



Metropolitan “Metro” Fire Chiefs Policy Manual

June 11, 2026

PURPOSE

To bring together the highest-ranking officer from each and every eligible metropolitan fire department and share information on issues of common interest, drawing upon available knowledge, varied experiences, and innovative practices in order to enhance the Metro Chiefs' role in fire protection and all-hazards initiatives.

VISION

In coordination with the International Association of Fire Chiefs (IAFC) and the National Fire Protection Association (NFPA), provide exemplary leadership focused on continuously improving fire and emergency medical services and Homeland Security initiatives in order to effectively protect and serve the metropolitan communities of our respective nations.

MISSION

To ensure the highest level of quality fire, EMS, and specialized services in our metropolitan communities through leadership, action, and partnerships with all levels of both government and non-government organizations.

Table of Contents

Purpose, Vision & Mission Statements	2
Bylaw Statement & Working Title	4
Members in Good Standing	5
Voting Rights	6
Membership Dues	7
Annual Conference & Metro Meetings	8
Awards Program	10
Metro Logo	13
Website	14
Directory	15
Duties of Officers and Board Members	16
Travel/Reimbursement Policy	20
Endorsement/Funding/Net Asset Policy	23
International Outreach Funding Policy	24
Metro Staff	25
Distribution of Email Surveys	26
Appendix A: Oath of Office	27
Appendix B: Bylaws	28
Appendix C: Endorsement/Funding Form	35

Metro Bylaws & Working Title

The Metro shall operate in accordance with bylaws approved by the membership. A copy of the current bylaws is included in Appendix B of this manual and is posted on the Metro website at <https://metrofirechiefs.org/>. The working title of the Metro shall be Metropolitan “Metro” Fire Chiefs Association.

Members in Good Standing

Section 1 Regular Members

Regular members in good standing are Active Metro Chiefs who meet all requirements of the Bylaws and are current with IAFC, NFPA, and Metro dues.

Section 2 Senior Members

Senior members in good standing are Former Metro Chiefs who meet all requirements of the Bylaws and are current with Senior Metro dues. (Senior dues are one half Regular Member dues and Senior members are not required to pay IAFC or NFPA dues.)

Voting Rights

Only Regular and Senior members in good standing are permitted to submit motions, second motions, and vote on matters before the membership at the Annual conference and other Metro meetings.

Membership Dues

Section 1 Regular Members

Regular (Active) members in good standing must be current with their IAFC, NFPA, and Metro dues. IAFC and Metro dues are paid to the IAFC. NFPA dues are paid to the NFPA.

Section 2 Senior Members

Senior (Retired) members in good standing must be current with their Senior Metro Member dues. Senior Metro Member dues are paid to the IAFC.

Annual Conference & Meetings

Section 1 Conference Dates

The Host Chief, in consultation with the Metro President and Executive Secretary, shall set the annual conference dates. (See Metro Conference Planning Manual.)

Section 2 IAFC/Metro Meeting

During the IAFC/Metro business meeting, which is held in conjunction with Fire-Rescue International, a Metro Chief may be accompanied by one additional member of his or her senior staff. This does NOT include the Metro social event(s). However, at the Metro President's discretion, the meeting may be ordered closed to Metro members only.

Section 3 NFPA/Metro Business Meeting

An NFPA/Metro Executive Board business meeting is held once each year. This meeting is hosted by NFPA at a time and location determined by the Metro Executive Secretary in consultation with the Metro Executive Board.

Section 4 Metro Social Event in Conjunction with the IAFC-FRI

The Metro Executive Secretary will work with the IAFC Executive Director/CEO or his/her designee and the host chief to:

- 1) Identify an appropriate venue for the event.
- 2) Determine transportation needs.
- 3) Determine the number of eligible attendees for the event.
- 4) Develop a budget for the event.
- 5) Secure sponsorship to support the event.

Authorized attendees are as follows:

- 1) All Regular and Senior Metro members in good standing, including the members' spouses/partners. The total will be determined by the number of Metro members registered for the FRI conference.
- 2) The IAFC Executive Director/CEO and IAFC President/Chair of the Board or two IAFC staff members designated by the IAFC Executive Director/CEO (total of four people).
- 3) The NFPA President/CEO and NFPA Chair of the Board or two NFPA staff members designated by the NFPA President/CEO (total of four people).

- 4) The Metro Executive Secretary and the IAFC-Metro Staff Liaison (total of four people)
- 5) The host chief and four additional guests, including spouses/partners (total of 10 people).
- 6) Six attendees from each sponsoring agency (e.g., five sponsoring agencies would equal 30 people).

Sponsors

In consultation with the host chief and IAFC Executive Director/CEO or his/her designee, the Metro Executive Secretary will:

- 1) Establish a budget. A minimum of 20% and a maximum of 50% will be added to the projected budget to cover unexpected expenses and administrative services.
- 2) After the budget is established, the executive secretary, in consultation with the host chief, will determine an appropriate sponsorship fee and invite potential sponsors, beginning with those sponsors that have traditionally contributed at the highest levels. For example, if the sponsorship fee is \$5,000 and the total budget is \$30,000, invitations to sponsors, on a first-come-first-serve basis, would first go to traditional Elite Sponsors (\$50,000 and up), Four Alarm Sponsors (\$40,000 and up), Premier Sponsors (\$25,000 and up), then to Diamond Sponsors (\$20,000 and up), then to Platinum Sponsors (\$15,000 and up), then to Gold Sponsors (\$10,000 and up), and so forth until the desired number of sponsors (in this example 6) and desired amount of funds (in this example \$30,000) is secured. Further, sponsors from the previous year will be given the first right of refusal in the following year(s). For example, the 2018 sponsors will be given the first right of refusal in 2019 and so on.
- 3) Any surplus would be split 50-50 between the IAFC and the Metro. Any deficit would also be split 50-50 between the IAFC and Metro.

Awards Program

Section 1 Purpose of Awards

The goals of the Metropolitan Fire Chiefs include recognizing its members for accomplishments and performance and bringing positive attention to the Metro and the Fire Service as a whole. In an effort to further these goals, an Annual Award process has been established. An award bestowed by the Metropolitan Fire Chiefs shall be called a “Metro Award” or simply a “Metro”. The Secretary of the Metro shall serve as Chair of the Awards Committee.

Section 2 Award Categories

1. Metropolitan Fire Chief of the Year
2. Metropolitan Fire Chief Russell E. Sanders Lifetime Achievement Award
3. Metropolitan Fire Chief President’s Award of Distinction
4. Metropolitan Fire Chief Commendation (Award Certificate from the Metro)

Section 3 Press Releases

A suitable press release shall be issued to commemorate any Award given. All winners shall be encouraged to issue a press release in their local area to gain the most benefit possible from public relations. Press releases should highlight the recipient’s accomplishments, the recipient’s department and the Metropolitan Fire Chiefs Association.

Section 4 Award Descriptions

Section 4.1 Metropolitan Fire Chief of the Year Award

This award is given to a Regular (active) member each year. The Award shall be given based on a majority vote by all Metro members in good standing. In cases where the final vote count results in one or more nominee’s being tied, each nominee will be considered a co-winner of the award. The Award will recognize accomplishments and contributions to the Metro Association, contributions to fire safety, demonstrated leadership, challenges overcome, or other considerations deemed germane by the Metro.

Section 4.1.1 Process

Any Regular or Senior member in good standing can nominate any Regular member of the Metro in good standing for the Award at any time during the year and nominations shall close at the end of the month of January. The Chair of the Awards Committee shall publish the names of the nominees and make them available to the membership at least 60 days before the Annual Conference for voting purposes. Voting shall close 20 days before the Annual Conference to

allow for the engraving of awards for the recipients selected. Winners of the Awards shall be announced during the closing banquet at the Annual Conference.

Only one person shall receive the Metropolitan Fire Chief of the Year Award in any calendar year, unless the final vote count results in one or more nominees receiving the same number of votes (tie votes). In these cases, each nominee will be considered a co-winner of the award. A Regular member may receive this award only once. The Metro Executive Secretary will keep a list of all past recipients.

Section 4.2 Metropolitan Fire Chief Russell E. Sanders Lifetime Achievement Award

The Metropolitan Fire Chief Lifetime Achievement Award, which was renamed the Russell E. Sanders Lifetime Achievement Award in March 2021, may be given to one Regular or Senior Metropolitan Fire Chief. In cases where the final vote count results in one or more nominee's being tied, each nominee will be considered a co-winner of the award.

The Award shall be granted based on a history of accomplishments, contributions to the Metro, contributions to fire safety, demonstrated leadership, challenges overcome, or other considerations deemed germane by the Metro.

Section 4.2.1 Process

Any Regular or Senior member of the Metro in good standing can nominate any Regular or Senior member for the Award at any time during the year. For voting purposes, the Chair of the Awards Committee shall publish the names of the nominees and make them available to the membership at least 60 days before the Annual Meeting. Voting shall close 20 days before the Annual Meeting. The winner of the Award will be announced during the closing banquet of the Annual Conference.

Only one person shall receive the Metropolitan Fire Chief Russell E. Sanders Lifetime Achievement Award in any calendar year, unless the final vote count results in one or more nominees receiving the same number of votes (tie votes). In these cases, each nominee will be considered a co-winner of the award. A Regular or Senior member may receive this award only once. The Metro Executive Secretary will keep a list of all past recipients.

Section 4.3 Metropolitan Fire Chiefs President's Award of Distinction

The Metropolitan Fire Chiefs President's Award of Distinction is given to any person deemed worthy by the President of the Metro. There shall be no

employment requisite or any other restrictions placed on nominees for this Award.

Section 4.3.1 Process

The President may choose to confer with the Executive Board when considering potential recipients.

The President shall determine the total number of Metropolitan Fire Chiefs President's Awards of Distinction given during any year.

Section 4.4 Metropolitan Fire Chiefs Commendation

The Metropolitan Fire Chiefs Commendation shall be a certificate, signed by the President, bearing the logo of the Metropolitan Fire Chiefs, and having a printed message intended to commend the recipient for actions, contributions or other accomplishments in the interest of fire safety or to further the goals of the Metro.

Section 4.4.1 Process

Except for those receiving the Awards listed above, the Metropolitan Fire Chiefs Commendation may be given to any person, regardless of affiliation, deemed worthy of recognition by the President.

Metro Logo

Section 1 Purpose

The Metro shall have an official logo that is to be used on all official stationery, on the official website, and as otherwise deemed appropriate by the Metro President.

Section 2 Use of Logo

Members of the Metro shall use the Metro Logo only after receiving permission, in writing, from the Metro President. The Metro Logo is kept on file with the Executive Secretary.

Website

Section 1 Purpose

The Metro shall maintain an official website that includes the Metro Bylaws, a list of Metro Officers and Board Members, a Calendar of Events, and any other information of interest. The website is maintained by the Executive Secretary.

The website address is: <https://metrofirechiefs.org/>

Directory

Section 1 Purpose

To enhance networking opportunities among members, the Metro shall maintain an up-to-date directory of all Regular and Senior Members in good standing.

NOTE: The IAFC Liaison and the NFPA Executive Secretary maintain the Directory.

Section 2 Distribution

The Directory is for Regular and Senior members in good standing only. Neither the directory nor contact information contained therein shall be provided to anyone other than Regular and Senior members in good standing, without the prior written authorization of the Metro President.

Duties of Officers and Board Members

Section 1 Officers

In accordance with Section 6 of the Bylaws, the Officers of the Metro shall be a President, a Vice President, a Secretary, and a Treasurer. The duties of each of these Officers are outlined in the Bylaws (See Appendix B).

Section 1.1 Additional Duties

Officers and members of the Executive Board shall be assigned additional duties as determined by the President. Members of the executive board shall represent the Metro at meetings and conferences to further the mission of the Metro as determined by the President. These meetings may or may not be addressed in existing Metro Memorandums of Understanding. Travel expenses to attend meetings and conferences, including board meetings, by any member of the board who is not reimbursed by an agency, must be approved by the Metro President. In cases when the President is the traveling member, the Treasurer must approve the request with notification to all members of the board. (See Travel Reimbursement Policy, Section 2, page 20.)

Section 1.1.1 President

The Metro President shall preside at all meetings of the Association and of the Executive Board, and shall, with the approval of the Executive Board, appoint such committees as deemed appropriate or as otherwise established at the discretion of the Executive Board, except for the Executive Board, which is established under the terms of the Metro bylaws. The President shall perform such other duties as determined from time to time by the Executive Board.

Section 1.1.2 Vice President

The Vice President serves as the Executive Board's liaison to the Host Chief of the Annual Conference. The Vice President is responsible for organizing the Education Section of the Annual Program. This includes arranging for all speakers and other presenters. In accomplishing these duties, the Vice President works closely with the Host Chief and the Executive Secretary.

Section 1.1.3 Secretary

The Secretary, in consultation with the Executive Board, is responsible for selecting a gift for the outgoing President. The Treasurer must approve the purchase in advance. The Secretary of the Metro shall serve as the Award's Chair. At the January 22, 2011, Winter Board Meeting in Salt Lake City, the Executive Board approved the following policy: The gift for the outgoing Metro President is traditionally the Metro Ring. The Executive Board approves the purchase of the basic Metro ring (lowest cost option in 14 karat gold). This price

will vary from year-to-year depending on the cost of gold. Any upgrades to the ring would be the responsibility of the recipient. The Secretary also serves as the Membership Chair.

Section 1.1.4 Treasurer

The Treasurer shall provide for the custody of all funds, securities, books of account and financial records of the Association.

Section 2 **Board Members**

In accordance with Section 8 of the Bylaws, the membership of the Executive Board shall consist of all officers of the Metro, the immediate Past President and three other members (Senior, Board, and Alternate Board Members) elected at large by and from the membership. The Executive Secretary shall serve as a non-voting member of the Executive Board (See Appendix B).

Section 2.1 Immediate Past President

The Immediate Past President shall represent the Metro as directed by the President.

Section 2.1.1 Immediate Past President – Nominating Committee Chair

The Immediate Past President shall serve as Chair of the Nominations Committee and oversee membership voting for the Metro board and officer positions, for the selection of future annual conference sites and for Metro Chiefs running for IAFC 2nd Vice President or IAFC Treasurer. After all nominations have been received and closed, the Nomination's Chair will appoint an Elections Committee, consisting of Past Metro Presidents, when possible, that will distribute ballots to each eligible voting member and collect and count the votes. After reporting the election results to the members present, the ballots will be returned to the Chair of the Nominations Committee who will give the ballots to the Executive Secretary. The Executive Secretary shall keep the ballots in his/her possession until the close of business on the following day. This allows anyone interested to review the ballots. At the close of business on the day following the elections the Executive Secretary shall destroy the ballots.

Section 2.1.2 Immediate Past President – Nominating Committee Report

The Nominating Committee Report is given in the following four parts:

Part 1: Unless circumstances dictate otherwise, the nominating committee recommends that each existing board member and officer advance by one position. For example, the President moves to Past President; the Vice President to President; the Secretary to Vice President; the Treasurer to Secretary; the Board Member to Treasurer; and, the Alternate Board Member to Board Member.

Also, the bylaws allow, and it has been the “past practice,” for the Senior Board Member to serve two one-year terms. Therefore, if the Senior Board member has served only one year, s/he is eligible to run for a second one-year term. The Chair of the Nominating Committee, after presenting his/her report to the membership, must ask three times for additional nominations from the floor. If none are heard, the Chair shall ask for a motion to close nominations.

Part 2: If the membership approves Part 1 above of the Nominating Committee report, one seat – the Alternate Board Member – will remain vacant. The Chair of the Nominating Committee shall read the names of any candidates that have notified him/her in writing that he/she is a candidate for the Alternate Board Member position (if any). He/she shall then ask three times for additional nominations from the floor for the position of Metro Alternate Board Member. If more than one nomination is received, an election will be held on the day of the second business meeting. If there is only one candidate, the Nominating Committee Chair will ask for a motion to close nominations.

Part 3: Metro Chiefs that are declared and approved candidates for the IAFC 2nd Vice President or IAFC Treasurer position may submit their names to the Chair of the Nominating Committee for consideration for endorsement and/or financial support prior to the Metro Chiefs annual conference or the Metro Meeting at Fire-Rescue International¹. The Metro endorses and financially supports Metro Chiefs only. The Chair of the Nominating Committee shall read the names of any declared candidates at the first business meeting of the annual conference or at the business meeting held at Fire-Rescue International. It is understood that endorsement and/or financial support is not guaranteed and is subject to the approval of the membership. If the endorsed candidate(s) request(s) financial support, the Metro Chiefs can approve up to \$5,000 in financial support, one each, for 2nd Vice President and Treasurer (total \$10,000). The Metro will accept requests for endorsement/financial support for no more than one election beyond the current year. Once the candidate(s) is approved at the Metro Chiefs Conference or at the Metro Meeting at Fire-Rescue International, no other candidate(s) will be considered for that election cycle. This policy shall be construed to support early declaration by Metro members so that Metro support can have the most effect.

Part 4: Future Host City. The Metro selects host cities three years in advance. For example, in 2019 the membership selects the 2022 conference site. The Chair of the Nominating Committee shall read the names of any Metro Chiefs who have submitted a bid to host the conference (if any). The Nominating Chair shall then call three times for additional nominations from the floor. If more than one nomination is received, an election will be held on the day of the second

¹ Part 3 was changed by the Metro Board during the 2024 Metro Chiefs Conference in Tulsa, OK to include “or the Metro Meeting at Fire-Rescue International” to better align with the IAFC election cycle.

business meeting. If there is only one candidate, the Chair of the Nominating Committee will ask for a motion to close nominations.

Section 2.1.3 Board Member

The Board Member shall be responsible for duties as assigned by the President.

Section 2.1.4 Senior Board Member

The Senior Board Member shall represent Senior Members on the Executive Board and carry out any other duties assigned by the President.

Section 2.1.5 Alternate Board Member

The Alternate Board Member shall be responsible for duties as assigned by the President. The Alternate Board Member shall be entitled to participate in all meetings or other actions of the Executive Board but shall not be entitled to vote unless the Board Member is absent from the meeting where the vote is to be taken.

Section 2.1.5 International Liaison Board Member

To enhance global engagement and provide international perspectives to the Metropolitan Fire Chiefs Association (Metro), the President may appoint one (1) International Liaison. This is a non-voting, advisory role.

The International Liaison shall be appointed by the Metro President to a two-year term and may be reappointed for successive terms at the President's discretion.

The International Liaison shall:

1. Provide the Executive Board with an international perspective on Metro policy discussions, initiatives, emerging issues, and opportunities.
2. Assist the Metro Secretary in identifying and recruiting eligible fire chiefs from outside the United States and Canada to become International Members of the Metro.
3. Serve as a point of contact for international members, facilitating communication, collaboration, and engagement with the Metro.
4. Represent the Metro at international fire service events or meetings, as directed by the President and with appropriate travel approval per the Metro Travel Reimbursement Policy.
5. Support the integration of international input into Metro educational programming, policy development, and special projects, as requested by the President or Executive Secretary.

Qualifications:

The International Liaison must be a current Regular, International, or Senior

Metro member in good standing and shall have experience working with international fire service organizations or agencies.

Travel Reimbursement Policy

Section 1 Purpose

A travel reimbursement policy shall be established by the Executive Board and approved by the membership. For audit purposes, a copy of the policy shall be placed on file with the IAFC and NFPA.

Section 2 Expenditures

The Metro President must approve, in advance, participation by Metro members serving on committees or attending conferences and other events that would result in an expenditure of Metro funds. This policy applies to all members of the Metro, including members of the Executive Board. Travel expenses to attend meetings and conferences, including board meetings, by any member of the board who is not reimbursed by an agency, must be approved in advance by the Metro President.

In cases when the President is the traveling member, the Treasurer must approve the request with notification to all members of the board. At the May 17, 2010 Annual Conference Business Session in Memphis, TN, the membership voted to clarify the travel section of the policy manual as follows: Executive Board members and Committee Chairs, representing the Metro Association at approved meetings and related events, who do not receive travel assistance from their respective departments, are eligible for reimbursement for coach airfare, hotel accommodations, meals, ground transportation and other reasonable travel expenses. Travel reimbursement must be authorized and approved in advance by the Metro President in consultation with the Metro Executive Board. All travel shall be in compliance with existing policy as outlined in the Metro Policy Manual.

Section 2.1 Airfare

The traveling member shall make every effort to secure the most inexpensive available coach fare, without creating an unreasonable inconvenience. This includes considering all available carriers and taking into consideration discounts that are provided for advance purchases and/or weekend stays.

Section 2.1.1 Exception – Long Duration Flights

When the flight is beyond the originating continent, or the single leg of a flight exceeds eight (8) hours, the traveling member may request an upgraded fare if the cost of the upgraded ticket is reasonable. For this section, “reasonable” is defined as not more than two times the cost of the “lowest available non-refundable economy class ticket offering the most reasonable travel schedule.” When the flight qualifies for the upgraded flight provision described above, the traveling member may opt to forgo the upgraded ticket to have a partner or guest accompany them, with the maximum total cost for both the traveling member and their partner/guest being the cost of the traveling member's upgraded ticket. The

Executive Board must approve in advance requests for higher-class fares or for traveling members to use the funds to have a partner or guest accompany them.

All travel arrangements should be booked at least thirty (30) days in advance, when feasible, to ensure cost efficiency and availability of reasonable fares. Any airfare booked within less than thirty (30) days prior to departure that exceeds standard economy pricing class provisions under this policy shall require prior approval by the Executive Board.

Post-Booking Upgrades - If a traveler has secured airfare under this policy and an upgrade to a higher-class fair becomes available after booking, the traveler may elect to purchase it. Reimbursement for any post-booking upgrade shall be permitted provided that the total combined cost of the original airfare and the upgrade does not exceed two (2) times the cost of the lowest available non-refundable economy fare for the same itinerary, consistent with the limitations outlined in this policy. Any portion of the upgrade cost that exceeds this limitation shall be the responsibility of the traveler unless approved in advance by the Executive Board.

Section 2.1.2 Exception – Alternative Means of Travel

If a traveling member prefers to use his or her private vehicle to travel (rather than flying to and from the meeting or event destination), reimbursement shall be provided at the published government per-mile rate or at the most economical available coach airfare for the same destination, whichever is less expensive. Requests for reimbursement for all other types of commercial travel (train, bus, etc.) shall be approved in advance.

Section 2.1.3 Seat Selection and Enhanced Seating for All Airfares

Travelers may select seats, including but not limited to exit-row seating, bulkhead seating, and other extended-legroom options. Fees associated with seat selection or enhanced seating are considered part of the total airfare cost and are reimbursable, provided that the total itinerary cost remains within the allowable limits established under this policy.

Section 2.2 Hotel Accommodations

Members are encouraged to select a reasonably priced, yet conveniently located, hotel. Because rates differ greatly from region to region, discretion and good judgment must be used when selecting a hotel. Major hotel chains (Hilton, Hyatt, Marriott, etc.) would typically be considered “reasonably priced” hotels. The President must approve, in advance, requests for hotel accommodations when the room rate is greater than \$275 US per day. In cases when the President is

the traveling member, the Treasurer, in consultation with the Executive Board, must approve the request.

Section 2.3 Meals

Members are expected to dine at reasonably priced restaurants. However, as with selecting a hotel, good judgment and discretion must be used when selecting a restaurant. The President must approve meal expenditures greater than \$125 US per day. In cases when the President is the traveling member, the Treasurer, in consultation with the Executive Board, must approve the request.

Section 2.3.1 Airport Lounge Access Reimbursement

This policy is intended to serve as a cost-effective alternative to recurring airport meals and incidental expenses, while supporting productivity, efficiency, and well-being during official travel. This will be accomplished by providing the Metro President with reasonable access to airport lounge facilities during official travel, while ensuring consistency, fiscal responsibility, and administrative simplicity.

Reimbursable expenses may include the purchase of an airline or third-party airport lounge membership, or annual fees or associated costs for a credit card or similar program that provides airport lounge access. Reimbursement for airport lounge access shall be limited to \$700 per year.

Under no circumstances shall reimbursement exceed this amount, regardless of the access method selected. The Metro President shall submit appropriate documentation, including receipts and proof of payment, for reimbursement.

Section 2.4 Ground Transportation

The most cost-effective means of ground transportation should be used unless it would result in unreasonable inconvenience.

Section 2.5 Miscellaneous

Miscellaneous expenses, such as phone calls and gratuities, must be documented.

Section 2.6 Personal Expenditures

Reimbursement will not be approved for personal expenditures, such as movie rentals, gifts, and similar items.

Section 3 **Receipts**

Signed receipts shall be presented for all expenditures greater than \$25.00 US.

Section 4 **Reimbursement**

Requests for reimbursement must be submitted to the IAFC Liaison, within two weeks after completion of the travel, on the forms provided.

Section 5 **Special Circumstances**

It is understood that, at times, travel-related expenditures might not fall neatly into one of the above policy sections. Further, while traveling on Metro, business special situations could arise that would require flexibility and good judgment. Therefore, expenditures that exceed the provisions of this policy, or expenditures that are not addressed in this policy, should be approved in advance when possible. If it is not possible or practical to get advance approval, a special request for reimbursement must be submitted to the President. When the President is the traveling member, the Treasurer, in consultation with the Executive Board, must approve or deny the request.

Metro Endorsement/Funding/Net Assets Policy

Metro members requesting that the Metropolitan Fire Chiefs Association (Metro) endorse or support organizations, programs, projects, etc., or pay membership dues to organizations, shall submit their requests to the Metro Executive Board prior to the Winter Board Meeting (typically held in January). Submittals must include the following: (1) the name of the proposed recipient; (2) the amount of financial support requested; (3) a brief overview of the proposed recipient's mission, goals and objectives; (4) the proposed recipient's current financial status, including a depiction of sources of revenue (by percentage) and expenditures (by percentage); and, (5) the specific reasons why the Metro should provide the requested funding. The Executive Board will review all requests and may ask the member to revise and resubmit the request prior to making a final decision. Based on the review and the Metro financial reserves available, the Executive Board will recommend to the membership one of the following actions at the annual conference: (a) that the membership supports the request as originally submitted or as revised per the Executive Board's recommendation, or (b) that the membership rejects the request. If a member fails to follow this policy, the request shall be automatically rejected. The request may be resubmitted only after complying with the specific provisions of this policy. If it is rejected a second time, it may not be reconsidered until the following year. It is understood that all requests must be submitted annually – no action can be taken by the Executive Board or membership that would create recurring costs for the Metro. The total amount of donations approved by the Metro shall not exceed one-third of the Metro's *annual dues revenue* and no single donation shall exceed \$5,000. Finally, it is the position of the Metro that it will, at all times, maintain a minimum of \$500,000 in net assets to ensure that it has the financial resources available to operate for a minimum of one year during an economic emergency and to address any unforeseen liabilities.

