

ARSC BOARD OF DIRECTORS MEETING

22 April 1995

MINUTES

Meeting was called to order at 1030 by Dave Carter.

BUSINESS MEETING

Attendance: (People in bold were present)

AMRG- Keith Conover

AMRG- Charles P. Kollar

MSAR- Peter McCabe

MSAR- Darrel Hale

SMRG- Gary Mechtal

SMRG- Andrew Marsh

TSAR- Dave Carter

TSAR- Candi Capozzi (Proxy to Mark Jones)

BRMRG- William Dixon

BRMRG- Bob Koester (Proxy to William Dixon)

RSAR- Tom Wring

RSAR- Melody Midgette

SWVaMRG- Kevin Brown

SWVaMRG- Tony Bordeaux

*PVRG- Michael Vatalaro

*PVRG- Karen Vandersall

OTHERS: Camille Birmingham, Patrick Turner

Minutes (Dave Carter) - The minutes for 25 February 1995, were distributed, reviewed and accepted.

Officer and Committee Reports

ADA Report (Peter McCabe): Research in Progress in ADA as it applies to the Fire (Fighting) service. Based on Existing Laws and policies the attached proposal is recommended. Discussion ensued over proposal.

(D. Carter) There are two basic schools of thought regarding this issue (1) Every member must carry a rifle (association to a Marine Corps saying) and (2) we must allow physically disabled to participate.

(P. Turner) IS requires FTL with 3 field tasks changes currently proposed do not allow ADA to become FTL and therefore prevent them from becoming IS.

(P. McCabe) (1) Grant Moneys can depend on Federal Aid and Federal Aid depends on ADA compliance. Able bodies need to be in the field, well trained ADA individuals can free up more field personnel.

(2) IS & IC requirements to be FTL can be answered if "Field" is removed from definition to allow a non-wilderness task.

Treasurer's Report (Patrick Turner): according to Bob Koester the 501C3 is in the IRS hands, still waiting to see a confirmation. RSAR is to pay dues today.

Dispatch Report (Camille Birmingham): Another pager Company gave the ASRC pager cap-code to an individual, metrocall has been notified and is handling it. Most of BMRG is going to be out of the state May 13-20. Enough personnel will be around to handle alert function, Dispatch may have to be moved to a group.

Question (D. Carter): Anything on the AMRG mission

Answer (P McCabe/P. Turner): The mission was real time, we were notified as soon as ASRC was requested the mission was being run by local authorities for approx. one day prior to call.

Chairman's Report (Dave Carter): George Forsman (VA DES) was at the recent GSAR at camp Jaycees, Instructors from far and wide slammed him on the problems with Ralph's Replacement. Ralph got us into missions as a state resource we would not ordinarily have been involved in. DES is now reported to be unresponsive, hopefully this will improve when the position is filled. George promises a Strategic planning meeting within months of filling the position.

Operations Report (Gary Mechtal): No new changes to the Ops manual. The changes I am working on is to move the administrative procedures to a General Admin Manual to clean up the Ops Manual. Ops manual has too many non-operational concerns in it. Draft of the General Admin Manual is now available.

Medical Report : None.

Training Report (Mark Jones):

Shenandoah National Park Sept Simulation

Since the last meeting I have had no success in contacting Greg Stiles, I have left 4 voice messages with a secretary at the main number and she has told me that she also put those messages on their CC:Mail system. They have had a restructuring and re-division of duties there and things are hectic, "Greg does not get to see his office much anymore", according to the secretary.

FTM/FTL/IS Tests

I or my replacement need a copy of the Draft FTL test - I have had a couple of request for it and I do not have it. Peter McCabe could you supply that please.

IC/IS Qualification Re-certification

A training officer from one of the groups e-mailed me with a question about why I was sending direct notification to IS's about their re-certification. The answer is simple the qualification is a board level decision and is kept track of with the minutes and the IC/IS roster. Since there are not that many of them it is easier to send notification from one central source.

The other issue was lack of knowledge on the group training officers part. That will be resolved by cc'ing the group training officer.

The requested resolution was that the training officer get the original letter and the individual whose qualification is due to be cc'ed. That is not a solution because it gives the impression that it is up the group training officer not the individual to get them re-qualified.

Answer (P. McCabe) an FTL test was distributed by disk and paper to each group training officer in the John Punches er Map was in the paper copy only and was to best of recollection approved despite controversy.

Communications Report (Gary Mechtal for Steve Houck):

Things are in the works on the Business and Aircraft license.

Safety (William Dixon): Safety First is our motto, but not the truth.

Proposed motions at General membership meeting

OLD BUSINESS

501(c)3: See treasurers report.

ADA (Peter McCabe): Proposed solution to be reviewed for Jun BOD then revision will be enacted.

(Gary Mechtal) Authorize the ADA committee to make the decision?

(D. Carter) Take the proposal back to the groups and get their feedback prior to any decision.

Bylaw Changes:

(Patrick Turner) - No time was given for delegates to contact all members

(Camille Birmingham) - A special General Membership meeting is the length we usually have to go to, and have gone in the past.

(Peter McCabe) - Delegates had mailing, for further dissemination. No information on the Proposed changes was distributed, so it is difficult to inform members for informed decision.

(Gary Mechtal) - Decision made at last BOD to vote on changes for Group definitions.

(Dave Carter) - What were the proposed changes for the record.

(Gary Mechtal) - Affiliate groups provided 1 voting member to group, and provide the BOD with details (training standards, equipment requirements) on how they operate. Propose that next meeting be a General Membership meeting so that the changes can be made if necessary.

(Andrew Marsh) - Today is Fine

(Camille Birmingham) - The great efforts made in the past will be belittled if we ignore the requirements now.

(William Dixon) - Propose that we discuss the amendments, vote on them and then vote (to determine our feeling on the subject) and then we can vote them in at a latter date.

(Dave Carter) - Bylaws require another General Membership meeting.

(William Dixon) - General Membership meeting by Proxy is preferred. We will vote next time.

1230 BOARD BREAKS FOR LUNCH

1300 BOARD RECONVENES

NEW BUSINESS

Nominations for New Incident Staff:

Trudy Poole (SMRG): Nominated by Gary Mechtal, Second William Dixon, 11Y 0N 1A, Motion Passed.
Darren Chen (BMRG): Nominated by William Dixon, Second Gary Mechtal, 2Y 0N 10A, Motion Passed.
Frank Jargowski (BMRG): Nominated by William Dixon, Second Gary Mechtal, 4Y 0N 8A, Motion Passed.
Jason Dalton (BMRG): Nominated by William Dixon, Second Gary Mechtal, 2Y 0N 10A, Motion Passed.
Blane Eckberg (PVRG): Nominated by Peter McCabe, Second Gary Mechtal, 7Y 0N 5A, Motion Passed.

Candi Capozzi is directed by the Chair to research whether any member leaving a group for extended time retains training.

Nominations for New Training Officers:

Brenda and Tony Phelps (RSAR): Nominated by Melody Midgette, Second Tom Wring, 6Y 0N 6A, Motion Passed.
Mary Hardy (BMRG): Nominated by William Dixon, Second by Mark Jones, 7Y 0N 5A, Motion Passed.

BOD ELECTIONS

Secretary: Bob Koester (BMRG) Nominated by William Dixon, second by Melody Midgette, 2 Votes for.
Candi Capozzi (TSAR) Nominated by Mark Jones, second by Gary Mechtal, 7 Votes for.
Candi Capozzi is elected BOD Secretary.

Finance Officer: No Nominations

Motion that order of elections be changed to Chair before Vice-Chair: William Dixon, Second Peter McCabe 12Y, 0N, 0A.
Motion Passed.

Chairman: David Carter (TSAR) Nominated by Mark Jones, second by Peter McCabe, 7 Votes for.
Bob Koester (BMRG) Nominated by William Dixon, second by Melody Midgette, 4 Votes for.
Dave Carter is elected as BOD Chairman

Vice-Chairman: William Dixon (BMRG) Nominated by Gary Mechtal, second Peter McCabe, 8 Votes for.
Bob Koester (BMRG) Nominated by William Dixon, second Melody Midgette, 0 Votes for.
William Dixon is elected BOD Vice-Chairman.

Operations Officer: Gary Mechtal appointed, and approved by BOD.
Safety Officer: William Dixon appointed and approved by BOD.
Finance Officer: Patrick Turner appointed and approved by BOD.
Training Officer: Candi Capozzi to continue to serve.

BOD ADJOURNED AT 1400

**ASRC GENERAL MEMBERSHIP MEETING
22 April 1995
MINUTES**

Meeting was called to order at 1417 by Dave Carter.

Attendance: (Both present and with proxies)

AMRG-	0	present	0	proxies	0	total
BRMRG-	6	present	14	proxies	20	total
MSAR-	2	present	22	proxies	24	total
RSAR-	4	present	0	proxies	4	total
SMRG-	4	present	0	proxies	4	total
SWVaMRG-	13	present	8	proxies	21	total
TSAR-	2	present	14	proxies	16	total
PVRG-	7	present	7	proxies	14	total
Total	38	present	65	proxies	103	total

OTHERS: see attached list

Minutes (Dave Carter) - The minutes for 23 April 1994, were distributed, reviewed and accepted.

Officer and Committee Reports

Treasurers Report (Patrick Turner):

Operations Report (Gary Mechtal):

Training Report (Mark Jones):

Safety Report (William Dixon):

OLD BUSINESS

Patomic Valley Rescue Group for Certification: Motion that PVRG be accepted as a full certified group by Peter McCabe, Second by William Dixon. Pending receipt of 95 Dues Unanimous vote for.

Harrisonburg Tactical (William Dixon): The status on the Harrisonburg and the Rockingham teams is still that they are interested their P.O.C. is Bob Koester. Harrisonburg was scheduled to have ASRC training twice, both times the activities fell through.

Motion to Accept Rockers as Required uniform items : Motion by William Dixon, Second by Sara Jensen.
27 Y, 49 N, 26 A Motion Failed

Motion to Accept Rockers as optional uniform items: Motion by Gary Mechtal, Second by Sara Jensen.
56 Y, 46N, 0A Motion Passed

Bike-SAR update (Cindie Lambert): Draft of training standards submitted to OPS. Used on Blacksburg mission in Dec determined to be a valuable asset. Many issues still being tested (Day vs Night, P.O.D's) Second Draft to OPS when completed.

NEW BUSINESS

Safety Program motions (William Dixon):

1. Motion by William Dixon that ultimate responsibility for personal safety rests with the group chair/president (Post Advisor for ESAR prog) for group activities (non-incident), and with the Conference Chair/President for Conference activities (to include incidents). Second by Gary Mechtal. Motion Tabled for Revision.
2. Motion by William Dixon that Groups will Appoint a Group Safety Officer. No Second
3. Motion by William Dixon that Safety is a real concern to the ASRC and that a Health and Safety program will be developed. Second by Gary Mechtal. 104 Y, 0 N, 0A Motion Passed.
4. Motion by Peter McCabe that the safety officer by the Aug BOD develop a policy statement for the ASRC. Second by Gary Mechtal. 89 Y, 0 N, 1 A Motion Passed.

GSAR Dates (Dave Carter): 20-22 Oct & 10-12 Nov Fort A. P. Hill
- FTM, FTL, MSO, Sign Cutting
- Currently \$60 (unless DES gets more \$)

8-10 Dec & 12-14 Jan Camp Jaycees Roanoke
- FTM, FTL, PSO, Sign Cutting
- Currently \$60 (unless DES gets more \$)

Sign Cutting (Mark Jones): Sign Cutting is a new two weekend course designed for FTM and above to increase clue awareness and to begin teaching the basic fundamentals of tracking. This Course taught by Greg Fuller is an excellent way to improve your FTM/FTL/IS skills by increasing awareness. It is not a Man-Tracking course it is designed to introduce you to the world of Signs of Human Passage, follow on courses will bring more advanced skills. Last GSAR introduced it and as a FTL student working with Sign Cutters, They were a valuable asset to the search. More info on course forthcoming from DES to each Group.

Bylaw Changes Proposed (Gary Mechtal): To be voted on following the June BOD.

Motion that all Training officers be Reapproved: Motion by Gary Mechtal, Second Jen Avery. Unanimous For.

AMRG- Mike Yee
MSAR - Kirt Homicek
SMRG - Todd L'Herrou
TSAR - Andy Bayne
BMRG - Mary Hardy
RSAR - Brenda and Tony Phelps
SWVMRG - Cindie Lambert
PVRG - Mark Bursink

MSO class held in SMRG (Gary Mechtal): Scheduling for May/June contact Todd L'Herrou if interested.

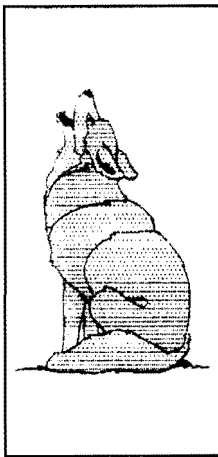
Man-Tracking Courses (Trudy Poole): Charles Warsham is offering regular courses the next available is the weekend of 10 Nov at a cost of \$125.00. If interested contact Charles at (804) 846-1987

Appalachian Alert (Peter McCabe): Self-Published for the good of the Sar community, I would like input from the groups in the form of articles, comments, training schedules for the next issue (May 19 Deadline).

Motion to address the Display/Use of the ASRC name/logo: Motion by Cindie Lambert, Second by Patrick Turner. To be addressed at Aug BOD. 97 Y, 0 N, 6 A. Motion Passed.

30D ADJOURNED AT 1600

08 April 1995



The Southwest Virginia Mountain Rescue Group will be hosting the 22 Apr 95 BOD and General Membership Meeting in Blacksburg. Housing will be available (couches and floors) or you may camp 15 min away (shower available at War Memorial Gym 0600-1700-subject to change, bring lock). Your host will contact you about directions, kitchen priviledges (how much space is left in fridge), etc. I would suggest you think about camping since many of our members live in dorms and can't host you. Saturday night there will be an ORIENTEERING COMPETITION! If you would just like to play in the woods and do some land naving (in the real mountains of Virginia) a land nav course will be available. You will be done in time to pursue other activities (of course the only way to get directions to the other activities will be to find them during orienteering. A T-shirt order form is enclosed.

The schedule at this time is:

- F 21 Apr Arrive in Blacksburg
- S 22 Apr 10:30 BOD - Held in Squires Student Center
13:30 General Membership - Squires Student Center
18:30 Leave for Orienteering Competition/Night land nav (20 min drive)
17:30 Begin Orienteering Competition/Night land nav
-- Experience Blacksburg Night Life (list of appropriate places available (to those that find it))**Also, a member has invited you to a little (pig roast, 6 kegs, 5 bands), get together he is involved with.
- S 23 Apr 10:00 Sleep and SAR - Bob Koester
11:00 Break (run downstairs to Hardee's)
11:30 Life Guard 10 demonstration; Aircraft orientation -- Tech Airport
13:00 Intro to Bike SAR - Ed Czaja, Doug McCaskill
14:00 Leave for dinner
14:15 Post 20th Anniversary Dinner -- Western Sizzlin (large food bar \$5.99)
16:00 End activities

Questions ? Cindie Lambert 703-552-3628 (Don't e-mail me for the next few weeks)

Locker 703-951-2914

I will be attending: Name _____

Phones: _____

Address: _____

I will require housing: _____ camping: _____

Allergic to pets: _____ Would like same house as: _____

Arriving in Blacksburg: _____ Date _____ Time _____

Orienteering Competition? _____ Name of your team: _____ Members: _____

Just want to play in the woods _____

!! Mail to: SWVaMRG, 203 Progress St, Blacksburg VA 24060 or call: 703-951-2914

Directions to Swimming Locker: 205 Progress St, Blacksburg 703-951-2914
I 81 South to

Exit 118 -- (from exit to locker ~20 min)

R onto 460 W (& take right at first light)

R onto 460 W Business to downtown Blacksburg (not the bypass to VA Tech)

After passing a short residential section, as you come into downtown Blacksburg there will be a stoplight at Washington St with an Exxon on L and Backstreets Restaurant on R.

R at next light onto Roanoke St.

L (1st) onto Church St. Cross Lee St.

R at tee intersection onto Jackson St.

L (immediate) onto Progress St.

L into parking lot. There is a smaller parking lot on the L within this parking lot.

The Locker is at the far end of it, **2nd floor**. There are outside stairs and a black mailbox.

It will be Friday night and there will be no parking spaces. You may be able to park at the church at the intersection of Jackson and Progress ???- more info on this later.

There are an abundance of restaurants in walking distance of the locker and in short driving distance. Krogers is open 24-hrs a day!

Squires Student Center is also walking distance from the locker (Carol Lee's is in between). Squires has a Hardee's in it.

Your host will send you directions to their home and parking information.

Be sure to fill out the form on the other side completely!! If you are entering the orienteering competition I need to know who is a team (# of people up to you)

T-Shirt order form

#1 NAKED COED SEARCH AND RESCUE (L breast)

back: Naked coed search and rescue, picture of helmet, seat harness, rescue-8, biners, rope, w/star of life in background; at bottom the words

SEARCH and RESCUE

Get Lucky...Make a Find!

#2 GROUND SAR -picture of star of life, "That others may live" (L breast)

back: picture of mountain sunset w/Star Of Life in it and saying Search and Rescue Team; at bottom the words

MOUNTAIN RESCUE

Anywhere, Anytime, Anyplace

1-800-GET-LOST

#3 Search and Rescue around star of life (L breast)

back: **SAR** (you can be recognized as a SAR person w/o representing a specific agency)

colors: yellow, green, navy, burgundy

Cost: \$12.00 order w/payment. \$15.00 to buy at General Membership. Orders may be made at a later date; S&H \$2.00. Make payable to SWVaMRG

NAME	ADDRESS	PHONE	Size and # ordered-color for #3			Mail or Pickup TOTA
			TEE #1	TEE #2	TEE #3	

ASRC BOD and General Membership Meeting
22-23 April 1995
Blacksburg VA

Itinerary

- 22 10:30 BOD -- 104 Johnston Student Center (GBJ), VA Tech
13:30 General Membership -- 104 GBJ
19:00 Meet at locker for Orienteering
19:10 Leave locker
19:40 Begin Orienteering -- Caldwell Fields
~~~~~ Night life
- 23 10:30 Bike SAR presentation - Ed Czaja -- 104 GBJ  
11:30 Sleep and SAR - Bob Koester -- 104 GBJ  
12:30 Leave for Tech Airport  
13:00 Lifeguard 10 demo  
14:15 Leave for restaurant  
14:00 Post 20th anniversary dinner - Western Sizzlin

**Caldwell Fields**

460 W out of Blacksburg  
R onto 621 / Craig Creek Rd  
After rd becomes gravel it's ~ 4 mi  
Caldwell Fields sign and parking lot on R  
We will probably take the road going off to the  
L at this point and drive up around the curve  
and park off to the R.

Directions

**Johnston Student Center**

N on Progress St <sup>Turner</sup>  
L at light onto Thomas, pass Burger King  
L onto Perry <sup>Burger</sup>  
R onto Stanger  
Immediate L onto Perry  
R into 2nd parking lot entrance, park  
Cross st at this entrance, go thru Randolph  
walkway  
R thru courtyard to Johnston Student  
Center (GBJ)  
Room 104 is downstairs by the elevators

**VA Tech Airport**

R out of parking lot onto Perry  
L onto West Campus Dr  
L onto Washington St  
R onto Spring Rd  
L onto Southgate Dr  
R onto Tech Center Dr  
Go around big curve, you will see airport  
on L  
Drive thru open gate.

**Western Sizzlin**

From airport, go back to W Campus Dr  
L onto Price's Fork Rd  
R at next light, by Marriott  
Western Sizzlin on R, ~ across from  
Kroger.

Have a Q but can't find an A?

SWVaMRG Pager:  
703-983-2325  
use PIN 799

## DISCUSSION

Title II [28 C.F.R. § 35.130(b)(8)] of the Americans with Disabilities Act states, "A public entity shall not impose or apply eligibility criteria that screen out or tend to screen out an individual with a disability or any class of individuals from fully and equally enjoying any service, program, or activity, unless such criteria can be shown to be necessary for the provision of the service, program, or activity being offered."

The following provides recommendations to existing language in ASRC Training Standards to enable persons with disabilities to become ASRC qualified members.

### OPENING STATEMENT (Proposed)

One of the major goals of the ASRC is to provide trained and experienced volunteer professional resources in ground search and rescue operations, and to provide experienced personnel capable of participating in tactical field operations, and working in incident command operations to assist and support responsible authorities from local, county, state and Federal jurisdictions in the mid-Atlantic region. Toward that end, the ASRC recognizes there are individuals who may provide essential services in a number of different activities in incident command operations who may not otherwise meet necessary physical qualifications for participation in field team activities.

1. There are several suggested changes to existing Call-Out Qualified (CQ) Member Training Standards.

- ◆ Remove the word "field" from:

B(4) Participate satisfactorily in a minimum of one ASRC or Group practical field exercise;

B(6) Demonstrate the ability to function as an effective member of a field team on an uncomplicated task, as judged by the Group Training Officer.

- ◆ Remove the asterisked language in the page-5 footnote.

2. Base Radio Operator standard

- ◆ Remove the word "field" from all language in the BRO standard.

- ◆ Add the words "direct or" to all verb phrases, such as, "set up," "assemble," "handle," and "change."

3. There are several suggested changes to existing ASRC Incident Staff (IS) qualifications:

- ◆ Modify (Qualifications) A1, A2, B3, and add the words "direct or" preceding the phrase, "Be able to set up..." in Knowledge and Performance Specification #5(a)(1) [communications equipment].

3. There is one suggested change to existing ASRC Incident Commander (IC) qualifications.

- ◆ Remove B(2) requiring an IC to maintain ASRC FTL certification.

With appropriate modifications to existing ASRC training and performance standards, it is believed the following positions would be open to all individuals:

Call-Out Qualified  
Base Radio Operator  
Alert Officer  
Dispatch Officer & Dispatch Supervisor

Area Representative  
Incident Staff  
Incident Commander  
Area Command Authority

*B.A. McCall*



APPALACHIAN SEARCH & RESCUE CONFERENCE, INC.

P.O. BOX 440  
NEWCOMB STATION  
CHARLOTTESVILLE, VIRGINIA 22904

**Treasurer's Report to the General Membership Meeting  
22 April 1995**

During the previous year (15 April 1994 - 15 April 1995), the Appalachian Search and Rescue Conference has received \$568.00 as income and has spent \$681.28. The income was all from dues, \$300 from group dues and \$268.00 in individual dues. Over half the expenses come from the cost of maintaining the ASRC pager net. The other expenses are listed below. Our account currently stands at \$1247.93.

The Conference is currently running at a debit, for the last year it was \$123.28. I foresee it being less this year, but in two years when we have to pay for the renewal of our radio license, we will run at a large deficit for that year. While we have the resources currently to run at a modest debit, these funds are exhaustible and something needs to be change. I will hopefully have concrete ideas to present to the Board of Directors at the next BOD meeting. Anyone who has any ideas, please feel free to contact me.

Respectfully submitted,

Patrick L. Turner  
1994-1995 ASRC Treasurer

**INCOME AND EXPENSE REPORT  
4/15/94 Through 4/15/95**

| INCOME              |               | EXPENSES               |               |
|---------------------|---------------|------------------------|---------------|
| Dues                |               | Alert Dispatch Officer | 8.00          |
| Group               | 300.00        | Legal                  | 25.00         |
| Individual          | 268.00        | Office Supplies        | 20.36         |
| <b>TOTAL INCOME</b> | <b>568.00</b> | Pagers                 | 354.50        |
|                     |               | Secretary              |               |
|                     |               | Copying                | 119.77        |
|                     |               | Other                  | 74.38         |
|                     |               | Total Secretary        | 194.15        |
|                     |               | Treasurer              |               |
|                     |               | Bank Fees              | 82.87         |
|                     |               | Other                  | 6.40          |
|                     |               | Total Treasurer        | 89.27         |
|                     |               | <b>TOTAL EXPENSES</b>  | <b>691.28</b> |



APPALACHIAN SEARCH & RESCUE CONFERENCE, INC.

P.O. BOX 440  
NEWCOMB STATION  
CHARLOTTESVILLE, VIRGINIA 22904

**22 April 1995 Treasurer's Report**

Since the February meeting, we have had an income of \$123.00, \$45 from group dues and \$78 from individual dues. Thank you to MSAR for paying their dues. I still have not received dues from the following groups: AMRG, PVRG, or RSAR.

During the same time period, we have had debits totaling \$178.02. \$77.30 went to Metrocall for monthly paging. \$74.38 went to Candi Capozzi to pay for her 1994 Secretary expenses. \$11.34 went to Treasurer's expenses which included checks and stamps. \$25 went to pay for our State Corporation Commission fees.

Our banking account is currently at Crestar Bank, and the new officers need to sign the Signature Card. There is currently \$1247.93 in the bank.

The 501c3 status is currently in the hands of the Internal Revenue Service. I am trying to see where exactly it is in the system and what might be holding it up. If it does not come through soon, I will start the process all over again.

Submitted respectfully,

A handwritten signature in black ink, appearing to read "Patrick Turner", with a long horizontal flourish extending to the right.

Patrick Turner  
ASRC Treasurer

# Crestar Account Summary

**CRESTAR**

CUSTOMER SERVICE-OPERATIONS CENTER  
P O BOX 26150, RICHMOND, VA 23260

016045/C /1/R05/00003

CRESTAR BANK

APPALACHIAN SEARCH & RESCUE  
440 NEWCOMB HALL  
CHARLOTTESVILLE VA 22904

STATEMENT PERIOD  
03/08/95 - 04/07/95

| | | | | | | | | | | | | | | | | |

24 hours, 1-800-CRESTAR (1-800-273-7827) or locally at 804-270-8176 (Richmond).  
(Telephone Deaf Device customers call 1-800-445-8184).

**CHECKING SUMMARY FOR ACCOUNT 816440468**

|                             |          |                 |          |
|-----------------------------|----------|-----------------|----------|
| BEGINNING BALANCE           | 1,128.39 | MINIMUM BALANCE | 1,064.05 |
| 1 DEPOSIT(S) TOTALING       | 223.18+  | AVERAGE BALANCE | 1,216.01 |
| INTEREST THIS PERIOD        | 0.00+    |                 |          |
| 4 DEDUCTION(S) TOTALING     | 70.74-   |                 |          |
| OTHER DEDUCTIONS            | 0.00-    |                 |          |
| SERVICE CHARGES THIS PERIOD | 0.00-    |                 |          |
| ENDING BALANCE              | 1,280.83 |                 |          |

| DESCRIPTION OF ACCOUNT TRANSACTIONS | DATE  | AMOUNT  | BALANCE  |
|-------------------------------------|-------|---------|----------|
| BEGINNING BALANCE                   |       |         | 1,128.39 |
| DEDUCTION- CHK ORDER DELUXE CHECK   | 03/08 | 4.94-   | 1,123.45 |
| CHECK 102                           | 03/20 | 34.40-  | 1,089.05 |
| CHECK 101                           | 03/20 | 25.00-  | 1,064.05 |
| DEPOSIT                             | 03/21 | 223.18+ | 1,287.23 |
| CHECK 103                           | 04/05 | 6.40-   | 1,280.83 |

**CHECK NUMBER SUMMARY**

| CHECK | AMOUNT | CHECK | AMOUNT | CHECK | AMOUNT |
|-------|--------|-------|--------|-------|--------|
| 101   | 25.00  | 102   | 34.40  | 103   | 6.40   |

From: Gary Mechtel  
Phone: 410-381-2593  
Purpose: Suggested changes to ASRC Bylaws  
Date: 4/20/95  
Version: 1

Purpose:

The ASRC BOD has been slowly evolving how we go about doing day-to-day business. This has resulted in new procedures being developed and added in an ad hoc fashion. A recent key effort has been the rewriting of the ASRC Operations Manual. Also, in parallel, the BOD has been reviewing our procedures and processes in light of where the BOD believes we ought to be directed in our long term strategic plan. From these efforts and other concerns, three high level issues have emerged.

First, the re-write of the ASRC Operations Manual has brought to light that many of our Administrative procedures are mixed in with our Operational Procedures. This has been rectified by creating a General Administration manual. It is desirable to have the ASRC Bylaws recognize such a manual. Some of the following suggested changes reflect this effort.

Secondly, the BOD has reviewed the ASRC's policies concerning affiliate groups. There have been suggested changes to our policy. The intent is to make the ASRC both more open to and more attractive to other SAR agencies. Recall the overall reason for this effort is to provide better services to the Lost and Injured. The ASRC BOD believes that as an organization, the ASRC has a lot to offer (training standards, similar operational procedures, and a wide number of services such as radio licenses, training, dispatch, contacts with outside agencies, MOUs, etc.).

The BOD directed me to draft a set of changes to the Bylaws to reduce the barriers to allowing other affiliate agencies into the ASRC. The second set of suggested changes fulfill this charter.

Finally, SMRG has requested that some minor changes be made to bylaws to support associate membership.

**Section 1 changes.**

Changes for adding references for a General Administration Manual.

(1) Addition To:

Article I

1. Groups

(Add into the last sentence, just before the final period)

Wording

", and the administration procedures specified in the ASRC General Administration Manual."

(2) Addition To:

Article I

2.1 Board of Directors

(add new item d, and renumber as necessary)

Wording

"d. to establish, publish, and enforce standards of procedure for general administration procedures in the form the ASRC General Administration Manual."

Renumber

renumber the rest of section 2.1 d through h to e through i.

(3) Addition To:

Article I

2.2 Groups

(Add into the last sentence, just before the final period)

Wording

", and the administration procedures specified in the ASRC General Administration Manual."

**End of section 1 changes.**

## **Section 2 changes.**

### **(1) Change**

Article III

3 Groups

(change "five" to "different")

### **Wording**

" ... comprised of different types of Groups: Probationary ..."

### **(2) Change**

Article I

2.8

(change item b to allow Affiliate groups to have a single vote.)

### **Wording**

" ... shall elect from its active membership one voting delegate to be installed  
1 April ..."

### **(3) Add & Renumber**

Article III

3.2

(add a new item b and renumber the rest of section 3.2.)

### **Wording**

" b. submit to the Board of Directors the following, (1) the Group's mission statement (2) suggested additions to the Training Guide to support the group's mission statement, and (3) suggested changes to the ASRC operations manual to support the group's mission statement. Any training guide changes and operations manual changes shall be reviewed by the ASRC Training Officer and Operations Officer, respectively and their reviews presented to the Board Of Directors. The Board Of Directors shall first approve the submissions (not necessarily adopt the submissions) listed above, prior to accepting in a new affiliate group."

### **Renumber**

Renumber "b through f" to "c through g").



**Section 3 changes and additions.**

**(1) Add**

**Article II**

**8. Associate members**

(remove "(reserved)", and add the following)

**Wording**

" 8.1 Associate Membership may be offered by the ASRC and by each of its Groups to those individuals who wish to contribute time or services to the ASRC or to one of its Groups and yet do not want to become active members and fulfill all the duties and obligations of active membership.

8.2 The ASRC Board of Directors shall establish standard membership fees and guidelines for Associate Members who contribute time or services.

8.3 The ASRC Board of Directors shall establish guidelines for awarding Associate Membership to those individuals who contribute time or services to the ASRC or one of its Groups.

8.4 Associate Membership shall be granted to those individuals who meet the requirements of sections 8.1, 8.2, and 8.3 (above) and who secure a simple majority of the votes cast in a scheduled membership meeting of the Group to which they apply, or who secure an affirmative vote of the Board of Directors.

8.5 Associate Membership shall have no ASRC voting privileges."

HB1456 WORKERS' COMPENSATION; DEFINITION OF EMPLOYEE; SEARCH AND RESCUE.

AN ACT TO AMEND AND REENACT | 65.2-101 OF THE CODE OF VIRGINIA, AS IT IS CURRENTLY EFFECTIVE AND AS IT MAY BECOME EFFECTIVE, RELATING TO WORKERS' COMPENSATION; DEFINITION OF EMPLOYEE; MEMBERS OF VOLUNTEER SEARCH AND RESCUE ORGANIZATIONS.

WORKERS' COMPENSATION; DEFINITION OF EMPLOYEE; SEARCH AND RESCUE PERSONNEL. ADDS MEMBERS OF VOLUNTEER SEARCH AND RESCUE ORGANIZATIONS TO THE LIST OF VOLUNTEERS INCLUDED AS EMPLOYEES FOR PURPOSES OF THE WORKERS' COMPENSATION ACT IF THE GOVERNING BODY OF A LOCALITY IN WHICH THE PRINCIPAL OFFICE OF SUCH AN ORGANIZATION IS LOCATED ADOPTS A RESOLUTION ACKNOWLEDGING THEM AS SUCH. THE BILL ALSO DEEMS PERSONS WHO RESPOND TO ANY INCIDENT UPON REQUEST OF THE DEPARTMENT OF EMERGENCY SERVICES AS EMPLOYEES OF THE DEPARTMENT FOR PURPOSES OF THE ACT.

PATRONS--DAVIES; SENATOR: HOUCK

AMENDMENTS PROPOSED BY THE SENATE

1. PAGE 1, SUBSTITUTE, LINE 47, AFTER AND  
INSERT  
MEMBERS OF
2. PAGE 2, SUBSTITUTE, LINE 49, AFTER AND  
INSERT  
MEMBERS OF
3. PAGE 2, SUBSTITUTE, LINE 53, AFTER OR  
INSERT  
MEMBERS OF
4. PAGE 3, SUBSTITUTE, LINE 2, AFTER SHERIFFS OR  
INSERT  
MEMBERS OF
5. PAGE 3, SUBSTITUTE, LINE 8, AFTER SHERIFFS,  
INSERT  
MEMBERS OF
6. PAGE 5, SUBSTITUTE, LINE 29, AFTER AND  
INSERT  
MEMBERS OF
7. PAGE 6, SUBSTITUTE, LINE 28, AFTER AND  
INSERT

MEMBERS OF

8. PAGE 6, SUBSTITUTE, LINE 32, AFTER OR  
INSERT

MEMBERS OF

9. PAGE 6, SUBSTITUTE, LINE 35, AFTER OR  
INSERT

MEMBERS OF

10. PAGE 6, SUBSTITUTE, LINE 41, AFTER SHERIFFS,  
INSERT

MEMBERS OF

01/11/95 H PRESENTED & ORDERED PRINTED, PREFILED 01/10/95 LD3148198  
01/11/95 H REFERRED TO COMMITTEE ON LABOR AND COMMERCE  
01/18/95 H REPORTED FROM LABOR AND COMMERCE (21-Y 0-N)  
01/19/95 H READ FIRST TIME  
01/20/95 H PASSED BY FOR THE DAY  
01/23/95 H PASSED BY FOR THE DAY  
01/24/95 H PASSED BY FOR THE DAY  
01/25/95 H PASSED BY FOR THE DAY  
01/26/95 H READ SECOND TIME  
01/26/95 H FLOOR SUBSTITUTE AGREED TO LD4725198-H1 (DAVIES)  
01/26/95 H ENGROSSED BY HOUSE - FL. SUB. LD4725198-H1 (DAVIES)  
01/26/95 H FLOOR SUBSTITUTE PRINTED LD4725198-H1 (DAVIES)  
01/27/95 H READ THIRD TIME AND PASSED HOUSE (99-Y 0-N)  
01/27/95 H COMMUNICATED TO SENATE  
01/27/95 H VOTE: PASSAGE (99-Y 0-N)  
01/30/95 S READ FIRST TIME  
01/30/95 S REFERRED TO COMMITTEE ON COMMERCE AND LABOR  
02/13/95 S REPORTED FROM C. & L. WITH AMENDMENTS (13-Y 0-N)  
02/14/95 S CONSTITUTIONAL READING DISPENSED (39-Y 0-N)  
02/14/95 S VOTE: CONST. READING DISPENSED (39-Y 0-N)  
02/15/95 S READ THIRD TIME  
02/15/95 S READING OF AMENDMENTS WAIVED  
02/15/95 S COMMITTEE AMENDMENTS AGREED TO  
02/15/95 S ENGROSSED BY SENATE AS AMENDED  
02/15/95 S PASSED SENATE WITH AMENDMENTS (40-Y 0-N)  
02/15/95 S VOTE: PASSAGE (40-Y 0-N)  
02/16/95 H PLACED ON CALENDAR  
02/17/95 H SENATE AMENDMENTS AGREED TO BY HOUSE (98-Y 0-N)  
02/17/95 H VOTE: ADOPTION (98-Y 0-N)  
02/24/95 H ENROLLED BILL TEXT (HB1456ER)  
03/06/95 H ENROLLED  
03/06/95 S SIGNED BY PRESIDENT  
03/07/95 H SIGNED BY SPEAKER  
03/16/95 G APPROVED BY GOVERNOR-CHAPTER 288 (EFFECTIVE 7/1/95)  
03/21/95 G ACTS OF ASSEMBLY CHAPTER TEXT (CHAP0288)

NONCERTIFIED COPY

CHAPTER 288

*An Act to amend and reenact § 65.2-101 of the Code of Virginia, as it is currently effective and as it may become effective, relating to workers' compensation; definition of employee; members of volunteer search and rescue organizations.*

[H 1456]

Approved March 16, 1995

Be it enacted by the General Assembly of Virginia:

1. That § 65.2-101 of the Code of Virginia, as it is currently effective and as it may become effective, is amended and reenacted as follows:

§ 65.2-101. Definitions.

As used in this title:

"Award" means the grant or denial of benefits or other relief under this title or any rule adopted pursuant thereto.

"Average weekly wage" means:

A. 1. *a.* The earnings of the injured employee in the employment in which he was working at the time of the injury during the period of fifty-two weeks immediately preceding the date of the injury, divided by fifty-two; but if the injured employee lost more than seven consecutive calendar days during such period, although not in the same week, then the earnings for the remainder of the fifty-two weeks shall be divided by the number of weeks remaining after the time so lost has been deducted. When the employment prior to the injury extended over a period of less than fifty-two weeks, the method of dividing the earnings during that period by the number of weeks and parts thereof during which the employee earned wages shall be followed, provided that results fair and just to both parties will be thereby obtained. When, by reason of a shortness of time during which the employee has been in the employment of his employer or the casual nature or terms of his employment, it is impractical to compute the average weekly wages as above defined, regard shall be had to the average weekly amount which during the fifty-two weeks previous to the injury was being earned by a person of the same grade and character employed in the same class of employment in the same locality or community.

2. *b.* When for exceptional reasons the foregoing would be unfair either to the employer or employee, such other method of computing average weekly wages may be resorted to as will most nearly approximate the amount which the injured employee would be earning were it not for the injury.

B. 2. Whenever allowances of any character made to an employee in lieu of wages are a specified part of the wage contract, they shall be deemed a part of his earnings. For the purpose of this title, the average weekly wage of the members of the Virginia National Guard and the Virginia State Defense Force, registered members on duty or in training of the United States Civil Defense Corps of this Commonwealth, and forest wardens shall be deemed to be such amount as will entitle them to the maximum compensation payable under this title; however, any award entered under the provisions of this title on behalf of members of the National Guard or their dependents, or registered members on duty or in training of the United States Civil Defense Corps of this Commonwealth or their dependents, shall be subject to credit for benefits paid them under existing or future federal law on account of injury or occupational disease covered by the provisions of this title.

C. 3. Whenever volunteer firefighters, volunteer lifesaving or volunteer rescue squad members, volunteer law-enforcement chaplains, auxiliary or reserve police, and auxiliary or reserve deputy sheriffs, and members of volunteer search and rescue organizations are deemed employees under this title, their average weekly wage shall be deemed sufficient to produce the minimum compensation provided by this title for injured workers or their dependents.

D. 4. The average weekly wage of persons, other than those covered in subdivision C 3 of this definition, who respond to a hazardous materials incident at the request of the Department of Emergency Services shall be based upon the earnings of such persons from their primary employers.

"Change in condition" means a change in physical condition of the employee as well as any

change in the conditions under which compensation was awarded, suspended, or terminated which would affect the right to, amount of, or duration of compensation.

"Commission" means the Virginia Workers' Compensation Commission as well as its former designation as the Virginia Industrial Commission.

"Employee" means:

1. a. Every person, including a minor, in the service of another under any contract of hire or apprenticeship, written or implied, except (i) one whose employment is not in the usual course of the trade, business, occupation or profession of the employer or (ii) as otherwise provided in *subsection B subdivision 2* of this definition.

2. b. Any apprentice, trainee, or retrainee who is regularly employed while receiving training or instruction outside of regular working hours and off the job, so long as the training or instruction is related to his employment and is authorized by his employer.

3. c. Members of the Virginia National Guard, whether on duty in a paid or unpaid status or when performing voluntary service to their unit in a nonduty status at the request of their commander.

Income benefits for members of the National Guard shall be terminated when they are able to return to their customary civilian employment or self-employment. If they are neither employed nor self-employed, those benefits shall terminate when they are able to return to their military duties. If a member of the National Guard who is fit to return to his customary civilian employment or self-employment remains unable to perform his military duties and thereby suffers loss of military pay which he would otherwise have earned, he shall be entitled to one day of income benefits for each unit training assembly or day of paid training which he is unable to attend.

4. d. Members of the Virginia State Defense Force.

5. e. Registered members of the United States Civil Defense Corps of this Commonwealth, whether on duty or in training.

6. f. Except as provided in *subsection B subdivision 2* of this definition, all officers and employees of the Commonwealth, including forest wardens, judges, clerks, deputy clerks and employees of juvenile and domestic relations district courts and general district courts, who shall be deemed employees of the Commonwealth.

7. g. Except as provided in *subsection B subdivision 2* of this definition, all officers and employees of a municipal corporation or political subdivision of the Commonwealth.

8. h. Except as provided in *subsection B subdivision 2* of this definition, every executive officer, including president, vice president, secretary, treasurer or other officer, elected or appointed in accordance with the charter and bylaws of a corporation, municipal or otherwise.

9. i. Policemen and firefighters, sheriffs and their deputies, town sergeants and their deputies, county and city commissioners of the revenue, county and city treasurers, attorneys for the Commonwealth, and clerks of circuit courts and their deputies, officers and employees, who shall be deemed employees of the respective cities, counties and towns in which their services are employed and by whom their salaries are paid or in which their compensation is earnable.

10. j. Members of the governing body of any county, city or town in the Commonwealth, whenever coverage under this title is extended to such members by resolution or ordinance duly adopted.

11. k. Volunteers, officers and employees of any commission or board of any authority created or controlled by a local governing body, or any local agency or public service corporation owned, operated or controlled by such local governing body, whenever coverage under this title is authorized by resolution or ordinance duly adopted by the governing board of any county, city, town, or any political subdivision thereof.

12. l. Except as provided in *subsection B subdivision 2* of this definition, volunteer firefighters, volunteer lifesaving or rescue squad members, volunteer law-enforcement chaplains, auxiliary or reserve police and, auxiliary or reserve deputy sheriffs and members of volunteer search and rescue organizations, who shall be deemed employees of (i) the political subdivision or state institution of higher education in which the principal office of such volunteer fire company, volunteer lifesaving or rescue squad, volunteer law-enforcement chaplains, auxiliary or reserve police force or, auxiliary or reserve deputy sheriff force or members of volunteer search and rescue organizations is located if the governing body of such political subdivision or state institution of higher education has adopted a

resolution acknowledging such volunteer firefighters, volunteer lifesaving or rescue squad members, volunteer law-enforcement chaplains, auxiliary or reserve police ~~or~~, auxiliary or reserve deputy sheriffs *or members of volunteer search and rescue organizations* as employees for the purposes of this title or (ii) in the case of volunteer firefighters or volunteer lifesaving or rescue squad members, the companies or squads for which volunteer services are provided whenever such companies or squads elect to be included as an employer under this title.

~~13.~~ *m.* Volunteer firefighters, volunteer lifesaving or rescue squad members, volunteer law-enforcement chaplains, auxiliary or reserve police, auxiliary or reserve deputy sheriffs, *members of volunteer search and rescue organizations* and any other persons who respond to a hazardous materials incident upon request of the Department of Emergency Services pursuant to a plan or agreement developed under § 44-146.35 or § 44-146.36, who shall be deemed employees of the Department of Emergency Services for the purposes of this title.

~~14.~~ *n.* Any sole proprietor or all partners of a business electing to be included as an employee under the workers' compensation coverage of such business if the insurer is notified of this election. Any sole proprietor or the partners shall, upon such election, be entitled to employee benefits and be subject to employee responsibilities prescribed in this title.

When any partner or proprietor is entitled to receive coverage under this title, such person shall be subject to all provisions of this title as if he were an employee; however, the notices required under §§ 65.2-405 and 65.2-600 of this title shall be given to the insurance carrier, and the panel of physicians required under § 65.2-603 shall be selected by the insurance carrier.

~~15.~~ *o.* The independent contractor of any employer subject to this title at the election of such employer provided (i) the independent contractor agrees to such inclusion and (ii) unless the employer is self-insured, the employer's insurer agrees in writing to such inclusion. All or part of the cost of the insurance coverage of the independent contractor may be borne by the independent contractor.

When any independent contractor is entitled to receive coverage under this section, such person shall be subject to all provisions of this title as if he were an employee, provided that the notices required under §§ 65.2-405 and 65.2-600 are given either to the employer or its insurance carrier.

However, nothing in this title shall be construed to make the employees of any independent contractor the employees of the person or corporation employing or contracting with such independent contractor.

~~16.~~ *p.* The legal representative, dependents and any other persons to whom compensation may be payable when any person covered as an employee under this title shall be deceased.

~~17.~~ *q.* Jail officers and jail superintendents employed by regional jails or jail farm boards or authorities, whether created pursuant to Article 3.1 (§ 53.1-95.2 et seq.) or Article 5 (§ 53.1-105 et seq.) of Chapter 3 of Title 53.1, or an act of assembly.

**B. 2. "Employee" shall not mean:**

~~1.~~ *a.* Officers and employees of the Commonwealth who are elected by the General Assembly, or appointed by the Governor, either with or without the confirmation of the Senate. This exception shall not apply to any "state employee" as defined in § 51.1-104 51.1-124.3 nor to Supreme Court Justices, judges of the Court of Appeals, judges of the circuit or district courts, members of the Workers' Compensation Commission and the State Corporation Commission, or the Superintendent of State Police.

~~2.~~ *b.* Officers and employees of municipal corporations and political subdivisions of the Commonwealth who are elected by the people or by the governing bodies, and who act in purely administrative capacities and are to serve for a definite term of office.

~~3.~~ *c.* Any person who is a licensed real estate salesperson, or a licensed real estate broker associated with a real estate broker, if (i) substantially all of the salesperson's or associated broker's remuneration is derived from real estate commissions, (ii) the services of the salesperson or associated broker are performed under a written contract specifying that the salesperson is an independent contractor, and (iii) such contract includes a provision that the salesperson or associated broker will not be treated as an employee for federal income tax purposes.

~~4.~~ *d.* Any taxicab or executive sedan driver, provided the Commission is furnished evidence that such individual is excluded from taxation by the Federal Unemployment Tax Act.

~~5.~~ *e.* Casual employees.

6. f. Domestic servants.

7. g. Farm and horticultural laborers, unless the employer regularly has in service more than two full-time employees.

8. h. Employees of any person, firm or private corporation, including any public service corporation, that has regularly in service less than three employees in the same business within this Commonwealth, unless such employees and their employers voluntarily elect to be bound by this title. However, this exemption shall not apply to the operators of underground coal mines or their employees. An executive officer who is not paid salary or wages on a regular basis at an agreed upon amount and who rejects coverage under this title pursuant to § 65.2-300 shall not be included as an employee for purposes of this subdivision.

9. i. Employees of any common carrier by railroad engaging in commerce between any of the several states or territories or between the District of Columbia and any of the states or territories and any foreign nation or nations, and any person suffering injury or death while he is employed by such carrier in such commerce. This title shall not be construed to lessen the liability of any such common carrier or to diminish or take away in any respect any right that any person so employed, or the personal representative, kindred or relation, or dependent of such person, may have under the act of Congress relating to the liability of common carriers by railroad to their employees in certain cases, approved April 22, 1908, or under §§ 8.01-57 through 8.01-62 or § 56-441.

10. j. Employees of common carriers by railroad who are engaged in intrastate trade or commerce. However, this title shall not be construed to lessen the liability of such common carriers or take away or diminish any right that any employee or, in case of his death, the personal representative of such employee of such common carrier may have under §§ 8.01-57 through 8.01-61 or § 56-441.

11. k. Except as provided in subsection A subdivision 1 of this definition, a member of a volunteer fire-fighting, lifesaving or rescue squad when engaged in activities related principally to participation as a member of such squad whether or not the volunteer continues to receive compensation from his employer for time away from the job.

12. l. Except as otherwise provided in this title, noncompensated employees and noncompensated directors of corporations exempt from taxation pursuant to § 501 (c) (3) of Title 26 of the United States Code (Internal Revenue Code of 1954).

B. "Employer" includes (i) any person, the Commonwealth or any political subdivision thereof and any individual, firm, association or corporation, or the receiver or trustee of the same, or the legal representative of a deceased employer, using the service of another for pay and (ii) any volunteer fire company or volunteer lifesaving or rescue squad electing to be included and maintaining coverage as an employer under this title. If the employer is insured, it includes his insurer so far as applicable.

"Executive officer" means the president, vice president, secretary, treasurer or other officer, elected or appointed in accordance with the charter and bylaws of a corporation. However, such term does not include noncompensated officers of corporations exempt from taxation pursuant to § 501 (c) (3) of Title 26 of the United States Code (Internal Revenue Code of 1954).

"Filed" means hand delivered to the Commission's office in Richmond or any regional office maintained by the Commission; sent by telegraph, electronic mail or facsimile transmission; or posted at any post office of the United States Postal Service by certified or registered mail. Filing by first-class mail, telegraph, electronic mail or facsimile transmission shall be deemed completed only when the application actually reaches a Commission office.

"Injury" means only injury by accident arising out of and in the course of the employment or occupational disease as defined in Chapter 4 (§ 65.2-400 et seq.) of this title and does not include a disease in any form, except when it results naturally and unavoidably from either of the foregoing causes.

§ 65.2-101. (Delayed effective date) Definitions.

As used in this title:

"Award" means the grant or denial of benefits or other relief under this title or any rule adopted pursuant thereto.

"Average weekly wage" means:

A. 1. a. The earnings of the injured employee in the employment in which he was working at the time of the injury during the period of fifty-two weeks immediately preceding the date of the injury,

divided by fifty-two; but if the injured employee lost more than seven consecutive calendar days during such period, although not in the same week, then the earnings for the remainder of the fifty-two weeks shall be divided by the number of weeks remaining after the time so lost has been deducted. When the employment prior to the injury extended over a period of less than fifty-two weeks, the method of dividing the earnings during that period by the number of weeks and parts thereof during which the employee earned wages shall be followed, provided that results fair and just to both parties will be thereby obtained. When, by reason of a shortness of time during which the employee has been in the employment of his employer or the casual nature or terms of his employment, it is impractical to compute the average weekly wages as above defined, regard shall be had to the average weekly amount which during the fifty-two weeks previous to the injury was being earned by a person of the same grade and character employed in the same class of employment in the same locality or community.

2. b. When for exceptional reasons the foregoing would be unfair either to the employer or employee, such other method of computing average weekly wages may be resorted to as will most nearly approximate the amount which the injured employee would be earning were it not for the injury.

B. 2. Whenever allowances of any character made to an employee in lieu of wages are a specified part of the wage contract, they shall be deemed a part of his earnings. For the purpose of this title, the average weekly wage of the members of the Virginia National Guard and the Virginia State Defense Force, registered members on duty or in training of the United States Civil Defense Corps of this Commonwealth, and forest wardens shall be deemed to be such amount as will entitle them to the maximum compensation payable under this title; however, any award entered under the provisions of this title on behalf of members of the National Guard or their dependents, or registered members on duty or in training of the United States Civil Defense Corps of this Commonwealth or their dependents, shall be subject to credit for benefits paid them under existing or future federal law on account of injury or occupational disease covered by the provisions of this title.

G. 3. Whenever volunteer firefighters, volunteer lifesaving or volunteer rescue squad members, volunteer law-enforcement chaplains, auxiliary or reserve police, and auxiliary or reserve deputy sheriffs, and members of volunteer search and rescue organizations are deemed employees under this title, their average weekly wage shall be deemed sufficient to produce the minimum compensation provided by this title for injured workers or their dependents.

D. 4. The average weekly wage of persons, other than those covered in subdivision G 3 of this definition, who respond to a hazardous materials incident at the request of the Department of Emergency Services shall be based upon the earnings of such persons from their primary employers.

"Change in condition" means a change in physical condition of the employee as well as any change in the conditions under which compensation was awarded, suspended, or terminated which would affect the right to, amount of, or duration of compensation.

"Commission" means the Virginia Workers' Compensation Commission as well as its former designation as the Virginia Industrial Commission.

"Employee" means:

A. 1. a. Every person, including a minor, in the service of another under any contract of hire or apprenticeship, written or implied, except (i) one whose employment is not in the usual course of the trade, business, occupation or profession of the employer or (ii) as otherwise provided in subsection B subdivision 2 of this definition.

2. b. Any apprentice, trainee, or retrainee who is regularly employed while receiving training or instruction outside of regular working hours and off the job, so long as the training or instruction is related to his employment and is authorized by his employer.

3. c. Members of the Virginia National Guard, whether on duty in a paid or unpaid status or when performing voluntary service to their unit in a nonduty status at the request of their commander.

Income benefits for members of the National Guard shall be terminated when they are able to return to their customary civilian employment or self-employment. If they are neither employed nor self-employed, those benefits shall terminate when they are able to return to their military duties. If a member of the National Guard who is fit to return to his customary civilian employment or self-employment remains unable to perform his military duties and thereby suffers loss of military pay



which he would otherwise have earned, he shall be entitled to one day of income benefits for each unit training assembly or day of paid training which he is unable to attend.

4. *d.* Members of the Virginia State Defense Force.

5. *e.* Registered members of the United States Civil Defense Corps of this Commonwealth, whether on duty or in training.

6. *f.* Except as provided in ~~subsection B subdivision 2~~ of this definition, all officers and employees of the Commonwealth, including forest wardens, judges, clerks, deputy clerks and employees of family courts and general district courts, who shall be deemed employees of the Commonwealth.

7. *g.* Except as provided in ~~subsection B subdivision 2~~ of this definition, all officers and employees of a municipal corporation or political subdivision of the Commonwealth.

8. *h.* Except as provided in ~~subsection B subdivision 2~~ of this definition, every executive officer, including president, vice president, secretary, treasurer or other officer, elected or appointed in accordance with the charter and bylaws of a corporation, municipal or otherwise.

9. *i.* Policemen and firefighters, sheriffs and their deputies, town sergeants and their deputies, county and city commissioners of the revenue, county and city treasurers, attorneys for the Commonwealth, and clerks of circuit courts and their deputies, officers and employees, who shall be deemed employees of the respective cities, counties and towns in which their services are employed and by whom their salaries are paid or in which their compensation is earnable.

10. *j.* Members of the governing body of any county, city or town in the Commonwealth, whenever coverage under this title is extended to such members by resolution or ordinance duly adopted.

11. *k.* Volunteers, officers and employees of any commission or board of any authority created or controlled by a local governing body, or any local agency or public service corporation owned, operated or controlled by such local governing body, whenever coverage under this title is authorized by resolution or ordinance duly adopted by the governing board of any county, city, town, or any political subdivision thereof.

12. *l.* Except as provided in ~~subsection B subdivision 2~~ of this definition, volunteer firefighters, volunteer lifesaving or rescue squad members, volunteer law-enforcement chaplains, auxiliary or reserve police and, auxiliary or reserve deputy sheriffs and *members of volunteer search and rescue organizations*, who shall be deemed employees of (i) the political subdivision or state institution of higher education in which the principal office of such volunteer fire company, volunteer lifesaving or rescue squad, volunteer law-enforcement chaplains, auxiliary or reserve police force or, auxiliary or reserve deputy sheriff force or *members of volunteer search and rescue organizations* is located if the governing body of such political subdivision or state institution of higher education has adopted a resolution acknowledging such volunteer firefighters, volunteer lifesaving or rescue squad members, volunteer law-enforcement chaplains, auxiliary or reserve police or, auxiliary or reserve deputy sheriffs or *members of volunteer search and rescue organizations* as employees for the purposes of this title or (ii) in the case of volunteer firefighters or volunteer lifesaving or rescue squad members, the companies or squads for which volunteer services are provided whenever such companies or squads elect to be included as an employer under this title.

13. *m.* Volunteer firefighters, volunteer lifesaving or rescue squad members, volunteer law-enforcement chaplains, auxiliary or reserve police, auxiliary or reserve deputy sheriffs, *members of volunteer search and rescue organizations* and any other persons who respond to a hazardous materials incident upon request of the Department of Emergency Services pursuant to a plan or agreement developed under § 44-146.35 or § 44-146.36, who shall be deemed employees of the Department of Emergency Services for the purposes of this title.

14. *n.* Any sole proprietor or all partners of a business electing to be included as an employee under the workers' compensation coverage of such business if the insurer is notified of this election. Any sole proprietor or the partners shall, upon such election, be entitled to employee benefits and be subject to employee responsibilities prescribed in this title.

When any partner or proprietor is entitled to receive coverage under this title, such person shall be subject to all provisions of this title as if he were an employee; however, the notices required under §§ 65.2-405 and 65.2-600 of this title shall be given to the insurance carrier, and the panel of physicians required under § 65.2-603 shall be selected by the insurance carrier.

15. o. The independent contractor of any employer subject to this title at the election of such employer provided (i) the independent contractor agrees to such inclusion and (ii) unless the employer is self-insured, the employer's insurer agrees in writing to such inclusion. All or part of the cost of the insurance coverage of the independent contractor may be borne by the independent contractor.

When any independent contractor is entitled to receive coverage under this section, such person shall be subject to all provisions of this title as if he were an employee, provided that the notices required under §§ 65.2-405 and 65.2-600 are given either to the employer or its insurance carrier.

However, nothing in this title shall be construed to make the employees of any independent contractor the employees of the person or corporation employing or contracting with such independent contractor.

16. p. The legal representative, dependents and any other persons to whom compensation may be payable when any person covered as an employee under this title shall be deceased.

17. q. Jail officers and jail superintendents employed by regional jails or jail farm boards or authorities, whether created pursuant to Article 3.1 (§ 53.1-95.2 et seq.) or Article 5 (§ 53.1-105 et seq.) of Chapter 3 of Title 53.1, or an act of assembly.

B. 2. "Employee" shall not mean:

1. a. Officers and employees of the Commonwealth who are elected by the General Assembly, or appointed by the Governor, either with or without the confirmation of the Senate. This exception shall not apply to any "state employee" as defined in § 51.1-124.3 nor to Supreme Court Justices, judges of the Court of Appeals, judges of the circuit or district courts, members of the Workers' Compensation Commission and the State Corporation Commission, or the Superintendent of State Police.

2. b. Officers and employees of municipal corporations and political subdivisions of the Commonwealth who are elected by the people or by the governing bodies, and who act in purely administrative capacities and are to serve for a definite term of office.

3. c. Any person who is a licensed real estate salesperson, or a licensed real estate broker associated with a real estate broker, if (i) substantially all of the salesperson's or associated broker's remuneration is derived from real estate commissions, (ii) the services of the salesperson or associated broker are performed under a written contract specifying that the salesperson is an independent contractor, and (iii) such contract includes a provision that the salesperson or associated broker will not be treated as an employee for federal income tax purposes.

4. d. Any taxicab or executive sedan driver, provided the Commission is furnished evidence that such individual is excluded from taxation by the Federal Unemployment Tax Act.

5. e. Casual employees.

6. f. Domestic servants.

7. g. Farm and horticultural laborers, unless the employer regularly has in service more than two full-time employees.

8. h. Employees of any person, firm or private corporation, including any public service corporation, that has regularly in service less than three employees in the same business within this Commonwealth, unless such employees and their employers voluntarily elect to be bound by this title. However, this exemption shall not apply to the operators of underground coal mines or their employees. An executive officer who is not paid salary or wages on a regular basis at an agreed upon amount and who rejects coverage under this title pursuant to § 65.2-300 shall not be included as an employee for purposes of this subdivision.

9. i. Employees of any common carrier by railroad engaging in commerce between any of the several states or territories or between the District of Columbia and any of the states or territories and any foreign nation or nations, and any person suffering injury or death while he is employed by such carrier in such commerce. This title shall not be construed to lessen the liability of any such common carrier or to diminish or take away in any respect any right that any person so employed, or the personal representative, kindred or relation, or dependent of such person, may have under the act of Congress relating to the liability of common carriers by railroad to their employees in certain cases, approved April 22, 1908, or under §§ 8.01-57 through 8.01-62 or § 56-441.

10. j. Employees of common carriers by railroad who are engaged in intrastate trade or commerce. However, this title shall not be construed to lessen the liability of such common carriers or take away or diminish any right that any employee or, in case of his death, the personal representative of such

employee of such common carrier may have under §§ 8.01-57 through 8.01-61 or § 56-441.

~~11.~~ *k.* Except as provided in ~~subsection A~~ *subdivision 1* of this definition, a member of a volunteer fire-fighting, lifesaving or rescue squad when engaged in activities related principally to participation as a member of such squad whether or not the volunteer continues to receive compensation from his employer for time away from the job.

~~12.~~ *l.* Except as otherwise provided in this title, noncompensated employees and noncompensated directors of corporations exempt from taxation pursuant to § 501 (c) (3) of Title 26 of the United States Code (Internal Revenue Code of 1954).

"Employer" includes (i) any person, the Commonwealth or any political subdivision thereof and any individual, firm, association or corporation, or the receiver or trustee of the same, or the legal representative of a deceased employer, using the service of another for pay and (ii) any volunteer fire company or volunteer lifesaving or rescue squad electing to be included and maintaining coverage as an employer under this title. If the employer is insured, it includes his insurer so far as applicable.

"Executive officer" means the president, vice president, secretary, treasurer or other officer, elected or appointed in accordance with the charter and bylaws of a corporation. However, such term does not include noncompensated officers of corporations exempt from taxation pursuant to § 501 (c) (3) of Title 26 of the United States Code (Internal Revenue Code of 1954).

"Filed" means hand delivered to the Commission's office in Richmond or any regional office maintained by the Commission; sent by telegraph, electronic mail or facsimile transmission; or posted at any post office of the United States Postal Service by certified or registered mail. Filing by first-class mail, telegraph, electronic mail or facsimile transmission shall be deemed completed only when the application actually reaches a Commission office.

"Injury" means only injury by accident arising out of and in the course of the employment or occupational disease as defined in Chapter 4 (§ 65.2-400 et seq.) of this title and does not include a disease in any form, except when it results naturally and unavoidably from either of the foregoing causes.

2nd quarter 1995

# April 1995

| Sunday                                                                            | Monday                              | Tuesday                  | Wednesday | Thursday | Friday | Saturday                                                                                     |
|-----------------------------------------------------------------------------------|-------------------------------------|--------------------------|-----------|----------|--------|----------------------------------------------------------------------------------------------|
| 26                                                                                | 27                                  | 28                       | 29        | 30       | 31     | 1                                                                                            |
|                                                                                   | GET LOG BOOKS CHECKED!!!            |                          |           |          |        |                                                                                              |
| 2<br>09:00 Fountainhead<br>Reg. Park: Fairfax,<br>VA<br>Misc. Topics<br>H. Gedney | 3                                   | 4                        | 5         | 6        | 7      | 8<br>09:00 Cadaver Training:<br>Johnson's<br>King George, VA                                 |
| 9<br>09:00 QMCB TA-5:<br>Quantico, VA<br>Map/Compass<br>S. McConaughy             | 10<br>Business Mtg.:                | 11                       | 12        | 13       | 14     | 15                                                                                           |
|                                                                                   | Lecture: Map/Compass: S. McConaughy |                          |           |          |        |                                                                                              |
| 16<br>Easter:                                                                     | 17                                  | 18                       | 19        | 20       | 21     | 22<br>09:00 FEMA Training:                                                                   |
| 23<br>09:00 New Area:<br>Winchester, VA<br>Search Strategy<br>J. Zerfing          | 24<br>Standards Mtg.:               | 25                       | 26        | 27       | 28     | 29<br>10:30 SAR Council:<br>18:30 Phelps WMA:<br>Sumerduck, VA<br>Night Training<br>S. Jones |
| 30                                                                                | 1                                   | 2                        | 3         | 4        | 5      | 6<br>09:00 Cadaver Training:<br>Carter's Run<br>Marshall, VA                                 |
|                                                                                   |                                     | GET LOG BOOKS CHECKED!!! |           |          |        |                                                                                              |

Fri, Mar 24, 1995 sej

2nd quarter 1995

# May 1995

| Sunday                                                               | Monday                               | Tuesday | Wednesday | Thursday                             | Friday | Saturday                                                                    |
|----------------------------------------------------------------------|--------------------------------------|---------|-----------|--------------------------------------|--------|-----------------------------------------------------------------------------|
| 30<br><i>09:00 Thompson WMA:</i>                                     | 1<br><div>GET LOGS CHECKED!!!:</div> | 2       | 3         | 4                                    | 5      | 6<br>09:00 Cadaver Training:<br>Carter's Run<br>Marshall, VA                |
| 7<br>09:00 Thompson WMA:<br>Marshall, VA<br>Mock Search<br>V. Pavone | 8                                    | 9       | 10        | 11<br><div>Business Mtg.:</div>      | 12     | 13<br>09:00 M. Mayo's:<br>Unionville, VA<br>Motivation Work<br>H. Yamaguchi |
| 14                                                                   | 15                                   | 16      | 17        | 18                                   | 19     | 20                                                                          |
| 21<br>09:00 QMCB TA-11:<br>Quantico, VA<br>POD<br>T. MacPherson      | 22<br><div>Standards Mtg.:</div>     | 23      | 24        | 25                                   | 26     | 27<br>09:00 FEMA Training:                                                  |
| 28<br>Memorial Day:                                                  | 29<br><div>NASAR Conference:</div>   | 30      | 31        | 1<br><div>GET LOGS CHECKED!!!:</div> | 2      | 3<br>19:30 Freeman's: King<br>George, VA<br>Night Training<br>L. Berry      |

2nd quarter 1995

# June 1995

| Sunday                                                                                                | Monday                                            | Tuesday   | Wednesday | Thursday                             | Friday    | Saturday                                                                      |
|-------------------------------------------------------------------------------------------------------|---------------------------------------------------|-----------|-----------|--------------------------------------|-----------|-------------------------------------------------------------------------------|
| <b>28</b><br>Memorial Day:                                                                            | <b>29</b><br><div>GET LOG BOOKS CHECKED!!!:</div> | <b>30</b> | <b>31</b> | <b>1</b>                             | <b>2</b>  | <b>3</b><br>19:30 Freeman's: King<br>George, VA<br>Night Training<br>L. Berry |
| <b>4</b>                                                                                              | <b>5</b>                                          | <b>6</b>  | <b>7</b>  | <b>8</b>                             | <b>9</b>  | <b>10</b><br>09:00 Cadaver Training:<br>Phelps WMA<br>Sumerduck, VA           |
| <b>11</b><br>09:00 Fort A.P.Hill<br>TA-20: Bowling<br>Green, VA<br>Diff. Subject<br>Types<br>L. Baker | <b>12</b><br><div>Business Mtg.:</div>            | <b>13</b> | <b>14</b> | <b>15</b>                            | <b>16</b> | <b>17</b><br>09:00 Location TBD:<br>Annie Lerrum<br>Guest Lecturer            |
| <b>18</b><br>09:00 Location TBD:<br>Annie Lerrum<br>Guest Lecturer                                    | <b>19</b>                                         | <b>20</b> | <b>21</b> | <b>22</b>                            | <b>23</b> | <b>24</b><br>09:00 FEMA Training:                                             |
| <b>25</b><br>09:00 K.D.'s:<br>Spotsylvania, VA<br>Water work/area<br>problems<br>B. Dotson            | <b>26</b><br><div>Standards Mtg.:</div>           | <b>27</b> | <b>28</b> | <b>29</b>                            | <b>30</b> | <b>1</b>                                                                      |
|                                                                                                       |                                                   |           |           | <div>GET LOG BOOKS CHECKED!!!:</div> |           |                                                                               |

**Southwest Virginia Mountain Rescue Group**

*a member of the*

Appalachian Search and Rescue Conference, Inc.

Report to the Board of Directors

Saturday 22 April 1995

Prepared by Tony Bordeaux

e-mail: [bordeaux@vt.edu](mailto:bordeaux@vt.edu)

Membership

3 new probationary

14 new active

4 new EMT-B certification

New Officers

Chair ~ Steven Ward

Vice Chair ~ Brian Ferguson

Treasurer ~ Aaron Wahus

Secretary ~ Kym Zorn

Operations ~ Sara Jensen

Medical Officer ~ Daniel Osborne

Training Officer ~ Cindie Lambert

Equipment Officer ~ Ed Christopher

Communications ~ Mike Kirk

Dispatch ~ Andrew Prue

SarCo ~ Margo Osborne & Daniel Osborne

BOD Representatives ~ Tony Bordeaux & Kevin Brown





**Potomac Valley Rescue Group  
REPORT TO BOD  
February 25, 1995**

**Missions Attended:** None

**Membership**

|         |    |
|---------|----|
| IS      | 2  |
| FTL     | 5  |
| FTM     | 11 |
| CQ      | 35 |
| Trainee | ~6 |

**Training**

PVRG has recently accepted two new FTL's and three new FTM's. On the 29-30 of April PVRG is holding a mini-simulation and 2nd CQ training at Patapsco St. Park near Ellicott City MD. Contact the info line (301) 314-7444 for more info.

**Other**

PVRG has now completed all necessary work towards full membership in the ASRC. Special thanks to Peter McCabe and our sponsors at MSAR.

# **APPALACHIAN ALERT**

## **THE APPALACHIAN SEARCH & RESCUE CONFERENCE**

**BOX 440  
NEWCOMB HALL STATION  
CHARLOTTESVILLE, VIRGINIA 22904-0440**

**APRIL 1995**

**A Publication of the Appalachian Search & Rescue Conference, Inc.**

Appalachian Alert provides inter-team communication, and reports information of interest to the wilderness search and rescue community in the mid-Atlantic states, describes activities of the ASRC Board and its committees, lists ASRC group and training events, and related business. It is published 6 times a year in even numbered months.

Send news, including changes in team leadership positions to Peter McCabe at the address below or by email to: [Peter\\_McCabe@ed.gov](mailto:Peter_McCabe@ed.gov).

### **PRESIDENT'S CORNER**

The April 22 Annual Meeting of the Appalachian Search & Rescue Conference is very important as the decisions made at this meeting will help chart a path for the future of our unique confederation of ground SAR teams based in three different states and commonwealths of the mid-Atlantic region we serve.

To ensure the future of this Conference, we need to revise the way we do business as a non-profit corporation, not necessarily the way we do search missions. Most everyone has concluded the ASRC is not as effective or efficient as it should be in how our business practices are managed. It is important that every member of every ASRC group -- some 380 people across eight groups -- be surveyed to determine what individuals want from the ASRC and the directions they want the Conference to go toward during the next 5 years into the year 2000 and beyond.

As we look to the future during the next year, we need to develop a Vision Statement, review our existing Mission Statement, and make a strong beginning in development of a strategic plan for the ASRC.

To make this happen, I feel we will need to devote at least three bimonthly Board of Directors meetings for at least a year to sessions where different work groups will tackle specific assignments that will help the ASRC realize the end goals of: (1) maintaining the recognition of the Conference as an innovative and effective force in ground search and rescue and incident command management in the United States; and (2) developing a truly effective and efficient corporate organization.

During our last 25 years, we have faced many challenges and opportunities. This challenge will be the most difficult. But, it is one we must face.

David Carter  
President

### **NEW OPERATIONS MANUAL**

In the February Appalachian Alert, it was announced that ASRC Operations Chief Gary Mechtel (SMRG) had presented the newly revised ASRC Operations Manual at the February ASRC Board Meeting. All groups should have the new Operations Manual. ASRC groups should send their written comments to Gary Mechtel, c/o of Shenandoah Mountain Rescue Group, 118 Park Street SE, Vienna, Virginia 22180

### **ASRC SEARCH SIMULATION**

During September 23-24 there will be an ASRC-wide search simulation training exercise in Virginia's Shenandoah National Park. The search simulation, coordinated by the ASRC Training Officer Candi Capozzi, will be held in conjunction with NPS Rangers and park personnel. Further information will be announced.

### **ASRC ANNUAL MEETING**

The ASRC Annual Meeting will take place at Virginia Tech in Blacksburg, Virginia on Saturday, April 22. The Southwest Virginia Mountain Rescue Group/ASRC will host the meeting. Activities following the meeting will include an orienteering contest.

### **NEWS FROM MARYLAND**

The Maryland Association of Search and Rescue Organizations (MASARO) has been formed with Garrett Dyer (Search and Rescue Dogs of Maryland) elected President. MASARO meets the second Saturday in odd numbered months at the Montgomery County Emergency Operations Center in Rockville, Maryland from 10:30 to 14:30 hours. The new organization has established short term objectives and a Mission Statement. The Mission Statement states: "The mission of the Maryland Association of Search and Rescue Organizations is to assist the performance of search and rescue in the State of Maryland by promoting effective consistency and cooperation between member organizations and local, state and Federal agencies." Cole Brown from Trot-SAR is Vice President, and Jane Servais from Mid-Atlantic DOGS is Secretary/Treasurer.

The Potomac Valley Rescue Group (PVRG) based at the University of Maryland at College Park is moving toward full ASRC group accreditation. The Maryland Search & Rescue Group, ASRC sponsors for PVRG, are conducting an audit of PVRG equipment and personnel for submission to the ASRC at their Annual Meeting on April 22.

Twenty-two members of the Maryland Search & Rescue Group based in Columbia have completed 40 hour emergency first aid training program with the American Red Cross Emergency Responder course. Trainees will take the DOT First Responder test administered by the Maryland Institute for Emergency Medical Services.

### **NEWS FROM PENNSYLVANIA**

ASRC Alert Officer training is scheduled to be provided April to the Allegheny Mountain Rescue Group at a time and place to be announced.

On April 1-2 the Pennsylvania Bureau of State Parks conducted a SAR training drill for recently SAR trained Pennsylvania State Park Rangers. The training simulation was held at the Pine Grove Furnace State Park in south central Pennsylvania.

The Wilderness Emergency Medical Services Institute announces that the Wilderness Medical Society has published practice guidelines in a 72-page publication. Orders may be placed by calling (800) 541-7323. Cost reported to be \$12.95.

The Pennsylvania Search & Rescue Council (PSARC) has appointed three Emergency Preparedness Liaison Officers to work with the Pennsylvania Emergency Management Agency (PEMA) when local, county or other state jurisdictions request information assistance from PEMA regarding available resources during a lost person SAR incident. During the next 3 months, as part of this collaborative function with PEMA, PSARC will appoint a cadre of Mission Resource Coordinators to be available to work with responsible agents during SAR operations.

## NEWS FROM VIRGINIA

The Shenandoah Mountain Rescue Group is holding its first annual Easter Egg/Clue Hunt with Skippy, the Easter Weasel, on Saturday, April 15, at Greenbelt National Park in Maryland beginning at 1030. The information from SMRG says Skippy may be visited by Eagle 1, the NPS Police helicopter, about 1230 hours. Further info in on the SMRG Ops Line at (703) 255-5034.

The Southwest Virginia Mountain Rescue Group (SWVaMRG) at Virginia Polytechnic Institute (Virginia Tech) is selling two different SAR type t-shirts as a fund raising event. Contact Steven Ward at (703) 232-1648 or email: srward@vt.edu for further information.

Tidewater Search and Rescue has developed a creative newsletter design and format to communicate with both members and its user community (customer base). TSAR has also completed an indepth review process of its organizational structure with recommendations for changes to the TSAR By-Laws.

Blue Ridge Mountain Rescue Group recently conducted a Search Operations for Staff training weekend for prospective incident staff members.

## APPALACHIAN SEARCH & RESCUE CONFERENCE, INC.

|                                                  |                                      |
|--------------------------------------------------|--------------------------------------|
| Chair<br>(TSAR)                                  | David Carter<br>(804) 466-8094       |
| Vice Chair/Ops Officer<br>(SMRG)                 | Gary Mechtel<br>(410) 381-2593       |
| Secretary<br>(BRMRG)                             | Camille Birmingham<br>(804) 979-9266 |
| Treasurer<br>(BRMRG)                             | Patrick Turner<br>(804) 979-4418     |
| Training Officer<br>(TSAR)                       | Candi Capozzi<br>(804) 722-4508      |
| Medical Officer<br>(SMRG)                        | Rob Christie<br>(703) 573-6432       |
| Commo Officer<br>Secretary (SMRG)                | Steve Houck<br>(703) 257-7659        |
| ASTM Representative                              | vacant                               |
| Appalachian Alert<br>Editor                      | Peter McCabe<br>(301) 596-9994       |
| -6432 Grateful Heart Gt Columbia, Maryland 21044 |                                      |

## ASRC GROUPS

|                                                           |                    |                              |
|-----------------------------------------------------------|--------------------|------------------------------|
| <b>Allegheny Mountain Rescue Group (AMRG)</b>             |                    | (412) 868-3747               |
| Internet Address: chuck@kollar.pgh.pa.us                  |                    |                              |
| c/o Dept Emerg Medicine                                   |                    | Mercy Hospital of Pittsburgh |
| 1400 Locust Street                                        |                    | Pittsburgh PA 15219-5168     |
| President                                                 | Rich Worst         | (412) 868-3747               |
| Training Off                                              | Mike Yee           | (412) 462-7285               |
| Ops Off                                                   | Mike Kuga          | (412) 868-2587               |
| <b>Blue Ridge Mountain Rescue Group (BRMRG)</b>           |                    | (804) 924-347                |
| Internet Address: brmrgr@puva.pcmail.virginia.edu         |                    |                              |
| PO Box 440                                                | Newcomb Station    | Charlottesville VA 22904     |
| President                                                 | Jenn Avery         | (804) 979-4830               |
| Training Off                                              | Jason Dalton       | (804) 984-2915               |
| Ops Off                                                   | Frank Jargowsky    | (804) 979-8318               |
| <b>Maryland Search &amp; Rescue Group (M/SAR)</b>         |                    | (410) 992-3945               |
| Internet Address: m_sar@capaces.org                       |                    |                              |
| 5434 Vantage Point Rd                                     |                    | Columbia MD 21044            |
| President                                                 | Teresa Barnes      | (410) 481-4586               |
| Training Off                                              | Kurt Hornick       | (410) 750-6276               |
| Ops Off                                                   | Valerie Brammer    | (410) 992-5888               |
| Advisor                                                   | Peter McCabe       | (301) 596-9994               |
| <b>Potomac Valley Rescue Group (PVRG)</b>                 |                    | (301) 314-7444               |
| Internet Address: kv13@umail.umd.edu                      |                    |                              |
| Box 10                                                    | Stamp Union Bldg   | University of Maryland       |
|                                                           |                    | College Park MD 20742        |
| President                                                 | Michael Vatalaro   | (301) 314-3637               |
