

LIA BOARD OF DIRECTORS MEETING
MINUTES, MARCH 19, 2015
CAJUN LANDING
ALEXANDRIA, LA

The meeting began at 4:00 P.M. with President, Jack Hopper welcoming everyone and asking them to stand for the Pledge of Allegiance. Voting Members present were Jack Hopper, Wes Gauthier, John R. Kavanaugh and Chris Friedman. Non-voting Board Members present were Dr. Peter Gallagher, Dr. Stacia Davis, Julia Ann Dickerson and Severn C. Doughty, Sr. Four voting Members present constituted a quorum and four were present.

Jack asked the Board to review the minutes of the last meeting and the minutes of the Annual Meeting and if acceptable, move that they be approved. John R. Kavanaugh moved seconded by Wes Gauthier that both be accepted. Motion carried.

Jack asked Julia and Severn to report on the 2014 financial statement. In the final 2014 financial statement the revenues were \$36,348.60 and the expenditures were \$40,823.83, leaving \$4,475.23 in expenditures over revenues. Severn stated that there were in inordinate number of expenditures last year coupled with less revenues being collected that brought about the deficit. We spent \$2,863.37 (\$2,063.37 over budget) in office supplies because we were practically out of stationary, envelopes and other supplies; at the last minute last year Severn had to budget \$1,500.00 to develop a new website which was unavoidable; and the Board approved a raise for Severn which amounted to \$1,120.00 over budget. Wes Gauthier moved, seconded by John R. Kavanaugh, to accept the financial report as presented. Motion carried.

Jack asked Wes and Severn to present the Membership Report. Severn stated that as of this meeting there were a total of 71 paid memberships received for 2015. Of those there were 20 new memberships received. Wes stated the he was glad that we had that many so far this year.

Jack asked Severn to report on the Newsletter. Severn stated that he brought to the meeting the dummy copy of the 1st Quarter Newsletter and passed it around for everyone to see. He also stated that he had received a new, year long, color ad from Mitch LeBas which will appear on the back cover and a renewal, ½ page ad from Blumberg and Associates. Severn stated that he will bill Polydrip and Keeling during the 2nd quarter and hope that they will renew. Severn encouraged the Board to look for new company ads as we certainly could use more to help defray costs.

Jack asked Severn to report on the website stats. Severn indicated that at the Basics Class last week one of the participants said that our website was compromised and that it was in Chinese characters. Severn immediately looked up our website and found that it was not compromised. The participant had pulled up www.l-i-a.org, our old website address and it was the old site that was compromised. Severn contacted our webmaster, Bill Prudhomme and asked if we could put a message on the home page of the old site

directing viewers to our new website, www.l-i-a.us. He indicated that someone bought the old site and there was nothing we could do to correct it but to encourage everyone to use the new website address.

Bill sent Severn a statistical summary of the usage of the new site from April 2014 to current. Interestingly, the most amount of page views occurred in the months of October, 2014 and January, 2015, the two months we had training dates scheduled. When we looked at the top ten sites on the website visited, the top site in January, 2015 was the LDAF district map. Other LDAF areas on our website visited were the Horticulture Commission Laws (6th place), Dr. Strain's Press Release (7th), and a Horticulture Law (8th). Articles in the news section visited frequently were; March Construction Prices (2nd) Mosquito Virus article (3rd), Easy Digs (4th), The Ants go Marching (9th) and Higher Odds for El Nino (10th). In February the top site again was LDAF District Map. Other LDAF sites visited were Horticulture Commission Laws (6th) and a Horticulture Law (9th). News articles visited were; Mosquito Virus (2nd), March Construction Prices (3rd), Smart Irrigation Month Proclamation (5th), Home Ownership Rates Fall (7th), and Ants go Marching (8th). The Basics Class Registration Form came in 8th place.

Jack asked Dr. Gallagher for an update. He stated that he appreciated Irrigation Mart's help with providing Chris Friedman's assistance in helping present classes, providing equipment as visual aids and especially providing lunches at the trainings in Ruston, LA. He also stated that he was making plans to take the IA Certification tests in the areas he attended classes at the IA Show in 2013.

Jack moved on to Old Business and asked Severn how the evaluation went with Julia Ann Dickerson, Administrative Assistant. Severn said very well. There were six Characteristics evaluated; Cooperation, Stability under Pressure, Consistency, Decisiveness, Organization and Accuracy. Total points possible were 18 and she received 16 for an 89% which was very good. Severn also stated that he was very pleased with her performance and really appreciated her help especially with her financial duties – check book, financial reports, etc. She has been an invaluable asset to LIA and to Severn.

Jack then moved on to Severn's evaluation and stated that he had polled the Board all except for Chris Friedman and Chris Braud. He felt the latter two had not worked with Severn long enough to be able to evaluate him. Results were that Severn received A's in all categories. The Board stated that Severn was doing a good job and no improvements were recommended. Further, they stated that LIA could not run without him and to provide in next year's budget for a salary increase. Severn thanked the Board for their confidence in him and stated that he really enjoyed working with LIA.

Jack asked Dr. Gallagher to update the Board on promotion of \$100.00 scholarships to college students statewide. Dr. Gallagher indicated that he needed clarification on exactly how it would work. Severn stated that a \$100.00 scholarship would be given to any college student in Louisiana who joined LIA at the student membership rate of \$25.00 and who registered for the Basics Class (regular registration rate \$200.00 less

\$100.00 scholarship = \$100.00). He would only pay \$100.00 for the class and \$25.00 for membership for a total of \$125.00. Likewise, if a student become an LIA member at the \$25.00 student rate and registered for any Recertification Class costing \$120.00, then the student would pay \$25.00 for dues plus \$20.00 to register for the class (\$120.00 less \$100.00 student scholarship = \$20.00). The total amount for the student would be \$25.00 for dues + \$20.00 registration which would equal \$45.00. The Board helped Dr. Gallagher determine which schools in Louisiana still offered horticulture or related classes and Dr. Gallagher would contact the Department Heads and offer the LIA scholarships.

Jack asked Dr. Gallagher for an update on rewriting the “July is Smart Irrigation Month in Louisiana” proclamation. Dr Gallagher handed everyone a copy of the proclamation and asked if there were any comments. Severn stated that we needed to include the italicized words after, “NOW THEREFORE, I, Bobby Jindal, Governor of the State of Louisiana, do hereby proclaim *starting in July, 2015 that every July is SMART IRRIGATION MONTH* in the state of Louisiana.” Dr. Gallagher said he would prepare the document and visit with Ansel Rankins to see how to proceed with obtaining Governor, Jindal’s signature.

Jack asked Severn to review the updated training and meeting dates for 2015. Severn explained that since Boutin’s Restaurant closed their doors the last day of January after Severn had scheduled most of the meeting and training dates with them, he had to find new locations. Consequently, Severn found Don’s Seafood Hut in Denham Springs and Don’s Seafood Restaurant in Baton Rouge. Therefore, the remaining Basics Classes, June and November will be held at Don’s Seafood Hut in Denham Springs and the Annual Meeting will be held at Don’s Seafood Restaurant on Airline Hwy in Baton Rouge. Also at the meeting Jack asked that the July 21, 2015 Board Meeting be held at Cajun Landing Restaurant instead of Lea’s in Lecompte. To see a complete listing with details, it can be found at www.l-i-a.us under events.

Jack asked Severn to review the evaluations from the past four training sessions. Severn handed out the evaluation results for the October Annual Meeting. The Board looked over the comments and most of the respondents stated that they were interested in continuing education, Legislative updates and professional certification. Nine indicated that they found it more difficult to operate a business compared to two who stated that they found it easier. Eleven indicated that they visited our website, www.l-i-a.us whereas four stated they did not. When asked if they participated in the H-2A or H-2B programs, only one stated that they did. All respondents stated that they very much liked the training, “Overview of Backflow Prevention” and they thought the instructor, Mitch LeBas, did a great job of presenting the training.

