NORTH SHORE FIRE DEPARTMENT

STANDARD OPERATING PROCEDURES

SECTION: 200 S.O.P. 239

INITIAL: 05/01/2001

LAST REVIEW: 10/08/01

LAST REVISION: 10/08/01

SUBJECT: OPERATIONAL PROCEDURES FOR LINE OF DUTY DEATH, DEATH OF ACTIVE MEMBER OR RETIREE.

PAGE 1 OF 5

1 PURPOSE

- 2 To establish guidelines for the North Fire Department to adequately pay respect to fallen
- 3 department members.

SCOPE

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6 This policy applies to all members of the North Shore Fire Department.

SECTION 1 - RESPONSIBILITIES OF NOTIFICATION

1) DEATH IN THE LINE OF DUTY

- a) Upon the death of a member in the line of duty the officer in charge, if other than Chief, shall immediately notify the Chief of the department.
- b) Before making notification have positive identification of the deceased firefighter.
- c) Never discuss a fatality over the radio; this may result in a family member receiving the news before you can notify them in person.
- d) Quickly gather as much information about the incident as possible before making the notification, survivors will likely have questions.
- e) The Chief and his Designated Representative shall notify the spouse (or unmarried partner) and parents of the firefighter
- f) The Chief or his designated representative shall notify the President of the Board of Directors and Chairman of the Commission.
- g) Get to the survivors quickly; don't let the media notify them first. A news conference or a formal news release should be arranged as soon as possible so that factual information is available for dissemination.
- h) Within a reasonable time after the death of a member in the line of duty, and at a time when all companies are in quarters, the Chief or his designated representative shall visit each station house and inform the on duty members.
- i) Upon receipt of a notice of a member killed in the line of duty the station flag shall be placed at half-staff and the front of the station shall be draped with black bunting until seven (7) days after the funeral.
- j) The Chief shall designate a department liaison (DL) that shall be responsible for the Departments involvement in the funeral procedures.

2) DEATH OF AN ACTIVE MEMBER

- a) When the Chief learns of the death of an active member, he or designated representative shall visit each station house and inform the on duty members
- b) Upon receipt of notification of the death of a member, the station flag shall be lowered to half-staff until day following the funeral.
- c) As soon as it is convenient the Chief or his designated representative shall notify the President of the Board of Directors and Chairman of the Commission of the reported death.
- d) The Chief shall designate a department liaison (DL) that shall be responsible for the Departments involvement in the funeral procedures.

3) DEATH OF A RETIREE

- a) When the Chief learns of the death of a retiree, he or a designated representative shall visit each station house and inform the on duty members.
- b) Upon receipt of notification of the death of a retiree, the station flag shall be lowered to half-staff until the day following the funeral.
- c) The Chief shall designate a department liaison (DL) that shall be responsible for the Departments involvement in the funeral procedures.

SECTION II - RESPONSIBILITIES OF THE DEPARTMENT LIAISON (DL)

- 1) The DL shall contact the family of the deceased member and, in coordination with the funeral director, establish the family's desires as to Fire Department participation in the funeral. He shall assist the family in any way. He shall offer the fire department's services for the following situations:
 - a) A formal funeral, at home, funeral home, church or cemetery, involving use of engine, active pallbearers, honorary pallbearers and Funeral Detail, color guard, bugler and bag pipes (this type of honor shall be reserved for those members killed in the line of duty.)
 - b) A semiformal funeral at home, funeral home, church or cemetery, involving active Pallbearers, honorary pallbearers, honor guard and Funeral Detail.
 - c) A non-formal funeral, at home, funeral home, church or cemetery, or there being no fire department involvement, other than members attending in a passive roll either in the viewing and/or funeral service.
 - d) Private funeral, at home, funeral home, church or cemetery respecting family's wishes to have no outsider participation at the funeral.

NOTE: With the exception of those honors reserved for members killed in the line of duty, any or all of the fire department's honors may be part of a member's funeral ceremony.

e) The desires of the family shall be paramount and shall be given the fullest respect. Additional responsibilities for department liaison addressed in this policy.

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procession.

2) Having established the wishes of the deceased, the DL shall carry out any or all of the 76 following in order to realize these wishes. The DL shall continually be in communication 77 with the Funeral Director as he arranges for the Fire Department's participation. 78 79 a) Special arrangements for formal funeral for line of duty death 80 Arrange for an Honor Guard to stand duty during the viewing, minimum of four i) 81 (4).82 Arrange for Active Pallbearers: six (6) plus an officer. ii) 83 Arrange for necessary equipment. iii) 84 Arrange for Honorary Pallbearers (Family, Company Officers, Retirees, etc.) 85 iv) Arrange for Funeral Detail (All uniformed members in attendance.) v) 86 Arrange for bugler, bagpipes, and drum for marching procession. vi) 87 Arrange for Color Guard. vii) 88 Obtain American Flag for casket. (Funeral director secures flag for veterans viii) 89 only.) 90 Provide all members of the Fire Department with information necessary to carry ix) 91 out their rolls in the funeral. 92 Survey the area of the Services and make provisions for placement of all attending X) 93 units and provide information for map preparation. 94 Designate an area of assembly for attending Chief Officers and dignitaries 95 xi) (preferably in a building, funeral home, church, school or fire station.) 96 Designate an area of assembly for all other members of the department and 97 xii) visiting firefighters. 98 99 NOTE: This area should be a block or two away from the start of the funeral 100 procession, preferably at a fire station, school or park, with ample parking and 101 assembly area are available. This group will then march as a unit past that member's 102 station. 103 104 105 xiii) Distribution of black elastic mourning bands for shirt badges to department 106 A fire department engine(s) designated by the Chief will be appropriately prepared 107 xiv) with flowers and black bunting and stripped of hose for use to transport the casket. 108

NOTE: If a joint service is held and interment will be at two (2) or more locations, separate processions must be established according to guest preference.

Arrange for the proper placement of all vehicles that will participate in the funeral

b) A map of the areas involved will be prepared to expedite the proceedings and assist out-115 of-town quests, map should include: 116 117 i) Location of fire department(s). Location of Funeral Home(s). ii) 118 iii) Location of Church. 119 iv) Location of Chief Officer and Dignitary Assembly Area. 120 121 v) Location of Firefighters Assembly Area. Location of Auxiliary Parking Areas. 122 vi) Location of Hotel(s) for out of town guests. 123 vii) 124 viii) Location of vehicles for funeral procession. Route of funeral procession. 125 ix) 126 **x**) Location of cemetery and grave in cemetery. Location of auxiliary parking at cemetery. 127 xi) Location of food service areas. xii) 128 Separation map or coding on a single map should designate location of multiple xiii) 129 funeral and/or processions as required. 130 131 xiv) Any other information deemed necessary. 132 133 **NOTE:** On the above map, or a separate sheet, a copy of a diagram should show the proper arrangement and movement of personnel for various ceremonies and locations 134 135 as necessary. 136 xv) Arrangements for reproduction of sufficient quantities of the above two (2) maps 137 and firm commitment on delivery should be established. 138 xvi) The DL or his designated representative will coordinate all commands during the 139 movement of the casket and personnel. 140 Arrangement with the Police Department should be made to handle traffic and 141 142 parking at the various locations along the funeral procession route. xviii) Photography coverage: Fire department photographer or private photographer 143 should be assigned to cover the funeral. 144 xix) Media Arrangements: 145 (a) Establish guidelines for Television and press 146 At the church: inside or outside (i) 147 (ii) Funeral Home: inside or outside 148 Cemetery: general photo coverage and/or coverage of the immediate 149 (iii) 150 grave. Arrangements for out-of-town guests: 151 XX) (a) Transportation: 152 (i) Airports 153 (ii) Hotels 154 Funeral services 155 (iii) (iv) Cemetery 156 (v) Food service areas 157 158

159			N	OTE: Some of the items for a forma	al funeral have been prepurchased and are in
160			ste	orage at Station 2.	
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162			xxi)	The professional Firefighters of W	isconsin State Honor Guard offer most of the
163				services needed for a formal funer	al.
164					•
165				Jim Peglow can be contact	ed at:
166				Home	(715) 256-9413
167				• Fire	(920) 751-4700
168				Cell	(715) 498-4504
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170				Ann Peggs can be contacte	d at:
171				Home	(920) 432-9312
172				Fire	(920) 448-3284
173				Cell	(715) 498-4482
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175	3)	Sp	ecial ar	rrangements for funeral support for a	active members
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177		a)	Arran	ge for an Honor Guard to stand duty	during the viewing, minimum of four (4).
178		b)		ige for Active Pallbearers: six (6) plu	as an officer.
179		c)		ge for necessary equipment.	
180		d)		ige for Honorary Pallbearers (Family	
181		e)		ige for Funeral Detail (All uniformed	
182		f)		ige for bugler, bagpipes, and drum for	or marching procession.
183		g)		ge for Color Guard.	
184		h)			al director secures flag for veterans only.)
185		i)		-	ent with information necessary to carry out their
186				n the funeral.	
187		j)		-	provisions for placement of all attending units
188				rovide information for map preparat	
189		k)	_	•	ng Chief Officers and dignitaries (preferably in a
190				ing, funeral home, church, school or	
191		1)	_	•	r members of the department and visiting
192			firefig	ghters.	
193					
194					r two away from the start of the funeral
195					school or park, with ample parking and
196				,	up will then march as a unit past that member's
197			sta	ation.	
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199		m)	Distri	bution of black elastic mourning bar	nds for shirt badges to department members.

NORTH SHORE FIRE DEPARTMENT

STANDARD OPERATING PROCEDURES

SECTION:	200	S.O.P.	240	
INITIAL: 0	5/01/20	001		

LAST REVIEW:

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SUBJECT: Assisting Family Members With Death or Serious Injury of

PAGE 1 OF 10

Department Members

2 PURPOSE

To help prepare North Shore Fire Department members and their families in planning for an active duty death or serious injury of a department member.

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To provide assistance and support to family members of injured or deceased Department members, to the greatest extent possible, both in the short-term and over a long-term basis;

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To set forth a procedure for delegation of authority within the North Shore Fire Department to accomplish necessary tasks in the event of a serious injury or on-duty death of a department member.

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SCOPE

This policy is for use by all North Shore Fire Department members

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POLICY

Members of the North Shore Fire Department shall, upon hiring, be asked to provide information in writing which will be of assistance in the event of a serious injury or on-duty death to that individual.

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In the event of a line-of-duty death or serious injury of a member of the North Shore Fire Department, the immediate family members of the injured or deceased person shall be notified according to procedures specified below. Notification shall be in-person, and shall generally be by two (2) people. There shall be maximum consideration for the feelings of family members.

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Department staff shall assist family members at the hospital, if necessary, by serving in a liaison function in all necessary ways.

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Department staff shall be assigned to assume liaison / coordination duties, in the event of a Department member's serious injury or death, in any or all of the following ways:

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- Coordination of travel for family members from out of the area.
- Contacts with and release of information to media representatives.
- 34 Arranging for logistics for a fire department funeral.
- 35 Assisting with funeral arrangements, in general.
- Assisting with coordination of benefits.

- Family support advocacy. 37 38
 - Miscellaneous tasks or duties.

The Department shall make maximum efforts to provide support and advocacy for a deceased 40 Department member's family over the long term, as well as during the time immediately 41 following a death. 42

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NOTE: While this policy deals specifically with serious injured and line-of-duty deaths, it is recognized that there are other forms of critical incidents which the department and families may have to face. These include, but are not limited to, injuries or death due to natural causes outside of the line-of-duty, and suicide. The North Shore Fire Department shall be committed to supporting families affected on these types of incidents by providing the full range of services outlined in this policy whenever that it is deemed appropriate.

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DEFINITIONS

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Line-Of-Duty-Death

The death of an active department member by felonious or accidental means during the course of performing duties related to the North Shore Fire Department.

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Serious Injury

Any injury which is debilitating or life threatening in nature.

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PROCEDURE

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A. EMPLOYEE EMERGENCY DATA / CRISIS INFORMATION SHEET

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1. Each newly hired Firefighter will be required to provide LINE-OF-DUTY DEATH INFORMATION. 2.

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This will be done within 60 days following the anniversary of the employee's a. hiring.

