

CEAC Board of Directors

March 10, 2023|10:30 am - 12:00 pm



CEAC Board of Directors

2023 CEAC Spring Conference

Universal City Hilton | 555 Universal Hollywood Dr. Universal City
Club Room

Friday, March 10, 2023| 10:30 am – 12:00 pm

10:30 am

Call to Order (Balbas)

1. **Approval of Minutes** (Leamon)
November 18, 2022 - ***Attachment One - Action Item***
2. **Correspondence** (Balbas)
3. **CLODS Report** (CLODS)
4. **NACE Report** (Machado)
5. **CSAC Report** (CSAC Staff)
6. **Regional Directors Reports**
7. **Treasurer's Report** (Johnson) - ***Attachment Two – Action Item***
8. **Committee Reports:**
 - a) Administrative
 - b) Flood Control and Water Resources
 - c) Infrastructure and Development
 - d) Resource Recovery and Waste Management
 - e) Surveyor
 - f) Transportation
 - g) Fellowship
 - h) Oversight
 - i) Scholarship
9. **Unfinished Business**
 - a) ARTICLE III Dues and Assessments Update – Bylaws amendment - ***Attachment Three – Action Item***
10. **New Business**
 - a) CEAC Liability Insurance (Balbas)
 - b) Local Streets and Roads Needs Assessment - Report and Committee update (Neuburger/Leamon)
11. **Life Membership**
 - a) None

CEAC Board of Directors

March 10, 2023|10:30 am - 12:00 pm

12. Announcements

Scheduled Conferences

- a) National Association of County Engineers (NACE) Annual Conference, Orange Beach, Baldwin County, Alabama, April 16-20, 2023
- b) CEAC Policy Conference, Sacramento, August 24-25, 2023
- c) CSAC Annual Meeting/Fall Conference, Alameda County, November 13-17, 2023
- d) CEAC Spring Conference, not being held in 2024 due to hosting of the NACE Conference
- e) NACE Annual Conference, Palm Springs, Riverside County, California, April 15-18, 2024

CEAC Board of Directors Meeting Schedule

- a) CEAC Policy Conference, August 25, 2023
- b) CSAC Annual Meeting/Fall Conference, Alameda County, November 17, 2023

12:00 pm

Adjourn

CEAC Board of Directors

March 10, 2023|10:30 am - 12:00 pm

Meeting Roster**Voting Board Members: Officers & Regional Directors**

Officer	Office	County/Organization
Brian Balbas	President	Contra Costa
Panos Kokkas	Vice President	Trinity
David Leamon	Secretary	Stanislaus
Howard Dashiell	Immediate Past President	Mendocino
George Johnson	Treasurer	Riverside (Retired)
Mehdi Madjd-Sadjadi	Treasurer-Emeritus	Marin (Retired)
Mike Penrose	Parliamentarian	Sacramento (Retired)
Patrick DeChellis	Newsletter Editor	Los Angeles (Retired)
Matt Machado	NACE Representative	Santa Cruz
Dave Gravenkamp	Historian	Siskiyou (Retired)

Regional-Directors	Region	County
Johannes-Hoevertsz	Bay Area	Sonoma
Walter Rubalcava	Central Coast	Santa Barbara
Bob Bronkall	Northern California	Humboldt
Matt Randall	Sacramento Mother Lode	Placer
Fritz Buchman	San Joaquin Valley	San Joaquin
Nardy Khan	Southern California	Orange

Non-Voting Meeting: Committee Chairs and CSAC Staff

Committee Chairs	Committee	County
Josh Pack	Administrative	Butte
Pattie McNamee	Fellowship	Contra Costa (Retired)
Glenn Shephard	Flood Control/Water Resources	Ventura
Trisha Tillotson	Infrastructure and Development	Nevada
Brian Balbas	Oversight	Contra Costa
Jared Carter	Resource Recovery & Waste Mgmt.	Madera
Alicia Meier	Scholarship	Mendocino
Aleks Jevremovic	Surveyor	Santa Barbara
Najee Zarif	Transportation	San Joaquin

CSAC/CEAC Staff	Title	Agency/County
Catherine Freeman	Senior Legislative Advocate	CSAC
Mark Neuburger	Legislative Advocate	CSAC
Ada Waelder	Legislative Advocate	CSAC
Kristina Gallagher	Legislative Analyst	CSAC
Amber Garcia	Legislative Analyst	CSAC
Merrin Gerety	CEAC Program Manager	CSAC/CEAC

