

UVFD Explorer Crew 3067

2011 Explorer Program & Bylaws

Objectives/Goals:

The advisors and committee members of the Explorer program at UVFD would like to once again become an active Explorer Crew, and to have at minimum 5 (five) active Explorers at all times. This goal will be achieved through recruiting at Community functions where the Fire Department is present such as Community Day, and local establishments such as Tymor Park with the approval of the Board of Commissioners and the Fire Company. We will recruit interested children of the Community that are in the 14-16 years of age group. Another goal of the program will be to train and drill with the members of the Explorers so we can prepare them for active membership, but we will also include classroom portions such as Blood Borne Pathogens, Basic First Aid, etc. The Explorers will also be strongly encouraged to attend the annual OSHA Class Parts A/B. The Explorers will also be involved in functions that involve the Community.

Officers/Advisors:

Chief Bill Griffin: Chief of Department
2nd Asst. Chief Mike Erts: 1A/1B Certified
Chief of EMS Tom Murphy
Lt. Matthew Ollivett: Chairman of Explorers; EMS/Firematic Advisor/Post Officer
Tom Russell: Asst. Chairman of Explorers; Firematic Advisor/Post Officer
Capt. Nancy Bose: Safety/EMS/Female Advisor
Brian Betchold: Firematic Advisor
Commissioner John DelBene: Firematic Advisor
Will Jordan- Recruiting Officer/Firematic Advisor

Crew 3067 Bylaws:

The UVFD Explorer Crew will follow the Explorer Policy, A-088, as outlined in the bylaws and by the Board of Commissioners and the Boy Scouts of America handbook. The post will also have a written set of bylaws that will be followed.

Explorer Policy A-088 Amended x-xx-2011

From the Boy Scout of America Explorer Handbook with modifications from Union Vale Fire District:

Fire and Emergency Services Exploring: Safety Issues

There are some issues and hazards specific to Fire and Emergency Services Explorer programs that must be considered when organizing a post. These issues are fairly unique compared with other types of Explorer posts, being a direct result of the post's affiliation with the department and the potential for hazards.

6/18/2011

Before engaging in any training activity or direct operational activities with the department, Exploring and/or department officials should investigate the legalities of Explorers participating in such activities. Most states have child labor laws that define what minors under the age of 18 may and may not participate in. Even though the individual may not be an actual member or employee of the department, these regulations may still apply. The following is a general list of guidelines that should be used for the formation of a post Explorer safety policy. As with any program, extremes of temperature, humidity, and other atmospheric conditions should be considered during any activity.

- 1) With Advisors present, Explorers may participate in Classroom Training; Fund Raising Activities, Parades, Work Details, Field Trips and Meetings.
- 2) With Advisors present and prior Board of Fire Commissioners approval, Explorers may participate in Drills (Explorer-Function Drills do not need to be pre-approved by Board as long as Advisors are present, for example Explorer Day at the Training Center)
- 3) If the event is not listed, Explorers may not participate in it.
- 4) Explorers may not participate in Calls.

All policies must fit with departmental regulations, Learning for Life regulations, and state laws. All of these issues should be resolved in the post bylaws before Fire and Emergency Services Explorer activities begin. If you have any questions about the safety of an activity not listed, contact your local Learning for Life office.

- Explorers may not be substituted for trained personnel.
- Explorers must be equipped with personal protective equipment that is appropriate for the activity being done.
- Explorers may be mobilized only as a post, with required leadership. Explorers are not on call as individuals.
- Explorers who ride on apparatus or other department vehicles must be seated and must wear a seat belt.
- Explorers may not drive department vehicles.
- Explorers may not climb aerial ladders.
- Explorers may not climb ground ladders that exceed 35 feet in length, or not supported against a structure.
- Explorers may not enter or perform ventilation procedures on a burning structure.
- Explorers may not use any tools or gloves on energized electrical equipment.
- Explorers may not operate cutting torches
- Explorers may not operate hydraulic rescue tools or equipment.
- Explorers may not handle life nets.
- **Exceptions:** Using an official training facility, the use of aerial ladders with the appropriate safety equipment, entering a controlled burn building, and operating hydraulic rescue equipment is approved.
- If there is an injury requiring Medical Treatment, the Family's Medical Insurance will be billed first, then the Boy Scout of America's Policy. The Fire District should be notified of any and all injuries.

UNION VALE FIRE CREW 3067

CONSTITUTION AND BYLAWS

Article 1: Organization

Section 1. The name of the organization is the Union Vale Crew 3067.

Section 2. The Union Vale Fire Department and the Union Vale Rescue Squad sponsor the Union Vale Fire Explorer Crew.

Section 3. The objectives of Crew 3067 are to provide the members with a basic knowledge of and career exploration opportunities in the field of leadership, fire suppression, emergency medical training, and other emergency services areas. It is also an objective of Crew 3067 to provide the members with an opportunity to be able to perform Community service to the public in their time of need, and to assist in the preparation of the members to enter the Fire or Emergency Medical Services field.

Article 2: Membership

Section 1. Explorer Membership in the Union Vale Fire Crew 3067 shall be open to all young men and women of good moral character who have reached their fourteenth (14th) birthday. New members are required to submit an Explorer application, and parental permission slip. Once approved the member may participate in Post activities. Explorers will be excused from the Post on their twenty-first (21st) birthday. Individuals who wish to stay on past their 21st birthday may apply to become an Advisor or request an extension of their membership to be approved by Post Advisors, Committee Members and the B.S.A. Explorer guidelines. Upon request from the member, a letter of recommendation will be provided at the time of separation for worthy members, for use in furthering their pursuits in the fire service. These restrictions follow B.S.A. guidelines.

Section 2. At age 16, a member of Crew 3067 may apply for membership to the Union Vale Fire Department. They may still retain their Explorer membership till age 21, if they so desire. They will still be held to the rules and bylaws of the Explorer Crew, as well as those of the Fire Department and Union Vale Fire District.

Section 3. The annual registration fee will be \$15.00 per member per year (prorated for partial year) plus \$3.00 per member per year for insurance. This fee is set by B.S.A. guidelines, and provides additional insurance coverage.

Article 3: Attendance

Section 1. Active membership in Crew 3067 is defined as: Any active person meeting the established criteria and guidelines of the bylaws; any person who has been accepted as a Crew 3067 member as described in these bylaws; and who has attended at least 50 % (half) of all Crew 3067 meetings, functions, and activities during the calendar year. If a member cannot make a scheduled meeting they must notify an advisor. If a member has been absent for more than 10 scheduled meetings an officer or advisor will make 2 attempts to contact the member. If the attempts are unsuccessful, the member will be deemed in-active. In order to be reinstated as an active member, they must be approved by the Post Advisors.

Section 2. The adult leadership of Crew 3067 shall periodically review attendance records to determine membership status of each member.

Section 3. Voting rights in all Post business are limited to active members of the Post. Business decisions are subject to the approval of the adult advisor leadership.

Section 4. A further requirement of Crew 3067 is that members maintain a C average (2.0 GPA) while completing high school. School grade records are to be made available periodically to the Post Advisors, for the purpose of determining membership status. Members that discontinue normal schooling will be required to provide proof of progress toward an acceptable equivalent education certification; i.e. proof of home-schooling or G.E.D. program. If a member's grade falls below a C average, they will be placed on in-active status. A member in this situation will then have to prove that their average is a C or above in order to regain active membership status.

Article 4: Meetings

Section 1. The officers shall set the date and time of all regular meetings. The adult leadership will set the location and approve the date and times.

Section 2. All meetings at any Union Vale Fire Department facility will be presided over by at least one (1) adult advisor as listed.

Section 3. Meetings scheduled at locations other than Union Vale Fire Department facilities are to be presided over by at least one (1) Crew 3067 adult advisor.

Article 5: Uniforms

Section 1. All Crew 3067 members shall maintain their uniforms in a clean and serviceable condition.

Section 2. All Crew 3067 members in good standing will be issued a uniform shirt. Any additional amenities shall be approved prior to wear by the adult advisors. Unauthorized altering or changing the issued uniform shall result in disciplinary action.

Section 3. As equipment becomes available, each Crew 3067 member in good standing will be issued a set of firefighting protective equipment (turnout gear). It will be the responsibility of the member to maintain accountability of this equipment. If any part of the equipment becomes unusable, the member should bring it to the attention of an adult advisor.

Section 4. At the time of departure from membership of (the) Crew 3067, all uniforms and equipment shall be returned to the Post, through one of the Post Advisors. In the event that

the Post is dissolved, all property and equipment will become property of the Union Vale Fire Department.

Section 5. The uniform shall be worn to all meetings, functions, and activities unless otherwise stipulated by the adult leadership.

Section 6. The uniform or any item identifying that person as a member of the Post shall not be worn or used in a manner for personal gain or receipt of any gratuity. Violation of this section can result from expulsion from the Post or other disciplinary actions.

Section 7. Wearing of the uniform for anything that identifies you as a Post member at any activities or functions other than Post meetings, activities, and functions is prohibited (unless Post advisors have given approval) and shall result in disciplinary action. Using Post issued equipment for anything other than Post meetings, activities, and functions shall result in disciplinary action

Article 6: Post Officers

Section 1. The Crew 3067 shall have a President and Lieutenant

Section 2. The Post Officer positions shall be filled from the ranks of the members. To be eligible for promotion you must be a member in good standing as outlined by these bylaws.

Section 3. The Post Officers shall be selected by the membership with the approval of Post Advisors. Approval shall be based on several factors including attendance, attitude, and Crew involvement.

Section 4. All terms of office for officer positions shall be for a period of one (1) year, with provisions for extended terms, as approved by the Post Advisors.

Section 5. Whenever a vacancy in any Post position occurs, the Crew 3067 Advisors (shall) may make a temporary appointment from the qualified members.

Section 6. Crew 3067 Officer Meetings will be scheduled throughout the year to evaluate progress, set future goals, and resolve problems of the post.

Section 7. All Crew 3067 Officers shall conduct themselves in such a manner that they serve as a good example to the membership. They shall perform their duties to the best of their abilities. Officer duties shall include calling members to cancel/schedule meetings, help organize fund-raisers, and other responsibilities delegated by the Crew 3067 Advisors. It is expected that Officers shall attend at least 75 % of Crew 3067 meetings, activities, and functions.

Article 7: Treasury

Section 1. Crew 3067 shall have an account at a bank which will be determined by the Crew Officers.

Section 2. All money belonging to Crew 3067 shall be received and dispersed by the Crew 3067 Advisors or as directed there by. The appointed designee shall deposit the money into the Crew 3067 account. A record shall be made of all income and expenses made by any member of Crew 3067 funds.

Section 3. The Crew 3067 Treasurer shall be one of the Crew 3067 Advisors.

Section 4. The Crew 3067 Treasurer shall keep accurate records of all Crew 3067 receipts and disbursements. Reports shall be given at the end of the charter year.

Article 8: Conduct and Discipline

Section 1. The basic responsibility of the members is to maintain decorum as uniformed personnel associated with the Union Vale Fire Department. Any time the uniform is worn it must be complete. When in uniform, the member must be neat and clean-shaven, with the exclusion of a neatly trimmed mustache. Conduct must be courteous and consistent with the policies of the Union Vale Fire Department. Members must be alert on every occasion and be intelligently obedient to orders of a superior.

Section 2. A member can be disciplined, suspended, or dismissed from the Post for substantiation of any of the following:

- A. Commission of a juvenile delinquent act or violation of a criminal law.
- B. Violation of certain traffic laws, including DUI, hit and run, and reckless driving. Suspension or revocation of a member's driver's license will result in automatic suspension from the Post.
- C. Use of alcohol or drugs.
- D. Smoking or the use of tobacco during meetings, functions, or activities.
- E. Using tobacco products at any time while under the age of 18.
- F. Divulging confidential fire or emergency information to anyone.
- G. Willful disobedience of orders.
- H. Disobedience to any Post Advisor
- I. Violation of Department or Post vehicle use policies.
- J. Use of uniform for personal gain.
- K. Unauthorized entry into any city building.
- L. Use of profane language while on duty.

- M. Destroying or damaging city property maliciously.
- N. Unauthorized use of Post equipment.
- O. Immoral, incompetent, indecent, or lewd behavior.
- P. Any violation of the rules and regulations of the Union Vale Fire Dept.

Section 3. Any Post member who is reported in any violation of any Post rule or regulation will be advised of the infraction by the Crew 3067 Officer or an Advisor at the earliest possible opportunity. That member will then, when deemed necessary, be brought before a review board to investigate the infraction and determine whether the infraction is substantiated. In the event that it is, the member so charged shall be subject to disciplinary action.

Section 4. When necessary, a disciplinary review board shall be formed to review any alleged Crew 3067 rule infraction. Such board shall consist of at least one (1) Crew 3067 Officer and two (2) Advisors. No member being reviewed may serve on the board.

Section 5. In the event that a Crew 3067 Officer is dismissed or demoted for disciplinary actions, an interim Officer shall be appointed by the Crew 3067 Advisors.

Article 9: Training

Section 1. Post Members

The goals of Crew 3067 are to prepare members for an active role in the Fire Department and/or Rescue Squad. Before applying for membership within the Union Vale Fire Company, members will be able to:

- 1) Explain how and why turnout boots and safety boots protect the wearer.
- 2) Describe the various materials used in the fire department safety clothing, and how they protect the wearer.
- 3) Describe the various ways a helmet protects the wearer.
- 4) Describe the conditions under which the various articles of safety equipment are to be worn.
- 5) Describe the safety procedures each member is to utilize while riding on or in fire apparatus.
- 6) Have knowledge of Blood Borne Pathogens and the basics of maintaining a harassment free workplace (sexual harassment class completion)
- 7) Describe the basics of the incident command system
- 8)

Section 2. All members

Over the course of membership, the following training will be provided, and the member is responsible for having a working knowledge of the following:

A. Demonstrate a working knowledge of the Fire Department apparatus by describing the following equipment, including what each is used for and locations found:

1. SCBA.
2. Extrication equipment.
3. Cribbing.
4. Fire Extinguisher.
5. Forcible entry tools.
6. Fire Hose.
7. Generator.
8. Smoke ejector.
9. First Aid kit.
10. Automatic Defibrillator.
11. Ladders.
12. Salvage Covers.

B. Demonstrate a thorough knowledge of fire hose, fittings and adaptors.

1. Demonstrate proper procedure for loading hose.
2. Demonstrate proper methods of connecting and disconnecting hose couplings, both storz and threaded.
3. Demonstrate knowledge of location and use of hose fittings and adaptors.

C. Demonstrate a good knowledge of the characteristics and behavior of fire.

D. Be proficient in First aid.

1. Satisfactorily complete the requirements for Boy Scout First Aid Merit Badge
2. Demonstrate knowledge of location and use of first aid equipment carried on fire and rescue apparatus.
3. Satisfactorily complete the Fire Department CPR course when offered.

Article 10: Amendments

Section 1. The Post Constitution and Bylaws shall be reviewed annually for updating. A written notice of any changes will be given to all members.

Section 2. Suggestions for any changes will be made in business meetings prior to the annual review meeting. Changes and amendments are to be submitted to the Crew 3067 Advisors for completion and approval.

Training/Drills/Operations

The Explorers will meet once a week on a pre-determined set day of the week to be determined by the advisors. Meeting nights will run through the academic school year and run from 7pm – 9pm. If there is a snow day for school on a day the Explorers would normally meet; the meeting will be cancelled. There will be a monthly meeting the first week of every month, just as we do in the fire department and rescue squad. These meetings will be held to plan out the months training and drills, classroom topics, and any possible events such as carwashes, field trips, etc. Drill/training topics will consist of, but not limited to:

- Fire/EMS Chain of Command
- Truck checks
- Truck and equipment familiarization
- Donning PPE (assisting partner to ensure proper protection)
- SCBA familiarization (donning the SCBA, changing bottles, storage of SCBA on trucks)
- Hoses (sizes, nozzles, uses, pulling hose off trucks, racking hose)
- Hose advancement/techniques
- Search and rescue (rescuing a victim, 2 in 2 out, search techniques, primary/secondary search)
- Ladder ops (sizes, roof and attic ladders)
- Knots (types, and uses)
- Vehicle extrication
- EMS/Ambulance ops (basic equipment familiarization)
- Accountability
- Safety (firehouse and on scene safety)
- Classroom (safety issues, sexual harassment, discrimination, blood borne pathogens, classes prior to any drill we are going to do)

Social/Community Activities

The Explorer Program will not only be about drills and training. It will be a goal of the program to be involved in Community oriented functions, fundraising, etc. These events will include but are not limited to car washes, fundraising for a specific cause such as St Jude's Children's Hospital for example, and breakfasts, lunches or dinners. The Explorers will also be involved in Community Day, and any other functions held at or by the fire company that is oriented to towards the Community.

