



BIG LAKES COUNTY FIRE SERVICES GUIDELINES FOR VOLUNTEER FIREFIGHTERS

Policy Statement:

All members of the Big Lakes County Fire Services have an obligation to conduct their official duties in a manner that serves the public interest, upholds the public trust and protects the Big Lakes County resources.

To ensure that all Firefighters follow the same code of conduct, this Standard Operating Guidelines shall be in a force of at all times when a firefighter is responding to an emergency, at all training sessions or when at the fire hall.

Procedures:

1. All members have the responsibility to:
 - a) Perform their duties to the best of their abilities and in a manner that is efficient, precise and meets the needs of the public.
 - b) Demonstrate integrity, honesty and ethical behavior in the conduct of all of Big Lakes County Fire Service.
 - c) Treat the public and other firefighters fairly and equitably without regard to age, color, disability, ethnicity, national origin, political affiliation, race, religion, gender, sexual orientation or any factor unrelated to the fire department.
 - d) Avoid any behavior that could fall under the definition of misconduct can result in termination of membership
 - e) When on-call or on duty, be fully equipped, fit, and able to perform tasks.
 - f) Foul, vulgar, and demeaning language will not be tolerated.
 - g) Firefighters are not allowed to respond to a call impaired from alcohol or drugs.
 - h) Firefighters may be asked for a Driver's abstract and criminal record. Any negative results may lead to dismissal.
 - i) Firefighters are expected to attend training and meetings when they're scheduled.



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2. Termination for cause
 - a) Theft
 - b) Releasing confidential information/material without authorization.
 - c) A criminal code conviction or failure to report s criminal code offense.
 - d) Failure to follow SOG code of conduct.
 - e) Providing false information on your firefighter application
 - f) Failure to follow chain of command.
 - g) Absent without leave for 3 months.
 - h) Failure to attend a minimum of 12 training hours within a 6 months period as an auxiliary firefighter membership.
3. Confidential written records shall be kept of any disciplinary actions concerning a member.
4. Recurring problems shall be reported to the fire chief immediately. An investigation will be conduct or interview held to determine the nature and extent of the problem.
5. The ultimate decision for termination rests on the Fire Chief decision.
6. All discussions and decision regarding a member's termination from the fire department shall be kept confidential.
7. The terminated member shall return in all uniform, pagers, radios, and anything that belonged to the fire department. You are liable to replace any broken item or an item that is not returned.
8. The suspended or terminated firefighter may ask for clarification of the decision in writing from Big Lakes County Fire Chief within 30 days of the notification of the suspension or termination.
9. Upon review of the cause fro decision of termination or suspension and the written clarification, the Fire Chief decision will be final.



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