



**CALAVERAS CONSOLIDATED FIRE PROTECTION  
DISTRICT**  
6501 Jenny Lind Road, Valley Springs, CA 95252  
Telephone: (209) 786-2227  
[www.calcofire.org](http://www.calcofire.org)

**Regular Meeting Agenda**  
**June 23, 2025**

**CLOSED SESSION 5:00PM**

**1. ROLL CALL**

**BOARD MEMBER:** Keith Hafley, Sam Harris, Ken Glissman, Ryan Hamre, Patrick Sullivan, Garrett Robertshaw, Kyle Harvey, Roberta Corso, Michael Rodgers

**STAFF:** Fire Chief Dickinson, and Rose Beristianos

**2. ADJOURN TO CLOSED SESSION**

**A.** Public Employee, Evaluation of Performance (Gov. Code 54957.B.1)

**B.** Conference with Labor Negotiators (Gov Code Section 54957.7)

District Designated Representatives

Employee Organization: Calaveras Professional Firefighters Union IAFF Local 5149

**CALL TO ORDER 6:00PM REGULAR SESSION**

**3. PLEDGE OF ALLEGIANCE**

**4. MOMENT OF SILENCE:** To recognize and honor the efforts of the American Service Member and Public Safety Personnel

**5. ROLL CALL:**

**BOARD MEMBER:** Keith Hafley, Sam Harris, Ken Glissman, Ryan Hamre, Patrick Sullivan, Garrett Robertshaw, Kyle Harvey, Roberta Corso, Michael Rodgers

**STAFF:** Fire Chief Dickinson, and Rose Beristianos

**6. REPORT OUT OF CLOSED SESSION**

**A.** Public Employee, Evaluation of Performance (Gov. Code 54957.B.1)

**B.** Conference with Labor Negotiators (Gov Code Section 54957.7)

District Designated Representatives

Employee Organization: Calaveras Professional Firefighters Union IAFF Local 5149

**7. BADGE PINNING**

**8. PUBLIC COMMENT:** The public may address the Board on any item of interest that is not on the agenda and is within the District's jurisdiction. For items that are on the agenda, public comment will be heard when the item is discussed. The Chairman reserves the right to limit each speaker to three (3) minutes per person and 15 minutes per topic. Ralph M Brown Act Gov. (Code, § 54954.3(b).) By law, the Board of Directors cannot make decisions on matters not on the agenda. Ralph M Brown Act Gov. (Code, § 54954.2(a).)

**9. CONSENT CALENDAR:** The Consent Calendar includes routine financial and administrative actions and is usually approved by a single majority vote. There will be no discussion on these items prior to voting on the motion unless Board Members, the public or staff request specific items be discussed and /or removed from the Consent Calendar

- A. Approval of the Draft Minutes of May 27, 2025, Special Meeting
- B. Approval of the Regular Bills Transmittal OH187637, \$42,950.76
- C. Approval of the Regular Bills Transmittal OH188107, \$100,945.75 to be paid in July
- D. Approval of the Calcard Transmittal OH188106, \$15,997.89

## **10. FINANCE BUSINESS**

- A. Supplemental Transmittals

## **11. FIRE CHIEF'S REPORT**

## **12. OLD BUSINESS:**

- A. Discussion/Action: The well at Company One and review/select a vendor for repair

## **9. NEW BUSINESS:**

- A. Discussion/Action: Reclassify Lieutenants to Captains
- B. Discussion/Action: Adding Additional Firefighters
- C. Discussion/Action: Approve Resolution No. 20250623A, approving a pay increase for Rose Beristianos, due to the added increase in work
- D. Discussion/Action: Approve Resolution No. 20250623B, Declaring Support for the formation of the Calaveras County Chapter of California Special Districts Association and Authorizing related Actions
- E. Discussion/Action: Cordico – Employee Assistance Program, Approve Master Service Agreement with a term date of June 30, 2026
- F. Discussion/Action: Security Fence for Training prop at Company 1
- G. Discussion/Action; Purchase Container for Support Team, Crab Feed Supplies

## **10. COMMITTEE COMMENTS**

## **11. BOARD OF DIRECTOR AND FIRE CHIEF COMMENTS**

## **12. ADJOURNMENT: Next Meeting June 23, 2025**



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DISTRICT**  
6501 Jenny Lind Road, Valley Springs, CA 95252  
Telephone: (209) 786-2227  
[www.calcofire.org](http://www.calcofire.org)

**Special Meeting Draft Minutes**  
**May 27, 2025**

**CALL TO ORDER 6:00OM REGULAR SESSION**

**1. ROLL CALL**

**BOARD MEMBER PRESENT:** Keith Hafley, Sam Harris, Ken Glissman, Patrick Sullivan, Kyle Harvey, Roberta Corso, Michael Rodgers

**BOARD MEMBERS ABSENT:** Garrett Robertshaw, Ryan Hamre

**STAFF PRESENT:** Fire Chief Dickinson, and Rose Beristianos

**2. PLEDGE OF ALLEGIANCE**

**3. MOMENT OF SILENCE:** To recognize and honor the efforts of the American Service Member and Public Safety Personnel

**4. BADGE PINNING - Tabled**

**5. PUBLIC COMMENT:** Received one (1) public comment

**6. CONSENT CALENDAR:**

- A. Approval of the Draft Minutes of April 28, 2025, Regular Meeting
- B. Approval of the Regular Bills Transmittal OH187609, \$15,278.20
- C. Approval of the Calcard Transmittal OH187610, \$11,013.87

**Motion to approve the consent calendar by Ken Glissman, seconded by Kyle Harvey, passed 6 yes, 2 absent, 1 abstain**

**7. FINANCE BUSINESS**

- A. Supplemental Transmittals

**8. FIRE CHIEF'S REPORT - Chief gave his report**

**9. OLD BUSINESS: Tabled another month**

- A. Discussion/Action: The well at Company One and review/select a vendor for repair

## **9. NEW BUSINESS:**

- A.** Discussion/Action: Fiscal Year 2025/26 Recommended Budget Attestation for funds 2200,2203,2204,2205  
**Motion to approve Recommended Budget same as adopted Fiscal Year 24/25 Final Budget by Pat Sullivan, seconded by Ken Glissman, passed 7 yes, 2 absent**
- B.** Discussion/Action: Approve Resolution No. 20250527A, Establishing Calaveras Consolidated Protection District Authorized Signature for Fiscal Year 2025/26  
**Motion to approve with 5 signatures by Pat Sullivan, seconded by Ken Glissman, passed 7 yes, 2 absent**
- C.** Discussion/Action: Approve Resolution No. 20250527B, Authorizing the Calaveras County Auditors Office to make appropriate interclass budget transfers to overdrawn expense accounts  
**Motion to approve by Kyle Harvey, seconded by Pat Sullivan, passed 7 yes, 2 absent**
- D.** Discussion/Action: Review Revenue and Expenses received year to date and complete Measure A report that is required for the JPA  
**Kyle Harvey, Roberta Corso, Rose Beristianos and Chief Dickinson will get together to complete the required form**
- E.** Discussion/Action: Invitation to participate in NFPA 1582 Health and Wellness Physicals and Cancer Screenings  
**Motion to approve by Pat Sullivan, seconded by Ken Glissman, passed 7 yes, 2 absent**
- F.** Discussion/Action: Review Impact Fees and the need for an updated Nexus Study,  
**TABLED**

## **10. COMMITTEE COMMENTS – Personnel and Strategic Committee updates**

## **11. BOARD OF DIRECTOR AND FIRE CHIEF COMMENTS – Round table comments**

## **12. ADJOURNMENT: Motion to adjourn the meeting at 7:09pm by Keith Hafley seconded by Ken Glissman passed 7 yes, 2 absent**

CALAVERAS CONSOLIDATED FIRE  
PROTECTION DISTRICT

Date: 6/23/2025

MAIL ALL CHECKS

22030010

Contact: ROSE BERISTIANOS

PO BOX 579

Cell Phone: 482-3754

VALLEY SPRINGS CA 95252

Please initial any strikeouts/changes

INVOICE AMOUNT	PEID #	OBJECT NO.	INVOICE NO.	VENDOR NAME/ADDRESS	DESCRIPTION	Rd for RTRN dept
				BATCH OH187637		
				REGULAR BILLS		

**\$ 42,950.76 PLUS TAX IF NEEDED**

District agrees to retain original invoices for five years. Merchandise itemized above has been received  
or the services claimed have been performed and the expenditures are authorized and approved by

ROBERTA M CORSO  
KEN GLISSMAN  
KEITH HAFLEY  
SAM HARRIS  
RYAN HAMRE  
PATRICK SULLIVAN  
KYLE HARVEY  
MICHAEL RODGERS  
GARRETT ROBERTSHAW

I hereby approved the above claim(s) and  
certify to the correctness of the computations.

Kathy Gomez, Auditor-Controller

By: \_\_\_\_\_  
Deputy

CHIEF RICH DICKINSON

\_\_\_\_\_

## AP Entry Batch Proof

Batch ID: OH187637

Enter Date: 05/26/2025 Batch Status: BE User Total: 42,950.76

The undersigned, under penalty of perjury, states that the items on the attached claim are true and correct, that the amounts are properly due this claimant, and that no items have been previously paid. Furthermore, the articles or services specified in the attached claim were necessary, ordered for use by this department, and the articles or services have been delivered or performed as stated.

Authorized Signature: \_\_\_\_\_

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

Audited: \_\_\_\_\_

Distributed: \_\_\_\_\_

Paid: \_\_\_\_\_

User: BERISTIANOS,ROSE Batch Created By: BERISROS

Date: 06/20/2025

Report: Batch Proof (Auditor)

Time: 16:55:51

Inv Amt	450.00	22030010	CALCO-FHJLJPA	5241	Office Expense	JL:	Separate Check:	Relate To:
Invoice Date:	05/26/2025	Invoice #:	7926		CALAVERAS CONSOLIDATED FIRE	Secondary Ref:	PO#:	
Vendor:	W014762	NELSON, JOHN	2711 TEJON STREET	LODI	CA 95242		REFUND	FY RETURN
Division Code:	SPD2	Check Stock:	AP	Tax Code:	Contract:			
Inv Amt	375.00	22030010	CALCO-FHJLJPA	5241	Office Expense	JL:	Separate Check:	Relate To:
Invoice Date:	05/26/2025	Invoice #:	7927		CALAVERAS CONSOLIDATED FIRE	Secondary Ref:	PO#:	
Vendor:	W014762	NELSON, JOHN	2711 TEJON STREET	LODI	CA 95242		REFUND	FY RETURN
Division Code:	SPD2	Check Stock:	AP	Tax Code:	Contract:			
Inv Amt	2,475.00	22030010	CALCO-FHJLJPA	5241	Office Expense	JL:	Separate Check:	Relate To:
Invoice Date:	05/26/2025	Invoice #:	7928		CALAVERAS CONSOLIDATED FIRE	Secondary Ref:	PO#:	
Vendor:	W014762	NELSON, JOHN	2711 TEJON STREET	LODI	CA 95242		REFUND	FY RETURN
Division Code:	SPD2	Check Stock:	AP	Tax Code:	Contract:			
Inv Amt	300.00	22030010	CALCO-FHJLJPA	5241	Office Expense	JL:	Separate Check:	Relate To:
Invoice Date:	05/26/2025	Invoice #:	7929		CALAVERAS CONSOLIDATED FIRE	Secondary Ref:	PO#:	
Vendor:	W014762	NELSON, JOHN	2711 TEJON STREET	LODI	CA 95242		REFUND	FY RETURN
Division Code:	SPD2	Check Stock:	AP	Tax Code:	Contract:			
Inv Amt	450.00	22030010	CALCO-FHJLJPA	5241	Office Expense	JL:	Separate Check:	Relate To:
Invoice Date:	05/26/2025	Invoice #:	7935		CALAVERAS CONSOLIDATED FIRE	Secondary Ref:	PO#:	
Vendor:	W014762	NELSON, JOHN	2711 TEJON STREET	LODI	CA 95242		REFUND	FY RETURN
Division Code:	SPD2	Check Stock:	AP	Tax Code:	Contract:			

# AP Entry Batch Proof

Batch ID: **OH187637**

Inv Amt	<b>68.90</b>	22030010 CALCO-FHJLJPA	5241 Office Expense	JL:	Separate Check:	Relate To:
Invoice Date:	05/25/2025	Invoice #:	2203052525 030 601 7130 001	Secondary Ref:	PO#:	
Vendor:	0007950 AT AND T	PO BOX 5075	CAROL STREAM IL 60197-5075		REFUND	FY RETURN
Division Code:	SPD2	Check Stock:	AP Tax Code:	Contract:	<input type="text"/>	<input type="text"/>
Inv Amt	<b>10.68</b>	22030010 CALCO-FHJLJPA	5241 Office Expense	JL:	Separate Check:	Relate To:
Invoice Date:	05/28/2025	Invoice #:	2203052825 ACCT# 7542800843-9	Secondary Ref:	PO#:	
Vendor:	0004416 PG AND E	PO BOX 997300	SACRAMENTO CA 95899-7300		REFUND	FY RETURN
Division Code:	SPD2	Check Stock:	AP Tax Code:	Contract:	<input type="text"/>	<input type="text"/>
Inv Amt	<b>450.00</b>	22030010 CALCO-FHJLJPA	5241 Office Expense	JL:	Separate Check:	Relate To:
Invoice Date:	06/03/2025	Invoice #:	99234 CALAVERAS CONSOLIDATED FIRE	Secondary Ref:	PO#:	
Vendor:	0041553 GEISZLER CPA, ANTIONET	1743 GRAND CANAL BLVD STE 10	STOCKTON CA 95207		REFUND	FY RETURN
Division Code:	SPD2	Check Stock:	AP Tax Code:	Contract:	<input type="text"/>	<input type="text"/>
Inv Amt	<b>4,807.83</b>	22050010 CALCO Measure A	5241 Office Expense	JL:	Separate Check:	Relate To:
Invoice Date:	05/10/2025	Invoice #:	84866 84866	Secondary Ref:	PO#:	
Vendor:	W012766 MIDDLETON/EDWARDS	PO BOX 608	ALTAVILLE CA 95221		REFUND	FY RETURN
Division Code:	SPD2	Check Stock:	AP Tax Code:	Contract:	<input type="text"/>	<input type="text"/>
Inv Amt	<b>6,628.53</b>	22030010 CALCO-FHJLJPA	5241 Office Expense	JL:	Separate Check:	Relate To:
Invoice Date:	05/01/2025	Invoice #:	98320 CC0JLF	Secondary Ref:	PO#:	
Vendor:	W000798 COLUMBIA	22480 PARROTTTS FERRY ROAD	COLUMBIA CA 95310		REFUND	FY RETURN
Division Code:	SPD2	Check Stock:	AP Tax Code:	Contract:	<input type="text"/>	<input type="text"/>
Inv Amt	<b>2,340.36</b>	22030010 CALCO-FHJLJPA	5241 Office Expense	JL:	Separate Check:	Relate To:
Invoice Date:	03/04/2025	Invoice #:	98036 CCF0JLF	Secondary Ref:	PO#:	
Vendor:	W000798 COLUMBIA	22480 PARROTTTS FERRY ROAD	COLUMBIA CA 95310		REFUND	FY RETURN
Division Code:	SPD2	Check Stock:	AP Tax Code:	Contract:	<input type="text"/>	<input type="text"/>
Inv Amt	<b>751.18</b>	22030010 CALCO-FHJLJPA	5241 Office Expense	JL:	Separate Check:	Relate To:
Invoice Date:	04/30/2025	Invoice #:	CI050960 PIE-0019	Secondary Ref:	PO#:	
Vendor:	W007765 GOLDEN STATE	7400 REESE ROAD	SACRAMENTO CA 95828		REFUND	FY RETURN
Division Code:	SPD2	Check Stock:	AP Tax Code:	Contract:	<input type="text"/>	<input type="text"/>
Inv Amt	<b>948.07</b>	22030010 CALCO-FHJLJPA	5241 Office Expense	JL:	Separate Check:	Relate To:
Invoice Date:	05/06/2025	Invoice #:	CI050779 PIE-0019	Secondary Ref:	PO#:	
Vendor:	W007765 GOLDEN STATE	7400 REESE ROAD	SACRAMENTO CA 95828		REFUND	FY RETURN
Division Code:	SPD2	Check Stock:	AP Tax Code:	Contract:	<input type="text"/>	<input type="text"/>

# AP Entry Batch Proof

Batch ID: **OH187637**

<i>Inv Amt</i>	<b>745.97</b>	22030010 CALCO-FHJLJPA	5241 Office Expense	<b>JL:</b>	Separate Check:	Relate To:
<i>Invoice Date:</i>	05/07/2025	<i>Invoice #:</i> CI050843	PIE-0019	<i>Secondary Ref:</i>	<i>PO#:</i>	
<i>Vendor:</i>	W007765 <a href="#">GOLDEN STATE</a>	7400 REESE ROAD	SACRAMENTO	CA 95828	REFUND	FY RETURN
Division Code:	SPD2	Check Stock: AP	Tax Code:	Contract:	<input type="text"/>	<input type="text"/>
<i>Inv Amt</i>	<b>-442.94</b>	22030010 CALCO-FHJLJPA	5241 Office Expense	<b>JL:</b>	Separate Check:	Relate To:
<i>Invoice Date:</i>	05/12/2025	<i>Invoice #:</i> CC002255	PIE-0019	<i>Secondary Ref:</i>	<i>PO#:</i>	
<i>Vendor:</i>	W007765 <a href="#">GOLDEN STATE</a>	7400 REESE ROAD	SACRAMENTO	CA 95828	REFUND	FY RETURN
Division Code:	SPD2	Check Stock: AP	Tax Code:	Contract:	<input type="text"/>	<input type="text"/>
<i>Inv Amt</i>	<b>491.81</b>	22030010 CALCO-FHJLJPA	5241 Office Expense	<b>JL:</b>	Separate Check:	Relate To:
<i>Invoice Date:</i>	06/16/2025	<i>Invoice #:</i> 506454	90197	<i>Secondary Ref:</i>	<i>PO#:</i>	
<i>Vendor:</i>	0042143 <a href="#">HUNT &amp; SONS LLC</a>	PO BOX 101630	PASADENA	CA 91189-1630	REFUND	FY RETURN
Division Code:	SPD2	Check Stock: AP	Tax Code:	Contract:	<input type="text"/>	<input type="text"/>
<i>Inv Amt</i>	<b>20,600.37</b>	22030010 CALCO-FHJLJPA	5241 Office Expense	<b>JL:</b>	Separate Check:	Relate To:
<i>Invoice Date:</i>	06/16/2025	<i>Invoice #:</i> 2203061625	90197	<i>Secondary Ref:</i>	<i>PO#:</i>	
<i>Vendor:</i>	0042143 <a href="#">HUNT &amp; SONS LLC</a>	PO BOX 101630	PASADENA	CA 91189-1630	REFUND	FY RETURN
Division Code:	SPD2	Check Stock: AP	Tax Code:	Contract:	<input type="text"/>	<input type="text"/>
<i>Inv Amt</i>	<b>1,500.00</b>	22030010 CALCO-FHJLJPA	5241 Office Expense	<b>JL:</b>	Separate Check:	Relate To:
<i>Invoice Date:</i>	05/31/2025	<i>Invoice #:</i> 2203053125	MAY 2025 INVOICE	<i>Secondary Ref:</i>	<i>PO#:</i>	
<i>Vendor:</i>	0041402 <a href="#">BERISTIANOS, ROSEMARIE</a>	3573 BERKESEY LANE	VALLEY SPRINGS	CA 95252	REFUND	FY RETURN
Division Code:	SPD2	Check Stock: AP	Tax Code:	Contract:	<input type="text"/>	<input type="text"/>
System Messages:					Total	<b>42,950.76</b>



CALAVERAS CONSOLIDATED FIRE  
PROTECTION DISTRICT

Date: 6/23/2025

MAIL ALL CHECKS

22030010

Contact: ROSE BERISTIANOS

PO BOX 579

Cell Phone: 482-3754

VALLEY SPRINGS CA 95252

Please initial any strikeovers/changes

INVOICE AMOUNT	PEID #	OBJECT NO.	INVOICE NO.	VENDOR NAME/ADDRESS	DESCRIPTION	Rd for RTRN dept
				BATCH OH188107		
				TO BE PAID JULY 2025		

**\$ 100,945.75 PLUS TAX IF NEEDED**

District agrees to retain original invoices for five years. Merchandise itemized above has been received  
or the services claimed have been performed and the expenditures are authorized and approved by

ROBERTA M CORSO  
KEN GLISSMAN  
KEITH HAFLEY  
SAM HARRIS  
RYAN HAMRE  
PATRICK SULLIVAN  
KYLE HARVEY  
MICHAEL RODGERS  
GARRETT ROBERTSHAW

I hereby approved the above claim(s) and  
certify to the correctness of the computations.

Kathy Gomez, Auditor-Controller

By: \_\_\_\_\_  
Deputy

CHIEF RICH DICKINSON

\_\_\_\_\_

# AP Entry Batch Proof

Batch ID: **OH188107**

Enter Date: 06/20/2025 Batch Status: BE User Total: 100,945.75

The undersigned, under penalty of perjury, states that the items on the attached claim are true and correct, that the amounts are properly due this claimant, and that no items have been previously paid. Furthermore, the articles or services specified in the attached claim were necessary, ordered for use by this department, and the articles or services have been delivered or performed as stated.

Authorized Signature: \_\_\_\_\_

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

Audited: \_\_\_\_\_

Distributed: \_\_\_\_\_

Paid: \_\_\_\_\_

User: BERISTIANOS,ROSE Batch Created By: BERISROS

Date: 06/20/2025

Report: Batch Proof (Auditor)

Time: 16:56:50

Inv Amt	<b>42,526.55</b>	22030010	CALCO-FHJLJPA	5241	Office Expense	JL:	Separate Check:	Relate To:
Invoice Date:	<u>07/01/2025</u>	Invoice #:	78275	MBR#	7712	Secondary Ref:	PO#:	
Vendor:	<b>0033234</b>	<a href="#">SPECIAL DISTRICT RISK</a>	PO BOX 15677	SACRAMENTO	<b>CA</b>	95852	REFUND	FY RETURN
Division Code:	SPD2	Check Stock:	AP	Tax Code:	Contract:		<input type="text"/>	<input type="text"/>
Inv Amt	<b>58,419.20</b>	22030010	CALCO-FHJLJPA	5241	Office Expense	JL:	Separate Check:	Relate To:
Invoice Date:	<u>07/01/2025</u>	Invoice #:	78716	MBR#	7712	Secondary Ref:	PO#:	
Vendor:	<b>0033234</b>	<a href="#">SPECIAL DISTRICT RISK</a>	PO BOX 15677	SACRAMENTO	<b>CA</b>	95852	REFUND	FY RETURN
Division Code:	SPD2	Check Stock:	AP	Tax Code:	Contract:		<input type="text"/>	<input type="text"/>
System Messages:							Total	<b>100,945.75</b>

CALAVERAS CONSOLIDATED FIRE  
PROTECTION DISTRICT

Date: 6/23/2025

MAIL ALL CHECKS

22030010

Contact: ROSE BERISTIANOS

PO BOX 579

Cell Phone: 482-3754

VALLEY SPRINGS CA 95252

Please initial any strikeovers/changes

INVOICE AMOUNT	PEID #	OBJECT NO.	INVOICE NO.	VENDOR NAME/ADDRESS	DESCRIPTION	Rd for RTRN dept
				BATCH OH188106		
				CAL CARD		
\$ 15,997.89 PLUS TAX IF NEEDED						

District agrees to retain original invoices for five years. Merchandise itemized above has been received  
or the services claimed have been performed and the expenditures are authorized and approved by

ROBERTA M CORSO  
KEN GLISSMAN  
KEITH HAFLEY  
SAM HARRIS  
RYAN HAMRE  
PATRICK SULLIVAN  
KYLE HARVEY  
MICHAEL RODGERS  
GARRETT ROBERTSHAW

I hereby approved the above claim(s) and  
certify to the correctness of the computations.

Kathy Gomez, Auditor-Controller

By: \_\_\_\_\_  
Deputy

CHIEF RICH DICKINSON

\_\_\_\_\_

# AP Entry Batch Proof

Batch ID: **OH188106**

Enter Date:  Batch Status: BE User Total: 15,997.89

The undersigned, under penalty of perjury, states that the items on the attached claim are true and correct, that the amounts are properly due this claimant, and that no items have been previously paid. Furthermore, the articles or services specified in the attached claim were necessary, ordered for use by this department, and the articles or services have been delivered or performed as stated.

Authorized Signature: \_\_\_\_\_

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

Audited: \_\_\_\_\_

Distributed: \_\_\_\_\_

Paid: \_\_\_\_\_

User: BERISTIANOS,ROSE Batch Created By: BERISROS

Date: 06/20/2025

Report: Batch Proof (Auditor)

Time: 16:57:31

Inv Amt	<b>15,997.89</b>	22030010 CALCO-FHJLJPA	5241 Office Expense	JL:	Separate Check:	Relate To:
Invoice Date:	<input type="text" value="06/16/2025"/>	Invoice #: 2203061625	JUNE STATEMENT	Secondary Ref:	PO#:	
Vendor:	0037446	US BANK CORP PAYMENT \$	PO BOX 790428	SAINT LOUIS	MO	63179-0428
Division Code:	SPD2	Check Stock: AP	Tax Code:	Contract:	REFUND	FY RETURN
					<input type="text"/>	<input type="text"/> <input type="text"/>

System Messages:

Total **15,997.89**

## Cal Card Summary

Date	Description	Person	Amount
2-Jun	CHEVRON	BRADFORD	64.20
2-Jun	CHEVRON	BRADFORD	74.25
3-Jun	EXXON	BRADFORD	57.20
5-Jun	EXXON	BRADFORD	59.00
9-Jun	EXXON	BRADFORD	72.00
9-Jun	EXXON	BRADFORD	51.15
9-Jun	CHEVRON	BRADFORD	57.80
12-Jun	EXXON	BRADFORD	61.60
16-Jun	EXXON	BRADFORD	82.85
16-Jun	CHEVRON	BRADFORD	58.50
3-Jun	CLUTCH AND BREAK	THOMAS	8.49
21-May	APPLE	HAMRE	34.99
2-Jun	HOME DEPOT	LAMPLEY	67.15
2-Jun	HOME DEPOT	LAMPLEY	377.79
4-Jun	HOME DEPOT	LAMPLEY	70.36
5-Jun	SENDERS	LAMPLEY	12.70
11-Jun	SENDERS	LAMPLEY	-30.80
11-Jun	SENDERS	LAMPLEY	169.01
19-May	AUDIBLE	BROWN	14.95
16-May	MARINE RESCUE	NORTE	1,644.00
19-May	OREILLY	NORTE	165.77
19-May	SENDERS	NORTE	79.06
29-May	VS TIRE	ZIMMERMAN	1,500.00
3-Jun	PAUL UPTON DBA LEAK	ZIMMERMAN	350.00
30-May	VS SIGNS	ESPINAL	128.70

30-May MELLO TRANSMISSION	ESPINAL	1,902.19
2-Jun GALLS	ESPINAL	508.58
2-Jun GALLS	ESPINAL	253.54
2-Jun GALLS	ESPINAL	508.58
2-Jun GALLS	ESPINAL	254.29
2-Jun GALLS	ESPINAL	806.29
6-Jun SENDERS	ESPINAL	157.66
11-Jun GALLS	ESPINAL	254.29
21-May AMAZON	SCHMIDKE	108.24
21-May THE FIRE CENTER	SCHMIDKE	120.81
28-May IMS	SCHMIDKE	15.85
3-Jun SENDERS	SCHMIDKE	5.41
9-Jun AMAZON	SCHMIDKE	21.59
9-Jun SENDERS	SCHMIDKE	5.41
12-Jun SENDERS	SCHMIDKE	35.70
13-Jun KATOM RESTAURANT	SCHMIDKE	3,999.31
16-May CAL TEL	BERISTIANOS	43.50
26-May COMCAST	BERISTIANOS	219.16
2-Jun SILVER RAPIDS	BERISTIANOS	100.00
2-Jun VONAGE	BERISTIANOS	137.42
9-Jun STARLINK	BERISTIANOS	120.00
9-Jun CAL WASTE	BERISTIANOS	197.53
9-Jun CAL WASTE	BERISTIANOS	197.53
9-Jun CAL WASTE	BERISTIANOS	210.62
13-Jun INTERSTATE	DICKINSON	184.90
13-Jun INTERSTATE	DICKINSON	186.00
16-Jun STAPLES	DICKINSON	136.36
16-Jun ULINE	DICKINSON	76.41

June 18, 2025

Memorandum of Understanding (MOU) By and Between the Calaveras Consolidated Fire Protection District, “District” and the IAFF Local 5149, “Union”, together, the “Parties” to Reclassify Fire Lieutenants to Fire Captains, effective June 15, 2025.

## **Agreement**

The parties agree to reclassify all Fire Lieutenants in the District to the classification of Fire Captain effective June 15, 2025. The following Fire Lieutenants are included in this reclassification:

- Kayla Zimmerman
- Gabriel Espinal
- Jensen Roldan
- TJ Schmidke

## **Compensation and Benefits**

The reclassified Fire Lieutenants will be placed on the Fire Captain 2025 Salary Schedule that provides them with a minimum 5% increase over their current Fire Lieutenant pay range. Each reclassified employee will receive all other Fire Captain benefits provided in the current MOU which expires June 30, 2026.

## **Medical Leave**

Currently one Fire Captain, Randy Thomas, is on unpaid medical leave. If Mr. Thomas is released to return to work during the medical leave period and he meets the minimum qualifications to return to service, he will be reinstated as Fire Captain. Upon his return, the least senior in the Fire Captain classification will be returned to the Firefighter classification. This employee will retain all rights and benefits they have been granted as a Fire Captain except they will be a Firefighter with return rights to the first open Fire Captain position.

With this agreement, the classification of Fire Lieutenant is eliminated.

## **Personnel Policies**

This MOU is in alignment with the following District Personnel Policies:

### ***Policy 1005 Policy Manual Career Tracks***

*1005.1 PURPOSE AND SCOPE The purpose of this policy is to establish specific career tracks for each classification specification within the Calaveras Consolidated Fire Protection District.*

*1005.2 POLICY It is the policy of the Calaveras Consolidated Fire Protection District to ensure that each member is provided to the full extent, and without any limitation, the same access to advancement available to other members in each classification specification. To increase member job satisfaction and retain quality members, the District shall ensure each member understands his/her career track and the opportunity for career advancement. A career track change may also be available, if the member obtains additional education, certification or licensing, which could open other opportunities.*

*1005.3 PROCEDURE The Calaveras Consolidated Fire Protection District Fire Chief shall maintain all information on classification specifications, promotional opportunities and career tracks.*

***Policy 1006 Policy Manual Fire Officer Development***

*1006.1 PURPOSE AND SCOPE The purpose of this policy is to define the required and recommended competencies in the Calaveras Consolidated Fire Protection District Fire Officer Development program.*

*1006.2 POLICY It is the policy of the Calaveras Consolidated Fire Protection District to utilize national, state and regionally recognized standards and certification programs to train and develop members' knowledge, skills and abilities for supervisory roles.*

*For the District:*

*For IAFF L5149:*

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## Measure A

### Hiring and Reclassification

Kayla Zimmerman	Captain Step 1		
Gabriel Espinal	Captain Step 1		
Jensen Rolden	Captain Step 1		
TJ Schmidke	Captain Step 1		
Total Annual	\$	50,000	
New Firefighter	\$	72,500	
LTD Term (Need Union Neg)	\$	64,630	
Original Measure A est	\$	831,996	
Current Measure A total	\$	1,455,993	175%
Additional Funds	\$	623,997	
Employee Wages/Benefits	\$	690,000	
LT to CPT Reclassification	\$	50,000	
3 New Firefighters	\$	217,500	
	\$	957,500	
Rollover	\$	145,599	10%
Equip/Admin/Office	\$	189,279	13%
Per Limited Time FF	\$	64,630	
2026 Increase 2.5% review	\$	23,938	2.5%

**RESOLUTION NO. 20250623A**

**A RESOLUTION OF THE CALAVERAS CONSOLIDATED FIRE PROTECTION DISTRICT  
APPROVING AN INCREASE IN MONTHLY PAY ALLOWANCE FOR ROSE BERISTIANOS**

WHEREAS, Rose Beristianos has been receiving a monthly pay allowance in the amount of \$1,500; and

WHEREAS, the responsibilities and workload assigned to Rose Beristianos have significantly increased; and

WHEREAS, the Calaveras Consolidated Fire Protection District, acknowledges the value of Rose Beristianos' continued service and contributions in managing the expanded scope of duties; and

WHEREAS, it is the desire of the Calaveras Consolidated Fire Protection District to fairly compensate staff in recognition of increased responsibilities and performance.

NOW, THEREFORE, BE IT RESOLVED by the Calaveras Consolidated Fire Protection District, as follows:

1. The monthly pay allowance for Rose Beristianos shall be increased from \$1,500 to \$2,500, effective July 1, 2025.
2. This adjustment is made in recognition of the increased workload and the need to ensure fair and equitable compensation.

PASSED AND ADOPTED by the Calaveras Consolidated Fire Protection District on this 23rd day of June, 2025, by the following vote:

**AYES:**

**NOES:**

**ABSENT:**

**ABSTAIN:**

ATTEST:

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Keith Hafley, Board Chair

## **RESOLUTION 20250623B**

### **A RESOLUTION OF THE BOARD OF DIRECTORS OF THE CALAVERAS CONSOLIDATED FIRE PROTECTION DISTRICT DECLARING SUPPORT FOR THE FORMATION OF THE CALAVERAS COUNTY CHAPTER OF THE CALIFORNIA SPECIAL DISTRICTS ASSOCIATION AND AUTHORIZING RELATED ACTIONS**

**WHEREAS**, the Calaveras Consolidated Fire Protection District is a member of the California Special Districts Association (CSDA) and recognizes the value and strength of joining together with other special districts who share common interests and needs; and

**WHEREAS**, CSDA bylaws permit and encourage the establishment of local special district organizations that are eligible to be local chapters of the state association; and

**WHEREAS**, the purpose of these groups is to provide a local forum for the discussion, exchange of ideas concerning matters of importance to, and to make recommendations to the CSDA Board of Directors; and

**WHEREAS**, the special districts in Calaveras County desire to form a local Chapter of CSDA to serve a variety of purposes including learning, information sharing, participating in LAFCO discussions and LAFCO Commissioner selection and orientation, receive legislative and funding updates among many other public benefits.

#### **NOW, THEREFORE, THE BOARD OF DIRECTORS OF CALAVERAS CONSOLIDATED FIRE PROTECTION DISTRICT DOES HEREBY RESOLVE AS FOLLOWS:**

Section 1. Recitals. The Recitals set forth above are true and correct and are incorporated into this Resolution by this reference.

Section 2. Support for Formation of a Calaveras County Chapter. The Board of Directors does hereby express its support for the formation of the Calaveras County Chapter of the California Special Districts Association.

Section 3. Approval of Chapter Affiliation Agreement. The Board of Directors desires for the Calaveras County CSDA Chapter to have a formal affiliation relationship with the state association, CSDA and hereby accepts the Chapter Affiliation Agreement and its execution by the Chapter officers.

Section 4. Authorization to Serve as Chapter Officer. Members of the District Board of Directors and management staff are authorized and encouraged to attend Chapter meetings and to serve as officers of the Chapter.

Section 5. Authorization to Approve Chapter Bylaws and Vote in Chapter Matters. Members of the District Board of Directors and management staff in attendance at Chapter meetings are authorized by this Board to vote on Chapter matters through appointment of the District spokesperson.

**PASSED AND ADOPTED** by the Board of Directors of CALAVERAS CONSOLIDATED Fire Protection District, this 23rd day of June, 2024, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

Keith Hafley, President - Board of Directors

\_\_\_\_\_, DATED: \_\_\_\_\_

ATTEST:

Ken Glissman, Board Secretary

\_\_\_\_\_, DATED: \_\_\_\_\_

**CERTIFICATE OF SECRETARY**

I, Ken Glissman, the duly appointed and acting Secretary of the Board of Directors of the CALAVERAS CONSOLIDATED Fire Protection District, do hereby declare that the foregoing Resolution was duly passed and adopted at a Regular Meeting of the Board of Directors of the CALAVERAS CONSOLIDATED Fire Protection District, duly called and held on June 18, 2025.

# Chapter Bylaws\*

For The

(Name) [County/Counties/Regional] Special Districts Association

## A Chapter of the California Special Districts Association

Approved: \_\_\_\_\_  
Amended: \_\_\_\_\_  
Amended: \_\_\_\_\_

*\*These bylaws were written as a basic document to assist in the expansion and development of chapters of the California Special Districts Association (CSDA). **The portions that have been bolded are to be considered mandatory by any new chapter wishing to be affiliated with CSDA.***

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Attached: Certificate of Chapter Secretary acknowledging approval of attached Bylaws.

## **ARTICLE 1: NAME, PURPOSE and OBJECTIVES**

### **Section 1.1 Name**

The name of this Chapter shall be the (name) \_\_\_\_\_  
[County/Counties/Regional] Special Districts Association.

This Chapter is a member of the State office of the California Special Districts Association and hereinafter is referred to as the  
“ \_\_\_\_\_ [County/Counties/Regional] Chapter.”

These Chapter bylaws are intended to supplement and be consistent with the California Special Districts Association bylaws, and shall serve to guide the local activities of this Chapter.

### **Section 1.2 Purpose**

It is the purpose of this Chapter to propose and advocate constructive means for the improvement and functioning of Independent Special Districts within the [County/Counties/Region] of (name) \_\_\_\_\_ and to assist such Independent Special Districts and their governing bodies to provide an effective and efficient government that will result in benefits to the public and to cooperate with and support CSDA in fulfilling its mission.

### **Section 1.3 Objectives**

- The objectives of the (name) \_\_\_\_\_ Chapter shall be:
- A. To provide a local forum for member districts to discuss and consider issues of importance to special districts.
  - B. To establish a communication network among member districts, other chapters, and other local governmental agencies.
  - C. To carry out workshops, educational seminars and programs of mutual interest and benefits to member districts.
  - D. To make recommendations regarding policy, programs, services and legislation to the Board of Directors of the California Special Districts Association.
  - E. To inform the public about the purpose and benefits of local special district government.
  - F. To carry out joint studies which benefit the special districts in the Chapter.
  - G. To serve as the forum for LAFCO Special District Selection Committee.

### **Section 1.4 Administrative Office**

The administrative office for the transaction of the business of the (name) \_\_\_\_\_ Chapter is to be the office of the President of the Chapter. The Chapter Executive Committee is granted full power and authority to change the administrative office from one location to another within (name) \_\_\_\_\_ [County/Counties/Region] and such change shall not require an amendment of these bylaws.



## **ARTICLE 2: MEMBERSHIP**

### **Section 2.1 Types of Membership**

The two types of memberships available in the (name) \_\_\_\_\_ Chapter are Regular Memberships and Partner Memberships. Business Affiliates shall be eligible for Partner Membership.

### **Section 2.2 Qualifications for Membership**

#### **A. Regular Members:**

Any independent special district whose boundaries, in whole or in part, are within the [County/Counties/Region] of (name) \_\_\_\_\_, may become a regular member of the Chapter upon a majority vote of the regular membership and upon payment of annual Chapter dues.

Independent special districts are defined to mean districts, exclusive of school districts, which are organized and exist under and by virtue of the laws of the State of California to perform authorized local government services. A special district does not include State, County, City or School District governmental entities.

A regular member may attend and participate in all meetings and activities of the Chapter. Regular members shall have voting rights and shall be eligible to hold office in the Chapter.

#### **B. Partner Members:**

Any dependent special district whose boundaries, in whole or in part, are within the [County/Counties/Region] of (name) \_\_\_\_\_ may become a partner member upon majority vote of the regular membership and payment of Chapter dues.

In addition, any person, government agency or organization that has evidenced interest in the purposes and goals of the Chapter, but is not a special district as defined above, may also become a partner member upon approval of membership and payment of Chapter dues.

Partner members shall not have the right to vote, nor shall they serve as officers or members of the Chapter Executive Committee, except when appointed by a majority vote of the Chapter's regular members to serve in that capacity. Partner members may attend and participate in meetings and activities of the Chapter.

### **Section 2.3 Application for Membership**

Application for membership in the (name) \_\_\_\_\_ Chapter shall be by letter and payment of annual dues. The letter shall include:

- A. Type of membership requested.
- B. Name, address, telephone number, email, or fax of the applicant.
- C. Name of individual who will serve as representative and alternate from the applicant.
- D. Special districts must provide its primary functions and its enabling legislation under state law.
- E. Special districts must provide names of the current governing board members and manager.
- F. Special districts must provide a resolution by the governing board requesting membership.
- G. If applicant is from a non-special district, they must submit a statement of interests and purposes in common with the Chapter.

The application for membership and dues should be sent to the Administrative Office as stated in Article I, Section 4 of these bylaws. The Executive Committee of the Chapter may appoint a Membership Committee to review requests for membership. The Membership Committee may request additional information from the applicant. Upon completion of review, the Membership Committee shall make a recommendation to the general membership. A quorum of the regular membership will approve or disapprove the application upon a majority vote.

#### **Section 2.4 Termination of Membership**

Any member owing payment of dues for a period of (number of months) \_\_\_\_\_ months after due date shall be notified in writing by the Treasurer of delinquent dues. If such dues continue to be unpaid for an additional (number of months) \_\_\_\_\_ months, the member shall automatically cease to be a member of the Chapter. The member shall not be restored to Chapter membership without making written application for reinstatement and payment of delinquent dues to the Board of Directors.

A member district may withdraw membership in the Chapter at any time. A written notice should be sent to the Administrative Office. No refund of dues will be made.

#### **Section 2.5 Meetings of Membership**

The membership shall meet on an established basis at a time and place to be determined by the membership or the Chapter President, unless specified otherwise by the Executive Committee.

##### **A. Regular Meetings**

Regular meetings of Chapter members shall be held (monthly) (bi- monthly) (quarterly) \_\_\_\_\_ on the first day (ex. Monday) \_\_\_\_\_ of (list months) \_\_\_\_\_ at a place which has been designated by the members. Written notice of regular meetings

providing the time, place and agenda shall be mailed, faxed, or emailed to each member of the Chapter no less than thirty (30) days prior to the meeting.

**B. Annual Meeting**

The annual meeting of Chapter membership shall be held in (month) \_\_\_\_\_ of each year at such place determined by the members for the purpose of electing Officers. Written notice of the annual meeting, providing the time, place and agenda, shall be mailed, faxed or emailed to Chapter members no less than thirty (30) days prior to the date of the meeting.

**C. Special Meetings**

Special meetings of the Chapter membership may be called at any time by the President upon request of (number) \_\_\_\_\_ Chapter members. Written notice of a special meeting, providing the time, place and agenda, shall be mailed, faxed or emailed to each member of the Chapter at least (number of days) \_\_\_\_\_ before the time set for the meeting.

**Section 2.6 Rules Governing Membership Meetings**

**A. Rules of Order**

The Chapter may adopt Rules of Order to govern the meetings of the members insofar as such rules are not inconsistent or in conflict with these Bylaws or the Articles of Incorporation for the State office of the California Special Districts Association.

**B. Agenda Items**

Any active member of the Chapter may place an item on the agenda for future meetings. The item must be submitted in writing to the President at least two weeks prior to the meeting. Emergency items may be added to the agenda with less notice when approved by the President prior to the meeting.

**C. Insurance Liability**

Each member district shall provide proof of insurance that covers the member district's employees while engaged in Chapter business. There shall be no liability assumed by the agency hosting any meetings.

**ARTICLE 3: VOTING RIGHTS**

**Section 3.1 Quorum of Membership**

A quorum for all meetings of the membership shall consist of (50) percent plus one (1) of the Chapter's regular membership who are in good standing present at any meeting where a notice and agenda have been mailed, faxed or emailed not less than (number of days) \_\_\_\_\_ days in advance of the meeting date to all member district.

### **Section 3.2 Regular Membership Voting Rights**

#### **A. One Vote Per Member District**

Each regular member district shall be entitled to one (1) vote on all matters brought before the Chapter membership.

#### **B. Official Voting Representative**

The governing body of each regular member district shall designate, in writing, to the Chapter Secretary, one representative who shall exercise the district's right to vote, and one alternate who shall have the right to vote in the absence of the assigned voting representative. The vote of the district shall be cast by the designated representative of the district or the alternate member of the district.

If several members of a special district are in attendance, and no designated voting representative has been selected, they shall select one representative for voting purposes which may include a member of a Board of Directors or an administrator from a member district.

#### **C. Proxy Votes**

Proxy votes shall not be permitted.

#### **D. Partner Members Votes**

Partner members shall not have the right to vote on any matter before the (name) \_\_\_\_\_ Chapter.

### **Section 3.3 Member in Good Standing**

Any independent special district member that has paid their annual dues to the Chapter and statewide CSDA shall be entitled to vote as a regular member in good standing. Likewise, any member district that has not paid their annual dues shall not be in good standing and shall not be entitled to vote on matters before the (name) \_\_\_\_\_ Chapter.

Partner members that have paid their annual dues to the Chapter are in good standing and, while not allowed to vote on any issues, are able to participate the operations and activities of the Chapter.

### **Section 3.4 Written Ballots**

The Chapter Executive Committee may, in its discretion, authorize the voting upon any item by written ballot. The ballot must be mailed to each regular member (number of days) \_\_\_\_\_ days in advance of the voting deadline. The ballot must specify the item, the time and the date when such written ballot must be returned to the President of the Chapter.

## **ARTICLE 4: CHAPTER FINANCES**

### **Section 4.1 Annual Dues**

Annual dues shall be established following a recommendation from the Executive Committee at any regular meeting by a majority vote of eligible regular members present and shall become effective (month) \_\_\_\_\_ of the following year.

All members shall pay dues established annually by the membership.

The annual dues shall be due and payable on or before the first day of (month) \_\_\_\_\_ of each calendar year and shall be delinquent (month) \_\_\_\_\_ of each calendar year. Any member found to be delinquent in payment of dues for more than (number of months) \_\_\_\_\_ months shall cease to be a member of the Chapter.

New members shall pay their annual dues at the same time they are approved for membership into the Chapter. Membership dues for new members shall be pro-rated for the initial first year only.

### **Section 4.2 Budget**

The Executive Committee shall determine and recommend the annual budget, upon which the annual dues shall be based.

### **Section 4.3 Additional Funds**

Any additional funds required by the Chapter in the conduct of its routine business shall be raised on a vote by a majority of regular members at a regular and properly noticed meeting.

Assessments for specified and approved purposes may be levied on the members, and members shall be subject to or liable for the payment of any assessment or levy, in addition to the payment of regular dues, upon approval of such assessment by 2/3 of the Regular Membership at a regular and properly noticed meeting.

### **Section 4.4 Chapter Liability**

Neither CSDA nor a member of the (name) \_\_\_\_\_ Chapter is not individually or personally liable for the debt, liabilities or obligations of the (name) \_\_\_\_\_ Chapter.

### **Section 4.5 Annual Financial Report**

An annual summary of all receipts and disbursements during the previous year showing the opening and closing balances shall be prepared by the Treasurer or a designee.

Copies of the review shall be available to all Chapter members and filed with the Chapter President.

## **ARTICLE 5: CHAPTER ADMINISTRATION**

### **Section 5.1 Officers**

The officers of the (name) \_\_\_\_\_ Chapter shall be a President, Vice-President, Secretary and Treasurer and Immediate Past President.

The President may appoint additional officers and committee chairman as may be necessary to carry out the business of the Chapter.

For the orderly and efficient conduct of duties, the Chapter, by majority vote of the regular membership, may appoint a specified member district to serve as the Secretary and/or Treasurer. If necessary, the Chapter may choose to designate an associate member to serve as the Secretary and/or Treasurer.

### **Section 5.2 Term of Office**

Each officer shall serve for a term of (number) \_\_\_\_\_ year(s).

Any officer may be re-elected to succeed himself.

Each officer can hold only one office at a time but may rotate from office to office if elected by the regular membership.

Each officer shall hold his office until he resigns, is disqualified to serve or until his successor shall be elected or appointed.

### **Section 5.3 Qualification for Office**

Each officer shall, at the time of elections, at the time of office and throughout the term of office, be a representative of a member district.

Each officer must represent a district deemed to be in good standing.

No member district shall have more than one representative from the district serve as an officer of the Chapter at the same time.

### **Section 5.4 Nomination and Election of Officers**

The Chapter President shall activate the Nominating Committee at the (month) \_\_\_\_\_ meeting.

The Nominating Committee shall present their nominations at the (month) \_\_\_\_\_ meeting. The Nominating Committee shall also accept nominations from the floor at that time.

At the (month) \_\_\_\_\_ membership meeting, any member district through its designated representative may nominate a qualified member from the floor for office to be filled at the election. If such a nominee is elected, the individual shall be eligible to take office only after filing with the Chapter a copy of a motion or resolution adopted by the Board of Directors of the individual's district supporting such an election.

After accepting any further nominations from the floor, the Nominating Committee will conduct the election. The candidates receiving a majority of votes shall be considered elected.

The newly elected officers shall take office on (month/day) \_\_\_\_\_.

### **Section 5.5 Vacancies**

In the event that any officer at the time of taking office, or during the term of office, is no longer qualified to serve as an officer of the Chapter, the office shall become vacant and said vacancy shall be filled in a manner provided in Section 5.4.

In the event of a vacancy in the office of President, the Vice President shall assume all presidential duties.

The assumption of the office of President by the Vice President shall constitute a vacancy in the office of the Vice President. The new vacancy shall in turn be filled by a nomination and vote of the membership present at the next regular Chapter meeting.

The Vice President moving into the office of President or elected to complete an unexpired term of Vice President may be elected by the membership to a subsequent full term.

A vacancy in the office of Secretary or Treasurer shall be filled by nomination and election at the next regular meeting.

### **Section 5.6 Removal of Officers**

Officers of the (name) \_\_\_\_\_ Chapter may be removed, with or without cause, at any meeting of the general membership by the affirmative vote of a majority of the membership.

## **ARTICLE 6: DUTIES OF CHAPTER OFFICERS**

### **Section 6.1 President**

The President shall preside at all Chapter and Executive Committee meetings. The President shall have the power to appoint any Committee and Committee Chairman deemed advisable or authorized by a vote of the Executive Committee or the membership. The President shall provide a meeting agenda to the Secretary or their designee for mailing to the membership and shall perform any other duties as may be required of the office. The President shall be an ex-officio member of all Chapter committees except the Nominating Committee. The President shall be the official spokesperson for the Chapter and the official Chapter representative to all California Special Districts Association meetings.

### **Section 6.2 Vice President**

The Vice President shall perform all the duties of President in the absence of the President. It shall be the Vice President's responsibility to assist the President in every way possible to further the goals of the Chapter. The Vice President shall be elevated to the office of President at the end of their term and shall also be an ex-officio member of all Chapter Committees except the Nominating Committee.

### **Section 6.3 Secretary**

The Secretary shall keep or caused to be kept at the principal office of the Chapter a complete record of all membership and all meetings. The Secretary will prepare or caused to be prepared and mail, email or fax an agenda to the membership prior to the next meeting and the minutes of the previous meetings

### **Section 6.4 Treasurer**

The Treasurer shall collect and keep an accurate accounting of all Chapter funds and financial transactions. The Treasurer shall disburse funds as directed by the Executive Committee. The Treasurer will prepare a financial report for every Chapter meeting.

Two (2) signatures shall be required from any member of the Executive Committee to disburse Chapter funds. It shall be the responsibility of the Treasurer to obtain and maintain the authorized signatories cards required on the Chapter bank account(s) whenever there is a change in Chapter officers.

Prior to leaving office, all financial records and a complete statement of receipts and disbursements shall be submitted to the President.

### **Section 6.5 Immediate Past President**

The Immediate Past President shall serve as the Parliamentarian of the Chapter and shall make final decision on all matters of parliamentary procedure when called upon to do so by the President.

### **Section 6.6 Executive Committee**

The Executive Committee shall consist of the President, Vice President, Secretary, Treasurer and Immediate Past President.



It is the purpose of the Executive Committee to meet and provide leadership to the Chapter on issues requiring policy decisions. The Executive Committee may take positions on behalf of (name) \_\_\_\_\_ Chapter under certain emergency circumstances such as a request from the State office of the California Special Districts Association or if (number) \_\_\_\_\_ Chapter members make a recommendation for a Chapter position and time is of the essence. If the Executive Committee takes a position on behalf of the Chapter, a notice of said position will be distributed to Chapter members within 72 hours and be presented for ratification at the next regularly scheduled Chapter meeting.

Each member of the Executive Committee shall have one vote.

At the annual meeting of each year, the Executive Committee shall present an audit of fund expenditures. The Executive Committee shall also recommend the annual budget and Chapter goals and objectives. The President may convene the Executive Committee as necessary. Minutes of any Executive Committee meeting will be presented to the Chapter membership at the next regular meeting.

## **ARTICLE 7: CHAPTER COMMITTEES**

### **Section 7.1 Standing Committees**

The following committees are established as permanent standing committees of the (name) \_\_\_\_\_ Chapter. The chairperson and members shall hold office until \_\_\_\_\_ replaced or changed by the Chapter President.

#### **A. Nominating Committee**

The Nominating Committee shall consist of three members. Members are appointed by the Chapter President at the (month) \_\_\_\_\_ regular meeting and shall present their nominations for officers at the (month) \_\_\_\_\_ meeting. The Nominating Committee shall conduct and oversee the Chapter elections.

#### **B. Legislation Committee**

The Legislation Committee shall receive, review and make recommendations on all legislation of interest to the Chapter membership that is presented for enactment during the state legislative sessions.

**The (name) \_\_\_\_\_ Chapter shall not publish a legislative position that is in opposition to one taken by the State office of the California Special Districts Association, but may approve such a position at the Chapter level and recommend the position to the Statewide Association.**

#### **C. Local Government Committee**

The Local Government Committee shall maintain liaison with city governments, county government and other organizations by tracking and reporting to the Chapter related issues and activities. This committee shall further be responsible to facilitate the special district selection process for the purpose of LAFCo.

### **Section 7.2 Other Chapter Committees**

The Chapter President shall appoint other committees and committee chairmen as determined necessary to carry out the work of the Chapter.

Committees shall not commit Chapter funds without prior approval from the Executive Committee.

## **ARTICLE 8: AFFILIATIONS**

### **Section 8.1 State Office of California Special Districts Association**

The (name) \_\_\_\_\_  
[County/Counties/Regional] Special Districts Association shall be a separate legal entity in (name) \_\_\_\_\_ in support of the purposes and in cooperation with the activities of the State office of the California Special Districts Association.

All Chapter members must be members of the California Special Districts Association.

## **ARTICLE 9: AMENDMENTS TO CHAPTER BYLAWS**

### **Section 9.1 Notification of Change**

The (name) \_\_\_\_\_ Chapter shall have the power at any time to alter, amend or revise these Bylaws.

The requested change must be submitted in writing to the Secretary who shall notify all members of the proposed amendment change not less than (days) \_\_\_\_\_ days before the next regular membership meeting at which the proposed amendment will be voted upon.

Chapter bylaws and amendments to Chapter bylaws are subject to approval by the board of directors of the State office of the California Special Districts Association.

## **Section 9.2 Voting Requirements**

Voting by the general membership is required for changes to the bylaws.

Any alteration, amendment or revision to the bylaws require a two thirds (2/3) vote of the Chapter membership at a duly noticed meeting to implement any proposed bylaw change.

Unless otherwise stipulated, all amendments to the bylaws shall become effective immediately following approval by the State office of the California Special Districts Association Chapter and the Chapter membership.

### **Certificate of Chapter Secretary:**

I, the undersigned, do hereby certify:

(1) That I am the duly elected Secretary of the (name) \_\_\_\_\_  
[County/Counties/Regional] Special Districts Association Chapter, and

(2) That the foregoing Bylaws, comprising of (number) \_\_\_\_\_  
pages, constitute the Bylaws of said Chapter as duly adopted at a  
meeting of its membership.

In Witness whereof, I hereunto subscribe my name this (date) \_\_\_\_\_ of (month)  
\_\_\_\_\_, (year) \_\_\_\_\_.

(Signature of Secretary) \_\_\_\_\_  
(Typed Name of Chapter Secretary)

Therefore, any conflict between Chapter bylaws and California Special District Association bylaws shall be resolved in favor of the CSDA bylaws. Any article or section not expressly cited herein shall be read as the CSDA articles or section without modification.



## MASTER SERVICE AGREEMENT

Initial Term Start Date: 07/01/2025

Initial Term End Date: 06/30/2026

## Account Executive Information

Mary James  
Senior Account Manager - Client Growth  
mjames@lexipol.com

Lexipol LLC  
2611 Internet Blvd., Ste. 120  
Frisco, Texas 75034

## Agency Information

Kyle Harvey  
Director  
kharvey@calcofire.org  
209-265-6513

Calaveras Consolidated Fire Protection District  
129 Hwy 12  
Valley Springs, California 95252

This Master Service Agreement (the "Agreement") is entered into by and between Lexipol, LLC, a Delaware limited liability company ("Lexipol"), and the department, entity, or organization referenced above ("Agency").

This Agreement consists of:

- (a) this **Cover Sheet**
- (b) **Exhibit A** - Selected Services and Associated Fees
- (c) **Exhibit B** - Description of Services
- (d) **Exhibit C** - Terms and Conditions of Service

Each individual signing below represents and warrants that they have full and complete authority to bind the party on whose behalf they are signing to all terms and conditions contained in this Agreement.

**Calaveras Consolidated Fire Protection District****Lexipol, LLC**

Signature: \_\_\_\_\_

Signature: \_\_\_\_\_

Print Name: \_\_\_\_\_

Print Name: \_\_\_\_\_

Title: \_\_\_\_\_

Title: \_\_\_\_\_

Date Signed: \_\_\_\_\_

Date Signed: \_\_\_\_\_

Exhibit A

SELECTED SERVICES AND ASSOCIATED FEES

Agency is purchasing the following:

Order Summary

001 Annual Subscription						
Qty	Description	Unit Price	Disc (%)	Disc Amount	Tax Amount	Extended
14	Cordico Wellness App	\$2,399.00	10%	\$239.90		\$2,159.10
Discount:				\$239.90	Subtotal:	\$2,159.10

Discount:	\$239.90
Subtotal:	\$2,159.10
Tax:	
Total Due:	\$2,159.10

Discount Notes  
Lexipol Relationship

## **Exhibit B**

### **Description of Services**

#### **Cordico Wellness Solution**

Public safety personnel frequently face high-stress situations, traumatic events and unique workplace challenges that can significantly impact their mental health and overall wellbeing. In addition to these stressors, they face the stigma around asking for help and the fear of being seen as weak or unfit for duty. Lexipol's Cordico wellness solution provides a completely anonymous platform for personnel to proactively seek help. The app includes a complete range of self-assessments, one-touch access to crisis support lines, and a directory with your agency's peer support team, chaplains, and therapists. Also included are wellness toolkits with over 60 behavioral health guides on topics like family and relationships, physical fitness and nutrition, and more.

- Maintain anonymity with a single agency login.
- Provide your personnel with 24/7 access to confidential assessments and counseling resources.
- Help personnel cope with the effects of critical events and chronic exposure to trauma.
- Empower your peer support team by placing their contact information at the fingertips of your personnel.
- Improve personnel decision-making, empathy and resilience, enhancing the service your organization provides.
- Personalize your app with your agency's badge and a welcome video from your leadership.
- Support agency retirees and family members (included with agency subscription).

## Exhibit C

### Terms and Conditions of Service

These Terms and Conditions of Service (the “Terms”) govern the rights and obligations of Lexipol, LLC (“Lexipol”) and Agency under this Agreement. Lexipol and Agency may each be referred to herein as a “Party” and collectively as the “Parties.”

**1. Definitions.** Each of the following capitalized terms will have the meaning included in this Section. Other capitalized terms are defined within their respective sections, below.

**1.1 “Agency”** means the department, agency, office, organization, company, or other entity purchasing and/or subscribing to Lexipol Services, as may be further denoted on the cover sheet to which these Terms are attached.

**1.2 “Agency Data”** means all data, information, and content owned by Agency for purposes of identifying authorized users, confirming departmental information, or which are ancillary to receipt of Lexipol Services.

**1.3 “Agreement”** means the combination of the cover sheet; Exhibit A (“Selected Services and Associated Fees”); Exhibit B (Description of Services); this Exhibit C (“Terms and Conditions of Service”); and any other documents attached hereto and expressly incorporated herein by reference.

**1.4 “Custom Agreement Terms”** refers to an optional section within Exhibit A which allows the Parties to modify this Agreement and/or incorporate additional exhibits or addenda by reference.

**1.5 “Initial Term”** means the initial period of time in which Agency has elected to receive Lexipol Services.

**1.6 “Initial Term Start Date”** is specified on the cover sheet and represents the first day of the Initial Term.

**1.7 “Initial Term End Date”** is specified on the cover sheet and represents the last day of the Initial Term.

**1.8 “Lexipol Content”** means all content in any format including but not limited to written content, images, videos, data, information, and software multimedia provided by Lexipol and/or its licensors via the Services.

**1.9 “Services”** means all products and services, including but not limited to all online services, software subscriptions, content licensing, professional services, and ancillary support services as may be offered by Lexipol and/or its affiliates.

**2. Term; Renewal.** This Agreement becomes enforceable upon signature by Agency’s authorized representative, and effective as of the Initial Term Start Date. Following the Initial Term, this Agreement shall automatically renew in successive one-year periods (each, a “Renewal Term”) unless terminated as set forth herein. The Initial Term and all Renewal Terms collectively comprise the “Term” of this Agreement.

### **3. Termination.**

**3.1 For Convenience; Non-Appropriation.** During the Initial Term, this Agreement may only be terminated through mutual written approval from an authorized representative of each Party. Following the Initial Term, this Agreement may be terminated by either party for convenience (including due to lack of appropriation of funds for Agency) by providing sixty (60) days written notice to the other Party. NOTE: Fees paid for Online Services are not eligible for refund, proration, or offset in the event of termination for convenience by Agency. Fees pre-paid for Professional Services may be eligible for refund, proration or offset to the extent such Services have not been delivered.

**3.2 For Cause.** This Agreement may be terminated by either party, effective immediately, (a) in the event the other party fails to discharge any material obligation, including payment obligations, or remedy any material default hereunder for a period of more than thirty (30) calendar days after it has been provided written notice of such failure or default; or (b) in the event that the other party makes an assignment for the benefit of creditors or commences or has commenced against it any proceeding in bankruptcy, insolvency or reorganization pursuant to the bankruptcy laws of any applicable jurisdiction.

**3.3 Effect of Expiration or Termination.** Upon the expiration or termination of this Agreement for any reason, Agency’s access to the Services herein shall cease unless Lexipol has, in its sole discretion, provided for their limited continuation. Termination or expiration of this Agreement shall not, however, relieve either party from any obligation or liability that has accrued under this Agreement prior to the date of such termination or expiration, including payment obligations.

**4. Fees; Invoicing.** Lexipol will invoice Agency at the commencement of the Initial Term and thirty (30) days prior to the commencement of each Renewal Term, if applicable. Agency agrees to remit payment within thirty (30) calendar days of receipt

of Lexipol's invoice. Payments may be made electronically through Lexipol's online customer portal or by mailing a check to Lexipol, LLC at PO Box 676232 Dallas, TX 75267-6232 (Attn: Accounts Receivable). Agency is responsible for all third-party fees (e.g., wire fees, bank fees, credit card processing fees) incurred when paying electronically, and such fees are in addition to those listed on Exhibit A. Lexipol reserves the right to increase fees for Renewal Terms following notice to Agency. All fee amounts stated in Exhibit A are exclusive of taxes. Unless otherwise exempt, Agency is responsible for and will pay in full all taxes related to receipt of Lexipol's Services. If Agency is exempt, it must send its exemption certificate(s) to [taxes@lexipol.com](mailto:taxes@lexipol.com).

**5. Terms of Service.** The following provisions govern access to and use of specific Lexipol's Services:

**5.1 Online Services.** Lexipol's Online Services include all online services offered by Lexipol and its partners, affiliates, and licensors. Online Services include, without limitation, Lexipol's Policy Knowledge Management System ("KMS"), Learning Management System ("LMS"), Cordico wellness application(s), GrantFinder, Virtual Instructor-Led Training, and the LEFTA Systems suite of solutions (collectively, the "Online Services"). Note: LMS Services include, but are not limited to: PoliceOne Academy, FireRescue1 Academy, EMS1 Academy, Corrections1 Academy, and LocalGovU.

**5.2 Professional Services.** Lexipol's Professional Services include those Services that are not part of Lexipol's Online Services and which require the direct, hands-on professional expertise of Lexipol personnel and/or contractors, including implementation support for policy manuals and software, technical support for online learning, accreditation consulting, grant writing, and projects requiring regular input from Lexipol's subject matter experts (collectively, "Professional Services"). Professional Services may also be referred to as "One-Time" Services on Exhibit A and may also include the provision of supplemental documentation from Lexipol's Professional Services team, either with this Agreement or during the provision of Service. NOTE: Agency is responsible for submitting all information reasonably required by Lexipol's grant writing team in a timely manner and always at least five (5) days prior to each grant application submission date. Agency is responsible for submissions of final grant applications by grant deadlines. Failure to timely submit required materials to Lexipol's grant writing team will result in rollover of project fees to next grant application cycle, not a refund of fees. Requests for cancellation of grant writing services which have already begun will result in a 50% fee of the total value of the service.

**5.3 Account Security.** Access to Lexipol's Services is personal and unique to Agency. Agency shall not assign, transfer, or provide access to Lexipol Services to any third party without Lexipol's prior written consent. Agency is responsible for maintaining the security and confidentiality of Agency's usernames and passwords and the security of Agency's accounts. Agency will immediately notify Lexipol if Agency becomes aware that any person or entity other than authorized Agency personnel has used Agency's account or Agency's usernames and/or passwords.

**5.4 Agency Data.** Lexipol's use of Agency Data is limited to providing and improving the Services, retaining records in the regular course of business, and complying with applicable legal obligations. Lexipol will use commercially reasonable efforts to ensure the security of all Agency Data, including technical and organizational measures to protect Agency Data against unauthorized or unlawful processing and against accidental loss, destruction, damage, theft, alteration or disclosure, including through measures specified by the National Institute of Standards and Technology (NIST). Lexipol's Services use the Secure Socket Layer (SSL) protocol, which encrypts information as it travels between Lexipol and Agency. However, data transmission on the internet is not always 100% secure and Lexipol cannot and does not warrant that information Agency transmits is 100% secure.

**5.5 Intellectual Property.** Lexipol's Services, and all Lexipol Content underlying such Services, are proprietary and, where applicable, protected under U.S. copyright, trademark, patent, and/or other applicable laws. When subscribing to Lexipol's Online Services, Agency and its authorized personnel receive a personal, limited, non-sublicensable and non-assignable license to access and use the Services in conformity with these Terms. Nothing contained in this Agreement, and no course of dealing, shall be construed as conferring any right of ownership to Lexipol's Services or Lexipol Content. Lexipol Content may be incorporated into Agency's final policy manuals, including beyond the Term of this Agreement, but Agency may not otherwise share Lexipol Content with private, for-profit, or commercial third parties, or commercialize Lexipol Content in any way. Agency acknowledges and agrees that Lexipol shall have no responsibility to update the Lexipol Content used by Agency beyond the Term of this Agreement and that Lexipol hereby disclaims and shall have no liability whatsoever for Agency's reliance on or use of modified or derivative forms of Lexipol Content including, without limitation, any revision, abridgement, condensation, expansion, compilation, or any other form in which Lexipol Content, or any portion thereof, is recast, transformed, adapted, or modified from its original form. NOTE: AGENCY ACKNOWLEDGES AND AGREES THAT, PRIOR TO USE AND FINAL PUBLICATION, ALL AGENCY POLICIES AND DAILY TRAINING BULLETINS (DTBs) HAVE BEEN INDIVIDUALLY REVIEWED AND ADOPTED BY AGENCY. AGENCY ACKNOWLEDGES AND AGREES THAT IT, AND NOT LEXIPOL, IS CONSIDERED THE "POLICY MAKER" WITH REGARD TO EACH AND EVERY SUCH POLICY AND DTB.

**6. Confidentiality.** Each Party may disclose information to the other Party that would be reasonably considered confidential,



including Agency Data (collectively, “Confidential Information”). Upon receiving such Confidential Information, each Party will: (a) limit disclosure of such Confidential Information to authorized representatives only; (b) advise its personnel and agents of the confidential nature of such Confidential Information and of the obligations set forth in this Agreement; and (c) not disclose any Confidential Information to any third party unless expressly authorized by the disclosing Party. Notwithstanding the foregoing, this section shall not operate to limit Agency’s disclosure authority pursuant to a valid governmental, judicial, or administrative order, subpoena, regulatory request, Freedom of Information Act request, Public Records Act request, or equivalent, provided that Agency notifies Lexipol of such disclosure, to the extent practicable, such that Lexipol may seek to make such disclosure subject to a protective order or other appropriate remedy to preserve the confidentiality of Lexipol’s Confidential Information and trade secrets.

**7. Warranty.** LEXIPOL WARRANTS THAT IT SHALL NOT KNOWINGLY INFRINGE THE INTELLECTUAL PROPERTY RIGHTS OF OTHERS; THAT ITS SERVICES ARE PROVIDED IN A PROFESSIONAL AND WORKMANLIKE MANNER IN ACCORDANCE WITH PREVAILING INDUSTRY STANDARDS; AND THAT THEY SHALL BE FIT FOR THE SPECIFIC PURPOSES SET FORTH HEREIN. BEYOND THE FOREGOING, LEXIPOL’S SERVICES ARE PROVIDED “AS-IS” AND LEXIPOL DISCLAIMS ALL OTHER WARRANTIES, EXPRESS, IMPLIED, OR OTHERWISE.

**8. Indemnification; Limitation of Liability.** Lexipol will indemnify, defend, and hold harmless Agency from and against any and all loss, liability, damage, claim, cost, charge, demand, fine, penalty, or expense arising directly and solely out of Lexipol’s acts or omissions in providing the Services. Each Party’s cumulative liability resulting from any claims, demands, or actions arising out of or relating to this Agreement shall not exceed the aggregate amount of fees paid by Agency to Lexipol during the twelve-month period immediately prior to the assertion of such claim, demand, or action. In no event shall either Party be liable for indirect, incidental, consequential, special, exemplary damages, or lost profits.

**9. General Terms.**

**9.1 Entire Agreement.** This Agreement embodies the entire agreement between the Parties and supersedes all prior agreements with respect to the subject matter hereof. No representation, promise, or statement of intention has been made by either party that is not embodied herein. Terms and conditions set forth in any purchase order or other document that are inconsistent with or in addition to the terms and conditions set forth in this Agreement are rejected in their entirety and void, regardless of when received, without further action. No amendment, modification, or supplement to this Agreement shall be binding unless it is made in writing and signed by both parties.

**9.2 General Interpretation.** The terms of this Agreement have been chosen by the parties hereto to express their mutual intent. This Agreement shall be construed equally against each party without regard to any presumption or rule requiring construction against the party who drafted this Agreement or any portion thereof.

**9.3 Invalidity of Provisions.** Each provision contained in this Agreement is distinct and severable. A declaration of invalidity or unenforceability of any provision or portion thereof shall not affect the validity or enforceability of any other provision. Should any provision or portion thereof be held to be invalid or unenforceable, the parties agree that the reviewing authority should endeavor to give effect to the parties’ intention as reflected in such provision to the maximum extent possible.

**9.4 Governing Law.** Each party shall maintain compliance with all applicable laws, rules, regulations, and orders relating to its obligations pursuant to this Agreement. This Agreement shall be construed in accordance with, and governed by, the laws of the state in which Agency is located, without giving effect to any choice of law doctrine that would cause the law of any other jurisdiction to apply.

**9.5 Assignment.** This Agreement may not be assigned by either party without the prior written consent of the other. Notwithstanding the foregoing, this Agreement may be assumed by a party’s successor in interest through merger, acquisition, or consolidation without additional notice or consent.

**9.6 Waiver.** Either party’s failure to exercise, or delay in exercising, any right or remedy under any provision of this Agreement shall not constitute a waiver of such right or remedy.

**9.7 Notices.** Any notice required hereunder shall be in writing and shall be made by certified mail (postage prepaid) to known, authorized recipients at such address as each party may indicate from time to time. In addition, electronic mail (email) to established and authorized recipients is acceptable when acknowledged by the receiving party.

# WELLNESS THAT WORKS

**Revolutionize Your Wellness Program  
with Comprehensive Support for Your Personnel**

Across high-risk industries like law enforcement, fire/EMS, and corrections, personnel endure relentless stress and exposure to critical incidents. Unfortunately, cultural stigmas often prevent them from seeking help, and trusted resources are hard to find. Left unaddressed, stress can lead to burnout, impaired decision-making, strained community relations, recruitment struggles and even tragic losses like suicide.

Lexipol Wellness addresses these challenges head-on, offering a holistic approach to wellness that enhances physical, mental and emotional health. Combining anonymous resources, data-driven insights and leadership support, Lexipol Wellness empowers agencies to build a culture of resilience and readiness.

## With Lexipol Wellness, Your Agency Can:



**Provide 24/7 on-demand access** to confidential resources, including crisis hotlines, self-assessments, fitness challenges and more.



**Foster a workplace culture** that values wellness, reducing burnout and strengthening morale.



**Improve personnel decision-making**, identify problems before they escalate, and create a more supportive workplace environment through peer support, all helping reduce adverse outcomes and complaints.



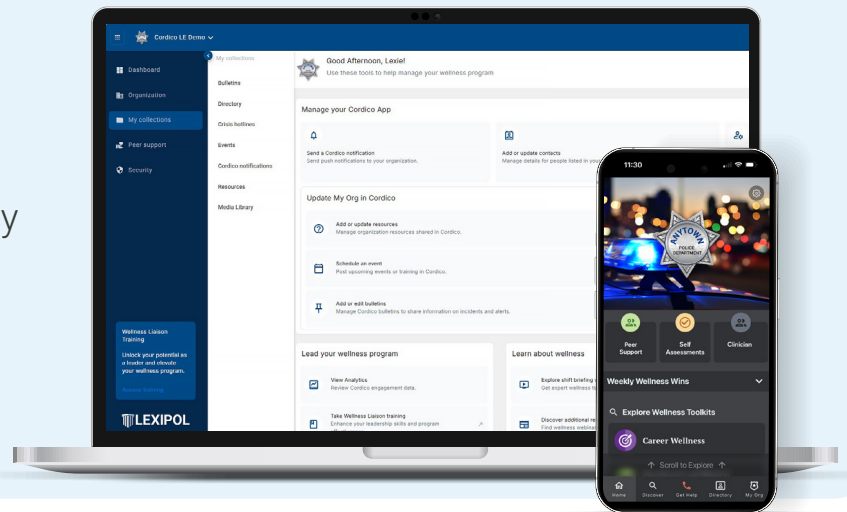
**Use real-time analytics** to identify areas of need and make data-informed improvements to your wellness program.



**Equip personnel with resources** to help them process and recover from critical events, increasing resilience.

# Holistic Support for Your Agency

At Lexipol, we understand the importance of a comprehensive wellness program. That's why we've developed a solution that addresses every aspect of wellness for your agency – from providing actionable content and resources to delivering data-driven insights and targeted training.



## Trusted and Tailored Wellness Resources for Your Personnel

### Fully Anonymous App

Fully anonymous mobile and web app providing 24/7 access to crisis support, peer supporters and clinicians, self-assessments, tools for PTSD and stress, a library of 60+ wellness topics, and agency-specific resources for active personnel, retirees and their families.

### Comprehensive Guidance

To drive wellness program success, including goal-setting, tailored strategies for engagement, and ongoing support to launch, grow and sustain your program.

### Wellness Console

Featuring real-time analytics, communication tools, customization options and training to help agency leaders optimize and refine their wellness programs.

### Peer Support and Clinician Training

Certified Peer Support and Clinician Training programs with trusted, self-paced training for public safety, equipping teams with the skills they need to support your agency's personnel.

### Wellness Liaison Training

Comprehensive training and valuable resources through a structured support program designed to empower wellness leaders to build successful programs that sustain personnel engagement.



Interested in learning about how to improve your agency's wellness program?

Scan the QR code for more.