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The employee's supervisor will be responsible for this. He or she will give the b. employee a hard copy of the most recently completed LINE-OF-DUTY DEATH INFORMATION form and have the employee review and update it as necessary. Once that is done, the supervisor will ensure that the form is properly filed in the employee's personnel file.

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2. The LINE-OF-DUTY-DEATH INFORMATION sheet shall contain detailed information that will be useful in the event the Department member is seriously injured or killed in the line-of-duty.

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3. A hard copy of such information, when completed, will be filed in the employee's personnel emergency file in a sealed envelope. Said envelope will be marked "confidential."

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4. A provision will be in place for employees to update the LINE-OF-DUTY DEATH INFORMATION sheet annually, upon request.

B. NOTIFICATIONS

The following procedural guidelines will be followed in the event of a line-of-duty death and/or serious injury to an employee.

The wishes of family members will take precedence over the desires of the Department, whenever possible. Department staff providing services and assistance to family members will be expected to take all possible measures to accommodate the needs, wishes and desires of family members, but should not make any promises to family members which they are not sure can be met.

- 1. In the event of a line-of-duty death or serious injury, a designated Department staff member will retrieve the LINE-OF-DUTY DEATH INFORMATION form completed by the deceased or injured employee, to check information on the form. Such information will include name(s) of individual(s) to be notified
- 2. When a critical incident has occurred, the name of the employee will not, under any circumstances, be released to the media or other parties until the employee's family has been notified.
- 3. The Chief or Deputy Chief will designate a person in the Department to inform the employee's immediate family of the death or injury. If the Chief or Deputy Chief are unavailable, the ranking Battalion Chief will make the designation. (NOTE: The employee's LINE-OF-DUTY DEATH INFORMATION sheet may contain specific information as to who should be asked to notify the family. This may be a specific Department member, for example.)
 - Notifications will be made in person, and will be made by two (2) people a. whenever possible. The other person may be a chaplain, another Firefighter, personal friend, CISM Team Member, etc. (Again, the LINE-OF-DUTY DEATH INFORMATION form may indicate who such person should be.)
 - b. Whenever the health of immediate survivors is a concern, arrangements will be made for emergency medical services personnel to be on stand-by.
- 4. If a Department member has been injured and taken to a hospital and is likely to die, steps will be taken to get family members to the hospital as soon as possible prior to the Department member's death.
 - 1. Immediate transportation should be provided rather than waiting for other Department officials to arrive.

- 2. If at all possible, the Department employee assigned to notify the family will accompany the family members to the hospital.
- 3. The hospital should be notified of the expected arrival of the family.
- 5. Communication of information will be restricted to the telephone in order to maintain as much privacy as possible.
- 6. If media representatives obtain information concerning the incident, Department representatives will request them to withhold releasing information until proper notifications have been made. (NOTE: Department representatives should do everything possible to try to ensure that family members are not placed in the position of having to respond to questions from the media, until or unless they wish to do so.)
- 7. A Department member will be assigned the task of identifying additional family members outside of the area, and/or to see that proper notifications are made as desired by the family. Such notifications will be made by contacting the local law enforcement agency in the appropriate jurisdiction and requesting them to make a proper notification.
- 8. Involved member(s) will prepare a written report specifically to identify, time and place of family members notified.

C. ASSISTING FAMILY MEMBERS AT HOSPITAL

- 1. Whenever possible and appropriate, the Chief and/or Deputy Chief will join the family at the hospital.
- 2. A Department member will be assigned to serve as the hospital liaison, and will be responsible for coordinating the arrival of the immediate family, Department personnel, the media, etc. In addition, he or she will do the following, as appropriate in any given situation:
 - a. Arrange for a private waiting facility for the immediate family and a separate area for members of the media. (The family's desires concerning the accessibility of other Firefighters should be followed).
 - b. Ensure that medical personnel provide pertinent medical updates to the family. (NOTE: Answers to all medical questions should be postponed until a medical professional is available to answer them. This will, hopefully, prevent misinformation or misunderstanding).
- 3. Assist the family in accordance with their desires, such as gaining access to the injured or deceased Department member.

175 176 177	4	services.	(Gener	oital with all necessary information on the billing for medical rally, this will involve being sure that bills are directed to the to the Department member's family).
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180	n ned	A DTMTNI	T COO	RDINATION PERSONNEL
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183 184 185	1.	perfo	rm certa	d/or Deputy Chief will designate specific Department personnel to ain liaison coordination tasks in the event of a death or serious injury ee. Such tasks may include any or all of the following:
186 187 188	•	a.	Depar duties	rtment Liaison in general, to include any or all of the following s:
189 190			(1)	Coordinating travel and lodging for out-of-town family members.
191 192 193			(2)	Helping identify accommodations for a Fire Department funeral, and presenting such options to family members.
194 195 196 197			(3)	Coordinating all official Fire Department notifications and arrangements, such as honor guard, pallbearers, traffic control, liaison with other law enforcement agencies;
198 199 200			(4)	Assisting family members in dealing with media inquiries;
201 202 203 204			(5)	Liaison with media representatives, including coordination of statements and press releases, and ensuring that members of the Department are aware of restrictions on media contacts. (NOTE: As indicated above, it is important also to try to ensure that family
205 206				members are not placed in the position of having to respond to questions from the media, until and unless they wish to do so.)
207 208		b.	Funer	al Liaison, to include any or all of the following duties:
209210211			(1)	Meeting with family members and explaining necessary tasks or issues to them.
212213214			(2)	Being available to the family prior to and throughout the wake and funeral.
215216217			(3)	Ensuring that the needs and wishes of the family come before those of the Department.
218 219 220			(4)	Assisting the family in working with the funeral director, and home church if necessary, regarding arrangements.

	(5)	Relaying any information to the family concerning circumstances
		of the Department member's death and appropriate information
		regarding any investigations.
	(6)	Briefing family members on any procedures involved in a fire
		department funeral.
c.	Bene	fits Coordinator, to include any or all of the following tasks:
	(1)	Filing worker's compensation and related paperwork;
	(2)	Presenting information on all benefits available to the family;
	(-)	,
	(3)	Documenting inquiries and interest in public donations to the
	(0)	family, and establishing a mechanism for receipt of such
		contributions;
	(4)	Filing all benefits paperwork and maintaining contact with the
	(1)	family in order to ensure that benefits are being received;
		running in order to endure that contains the coming received,
	(5)	Advising the surviving family members of the role of
	(5)	organizations and the nature of support programs that they sponsor
		for Department member survivors.
d.	Fami	ly Support Advocate, to include any or all of the following tasks:
	1)	Identifying all support services available to family members and
		working on their behalf to secure any services necessary;
	2)	Maintaining routine contact with family members to provide
		companionship and emotional support, and maintaining an ongoing
		relationship between the Department and the immediate family;
	3)	Relaying the concerns and needs of the family to those individuals
	,	or organizations that may provide assistance, and encouraging
		others to visit and help as necessary.
e.	In addition	on, the Chief or Deputy Chief will designate Department staff
		to do some or all of the following tasks:
	1) A	ssist in handling incoming phone calls and inquiries;
	-, 1	O France and makes
	2) E	nsure that the employee assistance program is implemented to assist
	•	nsure that the employee assistance program is implemented to assist
-	sı	nsure that the employee assistance program is implemented to assist arviving family members and emphasize the family's right to sychological services.
	c.	(6) c. Bene (1) (2) (3) (4) (5) d. Fami (1) 2) 3) e. In addition members

267 3) Ensure that other Department members are provided the opportunity to 268 participate in critical incident stress debriefings. 269 270 E. LONG-TERM CONTACT WITH AND SUPPORT OF FAMILY MEMBERS 271 272 273 1. The Chief and/or Deputy Chief will be responsible for ensuring that the department maintains contact with the immediate family members of a deceased 274 or seriously injured department employee, over the long term, to try to provide the 275 maximum possible emotional support and, as necessary, to assist with logistical 276 and/or benefits related issues. Such support will generally be provided both in-277 person and via telephone. 278 279 2. Specifically, the Chief or Deputy Chief will ensure that there is contact with 280 immediate family members both on the birthday of a deceased Department 281 member and on the anniversary of the person's death. 282 283 3. The Chief or Deputy Chief may assign Department personnel to maintain and 284 establish such contact, as deemed necessary and appropriate. 285 286

