

The Board of Fire Commissioners recognizes its mandated responsibility under the Laws of the State of New Jersey to provide fire prevention, protection, suppression and other related and incidental fire services and functions within the District. A necessary part of said charge is to minimize the risk or harm to life and property within the community and therefore it is necessary that the highest standard of care and responsibility be maintained. In order to carry out its mandated responsibility, the Board employs the services of volunteer firefighters who are members of the Fire Company authorized to service the District. As a condition of membership in the Company and employment within the District, the Board directs that Criminal and Motor Vehicle background checks be required of all firefighter applicants in accordance with the Laws of the State of New Jersey and State Bureau of Identification. Furthermore, the Board places upon the individual firefighter a responsibility at the time of application, and during the term of employment within the District, the obligation to report any violations of the New Jersey Criminal Code, more commonly known as Title 2C, and the New Jersey Motor Vehicle Statute, more commonly known as Title 39. A violation shall consist of an arrest, charge, offense, summons and/or other action by any Law Enforcement Officer within the State or other Agency having jurisdiction under Title 2C and Title 39. The firefighter shall immediately (within twenty four hours) disclose the above law enforcement action to the Chief and the Chief shall review the incident and take the appropriate, preliminary action, and shall forward his findings and action to the Chairman for the appropriate disciplinary action, if any, under the District's Discipline Policy.

Violations which occur under the aforementioned situations may result in a prolonged suspension and/or termination of service. Failure to report is a separate violation under this Policy and shall likewise result in sanctions which may be enhanced due to such conduct. The Board recognizes that all States have similar Statutes as set forth above and the obligation imposed upon the firefighter herein extends to incidents that occur in other States.

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.

Legal References: New Jersey Code of Criminal Justice, N.J.S.A. 2C:1-1 et seq.  
New Jersey Motor Vehicles and Traffic Regulations, N.J.S.A. 39:1-1 et seq.

1<sup>st</sup> Reading: Effective Date:

2<sup>nd</sup> Reading: Revised Date: