

LIGHTNING IN A BOTTLE

CA-KRN-2421060

EVENT ACTION PLAN

Thursday



OPERATIONAL PERIOD

5/23/2024 0800

to

5/24/2024 0800



ORGANIZATION ASSIGNMENT LIST (ICS 203)

1. Incident Name: LIGHTNING IN A BOTTLE		2. Operational Period: Date From: 5/23/2024 Time From: 0800		Date To: 5/24/2024 Time To: 0800	
3. Incident Commander(s) and Command Staff:			7. Operation Section:		
Incident Commander	C. Wright / S. Riley / D. Kessler		Chief	C. Wright / S. Riley	
Safety Officer			Deputy		
Information Officer			Night Ops		
Liaison Officer			Staging Area		
			Branch	Fire	Nate Perkins
			Division/Group	Fire	Nate Perkins
			Division/Group		
4. Agency/Organization Representatives:			Branch	EMS	George Baker
Agency/Organization	Name		Division/Group	KC EMS	George Baker
CHP	Basil Zuniga		Division/Group	Hall Amb	Armondo Lazaro
KC General Services	Geoff Hill / Bret Haney		Division/Group		
KC Public Works	Craig Pope		Branch	Law	Randall Meyer
KC Environmental Health	Kari Harrison		Division/Group	KCSO	Randall Meyer
KC Planning Dept	Dennis McNamara		Division/Group	ABC	Brandie Richard / Luis Pineda
Cal Trans	Glenn Gordon		Division/Group		
KCSO	David Kessler		Branch		
			Division/Group		
			Division/Group		
			Division/Group		
			Division/Group		
			Branch		
			Division/Group		
			Division/Group		
5. Planning Section:			Division/Group		
Chief	Jason Schillinger		Division/Group		
Deputy	BJ Corey		Branch		
Resource Unit			Division/Group		
Situation Unit			Division/Group		
Documentation Unit			Division/Group		
Demobilization Unit			Division/Group		
GISS			Branch		
FBAN			Division/Group		
IMET			Division/Group		
Training Tech Spec			Division/Group		
			Air Operations Branch		Director:
6. Logistics Section			Air Support Grp Sup		
Chief	Matt Wiggins / Mark Ratekin		Helibase Manager		
Supply Unit					
Facilities Unit			8. Finance/Administration Section:		
Ground Support Unit			Chief		
Hired Equipment Tech			Time Unit		
Communications Unit	Chris Oliver		Procurement Unit		
Medical Unit			Comp/Claims Unit		
			Cost Unit		
Prepared By: Name: BJ Corey		Position/Title: DPSC		Signature: _____	
ICS 203		Date/Time: 5/22/2024 2300 hours			

ASSIGNMENT LIST (ICS 204)

1. Incident Name: LIGHTNING IN A BOTTLE		2. Operational Period: Date From: 05/23/24 Date To: 05/24/24 Time From: 0800 Time To: 0800			3. Branch: EMS Div/Group: Hall Amb Page 1 of 1		
4. Operations Personnel: Operations Section Chief: C. Wright / S. Riley Branch Director: George Baker Division/Group Supervisor: Armondo Lazaro							
5. Resources Assigned:					Reporting Location, Special Equipment, Remarks, Notes, and Information		
Resource Identifier	Name	Personnel	Request #	Time	Location		
Paramedic	Joel Abel	1		0600-1800	ICP		
EMT	Zach Pittman	1		0600-1800	ICP		
Paramedic	Jennifer Lawrence	1		1400-1900	ICP		
EMT	Jeffrey Albitre	1		1400-1900	ICP		
Temp Paramedic	Norwood VanDyke	1		1800-0600	ICP		
EMT	Peter Thomas	1		1800-0600	ICP		
Temp Paramedic	Juliana Brohmer Hansen	1		1900-0700	ICP		
EMT	John Murillo	1		1900-0700	ICP		
6. Work Assignments: Ensure Life Safety for all attendees, staff and volunteers. Support County/State departments as needed. Interface with The Do Lab and onsite agencies. Provide first response in the event of a surge event or ALS Ambulances are off site.							
7. Special Instructions:							
8. Communications (radio and/or phone contact numbers needed for this assignment):							
Name	Ch	Function	Rx Freq	Rx Tone	Tx Freq	Tx Tone	Notes
V XKE S/W		Incident Command	151.04	210.7	159.045	210.7	
MED 9		EMS TAC	462.95	186.2	467.95	186.2	
KRN 1		KCFD Dispatch	153.7850	T-7, 167.9	158.8950	T-7, 167.9	
CALCORD		MEDICAL	156.0750		156.0750	T-6, 156.7	
Hall OCD Main		Hall Dispatch	153.785		158.895		
9. Prepared by: Name: BJ Corey Pos/Title: DPSC Signature: _____							
ICS 204		Date/Time: 5/22/2024		2300 hours			

ASSIGNMENT LIST (ICS 204)

1. Incident Name: LIGHTNING IN A BOTTLE		2. Operational Period: Date From: 05/23/24 Date To: 05/24/24 Time From: 0800 Time To: 0800				3. Branch: Law Div/Group: ABC Page 1 of 1	
4. Operations Personnel: Operations Section Chief: C. Wright / S. Riley Branch Director: Randall Meyer Division/Group Supervisor: Brandie Richard / Luis Pineda							
5. Resources Assigned:						Reporting Location, Special Equipment, Remarks, Notes, and Information	
Resource Identifier	Name	Personnel	Request #	Time	Location		
Supervising Agent 1209	Mike Patel			TBA	ICP		
Agent 1234	Zachary Holland			TBA	ICP		
Agent 1302	Guadalupe Araujo			TBA	ICP		
Agent 1256	Andrew Wong			TBA	ICP		
Agent 1332	Sylvia Rocha			TBA	ICP		
Agent 1295	Forrest Williams			TBA	ICP		
Agent 1256	Andrew Wong			TBA	ICP		
Agent 1317	Luis Bermejo			TBA	ICP		
Agent 1328	Alicia Green			TBA	ICP		
Agent 1309	Brady Abbott			TBA	ICP		
Agent 1202	Brett McIntire			TBA	ICP		
Agent 1260	Kenneth Walraven			TBA	ICP		
Agent 1293	Sidney Smith			TBA	ICP		
Program Technician	Brady Abbott			TBA	ICP		
6. Work Assignments:							
7. Special Instructions:							
8. Communications (radio and/or phone contact numbers needed for this assignment):							
Name	Ch	Function	Rx Freq	Rx Tone	Tx Freq	Tx Tone	Notes
V XKE S/W		Incident Command	151.04	210.7	159.045	210.7	
See Comm Plan (ICS 205) For TAC							
KRN 1		KCFD Dispatch	153.7850	T-7, 167.9	158.8950	T-7, 167.9	
CALCORD		MEDICAL	156.0750		156.0750	T-6, 156.7	
KRN 3		KCFD Command	155.6250	T-7, 167.9	158.8500	T-7, 167.9	
9. Prepared by: Name: BJ Corey Pos/Title: DPSC Signature: _____							
ICS 204		Date/Time: 5/22/2024 2300 hours					

FIRE BRANCH - LIB RADIO COMMUNICATIONS PLAN				CONTROLLED UNCLASSIFIED INFORMATION//BASIC Incident Name: LIGHTNING IN A BOTTLE			Date/Time Prepared 05/19/24 20:00		Operational Period Date/Time 5/22/2024 - 5/27/2024 08:00 - 08:00	
GROUP /ZONE	Ch #	Function	Channel Name/	Assignment	RX Freq	RX Tone	TX Freq	Tx Tone	Mode A, D or M	Remarks
F	2	COMMAND	V XKE S/W	INCIDENT COORDINATION	151.0400	210.7	159.0450	210.7	A	INTEROPERABILITY W/ U XKE S/W, CAN BE PATCHED TO KRN CHAN.
D	8	COMMAND	KRN TAC V6	REPEATER LINK	156.1650	167.9	156.1650	167.9	a	REPEATER LINK FOR XKE S/W ON SITE REPEATER
K	6	TACTICAL	VTAC 36	FIRE INCIDENT TACTICAL	151.1375	156.7	159.4725	136.5	A	REPEATED TACTICAL CHANNEL
A	1	FIRE	KRN 1	AS NEEDED	153.7850	167.9	158.8950	167.9	A	KCFD PRIMARY DISPATCH
A	2	FIRE	KRN 2	AS NEEDED	155.8800	167.9	158.9400	131.8	A	KCFD SECONDARY DISPATCH EMERGENCY COMMAND
A	3	FIRE	TAC V2	AS NEEDED	151.4750	167.9	151.4750	167.9	A	KCFD KRN 2 TACTICAL
A	4	FIRE	KRN 3	AS NEEDED	155.6250	167.9	158.8500	167.9	A	KCFD COMMAND 3
A	5	FIRE	TAC V3	AS NEEDED	151.4525	167.9	151.4525	167.9	A	KCFD KRN 3 TACTICAL
A	6	FIRE	KRN 4	AS NEEDED	154.8600	167.9	158.8200	167.9	A	KCFD COMMAND 4
A	7	FIRE	TAC V4	AS NEEDED	154.9500	167.9	154.9500	167.9	A	KCFD KRN 4 TACTICAL
B	13	MEDEVAC	CALCORD	EMS AIR COORDINATION	156.0750	000.0	156.0750	156.7	A	MEDEVAC COORDINATION
B	1	EXTENDER	EXTENDER	AS NEEDED	173.3375	000.0	173.3375	141.3	A	USED TO INCREASE RADIO COVERAGE
SPECIAL CONSIDERATIONS:			LiB incident coordination of LAW, FIRE, and EMS shall be done on a COMMAND channel. TAC V6 can be used to increase radio reception on COMMAND of XKE S/W.KCFD Portable APX Radio channel locations provided. BendixKing radios will be programmed for incident. V XKE S/W can be patched to any KRN channel for coordination of large incidents needing additional resorces.							
Prepared By (Communications Unit)				CHRIS OLIVER COML			County: KERN			
CONTROLLED UNCLASSIFIED INFORMATION //BASIC										

EMS BRANCH - LiB RADIO COMMUNICATIONS PLAN				CONTROLLED UNCLASSIFIED INFORMATION//BASIC			Date/Time Prepared		Operational Period Date/Time	
				Incident Name: LIGHTNING IN A BOTTLE			05/19/24 20:00		5/22/2023 - 5/27/23 08:00 - 08:00	
GROUP /ZONE	Ch #	Function	Channel Name	Assignment	RX Freq	RX Tone	TX Freq	Tx Tone	Mode A, D or M	Remarks
U-1	4	COMMAND	U XKE S/W	INCIDENT COORDINATION	460.3875	210.7	465.2875	210.7	A	INCIDENT COMMAND, INTEROPERABILITY W/ V XKE S/W, REPEATER LINK FOR XKE S/W COMMAND
		COMMAND	UTAC41D	INCIDENT REPEATER LINK	453.4625	156.7	453.4625	156.7	A	
U-2	9	EMS	MED 9	EMS INCIDENT TACTICAL	462.9500		467.9500	186.2	A	REPEATED TACTICAL CHANNEL
U-2	6	EMS	HALL OCD MAIN	AS NEEDED	153.7850		158.8950	186.2	A	HALL DISPATCH, MED 6
A EMS	1	FIRE	KRN 1	AS NEEDED	153.7850	167.9	158.8950	167.9	A	KCFD PRIMARY DISPATCH
U-3		EMS	MED 12	AS NEEDED	463.0125		468.0125	186.2	A	MED ALERT TACTICAL/EMS SECONDARY, REPEATED
SPECIAL CONSIDERATIONS:			LiB incident coordination of LAW, FIRE, and EMS shall be done on COMMAND channel XKE S/W. UTAC41D can be used to increase radio reception on COMMAND of U XKE S/W. Hall Ambulance radios Internal EMS Branch comms occur on MED-9. HALL DISPATCH (MED-6) used only to order additional ambulances.							
Prepared By (Communications Unit)				GEORGE BAKER/CHRIS OLIVER COML			County: KERN			
CONTROLLED UNCLASSIFIED INFORMATION //BASIC										

LAW BRANCH - LiB RADIO COMMUNICATIONS PLAN			CONTROLLED UNCLASSIFIED INFORMATION//BASIC			Date/Time Prepared		Operational Period Date/Time		
			Incident Name: LIGHTNING IN A BOTTLE			05/19/24 20:00		5/22/24 - 5/27/24 08:00 - 08:00		
GROUP /ZONE	Ch #	Function	Channel Name	Assignment	RX Freq	RX Tone	TX Freq	Tx Tone	Mode A, D or M	Remarks
		COMMAND	U XKE S/W	INCIDENT COORDINATION	460.3875	210.7	465.2875	210.7	A	INCIDENT COMMAND, INTEROPERABILITY W/ V XKE S/W
		COMMAND	UTAC41D	INCIDENT REPEATER LINK	453.4625	156.7	453.4625	156.7	A	REPEATER LINK FOR XKE S/W COMMAND
		LAW	PARKS TAC	LAW INCIDENT TACTICAL	453.8375	131.8	453.8375	131.8	A	TACTICAL
		LAW	LG 14 PKS	AS NEEDED	453.7000	156.7	458.7000	156.7	A	
		LAW	SHF ADMIN	AS NEEDED	460.5750	192.8	465.5750	192.8	A	
		LAW	WEST DISP	AS NEEDED	453.0500	192.8	465.1000	192.8	A	KCSO WEST KERN
		LAW	WEST TAC	AS NEEDED	453.3750	192.8	458.3750	192.8	A	KCSO WEST KERN
SPECIAL CONSIDERATIONS:		LiB incident coordination of LAW, FIRE, and EMS shall be done on a COMMAND channel. UTAC41D can be used to increase radio reception on COMMAND of U XKE S/W.								
Prepared By (Communications Unit)				CHRIS OLIVER COML			County: KERN			
CONTROLLED UNCLASSIFIED INFORMATION //BASIC										

1. RADIO CHANNELS

RADIO CHANNELS

IN CASE OF REPEATER FAILURE, SWITCH TO SMLX ZONE, CHANNEL 1 AND AWAIT INSTRUCTIONS.

1	Production (Crosses All Zones)		
2	Open Talk 2 (Crosses All Zones)		
3	Operations (Crosses All Zones)		
4	OPS Open Talk (Crosses All Zones)		
	ZONE 1 - Production/Ops	ZONE 2 - Content	ZONE 3 - Enterprises
5	Shop Shop	Box Office	HR
6	Open Talk 6	Open Box	Catering
7	Water	Artist Relations	Food Angels
8	Power	Artist Hospitality	Info Booths / Lost & Found
9	Motorpool/ HEQ/ Fuel	Open Talk 9	LTM
10	Fencing	ADA	Atlaswyld
11	Open Talk 11	Artclave, Live Painting, Kids & Fam	Enterprise HQ
12	Stretch Tents	VIP	Enter-Prizes Open Talk
13	Art / Interactive (Zones 1 & 2)	Art / Interactive (Zones 1 & 2)	Billfold / Cashless
14	Holes & Poles	Lightning Rigging	Showers
15	Site Lighting	Technical Production	ID Check
16	Signage	Lightning Stage	Finance
17	IT	Thunder Stage	Merch Booth
18	IT Internal	Woogie Stage	Food Vendors
19	Open Talk 19	Stacks	Vendor Open Talk
20	Sanitation (Zones 1 & 3)	Crossroads	Sanitation (Zones 1 & 3)
21	Waste Ops	Junkyard	Haven
22	Waste Ops Internal	Grand Artique	Marketplace Vendors
23	Unnecessary Banter	Unicorn Palace	F&B Distro
24	Decor	Compass - Stages & AR	F&B Open Talk
25	RV Placement	Compass - Ops & HQ	Bars
26	Check Inn / Group Camp	Compass Open Talk	Ice
27		Traffic Entry (Crosses ALL Zones)	
28	Traffic Open Talk	Tow Truck	Open Talk 28
29	Sanctuary	Open Talk 29	Dough Lab / Learning Kitchen
30	MedOps	County (Park and LE)	Media / Press/ Video
31	SleepTac		
32	Open Talk 32		
33	LIB Rangers (Crosses All Zones)		
34	Event Security (Crosses All Zones)		
35	Medical (Crosses All Zones)		

MEDICAL PLAN (ICS 206)

1. Incident Name: <p style="text-align: center;">LIGHTNING IN A BOTTLE</p>	2. Operational Period: Date From: <u>5/23/24</u> Date To: <u>5/24/24</u> Time From: <u>0800</u> Time To: <u>0800</u>
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3. Medical Aid Stations:			
Name	Location	Contact Number/Freq	Paramedics

4. Transportation (indicate air or ground):			
Ambulance Service	Location	Contact Number	Level of Service
Hall Ambulance	ICP	911	ALS

5. Hospitals:							
Hospital Name	Address,	Contact Number(s)/ Frequency	Travel Time		Trauma Center	Burn Center	Helipad
	Lat & Long Helipad		Air	Ground			
Kern Medical Center	1700 Mount Vernon Ave.	661-326-2000	10	40	Level 1	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Mercy Southwest	400 Old River Rd	661-663-6000	10	25		<input type="checkbox"/>	<input type="checkbox"/>
						<input type="checkbox"/>	<input type="checkbox"/>
						<input type="checkbox"/>	<input type="checkbox"/>
						<input type="checkbox"/>	<input type="checkbox"/>

6. Special Medical Emergency Procedures	
<p>Event Emergency Individuals will contact Division Supervisor with patient complaint/condition and location.</p> <ul style="list-style-type: none"> - Division Group Supervisor Contacts: <ol style="list-style-type: none"> 1. Closest EMS resource 2. Communications Unit - Communications Unit Contacts: <ol style="list-style-type: none"> 1. Ground or Air ambulance as requested. 2. Operations 3. Safety - Division Supervisor or designee will serve as point of contact and run medical emergency on assigned channel. <ol style="list-style-type: none"> 1. A pre-assigned tactical frequency (i.e. CALCORD) should be used for IWI and only for duration of the emergency. - Communications Unit will clear the Command channel for emergency traffic as needed for duration of the need. <p>Event Camp Emergency Contact Medical Branch with patient complaint/condition and location. Medical staff will respond to stabilize the patient.</p> <ul style="list-style-type: none"> - Medical Unit contacts <ol style="list-style-type: none"> 1. Communications 2. Safety 3. Logistics 4. Operations 5. Crew Supervisor 6. Incident Commander 	<p>Injury Reporting Procedures</p> <p>Nature of Injury: _____</p> <p>Location of Patient: _____</p> <p>Point of Contact: _____</p> <p>Transportation Requested by: Air _____ Ground _____</p> <p>Point of Pick-Up: _____</p> <p style="padding-left: 40px;">Lat: _____ Long: _____</p> <p>Patient Unit ID: _____</p> <p>Is an EMT with Patient: Yes _____ No _____</p> <p>Age: _____ Sex: Male _____ Female _____</p> <p style="text-align: center;">All Emergencies - Secure the area and identified witnesses for later investigation. Keep accurate log of events.</p>

Check box if aviation assets are utilized for rescue. If assets are used, coordinate with Air Operations.

7. Prepared by (Medical Unit Leader):	Signature: _____
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8. Approved by (Safety Officer): <p style="text-align: center;">TBA</p>	Signature: _____
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ICS 206	Date/Time: _____
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SAFETY MESSAGE/PLAN (ICS 208)

1. Incident Name: LIGHTNING IN A BOTTLE	2. Operational Period:	Date From: 5/23/24 Time From: 0800	Date To: 5/24/24 Time To: 0800
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- **Stay Hydrated:** Drink adequate water throughout the shift to stay hydrated. Water shall be freely available at the Incident Command Post.
- **Sun Protection:** Use sunscreen to be protected from sun exposure. Shade will be available in multiple locations at the event and at the Incident Command Post.
- **Personal Protective Equipment:**
 - o Hearing Protection - Due to the nature of the event staff will be exposed to loud environments. Please use proper hearing protection when near these areas.
 - o Eye Protection - Wear appropriate eye protection if respiratory procedures are performed or near a patient with respiratory infection symptoms.
 - o Respirator or Surgical Mask - A mask shall be worn during any respiratory procedures or when indicated by patient symptoms to prevent exposure to respiratory illness.
 - o Gloves - Gloves shall be worn at all times during patient care or assisting with medical procedures.
 - o High Vis Clothing or Vest - If on public roads for an incident high vis clothing or vest shall be worn.
- **Vehicle/Driving Safety:** During the event staff will have access to a UTV. Drivers shall be properly trained prior to operating the UTV. Before operating the vehicle, the driver shall perform a 360 walk around of the vehicle. Drivers will follow all traffic laws while operating on and off public roads and travel at speeds slow enough to remain in control the vehicle. Proper emergency lighting shall be mounted on the vehicle and used whenever responding or driving near large crowds.
- **Buddy System:** Due to the nature of the event, attendees may be under the influence of drugs or alcohol. When away from command post personnel shall remain in groups of two or more. At times personnel may respond to a heavily populated area, staff should stay together and utilize security or law enforcement for crowd control or when assistance is needed with combative patients. Never enter a scene, indoors or outdoors, unless you know the scene is safe.
- **Know Your Surroundings:** Familiarize yourself with the event map. Take note of the Incident Command Post, all medical tents and all emergency exits.
- **Slip, Trip, Falls:** The location of the event will have varying terrain such as roads, grass, and dirt paths. Watch your step when walking on uneven ground. These areas may need to be traversed during night operations therefore use adequate lighting to illuminate walkway hazards.
- **Opioid or Other Drug Exposures:** Personnel shall be observant to surroundings when away from the command post. Opioid or other drugs may be present on scene of an emergency. Personnel shall be familiar with signs and symptoms of exposure to these substances and proper medical intervention medication shall be made available. Staff may be exposed to the substances even while PPE is donned. If personnel are exposed to these substances all work will cease. Incident commander, and event management shall be notified of the exposure immediately. Medical treatment of personnel is the priority and event work will not continue until staff is medically cleared.

