall be open to inspection by the public at the Fire District office during regular business hours.

### 8.4 Public Records Process

The Fire District recognizes the right of any member of the public to inspect nonexempt public records, limited only by rules of reasonableness, and in accordance with guidelines established by California State Law. A written request for records must be submitted, reasonably describing the requested records. When access to District records is granted, a staff member designated by the Fire Chief will make examination in the presence of the record custodian regularly responsible for maintenance of the files. In accordance with the Public Records Act, certain records, including personnel records, are not included in the category of records to which the right of access may be granted by the Fire District.

The Clerk of the Board of Directors shall keep minutes of all regular and special meetings of the Board, but minutes may not be taken of ad-hoc committees, Closed Sessions or Study Sessions.

Copies of said minutes shall be made for distribution to Directors with the agenda for the next regular Board Meeting.

The official records of the meetings are the approved typed minutes. The official typed minutes of the regular and special meetings of the Board shall be kept in a secured office with easy access for the public review during normal business hours. Electronic versions of the minutes will also be posted and available through the District's website.

Motions, resolutions, or ordinances shall be recorded as having passed or failed and individual votes will be recorded unless the action was unanimous. A roll call vote will be required if any member of the Board is appearing at the meeting remotely.

All resolutions and ordinances adopted by the Board shall be numbered consecutively starting new at the beginning of each fiscal year (e.g., 01-22/23, 02-22/23, etc.)

The minutes of Board meetings shall be maintained as hereinafter outlined:

1. Date, place and type of each meeting;
2. Directors present, absent and excused by name;



3. Call to order;
4. Arrival of tardy Directors by name;
5. Pre-adjournment departure of Directors by name, or if absence takes place when any agenda items are acted upon; adjournment of the meeting; record of written notice of special meetings; and, record of items to be considered at special meetings.
6. Complete information as to each subject of the Board's deliberation; Approval or amended approval of the minutes of preceding meetings;
7. Complete information as to each subject including the voice or roll call record of the vote
8. All Board resolutions and ordinances in complete context, numbered serially for each fiscal year;
9. A record of all contracts entered into;
10. A record of all bid procedures, including calls for bids authorized, bids received and other action taken;
11. A record by number of all warrants approved for payment;
12. Adoption of the annual budget;
13. Financial reports, including collections received and deposited and sales of District property shall be presented to the Board every month;
14. A record of all important correspondence;
15. A record of the Fire Chief's report to the Board;
16. Approval of all policies and Board-adopted regulations; and
17. A record of all visitors and delegations appearing before the Board.

#### 8.5 Board Electronic Communications Policy

The District has established an Electronic Communication Policy and an Information Security Procedures to which users are expected to adhere (See Appendix A). The purpose of these policies is to ensure the proper use of the District technologies. This policy is included here for information purposes and should be familiar to Board members.

The Electronic Communication Policy covers such items as Personal Use, Protocol for Use, Unauthorized Purposes, Authorized Hardware and Software Configurations, Data Backup, Security, Internet Use, Shared Resources, the Public Records Act, Confidentiality, Privacy and Misuse.

The Information Security Procedures includes such items as Passwords and the Use of the District Network with Non-District Equipment.

#### Use of E-mail

The District will retain all incoming and outgoing e-mail messages from the Board of Directors e-mail accounts on the District's server for two years. These e-mail messages are public records and are subject to disclosure through the provisions of the Public Records Act, with rare exception.

### ARTICLE 9: RULES OF ORDER DURING MEETINGS

The Board Chairperson is responsible for the maintenance of order and decorum at all times. No person is allowed to speak whom the Board Chairperson has not first recognized and all questions and remarks shall be addressed to the Chairperson.

#### 9.1 Points of Order

The Board Chairperson shall determine all Points of Order subject to the right of any Director to appeal to the entire Board. If any appeal is taken, the question shall be, "Shall the decision of the Board Chairperson be sustained?" In which event a majority vote shall govern and conclusively determine such question of order.

#### 9.2 Decorum and Order – Board Directors

Any Board Director desiring to speak shall address the Chairperson and, upon recognition by the Chairperson, shall confine himself/herself to the question under debate.

1. A Director desiring to question the staff shall address his/her question to the Fire Chief who shall either answer the inquiry himself or to designate some member of his staff for that purpose.
2. A Director, once recognized, shall not be interrupted while speaking unless called to order by the Chairperson, unless a Point of Order is raised by another Director, or unless the speaker chooses to yield to questions from another Director.
3. Any Director called to order while he is speaking shall cease speaking immediately until the question of order is determined. If ruled to be in order, he/she shall be permitted to proceed. If ruled to be not in order, he/she shall remain silent or shall alter his/her remarks so as to comply with rules of the Board.

4. Directors shall at all times conduct themselves with courtesy to each other to staff and to members of the audience present at Board meetings and public sessions.
5. Any Director may invite any members of the Public, to speak at a Board meeting during the period reserved for public comment.

### 9.3 Decorum and Order – Employees

Members of the administrative staff and employees of the District shall observe the same rules of procedure and decorum applicable to Board Members.

### 9.4 Conflict of Interest

All Directors are subject to all provisions of California law relative to conflicts of interest and to conflict of interest codes adopted by the Board. Any Director prevented from voting because of a conflict of interest shall state the basis for the conflict, recuse him/herself and leave the room for the duration of the debate and vote on the item.

### 9.5 Limitation of Debate

No Director normally should speak more than once upon any one subject until every other member choosing to speak thereon has spoken.

### 9.6 Dissents, Protests, and Comments

Any member shall have the right to express dissent from, protest to or comment upon any action of the Board and have the reason entered in the minutes. If such dissent, protest or comment is desired to be entered in the minutes, this should be made clear by language such as, "I would like the minutes to show that I am opposed to this action for the following reason ..."

### 9.7 Rulings of Chairperson Final Unless Overruled

In presiding over meetings, the Board Chairperson, Vice Chairperson or temporary Chairperson shall decide all questions or interpretation of these rules, points of order or other questions of procedure requiring rulings. Any such decision or ruling shall be final unless overridden or suspended by a majority vote of the Directors present and voting, and shall be binding and legally effective (even though clearly erroneous) for purposes of the matter under consideration.

### 9.8 Actions Not Invalidated

Failure to strictly comply with these Rules of Procedure shall not invalidate any action taken by the District Board.

#### 9.9 Actions

The Board may act only by ordinance, resolution or motion. For example: Board actions setting rules for long-term application are taken by ordinance, whereas more routine business and administrative matters (usually more temporary in nature) are accomplished by "resolutions."

The "motion" (assuming it was one which passed) is a Board action which is recorded simply by an item entry in the minutes of the meeting at which it was accomplished, and no separate document is made to memorialize it (unless a minute order is requested).

#### 9.10 Processing of Motions

When a motion is made and seconded, it shall be stated by the Board Chairperson before debate. A motion so stated shall not be withdrawn by the mover without the consent of the person seconding it.

#### 9.11 Motions Out of Order

The Board Chairperson may at any time, by majority consent of the Board, permit a member to introduce an ordinance, resolution, or motion out of the regular agenda order.

#### 9.12 Division of Question

If the question contains two or more divisional propositions, the Board Chairperson shall, upon request of a member, divide the same.

#### 9.13 Precedence of Motions

When a motion is before the Board, no motion shall be entertained except the following, which shall have precedence in the following order:

- A. Adjourn
- B. Fix hour of adjournment
- C. Table
- D. Limit or terminate discussion
- E. Substitute
- F. Reconsider
- G. Amend
- H. Postpone

A. Motion to Adjourn – Not debatable

A motion to adjourn shall be in order at any time, except as follows:

1. When repeated without intervening business or discussion
2. When made as an interruption of a Member
3. When discussion has been ended and vote on motion is pending
4. When a vote is being taken a motion to adjourn "to another time" shall be debatable only as to the time to which the meeting is adjourned.

B. Motion to Fix Hour of Adjournment – Not debatable

Such a motion shall be to set a definite time at which to adjourn and shall not be debatable and amendable except by unanimous vote.

C. Motion to Table – Not Debatable

A motion to table shall be used to temporarily by-pass the subject. A motion to table shall not be debatable and shall preclude all amendments or debate of the subject under consideration. If the motion shall prevail, the matter may be "taken from the table" at any time prior to the end of the next regular meeting.

D. Motion to Limit or Terminate Discussion - Not Debatable

Such a motion shall be used to limit or close debate on, or further amendment to, the main motion and shall not be debatable. If the motion fails, debate shall be reopened; if the motion passes, a vote shall be taken on the main motion.

E. Motion to Amend - Debatable

A motion to amend shall be debatable only as to the amendment. A motion to amend an amendment shall be in order, but a motion to amend an amendment to an amendment shall not be in order. An amendment modifying the intention of a motion shall be in order, but an amendment relating to a different matter shall not be in order. A substitute motion on the same subject shall be acceptable, and voted on before a vote on the amendment. Amendments shall be voted first, then the main motion as amended.

F. Motion to Continue - Debatable

Motions to continue to a definite time shall be amendable and debatable as to propriety of postponement and time set.

G. Reconsideration - Debatable

Any Director who voted with the majority may move a reconsideration of any action at the same or next meeting. After a motion for reconsideration has once been acted upon, no other motion for reconsideration thereof shall be made without unanimous consent to the Board.

H. Voting Procedure

In acting upon every motion, the vote shall be taken by voice or roll call or any other method by which the vote of each Director present can be clearly ascertained. The vote on each motion

shall then be entered in full upon the record. The order of voting shall be alphabetical with the Board Chairperson voting last. The Clerk of the Board shall call the names of all members seated when a roll call vote is ordered or required. Directors shall respond 'aye' or 'no' or 'abstain.' Any Director not audibly and clearly responding 'no' or 'abstain' or otherwise registering an objection shall have his vote recorded as 'aye.'

#### 9.14 Tie Votes

Tie votes shall be considered a no vote or denial.

### ARTICLE 10: RESOLUTIONS

Actions of the Board on matters of policy or procedure of a less formal nature than the subject of an ordinance are taken by resolution, which are effective upon adoption. Ordinarily, resolutions should be prepared in advance. The procedure for adoption is:

- A. Discussion
- B. Motion
- C. Second
- D. Vote, pursuant to the methods set out for motions
- E. Result declared

When a resolution has not been prepared in advance the Board may adopt the resolution by title. In that case, the Clerk of the Board shall prepare the form of the resolution for presentation at the next meeting.

### ARTICLE 11: ORDINANCES

Ordinances of the District shall be adopted by the Board pursuant to Government code Sections 25120 et seq.

All ordinances shall be placed on the agenda for regular meetings by title and a brief description of content. (An exception is an urgency ordinance, which may be adopted at a special meeting.) The procedure for adoption is:

- A. Discussion
- B. Introduction/first reading of the ordinance. A motion to waive reading the entire ordinance and read by title and number only, must be carried by a majority.

A reading by title by the Clerk of the Board motion to introduce.

- a) Moved by:
- b) Seconded:
- c) Carried by:

C. Adoption/second reading of the ordinance must occur at least five (5) days after first reading.

Except as specified by law, ordinances become effective 30 days after final passage providing the ordinance has been published one time in a newspaper of general circulation published in the District.

#### ARTICLE 12: FIRE DISTRICT LEGAL COUNSEL

It shall be the responsibility of the District Board to select legal counsel to represent the legal needs of the District. The Board shall recognize its responsibility to seek the advice of legal counsel whenever it is unclear regarding legal questions or whenever an action being considered by the Board may result in placing the District in legal jeopardy.

Legal counsel for the Fire District shall be in attendance either in person or via teleconference for Regular Fire Board Meetings when legal advice, contract consultation and/or Closed Session interactions deem it necessary by the Board Chairperson or the Fire Chief.

In keeping with District Policy and fiscal responsibility, all legal counsel contact shall have prior approval by the Board Chairperson and/or Fire Chief for matters requiring a legal interpretation.

## APPENDIX A

### ELECTRONIC COMMUNICATION POLICY AND INFORMATION SECURITY PROCEDURES

#### Electronic Communication Policy

##### Section 1 – Purpose

The purpose of this policy is to ensure the proper use of Lakeport Fire District (referred to as “District”) technology. The District’s Electronic Communication Policy allows the District to protect data and confidential information. This policy is applicable to all Users of the District’s electronic communications systems.

The District’s e-mail system is the exclusive property of the District and is provided to Users for creating and transmitting District business-related information.

Violations of this policy can result in immediate revocation of the User’s access to the District’s network.

##### Section 2 – Definitions

1. User – Board Members
2. Computer Equipment and Related Tools - includes but not limited to equipment such as desktop personal computers, laptops, servers, printers, scanners, modems, PDAs, storage devices, Internet access, e-mail, and the software that makes each tool functional.
3. Communication Equipment and Related Tools – includes but not limited to equipment such as telephones, cellular phones, voicemail, and fax machines.

#### DISCLAIMER

The District cannot completely protect individuals against the existence or receipt of material that may be offensive to them. As such, those who make use of electronic resources and communications are warned that they may come across or be recipients of material they find offensive. Creating, discussing, forwarding or printing offensive email or internet materials, however, can constitute a violation of this and other District policies.

##### Section 3 – Policy Specifics

1. Personal use – Personal use of telephones, computer equipment, Internet access and e-mail during working hours is discouraged. If personal use is made of District equipment, Users should not expect the data to be protected from review, preservation or deletion.



Accordingly, Users should not use the District's systems to create or transmit information they wish to keep private. The District shall be reimbursed for any charges generated as a result of personal use of the District's equipment.

2. Protocols for Electronic Communications. E-mail by nature represents and reflects upon the District's public image and integrity. Users should ensure their messages are respectful, professional, and consistent with District policies.
  - a) Forwarding business-related e-mails from District e-mail accounts to a personal e-mail account is discouraged. E-mail forwarded to a personal account may open up that personal account to a Public Records Act request.
  - b) Personal e-mail accounts should not be used to conduct District business.

E-mail is intended as a temporary medium of transmission of communication and should not be used for permanent storage of records. E-mail is to be read on a regular basis and promptly deleted by both sender and recipient, unless 1) a law or directive expressly requires such communication to be kept; or 2) preservation of such communication is necessary or convenient to the discharge of the User's duties, and the information is being retained for the purpose of preserving its informational content for future District use or reference.

If a User determines the information received by e-mail needs to be retained, the information should be printed as a hard copy and then deleted or transferred to an electronic file located on the District's network specifically designated for this purpose. Routine backup of the District's e-mail system is for disaster recovery only, which does not allow individual e-mails to be restored.

3. Unauthorized purposes -- District equipment shall not be used for any commercial promotional purpose, to conduct personal business affairs, or to communicate any material of a political, religious, obscene or derogatory nature that would conflict with the District's personnel policies.
4. Authorized Hardware and Software Configurations -- Computer hardware and software will be installed, configured and supported by the District. Hardware and software is allowed to be installed on District computers only if it is purchased and licensed by the District.
5. Data Backup -- Files stored on the District's computer networks shall be backed up periodically according to the District's network backup policies. Users shall utilize network resources to store their data files to the fullest extent possible to protect the District's data resources. Users are responsible for ensuring that critical data is always stored on network servers. No data should be stored on desktop computer hard drives, except during network outage problems. District data should be copied back to network

servers as soon as possible and deleted from desktop computer hard drives, laptops, or District-provided storage devices.

6. Security – The District’s Information Security Procedures are listed in Attachment A and are included as part of this Policy to which all Users are expected to adhere.

Computers shall not be left unattended in a state that affords inappropriate access to records of the District or otherwise compromises security. (e.g., lock workstation or logoff). At any time, a User’s access to computer, communication equipment and network resources may be limited due to necessary security policies to protect the District’s network. The District employs monitoring software and will, at District’s discretion, prevent unauthorized use. Security of District electronic information systems and data on those systems, including data posted or downloaded by Users, is a District priority. Users must help the District protect its systems and materials stored on those systems by immediately notifying the District about security problems, including: vandalism; unauthorized access or use; the downloading, uploading, or creation of computer viruses; and theft or misuse of District hardware or software or of materials and data created by Users.

7. Internet -- All Internet Users are expected to be responsible "cybercitizens," which means knowing the tools, rules and etiquette and behaving accordingly. Violations of this policy will result in removal of Internet privileges.
  - a) Material posted to Internet newsgroups or bulletin boards should not reflect negatively on the District, its employees or violate any trust or copyright laws.
  - b) Internet access is to be used only for District business during working hours. Personal use is to be limited in accordance with Section 3-A. The District may restrict access to authorized Users.
  - c) Users are reminded all other District employment policies (e.g., workplace harassment, discrimination and retaliation policies) can affect Internet use. The District does use software tools to restrict access to sites and e-mails deemed inappropriate for the workplace. The District also utilizes tools to track internet usage.
8. Shared Resources - Users may not encroach on others use of computer resources. Such encroachment would include, but is not limited to, tying up computer and network resources for illegally or legally downloading or sharing music, movies, software or other files, or other non-District related applications; sending harassing messages; sending frivolous or excessive messages, including chain letters, junk mail, spam, and other types of broadcast messages, either locally or over the Internet; using excessive amounts of storage; launching attacks or probes, or otherwise attempting to subvert the security of any system or network at the District or on the Internet; intentionally or irresponsibly introducing any computer viruses, worms, Trojan Horses, spy ware, or other rogue

programs to hardware, software, systems or networks at the District or on the Internet; or physically damaging systems.

9. Public Records Act - District records, whether paper or electronic, are governed by public disclosure requirements of the Public Records Act. Disclosure may be required regardless of who sends or receives a communication or document. In the event the District receives a public records request that includes e-mail, Users responsible for the requested records must use their best efforts to preserve e-mail covered by the request until it is determined whether the e-mail must be disclosed. District Counsel, the Fire Chief and the Clerk of the Board must be contacted concerning any request for disclosure of District records applicable to e-mail or other electronic records of any User subject to this policy.
10. Confidentiality - California law requires that certain information be treated as confidential and not be distributed to others inside or outside the District who do not have authorization to view such information. Users may occasionally receive confidential electronic information. Some examples of confidential information are: personnel records, internal investigations, information relating to litigation or potential litigation, attorney-client communication, information related to labor negotiations, or information related to confidential real estate negotiations. When Users send confidential information, it should be marked 'Confidential Information' so recipients are alerted to the nature of the information.

Confidential information should not be sent or forwarded to Users, individuals or entities not authorized to receive and view that information.

Users shall exercise caution in sending confidential information by e-mail as compared to written memoranda, letters or phone calls because of the ease with which such information can lose confidentiality by inadvertent or intentional diversion or retransmission of others.

The District Counsel should be contacted concerning any questions about whether a communication is confidential.

#### 11. No Expectation of Privacy for Computer and Communication Equipment.

The tools provided by the District in accordance with this policy remain the property of the District and are to be used for business communications. Accordingly, the District retains the right to review Users' usage of such equipment. Users shall have no expectation of privacy for voice, electronic mail (e-mail) communications and all other uses of computer and communication equipment. Examples of when the District might need to review Users' messages, sent or received, include but are not limited to:

- a) Attempting to retrieve lost messages;
- b) Recovering from system failures or monitoring system performance;

- c) Complying with various internal and external investigations such as grievances, workplace harassment claims, or suspected criminal acts;
- d) Ensuring that District systems are being used for business purposes and policies.

#### Section 4 - Compliance with this Policy

It is the responsibility of all Users to insure that they are in compliance with this Policy.

##### 1. Privacy

Users shall have no expectation of privacy when sending, storing, posting, creating, or receiving information on District electronic information systems. Information created or stored on a District system is backed up on other parts of the system. The District cannot and will not guarantee Users that others will not deliberately or inadvertently view information created or stored on District systems. Materials and data stored on District electronic information systems are the property of the District and shall be stored with no expectation that the materials or data are personal or private. Users should not make information about themselves or others available on the Internet. The District cannot protect Users from invasions of privacy, identity theft and other possible dangers that could result from distribution of personal information.

##### 2. Misuse

The use of the District's computers and electronic information systems is a privilege, not a right, and misuse of those systems or of District workspace may result in a withdrawal of that privilege.

Examples of misuse include, but are not limited to:

- a) Using District electronic information systems for purposes unrelated to District business;
- b) Soliciting, sending, posting, publishing, storing or accessing harmful matter or material that is threatening, obscene, pornographic, sexually explicit, or disruptive, or that could be construed as harassment or disparagement of others on the basis of race, national origin, sex, sexual orientation, age, religion, disability, marital status or veteran status;
- c) Using, promoting or authorizing commercial activities on behalf of for profit or not-for-profit institutions, without District authorization;
- d) Advertising products;

- e) Urging the support or defeat of any ballot measure or candidate;
- f) Reading, copying, completing, modifying, destroying, forging or deleting another User's material or mail on the electronic information systems, without the User's permission;
- g) Transmitting any material in violation of any federal or state laws, including but not limited to copyrighted material;
- h) Using, downloading, or disseminating copyrighted material on District information systems without the copyright holder's permission, or without giving copyright credit if use is for academic purposes;
- i) Creating, downloading, or uploading computer viruses;
- j) Encouraging the use of drugs, alcohol, tobacco, or promoting any activity prohibited by District policy or by law;
- k) Attempting to harm or vandalize any part of the District's electronic information systems or its computers; and
- l) Engaging in any conduct that would constitute a crime or violate California Penal Code Section 502, including knowingly and without permission accessing or damaging any computer system, network, or program or any User's data, accounts or access.

### 3. Consequences of Misuse

Violations of this Policy may, at the District's sole discretion, result in:

- a) Loss of the User's privilege to use District electronic information systems and/or computers;
- b) Disciplinary action, up to and including termination;
- c) Referral to police authorities if the conduct may constitute a crime.

### Section 5 - Review Cycle

This policy will be periodically reviewed and updated as appropriate.

### Information Security Procedures

### Section 1 – Purpose

The District shall establish information security procedures to which Users are expected to adhere. These procedures are applicable to all Users.

The District reserves the right to change the policies and procedures set forth in this policy at any time.

## Section 2 – Definitions

### 1. User - Board members

## Section 3 – Policy Specifics

### 1. Passwords

Passwords are an important aspect of computer security. They are the frontline of protection for User accounts. Passwords are used for various purposes at the District. Some of the more common uses include: network accounts, web accounts, e-mail accounts, screen saver protection, division specific applications and voicemail access. A poorly chosen password may result in the compromise of the District's network.

No User may share any of their User id or passwords with any other District employees or non-district employees. This includes logging a person in and allowing that person to perform work under a User id and password that does not belong to that individual. Authority and access to all information is based on User id. If a person needs additional authority or access, should contact IT to set it up.

### 2. Use of District Network with Non-District Computer Equipment

At no time may a User attach to the District's network their personal computer equipment.

Any User who wishes to attach a consultant, vendor or contractor worker's personal computer equipment (including laptops) will agree to follow all the polices set forth in the District's Information Technology Use Policy when attaching computer equipment to the District's network at any District facility.

In addition, all computer equipment shall be inspected by IT staff prior to use on the District's network to determine that an appropriate level of virus protection software and security operating system updates have been installed with the current update levels for each computer system. Previously inspected systems need to be reinspected if one month or longer has passed since the last inspection.

District staff will inform non-District employees of the inspection requirements and, when possible, provide advance notice to IT through email to schedule the inspection.

The District will attempt to maintain the privacy of the User's equipment, but once attached to the District's network, the District retains the right to inspect the computer equipment in accordance with the Information Technology Equipment Use Policy.

No non-District personal computer equipment shall store any District documents on its hard drive or other storage media attached to the personal computer equipment. No personal computer equipment shall be configured to allow web host, sharing or Wi-Fi services.

## APPENDIX B

### THE BROWN ACT SUMMARY

Government Code (54950 et. Seq)

#### Section 1 – Purpose

To strike a balance between public access to meetings of public governing bodies and the need for confidential candor, debate and information gathering. The Brown Act creates a presumption in favor of public access but recognizes need for confidentiality by allowing certain specific closed session meetings.

#### Section 2 – Who is Covered by Act

- District Board
- Standing Committee Members – standing committees have continuing jurisdiction over particular subject matters or a meeting schedule fixed by ordinance, resolution or formal action of the legislative body.

#### Section 3 – What is a Meeting (Government Code §54952.2)

A meeting is any communication by a majority of the Board to hear, discuss or deliberate on a matter within its jurisdiction to develop a collective concurrence on an action to be taken by any of the following:

- Direct communication
- Personal intermediaries
- Technological devices

The following are not considered meetings because they do not involve a majority of the Board:

- A. Contacts or conversation between one board Director and another Director.
- B. Attendance by a majority of the Board at a conference or training, which is open to the public so long as a majority does not meet at that conference and discuss among themselves matters within the jurisdiction of the District.
- C. Attendance by a majority of the Board at public meetings of other agencies regarding issues of local interest so long as a majority does not discuss among themselves matters within the jurisdiction of the District.



- D. Attendance by a majority of the Board at a public meeting of the District or other agencies so long as a majority does not discuss among themselves matters within the jurisdiction of the District.
- E. Attendance by a majority of the Board at a Social/Ceremonial meeting as long as a majority does not discuss among themselves matters within the jurisdiction of the District.
- F. Attendance by a majority of the Board at an open/noticed meeting of a standing committee as long as they attend only as observers.

#### Section 4 – Prohibitions

- A. Serial Meetings: Series of contacts to form consensus (Ex: 7 members District Board: A calls or e-mails B who communicates with C and D to come to an agreement).
- B. Meeting between majority of the Board and applicant/public. Note: Individual contacts between Board Directors and applicants or members of the public are allowed so long as there is no commitment to vote in a particular way and disclosure of the contact is made in public meeting.
- C. Circulation of writings/e-mails among majority of Board for review and signature.
- D. Conference calls between a majority of Board.

#### Section 5 – Meeting Locations (Government Code §54954)

Meetings must be held within the jurisdictional boundaries of the District.

There are limited exceptions:

- A. Comply with court order
- B. Inspect real property
- C. Participate in multi-jurisdictional meetings
- D. Meet to confer with State/Federal officials
- E. Meet with legal counsel to discuss pending litigation
- F. Participate as member of Joint Powers Agency

#### Section 6 – Notice and Agenda Requirement (Government Code §54954.2)

Meeting notices must be posted as follows:

- Regular meeting agendas must be posted 72 hours in advance.
- Special meeting agendas must be posted 24 hours in advance.

- Emergency meeting agendas must be posted at minimum of 1 hours in advance.

Agenda items cannot be added to any posted agenda which has reached the minimum notice requirement. However, emergency agenda items can be added during the meeting in accordance with Government Code §54956.5.

#### Section 7 – Public Rights (Government Code §54954.3)

Public comments must be on items within the subject jurisdiction of Board and must have access to all materials provided to Board and at the same time it is provided to the Board.

#### Section 8 – Closed Sessions (Government Code §54954.5)

Specific exceptions under the Brown Act allow for closed session meetings if they have been properly agendaized as closed sessions. Permitted closed sessions include:

- A. Personnel session to appoint, employ, evaluate performance, discipline, dismiss or release an employee.
  
- I. Charges or complaints involving information protected by federal law
  
- J. Conference involving a Joint Powers Agency
  
- K. Audit by Bureau of State audits

#### Section 9 – Penalties for violation of Brown Act (Government Code §54960, 54960.7, §54960.5)

- A. Misdemeanor if a Board Director knows or has reason to know the meeting is required to be open to the public.
  
- B. Injunction to prevent disclosure of material from closed session and award of attorney's fees.
  
- C. Referral of a member of a legislative body to the grand jury if he/she has willfully disclosed confidential information.
  
- D. Injunction to prohibit meetings held in violation of the Act and award of attorney's fees.
  
- E. Declaration that actions taken are void.

## APPENDIX C

### NEW BOARD DIRECTOR ORIENTATION AND ACCESSORIES

- Tour of the District facilities
- Shift Calendar
- District Map
- Ethics Training Materials
- District Harassment Policy Acknowledgement
- District Information Security Acknowledgement

## APPENDIX D

### FIRE CHIEF EVALUATION

The Board, working with the Fire Chief, will establish performance criteria and insert them into the evaluation form. The criteria should reference organizational goals and the Fire Chief's job description. The evaluation form may be revised as needed.

Each Director and the Fire Chief will complete the evaluation form, rating the Fire Chief's performance during the evaluation period. Each criterion should be rated from 1-5, with 1 = Low through 5 = High. This numerical rating system tends to provide more perspective rather than commentary alone. Ratings with commentary are ideal. (See Appendix E for the current Evaluation Form).

On the bottom of the form, provide any commentary you feel appropriate. Provide the evaluation form and commentary to the Director who is assigned to collate the sheets (usually the Board Chairperson).

The Board Chairperson shall compile the Fire Chief's final evaluation into an average rating from each of the rated categories. Similarly, the commentary may be summarized, or each rater's comments may be provided to the Fire Chief.

The Directors shall provide the evaluation report to the Fire Chief for his/her review and schedule a meeting with the Fire Chief within five business days.

Ensure plans are made to address ratings below 3, indicating specific actions by specific dates.

The Directors and the Fire Chief shall provide their feedback on the results and process in closed session.

APPENDIX E

ANNUAL FIRE CHIEF PERFORMANCE EVALUATION

Director: \_\_\_\_\_ Date: \_\_\_\_\_

Instructions: Considering the Fire Chief's performance over the last 12 months (or other period designated by the board), please respond to the following questions. Rate each item from 1 (low) to 5 (high) based on your opinion of his performance. If you do not have enough information to rate, please put N/A.

I. OPERATIONAL EFFECTIVENESS

SCORE EVALUATION

- 1 Programs are planned, organized and supervised well
- 2 Provides regular reports on the status of service delivery
- 3 Has a good understanding of the delivery of basic services
- 4 Has a good awareness of new trends in providing basic government services
- 5 Has a good understanding of how to measure productivity improvements in departmental operations
- 6 Complaints regarding services, programs, or District staff, (less any compliments or commendations) addressed in a timely manner

II. FISCAL WELLNESS AND ACCOUNTABILITY

Does the Fire Chief:

- 7 Prudently manage the finances within Board policies
- 8 Prepares realistic budget proposals
- 9 Keeps the Board informed of the present and anticipated financial status
  - 1 Finds innovative solutions to financing District's services
  - 0
  - 1 Possess a solid understanding of financial management
  - 1

III. BOARD SUPPORT

	12	Adequately supports the Board in its policy-making role
	13	Defines goals and policies in a form in which they can be accomplished
	14	Presents all sides of an issue or problem to the Board to enhance the Board's decision-making process
	15	Board's policies are implemented consistently and effectively
	16	Sufficiently communicates to the chiefs, firefighters and staff
	17	Actions and activities are carried out in accordance with Board's direction in a timely fashion

	18	There is a good system for follow-up and follow-through
	19	Effectively communicate and works with the Board as a whole and individual Directors

- 20 Is sensitive to individual Board needs and treats all Directors fairly
- 21 Takes actions needed to keep the Board/Fire Chief relationship strong
- 22 Communications with Board of appropriate frequency, depth, and timeliness
- 23 Communications include sufficient information and alternatives and staff recommendations to make policy decision
- 24 Board kept abreast of affairs and external developments that impact the District
- 25 Gives “bad news” to the Board in a timely and appropriate manner
- 26 Anticipates the changing needs of the community and the organization, identifies potential problems in the community before they occur, and brings solutions and alternatives to the Board on how to plan for the future and avoid problems
- 27 Uses meaningful techniques to assess District needs
- 28 Understands the political issues in identifying and setting goals to solve Problems

#### IV. EMPLOYEE SUPPORT AND DEVELOPMENT

The Fire Chief is effective in:

- 29 Recruiting, selecting, promoting and disciplining personnel
- 30 Developing the competency and capabilities of District staff and supporting their professional development
- 31 Administering wage, salary, and benefit policies
- 32 Labor management relations
- 33 Handling negotiations and contract administration
- 34 Handling grievances
- 35 Getting feedback from chief officers, firefighters and staff
- 36 Evaluating employees’ performance
- 37 Fostering communications throughout the organization

#### V. MANAGEMENT DIMENSIONS

The Fire Chief is respected as a leader:

	38	By the community
	39	By Chief Officers
	40	By firefighters
	41	By other government jurisdictions
	42	By community and professional organizations

The Fire Chief:

- 43 Generates enthusiasm and confidence among those same

groups

- 44 Motivates others to maximum performance
- 45 Actively takes the lead on important projects and tasks
- 46 Exhibits skill in analyzing situations
- 47 Makes decisions when conflict exists and cope with the stress from resulting criticism
- 48 Identifies information from both sides of an issue that is needed to improve decision-making
- 49 Is a problem solver
- 50 Anticipate problems and takes positive action to resolve them before they become critical
- 51 Manages well in a crisis under stress
- 52 Monitors programs once implemented
- 53 Manages time well (planning and prioritizing)?
- 54 Sets a good example for other employees
- 55 Demonstrates good basic management skills (delegation, planning, organizing, directing, coordinating, supervising, negotiating, lobbying)

Professional Development

The Fire Chief:

- 56 Actively pursues ways to increase his/her value to the District
- 57 Keeps abreast of important professional trends
- 58 Borrows good ideas from other fire agencies to use here

VI. GOAL ACHIEVEMENT

	59	Projects agreed upon in advance were completed within the given time frame with appropriate concern for costs
--	----	---

The following categories, when taken as a whole, contribute to making a good government.

How would you rate the Fire Chief as a leader in these areas?

	60	Responsive to disasters and/or emergencies
	61	Quality core services at low per capita costs
	62	Safe neighborhoods
	63	Planning, designing, financing and maintaining good infrastructure
	64	Customer/user satisfaction
	65	Fiscal wellness
	66	A greater sense of ownership by citizens of their governments
	67	Employees who have pride in their work

	68	An ethical and non-corrupt government
	69	Fostering public confidence in government

VII. COMMUNITY AND INTERGOVERNMENTAL RELATIONS

	70	Represents the District well to the public and to other organizations & agencies
	71	Gained the trust and confidence of the public
	72	Fostered cooperation among other jurisdictions

VIII. NARRATIVE SECTION

1. What are you most pleased with in the Fire Chief's performance during past year?



**APPENDIX F**

**BOARD STANDING CALENDAR GUIDELINES**

<b>Month</b>	<b>Item</b>	<b>Type</b>	<b>Time Period</b>
January/February	Mid-Year Budget Revisions	Regular	As needed
January/February	Board Goals	Regular	Annual
March	Propose Fee Schedule Changes	Public Reading	As needed
March/April	Mitigation Fee Resolution (City and County)	Regular	Annual
February - March	Policy Manual Review	Regular	As needed
April /May	Adopt Fee Schedule Changes	Regular	As needed
May / June	Adopt Appropriations Limits for next FY	Regular	Annual
May / June	Adopt Recommended Budget	Regular	Annual
May / June	End of Fiscal Year Budget Revisions	Regular	Annual / As needed
June	Investment Policy	Regular	As needed
June	Nominations and Election of Chairman and Vice-Chair	Regular	Annual
June	Recognizing the Outgoing Chairman	Presentation	Annual
June / July	Appropriation Limit Compliance Resolution	Regular	Annual
July / August	Adopt Final Budget		Annual
December	Ceremony for outgoing Board Directors	Regular	As needed
January (or June?)	Swearing in and presentation of oath certificates to newly appointed board directors and reappointed directors.	Regular	
Anniversary of Hire Date	Chief's Review	Closed Session	Annual
As Needed	Succession Planning	Regular	As Needed

APPENDIX G  
DISCRIMINATION AND HARASSMENT POLICY

PURPOSE:

The purpose of this policy is to establish a strong commitment on the part of the District to refrain from, prohibit and prevent all forms of workplace, discrimination, harassment and retaliation, to define those terms, to establish management and employee responsibility regarding workplace discrimination, harassment, and retaliation and to set forth a procedure for investigating and resolving internal complaints of workplace discrimination harassment and retaliation.

The District encourages all covered individuals to report any conduct, action or practice that is believed to violate this Policy as soon as possible.

SCOPE:

This policy applies to all managers, supervisors, employees, applicants, volunteers, or individuals providing services pursuant to a contract. This policy applies to appointed officials of the District.

This policy covers discrimination or harassment because of: (1) an individual's protected classification; (2) the perception that the individual has a protected classification; or (3) an individual's association with another individual who has or appears to have a protected classification. This policy also covers retaliation against any individual who has filed a complaint or participated in a complaint resolution process under this policy.

This policy applies to all terms and conditions of employment including, but not limited to: hiring, placement, promotion, disciplinary action, layoff, recall, transfer, leave of absence, compensation, training opportunities and daily work environment.

POLICY:

It is the policy of the District to provide an employment environment free from discrimination, harassment or retaliation as defined by this policy and federal and state statutes such as Title VII of the Civil Rights Act of 1964, Equal Employment Opportunity Commission (EEOC) Regulations, California Government Code section 12940(h), and Department of Fair Employment & Housing (DFEH) Regulations.

Accordingly, discrimination, harassment and retaliation against an applicant, employee, individual providing services pursuant to a contract or volunteer on the basis of that individual's actual or perceived sex, gender, sexual orientation (including heterosexuality, homosexuality, and bisexuality), race, color, religion, national origin, ancestry, citizenship

status, uniformed service member status, age, marital status, pregnancy, medical condition, genetic characteristics, and physical or mental disability is prohibited and will not be tolerated. Any retaliation against an individual for filing a complaint under this policy or for participating in a complaint resolution process is also prohibited and will not be tolerated.

The District has zero tolerance for any conduct, action or practice that violates this policy. Conduct need not rise to a level of violation of the law in order to violate this policy. Instead, a single act, if substantiated can violate this policy and provide grounds for discipline or other appropriate sanctions.

Employees who feel they have been harassed or discriminated against in any manner or retaliated against in violation of this policy should immediately report such incidents following the procedure described below in section VIII. Confidentiality will be maintained to the extent permitted by the circumstances.

Where violation of this policy has been substantiated, appropriate action to remedy the violation will be taken. Managers, supervisors or employees found responsible for the violation will be subject to disciplinary action or other appropriate sanction, up to and including termination.

#### DEFINITIONS:

**Protected Classifications:** This policy prohibits discrimination or harassment because of an individual's protected classification. "Protected Classification" means an individual's race, religion, color, sex, gender, sexual orientation (including heterosexuality, homosexuality, and bisexuality), national origin, ancestry, citizenship status, uniformed service member status, marital status, pregnancy, age, medical condition, genetic characteristics, and physical or mental disability.

**Discrimination:** Discrimination means treating individuals differently because of their protected classification as defined by this policy.

**Harassment:** Harassment may include, but is not limited to, the following types of conduct that is taken because of an individual's protected classification.

Harassment can consist of virtually any form or combination of verbal, physical, visual or environmental conduct. It need not be explicit, or even specifically directed at the victim. Sexually harassing conduct can occur between individuals of the same or different genders.

Harassment is not limited to conduct taken only by District employees. Under certain circumstances, harassment can also include conduct taken by those who are not employees, such as appointed officials, individuals providing services under contracts, volunteers, or even members of the public.

Harassment includes, but is not limited to, the following misconduct:

Verbal Harassment – For example, epithets, derogatory comments or slurs on the basis of actual or perceived race, religious creed, color, national origin, ancestry, physical handicap, medical condition, age, marital status, sex, sexual orientation, political opinions or affiliations, or lawful employee organization activities. Verbal harassment may also include sexual remarks, well-intentioned compliments about an individual's clothing, body, or sexual activities, or race-oriented stories or jokes.

Physical Harassment – For example, assault, unwelcome touching, impeding or blocking movement and/or any physical interference with normal work or movement when directed at an individual on the basis of race, religious creed, color, national origin, ancestry, physical handicap, medical condition, age, marital status, sex, sexual orientation, political opinions or affiliations, or lawful employee organization activities. This includes, but is not limited to, kissing, punching, grabbing, patting, propositioning, leering, looking an individual's up and down, blocking an individual's path, or making explicit or implicit job threats or promises in return for submission to physical acts.

Visual Forms of Harassment – For example, derogatory posters, notices, bulletins, cartoons, drawings or other advertisements on the basis of actual or perceived race, religious creed, color, national origin, ancestry, physical handicap, medical condition, age, marital status, sex, sexual preference, political opinions or affiliations, or lawful employee organization activities. This includes, but is not limited to posters, cartoons, graffiti, magazines, videos, computer graphics, Internet sites or other electronic media.

Sexual Harassment – Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature where submission is made a term or condition of employment, where submission to or rejection of the conduct is used as the basis for employment decisions, or where the conduct is intended to or actually does unreasonable interfere with an individual's work performance or creates an intimidating, hostile, or offensive work environment.

Conduct that seems innocent or trivial to one individual may constitute harassment to another individual.

Retaliation: Any adverse conduct taken because an individual has reported discrimination or harassment or has participated in the complaint and investigation process described in this policy. "Adverse conduct" includes, but is not limited to: taking sides because an individual has reported discrimination or harassment, shunning and avoiding an individual who reports discrimination or harassment or real or implied threats of intimidation to prevent an individual from reporting discrimination or harassment.

#### GUIDELINES FOR IDENTIFYING HARASSMENT:

To help clarify what constitutes harassment in violation of this policy, the following guidelines are provided:

Harassment includes any conduct which would be “unwelcome” to an individual of the recipient’s same protected classification, and which is taken because of the recipient’s protected classification.

It is no defense that the recipient appears to have voluntarily “consented” to the conduct at issue. A recipient may not protest for many legitimate reasons, including the need to avoid being insubordinate or to avoid being ostracized.

Simply because no one has complained about a joke, gesture, picture, physical contact, or comment does not mean that the conduct is welcome. Harassment can evolve over time. Small, isolated incidents might be tolerated up to a point. The fact that no one is complaining now does not preclude anyone from complaining if the conduct is repeated in the future.

Even visual, verbal and/or physical conduct between two employees who appear to welcome it can constitute harassment of a third applicant, officer, official, employee or contractor who observes the conduct or learns about the conduct later. Conduct can constitute harassment even if it is not explicitly or specifically directed at an individual.

Conduct can constitute harassment in violation of this policy even if the individual engaging in the conduct has no intention to harass. Even well-intentioned conduct can violate this policy if the conduct is directed at, or implicates a protected classification, and if an individual of the recipient’s same protected classification would find it offensive (e.g., gifts, over attention, endearing nicknames).

#### RESPONSIBILITIES:

It is the responsibility of all managers, supervisors, employees and contractors of the District to comply with the provisions of this policy. Further responsibility for the policy is delegated as follows:

Managers and supervisors are responsible for:

1. Informing employees of this policy.
2. Modeling appropriate behavior; specifically refraining from discrimination, harassment or retaliation.
3. Taking all steps necessary to prevent discrimination, harassment or retaliation from occurring.
4. Receiving complaints in a fair and serious manner, documenting steps taken to resolve complaints and taking such steps in a timely manner.

