

*City of South Milwaukee*  
*Fire Department*  
*Annual Report - 2016*



*Serving the Community with  
Commitment ♦ Concern ♦ Compassion*





*City of...*

# South Milwaukee Fire Department

929 Marshall Court, South Milwaukee, WI 53172

Honorable Mayor Erik Brooks  
Members of the Common Council  
Police and Fire Commissioners  
Citizens of South Milwaukee

Ladies and Gentlemen:

On behalf of the dedicated members of the South Milwaukee Fire Department, it is with great pleasure that I present our 2016 Annual Report. Once again, this report provides only a brief snapshot of the hard work put forth by the members of your fire department who continue to demonstrate their commitment to providing an exceptional level of service and standard of coverage to effectively and efficiently meet the increasing needs of our community. The ancillary responsibilities of the fire department continue to expand as we address the changing demographics of our community and the increasing demand for our services.

Once again, our overall call volume increased during 2016 with another notable increase in the number of EMS calls. Fortunately, the number of total fire incidents dropped slightly, but the dollar loss associated with those fires remained relatively static.

During 2016, one area of focus for us was that of injury prevention for our first responders. A developing trend in our EMS responses is that we are encountering more bariatric patients – those that weigh in excess of 350 lbs. National statistics confirm that this is an evolving trend and SMFD is now the only suburban fire department in Milwaukee County concentrating efforts on response to these patients. In addition to the Bariatric Response Program, another initiative that was introduced involved training on Firefighter Functional Movement. Milwaukee Fire Department Captain Jordan Ponder visited each shift of the SMFD for a four-hour training session focusing on injury prevention through proper body mechanics and movement. To continue on with the idea of functional movement training and reinforcing the mindset of being “job ready”, a short stretching activity is now included in each shifts’ morning schedule.

In closing, 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, the members of the Common Council and Police and Fire Commission, and our citizens for all their hard work and continued support.

Respectfully submitted,

Joseph Knitter  
Fire Chief



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*Dedicated to Excellence in Public Service*



## *History of the Fire Helmet*

In their earliest stages, firefighter helmets were “stove pipe” type helmets that strongly resembled the top hat made famous by President Abraham Lincoln. Originally, they were made of rigid leather material with the name of the fire company painted on the front and didn’t serve much of a safety purpose, only to signal which fire company the firefighter belonged to.

The traditional fire helmet was founded by a Fire Department of New York (FDNY) volunteer firefighter named Henry T. Gratacap, sometime between 1821 and 1836. Made from very tough leather sewn at each of the combs of the helmet, Gratacap designed the helmet to be fully functional. The reinforced dome was used to protect the firefighter from falling objects. The tall front shield was designed to break windows for rescue and ventilation. The rear brim was used to protect the back of the neck from intense heat and scorching water. It could also be worn backwards to protect the firefighter from heat if he put his chin to his chest, or while responding to a scene, protecting the wearer from heavy rain or snow in the days of the horse-drawn carriages. The helmet originally came with four combs, crossing the helmet both lengthwise and widthwise. Later, after it was discovered that the more combs a helmet came with, the stronger it became, a helmet with eight, twelve, and sixteen combs came out.

Soon after Gratacap started producing these helmets, two brothers by the name of Cairns came up with the idea of identification badges on the front of the helmets. These traditionally came in the shape of a guitar pick, wide near the brim of the helmet and ending at a point with a brass eagle extending from the top of the helmet forward, holding the shield in place. The brass eagle joined the ensemble of the helmet after an unknown sculptor created a figure on a volunteer firefighter's grave at the Trinity Churchyard in Manhattan, New York. This figure showed a person emerging from the flames, one hand holding a trumpet and the other holding a sleeping child, and an eagle on his helmet. Because of this, despite new studies of how the brass eagle hinders firefighters by entanglement and how the eagle gets knocked off or dented, firefighters continue to wear the eagle on their helmets.



Eventually, firefighters started wearing shields on their helmets, often times adorning them with identifying logos, pictures, numbers or rank insignias on the shields along with the department name. The bugle, which was actually originally called a speaking trumpet, became the universal sign of an officer of an engine company, and pick-head axes became the sign of an officer of a ladder company. Firefighters wore the fire department scramble, which consisted of a picture of a helmet, ladder, pike pole, and an axe in a circle.

Today, not much has changed to the helmet appearance itself. Helmets are still constructed of leather, but polycarbonate helmets are more popular due to the cost and durability. The only design changes consist of the fact that visors or eye shields have been added as well as earflaps and cloth suspensions to keep the inside of the helmet from resting on top of the firefighter's head. Most of the helmets aren't as tall as they were, but the design is the same. This has been the way things have been for almost the past 300 years, and like many other traditions in the fire service, the shape of the helmets are considered immortal.

## ***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 21,424 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) and on a reciprocal agreement program known as a “Working Still” to the surrounding communities of Cudahy, Oak Creek and Saint Francis, and the 128<sup>th</sup> Air Refueling Base at Mitchell International, for all structure fires. In return, these communities respond to our city when requested as part of this reciprocal agreement.

## ***SMFD Organized – 1893***



# City Officials

## Mayor Erik Brooks

### **Craig Maass**

District 1 Alderperson

### **Frank Van Dusen**

District 1 Alderperson

### **Ray Navarro**

District 2 Alderperson

### **R. Patrick Stoner**

District 2 Alderperson

### **James Shelenske**

City Clerk

### **Joe Murphy**

(Retired – May 31)

### **Christopher Smith**

City Attorney

### **Lisa Pieper**

District 3 Alderperson

### **Joseph Bukowski**

District 3 Alderperson

### **David Bartoshevich**

District 4 Alderperson

### **Peggy Clark**

District 4 Alderperson

### **Karen Skowronski**

City Treasurer

### **Bill Fenger**

Municipal Judge

## Police and Fire Commission

### **Darrell Francis, DDS**

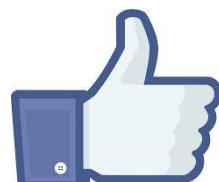
### **Rick Borowski**

### **Heather Page**

### **Elizabeth Blackwood**

### **Kay Bernovich**

**“Like” us on Facebook . . .**



# Department Personnel

Joseph Knitter  
Fire Chief

Gail Kaebisch  
Administrative Secretary

## Black Shift

Capt. John Czajkowski<sup>1</sup>  
Capt. Craig Boschke<sup>2</sup>  
Lt. Andy Mahn<sup>3</sup>  
FF/EMT Ron Wainio  
FF/EMT Jason Helmlinger  
FF/EMT Jared Rentmeester<sup>4</sup>  
FF/P Jerre Schlax  
FF/P Ryan Wendt  
FF/P Ben Olberding

<sup>1</sup> – Retired - 3/26

<sup>2</sup> – Promoted - 3/30

<sup>3</sup> – Promoted - 4/26

<sup>4</sup> – Hired - 4/11

## Green Shift

Capt. Glen McCoy  
Lt. Kurt Egner  
FF/EMT Ryan Kurz  
FF/EMT Nate Fager  
FF/P Tom Reid<sup>5</sup>  
FF/P Scott Wallis  
FF/P John Rhinesmith  
FF/P Daniel Alderfer<sup>6</sup>

<sup>5</sup> – Retired - 11/1

<sup>6</sup> – Hired - 1/4

## Red Shift

Capt. Brad Sibley  
Lt. John Frost  
FF/EMT Ryan Behling  
FF/EMT Tyler Anders  
FF/EMT Ken Lamas<sup>7</sup>  
FF/P Steven Bartlein  
FF/P Michael Landgraf  
FF/P Jeremy Fronczak

<sup>7</sup> – Hired - 1/25

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 by pager 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.

