

The Board of Fire Commissioners acknowledges that paramount to the effective and efficient delivery of fire service within District No. 1 is confidentiality, loyalty, morale, cohesion, discipline and operational efficiency, order and continuity. The Board is charged and entrusted by the public with the protection of life and property and without those values set forth above the Board is unable to maintain a cooperative work environment. Surreptitious behavior, audio/video recording among its employees (volunteer and career) is inimical to those values and the Board's mission. All employees have a reasonable expectation of privacy, free from hostility or intimidation, free from harassment and free from surreptitious behavior or conduct when engaged in personal and/or business conversation(s) or actions. The Board finds and determines that, on balance, the Board's interest in promoting the efficiency of fire service through its volunteer and career personnel would be negatively impacted if employees were permitted to audio/video-tape communications and actions by and among other employees. To allow audio/video taping would have a chilling and disruptive effect upon its personnel and, ultimately, the delivery of fire service. The Board shall impose an audio/video taping ban on all volunteer and career personnel with the intent to advance the District's interest to the extent any violation could threaten harmony among co-workers and a loyal close relationship between rank and file members and their superiors.

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:

1<sup>st</sup> Reading: May 14, 2018

Effective Date: June 11, 2018

2<sup>nd</sup> Reading: June 11, 2018

Revised Date: