



# **FireSafe** **COUNCIL**

**Board of Directors' Meeting**

**August 24, 2023**



Fire Safe Council of Nevada County  
P.O. Box 1112, Grass Valley, CA 95945  
Phone (530) 272-1122 Fax (530) 648-1122  
[www.areyoufiresafe.com](http://www.areyoufiresafe.com)

**Board of Directors Meeting**

**Thursday August 23, 2023**

**Meeting Packet Index**

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**FIRE SAFE COUNCIL OF NEVADA  
COUNTY  
BOARD OF DIRECTORS' MEETING  
PUBLIC NOTICE & AGENDA**

Fire Safe Council of Nevada County  
P.O. Box 1112 Grass Valley, CA 95945  
Phone (530) 272-1122  
Fax (530) 272-3232  
[www.areyoufiresafe.com](http://www.areyoufiresafe.com)

Notice is now given that a regular meeting of the Board of Director's has been called and will be held on **Thursday, August 24, 2023, at 10:00a.m.** Meeting will be available via teleconference as needed.

**MISSION**

The Fire Safe Council is a non-profit, local volunteer organization. We are dedicated to making Nevada County safer from catastrophic wildfire through fire safety projects, partnerships, and education.

**Board of Directors:**

(PW) Pete Williams, Chair	(AD) Alan Doerr, Director
(SE) Steve Eubanks, Vice-Chair	(HW) Hank Weston, Director
(JF) Jeff Fierstein, Treasurer	(MM) Melissa Mohler, Director
(WK) Warren Knox, Secretary	(EDJ) Jamie Jones, Executive Director

**Staff:**

(OCW) Chris Wackerly, Director of Operations  
(CTP) TJ Pixley, Controller

1. CALL TO ORDER, ROLL CALL, AND PLEDGE OF ALLEGIANCE
2. AGENDA AND ORDER OF BUSINESS:
  - a. Approval of Agenda and Order of Business **Action**
3. MEETING MINUTES:
  - a. Approval of Meeting Minutes from June 2023 Board Meeting **Action**
4. PUBLIC COMMENT: This time is set aside for persons wishing to address the Board on any matter of interest that is not on the agenda. The Board invites comments from the agenda items after discussion by the Board Members. Speakers will be limited to five (5) minutes, unless extended by the Board chair. The Board chair reserves the right to further limit or exclude repetitious or irrelevant presentations. If written material is included, 20 copies of all information to be distributed to Board members should be given to the Secretary prior to the meeting. Action will not be taken at this meeting on citizen comments. The Board, however, after hearing from interested citizens, may place items under new business on a future agenda so proper notice may be given to all interested parties. If no one wishes to comment, the next scheduled agenda item will be considered.
5. AGENCY/PARTNER REPORTS – (Please limit to 3-5 minutes)
6. REPORT OF THE FINANCE COMMITTEE – Treasurer Fierstein
  - a. Financial Report as of June 30, 2023
  - b. Next Meeting: Thursday, September 14<sup>th</sup>, 2023, at 1:00p.m.
7. REPORT OF THE CONTROLLER – Controller Pixley
  - a. Financial Report as of June 30, 2023
  - b. Next Meeting: Thursday, September 14<sup>th</sup>, 2023, at 1:00p.m.

8. REPORT OF THE CHAIRMAN OF THE BOARD – Chairman Williams
  - a. Executive Committee Meeting Report
    - i. Firewise Together Report– Steve Eubanks
    - ii. Other
  - b. Next Executive Committee Meeting: Thursday, September 14<sup>th</sup>, 2023, at 1:00p.m.
  
9. REPORT FROM THE EXECUTIVE DIRECTOR – Executive Director Jones
  - a. Organizational Update
  - b. Programs Update
  - c. Grants Update
  - d. Funding/Membership Update
  
10. REPORT FROM THE Director of Operations – Director of Operations Wackerly
  - a. Staffing & Operations Update
  - b. Programs Update
  - c. Project Update
  
11. DIRECTORS COMMENTS – Information
  
12. **ADJOURN TO CLOSED SESSION**
  - a. Staffing and Project Alignment - EDJ
  
13. **ADJOURN (OUT OF CLOSED SESSION)**
  
14. **Adjournment**

**NEXT BOARD MEETING: Thursday, September 28, 2023, at 10:00a.m. at the FSCNC Office, 143B Springhill Drive, Grass Valley, CA.**

Times stated are approximate and subject to change. Agenda order is tentative and may be changed by Board action without prior notice. Agenda discussions and report items are subject to action being taken on them during the meeting by the Board at its discretion. The Board provides the public the opportunity at meetings to address each agenda item during the Board's discussion or consideration of the item. Total time allocated for public comment on particular issues is limited. The meeting is accessible to the physically disabled. A person who needs disability-related accommodations or modifications to participate in the meeting shall make a request no later than five (5) working days before the meeting to the Board to (530) 272-1122 or by email to [info@areyoufiresafe.com](mailto:info@areyoufiresafe.com).

Zoom Link: <https://us02web.zoom.us/j/89239809501?pwd=c0UyOVUvWThrQVpWODliUkpta1grQT09>

Meeting Notice/Agenda of this Fire Safe Council of Nevada County Board Meeting was posted on \_\_\_\_\_ at the following locations: Fire Safe Council Administrative Office, 143B Springhill Drive, Suite 13, Grass Valley, CA  
[www.areyoufiresafe.com](http://www.areyoufiresafe.com)

**Fire Safe Council of Nevada County Board of Directors Meeting Minutes**  
**Fire Safe Council Office, 143B Springhill Dr., Grass Valley, CA**  
**Date and Time: Thursday, June 22, 2023 at 10:00 AM**



In Attendance:  
DIRECTORS

(PW) Pete Williams, Chair	(AD) Alan Doerr, Director
(SE) Steve Eubanks, Vice-Chair	(MM) Melissa Mohler
(JF) Jeff Fierstein, Treasurer	(HW) Hank Weston, Director
(WK) Warren Knox, Secretary	(EDJ) Jamie Jones, Executive Director

**Staff:**

(CJR) Joshua Robinson, Controller  
(OCW) Chris Wackerly, Director of Operations

**1. CALL TO ORDER**

PW called the meeting to order at 10:00 AM

**2. ROLL CALL**

As indicated above. PW introduced Melissa Mohler, resident of Truckee as the new member of the FSC Board of the Fire Safe Council.

**3. AGENDA & ORDER OF BUSINESS**

PW moved acceptance of the agenda. Seconded by HW. Approved unanimously by voice vote.

**4. PUBLIC COMMENT**

No public present.

**5. AGENCY/PARTNER REPORTS**

1. Craig Griesbach (OES) told the Board that his staff has been working on storm event planning and wildfire planning. The County is implementing **Zonehaven** tools (a Genasys product) to integrate hazard awareness and evacuation planning into the County's emergency response toolkit. In addition, staff is developing a community Town Hall on emergency response and working with FSC to address a Firewise Together plan for 2024.
2. Jason Schroder (BLM) reported that the South Yuba Campground is now open.

**6. Introduction of New Board Member**

1. PW formally introduced Melissa Mohler as a new member of the Board of Directors. Melissa resides in the Truckee area, has personal experience as a non-profit Founder and Director. Melissa gave a brief outline of her experience, background and interests.

**7. REPORT OF THE FINANCE COMMITTEE**

1. Treasurer JF presented the current financials in the Board packet.
2. CJR quickly reviewed the information in the Financial Management Report. He also reported on the completed development of a new chart of accounts streamlining work developed by previous management. This work has allowed Quickbooks to better support FSC efforts.
3. A formal budget for 2024 was presented. Projects currently in the pipeline for 2024 appear to be near the \$14M mark. HW moved acceptance of the presented budget. SE seconded the motion. Budget was approved by rollcall vote.

**8. REPORT OF THE CHAIRMAN OF THE BOARD**

1. SE voiced a strong thank you for the outstanding outcome of the Firewise Together Picnic. Thanks went to CJR for his strong work on providing full integration of the monies raised from the tickets, sponsors and auction right at the picnic. Over \$20,000 was raised and delivered to Firewise Communities the night of the picnic – an incredible achievement.
2. PW reported on further efforts to identify new potential FSC Board; members to augment the current Board and address further expected needs.

**9. REPORT FROM THE EXECUTIVE DIRECTOR**

EDJ highlighted operational activities: Notes are in the Board Packet.

**10. DIRECTORS COMMENTS – None**

**11. CLOSED SESSION -- WK moved closed session. PW seconded. Approved by consensus.**

1. Discuss approvals of scheduled salary increase for Executive Director.
2. Adjourn to Open Session – moved by PW, seconded by SE, approved by consensus.

**12. RETURN to OPEN SESSION**

1. PW reported that the Board had reviewed the performance of the Executive Director. PW moved that the Board approve the release of the prescribed contracted increase in the Executive Director's salary and provide an additional 5% performance bonus. WK seconded. The motion was approved by rollcall vote unanimously.

**13. ADJOURN: SE moved adjournment. Seconded by WK.**

I declare that these meeting minutes accurately reflect the actions of the Fire Safe Council of Nevada County's Board meeting held on June 22, 2023 and were approved by the Board of Directors.

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Warren Knox, Secretary

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Date



**FireSafe**  
**COUNCIL**

Executive Director  
Report

June 2023

# FSCNC Budget Overview

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\$14.1m budget - \$12.6m expenditures = Net revenue \$1.4m

(\$1.4m to reserves to build pace, scale and organizational capacity)

Most notable budget increases:

- Vehicles, equipment, fuel expenses
- Advertising, education, outreach
  - Hiring, employee retention





\$5 million increase over FY 2023

**FY 2024**

**=**



Increased programs and projects  
300%

**\$ 14 Million**





All staff has received pay adjustments  
per the FY24 Compensation Schedule



New positions

Human Resource Manager  
Administrative Analysts  
Accounting Technicians  
Program/Project Managers

**FY 2024**

**=**

**75+ Team**



# GRANT AWARDS AND CONTRACTS

CAL FIRE-FH – Western Nevada County Community Defense Project (\$4,967,200)

CAL FIRE-FP – South County Fuel Break (\$1,039,000)

CAL FIRE-FP – Green Waste & Chipping (\$1,500,000)

Prop 172 (\$60,000)

Title III 23/24-24/25 (\$55,000)

County of Nevada/CAL FIRE – Roadside Vegetation Clearing (\$100,000)

PG&E- Ingress/Egress Clearing (\$100,000)

HMGP-Deer Creek Shaded Fuel Break (\$5,000,000)

HMGP-Home Hardening Retrofit (\$7,000,000)

HMGP-AFN Phase 2 (\$2,400,000)

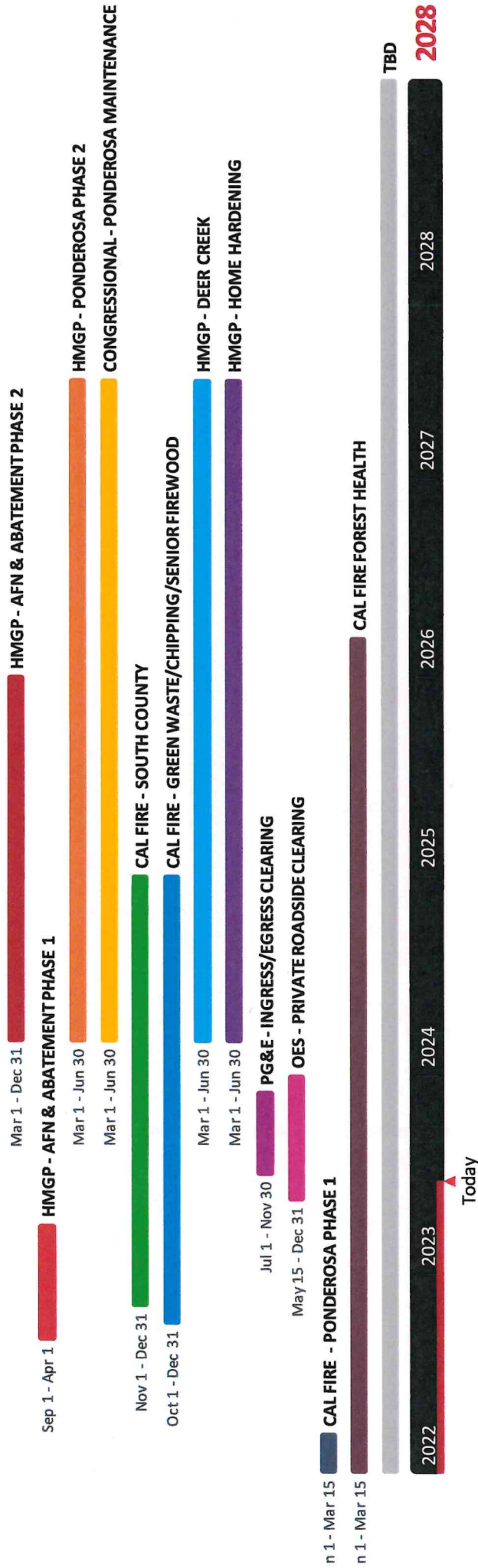
HMGP-Abatement Phase 2 (2,700,000)

Congressional Funding - Ponderosa Maintenance (\$1,500,000)

HMGP – Ponderosa Phase 2 (\$4,000,000)



# PROJECT & PROGRAM TIMELINE



**Budget Name**

**Budget\_FY24\_P&L**

**Company**

Fire Safe Council of Nevada County, Inc

**Budgeting Period**

FY 2024 (Jul 2023- Jun 2024)

**Type**

Profit & Loss Budget

Account Number	Accounts	Account Type	Total Budget
43000	Chipping Program Revenue	Income	24000.00
43500	Donations - General	Income	18000.00
43100	DSCS Services Revenue	Income	50000.00
41100	Federal Grants	Income	10300000.00
41500	Foundation & Trust Grants	Income	100000.00
	FSC Match Requirement	Income	-1087500.00
44000	Fundraising	Income	48000.00
48210	In-Kind Labor	Income	750000.00
48200	In-Kind Rent	Income	9600.00
41300	Local Government Grants	Income	50000.00
44500	Memberships	Income	5000.00
	41201 State Grants:State Grants Indirect Costs	Income	3850000.00
	41900 Sublease Rent	Income	20000.00
		<b>Total Income</b>	<b>14137100.00</b>
64200	Accounting fees	Expense	18000.00
65450	Administrative:Company Events	Expense	36000.00
	Administrative:Wages(PPE Allowance)	Expense	18000.00
60000	Administrative Expenses	Expense	3600.00
65360	Administrative Expenses:Automobile	Expense	300000.00
65600	Administrative Expenses:Dues and Subscriptions	Expense	4800.00
64455	Administrative Expenses:Employee Drug Screening	Expense	3600.00
65550	Administrative Expenses:Insurance - Liability, D and O	Expense	100000.00

55500	Administrative Expenses:Insurance:Life Insurance Reimbursement	Expense	2000.00
65400	Administrative Expenses:Meeting and Program Expenses	Expense	6000.00
65160	Administrative Expenses:Repairs and Maintenance:Building Repair/Mainten	Expense	12000.00
65190	Administrative Expenses:Repairs and Maintenance:Computer Repair and M:	Expense	4800.00
65180	Administrative Expenses:Repairs and Maintenance:Equipment Repair and M	Expense	12000.00
65170	Administrative Expenses:Repairs and Maintenance:Vehicle Repair and Main	Expense	24000.00
65200	Administrative Expenses:Training	Expense	12000.00
65300	Administrative Expenses:Travel and Meals	Expense	24000.00
65900	Administrative Expenses:Vender/Merchant Transaction Fees	Expense	600.00
65901	Administrative Expenses:Vender/Merchant Transaction Fees:PayPal Fees	Expense	400.00
64910	Computer Software	Expense	180000.00
74960	Dump Fees	Expense	24000.00
64960	Equipment Rental	Expense	5000.00
64950	Field Small Tools & Equipment	Expense	24000.00
52620	Health Incentive Expense	Expense	18000.00
64450	Hiring Expense	Expense	18000.00
64650	Internet Services	Expense	4800.00
64400	Legal fees	Expense	24000.00
64905	Office Equipment and Computers	Expense	24000.00
64900	Office Expense & Supplies	Expense	48000.00
56000	Payroll Expenses	Expense	6454490.00
56100	Payroll Expenses:Taxes	Expense	2259071.00
	Payroll Expenses:Wages:Performance Incentiv	Expense	360000.00
	Payroll Expenses:Wages:Stipend	Expense	12000.00
64410	Payroll Service Fee	Expense	6000.00
65100	Permits and Licenses Expense	Expense	1200.00
64800	Postage	Expense	1200.00
65000	Printing & Copying	Expense	12000.00
64300	Professional Services- Contract	Expense	24000.00
74450	Program Expenses:Advertising/Public Relations	Expense	72000.00
75450	Program Expenses:Auto Expense:Auto Exp - Gas/Mileage/Other	Expense	360000.00
74100	Program Expenses:Contractual - Services	Expense	1500000.00