Severn moved on to the evaluation results of the Basics Class, November 5, 6, 2015. Many of the respondents indicated that they were more interested in continuing education, professional certification and industry promotions. When asked if it was easier or harder to operate a business in the past ten years, all the respondents indicated that it was more difficult. When asked if they visited our website, four indicated, yes and

three, no. Two indicated that they participated in the H-2A or H-2B programs and five stated they did not. When asked if they liked the Basics Class, all respondents stated sufficient to great. When asked if they liked the instructor, Dr. Peter Gallagher, all stated good to great.

Concerning the January 22, 2015 recertification class held in Ruston, LA, the evaluation results indicated that the respondents were more interested in continuing education, regulatory updates, professional certification and research & development support. When asked if they found it easier or harder to operate a business in the past ten years, seven stated harder and only one found it easier. Six indicated that they visited our website and only one stated that they did not. When asked if they participated in the H-2A or H-2B programs, no one said, yes and seven said, no. When asked how they liked Irrigation Components for Residential/light Commercial Systems and Managing an Irrigation Service Company, five indicated good and very informative, one stated that it was too basic for his experience. All respondents indicated that they liked the instructors from good to great.

An additional evaluation instrument was given to the participants at the January 22, 2015 recertification and prepared by Dr. Stacia Davis. When asked considering future educational opportunities, which topics were most important on a 1-5 point scale, where 1 was least important and 5, most important; Hydraulics mostly ranked from 1-3, Design mostly from 4-5, System Components from 3-5, Soil Water Relationships from 3-4, Cross Connections mostly from 2-3, Electrical from 3-5, Pumps from 4-5, Troubleshooting from 4-5, Laws and Regs from 4-5, and Smart Technologies mostly 5.

In question 2 on a 1-5 point scale, same as above, how do you prefer to learn topics stated in the above paragraph? Classroom Training mostly 4-5, Pre-recorded Webinars accessed anytime mostly 3-5, Interactive Webinars, Scheduled at Convenient Times 3-5, Irrigation Association Reference Materials 3-5, and LIA Developed Reference Materials 3-5. In question 3 when asked about the current educational opportunities available, two stated make no changes, five indicated keep in-person opportunities and add webinars, and two stated to reduce the number of in-person trainings and add webinars. Top topics they'd like to learn about were, Smart Water Systems, Pricing, Smart Technologies and Remote Monitoring. One final comment was "too many breaks".

In the March 11, 2015 Basics Class evaluation results, Dr. Davis's questionnaire was used. When asked about future educational opportunities, which topics were most important on a 1-5 point scale; Hydraulics from 3-4, Design from 4-5, System Components from 3-4, Soil Water Relationships from 3-4, Cross Connections from 2-3, Electrical 3 and 5, Pumps 2 and 4, Troubleshooting 4-5, Laws and Regs 3-4 and Smart Technologies mostly from 4-5.

In question 2 on a 1-5 point scale, how do you prefer to learn topics stated in question number 1? Classroom Training from 2-5 (mostly 4 & 5), Pre-recorded Webinars, Accessed Anytime mostly 3-5, Interactive Webinars, Scheduled at Convenient Times 3-5 (mostly 4), Irrigation Association Reference Materials from 3-5 (mostly 5), LIA

Developed Reference Materials mostly 3-5. In question 3 when asked about the current educational opportunities available, 2 said Make No Changes, 6 said Keep the In-person Training Already Offered and Add Additional Webinars, and 1 said Reduce the Number of In-person Trainings. Top topics they'd like to learn about were ET Based Controllers and Soil probes, More Design & Smart Technologies, and More New Technology. Other comments were, Don's Seafood Hut in Denham Springs, LA was great, room was a little cramped, having the 811 Call talk was great, and the food was good to great – several responses to that.

Severn also handed out a separate questionnaire about LIA initiating a Certification Program to the participants of the March 11, 12, 2015 Basics Class. At the October 2014 Board Meeting there was a discussion pertaining to the possibility of LIA initiating an association certification program separate from the recertification of CEU's required by LDAF every three years. It was envisioned that (1) LIA would create and write a certification manual, (2) create a course curriculum that would follow the manual, (3) create and write an exam, (4) set up a training schedule, and (5) create a fee structure for the program. The first question was, Would You Be Interested? Eight stated YES, one said NO and one N/A. The second question was, Would a Two Day Class be Appropriate? Seven said YES, two said NO and one N/A. Question 3 was, Would \$200.00 be an Appropriate Fee? Six stated YES, two stated NO and one N/A. Question 4 was, Once One Passes the Exam and Becomes a "Certified Landscape Irrigation Professional", Would You Like The Opportunity to Recertify Every Several Years? Six stated, YES, three said, No and one commented that instead of every three years, do it every 5 years. Another commented that he would like training with new information & technology and another stated he was happy with the way it was.

