



General Order Number 30

October 30, 2012

To Officers and Members

Johnson Creek Fire & EMS Department

Effective October 30, 2012

Personnel Conduct Standards and Organizational Value Statements

The following list of directives represents the personnel conduct standards and value statements for members of the Johnson Creek Fire & EMS Department. The basis for these rules and regulations is the following policy:

Every member of the department is expected to operate in a highly self-disciplined and professional manner and is responsible to regulate his/her own conduct in a positive, productive and mature way at all times.

ALL MEMBERS SHALL:

1. Follow all written General Orders, policy and procedure, rules and regulations, and training directives of both the Johnson Creek Fire & EMS Department and the Village of Johnson Creek.
2. Use their training and capabilities to protect the public at all times, both on and off duty.
3. Work competently and professionally in their positions to cause all department programs to operate effectively.
4. Always conduct themselves to reflect credit on themselves and the department.
5. Supervisors will manage in an effective, considerate manner: Subordinates will follow instructions in a positive, cooperative manner.
6. Always conduct themselves in a manner that creates good order inside the department.
7. Keep themselves informed to do their jobs effectively.
8. Be concerned and protective of each member's welfare.
9. Operate safely and use good judgment at all times.
10. Keep themselves physically fit.
11. Be careful with department equipment and property and practice good stewardship.
12. Obey the law.

MEMBERS SHALL NOT:

1. Engage in any activity that is detrimental to the department or the Village.
2. Engage in a conflict of interest to the department or use their position with the department for personal gain or influence.
3. Argue, fight, resort to personal attacks, or cause disorder within the department.
4. Abuse their membership of the department or employment status with the Village.
5. Steal.
6. Use alcoholic beverages, debilitating drugs, or any substance which could impair their physical or mental capabilities while on duty.
7. Engage in any sexual activity while on duty, or while on call on Village property.

VALUE STATEMENTS:

Our department will serve those in need to the best of our ability at all times.

Our department will be inclusionary where all people are valued for their talents, their ideas, and their contributions.

Our department will value every member as unique contributors to the success of our mission.

Our department will value tolerance for each other's differences and uniqueness.

Our department will value respect and dignity for the way in which we treat each other.

Our department will value teamwork in over-coming challenges and obstacles in achieving our mission.

Our department will strive toward Win/Win relationships in all personal interactions.

Our department will foster and maintain trusting relationships with each other and the public.

Our department will practice polite, cheerful, and appropriate behavior at all times.

Our department will value a positive, productive, and constructive outlook in our everyday interactions.

This order will take effect and be in force on and after 0700 hours on the date indicated.

David F. Peterson

Fire Chief