# Special Assignments

Capt. John Czajkowski  
(Retired – 3/26)

Apparatus / Facilities Maintenance  
Personnel Records  
Radios & Communication  
Facilities and Grounds

Capt. Glen McCoy

Training / EMS Coordination  
Health & Safety  
Reports & Policies  
Personnel Protective Equipment

Capt. Brad Sibley

Apparatus / Facilities Maintenance  
Buildings & Grounds  
Special Projects

Capt. Craig Boschke

Public Education  
Personnel records

Lt. Kurt Egner

EMS Coordination

Lt. John Frost

Radios & Communications

Lt. Andy Mahn

EMS Supplies / Equipment

FF/EMT Ryan Behling

Fire Inspection

FF/EMT Ryan Kurz

Fire Inspection

FF/EMT Jason Helmlinger

Fire Inspection

**Check out our website at . . .**

[www.smfdwi.org](http://www.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. A Basic Life Support (BLS) ambulance is available when Paramedic staffing is unavailable. Citizens in South Milwaukee benefit from a high level of service when requesting Emergency Medical Care.

Total Calls	Transports
<b>2572</b>	<b>1861 (72%)</b>

Disposition	2572	100%
Treated, Transported by EMS (BLS)	1140	44.32%
Treated, Transported by EMS (ALS)	708	27.53%
Treated and Refused Transport	327	12.70%
Treated, Transferred Care	134	5.21%
Patient Refused Care	103	4.00%
Dead at Scene	72	2.80%
No Patient Found	35	1.36%
Cancelled	14	0.55%
No Treatment Required	12	0.47%
Treated, Transported by EMS	10	0.39%
Treated, Transported by Private Vehicle	8	0.31%
Treated and Released	4	0.16%
Treatment Refused, Transported	3	0.12%
Treated, Transported by Law Enforcement	2	0.08%
Unknown	0	0.00%



Transport Destination	2572	100%
St. Luke's Medical Center – South Shore	1543	59.99%
No Transport	432	16.80%
St. Luke's Medical Center	167	6.49%
No Destination Selected	90	3.50%
Wheaton Franciscan Healthcare - Franklin	87	3.38%
Froedtert Memorial Lutheran Hospital	62	2.41%
St. Francis Hospital	61	2.37%
Milwaukee County Medical Examiner	55	2.14%
Children's Hospital of Wisconsin	25	0.97%
Clement J Zablocki VA Medical Center	13	0.51%
Columbia - St Mary's - Milwaukee	12	0.47%
Funeral Home	10	0.39%
Aurora Sinai Medical Center	5	0.19%
Aurora West Allis Medical Center	5	0.19%
All Saints Medical Center - St. Mary's Campus	2	0.08%
St Joseph-Wheaton Franciscan - Milwaukee	2	0.08%

# 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
1663	Engine	2003	Pierce Enforcer – 1250 GPM Pump, 750 Gal. Water Tank	Very Good
1665	Engine	2007	Pierce Enforcer – 1250 GPM Pump, 750 Gal. Water Tank	Very Good
1671	Aerial Ladder	1995	Pierce Lance 105' Heavy Duty Ladder – 1500 GPM Pump, 300 Gal. Water Tank	Good
1680	Ambulance	2016	Osage (Dodge) Type I	Excellent
1681	Ambulance	2009	Med-Tech (Ford) Type I	Very Good
Med-10	Ambulance	2014	Osage (Dodge) Type I	Excellent
1692	Chief's Car	2009	Ford Escape	Very Good
1693	Gator	2003	6 x 4 Wheel Drive Utility Cart	Very Good
1694	Rescue Raft	2006	14' Mercury Inflatable 25 HP Outboard	Very Good
1695	Rescue Boat	2010	25.6' Steiger Craft Twin 150 HP Suzuki 4 stroke	Very Good
1696	SUV	2015	Ford Explorer	Excellent
1697	Pick-up Truck	1995	GMC ¾ Ton Utility Truck	Fair
1698	Mini-pumper	2008	Pierce (Ford) – F550 150 GPM Pump, 250 Gal. Water Tank	Very Good
1699	Rescue Trailer	1993	14' Pace American	Good