How to Help the Family 286 At the Hospital or the Morgue 287 288 Have a member of the department drive the family to the hospital and stay for as long as 289 290 necessary. 291 292 Work with the hospital staff to secure a private room where the family can gather. This should be separate from the general waiting area, if possible. 293 294 295 Assist the family in dealing with hospital staff. 296 297 Provide assistance to the family in making calls to relatives and close friends. Answer incoming calls for the family or get message to them at the hospital. 298 299 Work with the family to arrange a plan for dealing with the media. The family may wish 300 to have a member of the department to speak for them. 301 302 In cases of extended hospitalization, offer to assist with day-to-day tasks such as home 303 maintenance, arranging childcare, or bringing meals and other necessities to the family. 304 305 If the firefighter is taken to a specialized hospital out of the local area, assist with this 306 process. Consider asking another department close to that hospital to assist you in 307 supporting the family while the firefighter remains hospitalized. 308 309 Encourage the family to spend time with the injured firefighter, regardless of the type of 310 injury. 311 312 If the firefighter is badly burned or disfigured, help prepare the family for what they will 313 see. Always allow family members to make the decision. 314

Have someone available to drive the family home from the hospital. Offer to help with

continuing visits as much as resources allow. Offer to stay with the family at the house.

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How to Help the Family... From Time of Death Through the Funeral • Notify the Department of Justice of the death. This will begin the process of reviewing eligibility for the Public Safety Officers' Benefits Program. Contact the National Fallen Firefighters Foundation about the death. This will assure the beginning of emotional support for both the family and the department. Work with the family in planning the funeral. Remember that the family's wishes should always come first. If they want a private funeral, the department can still hold a memorial service. If the family wants a fire service funeral, secure a uniform for the burial. If there are children in the family, consider creating a special role for them, such as ridding on the fire truck in the funeral procession. (Be sure to ask a parent before mentioning this to the children!) Offer to assist with lodging or transportation for out of town relatives and friends. Offer to have a member of the department stay with the family prior to the funeral. Consider rotating people as needed in order to maintain a department presence with the family. • Have someone available for tasks such as answering the phone, driving the family to the funeral home to make arrangement, or running errands. Help coordinate household duties such as food preparation, cleaning and childcare. Do necessary maintenance such as mowing the grass or clearing the snow. If donations are collected for the family, set up a bank account to deposit these funds. Coordinate with local law enforcement officials to make routine checks of residence and neighborhood.

Assign a department member to help the family set guidelines for dealing with the media.

How to Help the Family... 356 **Ongoing Support** 357 358 359 Only promise what you actually can do. Keep all your promises. 360 361 Instead of saying, "Call if you need anything," offer to help with specific tasks and then 362 follow through. 363 364 Continue to talk with the family about your memories of the firefighter. Most families 365 want to hear about their loved one, even if it is emotionally difficult. 366 367 • Remember that parents of a fallen firefighter need support and contact just like same as 368 spouses and children do. 369 370 Help with what the firefighter used to do – yard work, fixing things around the house, 371 attending children's sports and school events, etc. 372 373 Take all steps necessary to secure benefits for the family. The process is often lengthy, 374 so keep the family involved. 375 376 Continue to invite the family to department events, but don't be disappointed if they 377 don't always attend. 378 379 Remember that some events, such as holidays and the anniversary of the date of death 380 may be especially difficult for the family. Even families who seem to be doing well may 381 need extra support and contact during these times. 382 383 384 Contact the family before releasing any information on investigations, incident reports, etc. 385 386 Consider creating some kind of tribute to the fallen firefighter. This could be a local 387 memorial, a video tribute, a scrapbook, or a scholarship in the firefighter's name. Prepare 388 a tribute that is fitting for your firefighter and special to the family. 389 390 Provide survivors with information on the National Fallen Firefighters Foundation's 391 programs for survivors. Contact the Foundation to get support for the family. 392 393 Encourage the family to attend the National Fallen Firefighters Memorial Weekend and 394 395 other local, state, and national tributes. Offer to help make travel arrangements and attend them whenever possible. 396 397