LIST OF ATTACHMENTS

Attachment One.....Meeting Minutes, November 18, 2022

Attachment Two.....Treasurer's Report

Attachment Three.....ARTICLE III Dues and Assessments Update –
Bylaws amendment

Attachment One
Meeting Minutes, November 18, 2022



CEAC Board of Directors

128th Annual Meeting/Fall Conference

November 18, 2022|10:15 am – 11:45 am Adventure Room,
Adventure Tower

Disneyland Hotel, 1150 Magic Way, Anaheim, California

10:15 am.

Call to Order (Balbas)

Officers present: 8 of 10; Regional Directors: 6 of 6; **Quorum Present**

Meeting was opened with a moment of silence in memory of Gene Knapp and Rudy Massman, two CLODS who passed away (Sadjadi)

1. **Approval of Minutes** (Kokkas)

Fall Policy Conference, August 19, 2022 - **Attachment 1 Action Item - Motion** to approve minutes; Move to approve - Machado, 2nd Bronkall from THE HUMBOLDT County; **Approved** with correction Gravenkamp was present.

2. **Correspondence** (Balbas)

a) None to report

3. **CLODS Report** (CLODS)

Sadjadi, Sad news, CEAC has lost two CLODS recently, Gene Knapp “Coot”, 1979, and Rudy Massman “Coot”, 1983. CLODS expressed appreciation of CEAC. Rose Penrose gets accolades from the CLODS for her excellent preparation work for the CLODS BBQ. President Balbas noted that the BBQ was excellent and the entertainment was great and appreciated the FHWA Representative and the NACE President and CEO for being great sports for the entertainment.

4. **NACE Report** (Machado)

Board Meeting two weeks ago in Omaha Nebraska, many updates. NACE changes, Connie retired and Stacie is now a PT contract employee, focusing on the conferences. Consultant for booking keeping, NACE is down to two FT employees, communications, and the CEO, should result in approximately \$40,000 / year savings. NACE is down \$70,000 in dues, due to non-payment. NACE seeing 20-30% increase in costs, based on the per gallon cost of coffee normally \$65/gallon, now \$75-85/gallon. NACE working on developing new relationship with the emergency managers to build a more effective partnership for dealing with FEMA, which is currently a NACE priority. NACE officers going to Savannah, Georgia in a few weeks to meet with the emergency managers. Fly-in to DC in February, FEMA, Whitehouse, DOT and EPA. The other Big News is getting ready for the NACE Alabama Conference on April 16-20, 2023, please plan to go, as a

large contingency from California will help promote the 2024 NACE Conference in Palm Springs. Tuesday they want to emphasize the attendance at the Expo, this is mandatory for attendees. Tuesday night is the big dinner. For Palm Springs in 2024, we need to decide at some point if we want to do a separate CLODS BBQ or have the CLODS BBQ for the big Tuesday night dinner, which CEAC would get lots of support for. *Secretary's note: wonders how many toilet bowls of chili it would take to feed the approximately 600 attendees?* NACE would pay for a Tuesday night CLODS BBQ, don't need a decision now, maybe decide in Spring conference, would have a considerable amount of support. NACE 2024 Planning Meeting on December 6, added a couple to this committee, new logo and video will send to Balbas to share. NACE 2025 in Schaumburg, Illinois, Suburb of Chicago, it's what we can afford. Jim Porter and George Johnson were made Life Members of NACE. Congratulations were given.

5. **CSAC Report (CSAC Staff)**

Mark Neuburger, lots of attention on housing. Housing, Land use and Transportation recently adopted their priorities for the coming year. Transportation priority will be concentrating on holding the line on funding. Making a push to extend Design-Build Authority, looks like there is support from other interested parties, looking for an author for this bill. Tuolumne County looking for increasing the \$60,000 cap on Public Works projects, looking for support and examples from other Counties. Problems with finding contractors and labor for small projects, legislation from 1983 and not adjusted for inflation, maybe population based cap?

6. **Regional Directors Reports**

Johannes Hovertsz – **Bay Area** – Met in September on Zoom, good attendance, discussed remote work, parklets in ROW, trying to get back together on Zoom next year.

Kent Edler – **Central Coast** – Meeting scheduled November 29, no meeting since last meeting, will send President Balbas an invite and seeking nominations for new regional director.

Bob Bronkall – **Northern California** – The Humboldt County, no meetings since last Board meeting, will work on scheduling a Zoom meeting. General interest in resurrecting the Bedroll Conference, chasing some good leads for location, anticipate a revival in 2023. Machado/Leamon looking forward to dominating cornhole tournament again at this conference.

Matt Randall – **Sacramento/Mother Lode** – Note to CEAC Newsletter Editor that he is working on the Motherlode newsletter update. Plan on meeting more regularly in 2023, lots of competing meetings that distract from Regional Meeting.

David Leamon – **San Joaquin** – New President/Regional Director, Fritz Buchman, San Joaquin County, VP Dominic Tyburski from Kings County, Met in Fresno in October to finish the 7 meetings in 2022, all Counties but Mariposa. Regional Director Leamon noted that President Dashiell had

promised to visit the SJVRC, unfortunately for Howard there were only 7 meetings to choose from and he neglected to make any one of the meetings. Nardy Khan – **Southern California** – The region had virtual meetings, continue with this format. Small meeting at the Fall Conference, discussed renewal of Design-Build authority, expires in 2025, Ventura discussed no camping ordinance, looking at micro trenching standards. President Balbas asked the Regional Directors to share the schedules in order to attend every regions meeting once. Noted that there were only 22/58 Counties at this conference and has a goal to expand attendance.

7. **Treasurer's Report:** (Johnson)

CEAC is experiencing a budget shortfall, a sub-committee was assembled to evaluate funding alternatives. Three recommendations from the sub-committee:

1. One is to increase dues 10% per year for members and affiliates for three years.
2. Second recommendation is for job postings costs to increase from \$75 to \$125, Cities from \$150 to \$200.
3. Third recommendation to increase revenue is to raise the registration on the Fall Policy Conference from \$100 up to \$150. Combined proposals would increase revenue by \$30,000 per year.

The CSAC service contract has an annual CPI inflationary factor that is projected to increase expenditures by approximately 8%, raising the cost from \$219,286 in 2022 up to \$237,000 for 2023.

The good news is that additional counties have since paid their member dues, there are only two counties that have not yet paid their member dues for 2022: Sutter and Alpine. Matt Randall is working with two counties to get payment, and stated that Sutter will pay.

Including the revenue and expenditure increases into the 2023 budget is projected to provide CEAC General Fund Income of \$350,000 against projected expenditures of \$348,300, which creates a balanced budget.

George noted that the Board has made the right decisions to get the revenues aligned with the expenditures.

Attachment 2 - Action Item – Consider Subcommittee recommendations

- Increase member county and affiliate dues by 10% per year for three years
- Increase the charges for job posting for both member counties and partner cities by \$50, which will change member county posting costs from \$75 to \$125, and city partner costs from \$150 to \$200
- The registration cost for the annual policy conference should be increased from the current charge of \$100 to \$150

– Motion to approve –Randall - 2nd Kokkas – Unanimously approved

Attachment 2 - Action Item – Consider Approving Proposed Budget – Motion Machado – 2nd Penrose – Unanimously approved

ATTACHMENT 4 – ARTICLE III Dues and Assessments revisions – Consider at spring conference

8. **Committee Reports: -**

- a) Administrative – Pack, well attended, lively discussion on zero emission fleet conversion. Discussed how agencies are dealing with legislative issues / priorities. Reviewed old topics of interest – purged some, kept others.
- b) Flood Control and Water Resources – Strudley absent, Khan provided update, Department of Conservation opportunities, good attendance, much discussion on Boise case and unhoused persons. Fleisch noted it was very useful, attorney lead, good conversations, really valuable. Glenn Shepard is proposed for Chair for Flood Control for 2023.
- c) Infrastructure and Development – Tillotson, SB 9 discussion, two examples from Counties, PG&E Rule 20A discussion, SB378 microtrench discussion.
- d) Resource Recovery and Waste Management –Skye not present; Carter, the meeting was well attended, franchise fees discussion, check with County Counsel on how your agency deals with franchise fees. Lively discussion about SB 1383 and recycling of organics, good sharing on what is working and what is not. Committee expressed interest in inviting CalRecycle to the next conference.
- e) Surveyor – Jevremovic not present; Bronkall, “The Humboldt County Surveyor” did not attend. MacFarlane attended last half hour, shared during that time two surveyors were arguing over code.
- f) Transportation – Fleisch, room not large enough. FHWA gave an update from Kevin. Discussion on road charge. Looking for another vice chair.
- g) Fellowship – McNamee, nice get together, lighter attendance than usual, some of that from early close at 10pm, some due to many staying offsite at the Westin. Raised funds for the scholarship at BBQ and hospitality suite. Hoping to be able to serve at the spring conference in 2023.
- h) Oversight – Dashiell not present, no update, Balbas will schedule oversight meetings in 2023.
- i) Scholarship – Balbas - Awarded three scholarships at the installation breakfast, **Alicia Meier**, a Deputy Director from Mendocino County will be the new chair who will assume the new duties. Thanks to Scott DeLeon for carrying this torch admirably.

9. **Unfinished Business** (Neuberger)

- a) CEAC Legislative Platform – Attachment 3 – as attached

10. **New Business**

- a) Confirm name change of Land Use Committee to something other than

Land Use Committee for use in the CEAC Policy and Legislative Platform as described in Attachment 3 – Motion Johnson, 2nd Randall – noes Leamon – Ayes everyone else- motion passes.

- b) ARTICLE III Dues and Assessments Update – Bylaws amendment - **Attachment Four** – Postponed until next general meeting of the membership for noticing reasons, by recommendation of Parliamentarian and Sadjadi

11. **Life Membership**

None

12. **Announcements**

Scheduled Conferences

- a) CEAC Spring Conference, Universal City, Los Angeles County, March 8-10, 2023
- b) NACE Conference, Orange Beach, Alabama, April 16, 2023
- c) CEAC Policy Conference, Sacramento, CA, date TBD, 2023
- d) CSAC Annual Meeting/Fall Conference, Alameda County, November 13-17, 2023

CEAC Board of Directors Meeting Schedule

- a) CEAC Spring Conference, Universal City, Los Angeles County, March 8-10, 2023
- b) CEAC Policy Conference, Sacramento, CA, date TBD, 2023
- c) CSAC Annual Meeting/Fall Conference, Alameda County, November 13-17, 2023

13. **Round table discussion – Conference Fees**

- a) Khan brought up the idea, discussed at the Transportation Committee by David Fleisch, of a one-session fee, in addition to the one-day fee. President Balbas liked that idea as it fits in with the mantra of “building the bench” as it would allow more technical staff to affordably attend the Conference when it was in the area. Gerety reminded us CSAC sets the rates for the Annual Conference and the Cities set the rate for the Spring Conference, CEAC only conference is the Policy Conference in August. Kent Edler thought that it might be good to group “like” topics together on same day, if possible.

11:01 am

Adjourn – Motion by Machado, 2nd by Penrose, unanimous consent to adjourn.

Meeting Roster
Voting Board Members: Officers & Regional Directors

Officer	Office	County/Organization
Brian Balbas P	President	Contra Costa
Panos Kokkas P	Vice President	Trinity
David Leamon P	Secretary	Stanislaus
Howard Dashiell	Immediate Past President	Mendocino
George Johnson P	Treasurer	Riverside (Retired)
Mehdi Madjd-Sadjadi P	Treasurer-Emeritus	Marin (Retired)
Mike Penrose P	Parliamentarian	Sacramento (Retired)
Patrick DeChellis	Newsletter Editor	Los Angeles (Retired)
Matt Machado P	NACE Representative	Santa Cruz
Dave Gravenkamp P	Historian	Siskiyou (Retired)

Regional Directors	Region	County
Johannes Hoeverstz P	Bay Area	Sonoma
Kent Edler P	Central Coast	Santa Cruz
Bob Bronkall P	Northern California	Humboldt
Matt Randall P	Sacramento Mother Lode	Placer
Fritz Buchman	San Joaquin Valley	San Joaquin
Nardy Khan P	Southern California	Orange

Committee Chairs	Committee	County
Josh Pack P	Administrative	Contra Costa
Pattie McNamee P	Fellowship	Contra Costa (Retired)
Glenn Shepard	Flood Control/Water Resources	Ventura
Trisha Tillotson P	Infrastructure & Development	Nevada
Howard Dashiell	Oversight	Mendocino
Coby Skye	Resource Recovery & Waste	Los Angeles
Alicia Meier	Scholarship	Mendocino
Aleks Jevremovic	Surveyor	Santa Barbara
Dave Fleisch P	Transportation	Ventura

CSAC/CEAC Staff	Title	Agency/County
Mark Neuburger P	Legislative Representative	CSAC
Merrin Gerety P	CEAC Program Manager	CSAC/CEAC

Others in Attendance

Phil Jones **P**

Tom Mattson **P**

Kim Macfarlane **P**

Blossom Scott-Heim **P**

Mike Leacox **P**

Jared Carter **P**

Jim Porter **P**

Orange County (Retired)

Humboldt County

Tuolumne County

Tuolumne County

NCE

Madera County

San Mateo County (Retired)

P indicates present at the meeting

Attachment Two
Treasurer's Report

COUNTY ENGINEER'S ASSOCIATION OF CALIFORNIA
2023 FINAL BUDGET TREASURER'S NOTES

Preparation of the CEAC final budget for 2023 recognized expenses will be impacted by inflationary costs, so the CEAC Board of Directors approved the following increases to generate more revenue:

- Increase member county and affiliate dues by 10% per year for three years
- Increase the charges for job posting for both member counties and partner cities by \$50, which will change member county posting costs from \$75 to \$125, and city partner costs from \$150 to \$200
- The registration cost for the annual policy conference should be increased from the current charge of \$100 to \$150

The county member dues increase is projected to increase revenue by \$25,000. The increase to affiliates will generate an additional \$2,000. The job posting rate increase is projected to raise revenue from \$8,000 up to \$10,000. The policy conference rate increase is projected to increase revenues by another \$3,000. Combined these revenue increases should generate an additional \$30,000.

The CSAC service contract has an annual CPI inflationary factor that is projected to increase expenditures by approximately 8%, raising the cost from \$219,286 in 2022 up to \$237,000 for 2023. CEAC is still waiting to receive the updated contract amount from CSAC for 2023, but the final CSAC contact cost is expected to be less than the \$237,000 included in this final budget.

CSAC has also reconciled certain prior year conference revenues and expenses. The reconciliation of the 2021 Spring and Policy conferences has resulted in payment to CEAC from CSAC of \$7,956.50 and \$6,398.27, respectively, for a total amount of \$14,354.77. The additional revenue has been included into the respective line items in the 2023 budget.

Additionally, CSAC has reconciled the 2021 Annual meeting, which caused a payment from CEAC to CSAC of \$29,996.75, with those additional expenses included into the CEAC Final Budget Annual conference expenditures. CSAC also recently billed CEAC \$1,665.42 as part of the 2022 Spring Conference reconciliation. The CSAC contract expenditure line item also includes the 2022 4th Quarter payment of 54,821.50 to CSAC.

The financial reconciliation of the 2022 Policy and Annual conferences from CSAC are still pending. Further evaluation of CEAC conference expenses and income should be continued to improve the overall CEAC financial position. CEAC should not lose money as it relates to conferences.

Given the mentioned budget adjustments between the proposed and final CEAC budget has resulted in a projected improved 2023 CEAC General Fund year-end balance, increasing that balance from the previous projection of \$109,251 up to \$135,368.

**COUNTY ENGINEERS ASSOCIATION OF CALIFORNIA
2023 FINAL BUDGET**

Account Balances at Year End of 2022

CEAC General Fund	\$	203,999
Public Works Secretarial Seminar (PWSS) Sub Account	\$	11,917
Bedroll Sub Account	\$	6,838
Local Streets and Roads (LS&R) Sub Account	\$	<u>379,086</u>

Total Account Balance 1/1/2023 \$ 601,840

2023 INCOME

Membership Dues	\$	280,000
Affiliate Dues	\$	20,000
Spring Conf/PWOW (Includes \$7,957 2021 PWOW)	\$	27,957
Policy Conf (Includes \$6,398 2021 Policy)	\$	16,398
Annual Conference Income	\$	-
Bedroll Income	\$	-
PWSS Income	\$	10,000
Misc. Income (job posting, etc.)	\$	<u>10,000</u>