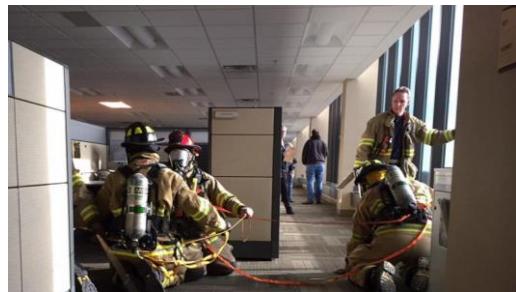
# Training Report

The Training Bureau is managed by the Department Training Officer, Captain Glen McCoy, whose primary responsibility is to organize, develop and schedule training for all department members in compliance with requirements and industry standards. The training goal is to provide all employees with quality training that is specific to their job description and needs, providing them with the knowledge, skills and abilities to fulfill the mission of the department. Funding for training is provided by a budget line item that not only reflects the City's commitment to maintaining well trained employees, but the department's dedication to providing the best trained "customer-service" delivery force available.

Training is provided to all shifts on a Monday through Saturday basis by their respective Captain, Lieutenant or another carefully chosen "expert" in the topic. Much of the training information is taken from the textbooks endorsed by the Wisconsin Technical College System Fire Service Training Office and published by Jones & Bartlett Publishers or based on NFPA standards and locally or nationally recognized best practices. Because of the unique cross-staffing format utilized by the department, members are cross trained in all aspects of every position.

Additional training activities take place at locations remote from the fire station and often involve our mutual aid partners – Cudahy, St. Francis, Oak Creek, the 128<sup>th</sup> ANG, and Franklin fire departments. During 2016, the training listed below was conducted department-wide:

- Rescue boat operations and open water rescue training in Lake Michigan
- Lake bank rescue training
- High-Rise firefighting at Lake Shore Towers Apartments - Cudahy
- Wide area search at the Caterpillar Office Building
- Elevated confined space rescue at EGS – Appleton Foundry



# Bariatric Patient Movement Program

By watching developing trends from EMS responses, SMFD personnel were able to identify an increase in the number of bariatric patients we encountered. Bariatrics is the science of providing healthcare for those who have extreme obesity. Both a patient's weight and the distribution of this weight throughout the body are involved in determining whether one is a bariatric patient. For the purpose of our guidelines and response, a bariatric patient was defined as one that weighed in excess of 350 lbs. or whose body-type made patient movement challenging.

According to the Centers for Disease Control (CDC) more than one-third (36.5%) of U.S. adults have obesity. Wisconsin ranks 14<sup>th</sup> in the country, with 36.7% of adults in Wisconsin being considered overweight, and 29.8% of adults being considered obese. What this means to the SMFD is an increase in obesity related diseases and a subsequent increase in the number of bariatric patients we encounter that leads to an increase in demand for EMS transport of these patients. In the past, we had to rely on the services of the Milwaukee Fire Department or a private ambulance company to provide the equipment, which often took in excess of 45-minutes to evolve.

To provide for both a better approach to better patient care (more efficient, safer and more timely) and for the safety of our responders, SMFD focused on three different areas:

1. Understanding the bariatric patient
2. Knowing when to request assistance
3. Obtaining and complete familiarization with specialized equipment

Through a combination of grant money and budgeted funds, we were able to purchase our own specialty equipment. Several pieces of that equipment are pictured below:

1. Stryker Bariatric Cot w/ winch & ramp set-up
2. HoverJack Inflatable Patient Movement Device
3. HoverMatt Inflatable Patient Movement Device



## Out with the Old – In with the New

In December of 2016, SMFD took delivery of its newest member of the fleet – a 2016 Osage Type III Ambulance on a Dodge Chassis. This ambulance replaced a 2001 Med-Tech Type I Ambulance on a Ford, van-style chassis. The delivery of this newest ambulance now meant all of our ambulances were of the same chassis design (Type III), equipped with four-wheel drive, and outfitted with the necessary hardware to allow use of our bariatric patient movement equipment.

Normally, retired ambulances are offered up for sale through public auction and find later use as utility or maintenance vehicles. This one, however, was destined to continue its life as an ambulance in Nicaragua after Alderperson Lisa Pieper orchestrated a private fund-raising campaign to raise funds to purchase the ambulance for its appraised value and donate it to the country. Not surprisingly, Alderperson Pieper raised the funds and in early 2017, the ambulance was driven away to await transport to its new home in Nicaragua.

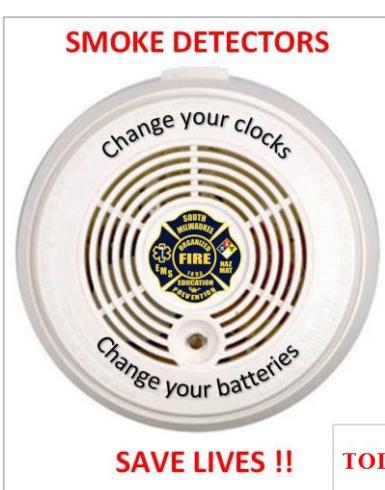


# Public Education / Community Outreach Report

The South Milwaukee Fire Department continues to pride itself on a very active and quite interactive public education / community outreach program.

Our philosophy is that fire safety starts early on; building strong foundations in education. Each fall, students in the local schools are visited by our firefighters. Elementary students in kindergarten and 1<sup>st</sup> grade are given fire safety programs during the annual National Fire Prevention Week. When students reach the 5<sup>th</sup> grade, they are given a more advanced Fire Safety Program that focuses on preparation for their adolescent years and the importance of home/fire safety. The 5<sup>th</sup> 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.

In addition, SMFD provides timely fire prevention / public education “posts” to their Facebook page to spread the word far beyond our face-to-face audiences and city of South Milwaukee residents.



**607**

**K-4, K-5 & 1<sup>st</sup> Grade  
Students who took part in  
fire safety presentations**

**249**

**5<sup>th</sup> Graders who  
participated in the 6-week  
fire safety program**

**168**

**Fire Station Tour  
Participants**

# 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/EMT Ryan Behling, FF/EMT Jason Helmlinger and FF/EMT Ryan Kurz, 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.

## Inspection Activities

**871**

Bi-annual fire inspections conducted

**191**

Re-inspections conducted

**985**

Violations identified

## Inspection Responsibilities

**FF/EMT Ryan Behling**

Commercial

Residential attached to Commercial

**FF/EMT Jason Helmlinger**

Residential

City, County & Federally-owned  
Schools

**FF/EMT Ryan Kurz**

Industrial

Manufacturing

Nursing Homes

Doctor / Dental Offices



# Response Statistics

	2013	2014	2015	2016
<b>TOTAL CALLS</b>	2869	2927	3047	3270
<b>EMS Calls</b>	2523	2507	2638	2777
Basic Life Support Incidents	1202	1150	1087	1333
Advanced Life Support Incidents	775	620	796	814
ALS (requests) outside of So. Milw.	546	555	626	630
EMS other fire / support response	---	182	129	---
<b>Fire Incidents</b>	47	90	76	58
Building Fire	23	38	31	23
Cooking fire	5	13	12	10
Rubbish / Trash Fire / Dumpster	9	14	14	12
Grass / Brush Fire	2	7	4	7
Other	8	18	15	6
<b>Hazardous Conditions</b>	92	92	85	72
Vehicle Accident Clean-up	52	44	39	34
Carbon Monoxide Invest.	4	7	4	3
Electrical Problem / Power line	10	11	9	17
Chemical Leak / Spill	5	6	3	3
Natural Gas Leak	16	13	10	8
Other	5	11	13	7
<b>Service /Good Intent</b>	152	147	170	263
Smoke or Odor Removal	11	14	10	11
Service Call - CO Detector	---	---	---	29
Unauthorized Burning	23	27	26	39
Smoke detector / Other / Investigation	118	106	134	184
<b>False Alarms</b>	47	86	75	96
System Activation – Malfunction	18	14	12	12
System Activation – Unintentional	16	46	4	2
System Activation – Malicious	5	1	1	5
Systems - Other	8	25	58	77
<b>Other Incidents</b>	8	5	3	4

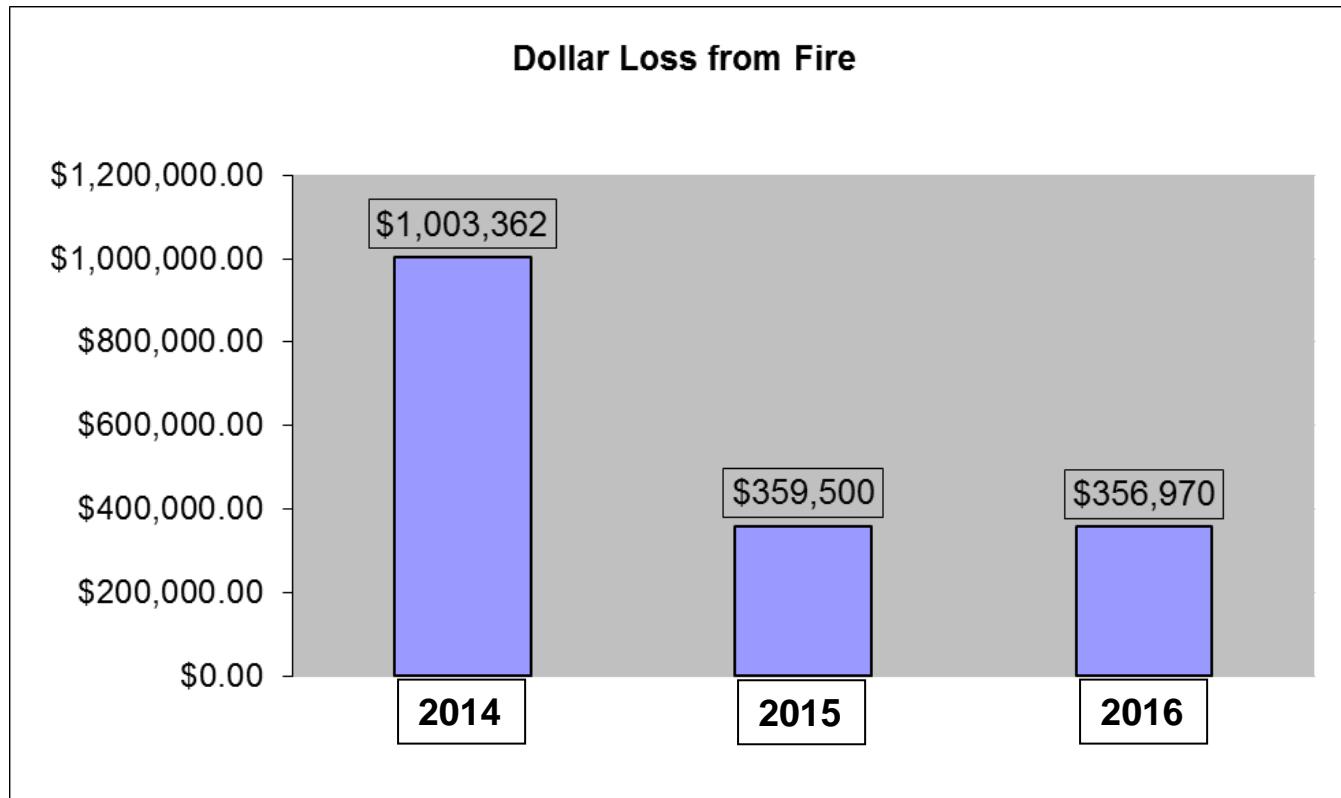
## Response Trends

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.

## Dollar Loss

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 and lodging, etc.

In the past, the justification for the existence of a fire department was based on how great this dollar loss was. Now, because of all of the ancillary responsibilities of our personnel such as fire inspecting, fire prevention activities, and training, the effectiveness of a department is based on the amount of property that was saved through aggressive fire suppression and prevention efforts. The fire service has truly shifted from a “volume-based” to “value-based” model. In 2016, the City of South Milwaukee responded to less fire incidents than in 2015, but the dollar loss from these fires remained relatively unchanged.



*Working*  
**Smoke Alarms**  
**Save lives !**

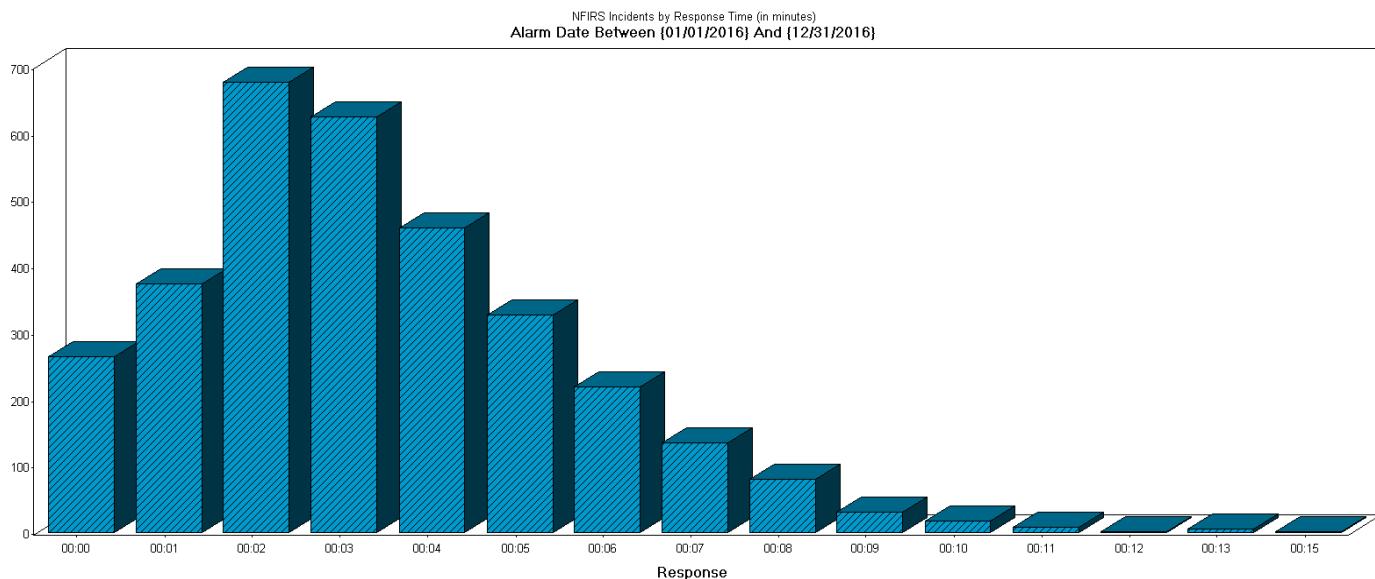


## SMFD in the community . . .



## 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 is shown by the following graph, the South Milwaukee Fire Department is well within compliance with this nationally-accepted performance standard. In 2016, the response time average was **3.23 minutes** for the first responding apparatus to arrive on scene.



It is important to note that this graph 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