

PUBLIC SAFETY COMMITTEE

5:00 p.m., Monday, July 2, 2018

City Hall Conference Room

1207 Palm Boulevard

AGENDA

1. **Call to order** and acknowledgement that the press and public had been duly notified of the meeting in accordance with the Freedom of Information Act.
2. **Approval of Previous Meeting's Minutes**
Regular Meeting of June 4, 2018
3. **Citizens' Comments**
4. **Old Business**
 - A. Update on Managed Beach Parking Plan
 - Update on parking hangtags and daily visitor parking pass booklets
 - B. Update on assistance for doctors on-call to exit the island when responding to emergencies
 - C. Update on adding emergency lights and sirens for volunteer firefighters
 - D. Status on process for undertaking the Public Safety Building repairs and results of air quality test
5. **New Business**
 - A. Discussion of traffic counts on 41st Avenue, Waterway and Palm Boulevard
 - B. Discussion of public safety at the marina
 - C. Discussion of ideas for public transit and seasonal shuttle to IOP
 - D. Discussion of surfing lessons on the beach
 - E. Consideration of revised Chief of Police job description
6. **Highlights of Departmental Reports** (distributed upon completion)
Fire Department
Police Department
7. **Miscellaneous Business**

Next Meeting Date: 5:00 p.m., Monday, August 6, 2018
8. **Executive Session** – if needed
9. **Adjournment**

Public Safety Committee
5:00 p.m., Monday, June 4, 2018

The regular meeting of the Public Safety Committee was held at 5:00 p.m., Monday, June 4, 2018 in the City Hall Conference Room, 1207 Palm Boulevard, Isle of Palms, South Carolina. Present for the meeting were Councilmembers Bell and Ward, Chair Smith, Interim Administrator Fragoso, Fire Chief Graham, Interim Police Chief Usry and Clerk Copeland; a quorum was present to conduct business.

1. Chair Smith called the meeting to order and acknowledged that the press and public were duly notified of the meeting in accordance with the Freedom of Information Act.

2. **Approval of Previous Meeting's Minutes**

MOTION: Councilmember Bell moved to approve the minutes of the meeting of May 2, 2018 as submitted; Chair Smith seconded and the motion PASSED UNANIMOUSLY.

3. **Citizens' Comments**

Gary Nestler, 25-31st Avenue and a volunteer firefighter, commented that he had sent the Committee members an email about recognizing the City's Fire Department personnel in a special way; he said that they "have had a very tough time over the last several months." He reported that they have brought several people back from death which he described as a "quite a stressful situation." In addition, he wanted to commend the Police Department "for always being there." He said that the look on their faces when they have successfully revived someone is a sight the members of the Committee should see. He commented that he would like to see them "acknowledged for the great job they always do."

Mark Schreiber, 17 Sand Dune Lane and a sixteen (16) year resident of the island, stated that he was representing a group of residents who want a time when dogs can be off-leash on the beach in the evenings, possibly from 7:00 p.m. to 9:00 p.m. A copy of his comments is attached to the historical record of the meeting.

Christa Swindall, #1B Twelfth Avenue, addressed the Committee about pedestrian safety at the intersection of 14th Avenue and Palm Boulevard, and her comments are attached to the historical record of the meeting.

Dr. Alex Spiotta of 48th and Palm told the Committee that he practices in a very specialized field as a neurosurgeon and is one (1) of three (3) in the state. He stated that the traffic issues were more than an inconvenience for doctors responding to emergencies when seconds and minutes make a difference. He urged the Committee to brainstorm possible options to assist him and other doctors in getting off the island to the hospitals during the peak time of day that visitors were leaving the island.

Amy Evans, a resident of 26th Avenue, stated that she was opposed to allowing dogs to be off-leash in the summer months; her printed comments are attached to the historical record of the meeting.

**Request for City-sponsored Event Status – Worrell 1000 Reunion Race, May 12-13, 2019
Chuck Bargeron, Sail Series Promotions USA, Inc.**

The printed materials, including a drawing of a potential beach layout for the period of time the boats will be on the island, are attached to the historical record of the meeting.

Mr. Bargeron said that he has been involved with this one thousand (1,000) mile catamaran race from Fort Lauderdale, Florida to Virginia Beach, Virginia for twenty (20) years with a check point at the end of every day's race. He was seeking permission for the eighteen to twenty foot (18 – 20 ft.), two (2) person catamarans to land on the beach in front of the Windjammer on the Isle of Palms on Sunday, May 12, 2019 and to remain there for one (1) night; the race organizers would provide security for the boats overnight. The race will include no more than thirty (30) catamarans from the United States and across the world, including Australia, Europe and South Africa; the race officials and the support teams would want to park in the municipal parking lot overnight. He noted that the participants and officials are aware of the turtle nesting season and will cooperate with local volunteers to insure the monitoring and protection of the nests. He noted that the race is insured with two million dollars (\$2,000,000) of liability coverage, and the City could be designated as an "also insured" with a phone call.

MOTION: Councilmember Ward moved to approve the Worrell 1000 Reunion Race as a City-sponsored event on May 12-May 13, 2019; Councilmember Bell seconded.

Councilmember Ward commented that, depending on the weather, Mother's Day can be a busy day on the Beach and the parking lot fills up, but Mr. Bargeron stated that the dates could not be changed by even one (1) day.

Since the race officials are speaking with The Palms hotel for housing on May 12th, the Chair informed Mr. Bargeron that the City has an arrangement with The Palms for parking in the municipal lot for its guests.

VOTE: The motion PASSED UNANIMOUSLY.

4. Old Business

A. Update on Managed Beach Parking Plan

Interim Administrator Fragoso informed the Committee that the City has received the revised sign plan and that, once it has been confirmed that the changes were made as directed, the plan will be attached to the encroachment permit request going to SCDOT. The encroachment permit submitted will include the following changes:

- No trailer parking on Waterway between 41st Avenue and the intersection with Forest Trail;
- The unregulated right-of-way at the terminus of 41st Avenue become "resident only" parking;
- Parallel parking on Palm Boulevard between 21st and 40th Avenues;
- "Resident only" parking on 41st Avenue to Frank Sottile Lane; and
- To enforce the managed beach parking plan year-round.

Councilmember Bell asked if the portion related to 41st Avenue across Waterway Boulevard going into the marina and not under SCDOT's jurisdiction could be separated from the other parts of

the encroachment permit request so that it could be signed as “resident only” parking. Interim Administrator Fragoso indicated that his request could be made in an amendment to the parking ordinance when it comes before Council for Second Reading or in a separate amendment.

B. Update of options for guest parking passes

Interim Police Chief Usry said she has investigated a hang-tag similar to the ones sold to realty agencies but made from a poster board type of paper; the cost for a purchase of five thousand (5,000) hang-tags was approximately three thousand eight hundred fifty dollars (\$3,850). The coupon books currently in use contain thirty (30) guest passes and cost one dollar seventy-seven cents (\$1.77); the City purchased seven hundred fifty (750) booklets last year.

Chair Smith was curious about how the Police Department would handle guest passes for a large group; she offered that they could either continue issuing the booklets or selling the hang-tags.

Interim Chief Usry asked why the City would use both methods of identifying guest vehicles. At present, each household receives one (1) free coupon booklet when a vehicle is given its residential parking sticker; to-date, the Department has distributed three hundred eleven (311) free booklets and sold one (1) booklet. The residents have become comfortable with the booklets, and they are easily visible to an officer riding by.

The Chair stated that she liked the hang-tag and that it should be the default when a resident gets his annual residential sticker, but the booklets would be available to those hosting a large group.

Interim Chief Usry noted that this change would require an ordinance amendment.

C. Update on micro-surfacing work on Palm Boulevard between 21st and 41st Avenues

Interim Administrator Fragoso has spoken with the contractor who told her that the work is scheduled to begin on Tuesday, June 12th. They will again distribute the door tags to residences along Palm Boulevard and employ the electronic message boards as well.

5. New Business

A. Discussion of City Ordinances regulating dog licenses and off-leash hours

According to Chair Smith, these subjects were brought to Council’s attention in the forums held earlier in the year, and the subject was on the Agenda to start the conversation; she did not anticipate the Committee making any decisions at this meeting.

Councilmember Bell stated that the Isle of Palms was the only beach community that did not require a dog license/tag, i.e. proof of inoculations, for dogs to be on the beach; the City advertises itself as “the most pet-friendly place on the planet.” He suggested that the City should address that issue first; he understood that the licensing of off-island dogs originally came up with regard to the Bark Park. He opined that the City needed to determine what its position was on off-island dogs before making any changes to the off-leash hours. He asked that the Chair segregate the two (2) issues going forward.

MOTION: Councilmember Bell moved to go forward with licensing and fees as proof of inoculation for all dogs on the beach or at the Bark Park at a dollar amount comparable to other local governments; Councilmember Ward seconded.

In reading the City Code included in the meeting packet, Chair Smith was amazed to find that the City does require that all dogs be licensed and does not distinguish resident from non-resident owners.

Interim Administrator Fragoso agreed that the sections of the Code were ambiguous and thought they should be studied more closely.

Interim Chief Usry stated that the Police Department interprets the ordinance to apply only to island residents.

Additionally, the Chair would like for the City to adopt an easily recognizable tag or collar that would make enforcement easier and more user-friendly for the dog owners. She also supported the adoption of a policy that would require off-island dog owners to pay more for the licenses than residents of the island. She stated that her goal was to have all of her recommendations implemented with the beginning of the new calendar year and for staff to come to the next meeting with ideas on the best way to accomplish it.

The Chair opined that an ordinance would be more easily enforced if it applied only to dogs off-leash either on the beach or at the Bark Park.

Interim Administrator Fragoso indicated that she would be more comfortable with changes if she had a legal opinion on the current ordinance to determine whether it applied to island residents or to anyone who might be within the limits of the island.

VOTE: The motion PASSED UNANIMOUSLY.

MOTION: Chair Smith moved to direct staff to research an easily identified collar or tag that would aid the Animal Control Officer in enforcement and recommendations on the amount to charge residents and non-residents for the collar or tag; Councilmember Bell seconded.

Noting that a dog license costs five dollars (\$5) today; he turned to Interim Chief Usry and asked about the cost of the collars if Council was to decide to go in that direction.

When the City looked into doing the same thing four or five (4 – 5) years ago, the cost per collar was between twenty-five and thirty dollars (\$25 -30) according to Interim Chief Usry.

Councilmember Ward recalled that the cost was the reason City Council did not go forward when this came before them several years ago.

Interim Administrator Fragoso cautioned the Committee that the FY19 budget has been adopted and no funds were identified for a change to dog collars and that the Police Department would need new infrastructure to accommodate it.

VOTE: The motion PASSED UNANIMOUSLY.

Chair Smith thought that a ground-swell was going through the island to have hours in the evening in the tourist season when dogs could be off-leash on the beach; some have suggested 7:00 p.m. to 9:00 p.m. She indicated that she understood both sides of the issue, and she looked to staff for their opinions.

Interim Chief Usry stated that sundown between now and September will be at approximately 8:30 p.m. She voiced the opinion that 9:00 p.m. was too late because visibility decreases and dogs tend to wander further from their owners making it difficult to maintain control of a dog. She added that, between the hours of 6:00 p.m. to 9:00 p.m., many people were drawn to the beach because it was cooler. It becomes a very busy time for the police officers.

Chair Smith concluded that was the logic behind no off-leash hours in the evenings in the season.

The Committee agreed not to pursue a change in off-leash hours for dogs at the current time.

Chair Smith proposed that Breach Inlet become a no dogs allowed section of the beach and to make the area a bird sanctuary.

B. Discussion of providing assistance for doctors on-call to get off the island when responding to emergencies

When researching this item on the Agenda, Interim Chief Usry found a section of State law that could possibly apply; it states

“Vehicles designated by the Commissioner of the Department of Health and Environmental Control when being used in the performance of law enforcement or emergency response duties”

She was unsure if there was a sponsor hospital that would want to approach DHEC for emergency lights and siren for his vehicle. Due to the level of activity on the island between May 1 and September 30, Interim Chief Usry said that the Department might not be able to provide a doctor with a police escort across the Connector; she informed the Committee that providing an escort across the Connector carried with it a degree of liability because other cars pull out of the line of traffic and follow the vehicle being escorted.

Councilmember Bell asked the Interim Administrator to get a legal opinion on whether the City could advocate for Dr. Spiotta’s vehicle to be recognized as an emergency vehicle in light of his “emergency response duties.”

C. Discussion of adding emergency lights and siren for volunteer firefighters

Chief Graham reported that she contacted the City’s insurance carrier that strongly advised against adding emergency lights and sirens to volunteer fire fighters’ vehicles, but acknowledged that some communities do. In addition, the City would be liable if the volunteer or responding off-duty personnel were to be involved in an accident on his way home. She also commented that, if the City goes forward with this action, it could cost the City points in the safety audit. Since the City has never allowed lights and sirens on volunteer firefighter vehicles, the Chief stated that she would prefer having the full endorsement from the Public Safety Committee before going forward.

Referring to Dr. Spiotta’s request, the Chief indicated that she would advocate for a helicopter pickup if it were possible or an escort in a marked vehicle with lights and sirens.

Councilmember Bell asked that staff look into the additional insurance costs so the Committee could do a cost/benefit analysis to determine the value.

D. Discussion of the process for undertaking the Public Safety Building repairs

Chief Graham asked that the repairs to the building proceed as quickly as possible in accord with the procurement code, and, based on past experience, she asked that the City not accept the lowest bidder. She commented that two (2) companies were highly recommended by the City's attorneys; she stated that she has reached out to both, and one (1) has not returned her call and the second was very interested in the project. The interested company specializes in design, scope of work and the full complement of work for restoration.

Interim Administrator Fragoso stated that the City could approach the project with a Request for Qualifications (RFQ) or as a design/build project; in a design/build, the contractors work together to insure that the work is done according to specifications to achieve a positive and more efficient outcome.

Chief Graham noted that Fire Station 2 was a design/build project that was a positive experience for all involved. In a design/build project, each contractor holds the other accountable while working as a team toward a successful conclusion.

Chair Ward stated that several builders who live on the island are interested in the work and want to be given an equal opportunity for it.

Councilmember Bell also wanted the project to begin expeditiously and asked the following questions:

- What was needed to go out for bid?
- What was potentially an emergency?

Interim Administrator Fragoso indicated that the City has multiple approaches available, and she wanted to meet with Chief Graham to decide on what she thought would be the best method, i.e. the quickest, the most cost efficient, the most cost effective.

Councilmember Bell suggested that, once staff has the answers to those questions, the Public Safety Committee could hold a Special Meeting in an effort to get the project underway.

Chief Graham noted that she and the Interim Administrator might need assistance in writing the correct scope of work based on the reports the City has received on the building's issues.

After talking with the Chief, Councilmember Bell suggested that an air quality test be performed as soon as possible. Chief Graham has contacted a company in Summerville that could be qualified to run such a test, and she hoped to hear back from them tomorrow with a date when they would be available to come to the island.

E. Recommendation from the IOP Fire and Police Departments to use Lowcountry Community Chaplaincy for crisis/stress management

Chief Graham stated that the City's public safety departments have been using the Coastal Crisis Chaplaincy under the leadership of Chaplain Ron Dewey; Chaplain Dewey left the Crisis

Chaplaincy in February 2017. Included in the budget each year has been a one thousand dollar (\$1,000) contribution to the Crisis Chaplaincy. Chaplain Dewey started a new chaplaincy called the Low-country Community Chaplaincy in March 2017, and the Chief and Interim Chief Usry agree that following Chaplain Dewey, with whom employees are already comfortable and who has served the City's employees well, was the right move. As such, they recommended that the contribution be diverted to the Lowcountry Community Chaplaincy.

MOTION: Councilmember Ward moved to send the City's \$1,000 contribution to the Lowcountry Community Chaplaincy; Councilmember Bell seconded and the motion PASSED UNANIMOUSLY.

F. Discussion of qualities, traits, characteristics, qualifications for the Chief of Police

At the May meeting, Chair Smith foreshadowed this discussion and asked that the members consider the subject for the June meeting as requested by the Personnel Committee.

Both Councilmembers Bell and Ward felt they were unqualified to define a Chief of Police; Councilmember Bell thought that this was out of sequence. He would prefer to start with a job description for the position before the Committee commented.

The Chair noted that the current and revised job description were included in the meeting packet, and she remarked that she had a few items, such as experience working with a coastal community, working in a beach town with a large influx of day-trippers and visitors, experience in disaster preparedness, response and recovery, strong communication skills, and success with CALEA accreditation.

Councilmember Ward stated that he appreciated the Personnel Committee reaching out to the Public Safety Committee, but he thought that the "head-hunters" the City will hire would know what these things should be since that is all they do.

Councilmember Bell agreed that disaster preparedness was a key factor for the ideal candidate to possess; a question for the search firm would be "What makes a beach community different? Was it the influx of people for three (3) months?" He would prefer to see what the Personnel Committee produces and comment on that.

The Chair stated that the ideal candidate must be open and transparent in sharing public information.

G. Consideration of sharing the expense for placing a Resource Officer at the Sullivan's Island Elementary School with the Town of Sullivan's Island

Chair Smith stated that, since the Agenda was prepared, the Charleston County Sheriff's Office has offered to provide a Resource Officer for the Sullivan's Island school at their expense.

6. Highlights of Departmental Reports

Fire Department – Chief Graham

The report is available in its entirety on the City's website.

Chair Smith asked Chief Graham if she knew of a way to recognize an individual or a shift or the department as a whole that would be better than reporting on a particular event or an extraordinary act at City Council meetings.

Police Department – Interim Chief Usry

The report is available in its entirety on the City's website.

Councilmember Bell noted seeing several Charleston County officers on the island, and he asked why they were on the island on a non-holiday weekend and where in the budget was funding for them.

Interim Chief Usry replied that they were paid from the Municipal Accommodations Taxes that the City received from the County. She stated that two (2) Charleston off-duty officers were on the island on Saturdays and Sundays during the season, i.e. from some date in April through Labor Day, to assist with traffic control while IOP officers respond to service calls.

Answering Councilmember Ward's questions, Interim Chief Usry stated that the Department has twenty-two (22) sworn officers and that a shift was composed of one (1) sergeant and two (2) patrol officers and the City has four (4) squads. Criminal Investigations has two (4) officers with one (1) being trained as the Victim's Advocate because the current Advocate will be retiring soon, and Livability has two (2) officers. The Department has one (1) Captain over Support Services, one (1) captain supervising patrol, the Chief and one (1) officer per two (2) squads. The Beach Services Officers were not included in the count because they are not sworn personnel.

Chair Smith asked how traffic has been this year compared to last year and if any big issues had come up.

The Interim Chief indicated that traffic was relatively the same, but the officers have become more adept at diverting the traffic sooner. She acknowledged that collisions have increased primarily because drivers are not paying attention and are following too closely.

7. Miscellaneous Business

Next Meeting Date: 5:00 p.m. Monday, July 2, 2018 in the Conference Room.

8. Executive Session – not needed

9. Adjourn

Councilmember Ward moved to adjourn the meeting at 7:00 p.m.; Councilmember Bell seconded and the motion PASSED UNANIMOUSLY.

Respectfully submitted:

Marie Copeland
City Clerk



**Isle of Palms
Position Description**

Position Title: **Chief of Police**
Department: Police
Reports To: City Administrator
Employment Status: Full-Time-/Exempt
Date: July 2018

General Summary:

Under limited supervision of the City Administrator, plans, directs, manages and coordinates all police department operations pertaining to the enforcement of state and local laws designed for public safety and welfare. Employee works under stressful, high-risk conditions, performing specialized law enforcement duties.

FUNCTION:

Under limited supervision of the City Administrator, performs complex administrative and supervisory duties in the overall management of the police department; performs specialized law enforcement duties as necessary.

Essential Job Functions: * DUTIES

- **Responsible for planning, organizing, and directing overall function of police department activities, ensuring the department's compliance with applicable federal, state and local laws and regulations** *Plans, organizes, and directs the overall function of the police*
- **Develops and implements strategic long and short-range goals for the effectiveness and efficiency of departmental objectives** *Creates and enforces the long and short range goals of the department. Prepares budget recommendations to the City Administrator and manages the budget for the department*
- *Develops department policies and procedures and recommends law enforcement ordinances for presentation to the Public Safety Committee and City Council; acts as a member of the City Department Managers' Management Team*
- **Keeps self and members of the police department informed of significant developments in the criminal justice field which affect the department**

- Meets daily, or as needed, with direct reports ~~the Support and Operations Captains~~ and division supervisors
- Prepares budget recommendations to the City Administrator and manages the budget for the department ~~Develops the annual department budget~~ and controls the police department expenditures
- Enforces departmental rules, regulations, procedures and work methods; imposes disciplinary action when necessary
- Prepares and delivers public addresses; meets with the news media and performs other public relations duty as required
- ~~Prepares budget recommendations to the City Administrator and manages the budget for the department~~
- **Performs evaluations of subordinates, reviews their work for completeness and accuracy**
- **Supervises staff through the chain of command; supervisory duties include instructing, assigning, reviewing and planning work; maintaining standards; selecting new employees and acting on employee discipline and discharge**
- ~~Manages the development of training programs for new personnel and approves the continuing training program for all personnel~~
- **Coordinates and manages the training of all staff sworn and non-sworn staff to include initial training certification and recertification of all programs and to supervise the proper development of training and education programs. To ensure all staff are knowledgeable and about new developments in State, Federal, local and departmental rules, regulations, policy and procedures**
- **Interacts with State, Federal and local criminal justice agencies and other legal, social, public and private agencies**
- **Analyze complex police problems and to adopt quick and effective reasonable courses of action**
- **Ensures community safety; develops new techniques for community policing**
- *Develops long-range manpower and equipment estimates and insures the proper complement of personnel to support all regular and special duty law enforcement*
- **Represents the department at Council meetings, community events, etc.;** *prepares special and regular department reports such as annual administrative report to the City Administrator, Public Safety Committee and Council*
- *Responds to serious crime incidents or emergencies and directs activities when possible*

- *~~Works with Assistant Administrator and e~~Establishes liaison with news media or selects designee for dissemination of public information relative to crimes and/or emergencies*
- *Refers to policy and procedures manuals, computer manuals, codes-/laws-/ordinances-/regulations, publications and reference texts, etc.*
- *Performs other duties as required*

Creates and enforces the long and short range goals of the department.

Finalizes all new employment and termination decisions.

Conducts an annual performance appraisal of the Support and Operations Captains and reviews the performance appraisals of all personnel.

Knowledge, Skills and Abilities:

Knowledge of state, local and federal laws pertaining to the general exercise of law enforcement duties.

Extensive knowledge of the principals, practices and procedures of police work.

Knowledge of the organization and policies of neighboring governmental jurisdictions.

Extensive knowledge of advanced law enforcement methods.

Thorough knowledge of department procedures.

Thorough knowledge of management, planning and supervisory methods and procedures.

Knowledge of City and local area geography.

Knowledge of the use and care of firearms.

Thorough knowledge of equipment typical of law enforcement duties.

Superior skill in organizing, directing and supervising others.

Superior ability to manage people and to develop policies and procedures.

Ability to communicate well verbally and in writing with the general public and the news media.

Ability to work well with other City officials and the general public.

Must maintain physical conditioning to be able to perform all duties of police officer on Isle of Palms according to departmental standards.

EDUCATION, TRAINING AND EXPERIENCE:

Educational and Experience Qualifications:

Bachelor's degree in criminal justice or related field and ~~have~~ ten (10) years or more experience in law enforcement, five (5) years of (extensive experience working in police management) which have been in increasingly more responsible positions, or the equivalent in education and training to fulfill position requirements

Master's degree preferred. Completion of major course of study in police management (~~for~~for example, FBI National Academy, Southern Police Institute, or equivalent)

Completion of advanced training courses in all areas of law enforcement

Maintenance of firearms proficiency according to departmental standards

Possession of a valid South Carolina driver's license

South Carolina Criminal Justice Training Academy certification and/or the ability to obtain SCCJA Class 1 certification within one year. ~~reasonable time frame~~ (Add time desired)

Possession of, or ability to obtain within six (6) months of employment, Red Cross or other accredited certification in Cardio-Pulmonary Resuscitation (CPR)

This position is considered Essential Personnel and will be required to work during and following natural disasters and emergency situations

Physical Requirements:

Must be physically able to operate a variety of different types of equipment and machinery including computers, law enforcement equipment, emergency vehicles, tools, firearms, and communications equipment, etc.

Must be able to exert up to fifty pounds of force occasionally and frequently or constantly to lift carry, push, pull or otherwise move objects.

Physical demands are in excess of those of sedentary work.

Position requires considerable and strenuous physical exertion and may involve defending oneself or others against physical attack.

Ability to walk, stand, running, climbing, reaching, bending, stooping, kneeling, crawling and jumping for varying periods of time.

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Subject to high risks with exposure to potentially dangerous situations, such as physical attack or unusual environmental stress, (e.g. working under extreme outdoor weather conditions, exposure to toxic fumes, chemicals, blood borne pathogens, major trauma, emotional stress and hazards of disability or even death), which require a range of safety and other precautions.

Frequently subject to outside weather conditions.

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

(Note: The listing of duties in this class specification is representative, not exhaustive. It is not necessarily a detailed description of all work responsibilities and it does not give exclusive title to every function described.)

****Disclaimer:*** The above information has been designed to represent the general nature and level of work performed. It is not designed to contain or be interpreted as a comprehensive description of all duties, responsibilities and qualifications requires of employee assigned to this position.

I have read and accept the responsibilities outlined above.

Signature

Date

Printed name