The State of South Carolina

Occupational Safety and Health

Fire and Emergency Response Regulation

SC Version of 29 CFR 1910.156

Draft 15

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Administration

It is the intent and purpose of this proposed regulation to exceed and replace the federal version of 1910.156 with a more applicable, appropriate, and feasible version of a standard regulating operations at emergency scenes involving, but not limited to; fire, hazardous materials, emergency medical services, specialized rescue, and weapons of mass destruction. The regulation’s justifying premise for application is based on limiting the risk and maximizing the safety of first responders while responding to and operating on emergency scenes and in an Immediately Dangerous to Life and Health (IDLH) atmosphere.

The regulation applies to employers or entities that provide one or more of the following emergency response services as a function; or the employees perform the emergency service(s) as a duty for the employer: firefighting, emergency medical service, and technical search and rescue. For the purposes of this section, this type of employer is called an Emergency Service Organization (ESO), and the employees are called responders.

The further governing principle of the regulation is that contents exceed the federal 29 CFR 1910.156 in the greater specificity of application to the emergency response community found within The State of South Carolina in law enforcement, fire services, the industrial community and emergency medical services.

The application of the regulation is divided by primary service provision description for greater and more specific application to the responder and employer. Further division of the regulation is due to employers that have a workplace response team, as defined as employers that have employees that as collateral duty to their regular daily work assignments, respond to emergency incidents to provide services such as described above by ESOs and for the purpose of this regulation are called Workplace Emergency Response Employer (WERE) and the Workplace Emergency Response Team (WERT).

Additionally, the regulation is organized into sub parts based on: Administration, Operations, Training, and Prevention.

SubPart a. Fire Service

1. 1. Administration
2. 2. Operations
3. 3. Training
4. 4. Prevention

SubPart b. Emergency Medical

(b)1. Administration

1. 2. Operations
2. 3. Training
3. 4. Prevention

SubPart c. Special Operations Units

1. 1. Administration

( c) 2. Operations

( c ) 3. Training

SubPart d. Law Enforcement

1. 1. Administration

(d)2. Operations

( d ) 3. Training

SubPart e. Workplace Emergency Response Team (WERT)

( e )1.Administration

( e )2. Operations

( e ) 3. Training

( e ) 4. Prevention

This regulation does not apply to:

(i) Employers performing disaster site clean-up or recovery duties following natural

disasters such as earthquakes, hurricanes, tornados, and floods; and human-made

disasters such as explosions and transportation incidents.

(ii) Activities covered by 29 CFR 1910.120 (Hazardous Waste Operations and

Emergency Response (HAZWOPER)), nor 29 CFR 1910.146 (Permit-Required Confined

Spaces in General Industry).

**SubPart a. Fire Service**

1. Administration

* 1. This portion of the regulation specifically applies to all fire departments which are defined by SC Code of Laws 40-80-50.
	2. SubPart a. applies to all volunteer, combination, and paid fire services and applicable to public (municipal, tax districts, and county), private, and tribal entities.
	3. The Emergency Service Organization (ESO) shall develop and implement a written Emergency Response Plan (ERP) that provides protection for each of its responders who is designated to operate at an emergency incident.
	4. The ESO shall ensure a community or facility vulnerability assessment of hazards within the primary response area where the emergency service(s) it provides is/are expected is performed.
	5. The assessment required by this section shall identify structures, vacant structures, facilities, and other locations where PreIncident Plans (PIPs) are needed.
		1. The contents of the PIPs are further explained by section 4 e. within the subpart of this document.
	6. The ESO shall evaluate the resources needed, including personnel and equipment, for mitigation of emergency incidents identified in the community or facility vulnerability assessment, and establish in the ERP the type(s) and level(s) of emergency service(s) it intends to perform.
		1. The ESO shall provide to its local governing body, a formal presentation of this resource assessment and receipt of same shall be provided by the local governing body.
			1. This presentation shall identify shortcomings and vulnerabilities to the community.
			2. This presentation shall be repeated quinquennially.
			3. The format or layout of this presentation is not dictated.
	7. In the ERP, the ESO shall establish tiers of responders based on responsibilities, qualifications and capabilities for the type(s) and level(s) of service it intends to perform.

 i. Examples of tiers include, but are not limited to:

* + 1. For firefighting types of operations, tiers such as: trainee, support personnel (non-IDLH), basic firefighter (Job Performance Required {JPR} documented), NFPA FFI, NFPA FFII, {the previous three tiers comprising Immediately Dangerous to Life and Health (IDLH) operations}, officer/crew leader, command officer, and levels of hazardous materials response.
		2. For technical search and rescue types of operations, tiers such as: awareness, operation, technician, support.
		3. For emergency medical types of services, tiers such as: EMR, EMT, advanced EMT (EMT-A), paramedic, nurse, or support personnel.
	1. In the ERP, the ESO shall define the service(s) needed, based on the assessment, that the ESO is unable to provide, and develop mutual aid agreements where possible with WEREs or other ESOs as necessary to ensure adequate resources are available to safely mitigate foreseeable incidents.
		+ 1. The SC Firefighters Mobilization system is an acceptable mutual aid program for satisfaction of this section if the ESO is a signed and active participant in this mutual aid delivery system.
	2. The ESO shall ensure that each employee has access to the ERP at all times.
	3. The ESO shall develop and implement a written comprehensive risk

management plan (RMP) or Standard Operating Procedures (SOPs), based on the type and level of service(s) established in this section, that covers, at a minimum, risks to team members and responders associated with the following:

* + 1. Activities at ESO facilities.
		2. Training.
		3. Vehicle operations
		4. Operations at emergency incidents.
		5. Non-emergency services and activities.
		6. Activities that lead to exposure to combustion products, carcinogens, and other incident-related health hazards
		7. Unusual hazards such as downed power lines, natural gas or propane leaks, flammable liquid spills, and bomb threats.
	1. The RMP or SOP shall include, at a minimum, the following components with respect to hazards faced by responders operating at incidents
		1. Identification of actual and reasonably anticipated hazards.
		2. Evaluation of the likelihood of occurrence of a given hazard and the severity of its potential consequences.
		3. Establishment of priorities for action based upon a particular hazard’s severity and the likelihood of occurrence.
		4. Risk control techniques for elimination or mitigation of potential hazards, and a plan for implementation of the most effective solutions.
		5. A plan for post-incident evaluation of effectiveness of risk control techniques such as hot washes and/or after-action reports.
	2. The RMP or SOP shall include, at a minimum, the following:
		1. A personal protective equipment (PPE) hazard assessment that meets the requirements of 29 CFR 1910.132(d).
		2. A respiratory protection program that meets the requirements of 29 CFR 1910.134.
		3. An infection control program that identifies and limits or prevents the exposure of team members and responders to infectious and contagious diseases; and
		4. A bloodborne pathogens exposure control plan that meets the requirements of 29 CFR 1910.1030.
	3. The RMP shall include a policy for extraordinary situations when a responder, after making a risk assessment determination based on the responder’s training and experience, is permitted to attempt to rescue a person in imminent peril, potentially without benefit of, (for example), Personal Protective Equipment (PPE), Rapid Intervention Teams (RITs) or certain equipment.
	4. The ESO shall review the RMP/SOP not less than annually, and update it as needed.

2. Operations

A. Operation of Motorized Vehicles

1. The ESO shall include in the SOP, in accordance with local and state law, a section(s) on the procedures for safely driving vehicles, both ESO owned and POV, during both non-emergency ESO related travel and emergency response.

i. The SOP should contain at minimum: criteria for actions to be taken at stop signs and signal lights; permissible vehicle speeds; crossing intersections; driving on the opposite side of the road with oncoming traffic; use of cross-over/turnaround areas on divided highways; traversing railroad grade crossings; the use of emergency warning devices; and the backing of vehicles.

ii. For backing vehicles with obstructed views to the rear, the SOP shall require use of at least one of the following: a spotter, a 360-degree walk-around of the vehicle by the operator, or a back-up camera.

iii. The responder operating the vehicle shall ensure the vehicle does not move until all responders in or on the vehicle are seated and secured with seat belts or vehicle safety harnesses and that the responders remained seated and secured any time that the vehicle is in motion including donning and doffing PPE. The does not apply to responders actively performing necessary emergency medical care.

iv. The ESO shall establish policies governing the alternate means for ensuring safety of responders or passengers, when the ESO determines it is not feasible for each person to be seated and belted such as hose loading, funerals, parades, rescue operations, and for vehicles without seatbelts.

v. The ESO shall include a policy on the operation of POV while being used for department functions to include emergency response, if applicable.

