



# General Order

Department of Fire & EMS

G.O. #: 2-4-25

**Subject:** SOP: 2.17- Employee Relationships

**Date:** February 18, 2025

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Effective immediately *SOP 2.17 Employee Relationships* has been posted and is now in effect within the Department of Fire & EMS. This policy and related procedures are in response to potential “conflicts of interest” that may occur with the assignment of DFEMS personnel to stations and worksites within the organization.

The purpose of SOP 2.17 is to “Foster the hiring, promotion, transfer and assignment of DFEMS employees based on merit and classification. To avoid the appearance of favoritism, discrimination or undue family related conflicts in employment assignment or decisions.”

This also addresses those relationships that may develop among employees with volunteer members of respective corporations/volunteer fire companies. It is our goal to avoid potential conflicts or even legal issues in such situations as defined within the SOP.

This SOP is parallel to the language and policies that are applicable to general county employees through Chapter 36 in the county Code of Regulations. It is expected that all DFEMS employees will review and comply with SOP 2.17.