



DIVISION OF FIRE AND RESCUE SERVICES

MONTGOMERY COUNTY, MD.

DIRECTIVE

NUMBER: 00-15

DATE: May 1, 2000

TO: All DFRS Personnel

FROM: Chief Roger W. Strock

A handwritten signature in black ink, appearing to read "Roger W. Strock", written over the printed name.

SUBJECT: Clarification of DFRS Policy and Procedure #502, Code of Conduct, Section 5.16

Recently, a concern was raised when a work substitution that would have resulted in "immediate family" relatives working together on the same shift and station, was denied. The parties involved in the work substitution believed that the denial was in conflict with section 5.16 of DFRS Policy and Procedure #502, Code of Conduct. That section reads;

Employees related by blood, marriage, or adoption, or those involved in "significant-other" relationships, are allowed to work together, *at the discretion of the Department* (emphasis added), where neither employee supervises the other.

As the nature of our service often places employees in an extreme risk of injury and/or death, wherever possible and based on organizational needs, the Division should not expose relatives to the possibility of one incident causing injury or death to both. I firmly believe that it would not be in the best interest of the employees, the employees' families, or the Division to allow this to occur. I wholeheartedly support the Shift Chief's decision in the situation mentioned above.

To confirm the Division's position on this issue, and exercising the discretion afforded to me in this policy, when an employee desires to enter into a work substitution arrangement that would have him/her working side-by-side with a relative, and assuming all other operational needs are met, the request may be approved with the following conditions.

1. The relative who entered into the work substitution will be detailed to another location; and
2. The work substitution "must not incur overtime or cause the detail of personnel not involved in the work substitution" (DFRS P&P 519, section 4.3)

The parameters of “immediate family” relatives not working together based on operational needs, will apply to same station and shift and will include, in addition to the work substitution scenario described above, regular station assignments, details and deployments, such as the US&R team. Additionally, this is limited to immediate family members as defined in Article 7, section 7.1 D of the Agreement between Montgomery County and IAFF Local, 1664. If immediate family members are uncomfortable being assigned to the same shift in the same district or at neighboring stations, the Division, based on operational needs, will attempt to accommodate requests for a transfer.

All Station Commanders and DFRS policy manual holders are to place a copy of this directive with policy #502 and policy #519.