Jack asked Severn to report on the Profit & Loss Statements from the last four trainings. Severn stated that for the October 14, 2014 Annual Meeting/Recertification training held at Ralph & Kacoo's Restaurant, the revenues were \$7,092.24; expenditures were \$2,109.24 leaving \$4,983.10 in revenues over expenses. Wes Gauthier moved, seconded by John R. Kavanaugh, to accept the statement. Motion carried.

For the November 5, 6, 2014 Basics Class held at Ralph & Kacoo's Restaurant, revenues were \$3,320.91; expenses were \$2,290.03 leaving \$1,030.88 in revenues over expenses- Ralph & Kacoo's tacked on an additional \$100.00 due to too few people on the second day and one of the reasons we left that location. Wes Gauthier moved, seconded by Chris Friedman, to accept the statement. Motion carried.

For the January 22, 2015 Recertification class held in Ruston, LA, revenues were \$5,453.28, expenses were \$704.45 which was largely due to Irrigation Mart sponsoring the meals, leaving \$4,748.83 in revenues over expenses. A big Thank You to Irrigation Mart!! Wes Gauthier moved, seconded by John R. Kavanaugh to accept the statement. Motion carried.

For the March 11, 12, 2015 Basics Class held at Don's Seafood Hut in Denham Springs, LA, revenues were \$6,455.77; expenses were \$2,658.87 leaving \$3,796.90 in revenues

over expenses. Wes Gauthier moved, seconded by Chris Friedman, to accept the statement. Motion passed.

Jack moved on to New Business and asked the Board to review the proposed 2015 budget. Jack further stated that he, John and Severn met on March 6, 2015 at Lea's Restaurant in Lecompte, LA to prepare the proposed budget. Severn handed everyone a copy and briefly went over it. Severn stated that we largely used the actual 2014 final financial statement along with a review of the 2013 statement to propose the 2015 budget. We proposed that it would balance with \$40,115.00 in revenues and the same in expenditures. Wes Gauthier moved, seconded by John R. Kavanaugh, to accept the proposed 2015 budget. Motion passed.

Since everyone was anxious to find out about the Ambush Rule, an addendum to the agenda, Jack skipped to that item and asked Severn to explain. Severn stated that he just received a communication from Craig Regelbrugge, lobbyist with the old American Nursery & Landscape Association now called American Hort, stating that the National Labor Relations Board adopted its final rule on union representation cases and it goes into effect on April 14, 2015. Basically, it reduces the time for election of an item from about 60 days to only 14. Other rule provisions included a requirement by employers to provide personal telephone numbers and email addresses of their employees within two days of the election. Employees were not afforded the right to have this information withheld from union organizers.

Why does this matter to green industry business owners? These new provisions would substantially deprive employers of their practical ability to express to employees their perspective on unionization. It allows for and encourages essentially the same type of "back door" organizing that unions tried to achieve with the Employee Free Choice Act, also known as the "card check". Not only does this affect the employer, but also the employee is vulnerable to only hearing one side of the story-the union's side. Forcing employers to provide the personal information of their employees to paid union organizers creates an avenue for provocation, coercion and other personal privacy concerns. These changes made by the rule were similar to those found in a National Labor Relations Board rule from 2011 that was struck down by a Federal Court on procedural grounds. Severn said he sent an email to Representative, John Fleming on March 17, 2015 urging him to vote against the "Ambush Rule".

Jack asked Severn to explain the 2016 proposed Training and Meeting dates. Severn indicated that by changing to the proposed Board Meeting dates, he could capture the entire quarter for financial reporting and some Board Meetings could coincide with training dates. The proposed dates follow:

January 21, 2016, Recertification training in Ruston, LA, training topics TBA

February 4, 2016, Board and Budget Meetings, location TBA

April 19, 2016 Board Meeting, Baton Rouge, LA

April 20, 21, 2016 Basics Class, Baton Rouge, LA

July 19, 2016 Board Meeting, location TBA

October 19, 2016 Board Meeting, Baton Rouge, LA

October 20, 2016 Annual Meeting/Recertification Baton Rouge, LA, training topics TBA
November 16, 17, 2016 Basics Class Baton Rouge, LA

After some discussion Wes Gauthier moved, seconded by Chris Friedman, to accept the proposed meeting and training dates for 2016. Motion passed.

Jack asked Severn to explain the Withdraw “Waters” Rule. Severn stated that after Commissioner Strain spoke about the overreach as it pertained to EPA’s proposed rule redefining “Waters of the U.S.” and receiving a communication from Joe Bischoff from American Hort, Severn sent an email last October to Gov. Bobby Jindal and Attorney General, Buddy Caldwell urging them to act to support withdrawal of the proposed rule. EPA and the Corps of Engineers were proposing a rule redefining “Waters of the U.S.” that would fall under the Clean Water Act of 1972 jurisdiction and constituted a regulatory overreach that would likely set the Green Industry and other entities back. The proposed rule was a significant jurisdictional expansion of the Clean Water Act that would have a major negative impact on individuals, businesses and the entire state. By this rule expanded federal permitting and associated direct costs and delays would affect all work performed near water, including ditches, irrigation ponds, wetlands and golf course ponds not to mention navigable waters. In essence this proposed rule would affect all waters both navigable and non-navigable.

Jack asked Severn to explain the email sent to urge Congress to support the H-2B Program. Severn stated the he sent an email to Sen. David Vitter, Sen. Bill Cassidy and Rep. John Fleming on February 9, 2015 urging them to reinstate the H-2B returning worker exemption that was in place from 2005 through 2007. Also, he asked the Congressional delegation to please direct the Department of Homeland Security (DHS) and the Department of Labor (DOL) to resume allowing employers to use private wage surveys to calculate appropriate wage levels for specific jobs in their local area.

Jack asked Severn to explain the Secretary of State Annual Report. Severn stated that he sent in the \$10.00 fee and we were in good standing for another year.

Jack asked Severn about filing LIA’s income tax with IRS for 2014. Severn stated that he had sent the information to Susan Webb, CPA with the Firm of Lee Gray, CPA and an e-postcard filing of Form 990-N was received by IRS on February 4, 2015. Severn also learned that Susan Webb retired from the Firm of Lee Gray, CPA earlier in the year but Severn said that we would continue with the firm.

Jack asked Severn about a notice he received from IRS. Severn stated that he received a letter from IRS back in September 2014 stating; “An organization that is required to file Form 990, Form 990-EZ or Form 990-N (e-postcard) or a private foundation that is required to file Form 990-PF, must report its name, address, structural and operational changes on its annual information return.” In other words when we make changes to our Articles of Incorporation or By-Laws, those changes must be sent to the IRS when we file our Income Taxes annually.

Jack asked Severn about the letter he sent to Dr. Strain asking him to be our Key Note speaker at our Annual Conference in October. Severn said he received word that Dr. Strain will be unable to attend but instead will send Todd Parker, Assistant Commissioner.

Jack asked Severn about the Surety Bond. Severn stated that he received a notice of premium due from CNA for \$709.65 for a Dishonesty Policy for a non-profit organization that will be in force from March 19, 2015 to March 19, 2018. It covers all persons who handle monies for LIA. Severn paid the premium on February 11, 2015

Finally, Jack asked Severn about changes made to our saving account. Severn stated that Capital One Bank sent LIA a letter stating that our savings account had been converted to a Business Advantage Savings account where LIA will receive the following benefits:

- Earn a great interest rate on deposits
- Only \$300 minimum balance required to waive the \$3 monthly maintenance fee
- Ability to link to our checking account with Capital One for overdraft protection, which will be a free service
- Access to free online and mobile banking

There being no more business, Wes Gauthier moved, seconded by John R. Kavanaugh, to adjourn the meeting. Motion carried and the meeting adjourned at 7:28 P.M.