4. Site Safety Plan Required?	<input type="checkbox"/> No
Approved Site Safety Plan(s) Located At:	

5. Prepared By: <u>George Baker</u>	Position/Title: EMS-2	Signature: _____
ICS 208	Date/Time: 5/22/2024 / 2030	

2024 Lightning in a Bottle

Policy, Expectations, and Directives

None of the following Expectations and Directives will supersede or override the Kern Fire Department Policy and Procedure Manual. These Expectations and Directives apply to ALL Fire Department personnel working the 2024 Lightning in a Bottle event.

Code of Conduct Expectations:

- Employees of the Kern County Fire Department **shall not** be photographed with eventgoers or its staff members in an inappropriate or unprofessional context. This includes taking photographs with inappropriately dressed individuals. If asked to take a picture with attendees who are inappropriately dressed, then professionally and gracefully decline.
- Employees of the Kern County Fire Department **shall not** take pictures and/or videos (including personal cell phones) of attendees who are inappropriately dressed.
- Employees assigned a golf cart and/or Rino-like vehicle will conduct an inspection prior to taking possession of and at the end of the shift. Report any damage to the vehicle to IC through the chain of command. Immediately report to the IC through the chain of command any accidents and damage incurred while driving.
- Employees of the Kern County Fire Department are prohibited from providing any statements to the media. If a request is made, then refer the media personnel to the Command Post and notify your supervisor.
- Employees of the Kern County Fire Department will attempt to avoid operating any motor vehicles in any heavily populated areas of the event, unless responding to an emergency. Be sure to remove the keys from the ignition when parking golf carts and Rino's anywhere outside the Command Post.
- All staff are reminded to adhere to the existing social media policy and refrain from posting anything inappropriate to any social media platforms. Including comments and opinions that may reflect the Fire Department in an unprofessional manner. Although freedom of speech does apply, be mindful that you are on-duty and polices apply.
- All employees shall treat all members of the public with respect and dignity throughout the Lightning in a Bottle event.

RULES OF ENGAGEMENT

- Fire Department Actions – Incidents;
 - Law Enforcement, Fire, and EMS, will allow LIB to handle most incidents at their level with no intervention unless;
 - Fire Department/County Policy dictates intervention
 - Asked to intervene by LIB staff, or other allied agencies, such as, KC Park Rangers, CHP, County EMS, on-site Fed agencies

Once Law Enforcement, Fire, and/or EMS get involved with or engage in an incident, then Law Enforcement, Fire, and/or EMS reserve the right to exclude LIB from the incident. Law Enforcement, Fire, and EMS have all agreed to conduct the incident according to their respective policies and practices as a unified command.

GENERAL DUTIES OF ALL PERSONNEL

All personnel of the Kern County Fire Department will adhere to all the Rules and Regulations, especially:

- In matters of general conduct, employees shall be governed by the ordinary and reasonable rules of behavior and shall commit no act while on duty that would bring discredit upon the department or its employees. They should advise their immediate supervisor of any significant or unusual conditions existing in the County of Kern.
- Employees shall reasonably govern their personal conduct in order to work harmoniously with their fellow workers.
- Employees shall accord obedience to superiors and respect the rights of subordinates.
- Employees shall keep their person clean and well-groomed and their belongings clean and neatly stored.
- Employees shall not use obscene or uncivil language or engage in any altercation at any place where the department is represented.
- No employee shall accept a reward, fee, or gratuity from any person for services incident to the performance of duty.
- No news releases, public statements, or statistical information concerning department activities will be given out, except by authorized personnel, and only in accordance with the policies set forth by the fire chief. All inquiries for such information shall be directed to the proper officer or authorized personnel.

Note: While working at the event you will be considered on-duty and available to respond county wide, if the need arises. So all PPE should be available even if assigned as FSO

