
Section: 1.34 DCSOT Assignments

Effective Date: 04/23/2012

Revision Date: 02/06/2012

Approved by: Fire Chief John Ehret 04/23/2012

Scope:

This policy applies to all South Metro Fire Department (SMFD) employees.

Purpose:

To define, for SMFD employees, a selection process for assignment to the Dakota County Special Operations Team.

Procedure:

1. Participation in the DCSOT program is considered an assignment.
2. The Department will define the maximum number of SMFD employees assigned to the DCSOT program; the number of sponsored employees may vary.
3. The Department will solicit interested employees for a period not less than 21 days once the DCSOT announces opening an application process. Employees must provide the Fire Chief with a letter of interest to be considered for the DCSOT assignment. The letter should include:
 - a. the reasons the employee is seeking the assignment
 - b. the value the employee will bring to the assignment
 - c. the acknowledgement they have read, understand and are able to fulfill the requirements as defined by the DCSOT application documentation
4. Selection by SMFD for a DCSOT assignment does not guarantee the employee will become a member of the DCSOT program; it only allows the employee to participate in the DCSOT defined new member selection process.
 - a. If selected by SMFD, the employee shall submit a completed application packet, defined by the DCSOT program, prior to the application deadline.
5. The intent is for SMFD team members to be assigned for seven years to the DCSOT program. The duration of the assignment may vary based on the following considerations:
 - a. SMFD team members serving in a leadership capacity in the DCSOT program (currently defined as the Manager, Assistant Manager and Coordinators) will be given special consideration, possibly extending their assignment beyond seven years.
 - i. Leadership role exceptions will be reviewed individually by the Fire Chief with input from the Department leadership, the DCSOT Manager and the Dakota County Domestic Preparedness Committee Chairperson. These exceptions must be based on merit and the leadership value provided to the DCSOT program.
 - b. SMFD team members who provide unique qualities and experience that would be detrimental to the DCSOT team dynamics and stability if removed from the assignment may be extended. This exception will be reviewed individually by the Fire Chief with input from the Department leadership, the DCSOT Manager and the Dakota County Domestic Preparedness Committee Chairperson.

Section: 1.34 DCSOT Assignments

Effective Date: 04/23/2012

Revision Date: 02/06/2012

Approved by: Fire Chief John Ehret 04/23/2012

- c. SMFD team members not meeting the expectations of the DCSOT program may be removed from the assignment.
 - d. SMFD team members not meeting the expectations of SMFD may be removed from the assignment.
 - e. SMFD team members may be removed if SMFD reduces the number of employees assigned to the DCSOT program.
6. Once an employee has been assigned for seven years, the Department will solicit interested employees to replace the current SMFD team member during the next DCSOT application process. The current DCSOT employee will have completed their assignment to the DCSOT program at the end of that application process, regardless if another SMFD member was selected by DCSOT during the new member selection process.
- a. If the Department is not able to solicit interested employees to replace the current SMFD team member, if interested, the current team member may remain on the DCSOT until the next new member application process.