

**GRAHAM FIRE & RESCUE
BOARD OF FIRE COMMISSIONERS
REGULAR BOARD MEETING
January 9, 2017**

CALL TO ORDER

Commissioner Barstow called the meeting to order at 7:00 p.m.

Attendance:

Present: Commissioner Gerald W. Gustafson (via phone), Commissioner Russell T. Barstow, Commissioner Adam G. Rosenlund, Commissioner Gina Blanchard-Reed, Commissioner Ryan Portmann, Fire Chief Ryan Baskett, Deputy Chief Tony Judd and Board Secretary Jodi Reynolds

Commissioner Barstow led the Pledge of Allegiance and welcomed the audience.

APPROVAL/MODIFICATION OF THE AGENDA

Commissioner Blanchard-Reed moved to move Public Comments (Input) to the top of the Agenda. Commissioner Rosenlund seconded the motion. Motion carried unanimously.

Commissioner Barstow stated the Board would hear public comments at this time and each speaker would be limited to three minutes.

Verne Pierson, 50-year member of the community with 18 years of experience as a Fire Commissioner, stated he wished to address a couple of matters very early on: Two groups of people can be censored, fined or punished with jail time for failure to do their jobs in the Fire Department – District Secretaries and Fire Commissioners. Commissioners are bound by the Revised Code of Washington and the Washington Administrative Code which clearly state the #1 priority of a Fire Commissioner is the safeguard of the interest of the taxpayers. He stated he knows two of the Commissioners were appointed and two Commissioners' positions were purchased by the Union. All four in this room and Gerry must realize it is in the best interest of this Fire Department to run it like a business. For the first time in 50 years this Department is being run like a business. For the first time in 50 years it is not an all-boys club. Chief Ryan Baskett has done an outstanding job in the time he has been Chief and deserves the support of the Fire Department and especially the Commissioners. By law, you are required to do what is in the best interest of the public, not what is in the best interest of the Union.

Eric Welsh, past President 2016, Graham Business Association, representing 50-60 business owners and members of the GBA, stated he has had the privilege for the past three and a half years to work with Chief Baskett on the GBA Executive Board. Chief Baskett has an impeccable moral compass and is a leader in regards to fiscal accountability.

Dale Kelly, past President of the Graham Business Association, member of the Pierce Co. Sherriff's Advisory Board and various other Boards and Commissions, stated he is passionate about the community. He has seen this same passion in Chief Baskett while working with him on projects in the community and the GBA. Chief Baskett was

instrumental in working with the members of the GBA to acquire the first thermal technology for the Department. He is very proud of Chief Baskett and the community is greatly served by his commitment and passion.

Robert Skaggs, 25 years of experience as Fire Commissioner for the District and past President of the Washington Fire Commissioners Association, stated Chief Baskett is well known throughout the state and throughout this community. The Commissioners must remember they are here to serve. Anything that is being said about your Chief should be said in an open public meeting, as is his right, with evidence to support any allegations that come forward. Chief Baskett is above reproach and he would not be Fire Chief if he was not. Mr. Skaggs said he completely supports Chief Baskett in everything he has done for this community. All you have to do is look around you. You are the recipient of his good works.

A business owner and Pastor in the community since 1986, stated he has been on some serious calls with the Fire Department and also called in for spiritual support for some of their people. He has just heard snippets of what the group is trying to do and he does not yet understand what the allegations are against the Fire Chief. He requested these be made public at this time to make it clear what they are accusing him of.

John Marshall, resident of Frederickson for nearly 50 years and member of the Frederickson Clover Creek Community Council for 20 years, stated he wished to thank Chief Baskett for taking care of the (tax) money sent to the Department every year. He voiced his concern that the meeting agenda was not on the website and the majority of the Commissioners did not have their biographies posted anywhere. He again thanked Chief Baskett.

A local business owner stated this was the first Board meeting he had attended, and he thought it odd to have the public speak before they know what the allegations are. He has worked with Chief Baskett in several areas including planning and on committees. He has seen him go through very difficult times and has taken care of everybody as a whole.

Commissioner Rosenlund made a recommendation to Acting Chair Barstow that because many who are present do not know what the Board's purpose is today, perhaps someone could give an overview in order to resolve any misunderstanding.

Attorney Joseph Quinn asked the Board if they would like him to explain to the audience specifically why the public comment period was moved to the beginning. Attorney Quinn explained apparently the Union Local wanted to file charges, complaints or questions regarding Chief Baskett; however, he and several of the Board members have not seen the document yet. He said he understood it was emailed to the Board members, but they all may not have received it yet. He explained he and the Board discussed moving the public comment period up to allow the Union to step forward and reveal the list of allegations, in order to share with everybody at the same time. He stated Chief Baskett wants to respond to the charges, but he has not seen them yet. The Board cannot fairly respond to the charges if they have not seen them. Moving the public comment period up would allow the Union to publicly state what was in the email to the Commissioners. He asked the audience if Russ Karns, President of the Local was present or if a representative was present. Attorney Quinn stated the Local was not required to deliver publicly the list of allegations. He recommended to the Board they go into Executive

Session to review the performance of the Fire Chief as they know it to this point, and if the list of allegations is available to any of the Commissioners, copies be made for those in Executive Session. He further explained that allegations of misconduct are usually investigated, but if the Chief's leadership style is the issue, that cannot be investigated. The Board is here to find out what the allegations are and what, if anything, should be done about them.

Acting Chair Barstow called on one more individual wishing to provide public comment.

Phil Ershler, business owner in Pierce County for the last 30+ years and local property owner and homeowner for the last six years, stated he appreciated the explanation why the Public Comment period was moved up and found it interesting the Union will not come forward to present their position publicly to the citizens. He stated he leads mountain climbing expeditions worldwide. He looks for two traits in his guides, who are similar to first responders because they go into dangerous situations that are incredibly stressful. He assumes the Board and the Union want a Fire Chief who is incredibly competent and of impeccable character. He said he would be extremely disappointed if the Board does not recognize that in Chief Baskett and hopes the guys in the Union think about who really has their backs. He expressed he supports Chief Baskett 100%.

Citizen Robert Skaggs stated he had one more question for the Board Chair. If the Board has the allegations before them, why can't they be read into public record? Acting Chair Barstow responded only a couple of the Board members received the email just a couple of hours prior to the meeting. The Board will go into Executive Session to discuss the allegations and the citizens' concerns voiced tonight. Mr. Skaggs asked if following the Executive Session the Board would reveal what the allegations are. Acting Chair Barstow responded affirmatively. Attorney Quinn added as long as there is nothing in there that is privileged, such as people's names, etc.

Commissioner Portmann requested a 15-minute Executive Session under RCW 42.30.110 (1) (g) to evaluate qualifications of a public employee or review their performance.

Commissioner Barstow announced a 15-minute Executive Session under RCW 42.30.110 (1) (g) to evaluate qualifications of a public employee or review their performance.

Commissioner Barstow announced a recess at 7:16 p.m.

The Executive Session was announced as beginning at 7:23 p.m.

An announcement was made at 7:38 p.m. to extend the Executive Session five minutes.

An announcement was made at 7:43 p.m. to extend the Executive Session five minutes.

Commissioner Barstow reconvened the Regular Board Meeting at 7:51 p.m.

Commissioner Portmann explained that during the Executive Session the Board reviewed the allegations or complaints against Fire Chief Baskett. Copies of the

allegations and the letter were being made presently and would be available to all who would like a copy.

Commissioner Portmann moved to hire a firm to conduct an assessment of Fire Chief Baskett's performance. The firm will be selected at a later date, in consultation with the Board and the District's legal counsel. Commissioner Blanchard-Reed seconded the motion. Motion carried unanimously.

Acting Chair Barstow explained that up until a couple of hours prior to tonight's meeting the Board was in the dark, too, about what was going on. In Executive Session they were able to go over everything.

APPROVAL OF THE MINUTES

Commissioner Rosenlund moved the approval of the Minutes of the Regular Board Meeting of December 26, 2016, as presented. Commissioner Portmann seconded the motion. Motion carried unanimously.

CORRESPONDENCE

WFCB Saturday Seminar Series Offerings
Pierce Co. Fire Prevention Bureau Monthly Report for December 2016 and Yearly Totals
Invitation to Graham Fire's Annual Awards Banquet on February 11th
Thank You Letter from a Citizen

FINANCIALS

Payables Checks #22169 through #22210 in the amount of \$90,790.08 and a Transfer (EFT) in the amount of \$77.86, for a total of \$90,867.94, were presented for approval.

Commissioner Rosenlund moved to accept the payables in the amount of \$90,867.94, after proper auditing. Commissioner Portmann seconded the motion. Motion carried unanimously.

Deputy Chief Judd informed the Board he had one additional financial item coming out of the Construction Fund. He distributed copies to the Board. He explained it is a wire transfer the County will process for the purchase of property adjacent to the Station 92 property from Marlar Properties, LLC. The amount is \$17,462.48, of which \$15,000 is for the purchase and \$2,462.48 is for closing costs. If approved, the wire transfer will take place tomorrow morning.

Commissioner Rosenlund moved to approve the Construction Fund wire transfer in the amount of \$17,462.48. Commissioner Blanchard-Reed seconded the motion. Motion carried unanimously.

GENERAL ADMINISTRATION

Fire Chief's Report

Chief Baskett greeted the Board and audience members and reported on the following:

Several months ago we set out to redesign our Department challenge coin. We held a Department wide design contest and voted on a winner. Thanks to Firefighter Budd and his team we now have a new coin. Attached to the Chief's Report is a picture of the new design. The new coins have been ordered and it is staff's intention to hand them out at

the February 11th Awards Banquet. Also, he reminded the Board to save the date for the Awards Banquet, February 11th.

The District hired Attorney Joe Quinn to provide training in the areas of the Open Public Meetings Act, Public Records Act and records retention rules last Friday. In attendance were Commissioners Rosenlund, Blanchard-Reed and Portmann and several staff members. The training was excellent and very educational. Thank you, Attorney Quinn.

Legislative Day is January 26th in Olympia. Chief Baskett will be attending and asked which Commissioners would be accompanying him. Commissioners Rosenlund and Blanchard-Reed responded affirmatively. Chief Baskett plans to depart from Station 94 at approximately 7:00 a.m. for those riding with him.

All temporary promotions associated with the temporary position in the Training Division took place on January 1st. A letter offering a temporary career position to Resident Firefighter Gillespie was sent out and we anticipate his start date to be January 16th.

Staff has completed the preliminary hiring process for two of the three conditional offers presented in December. Unfortunately, the number two candidate pulled himself from the process and accepted a job with another agency. I received approval from Acting Chair Barstow to make a conditional offer to the number four candidate, Allen Putz. Staff has expedited his preliminary process and all three will attend the February academy together. Chief Baskett requested, for procedural purposes, the Board make a motion and vote on the conditional offer for Allen Putz.

Commissioner Rosenlund moved to extend a Conditional Offer of Employment to Allen Putz. Commissioner Portmann seconded the motion. Motion carried unanimously.

Staff completed the volunteer membership process and is recommending three individuals for membership with the Department. Their names are: Todd Woomer, Nicholas Wehmhoefer and Albert Ngo.

Commissioner Rosenlund moved to accept Todd Woomer, Nicholas Wehmhoefer and Albert Ngo for membership as Volunteers for Graham Fire & Rescue. Commissioner Portmann seconded the motion. Motion carried unanimously.

South Sound 911. Chief Baskett informed the Board the Fire Comm transition from West Pierce Fire & Rescue to South Sound 911 is nearly completed. In December, the WPFR Board of Fire Commissioners unanimously ratified the final transition document between the two agencies and the next morning the South Sound 911 Policy Board unanimously ratified the agreement. All employees will now be under South Sound 911. This is a huge step in the overall process to consolidate dispatch services. Please see the attached email from Deputy Director Sharpe explaining the transition. The next Operations Board meeting is scheduled for January 13th and Chief Baskett will be in attendance.

Grants. Chief Baskett reported to the Board the fiscal year 2016 SAFER application period will open on Monday, January 9, 2017, at 8 am ET and will close on Friday, February 10, 2017, at 5 pm ET. Staff has reviewed this program and is not confident in our ability to get this award. We believe our only argument would be to get closer to

1710 staffing standards, which would require a significant number of new employees with no way to maintain them after the grant runs out. Chief Baskett asked the Board if they wish to expend the resources to complete this grant application process and if so, for how many people? Commissioner Rosenlund asked Chief Baskett how many employees it would take to get to the 1710 standard and he responded 15. Deputy Chief Judd added the problem is not necessarily the number of people, it is the distance we have to travel. Because half of our District is rural community, if a fire occurs in the south end we cannot make the required time frames. Commissioner Portmann stated he is not in favor of moving forward at this time. Commissioner Rosenlund asked how many staff hours are required to complete the application. Deputy Chief Judd responded 30-40 hours. Commissioner Rosenlund asked his opinion on the likelihood we could get a grant, and Chief Judd responded not likely because the financial need justification is not there. We can make the 1710 justification, but would not be able to sustain it past the two-year point. Discussion concluded.

Orting Collaboration. Chief Baskett stated he asked staff to look into options and report back to him at the next staff meeting on the following topics: operationally softening the joint border areas, coordinating training efforts and cost options for us to provide vehicle maintenance support. Also, he has attached a draft Interlocal Agreement for Graham Fire & Rescue to provide command support to Orting Valley Fire & Rescue. The text of the original document Chief Baskett drafted is in black font and Orting's recommended changes are in red and blue font. Our next joint meeting is planned for February. Chief Baskett asked the Board if they had any questions or concerns. Commissioner Portmann inquired if the agreement will be reviewed by our Attorney as well. Chief Baskett responded affirmatively. Commissioner Portmann expressed his concern he did not see a liability provision in the agreement. Chief Baskett stated when he sends the agreement to Attorney Quinn he will ask him to do the appropriate research to be sure we are covering our liability. Commissioner Portmann asked how often we would be providing command support. Chief Baskett responded it is set up to be a backfill or helping position for command support on high priority calls such as house fires when the Chief Officer and Assistant Chief are not available.

Station 92 Living Quarters. Chief Baskett informed the Board the purchase agreement has been signed and delivered to First American Title. He will be signing the closing papers tomorrow and it is scheduled to close on Friday. At that time he will turn the project over to AC Richards to get the property surveyed and begin the engineering work to update the septic system. Commissioner Rosenlund asked if the money allocated for a structure is still available from the bond, and if there was an expiration date. Chief Baskett responded the money is available and there is no expiration date. Deputy Chief Judd added that there is currently \$182,000 left in the Construction Bond Fund.

Strategic Plan. Chief Baskett recalled for the Board he had provided them with the 2009 Strategic Plan reconciliation at the December 12th meeting. He asked if they had had a chance to review it and if they have any questions. He inquired how they would like to move forward. Commissioner Portmann stated he would like to have it be a topic at a one day retreat along with some other topics to be identified during this Board meeting or the next. Discussion ensued. Commissioner Blanchard-Reed inquired if Chief Baskett had any particular priorities he would like addressed. He replied "Response" because he is always looking to make improvements. Chief Baskett stated staff would put together some possible dates and will bring them to the next meeting. He asked the

Board to contact him with any additional topics they would like included for discussion at the retreat.

Apparatus Purchase. Chief Baskett informed the Board the Logistics Division's AC Richards is in the process of ordering equipment for the two new Engines scheduled to arrive in March.

Commissioner Policies. Chief Baskett reminded the Board they had expressed an interest in developing policies to help clarify roles and responsibilities of the Board and Fire Chief. Prior to tonight's meeting, staff provided the Board with a book containing several other agencies' commissioner policies and procedures for review. He asked the Board how they would like to proceed. Commissioner Portmann stated they wished to set up a committee of two Commissioners to work with the District Secretary to draft some rules for the Board.

Commissioner Rosenlund moved to establish a committee consisting of two Board members, Commissioners Rosenlund and Blanchard-Reed, to establish Board of Commissioners Policies and Procedures. Commissioner Blanchard-Reed seconded the motion. Motion carried unanimously.

Chief Baskett added that Deputy Chief Judd will be the Board's contact for guidance on the proper format to use when drafting the policies.

NEW BUSINESS

Chief Baskett stated that in an effort to educate the citizens about the things the Department is doing, he would like to put out a newsletter. Because staff is extremely busy, he is considering utilizing an intern from a local college. The state has a program to subsidize 40% of the intern's wages. He stated he had identified some specific events from 2016 he would like to include in the newsletter. These are:

1. Cardiac Screening – Partnered with Bethel School District, MultiCare and the Nick of Time Foundation for cardiac screening of over 300 kids. Five children were identified as having serious cardiac conditions.
2. Power gurney lifts – Received a \$150,000 federal grant to purchase power gurney lifts, which are in service now. Believe we will see a decrease in back injuries as a result.
3. WSRB – Our insurance rate was lowered from 5 to 4 for the first time in 30 years.
4. State Audit – Successfully completed our 3rd consecutive State Audit without any recommendations or findings.
5. M&O Levy – Board's budget reduction and decision to not collect the full amount and leave tax dollars in the citizens' pockets.

Chief Baskett requested Board approval to sign the employer contract with the state for 40% funding for an intern, so we can start advertising for the position. He plans to have the newsletter done by the end of this quarter.

Commissioner Blanchard-Reed moved to approve the Employer Contract with the State of Washington for funding for an intern and for Chief Baskett to sign the contract on behalf of the District. Commissioner Rosenlund seconded the motion. Motion carried unanimously.

OTHER BUSINESS

None

GOOD OF THE ORDER/PUBLIC INPUT

Citizen Robert Skaggs requested the letter and attachment from the President of IAFF Local 726 to the Board of Commissioners be read aloud into the public record for those not present at this meeting.

Acting Chair Barstow read the letter from Russ Karns, President IAFF Local 726 into the public record as follows:

Date: January 9, 2017

To: Graham Fire and Rescue Board of Commissioners

From: Russ Karns, President IAFF Local 726

Commissioners,

First let me thank all of you for taking the time to meet with us and being part of a truly collaborative relationship. The time you took was very appreciated by the leadership of this Union. As you all requested, we have compiled a list of issues that brought forth this vote and ultimately a position of no confidence in Fire Chief Ryan Baskett.

It would appear Chief Baskett is attempting to move this issue to a public forum as it has recently shown up on social media with a call for citizens to come to tonight's Commissioner meeting. To be clear, this Union made a commitment to each of you that we would remain professional and afford Chief Baskett the same respect and due process we would expect for our own members. However, all indications are Chief Baskett desires to turn this into a he said, she said, public meeting fueled by emotion. This is some of the behavior that has brought us to a no confidence vote and the exact reason that all but two members, 97%, have no confidence in Chief Baskett.

Unfortunately, during discussions with our members concerning this vote, some members brought forth allegations of inappropriate comments and behavior by Fire Chief Baskett. While these employees are willing to come forth with these allegations, they have concerns of retaliation by Chief Baskett. As such we would respectfully request that the Board of Commissioners appoint an investigator or convene an Executive Session so these employees may bring forth their allegations separate of this vote of confidence. This request is made in such a manner to provide those employees protection from the Whistle Blower act.

If possible, I would also like to request a single point of contact for the Board of Commissioners. Normally I would utilize the Chairperson, but with Commissioner Gustafson currently out of town, communication with him may be difficult.

Respectfully,

Russ Karns

Commissioner Barstow then read the list of Confidence Issues into the public record, as follows:

Confidence Issues

- *Injury issues*
 - *Both the Local and the district have recognized firefighter injury rates have continued to increase over the last four years. However, the fire chief has not produced a resolution for this issue.*

Maintenance and operations levy issues

- *No account for inflation over 9 years*
- *No planning for the 2019 M & O*
- *Minimum 15 staffing*
 - *At first the district denied the promise to Increase staffing to a minimum 15. The local was told that the language of 15 minimum staffing was for the first M & O and not part of the second M & O. Once the local found multiple sources of documentation to prove that this was a promise. The district changed their stance and said yes, they did make that promise but they did not commit to a time when the increase to staffing would occur.*
- *Minimum 4 Paramedic Staffing with M&O approval*
 - *Currently operate with a minimum of 3 Paramedics*
- *Vehicle Replacement Plan*
 - *Tender to be purchased in 2017-NOT BUDGETED*
 - *E98-1 & E98-2-Refurbished in 2014 & 2015 respectively-NOT BUDGETED OR COMPLETED*
 - *Fire Engines (X2) to be purchased in 2014 & 2015-2 Engines yet to be delivered*
 - *Purchase 4 Medic Units 2014-2017*
 - *District was only able to staff 3 medic units approximately April through June 2016. District had to borrow one medic unit from Central Pierce and lease one medic unit through Gig Harbor to accomplish minimum of 3 medic units in service. The district only had one Graham medic unit at their disposal. No back-ups available. This was magnified by districts failure to follow their own recommended vehicle replacement plan.*
 - *Training-committed to increase outside training.*

