

City of South Milwaukee
Fire Department
Annual Report - 2021



*Serving the Community with
Commitment ♦ Concern ♦ Compassion*



City of...

South Milwaukee Fire Department

929 Marshall Court, South Milwaukee, WI 53172

To the citizens of South Milwaukee,
The Honorable Mayor Jim Shelenske,
City Administrator Tami Mayzik,
South Milwaukee Common Council and,
Police & Fire Commission:

On behalf of the dedicated members of the South Milwaukee Fire Department, it is with great pleasure that I present our 2021 Annual Report.

In 2021, we experienced a large increase in dollar loss associated with fires, more than half attributed to a fire that decimated a City-owned structure storing vehicles and equipment. Our overall call volume increased staggeringly from 3390 calls for service in 2020 to 3722 in 2021. This equates to a 10% increase in requests for service.

The South Milwaukee Fire Department will continue to answer the call 24/7/365 and maintain its high level of service delivery as we respond to the needs of the community as an all-hazard, all-risk department. Our focus will remain on community involvement, risk reduction, fire prevention, public education, and delivering timely, professional, effective, and efficient service. The members of the South Milwaukee Fire Department and I would like to thank Mayor Erik Brooks, Acting-Mayor David Bartoshevich, the members of the Common Council and Police and Fire Commission, and our citizens for all their hard work and continued support.

Respectfully submitted,

Craig Boschke
Fire Captain

Kurt Egner
Fire Captain

John Frost
Fire Captain

To the citizens of South Milwaukee,
The Honorable Mayor Jim Shelenske,
City Administrator Tami Mayzik,
South Milwaukee Common Council and,
Police & Fire Commission:

I am proud to submit the 2021 Annual report along with the Captains of the South Milwaukee Fire Department. While I was not yet a part of the SMFD in 2021, I have read this report. And I am truly impressed by the training, commitment, and actions of the South Milwaukee Fire Department membership. Their professionalism and commitment to the community are at a high level and are only growing. I am excited to join this team and look forward to being a part of the strengthening of our commitment to the community.

Thank you,

John T. Litchford

John T. Litchford

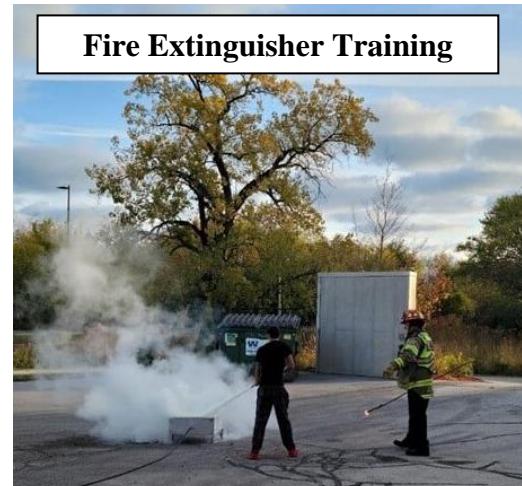
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Dedicated to Excellence in Public Service

The SMFD in the Community

Aside from its role as first responders, the SMFD maintains a consistent presence at various community events. While the pandemic continues to impact many of the public appearances we make, we were still able to get out to several of them. In addition, we continue to maintain a strong, visible presence on social media (Facebook). Here are just a few examples of the interactions we participated in.



Mission Statement

THE MISSION OF THE SOUTH MILWAUKEE FIRE DEPARTMENT IS TO PROTECT LIVES AND PROPERTY FROM THE ADVERSE EFFECTS OF FIRES, SUDDEN MEDICAL EMERGENCIES AND EXPOSURE TO HAZARDOUS CONDITIONS. THIS COMMITMENT IS ACHIEVED BY DEVELOPING, PROMOTING, AND MAINTAINING EFFECTIVE FIRE SUPPRESSION AND EMERGENCY MEDICAL CARE. WE WILL CONTINUE TO PROVIDE THESE QUALITY SERVICES THROUGH EDUCATION AND TRAINING TO ALL WHO LIVE, WORK, VISIT OR INVEST HERE.

Department Information

The South Milwaukee Fire Department is an all-risk, all-hazard department that provides fire suppression, rescue and emergency medical services to an estimated 20,795 residents who reside within an area of 4.78 sq. miles. In addition, we respond on a mutual aid basis to any community as part of the Mutual Aid Box Alarm System (MABAS). Starting this year our department joined the Shared Services of Milwaukee County Fire Departments. This is a reciprocal agreement program with the surrounding communities providing specific number of personnel on equipment to specific fire ground incidents. In return, these communities respond to our city when requested as part of this reciprocal agreement.

SMFD Organized – 1893

PROVIDING 128 YEARS OF SERVICE TO THE CITY OF SOUTH MILWAUKEE



City Officials

Mayor Erik Brooks

Craig Maass
District 1 Alderperson

Brett Briesemeister
District 1 Alderperson

Ray Navarro
District 2 Alderperson

Tim Backes
District 2 Alderperson

Tami Mayzik
City Administrator

Karen Kastensen
City Clerk

Christopher Smith
City Attorney

Lisa Pieper
District 3 Alderperson

Joseph Bukowski
District 3 Alderperson

David Bartoshevich
District 4 Alderperson

Peggy Clark
District 4 Alderperson

Patrick Brever
Assistant City Administrator

Karen Skowronski
City Treasurer

William Fenger
Municipal Judge

Police and Fire Commission

Under Wisconsin law, cities with a population of 4,000 or more must create police and fire commissions. Commissioners are appointed by the Mayor and serve a 5 year term. Appointees filling vacancies created by the resignation, removal or death of a commissioner serve out the term of their predecessor.

The Police & Fire Commission meets on the 2nd Tuesday of the month.

Heather Frederick

Don O'Kray

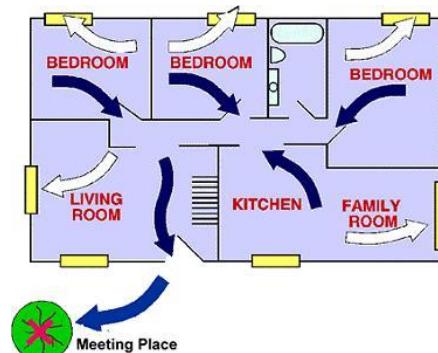
Carla Uphill

Tobie Weber

**Joseph Bukowski (through
4/30/21)**

**Robert Weber (beginning
5/1/21)**

Have an
escape plan



Department Personnel

When fully staffed, the South Milwaukee Fire Department maintains a three-platoon system utilizing three shifts of 8 personnel each on a 24-hour, 7-day-a-week schedule. Off-duty personnel are notified when staffing levels at the station fall below a pre-established minimum or when the department responds to a report of an emergency incident that will require additional personnel to mitigate.

Fire Chief
Joseph Knitter¹

Shannon Hrdlicka
Administrative Assistant

Black Shift

Capt. Craig Boschke
Lt. Ryan Wendt
FF/EMT Jason Helmlinger
FF/EMT Mark Witt
FF/EMT Nathaniel Heard^{5,6}
FF/P Mike Landgraf
FF/P Ryan Porter
FF/P Jacob Bodden²

Green Shift

Capt. John Frost
Lt. Andy Mahn
FF/EMT Jared Rentmeester
FF/EMT Kevin Schneider
FF/EMT Matt Boss
FF/EMT Luis Zamora-Martinez^{4,7}
FF/P Ryan Kurz
FF/P John Rhinesmith

Red Shift

Capt. Kurt Egner
Lt. Nathan Fager
FF/EMT Ryan Behling
FF/EMT Nathan Christensen
FF/EMT – Zack Teschendorf³
FF/P Jeremy Fronczak
FF/P Ryan Miksa
FF/P Matthew Sweitlik

¹Retired – 2/22

²Hired – 1/21

³Hired 1/21

⁴Hired – 5/21

⁵Hired – 4/21

⁶Paramedic 9/21

⁷Paramedic 8/21

FF/P Scott Wallis – Retired 5/21

FF/P Mike Schuerman Resigned 1/21



Special Assignments

Capt. Craig Boschke

Training / Safety
Operations
Records Management
Personnel Protective Equipment
SCBA Maintenance

Capt. John Frost

Community Relations / Public Education
Fire Inspection / Prevention
Radios / Communications

Capt. Kurt Egner

EMS Coordination
Fire Investigation
Apparatus / Facilities Maintenance
HIPAA Compliance

Lt. Ryan Wendt

Training – Assistant
MSDS Online

Lt. Nate Fager

Training – Assistant
Bldg. & Grounds – Assistant
Health & Fitness Coordinator

Lt. Andy Mahn

EMS Supplies / Equipment
Training – Assistant
SCBA Maintenance – Assistant

FF/P Jeremy Fronczak

Fire Inspection

FF/EMT Kevin Schneider

Fire Inspection

FF/EMT Jason Helmlinger

Fire Inspection

Check out our website at . . . <https://smfdwi.org>

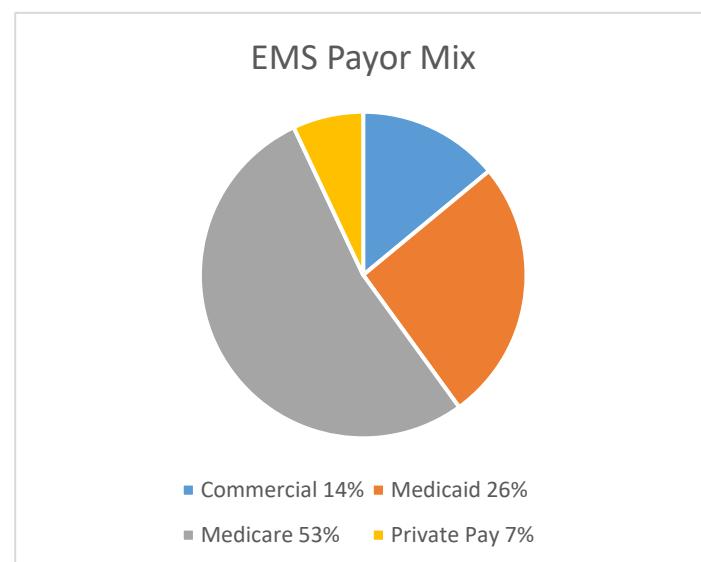
Emergency Medical Services Report

Fire department-based Emergency Medical Services (EMS) continues to be a major part of our response profile. The central location of the fire station allows for minimal response times of specialized equipment and well-trained personnel. By utilizing a flexible staffing model, the South Milwaukee Fire Department is able to provide emergency care to the Paramedic level on any given call. Citizens in South Milwaukee benefit from a high level of service when requesting emergency medical care. **This year we saw over an 11% increase in EMS calls.** EMS calls made up 88% of our overall call volume this year.

EMS Calls by City		
South Milwaukee	2468	75.27%
Cudahy	681	20.77%
Saint Francis	77	2.35%
Oak Creek	48	1.46%
Milwaukee	5	0.15%
Total EMS Calls*	Transports	
3279	1938	

*Includes fire / service responses where no EMS report was generated and/or cancelled prior to an EMS report being generated

Disposition of Calls	
Treated / Refused Transport	579
Treated, Transported by Another EMS Unit	182
EMS Cancelled Prior to Arrival	322
EMS Cancelled On or After Arrival	123
No Treatment / Transport Refused	28
Dead at Scene – Resuscitation Attempted	25
Patient Refused Evaluation, Care, & Transport	83
Dead at Scene – No Resuscitation	35
No Patient Found	9
Treated and Released (per protocol)	15
Treated, Transported by EMS (Other)	9
Treated, Referred to Law Enforcement	12
Treated, Transported by Private Vehicle	11
Other	71



Transport Destination	3279	100%
Aurora St. Luke's – South Shore	1355	41.32%
No Destination: Transport Refused AMA, Treated on scene, Canceled	1340	40.88%
Aurora St. Luke's Medical Center - Milwaukee	214	6.53%
Ascension - Franklin	114	3.48%
Froedtert Memorial Lutheran Hospital	87	2.65%
Milwaukee County Medical Examiner	44	1.34%
Ascension – St. Francis Hospital	30	0.91%
Children's Hospital of Wisconsin	43	1.31%
Clement J. Zablocki VA Medical Center	22	0.67%
Columbia - St Mary's - Milwaukee	17	0.52%
Aurora West Allis Medical Center	9	0.27%
Aurora Sinai Medical Center	1	0.03%
Moorland Resrve Health Center	1	0.03%
Milwaukee County Behavioral Health	2	0.06%

Apparatus Report

One of the most frequent compliments paid to members of our department is the extremely clean and well-kept appearance of both our apparatus and fire station. Visitors are often impressed at the condition of our apparatus and are shocked to learn their vintage and high level of use. Members of our department take great pride in the care and maintenance of both the apparatus and fire station. We proudly care for the equipment and building that the citizens of South Milwaukee have entrusted us with.

Below is a list of our current apparatus and their relative condition:

ID	Type of Apparatus	Year	Make / Model	Condition
E163	Engine	2003	Pierce Enforcer – 1250 GPM Pump, 750 Gal. Water Tank	Good
E165	Engine	2007	Pierce Enforcer – 1250 GPM Pump, 750 Gal. Water Tank	Very Good
T161	Aerial Ladder	1995	Pierce Lance 105' Heavy Duty Ladder – 1500 GPM Pump, 300 Gal. Water Tank	Very Good (refurb 2021-2022)
A160	Ambulance	2016	Osage (Dodge) Type I	Very Good
A161	Ambulance	2009	Med-Tech (Ford) Type I	Fair (Replacing 2023)
Med-10	Ambulance	2014	Osage (Dodge) Type I	Good
C162	Chief's Car	2009	Ford Escape	Good
U163	Gator	2003	6 x 4 Wheel Drive Utility Cart	Good
Z164	Rescue Raft	2006	14' Mercury Inflatable 25 HP Outboard	Good
V165	Rescue Boat	2010	25.6' Steiger Craft Twin 150 HP Suzuki 4 stroke	Good
C166	SUV	2015	Ford Explorer	Very Good
U167	Pick-up Truck	1995	GMC ¾ Ton Utility Truck	Fair (Replacing 2022)
U168	Mini-pumper	2008	Pierce (Ford) – F550 150 GPM Pump, 250 Gal. Water Tank	Very Good
U169	Rescue Trailer	1993	14' Pace American	Good



Training Report

The Training Bureau is managed by the Department Training Officer, Captain Craig Boschke, whose primary responsibility is to develop, organize and schedule training for all department members. Each Fire Lieutenant delivers the scheduled training topics, to their respective shift members, on a daily basis. The department's Firefighter/EMT's and Firefighter/Paramedics are fully trained to operate all apparatus and equipment. Due to this unique cross-staffing format, training topics must be well-rounded and comprehensive in nature. Our members are continuously challenged to maintain proficiency of their duties. Throughout 2021, the department's members participated in a wide variety of both fire and emergency medical services training sessions. The overall training goal is to provide all members opportunities to enhance their knowledge and abilities so they can confidently and effectively fulfill the mission of the South Milwaukee Fire Department.



As a newly enrolled agency into the Milwaukee County Shared Services agreement, it was important for us to participate in joint training sessions with our neighboring agencies. The South Milwaukee Fire Department hosted three, hands-on water supply/pumping trainings. Sessions were held on the grounds of the South Milwaukee High School; attending agencies included Cudahy, St. Francis and the 128th ANG fire departments. The sessions allowed members to practice drafting/pumping operations from a static water source.

This operation simulates pumping operations in a non-hydrant area or during a temporary water system outage.

South Milwaukee Fire Department hosted three training sessions with another Shared Service agency, the Franklin Fire Department. Members of the Franklin Dive Team requested our assistance for their open water dive training in Lake Michigan. While South Milwaukee Fire Department does not maintain diving capabilities, we do maintain a large rescue boat that is suited for Lake Michigan. Our rescue boat provided an appropriate means for the Franklin dive members to practice search patterns in deeper waters. Our members were exposed to some of the operational basics of dive-rescue.

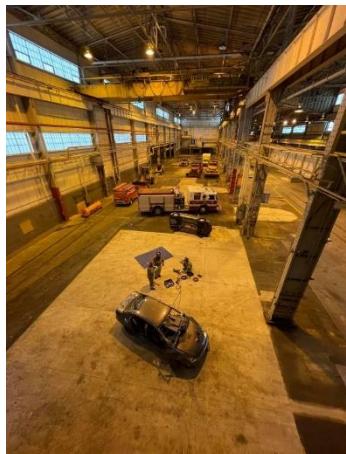


South Milwaukee Fire Department also hosted the Cudahy Fire Department for three SCBA trainings at our fire station. The sessions allowed members to navigate an elaborate obstacle course while wearing full firefighting PPE and vision obstructed. Participants practiced self-rescue and survival techniques while maintaining crew integrity. The obstacle course features building construction features as

well as limited clearances that test one's ability to move throughout compromised areas of a structure during stressful conditions.



During the fall of 2021, the South Milwaukee Fire Department was offered access to an acquired house in the 1000 block of Madison Ave. The vacant house enabled our members to practice a comprehensive set of fireground skills such as victim search & rescue, hose line deployment & advancement, roof ventilation, firefighter rescue, forcible entry, and overhaul techniques. While we were prohibited from any live-fire training at the site, theatrical smoke machines provided an abundance of simulated smoke to enhance the training experiences. Due to a scheduled deadline for demolition of the structure, South Milwaukee Fire Department members participated in a considerable amount of physical training in a rather narrow window of time.



Two individuals began their career at the South Milwaukee Fire Department just days into the new year. New hires participate in a four-week training program in order to prepare them for regular duty on a 24-hour shift assignment. Outdoor hands-on training during the winter conditions presents a whole set of challenges for the well-being of personnel and functionality of equipment. The department was fortunate enough to have temporary access to some of the vacant facilities at the former Caterpillar complex. We took advantage of the warm, dry indoor space to perform a series of vehicle crash/extrication trainings on several acquired vehicles. This specific training involves the use of hydraulic cutting and spreading tools that are utilized at incidents involving trapped crash victims. Members also honed their skills using our newly purchased Paratech Multiforce air lifting bag system. This piece of equipment is pneumatically operated and allows rescuers to lift objects such as vehicles and other heavy equipment.



Finally, department members participated in required training in order to maintain emergency medical services (EMS) licensure. The majority of continuing EMS education is organized and administered by the Milwaukee County Office of Emergency Management (OEM). Year-round training modules consist of monthly case study reviews, protocol updates, educational podcasts, written exams/quizzes, and practical skills simulation labs. A significant amount of our EMS training reflects on the ever-changing health care trends across local, state and national levels. In 2021, all department members were successfully recertified as CPR/AED providers.

Grant Awards and Fundraiser

SMFD seeks out grant opportunities to secure items that cannot be funded otherwise. 2021 also saw the purchase of cold-water rescue equipment using the proceeds from the sale of t-shirts bearing the image of Tuff, the bulldog recused from the icy waters of Lake Michigan.



The FAST board is a water rescue device that can be used for both ice-water and open-water rescue. It also serves as a tool for emergency extrication of downed firefighters from structure fires. \$2800 of the funds raised from Tuff t-shirts were used to acquire this rescue system. The remainder of funds raised was donated to K9s for Warriors, an organization that aims to prevent veteran suicide by providing service K9s.



Eaton makes grant funding available to community partners. In 2021, SMFD received funding for this propane fueled fire extinguisher training prop which allows us to provide fire extinguisher training to the community with increased safety.



Through a grant from Firehouse Subs, SMFD was able to add this Ferno power stair chair to our compliment of equipment that affords for the safest and most comfortable patient movement. The value of this grant was approximately \$10,000.



The Stryker PowerLoad is a state-of-the-art system that securely lifts and moves a stretcher and patient into the ambulance, greatly reducing the risk of injury to patient and provider alike. Through a successful request to the FEMA Assistance to Firefighters Grant program, SMFD received funding to purchase and install a system in each of the three ambulances in our fleet. The total value of the project was \$98,000.

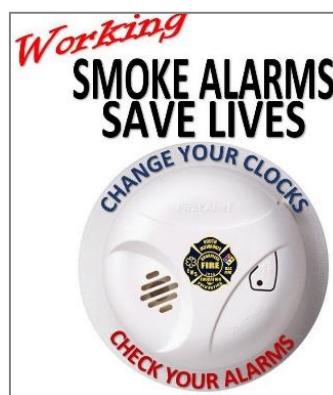
Public Education / Community Outreach Report

The pandemic continued to force us to place on hold much of our public education and community outreach activities. The South Milwaukee Fire Department continues to pride itself on a very active and quite interactive presence in the community. We were able to provide fire extinguisher training for a local business and a High School Tech Ed class. We anticipate we will be back in full swing with our programs in 2022.

While our belief is that fire safety deserves year-round emphasis, our philosophy remains that it needs to start early on; building strong foundations in education. Each fall, students in the local schools are visited by our firefighters. Elementary students in kindergarten and 1st grade are provided with fire safety programs during the annual National Fire Prevention Week in October. When students reach the 5th grade, they are provided with a more advanced Fire Safety Program that focuses on preparation for their adolescent years and the importance of home/fire safety. The 5th graders are assigned take home projects, where family involvement is encouraged. The students are also taught general home safety, such as general first aid and burn care, as many of the children are reaching babysitting age. Obviously with classes being cancelled and any limited time in the classroom concentrating on focused subjects, our efforts had to take a pause and we certainly look forward to the future and a return to visiting the classrooms.



In addition, the SMFD provides timely fire prevention / public education “posts” to our Facebook page to spread the word far beyond our face-to-face audiences and city of South Milwaukee residents. Please visit us on Facebook and see what is going on with the SMFD !!!



Fire Inspection Report

Fire inspection duties are completed by shift members assigned to each of the three shifts and are conducted during the course of their regular duty day. This arrangement often presents a formidable scheduling challenge due to an increased call volume, ever-increasing training requirements, and other obligations to our community.

FF/P Jeremy Fronczak, FF/EMT Jason Helmlinger and FF/EMT Kevin Schneider, who are State of Wisconsin Certified Fire Inspectors, each conduct fire safety code inspections in accordance with Chapter 27 - *Fire Prevention, Protection, and Control* of the City's Municipal Code and the State of Wisconsin Administrative Code, Chapter SPS314, which adopts NFPA 1 as the "official" fire prevention code of the State. Ultimately, these efforts are overseen by the Wisconsin Department of Safety and Professional Services. The Inspection Bureau also works in close cooperation with the City's Building Inspection and Health Departments to address other health and safety code violation matters that impact the quality of life for the residents of and visitors to the City of South Milwaukee. FF/EMT Kevin Schneider is tasked to oversee inspections of new and modified sprinkler systems on all inspectable properties within the City, based on a change within the Wisconsin code requiring inspectors to have extra training during their schooling.

Inspection Activities

750

Bi-annual fire inspections conducted

353

Violations identified

Inspection Responsibilities

FF/P Jeremy Fronczak

Commercial

Residential attached to Commercial

FF/EMT Kevin Schneider

Residential

City, County & Federally-owned
Schools

FF/EMT Jason Helmlinger

Industrial

Manufacturing

Nursing Homes

Doctor / Dental Offices

Response Statistics / Trends

	2021	2020	2019	2018
TOTAL CALLS	3722	3390	3345	3481
increase % / decrease %	9.8%	1.3%	4.0%	----
EMS Calls (Includes Calls For Service, not EMS patients encountered)	3279	2933	2814	3017
Basic Life Support Incidents	1478	1380	1467	1527
Advanced Life Support Incidents	990	888	842	879
EMS (requests) outside of So. Milw.	811	665	505	611
Fire Incidents	50	50	53	59
Building Fire	22	26	27	25
Cooking Fire	5	7	8	9
Rubbish / Trash Fire / Dumpster	9	9	8	7
Grass / Brush Fire	7	2	1	4
Other	7	6	9	14
Hazardous Conditions	58	60	88	69
Motor Vehicle Crash-General Cleanup	25	29	44	31
Carbon Monoxide Investigation	0	3	7	1
Electrical / Power Line Problem	12	14	12	13
Chemical Leak / Spill	2	5	2	9
Natural Gas Leak	11	8	17	14
Other	8	1	6	1
Service / Good Intent	189	207	256	189
Smoke or Odor Removal	13	4	12	10
Service Call - CO Detector	15	29	34	21
Unauthorized Burning	32	39	32	33
Smoke Detector / Other / Investigation	129	135	178	125
False Alarms	91	97	86	97
System Activation – Malfunction	11	18	12	16
System Activation – Unintentional	49	2	1	2
System Activation – Malicious	3	1	7	1
Systems - Other	28	76	66	78
Other Incidents¹	55	43	48	50
Motor Vehicle Crash	48	35	44	44
Water Related Incident	7	8	4	6

Response Trends

To properly understand the numbers provided on this page, one must understand that the categorizing of incident responses is subject to both the efforts of the person writing the report and the methods used to identify the appropriate code assigned to an incident. Greater emphasis has been placed on more accurately identifying an exact category rather than using a generic “Other”, thus providing a more accurate *snapshot* of our response trends. In addition, while a single incident may fit into several categories (Cooking Fire & Smoke Removal, for example) only the primary Incident Type is counted.

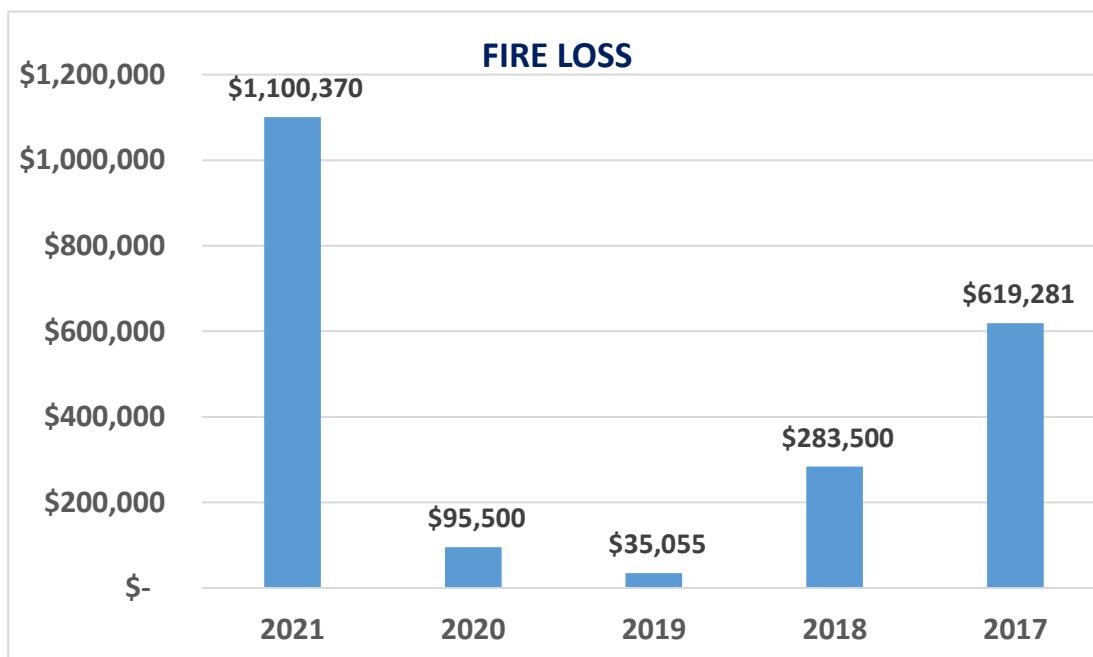
¹To better track our responses to motor vehicle crashes and water-related incidents, these responses have been separated from the “Service / Good Intent” category since 2017.

Dollar Loss from Fire

In addition to the actual number of emergency and non-emergency incidents that our personnel respond to, one of the most sought after statistics is that of the dollar loss to physical property due to damage from fire. It must be first understood that this number is a very rough estimate as actual losses paid by insurance companies may be considerably higher and involve other related expenses like replacement of furnishings, lodging, or loss of business, etc.

This year, we experienced a higher fire loss in comparison to other years. The most significant fire loss was from the City-owned property at the wastewater treatment facility. This single incident accounted for \$630,000 or 57% of our total fire loss for the year. In the 32 incidents in which a loss of property was experienced, we estimated a total loss of **\$1,100,370** involving property. These 32 incidents are a 188% increase in fire calls compared to 2020 total fire calls of 17.

Finally, as we always remind our readers, the true “cost” of a fire cannot be accurately measured in dollars and cents . . . rather, it may be better measured in the impact it has emotionally, psychologically, spiritually, and historically on a person, a family or a community. Take, for example, a small fire that damages a treasured family keepsake, a bride’s wedding gown, or the photo album of a family’s first born child. While the monetary cost may be relatively small, the emotional impact can be quite large.



Working
Smoke Alarms
Save lives !

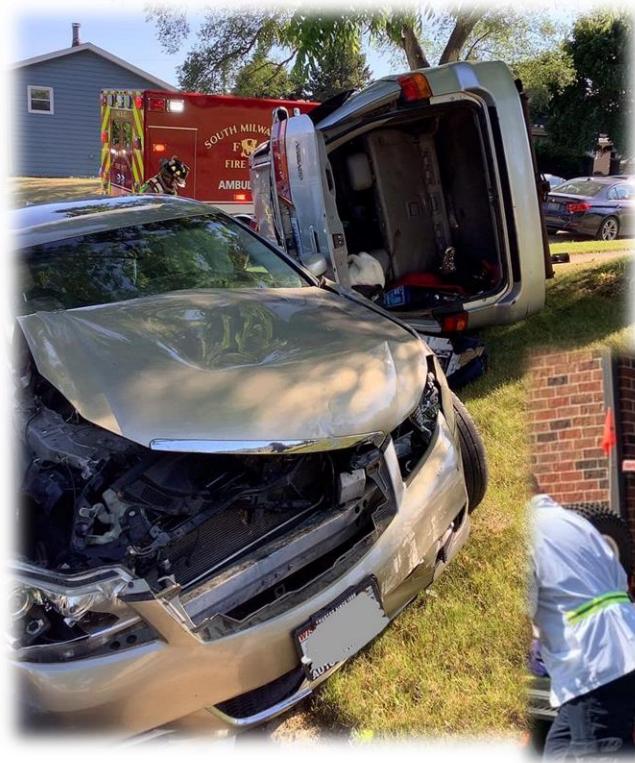


Refurbishment of 1997 Pierce Ladder Truck

In July of 2021, SMFD delivered our 24-year-old ladder truck to the Pierce Refurbishment Center, in Weyauwega, WI. After eleven months of intensive frame-off restoration and updates, this apparatus returned to service in June of 2022.



SMFD on the Scene



Response Time Analysis

In 2001, the National Fire Protection Association (NFPA) released a standard for the *Organization and Deployment of Fire Suppression Operations, Emergency Medical Operations, and Special Operations to the Public by Career Fire Departments*, known as NFPA 1710. In this standard, the NFPA established a minimum response time objective of **four minutes or less** for the arrival of the first arriving engine company at a fire suppression incident or the arrival of an emergency medical unit with first responder or higher level capability at an emergency medical incident 90% of the time. As could be expected, the South Milwaukee Fire Department is well within compliance with this nationally-accepted performance standard. In 2021, the response time average was **2.53 minutes** for the first responding apparatus to arrive on scene.

It is important to note that this number reflects *ALL* responses, both emergency and non-emergency, and provides no means to account for the location or the significance/severity of the response. Additionally, with our mutual aid system, South Milwaukee resources can be requested to areas as far away as the Town of Raymond or the North Shore communities and beyond, thus reflecting some of the extended response times. Finally, understanding that responding **lights and sirens** exposes both emergency responders and civilians to an increased risk of harm, an emphasis on **non-emergent response** has been a continued focus by many agencies throughout Milwaukee County. On duty shift officers are charged with the responsibility of determining the level of response with an emphasis on **responding without lights and sirens** as often as practicable.



Firefighter Code of Ethics

I understand that I have the responsibility to conduct myself in a manner that reflects proper ethical behavior and integrity. In so doing, I will help foster a continuing positive public perception of the fire service. Therefore, I pledge the following . . .

- Always conduct myself, on and off duty, in a manner that reflects positively on myself, my department and the fire service in general.
- Accept responsibility for my actions and for the consequences of my actions.
- Support the concept of fairness and the value of diverse thoughts and opinions.
- Avoid situations that would adversely affect the credibility or public perception of the fire service profession.
- Be truthful and honest at all times and report instances of cheating or other dishonest acts that compromise the integrity of the fire service.
- Conduct my personal affairs in a manner that does not improperly influence the performance of my duties, or bring discredit to my organization.
- Be respectful and conscious of each member's safety and welfare.
- Recognize that I serve in a position of public trust that requires stewardship in the honest and efficient use of publicly owned resources, including uniforms, facilities, vehicles and equipment and that these are protected from misuse and theft.
- Exercise professionalism, competence, respect and loyalty in the performance of my duties and use information, confidential or otherwise, gained by virtue of my position, only to benefit those I am entrusted to serve.
- Avoid financial investments, outside employment, outside business interests or activities that conflict with or are enhanced by my official position or have the potential to create the perception of impropriety.
- Never propose or accept personal rewards, special privileges, benefits, advancement, honors or gifts that may create a conflict of interest, or the appearance thereof.
- Never engage in activities involving alcohol or other substance use or abuse that can impair my mental state or the performance of my duties and compromise safety.
- Never discriminate on the basis of race, religion, color, creed, age, marital status, national origin, ancestry, gender, sexual preference, medical condition or handicap.
- Never harass, intimidate or threaten fellow members of the service or the public and stop or report the actions of other firefighters who engage in such behaviors.
- Responsibly use social networking, electronic communications, or other media technology opportunities in a manner that does not discredit, dishonor or embarrass my organization, the fire service and the public. I also understand that failure to resolve or report inappropriate use of this media equates to condoning this behavior.

Developed by the National Society of Executive Fire Officers