CEAC General Fund Income \$ 364,355

LS&R Contributions \$ 60,000

Total Estimated Funds Available \$ 1,026,195

2023 EXPENDITURES

NACE Dues	\$	49,000
CSAC Contract (Includes \$54,821 4th Q 2022)	\$	291,821
Spring Conference/PWOW (Includes \$1,665 2022 PWOW)	\$	1,665
Policy Conference Expenses	\$	-
Annual Conf (Includes \$29,997 2021 Annual)	\$	45,000
PWSS Expenses	\$	10,000
Bedroll Expenses	\$	-
CEAC PWSS Reception Sponsorship	\$	2,000
CEAC/CLODS Meeting Expenses	\$	6,000
Newsletter Editor Expenses	\$	500
Scholarships	\$	6,000
Awards & Gifts	\$	1,500
Office Supplies	\$	500
Tax Fees & Accounting	\$	800
Officers Travel & Expenses	\$	15,000
NACE 2024 Preparation	\$	3,000
NACE 2023 Merrin Travel	\$	<u>200</u>

CEAC General Fund Expenses \$ 432,986

LS&R Expenses \$ 236,515

Total Proposed Expenses \$ 669,501

ESTIMATED YEAR END ACCOUNT BALANCES

CEAC General Fund	\$	135,368
PWSS Sub Account	\$	11,917
Bedroll Sub Account	\$	6,838
LS&R Sub Account	\$	<u>202,571</u>

TOTAL YEAR END ACCOUNT BALANCE \$ 356,694

Attachment Three
ARTICLE III Dues and Assessments Update – Bylaws amendment

Attachment 3 – Amend By-Laws

Recommended Motion – Acknowledge the 2022, \$100,000 dues increase and the three year, 10% annual dues increase for 2023, 2024 & 2025 approved by CEAC Board. Bring back clean revision of By-Laws with any corrections or adjustments for final ratification at the fall conference for distribution to the membership at least 10 days before Annual Meeting/Fall Conference, Alameda County, November 13-17, 2023, requiring posting CEAC General Membership Meeting Agenda on or before November 6, 2023 on the CEAC Conference webpage.

ARTICLE III

Dues and Assessments

Section 1. The dues to the Association for each County shall be based on the latest United States Census in accordance with the following schedule:

	Effective Date
Counties of less than 99,999 population \$ 750.00 \$1,215 starting 1/1/2022+10% 2023, + 10% 2024, + 10% 2025	
Counties of 100,000-299,999 population \$ 2,000.00 \$3,235 starting 1/1/2022+10% 2023, + 10% 2024, + 10% 2025	
Counties of 300,000-499,999 population \$ 3,000.00 \$4,850 starting 1/1/2022+10% 2023, + 10% 2024, + 10% 2025	
Counties of 500,000-999,999 population \$ 5,000.00 \$8,080 starting 1/1/2022+10% 2023, + 10% 2024, + 10% 2025	
Counties of 1,000,000-1,999,999 population \$ 6,000.00 \$9,965 starting 1/1/2022+10% 2023, + 10% 2024, + 10% 2025	
Counties of 2,000,000-2,999,999 population \$ 7,000.00 \$11,310 starting 1/1/2022+10% 2023, + 10% 2024, + 10% 2025	
Counties of 3,000,000-4,999,999 population \$ 8,000.00 \$12,930 starting 1/1/2022+10% 2023, + 10% 2024, + 10% 2025	
Counties over 5,000,000 population \$ 10,000.00 \$16,160 starting 1/1/2022+10% 2023, + 10% 2024, + 10% 2025	

The membership period and the fiscal year of this Association shall coincide with the calendar year (from January 1 to December 31). Payment for services shall be due on the 15th day of February of each year.

Regardless of the provisions of Article VII, the dues for the Association may be changed by two thirds (2/3) vote of the total Board of Directors provided that said proposed increase has been duly noticed to said directors and the vote is taken at any official meeting of the Board of Directors.

Section 2. Assessments may be levied for special purposes by a two-thirds (2/3) vote of eligible voting members present at any general membership meeting.

Section 3. The dues to the Association for Affiliate Membership shall be ~~\$250.00~~ **\$500 starting 1/1/2022, +10% 2023, + 10% 2024, + 10% 2025.**

Section 4. It is anticipated that all dues (General Member & Affiliate) shall be increased annually by a 10% percentage for three years – 2023, 2024 & 2025. The dues will be increased to meet necessary expenses automatically each year unless reduced by two thirds (2/3) vote of the total Board of Directors.