

The Board of Fire Commissioners acknowledges the proud and dedicated history of the volunteer firefighting force within the Lakewood Fire Department. However, over the years technological advances, state mandated programs and training, increased call volume and various economic trends (two-income households, long commutes, etc.) have placed significantly more and complex demands on today's volunteer firefighters making it more difficult to recruit and retain volunteers. This is not a problem unique to District No. 1, it is a national problem. The Board proactively tasked its administrative and operational staff to explore how this issue is being addressed and managed nationally so as to most effectively allow the District's most valued asset, the volunteers, to continue to deliver quality service to the community in a budget conscious way.

The Board's professional staff concluded that a stipend in-house, volunteer duty crew be established to supplement the career personnel at designated times when the regular volunteer personnel is unavailable. This program allows the District to provide a quality service, to provide a manned apparatus to mitigate emergencies that can be handled by a single unit response, and to provide a rapidly deployed ground work for larger emergencies requiring extra assistance. The duty crew program is not meant to replace the present volunteer model or career personnel, but rather to better utilize willing resources to achieve a safe, responsible and professional response.

The Board is committed to the duty crew program to achieve the above intent and purposes. The goal of the program is to allow crew integrity and affords the opportunity to the volunteer force to perform their duties in a managed environment limiting those variables experienced by regular volunteers.

The Board shall enact Rules and Regulations, procedures or guidelines and directives to implement or otherwise effectuate the purpose and intent of this Policy and Federal, State and local laws, and Rules, Regulations, Procedures, Guidelines or Directives promulgated thereto, as amended, which were enacted to insure or supplement the intent and purpose of this Policy. Said Rules and Regulations, procedures or guidelines and directives may be amended or supplemented by the Board as it deems necessary.

This Policy does not modify existing Board policies, procedures, guidelines, rules, regulations or directives and shall be read and construed in conjunction with other Board policies, procedures, guidelines, rules, regulations or directives so that any inconsistencies or ambiguities in this Policy may be resolved by referencing other Board policies, procedures, guidelines, rules,

regulations or directives. Any interpretation as to the meaning of this Policy shall not be contrary to federal, state or local laws, or contrary to or inconsistent with the mandated charge of the Board. If any provision paragraph, sentence, clause or phrase set forth in this Policy is for any reason held or determined to be unconstitutional or invalid, same shall not affect the remainder of this Policy.

1st Reading: March 12, 2018

Effective Date: April 9, 2018

2nd Reading: April 9, 2018

Revised Date: