


<p style="text-align: center;"><b>Town Of Waterbury</b></p> <p style="text-align: center;"><b>Fire Department</b></p> 	<p>Title: Departmental Rules and Regulations</p>	<p>Page of 2</p>
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	<p>Policy</p>	

*This Policy shall remain in effect until superseded by an updated one.*

**200 DEPARTMENTAL RULES AND REGULATIONS**

**Purpose:**

The purpose of this manual is for the guidance and information of the Fire Department Personnel. Its objective is to provide Department personnel with complete information regarding the Policies of the Waterbury Fire Department.

**200.01 PROFESSIONAL CONDUCT AND RESPONSIBILITIES**

**200.01.01 STANDARD OF CONDUCT**

All Firefighters and Officers shall conduct themselves in a professional manner while on duty or wearing Fire Department uniform as to avoid bringing discredit to the Department or the Town of Waterbury.

**200.01.02 COOPERATION**

Cooperation is essential between the Firefighters and Officers of the Department as well as with the personnel from other agencies, including Mutual Aid Departments, EMS, and State and local police.

**200.01.03 GENERAL RESPONSIBILITIES**

Firefighters will at all times, take appropriate action to protect life and property and seek compliance with all laws and ordinances within the Department's jurisdiction or when activated by a Mutual Aide Agreement.

**200.01.04 DUTY RESPONSIBILITIES**

Officers and Firefighters shall perform all duties delegated to them in the manner prescribed by law, ordinances, and standard operating procedures. Officers and Firefighters shall acquire the knowledge of operation of all the different types of apparatus, tools, and equipment in use by the Department. All the above mentioned equipment will be maintained in clean condition and in readiness for operation at all times. Officers and Firefighters shall become familiar with the principles of modern firefighting, suppression and prevention, and rescue operations.

**200.01.05                    INSUBORDINATION**

Failure or deliberate refusal, of any Officer or Firefighter, to obey an order given by a Superior shall constitute insubordination.

**200.01.06                    QUESTIONS REGARDING ASSIGNMENTS**

Firefighters in doubt as to the nature or detail of their assignment shall seek such information from their Superior.

**200.01.07                    KNOWLEDGE OF REGULATIONS**

Every Officer and Firefighter is required to establish and maintain a working knowledge of the rules, regulations, and policies of the Department. In the event of improper action or breach of discipline it will be presumed that the Officer or Firefighter was familiar with the rules, regulations, or policies in question.

**200.01.08                    PERFORMANCE OF DUTIES**

All Officers and Firefighters shall perform their duties as required or directed by Department policies or rules or by order of a Superior Officer.

**200.01.09                    DEPARTMENT PROPERTY AND EQUIPMENT**

All Officers and Firefighters are responsible for the proper care of Department equipment assigned to or used by them. Loss or damage of such property shall be reported to the Equipment Chairperson or a Superior Officer immediately. All Department property must be surrendered upon request or separation from the Department.

**200.01.10                    HARASSMENT**

It is against the policy of the Waterbury Fire Department for any member of this department to harass or demean, in a serious manner, another member. Types of harassment can be based on, but not limited to gender, sexual orientation, race, etc. Once a member has been advised to stop such harassment, they will do so immediately.


**200.01.11                    SUBSTANCE ABUSE**

The illegal use or possession of narcotics, other habituating drugs, or controlled substances is forbidden on department premises and vehicles unless that person has a valid prescription for its legally intended use. Alcoholic beverages may be consumed only in a place determined by the Fire Chief, or in his/her absence, the highest ranking officer (rentable meeting room of the Main Street Station). At no time will alcoholic beverages be consumed during training, while on the payroll, or while acting as an official representative of the department. Members, who have consumed alcoholic beverages prior to an emergency call are to use sound judgment as to whether they should respond (refer to 111.03 – Impairment).

**200.01.12                    CONVICTION OF CRIMINAL OFFENSE**

Any member convicted of a misdemeanor or felony criminal offense will face disciplinary action. Disciplinary action will be based on the seriousness of the offense and/or a number of offenses. A member may be relieved from duty from the Department pending the judicial outcome of the

offense(s) at the discretion of the Fire Chief, or in his/her absence they ranking officer of the Department.

<p style="text-align: center;"><b>Town Of Waterbury</b></p> <p style="text-align: center;"><b>Fire Department</b></p> 	<p>Title: Departmental Discipline</p>	<p>Page 1 of 1</p>
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**201 DEPARTMENTAL DISCIPLINE**

**201.01 DISCIPLINARY ACTION**

Any Officer or Firefighter who violates the laws of the State of Vermont or Town Ordinances, or who violates any provision of the Department's Standard Operating Guidelines, or who disobeys any order, or who is incompetent to perform his/her duties, is subject to appropriate disciplinary action.

**201.02 PENALTIES**

The following penalties may be assessed against any Officer or Firefighter of the Department as disciplinary action, although not necessarily in the sequence noted:

1. Oral reprimand
2. Written reprimand
3. Suspension
4. Dismissal from the Department

**201.03 DEPARTMENTAL AUTHORITY TO DISCIPLINE**


Final Departmental disciplinary authority and responsibility rests with the Fire Chief. For disciplinary purposes, Assistant Fire Chiefs, Battalion Chiefs, Captains, and Lieutenants, have the authority to reprimand and may recommend such other disciplinary action as they deem necessary. Before suspension or dismissal from the Department a member may first appear before a Disciplinary Panel. This panel shall be determined by the Fire Chief and shall consist of an Assistant Chief or Battalion Chief, a Line Officer, and a Regular Firefighter.

A member may be relieved from duty upon the Department being notified of the alleged violation until any court proceeding have been resolved.

**201.04 INFORMING THE PERSONS BEING DISCIPLINED**

The Officer or Firefighter being disciplined shall be informed in writing of the charges made and the disciplinary action taken.



<p style="text-align: center;"><b>Town Of Waterbury</b></p> <p style="text-align: center;"><b>Fire Department</b></p> 	<p>Title: Business Organization</p>	<p>Page 1 of</p>
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**202 BUSINESS ORGANIZATION**

**202.01 BUSINESS OFFICERS**

**202.01.01 PRESIDING OFFICER**

The Fire Chief or the next highest ranking officer will preside over all business meetings of the department according to Robert's Rules of Order.

**202.01.02 SECRETARY OF THE DEPARTMENT**

The secretary shall take accurate minutes of all department meetings, regular and special, record same in the proper book, deal with all correspondence, maintain a roll call of all members in attendance at meetings, and make a copy of the minutes of all meetings available to department members.

**202.01.03 TREASURER OF FIREFIGHTERS FUNDS**

The Treasurer shall maintain an accurate record of all receipts and disbursements of the Department. They shall present a report of the Firefighter's Funds at each business meeting. The Treasurer will maintain bank accounts, (checking and savings), and will receive all funds and pay all bills as approved by the Department membership. The Treasurer is also authorized to:


1. Meet the necessary financial responsibilities for a Harwood Union student to attend Boys State.
2. Issue a check to the Chairperson of the Entertainment Committee for maximum of one hundred (100) dollars for expenditures deemed necessary by this Chairperson.

The Treasurer shall provide a yearly financial statement to the Department at the first business meeting of the calendar year.

**202.02 BUSINESS MEETINGS**

All members are required to attend all business meetings of the Department. Business Meetings shall be after training on the second and fourth Tuesdays of each month. Credit for attendance shall be based on attendance at the business meeting as well as attendance and participation in training.



<p style="text-align: center;"><b>Town Of Waterbury</b></p> <p style="text-align: center;"><b>Fire Department</b></p> 	<p>Title: Department Positions</p>	<p>Page 1 of 1</p>
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**203 DEPARTMENT POSITIONS**

**203.01 CHAIRPERSON OF ENTERTAINMENT COMMITTEE**

The Chairperson of the Entertainment Committee is responsible for forming an Entertainment Committee. This committee is responsible for organizing department events such as the annual Christmas party.

**203.02 PUBLIC RELATIONS CHAIRPERSON**

The Public Relation Chairperson is responsible for organizing Fire Prevention Week activities within the schools, and scheduling any special requests for Department tours or public speaking engagements.

**203.03 MAINTENANCE CHAIRPERSON**

The Maintenance Chairperson is responsible for ensuring that maintenance checks are done on all Department equipment, ensuring log books are filled out on each vehicle, and advising the Town mechanic when any repairs are needed on Department vehicles.


**203.04 EQUIPMENT CHAIRPERSON**

The Equipment Chairperson will be responsible for all equipment owned by the Town and issued to the firefighters. This responsibility shall include keeping a written inventory and accountability of all said equipment.

**203.05 STEWARDS**

The Department Stewards shall be the Junior Firefighters and/or Probationary Firefighters at the discretion of the Fire Chief. The Stewards will be responsible for general clean-up of the meeting room after all meetings.



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*This Policy shall remain in effect until superseded by an updated one.*

**204 ELECTIONS/APPOINTMENTS**

**204.01 ELECTION OF BUSINESS OFFICERS**

The Voting Membership of the Department shall elect annually, at the first regularly scheduled business meeting after the annual Town meeting, by ballot vote (unless waived by the membership), the following Business Officers;


- A.** Secretary
- B.** Treasurer of Firefighters Funds

The Presiding Officer shall automatically be the Fire Chief or his/her designee.

**204.02 ELECTION OF DEPARTMENT POSITIONS**

The Voting Membership of the Department shall elect annually, at the first regularly scheduled business meeting after the annual Town meeting, by ballot vote (unless waived by the membership), the following Department positions;

- A.** Chairperson of the Entertainment Committee
- B.** Chairperson of Public Relations
- C.** Chairperson of Maintenance
- D.** Chairperson of Equipment

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***This Policy shall remain in effect until superseded by an updated one.***

**205                           MERITORIOUS ACTS**

**205.01                     PURPOSE**

It is the purpose of this procedure to provide a means of recognizing its members for meritorious acts, both in the line of duty as a member of the Waterbury Fire Department or while on personal time, that resulted in extraordinary service or that resulted in saving another person from harm, injury, or even death. It is also the purpose of this procedure to reward its members with for distinguished service.

**205.02                     AWARDS COMMITTEE**

**205.02.01**

The Awards Committee shall be comprised of the department 2<sup>nd</sup> Assistant Chief and as many other members that may be deemed necessary by the Fire Chief. At the very least, there shall be at least one Line Officer and one Firefighter with at least five (5) years of continuous service as a member of the Waterbury Fire Department.

**205.02.02**

In the event that the 2<sup>nd</sup> Assistant Chief is recommended for an award, the Chief Engineer or 1<sup>st</sup> Assistant Chief Engineer will chair the Awards Committee for a determination.

**205.02.03**

In the event that a member of the Awards Committee, other than the 2<sup>nd</sup> Assistant Chief, is be recommended for an award, that member will be replaced by another peer member for a determination.

**205.03                     CLASSIFICATION OF ACTS**

Recognition of meritorious acts shall be classified based on the following categories.

**205.03.01**

**Distinguished Service:**

To be awarded to any member that the Awards Committee deems has provided service to the citizens of Waterbury and the Waterbury Fire Department for an extraordinary period of time.

The color of the ribbon shall be a combination of: Yellow/Blue/Yellow (In this order). There is no medal for this award.

**Life Saving:**

To be awarded to a member that the Awards Committee deems saved another persons life due to that individuals actions. Personal safety need not to be risked in order to be eligible to receive this award.

The color of the ribbon shall be solid white. The medal shall have the words "LIFE SAVING" under the fire department scramble. The medal itself shall have a base color of rhodium.

**Medal of Merit:**

To be awarded to a member that the Awards Committee deems acted with extraordinary initiative and capability while in the performance of his/her duties as a member of the Waterbury Village Fire Department.

The color of the ribbon shall be solid dark blue. The medal shall have the words "MEDAL OF MERIT" under the fire department scramble. The medal shall have the base color of rhodium.

**Medal of Valor:**

To be awarded to a member that the Awards Committee deems acted with great personal bravery in conjunction with extraordinary initiative and capability while in the performance of his/her duties as a member of the Waterbury Fire Department.

The color of the ribbon shall be solid red. The medal shall have the words "MEDAL OF VALOR" under the fire department scramble. The medal shall have the base color of bronze.

**Medal of Heroism:**

To be awarded to a member that the Awards Committee deems acted in a manner that saved another person from grave personal injury or death while at a high level of personal bravery and risk to self.

The color of the ribbon shall be half red and half white. The medal shall have the words "MEDAL OF HEROISM" under the fire department scramble. The medal shall have the base color of gold.

**Medal of Honor:**

To be awarded by the Awards Committee to a member that acted in a manner that saved another from grave personal injury or death while at an extremely high level of personal risk serious injury or death to him or herself.

The color of the ribbon shall be red, white, and blue (in that order). The medal shall have the words "MEDAL OF HONOR" under the fire department scramble. The medal shall have the base color of gold.

**205.04****EVALUATING ACT**

In evaluating the act in question, it is essential that as much consistent information be provided as possible. In this regard, it is understood that the profession of firefighting is at times subject to personal risk. A greater degree of risk than that of "normal" firefighting is essential to merit consideration for some of the above awards.

**205.05****REPORTING MERITORIOUS ACTS**

- I. Any member that witnesses an act that that he/she feels is worthy of consideration for for a meritorious award is encouraged to submit a "Meritorious Award Recommendation form (appendix A).
- II. It is desirable that the names of all members that witnessed this act have their names added to the form as witnesses. Each member should sign the form.
- III. In the event that civilians witnessed the event, their names and any other information (phone number, address, statement) should be written on the form for subsequent verification or clarification.
- IV. All members of the Waterbury Fire Department are subject to be recipients of any above awards.
- V. All "Meritorious Award Recommendation" forms are to be submitted to the 2<sup>ND</sup> Assistant Chief for review by the Awards Committee.
- VI. In the event that the 2<sup>nd</sup> Assistant Chief is the subject of the recommendation, the report is to be submitted to the Chief Engineer or 1<sup>st</sup> Assistant Chief.

**205.06****AWARD SELECTION**

The Awards Committee shall meet as needed, but as soon after the submission as possible to review the "Meritorious Award Recommendation". It is the responsibility of the Awards Committee to determine which meritorious award, if any, is appropriate. The board is also responsible for defining who should be the recipient of the DISTINGUISHED SERVICE award.

**WATERBURY FIRE DEPARTMENT**

**REPORT OF MERITORIOUS ACT**

Date of Act:

Fire Incident Report #:

Act Performed By:

Additional Personal Assisting:

Description of Building/Area involved in incident:

\_\_\_\_\_

Person(s) Aided:

#1

#2

Name:

Additional Info:  
(phone/address)

Condition of Above:

List any treatment to member performing act:

Description of act: (Include protective equipment worn, other equipment used or in position, unusual circumstances to be considered, etc.) Please provide diagram or photographs to assist in rational.

Witnesses:

Department

Civilian

Name:

Additional Info:

Submitted By:


Date:

Date Reviewed By Awards Committee:

List Award(s) Approved:

Signature of Awards Committee:

(appendix A)

<p style="text-align: center;"><b>Town Of Waterbury</b></p> <p style="text-align: center;"><b>Fire Department</b></p> 	<p>Title: Definitions, Acronyms, and Additional Resources</p>	<p style="text-align: right;"><b>Page 1 of 12</b></p>
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**DEFINITIONS**

**Agency:** A division of government with a specific function offering a particular kind of assistance. In ICS, agencies are defined either as jurisdictional (having statutory responsibility for incident management) or as assisting or cooperating (providing resources or other assistance).

**Agency Representative:** A person assigned by a primary, assisting, or cooperating Federal, State, local, or tribal government agency or private entity that has been delegated authority to make decisions affecting that agency's or organization's participation in incident management activities following appropriate consultation with the leadership of that agency.

**Area Command (Unified Area Command):** An organization established (1) to oversee the management of multiple incidents that are each being handled by an ICS organization or (2) to oversee the management of large or multiple incidents to which several Incident Management Teams have been assigned. Area Command has the responsibility to set overall strategy and priorities, allocate critical resources according to priorities, ensure that incidents are properly managed, and ensure that objectives are met and strategies followed. Area Command becomes Unified Area Command when incidents are multijurisdictional.

Area Command may be established at an emergency operations center facility or at some location other than an incident command post.

**Assessment:** The evaluation and interpretation of measurements and other information to provide a basis for decision-making.

**Assignments:** Tasks given to resources to perform within a given operational period that are based on operational objectives defined in the IAP.

**Assistant:** Title for subordinates of principal Command Staff positions. The title indicates a level of technical capability, qualifications, and responsibility subordinate to the primary positions. Assistants may also be assigned to unit leaders.

**Assisting Agency:** An agency or organization providing personnel, services, or other resources to the agency with direct responsibility for incident management. See also Supporting Agency.

**Available Resources:** Resources assigned to an incident, checked in, and available for a mission assignment, normally located in a Staging Area.

**Branch:** The organizational level having functional or geographical responsibility for major aspects of incident operations. A branch is organizationally situated between the section and the division or group in the Operations Section, and between the section and units in the Logistics Section. Branches are identified by the use of Roman numerals or by functional area.

**Chain of Command:** A series of command, control, executive, or management positions in hierarchical order of authority.

**Check-In:** The process through which resources first report to an incident. Check-in locations include the incident command post, Resources Unit, incident base, camps, staging areas, or directly on the site.

**Chief:** The ICS title for individuals responsible for management of functional sections: Operations, Planning, Logistics, Finance/Administration, and Intelligence (if established as a separate section).

**Command:** The act of directing, ordering, or controlling by virtue of explicit statutory, regulatory, or delegated authority.

**Command Staff:** In an incident management organization, the Command Staff consists of the Incident Command and the special staff positions of Public Information Officer, Safety Officer, Liaison Officer, and other positions as required, who report directly to the Incident Commander. They may have an assistant or assistants, as needed.

**Common Operating Picture:** A broad view of the overall situation as reflected by situation reports, aerial photography, and other information or intelligence.

**Communications Unit:** An organizational unit in the Logistics Section responsible for providing communication services at an incident or an EOC. A Communications Unit may also be a facility (e.g., a trailer or mobile van) used to support an Incident Communications Center.

**Cooperating Agency:** An agency supplying assistance other than direct operational or support functions or resources to the incident management effort.

**Coordinate:** To advance systematically an analysis and exchange of information among principals who have or may have a need to know certain information to carry out specific incident management responsibilities.

**Deputy:** A fully qualified individual who, in the absence of a superior, can be delegated the authority to manage a functional operation or perform a specific task. In some cases, a deputy can act as relief for a superior and, therefore, must be fully qualified in the position.

Deputies can be assigned to the Incident Commander, General Staff, and Branch Directors.

**Dispatch:** The ordered movement of a resource or resources to an assigned operational mission or an administrative move from one location to another.

**Division:** The partition of an incident into geographical areas of operation. Divisions are established when the number of resources exceeds the manageable span of control of the Operations Chief. A division is located within the ICS organization between the branch and resources in the Operations Section.

**Emergency:** Absent a Presidentially declared emergency, any incident(s), human-caused or natural, that requires responsive action to protect life or property. Under the Robert T. Stafford Disaster Relief and Emergency Assistance Act, an emergency means any occasion or instance for which, in the determination of the President, Federal assistance is needed to supplement State and local efforts and capabilities to save lives and to protect property and public health and safety, or to lessen or avert the threat of a catastrophe in any part of the United States.

**Emergency Operations Centers (EOCs):** The physical location at which the coordination of information and resources to support domestic incident management activities normally takes place. An EOC may be a temporary facility or may be located in a more central or permanently established facility, perhaps at a higher level of organization within a jurisdiction. EOCs may be organized by major functional disciplines (e.g., fire, law enforcement, and medical services), by jurisdiction (e.g., Federal, State, regional, county, city, tribal), or some combination thereof.

**Emergency Operations Plan:** The "steady-state" plan maintained by various jurisdictional levels for responding to a wide variety of potential hazards.

**Emergency Public Information:** Information that is disseminated primarily in anticipation of an emergency or during an emergency. In addition to providing situational information to the public, it also frequently provides directive actions required to be taken by the general public.

**Emergency Response Provider:** Includes Federal, State, local, and tribal emergency public safety, law enforcement, emergency response, emergency medical (including hospital emergency facilities), and related personnel, agencies, and authorities. See Section 2 (6), Homeland Security Act of 2002, Pub. L. 107-296, 116 Stat. 2135 (2002). Also known as Emergency Responder.

**Evacuation:** Organized, phased, and supervised withdrawal, dispersal, or removal of civilians from dangerous or potentially dangerous areas, and their reception and care in safe areas.

**Event:** A planned, non-emergency activity. ICS can be used as the management system for a wide range of events, e.g., parades, concerts, or sporting events.

**Federal:** Of or pertaining to the Federal Government of the United States of America.

**Function:** Function refers to the five major activities in ICS: Command, Operations, Planning, Logistics, and Finance/Administration. The term function is also used when describing the activity involved, e.g., the planning function. A sixth function, Intelligence, may be established, if required, to meet incident management needs.

**General Staff:** A group of incident management personnel organized according to function and reporting to the Incident Commander. The General Staff normally consists of the Operations Section Chief, Planning Section Chief, Logistics Section Chief, and Finance/Administration Section Chief.

**Group:** Established to divide the incident management structure into functional areas of operation. Groups are composed of resources assembled to perform a special function not necessarily within a single geographic division. Groups, when activated, are located between branches and resources in the Operations Section. (See Division.)

**Hazard:** Something that is potentially dangerous or harmful, often the root cause of an unwanted outcome.



**Incident:** An occurrence or event, natural or human-caused, that requires an emergency response to protect life or property. Incidents can, for example, include major disasters, emergencies, terrorist attacks, terrorist threats, wild land and urban fires, floods, hazardous materials spills, nuclear accidents, aircraft accidents, earthquakes, hurricanes, tornadoes, tropical storms, war-related disasters, public health and medical emergencies, and other occurrences requiring an emergency response.

**Incident Action Plan (IAP):** An oral or written plan containing general objectives reflecting the overall strategy for managing an incident. It may include the identification of operational resources and assignments. It may also include attachments that provide direction and important information for management of the incident during one or more operational periods.

**Incident Command Post (ICP):** The field location at which the primary tactical-level, on-scene incident command functions are performed. The ICP may be collocated with the incident base or other incident facilities and is normally identified by a green rotating or flashing light.

**Incident Command System (ICS):** A standardized on-scene emergency management construct specifically designed to provide for the adoption of an integrated organizational structure that reflects the complexity and demands of single or multiple incidents, without being hindered by jurisdictional boundaries. ICS is the combination of facilities, equipment, personnel, procedures, and communications operating within a common organizational structure, designed to aid in the management of resources during incidents. It is used for all kinds of emergencies and is applicable to small as well as large and complex incidents. ICS is used by various jurisdictions and functional agencies, both public and private, to organize field-level incident management operations.

**Incident Commander (IC):** The individual responsible for all incident activities, including the development of strategies and tactics and the ordering and the release of resources. The IC has overall authority and responsibility for conducting incident operations and is responsible for the management of all incident operations at the incident site.

**Incident Management Team (IMT):** The IC and appropriate Command and General Staff personnel assigned to an incident.

**Incident Objectives:** Statements of guidance and direction necessary for selecting appropriate strategy(s) and the tactical direction of resources. Incident objectives are based on realistic expectations of what can be accomplished when all allocated resources have been effectively deployed. Incident objectives must be achievable and measurable, yet flexible enough to allow strategic and tactical alternatives.

**Initial Action:** The actions taken by those responders first to arrive at an incident site.

**Initial Response:** Resources initially committed to an incident.

**Intelligence Officer:** The intelligence officer is responsible for managing internal information, intelligence, and operational security requirements supporting incident management activities. These may include information security and operational security activities, as well as the complex task of ensuring that sensitive information of all types (e.g., classified information, law enforcement sensitive information, proprietary information, or export-controlled information) is handled in a way that not only safeguards the information, but also ensures that it gets to those who need access to it to perform their missions effectively and safely.

**Joint Information Center (JIC):** A facility established to coordinate all incident-related public information activities. It is the central point of contact for all news media at the scene of the incident. Public information officials from all participating agencies should collocate at the JIC.

**Joint Information System (JIS):** Integrates incident information and public affairs into a cohesive organization designed to provide consistent, coordinated, timely information during crisis or incident operations. The mission of the JIS is to provide a structure and system for developing and delivering coordinated interagency messages; developing, recommending, and executing public information plans and strategies on behalf of the IC; advising the IC concerning public affairs issues that could affect a response effort; and controlling rumors and inaccurate information that could undermine public confidence in the emergency response effort.

**Jurisdiction:** A range or sphere of authority. Public agencies have jurisdiction at an incident related to their legal responsibilities and authority. Jurisdictional authority at an incident can be political or geographical (e.g., city, county, tribal, State, or Federal boundary lines) or functional (e.g., law enforcement, public health).

**Liaison:** A form of communication for establishing and maintaining mutual understanding and cooperation.

**Liaison Officer:** A member of the Command Staff responsible for coordinating with representatives from cooperating and assisting agencies.

**Local Government:** A county, municipality, city, town, township, local public authority, school district, special district, intrastate district, council of governments (regardless of whether the council of governments is incorporated as a nonprofit corporation under State law), regional or interstate government entity, or agency or instrumentality of a local government; an Indian tribe or authorized tribal organization, or in Alaska a Native village or Alaska Regional Native Corporation; a rural community, unincorporated town or village, or other public entity. See Section 2 (10), Homeland Security Act of 2002, Pub. L. 107-296, 116 Stat. 2135 (2002).

**Logistics:** Providing resources and other services to support incident management.

**Logistics Section:** The section responsible for providing facilities, services, and material support for the incident.

**Major Disaster:** As defined under the Robert T. Stafford Disaster Relief and Emergency Assistance Act (42 U.S.C. 5122), a major disaster is any natural catastrophe (including any hurricane, tornado, storm, high water, wind-driven water, tidal wave, tsunami, earthquake, volcanic eruption, landslide, mudslide, snowstorm, or drought), or, regardless of cause, any fire, flood, or explosion, in any part of the United States, which in the determination of the President causes damage of sufficient severity and magnitude to warrant disaster assistance under this Act to supplement the efforts and available resources of States, tribes, local governments, and disaster relief organizations in alleviating the damage, loss, hardship, or suffering caused thereby.

**Management by Objective:** A management approach that involves a four-step process for achieving the incident goal. The Management by Objectives approach includes the following: establishing overarching objectives; developing and issuing assignments, plans, procedures, and protocols; establishing specific, measurable objectives for various incident management functional activities and directing efforts to fulfill them, in support of defined strategic objectives; and documenting results to measure performance and facilitate corrective action.

**Mitigation:** The activities designed to reduce or eliminate risks to persons or property or to lessen the actual or potential effects or consequences of an incident. Mitigation measures may be implemented prior to, during, or after an incident. Mitigation measures are often informed by lessons learned from prior incidents. Mitigation involves ongoing actions to reduce exposure to, probability of, or potential loss from hazards. Measures may include zoning and building codes, floodplain buyouts, and analysis of hazard related data to determine where it is safe to build or locate temporary facilities. Mitigation can include efforts to educate governments, businesses, and the public on measures they can take to reduce loss and injury.

**Mobilization:** The process and procedures used by all organizations (Federal, State, local, and tribal) for activating, assembling, and transporting all resources that have been requested to respond to or support an incident.

**Multi-agency Coordination Entity:** A multi-agency coordination entity functions within a broader Multi-agency Coordination System. It may establish the priorities among incidents and associated resource allocations, de-conflict agency policies, and provide strategic guidance and direction to support incident management activities.

**Multi-agency Coordination Systems:** Multi-agency Coordination Systems provide the architecture to support coordination for incident prioritization, critical resource allocation, communications systems integration, and information coordination. The components of Multi-agency Coordination Systems include facilities, equipment, emergency operation centers (EOCs), specific multi-agency coordination entities, personnel, procedures, and communications. These systems assist agencies and organizations to fully integrate the subsystems of the NIMS.

**Multi-jurisdictional Incident:** An incident requiring action from multiple agencies that each have jurisdiction to manage certain aspects of an incident. In ICS, these incidents will be managed under Unified Command.

**Mutual-Aid Agreement:** Written agreement between agencies and/or jurisdictions that they will assist one another on request, by furnishing personnel, equipment, and/or expertise in a specified manner.

**National:** Of a nationwide character, including the Federal, State, local, and tribal aspects of governance and polity.

**National Disaster Medical System:** A cooperative, asset-sharing partnership between the U.S. Department of Health and Human Services, the U.S. Department of Veterans Affairs, the U.S. Department of Homeland Security, and the U.S. Department of Defense. NDMS provides resources for meeting the continuity of care and mental health services requirements of the Emergency Support Function 8 in the Federal Response Plan.

**National Incident Management System:** A system mandated by HSPD-5 that provides a consistent nationwide approach for Federal, State, local, and tribal governments; the private-sector, and nongovernmental organizations to work effectively and efficiently together to prepare for, respond to, and recover from domestic incidents, regardless of cause, size, or complexity. To provide for interoperability and compatibility among Federal, State, local, and tribal capabilities, the NIMS includes a core set of concepts, principles, and terminology. HSPD-5 identifies these as the ICS; Multi-agency Coordination Systems; training; identification and management of resources (including systems for classifying types of resources); qualification and certification; and the collection, tracking, and reporting of incident information and incident resources.

**National Response Plan:** A plan mandated by HSPD-5 that integrates Federal domestic prevention, preparedness, response, and recovery plans into one all-discipline, all-hazards plan.

**Nongovernmental Organization:** An entity with an association that is based on interests of its members, individuals, or institutions and that is not created by a government, but may work cooperatively with government. Such organizations serve a public purpose, not a private benefit. Examples of NGOs include faith-based charity organizations and the American Red Cross.

**Operational Period:** The time scheduled for executing a given set of operation actions, as specified in the Incident Action Plan. Operational periods can be of various lengths, although usually not over 24 hours.

**Operations Section:** The section responsible for all tactical incident operations. In ICS, it normally includes subordinate branches, divisions, and/or groups.

**Personnel Accountability:** The ability to account for the location and welfare of incident personnel. It is accomplished when supervisors ensure that ICS principles and processes are functional and that personnel are working within established incident management guidelines.

**Planning Meeting:** A meeting held as needed prior to and throughout the duration of an incident to select specific strategies and tactics for incident control operations and for service and support planning. For larger incidents, the planning meeting is a major element in the development of the Incident Action Plan (IAP).

**Planning Section:** Responsible for the collection, evaluation, and dissemination of operational information related to the incident, and for the preparation and documentation of the IAP. This section also maintains information on the current and forecasted situation and on the status of resources assigned to the incident.

**Preparedness:** The range of deliberate, critical tasks and activities necessary to build, sustain, and improve the operational capability to prevent, protect against, respond to, and recover from domestic incidents. Preparedness is a continuous process. Preparedness involves efforts at all levels of government and between government and private-sector and nongovernmental organizations to identify threats, determine vulnerabilities, and identify required resources. Within the NIMS, preparedness is operationally focused on establishing guidelines, protocols, and standards for planning, training and exercises, personnel qualification and certification, equipment certification, and publication management.

**Preparedness Organizations:** The groups and foray that provide interagency coordination for domestic incident management activities in a non-emergency context. Preparedness organizations can include all agencies with a role in incident management, for prevention, preparedness, response, or recovery activities. They represent a wide variety of committees, planning groups, and other organizations that meet and coordinate to ensure the proper level of planning, training, equipping, and other preparedness requirements within a jurisdiction or area.

**Prevention:** Actions to avoid an incident or to intervene to stop an incident from occurring. Prevention involves actions to protect lives and property. It involves applying intelligence and other information to a range of activities that may include such countermeasures as deterrence operations; heightened inspections; improved surveillance and security operations; investigations to determine the full nature and source of the threat; public health and agricultural surveillance and testing processes; immunizations, isolation, or quarantine; and, as appropriate, specific law enforcement operations aimed at deterring, preempting, interdicting, or disrupting illegal activity

and apprehending potential perpetrators and bringing them to justice.

**Private Sector:** Organizations and entities that are not part of any governmental structure. It includes for-profit and not-for-profit organizations, formal and informal structures, commerce and industry, and private voluntary organizations (PVO).

**Processes:** Systems of operations that incorporate standardized procedures, methodologies, and functions necessary to provide resources effectively and efficiently. These include resource typing, resource ordering and tracking, and coordination.

**Public Information Officer:** A member of the Command Staff responsible for interfacing with the public and media or with other agencies with incident-related information requirements.

**Publications Management:** The publications management subsystem includes materials development, publication control, publication supply, and distribution. The development and distribution of NIMS materials is managed through this subsystem. Consistent documentation is critical to success, because it ensures that all responders are familiar with the documentation used in a particular incident regardless of the location or the responding agencies involved.

**Qualification and Certification:** This subsystem provides recommended qualification and certification standards for emergency responder and incident management personnel. It also allows the development of minimum standards for resources expected to have an interstate application. Standards typically include training, currency, experience, and physical and medical fitness.

**Reception Area:** This refers to a location separate from staging areas, where resources report in for processing and out-processing. Reception Areas provide accountability, security, situational awareness briefings, safety awareness, distribution of IAPs, supplies and equipment, feeding, and bed down.

**Recovery:** The development, coordination, and execution of service- and site-restoration plans; the reconstitution of government operations and services; individual, private sector, non-governmental and public-assistance programs to provide housing and to promote restoration; long-term care and treatment of affected persons; additional measures for social, political, environmental, and economic restoration; evaluation of the incident to identify lessons learned; post-incident reporting; and development of initiatives to mitigate the effects of future incidents.

**Recovery Plan:** A plan developed by a State, local, or tribal jurisdiction with assistance from responding Federal agencies to restore the affected area.

**Resources:** Personnel and major items of equipment, supplies, and facilities available or potentially available for assignment to incident operations and for which status is maintained. Resources are described by kind and type and may be used in operational support or supervisory capacities at an incident or at an EOC.

**Resource Management:** Efficient incident management requires a system for identifying available resources at all jurisdictional levels to enable timely and unimpeded access to resources needed to prepare for, respond to, or recover from an incident. Resource management under the NIMS includes mutual-aid agreements; the use of special Federal, State, local, and tribal teams; and resource mobilization protocols.

**Resources Unit:** Functional unit within the Planning Section responsible for recording the status of resources committed to the incident. This unit also evaluates resources currently committed to

the incident, the effects additional responding resources will have on the incident, and anticipated resource needs.

**Response:** Activities that address the short-term, direct effects of an incident. Response includes immediate actions to save lives, protect property, and meet basic human needs. Response also includes the execution of emergency operations plans and of mitigation activities designed to limit the loss of life, personal injury, property damage, and other unfavorable outcomes. As indicated by the situation, response activities include applying intelligence and other information to lessen the effects or consequences of an incident; increased security operations; continuing investigations into nature and source of the threat; ongoing public health and agricultural surveillance and testing processes; immunizations, isolation, or quarantine; and specific law enforcement operations aimed at preempting, interdicting, or disrupting illegal activity, and apprehending actual perpetrators and bringing them to justice.

**Safety Officer:** A member of the Command Staff responsible for monitoring and assessing safety hazards or unsafe situations and for developing measures for ensuring personnel safety.

**Section:** The organizational level having responsibility for a major functional area of incident management, e.g., Operations, Planning, Logistics, Finance/Administration, and Intelligence (if established). The section is organizationally situated between the branch and the Incident Command.

**Span of Control:** The number of individuals a supervisor is responsible for, usually expressed as the ratio of supervisors to individuals. (Under the NIMS, an appropriate span of control is between 1:3 and 1:7.)

**Staging Area:** Location established where resources can be placed while awaiting a tactical assignment. The Operations Section manages Staging Areas.

**State:** When capitalized, refers to any State of the United States, the District of Columbia, the Commonwealth of Puerto Rico, the Virgin Islands, Guam, American Samoa, the Commonwealth of the Northern Mariana Islands, and any possession of the United States. See Section 2 (14), Homeland Security Act of 2002, Pub. L. 107-296, 116 Stat. 2135 (2002).

**Strategic:** Strategic elements of incident management are characterized by continuous long-term, high-level planning by organizations headed by elected or other senior officials. These elements involve the adoption of long-range goals and objectives, the setting of priorities; the establishment of budgets and other fiscal decisions, policy development, and the application of measures of performance or effectiveness.

**Strike Team:** A set number of resources of the same kind and type that have an established minimum number of personnel.

**Strategy:** The general direction selected to accomplish incident objectives set by the IC.

**Supporting Technologies:** Any technology that may be used to support the NIMS is included in this subsystem. These technologies include orthophoto mapping, remote automatic weather stations, infrared technology, and communications, among various others.

**Task Force:** Any combination of resources assembled to support a specific mission or operational need. All resource elements within a Task Force must have common communications and a designated leader.

**Technical Assistance:** Support provided to State, local, and tribal jurisdictions when they have the resources but lack the complete knowledge and skills needed to perform a required activity (such as mobile-home park design and hazardous material assessments).

**Terrorism:** Under the Homeland Security Act of 2002, terrorism is defined as activity that involves an act dangerous to human life or potentially destructive of critical infrastructure or key resources and is a violation of the criminal laws of the United States or of any State or other subdivision of the United States in which it occurs and is intended to intimidate or coerce the civilian population or influence a government or affect the conduct of a government by mass destruction, assassination, or kidnapping. See Section 2 (15), Homeland Security Act of 2002, Pub. L. 107-296, 116 Stat. 213 5 (2002).

**Threat:** An indication of possible violence, harm, or danger.

**Tools:** Those instruments and capabilities that allow for the professional performance of tasks, such as information systems, agreements, doctrine, capabilities, and legislative authorities.

**Tribal:** Any Indian tribe, band, nation, or other organized group or community, including any Alaskan Native Village as defined in or established pursuant to the Alaskan Native Claims Settlement Act (85 stat. 688) [43 U.S.C.A. and 1601 et seq.], that is recognized as eligible for the special programs and services provided by the United States to Indians because of their status as Indians.

**Type:** A classification of resources in the ICS that refers to capability. Type 1 is generally considered to be more capable than Types 2, 3, or 4, respectively, because of size; power; capacity; or, in the case of incident management teams, experience and qualifications.

**Unified Area Command:** A Unified Area Command is established when incidents under an Area Command are multi-jurisdictional. (See Area Command.)

**Unified Command:** An application of ICS used when there is more than one agency with incident jurisdiction or when incidents cross-political jurisdictions. Agencies work together through the designated members of the UC, often the senior person from agencies and/or disciplines participating in the UC, to establish a common set of objectives and strategies and a single IAP.

**Unit:** The organizational element having functional responsibility for a specific incident planning, logistics, or finance/administration activity.

**Unity of Command:** The concept by which each person within an organization reports to one and only one designated person. The purpose of unity of command is to ensure unity of effort under one responsible commander for every objective.

**Volunteer:** For purposes of the NIMS, a volunteer is any individual accepted to perform services by the lead agency, which has authority to accept volunteer services, when the individual performs services without promise, expectation, or receipt of compensation for services performed. See, e.g., 16 U.S.C. 742f(c) and 29 CFR 553.101.

## ACRONYMS

**ALS** Advanced Life Support

**DOC** Department Operations Center  
**EMAC** Emergency Management Assistance Compact  
**EOC** Emergency Operations Center  
**EOP** Emergency Operations Plan  
**FOG** Field Operations Guide  
**GIS** Geographic Information System  
**HAZMAT** Hazardous Material  
**HSPD-5** Homeland Security Presidential Directive-5  
**IAP** Incident Action Plan  
**IC** Incident Commander  
**ICP** Incident Command Post  
**ICS** Incident Command System  
**IC or UC** Incident Command or Unified Command  
**IMT** Incident Management Team  
**JIS** Joint Information System  
**JIC** Joint Information Center  
**LNO** Liaison Officer  
**NDMS** National Disaster Medical System  
**NGO** Nongovernmental Organization  
**NIMS** National Incident Management System  
**NRP** National Response Plan  
**POLREP** Pollution Report  
**PIO** Public Information Officer  
**PVO** Private Voluntary Organizations  
**R&D** Research and Development  
**RESTAT** Resources Status  
**ROSS** Resource Ordering and Status System  
**SDO** Standards Development Organizations  
**SITREP** Situation Report  
**SO** Safety Officer  
**SOP** Standard Operating Procedure  
**UC** Unified Command  
**US&R** Urban Search and Rescue

## **ADDITIONAL RESOURCES**

### **Introduction to ICS (ICS 100)**

This is a Web-based, all-hazards ICS course especially designed for all entities of the first responder community with operational responsibilities during emergencies and disasters.

[http://www.fema.gov/nims/nims\\_training.shtm](http://www.fema.gov/nims/nims_training.shtm).

### **IS700 NIMS: An Introduction**

This is a Web-based awareness level course designed to explain NIMS components, concepts and principles. The classroom version of this course may be downloaded here:

<http://training.fema.gov/EMIWeb/IS/is700.asp>.

### **U.S. Department of Homeland Security National Incident Management System**

March 2004 Document can be found here:

[http://www.fema.gov/pdf/nims/nims\\_doc\\_full.pdf](http://www.fema.gov/pdf/nims/nims_doc_full.pdf).



**The Letter To The Nation's Governors**

The letter dated Sept. 8, 2004 from the Secretary of Homeland Security can be found here:  
[http://www.fema.gov/doc/nims/letter\\_to\\_governors\\_09082004](http://www.fema.gov/doc/nims/letter_to_governors_09082004).