

NORTH WHATCOM FIRE AND RESCUE

FIRE DISTRICT POLICY AND PROCEDURES

Number: 0100.0002.01

Date: 2/23/09

Area: Administration

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Subject: Organizational Philosophy

Approved:

1.0 General

The foundation of all Fire District business, programs, projects and activities is based on organizational philosophy. The organizational philosophy of North Whatcom Fire and Rescue is reflected in the “Mission,” “Vision,” and “Values” statements adopted by the fire district.

2.0 Purpose

It is the purpose of this policy to identify the fire district’s organizational philosophy by defining the mission, vision, and values of the organization.

3.0 Scope

This section applies to all employees and members of the organization.

4.0 Policy

4.1 Definitions

Mission – A brief statement of purpose identifying to all members and users the organization's purpose, clarifying the essence of an organization’s existence, describing the reason an organization was created, and answering the basic question of why it exists.

Vision – A statement or statements, including vivid descriptions, of how an organization effectively carries out its operations. Also includes a compelling description of the state and function of the organization which should be a motivational tool that identifies idealistic phrasing and activities to which the organization should strive to aspire.

Values – The traits or qualities considered worthwhile that represent the organization’s highest priorities and deeply held driving forces, where such statements are grounded in values, and define how people should behave with each other in the organization. They are statements about how the organization will value customers, peers, and employees and members, describing actions which are the living enactment of the fundamental behaviors held by most individuals within the organization.

Ethics – Standards of behavior that tell us how human beings ought to act in the many situations in which they find themselves-as friends, parents, children, citizens, business people, teachers, professionals, and so on.

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4.2 Fire District Mission Statement

“It is the Mission of North Whatcom Fire and Rescue to protect the lives and property of our community through innovation and compassionate care”

4.3 Fire District Vision Statement

Striving to be an innovative organization we are driven to be a leader in our community and profession, while honoring our values and accomplishing our mission through fiscal responsibility.

4.4 Fire District Values

Trust, Integrity, and Accountability form the foundation of North Whatcom Fire & Rescue. Strong Leadership brings forward effective Teamwork, Communication, and Respect, which are the pillars of our organization. As our capstone we serve with Humility and value Loyalty and Compassion.

4.5 Firefighter Code of Ethics

4.5.1 In keeping with the core values of the fire district, emergency response personnel should conform to the following fire district Code of Ethics as a statement of who we are and what we stand for:

- As a firefighter, I regard myself as a member of an important and honorable profession whose fundamental duty is to serve mankind, save lives, and protect property.
- I recognize the positive relationship between good physical and mental condition and the performance of my job.
- I will perform my duty efficiently and impartially to the best of my ability.
- I will work to improve my knowledge and skills through education and training.
- I will conduct myself and perform my duties in an honest manner, contributing to my fellow workers and observant of the laws and rules of Whatcom County, the State of Washington and our nation.
- I will, to the best of my ability, follow the rules and regulations of North Whatcom Fire and Rescue.
- I will not work for unethical advantage or profit in the performance of my duty.

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- I will keep my private life honorable as an example to all, and will remain honest in thought and deed in both my personal and official life.
- I will recognize that I am at all times a public safety employee, and that I am ultimately responsible to the public, and in that regard I am held to a higher standard of conduct by the public.
- I will protect the dignity and confidentiality of those I serve, acting with courtesy in all matters.
- I shall not touch other people's property or possessions, or enter their private property without need or authorization. I shall protect other's valuables and property and shall ensure that these possessions, if held, are returned to the owner at the earliest possible time.
- I will strive for those values which will reflect honor on my fellow responders, North Whatcom Fire and Rescue, and myself, and will regard my fellow workers with the same standards as I maintain myself
- I share a reciprocal affinity with and obligation to my fellow workers, to our administration, and to North Whatcom Fire and Rescue.
- I will work as a team member to achieve the goals of the organization, and follow the orders of the officers appointed over me.
- I will use good judgment when taking action and accept the responsibility for those actions.
- I will constantly strive to achieve these objectives and ideals, dedicating myself to my chosen profession.
- I recognize my position as an emergency responder as a symbol of public faith and I accept my position as one of public trust, to be held in the highest esteem, so long as I am true to this Code of Ethics of North Whatcom Fire and Rescue.

5.0 Procedures (Optional)

(Not Applicable)

6.0 Control Mechanisms

6.1 The fire chief is responsible for the implementation and enforcement of this policy.

6.2 The Board of Fire Commissioners is responsible for the approval and annual review of this policy.

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- 6.3 This policy shall be reviewed at a minimum, annually and shall be revised and or amended when deemed necessary.

References

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| Approved: | |
| | Chairman, Board of Fire Commissioners North Whatcom Fire & Rescue |
| Date: | |

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Reviewed: