

South Essex Fire Department

COMMITTEE MEETING MEETING AGENDA

Tuesday, April 26, 2022 - 3:00 PM
Maplewood Township Building, Main Conference Room,
574 Valley St., Maplewood Township, NJ 07040

ORDER OF BUSINESS

1. Call Meeting to Order

2. Roll Call

Committee Member Collum
Committee Member McGehee
Committee Member Lembrich
Alternate Committee Member Brown
Alternate Committee Member De Luca
Mr. Loehner, Chief Executive Officer

3. Meeting Notice Statement

In accordance with the Open Public Meeting Act of the State of New Jersey, adequate notice of this meeting has been provided to the official newspapers of the Village and Township, posted on the Village's website and filed in the Office of the Village Clerk. Official action may be taken.

4. Resolution to go into Executive Session

2022-07 Resolution Authorizing an Executive Session at the April 26, 2022, Regular Meeting of the South Essex Fire Department Committee Meeting.

Matter/ (OPMA Exception)
Executive Session

- Personnel Matters (Attorney/Client Privilege Matter)

5. Reconvene into Open Session – Roll Call

Committee Member Collum
Committee Member McGehee
Committee Member Lembrich
Alternate Committee Member Brown

Alternate Committee Member De Luca
Mr. Loehner, Chief Executive Officer

6. Announcements

- A. Notice of Regular Meetings have been noticed for the South Essex Management Committee will hold regular meetings on Tuesdays at 3:00 p.m., at the Township of Maplewood Town Hall, Main Conference Room, 574 Valley St. Maplewood Township, NJ 07040, to consider essential and regular business items. following dates:

Tuesday, April 19, 2022
Tuesday, April 26, 2022
Tuesday, May 3, 2022
Tuesday, May 10, 2022
Tuesday, May 17, 2022
Tuesday, May 24, 2022
Tuesday, May 31, 2022
Tuesday, June 7, 2022
Tuesday, June 14, 2022
Tuesday, June 21, 2022
Tuesday, June 28, 2022
Tuesday, July 5, 2022

The first order of business to be conducted by the South Essex Fire Department's Management Committee at all regular meetings will be the consideration of a resolution permitting the South Essex Fire Department's Management Committee to convene into closed Executive Session for the purposes of discussing those matters exempted from public session as permitted by the Open Public Meetings Act, N.J.S.A. 10:4-12 et. seq., and, at 3:00 p.m., or soon thereafter, the South Essex Fire Department's Management Committee will reconvene into its public meeting as scheduled.

7. Public Comment

Open to the Public for agenda items only. Each speaker shall have one turn and not to exceed 3 minutes. There will be another Public Comment at the conclusion of the meeting. Please identify yourself with your name and address and please remain courteous.

8. Resolutions on Consent Agenda

- 2022-08 RESOLUTION APPOINTING THE CHAIR AND VICE CHAIR OF THE SOUTH ESSEX FIRE DEPARTMENT
- 2022-09 RESOLUTION AWARDED A CONTRACT FOR IMPLEMENTATION POLICY TIERS SOFTWARE UNDER COOPERATIVE PURCHASING WITH SOURCEWELL FOR SOUTH ESSEX FIRE DEPARTMENT TO LEXIPOL, FOR A ONE (1) YEAR PERIOD IN AN AMOUNT NOT TO EXCEED \$29,000.00 (INITIAL YEAR)

9. Committee Member Reports

Committee Members

Working Group Updates:

- Inspections
- Inventory
- Branding
- EMT Plan
- Operational Transition Plan (Chiefs Scrum Report)
- Chair and Vice Chair Roles and Responsibilities

Chief Executive Officer

8. Update from Member Fire Departments

South Orange

Maplewood

6. Old Business

Dispatch Communications
Timeline of Personnel Hiring Letters
Fire Operations Transitional Plan

7. New Business

8. Public Comment

Each speaker shall have one turn and not to exceed 3 minutes. Please identify yourself with your name and address and please remain courteous.

9. Adjournment

SOUTH ESSEX FIRE DEPARTMENT

**2022-06 RESOLUTION AUTHORIZING AN EXECUTIVE SESSION AT THE APRIL 26, 2022,
REGULAR MEETING OF THE SOUTH ESSEX FIRE DEPARTMENT COMMITTEE MEETING.**

WHEREAS, there exists a need to hold an Executive Session for the purpose of discussing the following matter, which falls within the exceptions to the Open Public Meeting Act, N.J.S.A. 10:4-12 et. seq., to wit:

**Matter / (OPMA Exception)
Executive Session**

- Items for discussion may be introduced at table

WHEREAS, it is unknown at this time when such discussion to take place in Executive Session may be disclosed to the public;

NOW THEREFORE, BE IT RESOLVED by the SEFD Management Committee as follows:

1. This Executive Session meeting of SEFD Management Committee shall be closed to the public for discussion of the aforesaid referenced matter.
2. The matter discussed during this Executive Session meeting shall be disclosed to the public at such time when reason for discussing and acting on same in Executive Session shall no longer exist.

Committee Members	Motion	Second	Ayes	Nays	Abstain	Absent
Collum						
McGehee						
Lembrich						
Alternate Members						
Brown						
De Luca						

#

CERTIFICATION

I, Adam D. Loehner, Chief Executive Officer of the South Essex Fire Department, County of Essex, State of New Jersey, do hereby certify that this is a true and correct copy of the Resolution adopted by the South Essex Fire Department at their regular meeting held on Tuesday, April 26, 2022.

Adam D. Loehner, Chief Executive Officer

SOUTH ESSEX FIRE DEPARTMENT

RESOLUTION APPOINTING THE CHAIR AND VICE CHAIR OF THE SOUTH ESSEX FIRE DEPARTMENT

WHEREAS, the South Essex Fire Department ("SOFD") has a vacancy in the role of Chair and Vice Chair of the Committee; and

WHEREAS, Members have volunteered and have discussed the role and responsibilities; and

WHEREAS, appointees shall hold office until July 5, 2022 or until the member's successor has been appointed and qualified.

NOW THEREFORE, BE IT RESOLVED, by the Management Committee of the South Essex Fire Department, that: Committee Member Sheena Collum is hereby appointed as the Chair and Committee Member Frank McGehee is hereby appointed as Vice Chair to the SEFD.

Committee Members	Motion	Second	Ayes	Nays	Abstain	Absent
Collum						
McGehee						
Vacant						
Alternate Members						
Brown						
De Luca						

#

CERTIFICATION

I, Adam D. Loehner, Chief Executive Officer of the South Essex Fire Department, County of Essex, State of New Jersey, do hereby certify that this is a true and correct copy of the Resolution adopted by the South Essex Fire Department at their regular meeting held on Tuesday, April 26, 2022.

Adam D. Loehner, Chief Executive Officer

SOUTH ESSEX FIRE DEPARTMENT

RESOLUTION AWARDING A CONTRACT FOR IMPLEMENTATION POLICY TIERS SOFTWARE UNDER COOPERATIVE PURCHASING WITH SOURCEWELL FOR SOUTH ESSEX FIRE DEPARTMENT TO LEXIPOL, FOR A ONE (1) YEAR PERIOD IN AN AMOUNT NOT TO EXCEED \$29,000.00 (INITIAL YEAR)

WHEREAS, the South Essex Fire Department (the "SEFD") is in need of a vendor to provide software for the annual fire policy manual and training; and

WHEREAS, Lexipol, whose place of business is 2611 Internet Blvd., Ste 100, Frisco, Texas 75034, was found to be acceptable as a vendor under the Sourcewell Cooperative to provide the necessary software to the SEFD; and

WHEREAS, the CEO of the SEFD has recommended that it would be in the best interest of the SEFD to award the Contract to provide for the necessary software to this Vendor, for a one (1) year period starting immediately upon approval of said resolution, in an amount not to exceed \$29,000.00; and

WHEREAS, the parties acknowledge that all other provisions contained in the proposal shall control and be incorporated into any agreement signed.

NOW, THEREFORE, be it resolved by the SEFD Management Committee that the CEO is hereby authorized to execute an Agreement, with Lexipol, whose place of business is 2611 Internet Blvd., Ste 100, Frisco, Texas 75034, to provide software, for a one (1) year period starting upon approval of this resolution, in an amount not to \$29,000.00

Committee Members	Motion	Second	Ayes	Nays	Abstain	Absent
Collum						
McGehee						
Lembrich						
Alternate Members						
Brown						
De Luca						

#

CERTIFICATION

I, Adam D. Loehner, Chief Executive Officer of the South Essex Fire Department, County of Essex, State of New Jersey, do hereby certify that this is a true and correct copy of the Resolution adopted by the South Essex Fire Department at their regular meeting held on Tuesday, April 26, 2022.

Adam D. Loehner, Chief Executive Officer

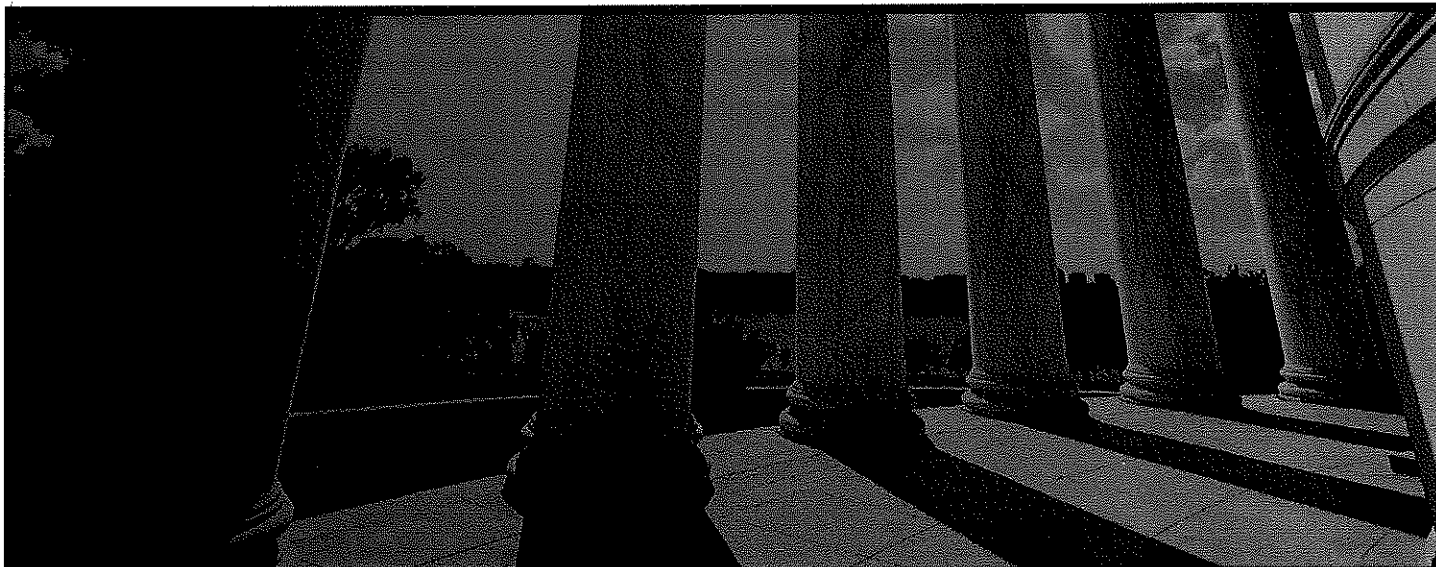
CERTIFICATION OF AVAILABLE FUNDS

As required by N.J.S.A. 40A:4-57, N.J.A.C. 5:34-5.1 et seq. and any other applicable requirement, I, Adam Loehner, Chief Executive Officer of the South Essex Fire Department, have ascertained that there are available sufficient uncommitted funds to award the contract specified in the above resolution, in the amount specified below. I further certify that I will encumber these funds upon the passage of this resolution.

Line Item	Description	Amount
Adam Loehner, Chief Executive Officer of SEFD		Date
# # #		



SOLUTIONS PROPOSAL



PREPARED FOR:

South Orange Fire Department
Fire Chief Dan Sullivan
dsullivan@southorange.org
(973) 378-7751

PREPARED BY:

Terri MacDonald
tmacdonald@lexipol.com
(617) 209-1014

2611 Internet Blvd, Ste 100
Frisco, Texas 75034
(844) 312-9500
www.lexipol.com

Executive Summary

Public safety agencies and local government organizations today face challenges of keeping personnel safe and healthy, reducing risk and maintaining a positive reputation. Add to that the dynamically changing legislative landscape and evolving best practices, and even the most progressive, forward-thinking departments can struggle to keep up.

Lexipol's solutions are designed to save you time and money while protecting your personnel and your community. Our team consists of professionals with expertise in public safety law, policy, training, mental health and grants. We continually monitor changes and trends in legislation, case law and best practices and use this knowledge to create policies, training, wellness resources and funding services that minimize risk and help you effectively serve your community.

THE LEXIPOL ADVANTAGE

Lexipol was founded by public safety experts who saw a need for a better, safer way to run a public safety agency. Since the company launch in 2003, Lexipol has grown to form an entire risk management solution for public safety and local government. Today, we serve more than 8,100 agencies and municipalities and 2 million public safety and government professionals with a range of informational and technological solutions to meet the challenges facing these dynamic industries. In addition to providing policy management, online training, wellness resources, and grant assistance, we provide 24/7 industry news and analysis through the digital communities Police1, FireRescue1, Corrections1, EMS1 and Gov1.

Our customers choose Lexipol to make an investment in the safety and security of their personnel, their agencies and their communities. We help agencies address issues that create substantial risk, including:

- Inconsistent and outdated policies
- Lack of technology to easily update and issue policies and training electronically
- Unchecked mental health needs of staff
- Difficulty keeping up with new and changing legislation and practices
- Inability to produce policy acknowledgment and training documentation
- Unfamiliarity of city legal resources with the intricacies of public safety law
- The need to secure grant funding for critical equipment, infrastructure and personnel

Lexipol is backed by the expertise of 320 employees with more than 2,075 years of combined experience in constitutional law, civil rights, ADA and discrimination, mental health, psychology, labor negotiations, Internal Affairs, use of force, hazmat, instructional design, federal and state grants and a whole lot more. That means no more trying to figure out policy, develop training or wellness content or secure funding on your own. You can draw on the experience of our dedicated team members who have researched, taught and lived these issues.

We look forward to working with South Orange Fire Department to address your unique challenges.

Scope of Services

Policy Manual

Constitutionally sound, up-to-date policies are the foundation for consistent, safe public safety operations and are key to reducing risk and enhancing personnel and community safety. Lexipol's comprehensive policy manual covers all aspects of your agency's operations.

- More than 155 policies researched and written by public safety attorneys and subject matter experts
- Policies based on State and federal laws and regulations as well as nationwide best practices
- Content customized to reflect your agency's terminology and structure

Daily Training Bulletins (DTBs)

Even the best policy manual lacks effectiveness if it's not backed by training. Lexipol's Daily Training Bulletins are designed to help your personnel learn and apply your agency's policy content through 2-minute training exercises.

- Scenario-based training ties policy to real-world applications
- Understanding and retention of policy content is improved via a singular focus on one distinct aspect of the policy
- Each Daily Training Bulletin concludes with a question that confirms the user understood the training objective
- Daily Training Bulletins can be completed via computers or from smartphones, tablets or other mobile devices
- Reports show completion of Daily Training Bulletins by agency member and topic

Policy Updates

Lexipol's legal and content development teams continuously review state and federal laws and regulations, court decisions and evolving best practices. When needed, we create new and updated policies and provide them to your agency, making it simple and efficient to keep your policy content up to date.

- Updates delivered to you through Lexipol's web-based content delivery platform
- Changes presented in side-by-side comparison against existing policy so you can easily identify modifications/improvements
- Your agency can accept, reject or customize each update

Web-Based Delivery Platform and Mobile App (Knowledge Management System)

Lexipol's online content delivery platform, called KMS, provides secure storage and easy access to all your policy and training content, and our KMS mobile app facilitates staff use of policies and training completion.

- Ability to edit and customize content to reflect your agency's mission and philosophy
- Efficient distribution of policies, updates and training to staff
- Archival and easy retrieval of all versions of your agency's policy manual
- Mobile app provides in-the-field access to policy and training materials

Reports

Lexipol's Knowledge Management System provides intuitive reporting capabilities and easy-to-read reports that enhance command staff meetings and strategic planning.

- Track and report when your personnel have acknowledged policies and policy updates
- Produce reports showing completion of Daily Training Bulletins
- Sort reports by agency member, topic and other subgroups (e.g., shift, assignment)
- Reduce the time your supervisors spend verifying policy acknowledgement and training completion

Supplemental Publication Service

Lexipol's Supplemental Publication Service (SPS) streamlines the storage of your agency's content, giving you one place to access procedures, guidelines, general orders, training guides or secondary policy manuals.

- Electronically links department-specific procedural or supplemental content to your policy manual
- Provides electronic issuance and tracking for your agency's procedural or supplemental content
- Allows you to create Daily Training Bulletins against your procedural content
- Designed for standard operating guidelines, procedures, general orders or field guides

Fire Procedures

Clear and accessible procedures are imperative to ensure safe, effective and consistent emergency response and personnel interactions. Lexipol's fire procedures, based on national best practices, give you critical operational and administrative procedures as well as a template to build on.

- More than 35 best practice procedures designed to support safe and effective operations
- Tactical procedures address the operations most often cited as contributing to firefighter injury or death as well as the most common call types
- Administrative procedures address the areas of highest legal liability as well as best practices for organizational success
- Scenario-based training reinforces live training
- Mobile-friendly decision trees and checklists prevent essential steps from being missed

Implementation Policy Tier I: High-Risk Policies

Benefit from our proven, systematic approach to implementing policies. Tier I represents about 20% of the manual, including foundational policies necessary to provide structure and authority to your policy manual, as well as policies addressing high-risk, low-frequency and high-risk, high-frequency incidents. You'll receive one-on-one collaborative assistance to help you review, customize and adopt the policies efficiently and effectively.

Implementation Policy Tier II: High-Liability Policies

Benefit from our proven, systematic approach to implementing policies. Tier II represents about 20% of the manual, including policies that relate to common day-to-day calls for service that have a higher level of potential liability. You'll receive one-on-one collaborative assistance to help you review, customize and adopt the policies efficiently and effectively.

Implementation Policy Tier III: Daily Operations Policies

Benefit from our proven, systematic approach to implementing policies. Tier III represents about 20% of the manual, including policies needed for orderly daily operations of your organization. You'll receive one-on-one collaborative assistance to help you review, customize and adopt the policies efficiently and effectively.

Implementation Policy Tier IV: Defensibility Policies

Benefit from our proven, systematic approach to implementing policies. Tier IV represents about 20% of the manual, including policies essential to agency and agency member defensibility, including civil liability-related topics. You'll receive one-on-one collaborative assistance to help you review, customize and adopt the policies efficiently and effectively.

Implementation Policy Tier V: Operational Consistency Policies

Benefit from our proven, systematic approach to implementing policies. Tier V represents about 20% of the manual, including policies needed to ensure operational consistency across your organization. You'll receive one-on-one collaborative assistance to help you review, customize and adopt the policies efficiently and effectively.

Proposal

Prepared By: Terri MacDonald
Phone: (617) 209-1014
Email: tmacdonald@lexipol.com

Quote #: Q-34608-1
Date: 3/23/2022
Valid Through: 6/21/2022

Overview

Lexipol empowers first responders and public servants to best meet the needs of their residents safely and responsibly. We are the experts in policy, training and wellness support, committed to improving the quality of life for all community members. Our solutions include state-specific policies, online learning, behavioral health resources, funding assistance, and industry news and information offered through the websites Police1, FireRescue1, EMS1 and Corrections1. Lexipol serves more than 2 million public safety and government professionals in over 8,000 agencies and municipalities. The services proposed below are designed to meet your agency's specific goals and needs.

Year One Cost w/ implementation

QTY	DESCRIPTION	UNIT PRICE	DISC	DISC AMT	EXTENDED
1	Annual Fire Policy Manual & Daily Training Bulletins w/Supplemental Publication Service w/Fire Operations Procedures (12 Months)	USD 11,832.00	5%	USD 591.60	USD 11,240.40
	Subscription Line Items Total			USD 591.60	USD 11,240.40
1	Fire Tier I Implementation	USD 2,497.00		USD 0.00	USD 2,497.00
1	Fire Tier II Implementation	USD 2,879.00		USD 0.00	USD 2,879.00
1	Fire Tier III Implementation	USD 3,113.00		USD 0.00	USD 3,113.00
1	Fire Tier IV Implementation	USD 2,808.00		USD 0.00	USD 2,808.00
1	Fire Tier V Implementation	USD 2,822.00		USD 0.00	USD 2,822.00
	One-Time Line Items Total			USD 0.00	USD 14,119.00
				USD 591.60	USD 25,359.40
Year One Cost w/implementation Discount:					USD 591.60
Year One Cost w/implementation TOTAL:					USD 25,359.40

Year Two Cost

QTY	DESCRIPTION	UNIT PRICE	DISC	DISC AMT	EXTENDED
1	Annual Fire Policy Manual & Daily Training Bulletins (12 Months)	USD 8,921.00	5%	USD 446.05	USD 8,474.95
1	Annual Fire Supplemental Manual(s) (12 Months)	USD 1,624.00		USD 0.00	USD 1,624.00
1	Annual Fire Procedures (12 Months)	USD 1,287.00		USD 0.00	USD 1,287.00

QTY	DESCRIPTION	UNIT PRICE	DISC	DISC AMT	EXTENDED
	Subscription Line Items Total			USD 446.05	USD 11,385.95
				USD 446.05	USD 11,385.95
Year Two Cost Discount:					USD 446.05
Year Two Cost TOTAL:					USD 11,385.95

*Fire pricing is based on 75 Fire Authorized Staff.

Discount Notes

NJFCA member discount 5% annually



IMPLEMENTATION POLICY TIERS

FIRE & RESCUE

Lexipol's Implementation Policy Tiers provide a proven, systematic approach to implementing policies. Each tier represents about 20% of the manual and includes one-on-one collaborative assistance to help you review, customize and adopt the policies efficiently and effectively. Choose one or more tiers to jumpstart your new manual or combine all five for maximum efficiency.

TIER 1 - HIGH-RISK POLICIES

Foundational policies necessary to provide structure and authority to your policy manual, as well as policies addressing high-risk, low-frequency and high-risk, high-frequency incidents.

- Mission Statement
- Philosophy and Goals
- Firefighter Code of Ethics
- Fire Service Authority
- Chief Executive Officer
- Oath of Office
- Policy Manual
- Organizational Structure
- Interim Directives
- Electronic Mail
- Administrative Communications
- Minimum Staffing Levels
- Incident Management
- Fireground Accountability
- Rapid Intervention/Two-In Two-Out
- Response Time Standards
- Performance of Duties
- Line-of-Duty Death & Serious Injury Investigations
- Information Technology Use
- Photography & Electronic Imaging
- Illness and Injury Prevention Program
- Conduct and Behavior
- Personal Appearance Standards
- Work-Related Illness and Injury Reporting
- Temporary Modified-Duty Assignments
- Return to Work
- Member Speech, Expression & Social Networking

TIER 2 - HIGH-LIABILITY POLICIES

Policies that relate to common day-to-day calls for service that have a higher level of potential liability.

- Liability Claims
- Post-Incident Analysis
- Annual Planning Master Calendar
- Emergency Response
- Tactical Withdrawal
- Atmospheric Monitoring for Carbon Monoxide
- Duty Firearms and Use of Force
- Fire Inspections
- Permits
- Fire Investigations
- Code Enforcement
- Pre-Hospital Care Reports
- Patient Refusal of Pre-Hospital Care
- Advance Health Care Directives
- Controlled Substance Accountability
- Training Records
- Personal Communication Devices
- Non-Official Use of Department Property
- Records Management
- Release of Records
- Subpoenas and Court Appearances
- Patient Medical Record Security and Privacy
- Occupational Safety and Health Inspections
- Notification of Illness, Injury or Death
- Personal Protective Equipment
- Hazardous Energy Control
- Personal Firearms
- Discriminatory Harassment
- Workplace Violence
- Smoking and Tobacco Use
- Drug- and Alcohol-Free Workplace
- Nepotism and Conflicting Relationships
- Anti-Retaliation

TIER 3 - DAILY OPERATIONS POLICIES

Policies needed for orderly daily operations of your organization.

- Emergency Action Plan and Fire Prevention Plan
- Training Policy
- Conflict of Interest
- Solicitation of Funds
- Safely Surrendered Baby Law
- News Media and Community Relations
- Child Abuse
- Disposition of Valuables
- Adult Abuse
- Traffic Collisions
- Community Volunteer Program
- Ride-Along Program
- Fire Apparatus Driver/Operator Training
- CPR and Automated External Defibrillator Training
- Vehicle & Apparatus Inspections, Testing, Repair & Maintenance
- Communicable Diseases
- Soft Body Armor
- Respiratory Protection Program
- Personal Alarm Devices
- Hazard Communication
- Reporting for Duty
- Personnel Complaints
- Personnel Records
- Grievance Procedure
- Critical Incident Stress Debriefing
- Uniform Regulations
- Badges
- Identification Cards
- Release of HIPAA-Protected Information
- Line-of-Duty Death
- Line-of-Duty Death and Serious Injury Notification
- Family and Medical Leave
- Military Leave
- Driver License Requirements
- DOT Drug and Alcohol Testing

TIER 4 - DEFENSIBILITY POLICIES

Policies essential to agency and agency member defensibility, including civil liability-related topics.

- Aircraft Operations
- Staging
- High-Rise Incident Management
- Alternative Materials & Methods Requests
- Community Fire Station Visitation Program
- Fireworks Displays
- Maximum Occupancy - Overcrowding
- Juvenile Firesetter Referrals
- Fire Watch Services
- Medical Supplies
- Communicable Disease Training Program
- Emergency Action Plan & Fire Prevention Plan Training
- Hazard Communication Program Training
- Hazardous Materials (HAZMAT) Training
- Hearing Conservation & Noise Control Training
- Heat Illness Prevention Training
- Health Insurance Portability & Accountability Act (HIPAA) Training
- National Incident Management System (NIMS) Training
- Repetitive Motion Injuries & Ergonomics Training
- Respiratory Protection Training
- Wildland Fire Shelter Deployment Training
- Firefighter Health, Safety & Survival Training
- Use of Department-Owned & Personal Property
- Use of Department Vehicles
- Mobile Data Terminal Use
- Knox-Box® Access
- Communications Operations
- Public Alerts
- High-Visibility Safety Vests
- Apparatus/Vehicle Backing
- Heat Illness Prevention Program
- Health & Safety Officer (HSO)
- Vehicle Seat Belts
- Wellness and Fitness Program
- Physical Fitness

TIER 5 - OPERATIONAL CONSISTENCY POLICIES

Policies needed to ensure operational consistency across your organization.

- Elevator Entrapments
- Elevator Restrictions During Emergencies
- Swiftwater Rescue and Flood Search & Rescue Responses
- Confined Space Rescue
- Wildland Firefighting
- Trench Rescue
- Carbon Monoxide Detector Activations
- Hazardous Materials Response
- Scene Preservation
- National Fire Incident Reporting System (NFIRS)
- Grocery Shopping On-Duty
- Chaplains
- Active Shooter & Other Violent Incidents
- Hazardous Materials Disclosures
- Latex Sensitivity
- Fire Station Safety
- Ground Ladder Testing
- Recruitment & Selection
- Performance Evaluations
- Promotions and Transfers
- Position Descriptions
- Classification Specifications
- Career Tracks
- Fire Officer Development
- Educational Incentives
- Tuition Reimbursement
- Emergency Recall
- Overtime
- Outside Employment
- Personal Projects On-Duty
- On-Duty Voting in Statewide Elections
- Commendations & Meritorious Service
- Lactation Breaks
- Family Support Liaison
- Funerals
- Facility Security
- Emergency Power
- Wastewater Discharge
- Department-Owned Fuel Storage Tanks
- Flag Display