



Board of Directors

Commander Jim Reid, Chair
Chief Rick Martinez, Vice-Chair
Dan Molner, LCSW, Secretary
William D. McAllister, Treasurer
T. Wayne Florek
Councilmember Randy Purvis
(Alternate) Councilmember Tom Gallagher

Marilyn Gifford, M.D.
Jack Sharon, M.D.
Mayor Jeri Howells
Mark Watkins
Chief Carl Tatum
Commissioner Sallie Clark
(Alternate) Commissioner Dennis Hisey

**EL PASO COUNTY EMERGENCY SERVICES AGENCY
BOARD MEETING AGENDA
Wednesday, September 2, 2009 – 2:00 p.m.
Pikes Peak Regional Development Center
2880 International Circle, 2nd Floor Hearing Room, Colorado Springs, CO 80910**

Call to Order – Determination of a quorum

This meeting is being recorded to assist in the production of meeting minutes.

- 1. CHANGES TO AGENDA/POSTPONEMENTS**
- 2. PUBLIC COMMENT**
- 3. APPROVAL OF THE MINUTES OF AUGUST 5, 2009**
- 4. REGULAR BUSINESS**
 - A. Committee Reports
 - Compliance Committee (Chair Jim Reid)
 - B. AMR Community Relations Report for August 2009 (Tawnya Silloway)
 - C. Treasurer's Report for August 2009 (William D. McAllister)
- 5. NEW BUSINESS**
 - A. 2010 Proposed Budget (Eileen Gonzalez)
 - B. Bondi Engagement Letter for 2009 Audit (Eileen Gonzalez)
 - C. Participating Agency Agreements (Jane Fredman/Eileen Gonzalez)
 - D. Board Member/Staff Comments

6. EXECUTIVE SESSION REQUESTS

In accordance with the Colorado Open Meetings Law, Section 24-6-402 (4), the El Paso County Emergency Services Agency, in open session, will determine whether it will hold a closed executive session. The matter for executive session will be limited to the topics identified in Section 24-6-402 (4) of the Open Meetings Law, and the topic for discussion will be stated in the open session in as much detail as possible without compromising the purpose of the executive session. The Chair shall poll the ESA members, and upon consent of two-thirds of the members present, an executive session will be held. If consent to the executive session is not given, the item may be discussed in open session or withdrawn from consideration.

ADJOURNMENT

PACKETS ARE SENT VIA E-MAIL TO EXPEDITE INFORMATION

Pursuant to the Colorado Open Meetings Law, CRS §24-6-401, et Seq. and ARTICLE TWO Section 2.9 B of THE EL PASO COUNTY EMERGENCY SERVICES AGENCY Agreement, this agenda was posted at the City Clerk's Office, located at 30 S. Nevada, Colorado Springs, Colorado and the El Paso County Administration Building, located at 27 E. Vermijo, Colorado Springs, Colorado on or before August 31, 2009. Please call Eileen Gonzalez at 520-7654 or email her at egonzalez@springsgov.com if you wish to submit your name and e-mail address to receive notice of future meetings.

SCHEDULE OF UPCOMING COMMITTEE MEETINGS			
DATE	MEETING	TIME	LOCATION
September 30, 2009	Agenda Planning	12:00 – 1:00 PM	ESA offices, 2880 International Circle, Suite 110
September 30, 2009	Contract Compliance Committee	12:00 – 1:00 PM	ESA offices, 2880 International Circle, Suite 110
October 7, 2009	Medical Control Committee	1:30 – 2:00 PM	2880 International Circle, 2nd Floor Hearing Room

ESA August Board Meeting

MINUTES

AUGUST 5, 2009 2:00 P.M.

PIKES PEAK REGIONAL BUILDING
DEPARTMENT, 2880 INTERNATIONAL
CIRCLE, COLORADO SPRINGS

FACILITATOR	Chair Jim Reid
NOTE TAKER	Eileen Gonzalez
ATTENDEES	T. Wayne Florek, Jane Fredman, Dr. Marilyn Gifford, Mayor Jeri Howells, Angela Mata Whitney, Chief Rick Martinez, William D. McAllister, Dan Molner, Councilman Randy Purvis, Dr. Jack Sharon, Chief Carl Tatum
ABSENT	Commissioner Sallie Clark, Mark Watkins

Agenda topics

1. CHANGES TO AGENDA/POSTPONEMENTS

DISCUSSION
Eileen requested to postpone item 5.E. Budget Amendment.

2. PUBLIC COMMENT

DISCUSSION
None.

3. APPROVAL OF THE MINUTES OF JULY 1, 2009

DISCUSSION	
None.	
MOTION	PERSON RESPONSIBLE
Motion to approve the minutes of the July 1, 2009 Board meetings.	William McAllister
Second	Randy Purvis
Approved	Unanimous

4.A. COMMITTEE REPORTS

DISCUSSION
Medical Control Committee – Dr. Sharon noted that there were no RSI issues reviewed since their last meeting and that the MCC reviewed and closed nine medical complaints. He noted that the Contractor's Medical Director, Dr. Ross, has submitted two waiver applications to the EMTS Section at the State of Colorado Department of Public Health and Environment, once for the use of etomidate in unstable tachydysrhythmia patients needing cardioversion and the other for the use of vecuronium for prevention of shivering in therapeutic hypothermia patients. He reported that the MCC was in support of both these waivers. Dr. Sharon also noted that the MCC currently has a vacancy in its Paramedic at-large position and will try to solicit interest in the position through ESA website and the EMS listserver.

4.B. AMR COMMUNITY RELATIONS REPORT

DISCUSSION
Tawnya Silloway reported on AMR's community relations activities for July 2009 and distributed a pamphlet relating to AMR's LifeCare Membership.

4.C. TREASURER'S REPORT – JULY 2009

DISCUSSION	
<p>Treasurer William McAllister noted the highlights of this month's Treasurer's Report, which include, on the income side, the second quarter interest payment of \$1,703.35, which is allocated to the grant fund, and March & April compliance assessments of \$6,000. On the expense side, the ESA received and paid an invoice from El Paso County for \$7,400 for the furniture located in the ESA's offices; the City of Colorado Springs Business Administration line includes half of the cost of the furniture as well as three paychecks rather than the usual two; and the El Paso County Compliance Administration line includes costs of furniture, uniforms, and a new toner cartridge for Angela's printer.</p>	
MOTION	PERSON RESPONSIBLE
Motion to accept the July 2009 Treasurer's report.	Councilman Randy Purvis
Second	Dan Molner
Approved	Unanimous

4.D. AGREEMENT COMPLIANCE REPORT FOR MAY & JUNE 2009

DISCUSSION	
<p>Eileen Gonzalez presented the agreement compliance report for May & June 2009. She briefly noted the decreased in call volume in the Suburban 12 district between May and June of 2009, which may be due at least in part to the removal of the Security Fire District from the ESA's exclusive service area. Angela Mata Whitney briefed the Board on her role as it relates to contract compliance and her recent experiences with ride-alongs on Contractor vehicles to verify response data.</p> <p>Eileen noted that there were no instances of contract Level 0 during either reporting period. The recommended assessments are \$2,180 for May 2009 and \$2,500 for June, for a total of \$4,680. There were 40 calls that exceeded the maximum response time for the zone in May 2009, and 26 calls in June 2009. The contractor exceeded the 90% response standard for the Urban, Suburban and Rural zones during both months, and exceeded the 92% systemwide response standard for both months.</p> <p>During May 2009, the contractor referred 30 calls to other approved responders, one of which exceeded the maximum response time for the zone, and in June 2009, referred 17 calls, none of which exceeded the maximum response time for the zone.</p> <p>The contractor has requested that 40 calls be exempted from the data to determine compliance with performance standards for May 2009, and 26 calls for June 2009.</p>	
MOTION	PERSON RESPONSIBLE
Motion to accept the May & June 2009 Agreement Compliance Report as presented.	Mayor Jeri Howells
Second	Councilman Randy Purvis
Approved	Unanimous

5.A. INTRODUCTION OF CHIEF CARL TATUM

DISCUSSION
Chair Reid welcomed Chief Tatum to the Board.

5.B. PRESENTATION OF SECOND QUARTER 2009 EMS GRANTS

DISCUSSION
Chair Reid presented second quarter grants to the recipients.

5.C. MMRS TRIAGE AND PREHOSPITAL ANNEX

DISCUSSION
Tobi Blanchard, coordinator for the Pikes Peak Metropolitan Medical Response System, presented the Triage and Prehospital Annex.

5.D. MEDICAL DIRECTOR ISSUE UPDATE

DISCUSSION
Eileen Gonzalez presented a memo relating to research and recommendations relating to the possibility of hiring of a single medical director by the ESA. She discussed the input she received from a number of stakeholders and experts, and recommended that the ESA not pursue hiring a medical director, but rely on groups that currently exist, namely the Medical Control Committee and the El Paso County Medical Society, to help the ESA resolve medical-related issues in the future.
Dr. Stein Bronsky addressed the Board relating to the Medical Director issue and shared his thoughts relating to unified medical direction in the State of Colorado and El Paso County.

5.E. BUDGET AMENDMENTS

DISCUSSION
This item was postponed.

5.F. PARTICIPATING AGENCY AGREEMENTS

DISCUSSION	
Eileen Gonzalez reported that she received executed, unamended participating agency agreements from Cascade, Manitou Springs, Stratmoor Hills, Tri-County, Wescott, and Hanover.	
Jane Fredman addressed changed that the City of Fountain has requested to the standard Participating Agency Agreement.	
MOTION	PERSON RESPONSIBLE
Motion to accept and authorize the Chair and Secretary to sign participating agency agreements with Cascade Fire Protection District, the City of Manitou Springs, Stratmoor Hills Fire Protection District, Tri-County Fire Protection District, Donald Wescott Fire Protection District and Hanover Fire Protection District.	Dr. Marilyn Gifford
Second	Chief Rick Martinez
Approved	Unanimous
Motion to accept and authorize the Chair and Secretary to sign an amended participating agency agreement with the City of Fountain for submission to Fountain's City Council for their approval.	Dr. Jack Sharon
Second	Dr. Marilyn Gifford
Approved	Unanimous

5.G. MUTUAL RESPONSE AGREEMENTS

DISCUSSION	
Ted Sayer submitted a response agreement with the Tri-County Fire Protection District, which is unchanged from the standard agreement approved by the ESA. He also briefed the Board on the status of response agreements with the City of Fountain, Ute Pass Regional Ambulance District, and Black Forest Fire Protection District.	
MOTION	PERSON RESPONSIBLE
Motion to accept and authorize the Chair to sign AMR's response agreement with Tri-County Fire Protection District.	N/A
Second	N/A
Approved	N/A

5.H. APPOINTMENT OF COMPLIANCE COMMITTEE MEMBER

DISCUSSION

None.	
MOTION	PERSON RESPONSIBLE
Motion to appoint Wayne Florek as a member of the ESA's Contract Compliance Committee.	Dr. Jack Sharon
Second	Dr. Marilyn Gifford
Approved	Unanimous

5.I. APPOINTMENT OF GRANT COMMITTEE MEMBER

DISCUSSION	
None.	
MOTION	PERSON RESPONSIBLE
Motion to appoint Wayne Florek as a member of the ESA's Grant Committee.	Dr. Jack Sharon
Second	Mayor Jeri Howells
Approved	Unanimous

5.J. CONSIDER CANCELLATION OF SEPTEMBER 2009 MEETING

DISCUSSION
Chair Reid recommended against cancellation of the September 2009 meeting due to a number of pending issues. There was no vote on this item.

5.K. BOARD MEMBER/STAFF COMMENTS

DISCUSSION
Dr. Sharon commented on the progress of the new detox facility, which is slated to open in August. Ted Sayer noted that AMR would be adding a product called Cold Fire to their ambulances to protect fire victims should the ambulance arrive on-scene before firefighters, and he also welcomed Board members and guests to take a look at AMR's training simulator and a QRV in the parking lot after the meeting.

MEETING ADJOURNMENT

MOTION	PERSON RESPONSIBLE
Motion to Adjourn	Dr. Jack Sharon
Second	Dr. Marilyn Gifford
Approved	Unanimous

MEETING ADJOURNED AT 3:09 p.m.



Community Relations Report Activities from August 2009

The AMR Honor Guard will be presenting the colors every morning of the Colorado Balloon Classic

Donated Medical Coverage

- State Games of America, several events, bike team
- Army Parachutists, Sky Sox
- American Liver Fundraiser Walk
- Everybody Welcome Celebration
- Run to the Shrine, Cheyenne Mtn Zoo

Donated Special Events

- Rattles/ Rhinestones Penrose Gala
- Red White and Brave Parade
- Air Force Fire Department Open house
- Cimarron Hills Fire Department open house
- Heat is On press event, mock crash
- Peterson AFB disaster drill

AMR Car Seat Program:

17 checks, 8 were new installs for Infants, 1 was a new install for forward facing
2 selection errors
4 installation errors
6 harnessing errors

The program replaced 3 harnessed seats and 3 boosters. This was the highest month of children not in any device at all just seat belts; 7 children, only 1 was tall enough to ride without a seat.

PROPOSED - EL PASO COUNTY EMERGENCY SERVICES AGENCY (ESA) BUDGET - PROPOSED
DRAFT - SEPTEMBER 2, 2009
 January 1, 2010 through December 31, 2010

	2008 Actual	2008 Budget	2009 Projected	2009 Budget	2010 Budget (Proposed)
OPERATING REVENUES					
Contractor Administration (Per Agreement)					
ESA Administration	\$ 180,000	180,000	200,000	200,000	200,000
Operating Revenues Subtotal (Contractor Administration)	\$ 180,000	180,000	200,000	200,000	200,000
Other Operational Revenue*					
Interest	\$ 8,123	2,000	6,074	3,500	6,074
Compliance Assessments Penalties (Allocated to Grants Fund)	\$ 60,360	40,000	40,592	65,000	46,681
RFP Professional Services Reimbursement (Future Contractor)	\$ 40,250	50,000	-	30,000	N/A
Operating Revenues Subtotal (Other)	\$ 108,733	92,000	46,666	98,500	52,755
TOTAL OPERATING REVENUES (All Sources)	\$ 288,733	272,000	246,666	298,500	252,755
OPERATING EXPENDITURES					
Contractor Administration (Per Agreement)					
Financial Audit / Accounting	\$ 4,500	15,000	5,184	6,000	7,000
City of Colorado Springs Business Administration - salary expenses	\$ 64,430	62,000	105,589	107,500	100,668
City of Colorado Springs Business Administration - office expenses					2,250
El Paso County Compliance Administration	\$ 47,250	63,000	51,899	63,000	53,197
Office Space	N/A	N/A	24,000	23,000	24,000
Legal Fees	\$ 24,431	25,000	18,777	20,000	20,000
Insurance	N/A	5,000	2,840	5,000	3,268
Medical Director (Medical Review and Oversight)	\$ -	-	-	-	N/A
Information Services	\$ 166	5,000	2,000	2,000	1,000
Staff Training / Skills Development	\$ (239)	5,000	305	3,000	873
Operating Expenses Subtotal (Contractor Administration)	\$ 140,539	180,000	210,594	229,500	212,255
Other Operational Expenses*					
RFP Professional Services (From Grant Fund Compliance Penalties)	\$ 10,250	20,000	-	-	N/A
RFP Professional Services (From Reserves)	\$ 30,000	30,000	-	-	N/A
Grants (From Actual / Available Compliance Penalties Only)	\$ 44,921	40,000	51,462	68,500	40,500
Operating Expenses Subtotal (Other)	\$ 85,171	90,000	51,462	68,500	40,500
TOTAL OPERATING EXPENDITURES (All Sources)	\$ 225,711	270,000	262,057	298,000	252,755
VARIANCE: REVENUES OVER EXPENDITURES — Surplus / (Deficit)	\$ 63,023	2,000	(15,391)	500	(0)

BEGINNING FUND BALANCES	2009 (BEFORE RFP FUND)	2009 (AFTER RFP FUND VOTE)
Total Reserved and Unallocated Funds	183,772	183,772
Reserved - Grant Fund	100,498	83,772
Reserved - Future RFP Consultant Funds	-	100,000
Unallocated and Undesignated (Operational) Funds	83,274	-

* Budgeted amounts are forecasted best estimates based upon past actuals and future projections.



BONDI & Co. LLC
CERTIFIED PUBLIC ACCOUNTANTS
MANAGEMENT CONSULTANTS

44 INVERNESS DRIVE EAST
ENGLEWOOD, COLORADO 80112

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(303) 799-6926 FAX

August 3, 2009

Board of Directors
El Paso County Emergency Services Agency
c/o Ms. Eileen Gonzalez
2880 International Circle
Colorado Springs, Colorado 80910

Dear Members of the Board:

We are pleased to confirm our understanding of the services we are to provide El Paso County Emergency Services Agency for the years ended December 31. We will audit the financial statements of the governmental activities which collectively comprise El Paso County Emergency Services Agency's basic financial statements as of and for the year ended December 31, which your staff will prepare.

Audit Objective

The objective of our audit is the expression of opinions as to whether your basic financial statements are fairly presented, in all material respects, in conformity with U.S. generally accepted accounting principles and to report on the fairness of the additional information referred to in the third paragraph when considered in relation to the basic financial statements taken as a whole. Our audit will be conducted in accordance with U.S. generally accepted auditing standards and will include tests of the accounting records and other procedures we consider necessary to enable us to express such opinions. If our opinions on the financial statements are other than unqualified, we will fully discuss the reasons with you in advance. If, for any reason, we are unable to complete the audit or are unable to form or have not formed opinions, we may decline to express opinions or to issue a report as a result of this engagement.

Management Responsibilities

Management is responsible for establishing and maintaining effective internal controls. In fulfilling this responsibility, estimates and judgments by management are required to assess the expected benefits and related costs of the controls. The objectives of internal control are to provide management with reasonable, but not absolute, assurance that assets are safeguarded against loss from unauthorized use or disposition, and that transactions are executed in accordance with management's authorizations and recorded properly to permit the preparation of financial statements in accordance with generally accepted accounting principles. You are also responsible for all management decisions and functions and for designating an individual

with suitable skill, knowledge, or experience to oversee the preparation of your annual financial statements that we will audit.

Management is responsible for making annual financial statements, records and related information available to us electronically, before we begin our examination. We expect to receive this information one week prior to the commencement of our preliminary financial statement examination. We understand that you will provide us with such information required for our audit and that you are responsible for the accuracy and completeness of that information. Management will have the Chief Financial Officer, and the Accounting Manager and other key people present during the course of our audit field work. Management is responsible for adjusting the financial statements to correct material misstatements and for confirming to us in the representation letter that the effects of any uncorrected misstatements aggregated by us during the current engagement and pertaining to the latest period presented are immaterial, both individually and in the aggregate, to the financial statements taken as a whole.

You are responsible for establishing and maintaining internal controls, including monitoring ongoing activities; for the selection and application of accounting principles; and for the fair presentation in the financial statements of the respective financial position of the governmental activities and the business-type activities, the aggregate discretely presented component units, each major fund, and the aggregate remaining fund information of the El Paso County Emergency Services Agency and the respective changes in financial position and, where applicable, cash flows in conformity with U.S. generally accepted accounting principles.

The Agency is to prepare all fund's trial balances and financial statements in GASB 34 format, confirmations and supporting schedules requested and will assemble said schedules to assist our staff before our audit is scheduled to start. If these trial balances are not prepared in GASB 34 format with all applicable GASB 34 conversion entries, we will be available to assist the Agency with this conversion process at our hourly rates, outside of our normal fees.

You are responsible for the design and implementation of programs and controls to prevent and detect fraud, and for informing us about all known or suspected fraud or illegal acts affecting the government involving (1) management, (2) employees who have significant roles in internal control, and (3) others where the fraud or illegal acts could have a material effect on the financial statements. Your responsibilities include informing us of your knowledge of any allegations of fraud or suspected fraud or illegal acts affecting the government received in communications from employees, former employees, regulators, or others. In addition, you are responsible for identifying and ensuring that the entity complies with applicable laws and regulations and for taking timely and appropriate steps to remedy any fraud, illegal acts, or violations of contracts or grant agreements that we may report. You will be asked to make representations regarding the financial statements upon which we rely. The El Paso County

Emergency Services Agency will be responsible for any legal fees incurred should any false representations be made during the course of our audit.

