

Article 1. Name

The name of this organization shall be "Inyo County Sheriff's Posse, Inc." (Posse), and as such, this organization is duly constituted as a volunteer unit under the direction and control of the Inyo County Sheriff's Office (ICSO), in accordance with the Inyo County Volunteer Policy.

Article II. Objectives

The purpose of the Posse is to provide services in cooperation with the ICSO in cases of emergency, disaster, searches, or rescues, and to perform other duties as requested by the ICSO.

Article III. Membership

Section 1. The requirements for membership on this team will be those set forth in these Bylaws, the Inyo County Sheriff's Department Rules and Regulations, and the Inyo County Volunteer Policy.

Section 2. All applicants will be subject to background character checks by the ICSO and must be approved by the ICSO.

Section 3. Levels of membership and their requirements are detailed in the Addendum to these Bylaws entitled "Membership Levels."

Section 4. Only Members who have completed the probationary period, have been accepted by the Board of Directors (Board), and have been approved by a majority vote of the Membership at a General Meeting have voting privileges.

Section 5. Posse equipment may be furnished to Members for the purpose of Posse operations and training. Such equipment shall remain the property of the Posse. Any Member leaving the Posse for any reason shall return such equipment to the President. No unauthorized patches shall be worn on Posse uniforms. An identification card may be issued to each Member by the ICSO. No Member shall display his or her identification card for unofficial or unauthorized purposes.

Section 6. Any Member who plans to be absent for six weeks or longer shall notify a member of the Board to obtain a Leave of Absence. A Member on Leave of Absence shall leave his or her Sheriff's credentials and Posse equipment with the Board until they return.

Section 7. Members of the Posse who have not paid their dues by January 31 shall forfeit their membership. Subsequent to payment of delinquent dues, such Members may be reinstated by the Board.

Section 8. Any Member of the Posse who ceases activity may be designated Inactive by the Board. Inactive Status is determined as described in the Addendum "Membership Levels."

Section 9. Any Member may apply in writing for retirement status upon completion of five years or more of service to the Posse. A Retired Member may attend meetings, but shall not vote or hold office.

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Section 10. The ICSO may refuse the services of any Member of the Posse, as provided for in the Inyo County Volunteer Policy. Such an action by the ICSO constitutes expulsion from the Posse. Any such expelled Member shall be given ten days' notice in writing, and shall, upon his or her request, be entitled to appear before and be heard by a quorum of the Board. Upon a majority affirmative vote of its members, the Board shall designate a representative to plead the affected Member's case before a representative of the ICSO.

Section 11. The Board, by vote of five or more of its members, may recommend the expulsion of a Member from the Posse. Before any such expulsion goes into effect, the affected Member may present his or her case to the Membership at a General Meeting, prior to which the Member shall be given ten days' notice in writing. A representative of the Board shall present its case at the same meeting. The expulsion shall become final only upon a two-thirds vote of the Membership present.

Article IV. Dues

Dues are assessed annually to each Member. Dues are payable January 1 of each year and must be paid in full by January 31.

Article V. Elected Officers

Section 1. The Officers of the Posse shall be President, Vice President, Secretary, and Treasurer. Officers shall serve one-year terms. The President and Vice President shall be limited to two consecutive terms.

Section 2. The President shall be the Chief Executive Officer of the Posse and Chairperson of the Board, and shall preside at all General Meetings. In any committee appointed by the Board or the President, the President shall serve as an ex-officio member.

Section 3. The Vice President shall assume all presidential duties in the absence of the President. Upon the permanent absence or resignation of the President, the Vice President shall preside until the next election.

Section 4. The Secretary shall keep a record of all General Meetings of the Posse. The Secretary shall maintain an accurate roster of the Membership and shall update the list every sixty days. The Secretary shall send out notices and other correspondence when required by the President. The Secretary shall furnish a written copy of the minutes of the previous General Meeting to the President prior to the next Board Meeting.

Section 5. The Treasurer shall be responsible for the proper accounting of all Posse funds. The Treasurer shall pay Posse debts regularly and submit a written financial report at each General Meeting. The Treasurer shall submit a written year-end financial statement at the January General Meeting.