5. Monitoring the work environment and taking immediate appropriate action to stop potential violations, such as removing inappropriate pictures or correcting inappropriate language or revising any practice that may result in discrimination, harassment or retaliation.
6. Following up with those who have complained to ensure that the practice or behavior has stopped and that there are no reprisals.
7. Informing those who complain of discrimination, harassment or retaliation of his or her option to contact the EEOC or DFEH regarding alleged policy violations;
8. Assisting, advising, or consulting with employees and the Human Resources Manager regarding this policy and the complaint procedure.
9. Assisting in the investigation of complaints involving employees, and if the complaint is substantiated, recommending appropriate change in practice, corrective or disciplinary action or other sanction in accordance with District policies, up to and including termination.
10. Implementing appropriate disciplinary and remedial actions.
11. Reporting potential violations of this policy of which he or she becomes aware, regardless of whether a complaint has been submitted to the Battalion Chief or Human Resources Manager.
12. Participate in periodic training and scheduling employees for training.

All employees, appointed officials, volunteers and contractors are responsible for:

1. Treating all individuals with respect and consideration.
2. Modeling appropriate behavior.
3. Participating in periodic training.
4. Fully cooperating with any District investigation by responding fully and truthfully to all questions posed during the investigation.
5. Maintaining the confidentiality of any investigation that the employer conducts by not disclosing the substance of any investigatory interview, except with their union or legal counsel and as directed by the Battalion Chief or Human Resources Manager

6. Reporting any act he or she believes in good faith constitutes discrimination, harassment or retaliation as defined by this policy to his or her immediate supervisor, the Battalion Chief or the Human Resources Manager.

#### DISSEMINATION OF POLICY:

A copy of this policy shall be provided to all managers, supervisors, employees and individuals providing services pursuant to a contract, appointed officials, and volunteers of the District upon adoption and as provided below. Managers, supervisors, employees of the District shall receive periodic training on this policy. The policy may be updated from time to time and redistributed.

Each individual identified in paragraph one above will be asked to sign a statement that he or she has received this policy. This policy and statement will also be provided by the Fire Chief or designee upon hire, when District trainings are provided on this topic and when the policy is updated.

#### COMPLAINT PROCESS AND PROCEDURES:

To accommodate the unique and sensitive nature of discrimination, harassment and retaliation complaints, a separate process is provided for the primary purpose of resolving these complaints at the earliest possible date. This process is described below:

- A. An employee, job applicant, contractor, or volunteer who believes he or she has been discriminated against harassed or retaliated against in violation of this policy should immediately make a complaint orally or in writing with any of the following individuals. There is no need or requirement to follow the chain of command.
  1. Employee's supervisor
  2. Any supervisor or manager of the District
  3. Fire Chief
  
- B. The supervisor or manager receiving a complaint is responsible for doing all of the following:
  1. Oral complaints must be followed up in writing and submitted within seven (7) business days after the original verbal complaint.
  2. Written complaints are to be submitted within seven (7) business days.
  3. Collect and preserve any physical evidence that is readily available or may be time or weather sensitive.

4. Obtain a preliminary statement from the complainant and any immediately available witnesses.
5. Provide notice of the complaint to the Fire Chief. If the complaint involves the Fire Chief, the complaint shall be forwarded to the President of the Board. In providing notice, the supervisor shall forward the Complaint documentation to the Fire Chief and shall immediately advise the Fire Chief should the complaint involve serious misconduct of a criminal nature.
6. Provide a copy of the Complaint Control Form to the complainant if the complaint is made in person.

#### COMPLAINT INVESTIGATION:

The Fire Chief will be responsible for the assignment of the complaint for investigation. A copy of the Complaint will be forwarded to the investigator assigned to investigate the complaint. The investigator(s) may be chosen from internal or external sources depending on the nature and severity of the alleged misconduct. If a written investigation report is requested by the Fire Chief, the investigator shall issue findings on each allegation in the complaint as provided under this policy.

Allegations that a District employee violated a criminal law (felony or misdemeanor) in connection with the same issues raised in a complaint of discrimination, harassment or retaliation shall be investigated by the Lakeport Police Department or the appropriate outside law enforcement agency. An internal administrative investigation may also be conducted concurrently with or after the completion of the criminal investigation, at the discretion of the Fire Chief or his/her designee.

Supervisors who become aware that a District employee is the subject of a criminal investigation which involves alleged discrimination, harassment or retaliation prohibitive by this policy are required to immediately complete complaint documentation and route it to the Fire Chief.

Investigations will include an interview process. Employees whose conduct is the focus of the investigation will be presented with a "Notice of Interview" letter. The letter will include the following:

- A statement of the nature of the investigation including the allegation of misconduct. This statement will include the date(s) of actions under investigation, if known.
- A listing of any statutes and/or rules and policies or orders that may have been violated.
- The name and rank of the officer, manager or contract investigator in charge of an interrogation, the interrogating officer(s), and all persons to be present during the investigation.



- A statement advising the employee of the right to have a representative who is not subject to the investigation present at his/her own cost.
- Specify the date, time and location of interview.
- Notice that the meeting will be recorded and advise the employee of the right to bring his/her own recording device. A sample Notice of Interview letter is attached, as Appendix B. Individuals who are interviewed as witnesses, and whose conduct is not the subject of the investigation will receive a witness notification.

At the beginning of any interview of an employee who has been accused of misconduct, the investigator shall provide that employee with an admonition. This admonition shall be read aloud to the employee and provided in writing

Should the complaint involve the investigation of a safety employee, the investigation shall be conducted in accordance with the Firefighter Procedural Bill of Rights Act, if applicable.

The District takes a proactive approach to potential policy violations and will conduct an investigation if its officers, supervisors or managers become aware that discrimination, harassment or retaliation may be occurring, regardless of whether the recipient or third party reports a potential violation.

An individual has the option to report discrimination, harassment, or retaliation to the EEOC or the DFEH. These administrative agencies offer legal remedies and a complaint process. The nearest offices are listed in the government section of the telephone book or employee can check the posters that are located on employer bulletin boards for office locations and telephone numbers. General information can also be found on the EEOC and DFEH websites, located at [www.eeoc.gov](http://www.eeoc.gov) and [www.dfeh.ca.gov](http://www.dfeh.ca.gov).

Upon notification of a complaint alleging a violation of this Policy, the Fire Chief or designee shall:

- Review the factual information gathered through the investigation to determine whether the alleged conduct action or practice constitutes discrimination, harassment, or retaliation, giving consideration to all factual information, the totality of the circumstances, including the nature of the conduct and the context in which the alleged incidents occurred.
- Report a summary of the determination as to whether discrimination, harassment, or retaliation occurred, and whether/what action should be taken to remedy or redress such occurrence. Report same to appropriate individuals, including the Fire Chief, the complainant, the accused, and other personnel determined to be relevant except, however that if discipline or other appropriate sanction is imposed on a manager, supervisor or employee, the discipline or other sanction will not be communicated to the complainant. Such report will be made available to the complainant with due diligence from when the complaint was filed.