Social/Educational Trips

Since the Explorer Program is designed to train and educate members to prepare them for active membership within the Union Vale Fire Department, it is essential that they have a grasp on the history of the fire service. This will be achieved by:

- Visiting the Firefighters Museum

- Visiting the Fireman’s Home
- Visiting and touring an FDNY station
- Montour Falls

All of the above will be done with approval from the Board of Commissioners, and via permission slips for the parents to sign. These permission slips will be obtained through the Boy Scouts of America.

Harassment/Sexual Harassment

The Explorers of this program will be required to adhere to the SEXUAL HARASSMENT POLICY, #A-032 as outlined by the Board of Commissioners.

Policy A-032 Amended 12-17-2004

In accordance with Title VII of the Civil Rights Act of 1964, as amended.

Policy Statement

It is the policy of the Union Vale Fire District (hereinafter known as the “District”) to prohibit the harassment of any member or employee by any other member or employee on account of that person’s sex. The District does not condone and will not tolerate Sexual Harassment by its members or employees, or the Sexual Harassment of its members or employees by anyone, including any officer, member, employee, vendor, or civilian. Sexual harassment includes same-sex harassment.

Every member and employee is expected and required to abide by this policy. Any member or employee who violates this policy will be subject to appropriate disciplinary action - up to and including termination of membership of the member and discharge of the employee.

Definition of Sexual Harassment

There are two categories of unlawful Sexual Harassment:

1. “This for That” or “Quid Pro Quo” Harassment:

§ Submission to sexual conduct is made either an explicit or an implicit condition of an individual’s membership or employment;

§ Submission to or rejection of sexual conduct is used as a basis for a membership or employment decision which might either positively or adversely affect the member or employee within the District, to include work assignments and other membership

conditions;

2. “Hostile Work Environment” Harassment:

§ The harassment is severe or pervasive enough to unreasonably interfere with a member or employee’s work performance or to create an intimidating, hostile, or offensive workplace

Sexual Harassment can be communicated in any fashion. For example, unwanted physical contact, foul language, sexually oriented propositions, jokes or remarks, obscene gestures or the display of sexually explicit pictures, cartoons or other materials may create one of the two types of Sexual Harassment.

District management may also take steps to control conduct before it becomes unlawful Sexual Harassment. Therefore, conduct within any facility or during any official function shall be done in a professional manner and free of sexual conduct, gestures, photographs, or other methods of, communication that might be considered offensive to another member or employee.

Responsibilities of Officers

All officers are responsible to reasonably supervise the members and employees that report to them. They are not expected to be “mind readers,” but must take steps to prevent Sexual Harassment by being aware of the behavior and work conditions that take place under their supervision.

Some Examples of Sexually Harassing Behavior

1. Visual harassment, such as posters, magazines, calendars, cartoons, or caricatures.
2. Verbal harassment, such as repeated requests for dates, lewd comments, sexually explicit jokes, or whistling.
3. Written harassment, such as love letters, poems, or graffiti.
4. Non-verbal harassment, such as obscene or suggestive gestures or motions.
5. Subtle pressure or sexual activities.
6. Unnecessary touching, patting, pinching, rubbing, or kissing.
7. Leering or ogling. For example, men who look only at a woman’s breasts or women who only look at a man’s body.
8. Frequent intentional brushing up against another person’s body.
9. Promise of a promotion or favorable assignment or advancement opportunities in

return for sexual favors.

10. Demand of sexual favors accompanied by implied or overt threats regarding such matters as termination, negative evaluation, or denial of employment or membership benefits or opportunities.
11. Physical assaults or attempted assaults of a sexual nature or for a sexual purpose.

Complaint Procedure

Any member or employee who feels that he or she has been sexually harassed should immediately report the matter to Chairman of the Board of the fire Commissioners. Similarly, any member who believes that he or she has witnessed Sexual Harassment or who has reason to believe that Sexual harassment is taking place should do likewise. If Chairman is unavailable to receive the complaint or if the member or employee believes that it would be inappropriate to contact that person because he may be involved in the incident, the member or employee should immediately contact another District Commissioner. The office of the Chairman is located at District HQ, Station 1, Verbank, New York.