You will provide us adequate space for multiple auditors to work and have high speed internet access available in our work space 100% of the time we will be in your office. We request you will provide the balanced trial balance and annual financial statements with notes completed at least one week before we arrive on site, preferably emailed to us before we arrive at your office. Any delay in getting us requested information, including financial statements, could result in additional costs.

Audit Procedures—General

An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements; therefore, our audit will involve judgment about the number of transactions to be examined and the areas to be tested. We will plan and perform the audit to obtain reasonable, rather than absolute, assurance about whether the financial statements are free of material misstatement, whether from (1) errors, (2) fraudulent financial reporting, (3) misappropriation of assets, or (4) violations of laws or governmental regulations that are attributable to the entity or to acts by management or employees acting on behalf of the Agency.

Because an audit is designed to provide reasonable, but not absolute, assurance and because we will not perform a detailed examination of all transactions, there is a risk that material misstatements may exist and not be detected by us. In addition, an audit is not designed to detect immaterial misstatements, or violations of laws or governmental regulations that do not have a direct and material effect on the financial statements. However, we will inform you of any material errors and any fraudulent financial reporting or misappropriation of assets that come to our attention. We will also inform you of any violations of laws or governmental regulations that come to our attention, unless clearly inconsequential. Our responsibility, as auditors, is limited to the period covered by our audit and does not extend to any later periods for which we are not engaged as auditors.

Our procedures will include tests of documentary evidence supporting the transactions recorded in the accounts, and may include tests of the physical existence of inventories, and direct confirmation of receivables and certain other assets and liabilities by correspondence with selected individuals, creditors, and financial institutions. We will request written representations from your attorneys as part of the engagement, and they may bill you for responding to this inquiry. At the conclusion of our audit, we will also require certain written representations from you about the financial statements and related matters.

We will keep copies of all records relating to your audit in our offices for five years. After that date, we will destroy our copies. After destruction, no claims may be made against us, the resolution of which would have been materially aided by the documents in question.

Audit Procedures—Internal Control

In planning and performing our audits, we will consider the internal control sufficient to plan the audit in order to determine the nature, timing, and extent of our auditing procedures for the purpose of expressing our opinions on El Paso County Emergency Services Agency's financial statements.

An audit is not designed to provide assurance on internal control or to identify all deficiencies. However, we will inform the governing body or audit committee of any matters involving internal control and its operation that we consider to be matters required to be reported under standards established by the American Institute of Certified Public Accountants. Significant deficiencies involve matters coming to our attention relating to a control, or combination of control deficiencies, that, in our judgment, could adversely affect El Paso County Emergency Services Agency's ability to initiate, authorize, record, process, or report financial data reliably in accordance with generally accepted accounting principles such that there is more than a remote likelihood that a misstatement of the Agency's financial statements that is more than inconsequential will not be prevented or detected.

Audit Procedures—Compliance

Identifying and ensuring that El Paso County Emergency Services Agency complies with laws, regulations, contracts, and agreements is the responsibility of management. As part of obtaining reasonable assurance about whether the financial statements are free of material misstatement, we will perform tests of El Paso County Emergency Services Agency's compliance with applicable laws and regulations and the provisions of contracts and agreements. However, the objective of our audit will not be to provide an opinion on overall compliance, and we will not express such an opinion.

Audit Administration, Fees, and Other

We understand that your employees will prepare all cash or other confirmations we request and will locate any documents selected by us for testing. We also understand that you will have the documents we request, and your annual financial statements prepared, at least one week before we commence our post year-end audit work.

We will bill you at our standard hourly rates. Our fee for these services is estimated at \$5,950. These fees exclude out-of-pocket costs (such as report reproduction, word processing, postage, travel, lodging, meals, copies, telephone charges, etc.), which will be billed in addition to our fees.

Our 2009 standard hourly rate schedule is attached, subject to modification each January 1. Invoices will be rendered as the work progresses and are payable upon presentation. Any invoice unpaid after 30 days is subject to a 1½ percent service charge per month.

The above fee is based on anticipated cooperation from your personnel and the assumption that unexpected circumstances will not be encountered during the audit. If significant additional time is necessary, we will discuss it with you and arrive at a new fee estimate before we incur the additional costs.

El Paso County Emergency Services Agency and *BONDI & Co. LLC* further agree that any dispute over fees charged will be submitted for resolution by arbitration in accordance with the rules of the American Arbitration Association. Such arbitration fees shall be binding and final. In agreeing to arbitration, we both acknowledge that in the event of a dispute over fees, each of us is giving up the right to have the dispute decided in a court of law before a judge or jury, and instead we are accepting the use of arbitration for resolution.

El Paso County Emergency Services Agency also agrees that in order to prevent disruptive practices which may harm the business of *BONDI & Co. LLC* during the course of our services under this agreement, and for a period of one year thereafter, no person acting on behalf of El Paso County Emergency Services Agency, any of its affiliates, employees or representatives, will solicit or attempt to hire or hire any employee or consultant working for our firm. El Paso County Emergency Services Agency and *BONDI & Co. LLC* agree that any breach of this provision would cause damages to our firm that would be difficult and impracticable to ascertain, and the amount of \$15,000 or 25% of the person's first year compensation (whichever is higher) shall constitute a fair and reasonable estimate of those damages. El Paso County Emergency Services Agency waives any right to claim that such amount is not fair and reasonable and agrees to pay all attorney's fees and costs incurred by *BONDI & Co. LLC* in enforcing this provision. *BONDI & Co. LLC* agrees that the recovery of such amount shall constitute its sole right, remedy and recourse against El Paso County Emergency Services Agency or its affiliates, employees and representatives for the violation of the prohibitions contained in this paragraph.

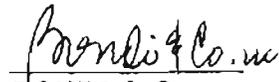
We may use a third-party service provider and internet based software to assist in mailing newsletters to you. If so, the third-party service and software provider is obligated to maintain and protect the confidentiality of all information, and has procedures in place to prevent the unauthorized release of confidential information to others. Your privacy is important to us.

Our files are subject to peer review by outside regulators and by our own professional association, the American Institute of Certified Public Accountants. These peer reviews are conducted to ensure we are using the applicable standards in performing our work for you. By approving us as your accountants, you are granting us permission to have your files available for our peer review.

This agreement will serve as a basis of understanding between our firm and El Paso County Emergency Services Agency from this point forth until either party notifies the other of any change in writing.

We appreciate the opportunity to be of service to El Paso County Emergency Services Agency and believe this letter accurately summarizes the significant terms of our engagement. If you have any questions, please let us know. If you agree with the terms of our engagement as described in this letter, please sign the enclosed copy and return it to us.

Sincerely,


BONDI & Co. LLC

APPROVED:

By: _____

Title: _____

Date: _____

BONDI & Co. LLC Privacy Policy

CPAs, like all providers of personal financial services, are now required by law to inform their clients of their policies regarding privacy of client information. CPAs have been and continue to be bound by professional standards of confidentiality that are even more stringent than those required by law. Therefore, we have always protected your right to privacy.

Types of Nonpublic Personal Information We Collect

We collect nonpublic personal information about you that is provided to us by you or obtained by us from third parties with your authorization.

Parties to Whom We Disclose Information

For current and former clients, we do not disclose any nonpublic personal information obtained in the course of our practice except as required or permitted by law. Permitted disclosures include, for instance, providing information to our employees, and in limited situations, to unrelated third parties who need to know that information to assist us in providing services to you. In all such situations, we stress the confidential nature of information being shared.

Protecting the Confidentiality and Security of Current and Former Clients' Information

We retain records relating to professional services that we provide so that we are better able to assist you with your professional needs and, in some cases, to comply with professional guidelines. In order to guard your nonpublic personal information, we maintain physical, electronic, and procedural safeguards that comply with our professional standards.

Please call if you have any questions, because your privacy, our professional ethics, and the ability to provide you with quality financial services are very important to us.

BONDI & Co. LLC

CERTIFIED PUBLIC ACCOUNTANTS
MANAGEMENT CONSULTANTS

2009 RATE SCHEDULE

Partners	\$ 230 - \$ 325 per hour
Supervisors	\$ 125 - \$ 200 per hour
Consultants	\$ 125 - \$ 190 per hour
Staff	\$ 75 - \$ 125 per hour