75600	Program Expenses:Dues and Subscriptions	Expense	6000.00
75180	Program Expenses:Equipment Repairs and Maintenance	Expense	24000.00
74920	Program Expenses:Field Supplies:PPE - Personal Protective Equipment	Expense	96000.00
76500	Program Expenses:Fundraising Expense	Expense	12000.00
75525	Program Expenses:Insurance	Expense	90000.00
74900	Program Expenses:Office Expense & Supplies	Expense	4800.00
75100	Program Expenses:Permits and Licenses Expense	Expense	5000.00
74800	Program Expenses:Postage	Expense	2400.00
75000	Program Expenses:Printing and Copying	Expense	6000.00
75250	Program Expenses:Public and Community Outreach	Expense	72000.00
74910	Program Expenses:Reflective Address Signs	Expense	7800.00
75200	Program Expenses:Training and Seminars	Expense	36000.00
75300	Program Expenses:Travel and Meetings	Expense	9000.00
55100	Reimbursements:Cell Phone Reimburse	Expense	15000.00
64500	Rent Expense	Expense	150000.00
64705	Security	Expense	9000.00
52610	Supplemental Insurance Expense	Expense	12000.00
64600	Telephone	Expense	24000.00
64700	Utilities	Expense	36000.00
64401	Webmaster	Expense	4800.00
<b>Total Expense</b>			<b>12635361.00</b>
81000	Interest expense - general	Other Expense	76000.00
65905	Vehicle Registration	Other Expense	24000.00
<b>Total Other Expense</b>			<b>100000.00</b>
<b>Net Profit</b>			<b>1401739.00</b>

**FIRE SAFE COUNCIL OF NEVADA COUNTY BOARD ROSTER**  
**As of 08/22/2023**

Chairman	Williams	Pete	Nevada City	<a href="mailto:pwill4436@gmail.com">pwill4436@gmail.com</a>	Member at Large
Vice-Chair	Eubanks	Steve	Rough & Ready	<a href="mailto:steubanks@gmail.com">steubanks@gmail.com</a>	Member at Large
Treasurer	Fierstein	Jeff	Grass Valley	jeff@thatsbyers.com	Member at Large
Secretary	Knox	Warren	Nevada City	knoxwarren@sbcglobal.net	Member at Large
Director	Doerr	Alan	Nevada City	avdoerr@gmail.com	GIS Specialist
Director	Eubanks	Steve	Rough & Ready	steubanks@gmail.com	Biomass Specialist/ Retired USFS
Director	Weston	Hank	Penn Valley	hankweston@comcast.net	Member at Large
Director	Mohler	Melissa	Truckee	missy@45WEP.org	Non Profit/ Education
Partner	Bennitt	Gretchen	Grass Valley	nsaqmd.gretchen@gmail.com	NSAQMD
Partner	Mason	Patrick	Nevada City	patrickmason@nccfire.com	Nevada County Fire Chiefs
Partner	Helgeson	Lee		dhelgeson@blm.gov	Bureau of Land Management
Partner	Schroeder	Jason	El Dorado Hills	jschroeder@blm.gov	Bureau of Land Management
Partner	Haack	Landon	Nevada City	Landon.haack@fire.ca.gov	CALFIRE
Partner	Beasley	Scott	Grass Valley	whiteshirtbluesky@gmail.com	Coalition of FireWise Communities
Partner	Clipperton	Rita	Nevada City	jacobiewaters@fs.fed.us	USFS, Tahoe National Forest
Partner	Griesbach	Craig	Nevada County	oes@co.nevada.ca.us	County of Nevada, Office of Emergency Svcs.

**REPRESENTING/AFFILIATIONS**



# FSCNC 2023 Calendar

## AUGUST

08/01/2023- Fire Chief's Breakfast, 7:30am  
08/01/2023 – Coalition of Firewise Communities Meeting, 5:30 pm  
08/08/2023 – Board of Supervisors Meeting, 9:00am  
08/10/2023 - FSCNC Executive Finance Committee Meeting  
08/09/ - 08/13/2023 – Nevada County Fair  
08/17/2023- Insight Radio Show with Jim Mathias, 9:00am  
08/22/2023- Deer Creek Shaded Fuel Break Meeting, 2:00pm  
08/24/2023 - FSCNC Board of Directors Meeting  
08/25/2023- Firewise Together Fundraiser Meeting, 3:00pm  
08/28/2023- OES & FSC Check In, 9:00am  
08/29/2023- CA Wildfire & Forest Resilience Task Force Quarterly Meeting, 1:00pm  
08/30/2023- Truckee CWPP Project Team Meeting, 9:00am  
08/30/-08/31/2023- Truckee DSAV Training, 9:00am

## SEPTEMBER

09/04/2023 – Labor Day, FSCNC offices closed in observance of the Holiday  
09/04/2023- Fire Chief's Breakfast, 7:30am  
09/04/2023- FireWise USA Regional Coordinators Meeting, 11:00am  
09/05/2023 – Coalition of Firewise Communities Meeting, 5:30 pm  
09/06/2023- Convene, Champion & Catalyze Meeting, 10:00am  
09/08/2023- Nevada County Collaboration Day, 2-6:00pm  
09/14/2023 - FSCNC Executive Finance Committee Meeting  
09/14/2023- Law Enforcement Fire Protection Meeting, 8:00am  
09/19/2023- South Yuba River Public Safety Cohort, 1pm  
09/21/2023- Insight Radio Show with Jim Mathias, 9:00am  
09/23/2023- Master Gardeners Event, 1:00pm  
09/27/2023- Truckee CWPP Project Team Meeting, 9:00am  
09/28/2023 - FSCNC Board of Directors Meeting

## OCTOBER

10/03/2023 – Coalition of Firewise Communities Meeting, 5:30 pm  
10/12/2023 - FSCNC Executive Finance Committee Meeting  
10/09/2023 – Columbus Day, FSCNC offices closed in observance of the Holiday  
10/26/2023 - FSCNC Board of Directors Meeting

## NOVEMBER

11/07/2023 – Coalition of Firewise Communities Meeting, 5:30 pm  
11/09/2023 - FSCNC Executive Finance Committee Meeting  
11/10/2023 – Veteran's Day Observed, FSCNC offices closed in observance of the Holiday  
11/23/2023 – Thanksgiving Day, FSCNC offices closed in observance of the Holiday  
11/23/2023 - FSCNC Board of Directors Meeting \*an alternate date will be announced\*

## DECEMBER

12/05/2023 – Coalition of Firewise Communities Meeting, 5:30 pm  
12/25/2023 - Christmas Day Observed, FSCNC offices closed in observance of the Holiday