The District will handle all allegations of Sexual Harassment in a lawful manner to ensure that any such conduct does not continue. As a matter of routine, the District will investigate complaints of Sexual Harassment, but may reject anonymous complaints. Such investigations will be conducted as discreetly and as confidentially as circumstances allow. Informal discussion and resolution will be the preferred method of handling complaints. In any event, the District will not permit any person to be adversely affected in membership or employment with the District as a result of his or her having brought a complaint of Sexual Harassment so long as such complaint was made in good faith.

Standard for Evaluating Harassment

Determining the existence of "This for That" or "Quid Pro Quo" harassment is not particularly difficult. However, determining whether unwelcome sexual conduct rises to the level of the second category of unlawful harassment- "hostile work environment" harassment is more difficult. (See above for the definition of both kinds of Sexual Harassment).

In order to determine whether "hostile work environment" harassment has occurred, the District may consider the following factors:

1. Whether the conduct was verbal or physical, or both;
2. How frequently it was repeated;
3. Whether the conduct was hostile and patently offensive;
4. The rank and authority of the alleged harasser;
5. Whether others joined in perpetration the alleged harassment; and
6. Whether the alleged harassment was directed at more than one individual.

After considering the above factors, the District will decide whether the conduct "unreasonably

interferes with an individual's work performance" or creates "an intimidating, hostile or offensive work environment." In determining whether the harassment is sufficiently severe or pervasive to create a hostile work environment, the harasser's conduct will be evaluated from the perspective of a "reasonable person" of the same gender as the member or employee who has brought the complaint.

The "reasonable person" standard will consider the victim's perspective and not what may or may not have been acceptable in the past. For example, the Equal Employment Opportunities Commission believes that a workplace in which sexual slurs, displays of "girlie" pictures and members or employees believe it to be insignificant or harmless.

Isolated sexual conduct or remarks general do not create an unlawful environment, (Keep in mind, however, management may still choose to intervene before unlawful harassment occurs.) A hostile work environment claim generally will require a showing of a pattern of offensive conduct. A single, unusually severe incident of harassment, however, may be sufficient to constitute a Title VII violation; the more severe the harassment, the less need to show a repetitive series of incidents. This is particularly true when the harassment is physical.

Discipline

In the event that the District's investigation determines that a member has committed Sexual Harassment, that individual may be subject to reprimand, demotion, suspension, or dismissal depending upon the magnitude and seriousness of the offence, as well as previous offenses, if any.

Prevention of Sexual Harassment

The District prefers to emphasize the prevention of Sexual Harassment to the investigation and discipline that results after harassment has occurred. All members and employees are encouraged to:

1. Conduct themselves in a businesslike manner at all times.
2. Know the District's policy on Sexual Harassment
3. Be aware of your attitudes regarding the opposite sex in general and Sexual Harassment in particular.
4. Never ignore instances of Sexual Harassment or conditions giving rise to Sexual Harassment.
5. Set a positive example by treating everyone with respect and letting others know that you demand the same degree of respect from them.
6. Do not assume that sexually explicit jokes, cartoon or pictures, "friendly" gestures and so forth are harmless or inoffensive.

7. Refrain from making jokes at someone else's expense and from seeking to embarrass, humiliate, offend, or threaten others.
8. Carefully consider whether or not personal comments or questions are appropriate to the relationship and/or the workplace before speaking.
9. Do not "go along with the crowd" or as an individual accept the inappropriate behavior of others.
10. Be supportive of people who are being harassed or who have been sexually harassed.
11. Do not hesitate to seek help in preventing or remedying a situation of Sexual Harassment.
12. Weigh your options in dealing with Sexual Harassment carefully, since such obvious "fixes" such as remaining silent; transferring or resigning are rarely the best solution to the problem.
13. Do not use negative behavior to bring attention to yourself in an effort to bring attention to the problem.
14. Immediately stop any behavior that you believe, even as a remote possibility might be interpreted as Sexual Harassment.
15. Consider whether you would object to having your remarks recorded or your actions video-taped and later played back to your spouse, parents, friends or acquaintances. If you would have a problem with such an arrangement, reconsider the appropriateness of your workplace behavior.
16. Communicate. If another member's conduct is offensive, tell them so.
17. Communicate. If you believe that your conduct may be offensive to someone, ask him or her if it is. Be prepared to respect their answer.

**UVFD Crew 3067 Constitution and Bylaws
Revised on 4/14/2011**

**Reviewed by Matt Ollivett and Tom Russell.
Submitted to Board of Commissioners on 4/11/2011 for review and discussion.**