- *Firefighter Training Budget=\$20,000 since 2013-just increased for the first time for 2017 Budget*
 - *2/3 of contract negotiations required Mediation.*
 - *Arbitration Hearing for demotion ruled against Fire Chief Ryan Baskett in its entirety*
 - *Failure to communicate or discuss reduction in staffing with Labor resulting in initial denial by Commissioner Board until discussions with labor were conducted*
 - *7 layoff notices provided to Firefighters with a concurrent Board resolution to provide an Administrative Secretary with a pay raise.*
 - *Layoff notices were issued prior to any notification to the individuals directly affected with the reduction in force. Notification was only provided after Board Approval and was done via email with the unprofessional and impersonal caveat to contact the Fire Chief if they had any questions.*
 - *Prematurely issued 7 layoff notices prior to discussing options with the Labor group*
 - *Layoff notices were simply not needed and were unnecessary.*
- *Bargaining in bad faith and being untruthful*
 - *Bargained a long-term disability plan that required him to treat LTD the same as L&I. When LTD occurred for a member, the Fire Chief reverted to a stance of only obligation is for FMLA language and would maintain employment for 12 weeks as that was his only requirement per FMLA language. Under the Fire chiefs plan this member's employment would have been severed from the department. This employee is curtly back on duty fulfilling his roles.*
 - *Minimum staffing of 15, continued to deny and deflect increase to staffing and stated he never made commitments to citizens and firefighters.*
 - *Prematurely negotiated his contract over a year early.*
- *Employee Relations*
 - *24 hour employees continue to feel unsupported by the administration and are treated as support positions for the 8 hour employees*
 - *Total disregard for internal employee satisfaction issues.*
 - *Formal demotion of Michael Ray, out of uniform with TV playing country music in the background prior to formal process being completed (Loudermill).*
 - *Denial of employee leave for attendance of court hearing for divorce proceedings.*
 - *Continues to make comments to employees that "we have hired too many intellectuals and not enough cowboys."*
 - *Considers himself as the CEO of an organization and views the firefighters as an equation on the balance sheet.*

- *When informed of Labor's vote, the Fire Chief informed members that "I have a lot of friends in this community and there are consequences for these actions and only the Board of Commissioners and myself can terminate my employment."*
 - *Delaying the commencement of an investigation or taking too long to complete an investigation. Decision to discipline takes too long after the misconduct is discovered suggesting the problem is either not important, the evidence is not compelling, or it took that long to "cook the books."*
 - *Multiple unprofessional and inappropriate comments made on more than one occasion. The employees have asked to keep this information private and the local is respecting that wish. There is a fear that they may be retaliated against. However, the local has been provide statements by multiple employees explaining in detail what occurred. The Local can only provide copies to the board of commissioners provided by the employees for the purpose of investigation.*
- *Strategic Planning*
 - *Incapable of analyzing and completing a comprehensive strategic plan*
 - *Identified that Officer Development is an identified organizational need and our inability to support this program due to financial limitations has significantly impacted the organization.*
 - *Failed to schedule and conduct quarterly shift/chief meetings to convey information*
 - *Wellness Initiative: Management has failed to pursue and share any progress towards employee health and wellness commitments.*

This Vote of Confidence was brought forward after many years of continued lack of collaboration and communication on behalf of the Fire Chief Ryan Baskett. The Labor Group continues to seek opportunity to improve Labor relations. As shown in the above information, Labor has had to request mediation and arbitration to have any collaborative communication with Fire Chief Ryan Baskett. Furthermore, the Labor group has had to rely on the Commissioners to direct the Fire Chief to have communication with the Labor Group as well.

EXECUTIVE SESSION

Chief Baskett requested a 30-minute Executive Session under RCW 42.30.140 to adopt a position for collective bargaining.

Commissioner Barstow announced a 30-minute Executive Session under RCW 42.30.140 to adopt a position for collective bargaining.

Commissioner Barstow announced a recess at 8:30 p.m.

The Executive Session was announced as beginning at 8:35 p.m.

An announcement was made at 9:05 p.m. to extend the Executive Session 30 minutes.

An announcement was made at 9:35 p.m. to extend the Executive Session 20 minutes.

Commissioner Barstow reconvened the Regular Board Meeting at 9:56 p.m.

ADJOURNMENT

With no further business to come before the Board, the Regular Board Meeting of January 9, 2017, was adjourned at 9:57 p.m.

Russell T. Barstow, Commissioner

Anthony D. Judd, District Secretary