

HARFORD COUNTY VOLUNTEER FIRE AND EMS ASSOCIATION BY-LAW
CHANGES

Since the Adoption of the current by-laws on April 23,2003

Article XII---BOARD OF DIRECTORS

Section 1.

The Board of Directors shall consist of one appointed representative or alternate from each member company, and the four (4) elected officers of the Association. Only the appointed representative or alternate shall have voting powers. Each member company shall forward, in writing, the name of its representative and the name of an alternate by the **FEBRUARY** meeting of the Association. Alternates to the Board of Directors shall have full voting power of the representative to the Board in the absence of said representative. In the event of a tie, the President may cast the vote to break the tie.

Section 2. (ADDITION)

Representatives and alternates to the Board of Directors of the Association shall not serve as a representative or alternate to the Board of Directors of the Harford County Volunteer Fire and EMS Fmmdation (Foundation), as provided for in the Foundation's Articles of Incorporation. Likewise, representatives or alternates to the Board of Directors to the Foundation are prohibited from serving as representatives or alternates to the Board of Directors of the Association.

Article XVII: RELATIONSHIPS WITH ALLIED ORGANIZATIONS.

Section 1.

It shall be the duty of the elected officers of this Association to promote and maintain a close working relationship with the leadership and employees of the Harford County Volunteer Fire and EMS Foundation, and/or any entity created hereto that may be charged in assisting with delivery of efficient EMS, fire or rescue services to the citizens of Harford County.

Section 2.

In support of this effort of mutual understanding, respect, and cooperation, it shall be the responsibility of the President to schedule or otherwise arrange for meetings among allied entities, with the express purpose of fostering cooperative relationships, issue resolution, or any item of mutual interest, to the extent of improving the delivery of EMS, fire, or

rescue services of the citizens of Harford County. Minutes of each meeting shall be prepared and distributed to Chief Fire and EMS officers, with recommendations for any actions referred to the Chief Officers and or EMS liaison committee chairs.

ARTICLE VII. ELECTION OF OFFICERS

Sec. 2 The, President, Vice-President, Secretary and Treasurer shall be elected for one year or until their successors are duly elected.

This amendment is added as new article VI. All succeeding article numbers should be renumbered accordingly.

Article VI. MEMBER COMPANY RESPONSIBILITIES AND DISCIPLINARY ACTIONS.

The intent of this Bylaw is to hold member Companies accountable to the SOG's, rules and Regulations, Articles of Incorporations and guidelines that was agreed to by the Association member companies.

Section 1: General Duties.

- (a) It shall be the duty of each member company to conduct themselves in a manner which reflects credit on the Fire and EMS service of Harford County.
- (b) Member companies are charged with upholding the objectives and purposes of the Association, and do their part in promoting goodwill to the public and other member companies of the Association.
- (c) All member companies shall consent upon being members of the Association to abide by the articles of incorporation, by-laws, and any rules, regulations and guidelines adopted by the Association. Failure to abide by these policies will be subject to disciplinary action as outlined in this article.

Section 2: Procedures:

Any Association Member Company or standing committee may prefer charges against any Association Member Company, in writing on appropriate letterhead. Such charges shall cite a violation or non-compliance of articles of incorporation, by-laws, and any rules, regulations and guidelines adopted by the Association.

- (a) Charges shall be submitted in writing on company letterhead to the HCVFEMSA Secretary and signed by the Company Chief and President.
- (b) Any Association Committee may submit charges on Association letterhead and must be signed by the Committee chair and Association President.

- (c) Upon receipt of charges, the secretary shall immediately report the charges to the President of the Association.
- (d) The President shall, within 48 hours, provide a copy of the charges to the charged company and the Board of Directors.
- (e) The President of the Association will appoint 3 member companies to investigate said charges and report any findings back to the Board of Directors.
- (f) The Board of Directors then has 30 days to hold a hearing on the charges. At the hearing each company may be represented by one Director.
- (g) Failure of the charging body to appear and offer documentation shall result in all charges being dropped
- (h) The Directors shall hold a hearing and render a decision as to guilt or innocence and applicable penalty even if the charged company is not present.
- (i) The Association Board of Directors will hand down a decision by 2/3 majority vote of those present and voting (Must have a quorum of 9 member companies). The secretary will notify the member company of the decision by certified mail (return receipt requested).

Section 3: Penalty's

- (a) Level I: No finding of fault or guilt, total Dismissal of charges.
- (b) Level II: Loss of voting privileges for not less than 1 month or no more than 3 months of Association, Trustee's or any Association related meetings. If a member company does not conform to a Level II penalty, said penalty may become a Level III penalty.
 - 1. Not conforming to Association Bylaws.
 - 2. Commitment to County meetings.
 - 3. Conduct unbecoming a member/member company on emergency scenes, drills or any other County related function.
- (c) Level III: Loss of voting privileges for not less than 1 month or more than 3 months Association, Trustee's or any Association related meetings and can be fined no less than \$0.00 dollars and not more than \$1,000.00 per month per incident; maximum penalty cannot exceed \$10,000 per year. The fine will be paid to the Association Treasurer, and will be place in a separate account marked penalties.
 - 1. County Audits
 - 2. 508 Funds
 - 3. Not adhering to Standards.

Section 4: Appeals

- (a) Any member company subject to a fine may file a written appeal to the HCVFEMSA secretary stating their reason of appeal within 7 days of the original decision. The Secretary will forward the appeal to the President or Vice President who will present it to the HCVFEMSA for a hearing and decision.
- (b) The HCVFEMSA will meet and decide on the appeal with-in a thirty day period of the submission.
- (c) The Appealing member company may send two representatives to speak at the appeal hearing.
- (d) The Association representatives from the appealing company will have no vote.
- (e) By a majority vote, a decision of the HCVFEMSA will be final, with no further appeal.