- If conduct, action or practice in violation of this policy occurred, take and/or recommend to the appointing authority prompt and effective remedial action. Any disciplinary action or other appropriate sanction is taken will be commensurate with the severity of the offense and will comply with any applicable disciplinary procedures.
- Take reasonable steps to protect the complainant from further discrimination, harassment, or retaliation.
- Take reasonable steps to protect the complainant from any retaliation as a result of communicating the complaint.

#### CONFIDENTIALITY:

Every possible effort will be made to assure the confidentiality of complaints made under this policy. Complete confidentiality cannot occur, however, due to the need to fully investigate and the duty to take effective remedial action. As a result, confidentiality will be maintained to the extent possible. An individual who is interviewed during the course of an investigation is prohibited from discussing the substance of the interview except with his/her union or legal representative and as otherwise directed by a supervisor or the Human Resources Manager. Any individual who discusses the content of an investigatory interview except with his/her union or legal representative will be subject to discipline. The employer will not disclose a completed investigation report, except, as it deems necessary to support a disciplinary action, to take remedial action, to defend itself in an adversarial proceeding, or to comply with the law or a court order.

#### OTHER:

Romantic or sexual relationships between supervisors and subordinate employees are strongly discouraged. There is an inherent imbalance of power and potential for exploitation in such relationships. The relationship may create an appearance of impropriety and lead to charges of favoritism by other employees. A welcome sexual relationship may change with the result that sexual conduct that was once welcome becomes unwelcome and harassing.

**RESOLUTION NO. 2695 (2018)**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LAKEPORT ESTABLISHING A  
PROTOCOL FOR THE APPOINTMENT OF DIRECTORS TO THE LAKEPORT FIRE  
PROTECTION DISTRICT BOARD**

**WHEREAS**, the Lakeport Fire Protection District, an independent special district, was originally created in or about 1955;

**WHEREAS**, a resolution authorizing the Lakeport Fire Protection District to Annex the City of Lakeport was adopted in 1999;

**WHEREAS**, to the extent such an annexation resulted in the creation of a new board of directors for the Lakeport Fire Protection District, Health and Safety Code section 13837 provides that the district board for that District may be either elected or appointed by the county board of supervisors and the city councils in which the District is located;

**WHEREAS**, Health and Safety Code section 13837 further provides that if a fire protection district board is to be appointed, the board of supervisors and the city council or councils shall appoint directors to that board according to the proportionate share of the population of that portion of the county and each city within the district, provided that the board of supervisors and each city council shall appoint at least one director;

**WHEREAS**, the determination of whether the directors of a fire protection district shall be elected or appointed is made by a fire protection district at the time of district formation and, the Lakeport Fire Protection District has not determined to change from an appointed board to an elected board as authorized by Health and Safety Code section 13848;

**WHEREAS**, in a 2004 agreement executed by the Lakeport Fire Protection District and the City of Lakeport, the two entities agreed to the appointment of district board members as follows: Two persons residing within the city limits of Lakeport would be nominated by the city; Two members residing in the unincorporated area of the District would be appointed by the County Board of Supervisors, and a fifth member would be nominated by the four District Board members; and

**WHEREAS**, the City Council wishes to establish a protocol for appointment of the board members of the Lakeport Fire Protection District which is consistent with the mandates of state law while still compatible with the desires of the City of Lakeport and the Lakeport Fire Protection District as expressed in the above-

referenced 2004 agreement between the two parties.

**NOW, THEREFORE, BE IT RESOLVED**, by the City Council of the City of Lakeport as follows:

**Section 1:** The Recitals are adopted as true and correct.

203760.4

**Section 2:** The protocols established by this Resolution shall not take effect unless and until the Lake County Board of Supervisors agrees to the appointment of directors to the Lakeport Fire Protection District by the City Council and the Board of Supervisors according to the proportionate share described below.

**Section 3:** The Lakeport City Council shall appoint two (2) members to a five (5) member board of directors for the Lakeport Fire Protection District and the remaining three (3) members shall be appointed by the Lake County Board of Supervisors. Any then-existing board of directors for the Lakeport Fire Protection District may make recommendations for member appointments to either or both the Lakeport City Council and/or the Lake County Board of Supervisors. Said recommendations shall be considered by the City Council, but shall not be determinative. The appointments to be made by the County and the City have been determined according to each entity's proportionate share of population with the Lakeport Fire Protection District based upon the 2010 census and redistricting data available. When updated census data or other reliable population information becomes available in the future, each entity's proportionate share of population may change; in such case, the County and the City shall meet and confer in good faith to determine whether such change necessitates a change in the proportionate number of appointments to be made by each entity.

**Section 4:** The appointment of two (2) of the five (5) Lakeport Fire Protection District board members by the City Council shall follow the standard practice of the City to advertise and seek applications from interested members of the public who are eligible to serve.

**Section 5:** Pursuant, to Health and Safety Code section 13841, each member of the Lakeport Fire Protection District board shall be a resident of the District.

**Section 6:** Pursuant to Health and Safety Code section 13843, the term of office of each member of the Lakeport Fire Protection District board shall be four (4) years and the terms shall be staggered. Initially, appointments shall be made as follows: There will be two vacancies on the District Board as of January 1, 2019, one of which will be filled by an appointment made by the City and one of which will be filled by an appointment made by the County. The remaining three District Board members shall continue on the District Board until January 1, 2020, at which time their terms shall expire. The City shall then appoint one District Board member and the County shall appoint two District Board members to begin service at that time. Recommendations may be made by the District Board for any and all of the appointments to be made both initially and as to future terms.

**Section 7.** This Resolution is intended to modify Section VIII of the Agreement for Annexation of the City of Lakeport Fire Department by the Lakeport Fire Protection District made and entered into January 26, 2004. The City Council hereby authorizes the City Manager or her designee to execute an amendment to that Agreement with the Lakeport Fire Protection District consistent with the terms of this Resolution.

**Section 8.** This Resolution shall take effect immediately upon its adoption.

**PASSED, APPROVED AND ADOPTED** at a regular meeting of the City Council of the City of Lakeport held this 4th day of December, 2018.

AYES: Mayor Turner, Council Members Barnes, Mattina, Parlet and

Spurr NOES: None

ABSENT:

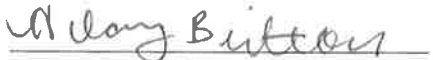
None


ABSTAIN:

None

  
MIREYA G. TURNER, Mayor

ATTEST:

  
HILARY BRITTON, Deputy City Clerk

<p><b>Lakeport Fire Protection District</b></p>	
<p><b>DATE APPROVED:</b> <b>BOARD CHAIR:</b> _____</p>	<p><b>SUBJECT: Medical Debt Forgiveness-Volunteers</b> <b>FIRE CHIEF:</b> _____</p>

**Purpose:** The purpose of this policy is to set forth the guidelines and procedures for forgiving unpaid patient care and ambulance transport charges for District volunteers.

**Policy and Procedure:**

The insurance provider of active District volunteers, as well as their spouse/domestic partner and IRS-defined dependent children, provided said spouse and IRS-defined dependent children live in the same household with the volunteer, will be billed for their ambulance transport. If there is a balance due for ambulance transport charges, after the volunteer’s insurance company has been billed and they have paid, the payment received from the insurance provider will be considered payment in full and no further collections will be sought for outstanding balance. The outstanding balance will be “written off.”