* 1. Incident Command
		1. All emergency scene operations will be managed with the use of an Incident Management System (IMS).
		2. All incidents will utilize a method of personnel accountability when direct line of sight contact cannot be achieved.
			1. At minimum this system shall establish a process for maintaining personnel accountability, expanding as required or needed, tracking location(s) and function, and coordinating evacuation of all responders operating at an incident that includes: periodic accountability checks and reports; procedures for orderly evacuation of responders; and procedures for rapid evacuation of responders from escalating situations, such as rapid growth of fire, impending collapse, impending explosion; in the event of PPE or equipment failure; and acts of active violence against team members and responders.
	2. PreIncident Plans (PIP) usage
		1. The ESO shall ensure that the most recent version of the PIPs is disseminated and accessible as needed by responders operating at emergency incidents.
			1. This may be in the form of hard copies or electronic versions.
		2. The Incident Commander (IC) should consider the content of the PIP in the developing of the Incident Action Plan (IAP).
	3. Safety Zones of Operation
		1. Work Zones on General Emergency Incidents
			1. The IC shall establish work zones on emergency scenes where access should be limited due to site specific hazards, unusual perimeters, or risk limiting access control zones.
			2. The zones shall be identified as: no-entry, hot, warm, cold; and shall be conspicuously noted and communicated to responders on the scene.
				1. The interior and immediate exterior of structural fires would be presumed hot zones in all incidents.
			3. Hot zones are considered an IDLH atmosphere and shall require the appropriate PPE for all responders.
			4. The PPE required for warm zones shall vary but be communicated to all personnel on the scene.
		2. Work Zones of Roadways
			1. The precepts of Part 6 of the Manual of Uniform Traffic Control Devices (MUTCD) standard and/or the Traffic Incident Management Systems (TIMS) network program shall be recognized and implemented by all ESO’s.
	4. Personal Protective Equipment (PPE) Issuance and Use
		1. The ESO shall provide at no cost to the responder, PPE based on the type and tier level of response for which the responder is likely to be exposed and suitable for the task and associated hazard.
			1. The ESO may allow though local policy, the usage of personally owned PPE by the responder but that PPE must fully comply with the safety standards of all applicable regulations.
		2. PPE shall comply with safety and design regulations under general industry duty for safety as defined in 29 CFR 1910 Subpart I
		3. PPE shall be used at all times when an IDLH atmosphere is expected or measured.
			1. Air Purifying respirators cannot be used in an IDLH atmosphere unless specifically deemed safe through the IMS process.
			2. Discontinuation of PPE usage while on scene can only be approved through the IMS process and based on monitoring or risk assessment.
		4. If PPE has been contaminated by potentially harmful products of combustion, hazardous materials, bloodborne pathogens, or other products deemed harmful to the wearer or the equipment; the PPE shall be cleaned per manufacturers recommendation prior to placing the PPE back into service.
			1. Practicality of call volume and pending emergency job tasks will prevail in the complete decontamination of the PPE with an expectation of gross decontamination as soon as possible.
	5. Gross Decontamination
		1. After a responder completes a task or tasks in an IDLH environment, the IMS shall provide and the responder shall complete, gross decontamination at the scene, where feasible; to remove as much potentially harmful contaminants as possible prior to returning the gear or responder back in service.
	6. Staffing
		1. Rapid Intervention Teams (RIT)
			1. When a hot zone or no-entry zone is established by the IC, a RIT team must be designated.
			2. No one shall be permitted to serve as a member of the RIT team when the other activities in which the firefighter is engaged inhibit the firefighter's ability to assist in or perform rescue or are of such importance that they cannot be abandoned without placing other firefighters in danger.
		2. Minimum Staffing
			1. Minimum staffing requirements needed to ensure incidents are mitigated safely and effectively shall be provided or on-scene job duties and functions shall be limited to match the staffing resources.
			2. Minimum staffing may be achieved through call in staff, mutual aid, or SC Firefighter Mobilization but initiated by the IC upon scene size up and strategical determinations.
			3. Per section 1.m. of this subpart, extraordinary situations may exist when a responder, after making a risk assessment determination based on the responder’s training and experience, is permitted to attempt to rescue a person in imminent peril, potentially without benefit of, (for example), Personal Protective Equipment (PPE), Rapid Intervention Teams (RITs) or certain equipment.
		3. Rehabilitation

The ESO shall establish a systematic approach to provide responders with medical monitoring and rehabilitation at emergency incidents as needed, such as adequate work/rest cycles, medical treatment, rehydration (fluid replacement), active warming or cooling, and protection from extreme elements.

* + - 1. The Rehab protocol should be identified as part of the RMP/SOP.
			2. If mutual aid is required to meet the rehab requirements, proof of familiarization and training on the RMP/SOP with the mutual aid group shall be conducted and documented.
		1. Support Roles
			1. On scene and ancillary support roles such as, but not limited to; Emergency Scene Water Supply, SCBA refill, Rehab, EMS surveillance, etc. shall:

-only perform functions to which they have been trained and equipped,

-shall be trained in the recognition and limitation of scene zones,

-shall have trained in basic ICS functions,

- shall be trained in radio operations.

B. On scene and ancillary support roles shall not:

- be required to have FF 1 or beyond certification

- be eligible to serve on the RIT

- operate in the no-entry or hot zones

-operate in the warm zone without specific instructions and limitations offered by the IC or strategic function coordinator.

* 1. MayDay Orders

All ESO’s shall establish procedures for Mayday situations, such as when a responder becomes lost, trapped, injured, or ill, including the use of the radio’s emergency alert buttons and implementation of a rapid intervention team (RIT) for immediate deployment to search and rescue any missing, disoriented, injured, ill, lost, unaccounted-for, or trapped responders. The SOP shall specify the minimum number of responders needed for the RIT, based on the size and complexity of potential incidents; and a standard list of equipment to be assembled by the RIT for foreseeable incidents.

* + - 1. Mutual Aid departments and supplied RIT shall be trained and familiar with the ESO’s MayDay order system and the training shall be documented.
	1. Evacuation Orders and Signals
		1. All ESOs shall incorporate into the ERP, SOP’s, and Training Modules; the use of standard methodology for notification of the necessity to evacuate any identified zone of work.
			1. This should incorporate radio traffic, air horn usage, direct contact, and any other forms deemed necessary.

3. Training

All persons on the emergency scene shall be trained in the duties which they are expected to perform.

* + 1. All training shall be documented and readily available for presentation upon request.
1. Initial Training

 Initial training job performance tasks, for any position, may exceed the below; but general duty to train in any task assigned is expected prior to deployment and standard models of programmatic learning is suggested such as the South Carolina Fire Academy.

* + 1. Initial training should be by an accredited institution or equivalent and based on applicable NFPA standards.
			1. If training is conducted in house and or through a non-accredited pathway, the training shall be documented and verified through a job performance requirements (JPR) style format.
		2. The activities of each newly employed responder during emergency operations are restricted until the responder has demonstrated to a trainer/instructor, supervisor/team leader/officer, the skills and abilities to safely complete the tasks required.
		3. Every responder will be trained in the concepts and application of the incident command system (ICS) in order to operate safely within the scope of an IMS and emergency scene operations.
		4. For interior structural firefighting, any individual operating in an IDLH atmosphere, NFPA 1010 Firefighter (FF) 1 {or its equivalent}is required while being directly supervised by a trained responder at FF 2 or greater. For a responder in charge of a team operating in an IDLH atmosphere or part of an advanced suppression tactics team, NFPA 1010 (FF) 2 {or equivalent} is required.
			1. Equivalency shall be demonstrated through specific written documentation by the Authority Having Jurisdiction (AHJ) and maintained in personnel files.
		5. Any person acting as an Incident Commander (IC) or directing or leading a crew within a hazard control zone shall have the experience and training in applicable strategy and tactics of that position.
			1. Training shall include IMS courses/programs from an institution such as, but not limited to, the National Fire Academy (NFA) or SC Fire Academy.
			2. Training should also include elements such as FEMA 100, 200, 300, 400, 700, 800 programs, as applicable.
		6. Any person operating an emergency response vehicle, shall be trained on the type of vehicle and its usage before operating the apparatus. As an example, the employee may require the SC Fire Academy Emergency Vehicle Driver training; and for suppression vehicles - pump operations training; and for rural water supply operations- the appropriate course(s).
			1. An equivalent for any of the above is permitted as long as the training conducted by the AHJ contains written JPR documentation.
			2. Driving capability shall be verified and documented by the AHJ and maintained in personnel files.
		7. Every responder performing as a member of a specialized response team (beyond basic first response NFPA 1010 JPRs), will be trained in the performance of that job position through programs specifically covering at minimum the tasks expected to be performed and assigned.
			1. If the AHJ designs in house training to meet the task needs, a written JPR shall document the training and be maintained.
		8. The ESO must ensure each instructor/trainer has the knowledge, skills, and abilities to teach the subject matter being presented.
	1. Refresher Training
		1. Based on the job duty for each position of responder, the department shall outline in writing, annual training requirements and document their outcomes.
			1. Annual Refresher training for all personnel should at minimum cover: 1910.1200, Incident Command Systems, 1910.1030, and CPR/First Aid.
			2. Annual Refresher training for persons operating in an IDLH atmosphere shall contain at minimum: 1910.134 requirements, an interior burn refresher, the minimum contents specifically tailored to the needs of the hazards within the fire service protection area and in accordance with NFPA 1403.
			3. Emergency vehicle driver training, and POV operation training (where applicable in the departments expecting POV response to emergency scenes).

4. Prevention

* 1. Personal Health and Wellness
		1. Physicals
			1. The ESO shall establish the minimum medical requirements for responders, based on the type and level of service(s) established in the administrative section of subpart a. and developed in consultation or under advisement of a Primary Licensed HealthCare Physician (PLHCP).
				1. The medical requirements may differ based on the tiers of responders in accordance with tiers or job duties as preformed.
			2. The ESO shall maintain a confidential record for each responder that records at a minimum: duty restrictions based on medical evaluations; occupational illnesses and injuries; exposures to combustion products through incident reports, known or suspected exposure to other toxic products, contagious diseases, and dangerous substances encountered on an emergency response scene.
			3. The ESO shall ensure that medical records are maintained and made available to the responder in accordance with 29 CFR 1910.1020, Access to Employee Exposure and Medical records.
			4. Medical evaluations, tests, and laboratory analysis required to comply with this section shall be provided at no cost to responders and, if applicable; without loss of pay.
			5. Prior to performing emergency response duties, each responder shall be evaluated to determine fitness for duty by policy established by the ESO and each responder shall also be evaluated in accordance with this section prior to placement in a job performance duty role for that tier.
			6. The ESO must make necessary medical surveillance required by this paragraph for the initial incident or exposure which occurred while in the employment of the ESO, available at no cost to the responders, and at a reasonable time and place, to each responder.
			7. All medical evaluations must include as a minimum the following to detect any physical or medical condition(s) that could adversely affect the team member or responder’s ability to safely perform the essential job functions:

 (A) Medical and work history with emphasis on symptoms of cardiac and respiratory illness or defect,

 (B) Physical examination with emphasis on the cardiac, respiratory, and musculoskeletal systems;

 (C) Spirometry;

 (D) An assessment of heart disease risk including blood pressure, cholesterol levels, and relevant heart disease risk factors; and

 (E) A full blood panel evaluation as defined by the ESO and the Primary Licensed Healthcare Professional (PLHCP).

9. This regulation recognizes the value in comparably recognized physicals such as those recommended by the National Fire Protection Association in the 1580 standard, Chapters 9 through 13, but does not require its adoption yet would recommend providing the NFPA1580 standard to the Primary Licensed Healthcare Professional (PLHCP) utilized by the ESO; as a reference or benchmark and possible incorporation and application to higher risk tiers of employees.

10. Additional screening shall be provided as deemed appropriate by the PLHCP or contractor providing health screening services at no cost to the employee.

11. The medical evaluation and fitness for duty shall be repeated annually thereafter unless the PLHCP deems more frequent evaluations are necessary; and

12. The ESO shall establish protocols regarding the length of time that absence from duty due to injury or illness requires a responder to have a return-to-duty medical evaluation by a PLHCP.

* + 1. Cancer Prevention and Detection
			1. Medical Cancer Surveillance

 For ESOs whose responders are exposed to combustion products, medical surveillance shall include a component based on the frequency and intensity of expected exposure to combustion products established in accordance with the risk management plan in the administrative section of subpart a. and determined by the ESO’s PLHCP.

2. The ESO shall provide a systematic approach to protection of responders from contaminants, and for decontamination of responders, PPE, and equipment, including at a minimum:

(A) Proper techniques for doffing (removing) contaminated PPE;

(B) On-scene gross decontamination, and decontamination at the ESO’s facility, of PPE, equipment, and team members and responders;

(C) Encouraging team members and responders to shower with soap and water, as soon as reasonably practicable, and change into clean clothing; and

(D) Protecting team members and responders from contaminated PPE after an incident.

* + 1. Mental Wellness
			1. The ESO shall provide, at no cost to the responder, behavioral health, and wellness resources for responders, or identify where such resources are available at no cost to the employee, such as the program provided by the South Carolina General Assembly- the South Carolina Firefighter Assistance Support Team (SCFAST) program as provided for in Act 264 of 2018.
			2. The resources shall include, at minimum:

 (A) Diagnostic assessment;

 (B) Short-term counseling;

 (C) Crisis intervention; and

 (D) Referral services for behavioral health and personal problems that could affect the responder’s performance of emergency response duties.

 3. The ESO shall inform each responder, on a regular and recurring basis, and following each potentially traumatic event, of the resources available.

iv. Fitness for Duty Program

 The ESO shall establish and implement a fitness for duty program that enables responders to develop and maintain a level of physical fitness that allows them to safely perform their assigned functions, based on the type and level of service(s), and tiers of responders established in this subpart.

* 1. Per-and Polyflouroaklkyl Substances (PFAS)
		1. PPE or Firefighting Foam which has a known incorporation of any PFAS material, or components shall not be purchased by January 2027.
		2. Existing in service material, PPE, or equipment containing PFAS shall be removed from service by 2037.
	2. Personal Protective Equipment (PPE) Maintenance
		1. All PPE shall be inspected by the ESO at least annually, and documentation of the inspection shall be maintained.
			1. Any PPE found deficient in safety or condition shall be tagged and removed from service until repair according to manufacturers’ recommendation is achieved.
		2. All PPE shall be appropriately inspected, cleaned, and maintained in the best method possible, both post incident and routinely.
	3. Fire Station Design
		1. All stations built, or renovated to more than 50% assessed value, after the date of the adoption of this regulation; shall comply with all current state and local building and fire codes.
		2. All stations built, or renovated, which may include a change of occupancy, which adds sleeping quarters after the date of the adoption of this regulation; shall comply with the following:
			+ 1. Vehicle exhaust removal systems shall be built in for the vehicle storage compartment areas.
				2. Sleeping areas shall be free from worn or stored PPE and shall incorporate a decontamination zone for processing contaminated PPE.
				3. The entire building shall be protected by an automatic fire protection system in accordance with 29 CFR 1910.159.
	4. Pre Incident Planning

The ESO shall determine the locations and facilities where responders may be called to provide service that need a PIP, based on the community or facility vulnerability assessment and the type(s) and level(s) of service(s) required.

* + - 1. At minimum, the ESO shall prepare a PIP for each facility within the ESO’s primary response area that is subject to reporting requirements under 40 CFR part 355 pursuant to the Emergency Planning and Community Right-to-Know Act (EPCRA) (also referred to as the Superfund Amendments and Reauthorization Act of 1986 (SARA), 42 U.S.C. § 11001 et seq.) or sites which contain a significant risk or vulnerability to community safety or threat or terrorist activities.
			2. When conducting the PIP, the ESO shall ensure facility personnel are consulted and that employees of the ESO are knowledgeable about the facility’s use, contents, processes, hazards, design and layout, and occupant loading.
			3. PIPs shall include actions to be taken by responders if the scope of the incident is beyond the capability of the ESO.
			4. The ESO shall ensure that the most recent versions of PIPs are disseminated as needed and are accessible and available to responders operating at emergency incidents.
			5. PIPs shall be reviewed annually and updated as needed.
			6. Major target hazards identified by the ESO which pose significant impacts to the community should an emergency occur; the PIP should be exercised by all associated responders on a frequent basis.
	1. Post Incident Evaluation
		1. At scenes of a large scale, significant impact, or near miss; an on-scene debrief, Hot Wash, will occur and be conducted by the IC or their designee.
			1. All reasonably available responders on the scene shall participate.
		2. After a large scale, significant impact, or near miss incident; a formal post incident analysis (PIA) shall be conducted.
			1. The PIA shall be conducted as soon as possible after the incident and with time to notify all involved agencies.
			2. The PIA shall be open to all agencies which responded to the emergency.
			3. The PIA shall cover at minimum: the PIP- if one exists, the IAP, the timeline of the event, SOP’s applicable or impacted, lessons learned, changes needed, and recommendation(s) for implementation of those changes.
			4. The PIA shall result in a report produced by the ESO to include recommendations of improvement and disseminated to all associated agencies.
	2. Apparatus and Equipment Maintenance
		1. All vehicles and equipment used at emergency scenes shall be maintained per manufacturers guidelines.
		2. All vehicles and equipment used on an emergency scene found to not meet this requirement shall be immediately taken out of service until repaired or re-certified as operable and safe.
		3. Proof of testing and records of maintenance checks shall be maintained.
	3. Sleep Deprivation
		1. The ESO shall……. evaluate, designate, limit, secondary employment, call back. To Be Developed