## Fire Safe Council of Nevada County Acronym List

<b><u>ACE</u></b>	American Conservation Experience	<b><u>FSCNC</u></b>	Fire Safe Council of Nevada County
<b><u>AC</u></b>	AmeriCorps NCCC	<b><u>GIS</u></b>	Geographic Information Systems
<b><u>AFN</u></b>	Access and Functional Needs	<b><u>IRWMP</u></b>	Integrated Regional Water Mgmt Plan
<b><u>BLM</u></b>	Bureau of Land Management	<b><u>MBF</u></b>	Thousand Board Feet
<b><u>CABY</u></b>	Cosumnes, American, Bear and Yuba Rivers	<b><u>MBTA</u></b>	Migratory Bird Treaty Act
<b><u>CCC</u></b>	California Conservation Corp	<b><u>MJMHP</u></b>	Multi-Jurisdiction, Multi-Hazard Mitigation Plan
<b><u>CDF</u></b>	California Department of Forestry	<b><u>MOU</u></b>	Memorandum of Understanding
<b><u>CEQA</u></b>	California Environmental Quality Act	<b><u>MUTCD</u></b>	Manual on Uniform Traffic Control Devices for Streets & Highways
<b><u>CFSC</u></b>	California Fire Safe Council	<b><u>NEPA</u></b>	National Environmental Policy Act
<b><u>CFIP</u></b>	California Forest Improvement Program	<b><u>NHPA</u></b>	National Historic Preservation Act
<b><u>CIP</u></b>	Capital Improvement Program	<b><u>NRCS</u></b>	Natural Resource Conservation Service
<b><u>CNPS</u></b>	California Native Plant Society	<b><u>NSAQMD</u></b>	Northern Sierra Air Quality Management District
<b><u>CPRC</u></b>	California Public Resources Code	<b><u>OES</u></b>	Office of Emergency Services
<b><u>CSBG</u></b>	Community Service Block Grant	<b><u>PAL</u></b>	Project Activity Levels
<b><u>CWPP</u></b>	Community Wildfire Protection Plan	<b><u>PHI</u></b>	Pre-Harvest Inspection
<b><u>DBH</u></b>	Diameter at Breast Height	<b><u>PICP</u></b>	Partners in Community Program
<b><u>DOTS</u></b>	Department of Transportation & Sanitation (Nevada County)	<b><u>RAC</u></b>	Resource Advisory Committee
<b><u>DSAV</u></b>	Defensible Space Advisory Visit	<b><u>RCD</u></b>	Resource Conservation District
<b><u>DSCS</u></b>	Defensible Space Clearing Services	<b><u>RFQ/RFP</u></b>	Request for Quote/ Proposal
<b><u>DMA</u></b>	Disaster Mitigation Act	<b><u>ROP</u></b>	Regional Occupational Program
<b><u>EDD</u></b>	Employment Development Department	<b><u>RPF</u></b>	Registered Professional Forester
<b><u>EIR</u></b>	Environmental Impact Report	<b><u>SAF</u></b>	Society of American Foresters
<b><u>EPA</u></b>	Environmental Protection Agency	<b><u>SEDD</u></b>	Sierra Economic Development District
<b><u>EPIC</u></b>	Electric Program Investment Charge	<b><u>SIP</u></b>	Shelter in Place
<b><u>EQIP</u></b>	Environmental Quality Incentive Program	<b><u>SOA</u></b>	Solicitation Offer Award
<b><u>ERC</u></b>	Economic Resource Council	<b><u>SPCC</u></b>	Spill Prevention & Counter Measures Plan
<b><u>ESA</u></b>	Endangered Species Act	<b><u>SPI</u></b>	Sierra Pacific Industries
<b><u>FEMA</u></b>	Federal Emergency Management Agency	<b><u>THP</u></b>	Timber Harvest Plan
<b><u>FHSZ</u></b>	Fire Hazard Severity Zone	<b><u>TRPA</u></b>	Tahoe Regional Planning Agency
<b><u>FIRST</u></b>	Forest Integrated Resource Safety Taskforce	<b><u>USFS</u></b>	United States Forest Service
<b><u>FREED</u></b>	Foundation of Resources for Equality & Employment for the Disabled	<b><u>VMP</u></b>	Vegetation Management Program
<b><u>FSCA</u></b>	Fire Safe Communities Association	<b><u>WLPZ</u></b>	Watercourse and Lake Protection Zone
		<b><u>WUI</u></b>	Wildland Urban Interface
		<b><u>YWI</u></b>	Yuba Watershed Institute