| Training Off                                              | Marc Buursink      | (703) 448-8976               |
| Ops Off                                                   | Karen Vandresall   | (301) 937-6621               |
| <b>Richmond Search &amp; Rescue Group (RSAR)</b>          |                    | (804) 768-5555               |
| P O Box 9026                                              |                    | Richmond VA 23225            |
| President                                                 | Kevin Dawe         | (804) 750-1623               |
| Training Off                                              | Tony Felts         | (804) 271-7307               |
| Ops Off                                                   | Bill Fisher        | (804) 748-8214               |
| <b>Shenandoah Mountain Rescue Group (SMRG)</b>            |                    | (703) 255-5034               |
| Internet Address: smrg@sparky.hmh.nih.gov                 |                    |                              |
| 118 Park St, SE                                           |                    | Vienna VA 22180              |
| Chair                                                     | Chris Miller       | (301) 926-4979               |
| Training Off                                              | Todd L'Herron      | (301) 794-8953               |
| Ops Off                                                   | Paul DeHeven       | (703) 354-2957               |
| <b>Southwest Virginia Mountain Rescue Group (SWVaMRG)</b> |                    | (703) 961-2914               |
| Internet Address: swvamrg@vt.edu                          |                    |                              |
| 203 Progress St                                           | Blackburg VA 24060 |                              |
| Chair                                                     | Steven Ward        | (703) 232-1648               |
| Training Off                                              | Cindy Lambert      | (703) 552-3628               |
| Ops Off                                                   | Sara Jensen        | (703)                        |
| <b>Tidewater Search &amp; Rescue Group (TSAR)</b>         |                    | (804) 466-80                 |
| 803 Townsend Ct                                           |                    | Norfolk VA 23502             |
| President                                                 | David Carter       | (804) 466-8094               |
| Training Off                                              | Earle Evans        | (804) 693-4391               |
| Ops Off                                                   | Ruth Carter        | (804) 466-8094               |

## **ASRC Safety Program**

---

- **FOR US !**
- **To protect ourselves from hazards of SAR operations**
- **Establishes Accountability for Safety**
- **To mitigate risks to the "volunteer"**
- **To mitigate risks to the organization (legal, loss of effectiveness)**

Safety Presentation to ASRC BOD by W. Dixon April 22, 1995

page 1

## **Program Components**

---

- **ASRC Safety Officer**
- **Operational Safety Component**
  - **IC and Staff Safety Guidelines**
  - **Incident Safety Officer Standard**
  - **Participant Risk Reduction Practices**
- **Safety Training Component**
  - **Guidelines for Higher Risk Activities**
- **ASRC & Group Administrative Mechanisms**

Safety Presentation to ASRC BOD by W. Dixon April 22, 1995

page 2

## ASRC Safety Officer

- Appointed by ASRC BOD vote, supervised by the Chairman of the ASRC Board of Directors. Delegated the authority and responsibility for implementation of ASRC Health and Safety Program.
- Keeps ASRC BOD Chairman informed of officer activities on an event by event basis.
- Develops, Refines, Manages and Enforces ASRC Health and Safety Program and related ASRC SOPs, manuals and training material.
- Coordinates Safety Training through ASRC Training Officer
- Collects internal data and makes quarterly reports on accidents, injuries, exposures, and other unsafe acts to the ASRC BOD.
- Investigates alleged safety policy violations, accidents, injuries, exposures, and other alleged unsafe conditions. The findings are documented in the quarterly report to the ASRC BOD.

Safety Presentation to ASRC BOD by W. Dixon, April 22, 1995 page 3

This is proposed !!

## ASRC Safety Officer, cont.

- Monitors status of claims filed by members of ASRC for workman's compensation. Provides liaison with VDES if necessary to resolve problems.
- Works with state and local authorities to ensure ASRC adheres to applicable regulations and policies.
- Maintains liaison with standards-making organizations, regulatory agencies, and other SAR agencies nationwide. Keeps ASRC BOD advised of SAR safety issues nationwide.
- Implements ASRC Infection Control Program.
- Seeks appropriate expertise and makes it available to groups for personal safety equipment and products. Recommends standards and policies to the ASRC BOD for personal safety equipment.
- Develop and distribute to groups health and safety related educational materials.

Safety Presentation to ASRC BOD by W. Dixon April 22, 1995

page 4

### References

- National Fire Protection Association NFPA 1521 Standard for Fire Department Safety Officer, 1992 Edition.
- National Fire Protection Association NFPA 1500 Standard on Fire Department Occupational Safety and Health Program, 1992 Edition.

## Incident Safety Hazards: Travel

- SAR org response to emergency by legal agency request
- Individual response by SAR org request
- Members Represent their Agency (ASRC)
- Vehicle Property Damage from Accident
- Personnel Injury from Accident

Safety Presentation to ASRC BOD by W. Dixon April 22, 1995

page 5

- Can your organization verify that personnel are valid members and are properly qualified to respond? What about friends, relatives, other non-member trained people?
- Do your members have valid driver's licenses?
- Do your members have adequate vehicle insurance?
- Do your members have adequate health and life insurance?
- Some administrative process needed to provide these checks for every group.
- Rescue squads and fire departments provide their own insurance policy for their members. ASRC corporate and ASRC groups do not.

## **Incident Safety Hazards: Search**

- From Weather
- From Terrain
- From Team Members
- From Subject
- From Non-Incident Personnel
- From other environmental things
  - Bees, Animal attack, Biological
- From Emotional Shock

Safety Presentation to ASRC BOD by W. Dixon April 22, 1995

page 6

- Are people doing search tasks without being properly prepared for these things? If so, then they and the responsible agent are not conducting a safe operation.
- Does each responding member understand the Standard Operations Procedures expected of them as a member of your agency?
- Policies need to be minimal, but sufficient to ensure safe operations.
- Do your (new) members have felony convictions such that being alone with them enroute to a search would be deemed hazardous?
- What to do about a female minor on a task with one or two unrelated adult males?
- Are personal safety equipment checks needed for higher risk tasks, such as vertical search, underground search, heavy snow search?
- To what extent will your agency's personnel search when armed law enforcement escorts are deemed necessary to "address" a team's safety?
- How do we ensure areas are safe to search for personnel? What is "adequately equipped"? To search only, or to handle the find also?



## **Incident Safety Hazards: Rescue**

---

- Injury of Self
- Injury to Subject
- Injury to Other Incident Personnel

Safety Presentation to ASRC BOD by W. Dixon April 22, 1995

page 7

- How to make sure that personnel are used only to do tasks for which they are properly trained, currently certified?
- Who has accountability for safety at the rescue scene?
- Will there be a DECON or REHAB area setup specifically for rescue workers?

## **Incident Safety Hazards: Fatigue**

- Falling Asleep while Driving
- Making Faulty Management Decisions
- General Health Impact of Physically Pushing Too Hard

Safety Presentation to ASRC BOD by W. Dixon April 22, 1995 page 8

- Lisa Hannon's death last year has caused some people to be more concerned about driving when fatigued. But only some. Many people continue to deny their vulnerability to sudden episodes of sleep while driving, or take internal stimulants or use external stimulants to attempt to stay awake while driving.
- Many people believe they will feel "too tired" first as a recognition of the time to pull over, before they really have to.
- Many in management continue to perform their duties when fatigued because of a lack of adequate replacement personnel. Conservation of resources, efficient use of resources are important. But signs are that not enough ICs and staff are available throughout a typical 3 day incident. This is true of field team leaders as well.

## **Incident Safety Hazards: Stress**

---

- Shock of Finding Subject
- Emotional Impact of Incident Participation
- Employment Consequences Due to Incident Participation
- Family Consequences Due to Incident Participation

Safety Presentation to ASRC BOD by W. Dixon April 22, 1995 page 9

- What is your plan for treating someone who suffers a traumatic event by finding a murdered child, or a suicidal subject, or a team member injury or death?
- Need for members to know how to provide understanding of SAR stress for their family members and others in emotional support positions.

## **Incident Safety Hazards: Stress**

---

- Shock of Finding Subject
- Emotional Impact of Incident Participation
- Employment Consequences Due to Incident Participation
- Family Consequences Due to Incident Participation

Safety Presentation to ASRC BOD by W. Dixon April 22, 1995

page 9

## **SAR ICS Safety Officer**

---

- Appointed by IC
- Generic responsibilities outlined by ICS
- Need more work on description
  - what to do specifically
  - how to do it
- How to train/educate personnel
  - Current ICs and Staff
  - New Staff and ICs
- How to measure successful performance

Safety Presentation to ASRC BOD by W. Dixon April 22, 1995

page 10

## Difficult Issues: Incident

---

- Adequate Attention to Safety from Management
- IC's Liability for Safety Problems
- Incident Authority vs. Agency Authority, no Jurisdiction
- Broader SAR Council SOP Applicability
- Safety violations on-scene disciplinary actions need to be agreed to and enforceable
- Effective Training Approach for a SO Management Function

## Difficult Issues: ASRC

---

- Safety being Coherent, Pervasive and Implementable within ASRC Operations Manual & Bylaws
- Safety violations from incident will likely require group administrative/ops response
- Procedures for Reporting and Using Risk and Safety Data
- Fully Participatory Consensus Building for Effective Policies, Standards and Mechanisms.
- Long Duration of Program Development

## Difficult Issues: VA SAR Agencies

- SAR Incident Management Change to Comply with VDES Requirements for Workman's Comp Claims
  - "Job Descriptions" may need to be developed for each function in incident
  - Attention paid to qualifications and approval of personnel for functions on incident
  - Potential classification of DES volunteer SAR Resources being "employees"

Safety Presentation to ASRC BOD by W. Dixon April 22, 1995

page 13

- The impact of HB1456 now signed into law is not known yet. VDES Risk Analysis Division will interpret the law and develop policies for VDES and resource agencies. Since VDES will have to pay the cost of successful workman's compensation claims, expect some record keeping procedures and paperwork process mandated. Also expect SAR agencies to be asked to develop a Health and Safety program which mitigates risks to personnel during SAR incidents (potentially part of the MOU). If this is required of SAR agencies, then VDES should be asked to assist with this program's development for volunteer agencies such as the ASRC. At least VDES should be asked to review for comment, set minimum guidelines for content or approval such programs.
- Need an experienced or knowledgeable person to develop and manage the ASRC Health and Safety program. This person would presumably also be the ASRC Safety Officer.
- Currently when request by DES, ASRC members are considered "temporary volunteer employees" of the state for liability protection purposes. The extension of workman's compensation coverage to members furthers the treatment of members as "real" employees, subject to DES policies.
- Professional agencies are subject to federal OSHA regulations. So far volunteers are not. This is bad because volunteers are not required to operate in as safe an environment. This is also seen as good because of lesser cost to the agencies for safety equipment and processes. The OSHA law "general duty clause" (Section 5A of 29 CFR OSHA Act) mandates an employer must provide a safe workplace for the employees.
- HAZMAT organizations are required by law to have a Health and Safety plan. Professional fire organizations have NFPA standards to adhere to. Volunteer fire orgs do not have to adhere to NFPA standards. EMS orgs should have an Infection Control Plan.

## Difficult Issues: VA SAR Agencies

---

- SAR Incident Management Change to Comply with VDES Requirements for Workman's Comp Claims

- "Job Descriptions" may need to be developed for each function in incident
- Attention paid to qualifications and approval of personnel for functions on incident
- Potential classification of DES volunteer SAR Resources being "employees"

## Actions Proposed

---

- Motion to Establish

Accountability: Resolved that ultimate responsibility for personnel safety rests with the group chairperson or president. The ASRC BOD is responsible for developing a Health and Safety program.

- Option: Each group will appoint a Group Safety Officer function for the administration of the safety program at the group level.

## **Actions Proposed, cont.**

---

- Motion: Resolved that Safety is of Real concern to ASRC. A Health and Safety Program will be developed.
- Motion: Establish ASRC Safety Officer Position, appointed by BOD, responsible for duties... (above as amended) ...approved by BOD.

## **Proposed Schedule**

---

- April 95 - Introduction for ASRC BOD, VA SAR Council
- May 95 - Review Other Incident Safety Officer Functions
- June 95 - Review Other Agencies' Safety Programs
- July 95 - For Comment ASRC Review of Draft Safety Program
- August 95 - Revision for ASRC BOD Approval, VASARCo Review
- September 95 - Initial Implementation