Section 6. Board of Directors

6a. A seven-member Board, consisting of the President, Vice President, Immediate Past President, and four other elected Members shall be responsible for overall policy matters of the Posse.

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6b. The Board shall assume duties as a nomination committee and membership status review committee, and shall have authority to approve expenditures not exceeding one thousand dollars. All expenditures exceeding one thousand dollars shall be subject to approval by a majority of the Members in attendance at a General Meeting.

6c. Any action by the Board may be rescinded by a two-thirds vote of the Members in attendance at a General Meeting.

6d. During meetings of the Board, other Members may be recognized by the Board Chairperson at the Chairperson's option.

6e. No Member of the Board has authority in matters of policy apart from a scheduled Board Meeting.

6f. If a Board Member is absent three consecutive board meetings without notifying the Board Chairperson, the Board may replace that Board Member.

Section 7. The Officers and Board shall be nominated and elected annually as follows:

7a. Any Member in good standing may be nominated for any office.

7b. Exclusive of the President, Vice President, and Immediate Past President, two Board Members shall be elected each year.

7c. Candidates for the Board shall be nominated at the November and December General Meetings of each year for two-year terms.

7d. Election of Officers and Board Members shall be by plurality vote of the Membership at the December General Meeting.

7e. Officers and Board Members shall be installed at the January General Meeting.

7f. In the event of a vacancy in any office except President, or on the Board, the President shall appoint a qualified Member to fill the vacancy, subject to approval by the Membership at the next General Meeting. In the event of a vacancy in the office of President, the Vice President shall assume the duties of the President.

7g. Absentee voting shall be permitted only for the annual election. Absentee ballots must be delivered to the December General Meeting at least fifteen minutes prior to the start of the voting. The voter must sign the ballot in a place and manner so that the signature can be removed. The Member(s) appointed to count the ballots shall also open and count the absentee ballots. In the event of a runoff, absentee ballots shall be counted for each successive vote as long as the candidate is still in the runoff. If the candidate is no longer in the runoff, the absentee voter shall have no vote.

Section 8. Any Officer or Board Member may be recalled by a two-thirds vote of the Members present at a General Meeting. Notice shall be given to all Members at least thirty day in advance of any recall election.

Article VI. Meetings and Quorums

Section 1. There shall be a General Meeting held on the first Thursday of each month, except when the first Thursday of the month falls on a national holiday, in which case the General Meeting shall be held on the second Thursday of that month.

Section 2. Special General Meetings may be called by the President, the Sheriff's Search and Rescue Coordinator, the Assistant Coordinator, or any ten Members. The Membership shall have at least ten days' written advance notice of the date, time, and place of any such meeting.

Section 3. The Board shall meet monthly or as necessary.

Section 4. There may be other meetings for the purposes of training or work details or for other purposes deemed necessary by the President or Training Officer. These meetings can be held on any Thursday not reserved for a General Meeting. Other meetings may be scheduled at the discretion of the President or Training Officer.

Section 5. A quorum for all business conducted by the Board shall be four of its seven members.

Section 6. One-half of the active Membership shall constitute a quorum for any General Meeting.

Article VII. Training

The President shall appoint a Training Officer to oversee administration of trainings.

Article VIII. Authority

Robert's Rules of Order, Revised shall govern the proceedings of the Posse, except when they are inconsistent with the Posse Bylaws, in which case the Bylaws shall prevail.

Article IX. Changes to Bylaws

Section 1. These Bylaws may be altered, amended, or repealed and new Bylaws adopted by a majority vote of the Board, subject to approval by two-thirds vote of the Members present at the next General Meeting.

Section 2. The Board and Membership shall be given at least one month's notice at a General Meeting of any meeting where changes in the Bylaws will be considered.

Article X.

Anything not addressed in these Bylaws shall be referred to the Board.

Addendum Membership Levels

- SAR team members are unpaid volunteers from the community.
- Each member shall meet minimum standards and qualifications.
- SAR team members are at-will employees of the Sheriff's Department, and serve at the discretion of the Sheriff.
- These positions are independent of any SAR office or board position held by a member.
- All member levels can be evaluated on a case-by-case basis as circumstances warrant.

Candidate

A Candidate is defined as a trainee in the process of working towards becoming a Support Member. Candidates must have completed the application process and have been sworn in by a designated member of the Sheriff's Office. After being sworn in, Candidates may be invited to go on missions at the discretion of the President or Team Leader or Coordinator.

Support Member

After a Candidate has attended at least 6 general meetings and 12 trainings within one year of becoming a Candidate and has obtained at least a current CPR certification or basic Red Cross first aid certification or equivalent, the Candidate may be voted onto the team as a Support Member. While involvement at the Support Member level can take many different forms, each Support Member is expected to maintain status by regularly attending meetings and trainings. If no team events are attended in a full calendar year, the member will be made Inactive. A Support Member may go on missions but a minimum number is not required to maintain membership level.

Rescue Member

Support Members may move up to a Rescue Member position by filling out an MRA type-sheet, obtaining and maintaining a current medical certification* and a CPR certification, and submitting qualifications to the Board for a vote. To maintain rescue member status, members must make a consistent effort to maintain skills and must participate in a minimum of 4 missions each year. Rescue members will be eligible to have trainings outside of the team (such as WFR courses) paid for by the team, and will be eligible to attend MRA or national SAR meetings and conferences. Rescue members will be eligible for team pro-deals and other rewards.

*Additional medical certification could be a Wilderness First Aid (WFA), Wilderness First Responder (WFR), EMT or WEMT, or Wilderness Advanced First Aid (WAFA).

Inactive Status – Voluntary

Members at any level who for one reason or another cannot participate in team events or missions for some period of time may choose to go on Voluntary Inactive Status. The member shall inform the President or an officer of the status and reason, and will be removed from the callout list for the time of inactivity. Members on Inactive Status will not be eligible for pro-deals or other rewards. These members will maintain their member level upon returning to the team.

Inactive Status – Involuntary

Failure to maintain Active Status or give notice of Inactive Status will result in being made Involuntarily Inactive at the discretion of SAR Board Members. Members returning to the team after being Involuntarily Inactive will start again at Candidate level and will have to be voted up to other levels after fulfilling qualifications. Involuntarily Inactive Members will have no pro-deals or rewards and must return all SAR gear including jackets to a team officer or Board Member.

Specialist Member

The team recognizes that some persons will bring a specialized skill to the team but are not necessarily involved in the greater workings of the team. These members will hold the Specialist Status. These members must have passed a background check with the Sheriff's Office and possess a valid skill-set for their area of speciality, and are encouraged to lead one training a year in the specialized skill. The Board must approve all members with a Specialist Status. Pro-deals will be awarded to these members on a case-by-case basis.

Emeritus Member

There are some members whose long-term commitment to Inyo SAR we would like to recognize with a special designation: SAR Member Emeritus. Emeritus Members might no longer be actively involved in the day-to-day functioning of the team, but due to their years of service Inactive Status does not apply to them. Emeritus Members are welcome to determine their own level of involvement in Inyo SAR, but we request that these members attend at least one meeting a year and consider drawing from their expertise to lead or plan a training.

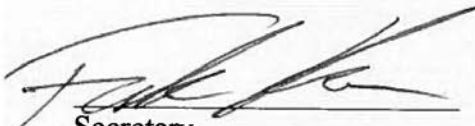
Members may qualify for Emeritus Status by any of the following achievements:

President/Captain
10 years or more of service
100 or more missions
By special vote

CERTIFICATE OF THE SECRETARY

I, the Undersigned, do hereby certify:

1. That I am the duly-elected and acting Secretary of the Inyo County Sheriff's Posse, a California non-profit corporation; and
2. That the foregoing Bylaws, comprising 7 pages, constitute the Bylaws of said corporation as duly adopted at a meeting of the Board of Directors thereof held on 12/5/13, and as duly adopted at a General Meeting of the Membership held on 12/5/13.


Secretary