Metro International Outreach Funding Policy

To encourage international participation in the Metropolitan Fire Chiefs Association (Metro) the Metro will establish an International Outreach Fund. International or Affiliate Members who lead departments outside of Canada and the United States in a developing country or can demonstrate a financial need may apply for support to attend the Metro's Annual Conference. All requests shall be submitted to the Metro Executive Board 90 days before the intended travel dates. Submittals must include the following²: (1) the name of the proposed recipient; (2) the amount of financial support requested; (3) a brief overview of the proposed recipient's organization (4) the proposed recipient's current financial status, including a depiction of sources of revenue (by percentage) and expenditures (by percentage); and (5) the specific reasons why the Metro should provide the requested funding. The Executive Board will review all requests and may ask the member to revise and resubmit the request prior to making a final decision. Based on the review and the maximum allowable amount of \$5000 per year, (\$2500 per individual), the Executive Board will take one of the following actions: (a) vote to support the request as originally submitted or as revised per the Executive Board's recommendation, or (b) reject the request. If a member fails to follow this policy, the request shall be automatically rejected. The request may be resubmitted only after complying with the specific provisions of this policy. If it is rejected a second time, it may not be reconsidered until the following year. It is understood that all requests must be submitted annually – no action can be taken by the Executive Board or membership that would create recurring costs for the Metro. The total amount of outreach funds approved by the Metro shall not exceed \$5,000 and no support to an individual applicant will exceed \$2,500. In all cases, the Executive Board of the Metro shall endeavor to distribute the designated funds in a manner that maximizes the Metro's International outreach. Finally, it is the position of the Metro that it will, at all times, maintain a minimum of \$500,000 in net assets to ensure that it has the financial resources available to operate for a minimum of one year during an economic emergency and to address any unforeseen liabilities.

² Changed from prior to the Winter Board Meeting to 90 days prior to the intended travel dates. Changed made at the 2024 Metro Conference in Tulsa, Ok.

Metro Staff

Section 1 Executive Secretary

Section 1.1 Duties

The Executive Secretary provides staff support for the Executive Board and Metro Members. The Executive Secretary position is paid by the NFPA.

Section 1.2 Inquiries

All inquiries concerning Policies and Bylaws should be directed to the Executive Secretary. Below is the contact information for the current Executive Secretary:

Otto Drozd III, EFO, CFO
Executive Secretary
Metro Fire Chiefs
3153 Amalfi Drive
Orlando, FL 32820
TEL: + 1 617 639-3347
EMAIL: odrozd@nfpa.org

Section 2 Liaisons

Section 2.1 Duties

Both the IAFC and NFPA assign staff liaisons to the Metro, and their respective Associations pay for these positions. The IAFC and NFPA liaisons also provide staff support to the Board and Members.

Distribution of Email Surveys & Questionnaires

The Metro Executive Secretary shall limit email requests for information (surveys, questionnaires, etc.) to requests that are *from* the Metro Chief and *for* the Metro Chief or directly from and for one of the parent organizations (IAFC or NFFPA). Further, Metro Annual Conference Sponsors at the Premier, (\$25,000), Four Alarm (\$40,000), Elite (\$50,000), and higher levels are permitted to submit up to two requests to the Metro Executive Secretary each year to distribute surveys, questionnaires, etc., to the full Metro membership. The final decision to approve/disapprove all requests rests with the Metro President.

Appendix A: The following Oath of Office shall be used to swear in all Metro Officers and Board Members

Metropolitan Fire Chiefs Oath of Office

I hereby swear that I will support the Constitution and Bylaws of the Metropolitan Fire Chiefs Association, a Section of the International Association of Fire Chiefs and the National Fire Protection Association, and at all times bear true allegiance to the goals and purposes of the Metro.

I further swear to perform the duties and responsibilities of my office to the best of my ability and at the end of my term of office, I will deliver to my successor all records of said office.

So help me God.

Appendix B:

**METROPOLITAN CHIEFS ASSOCIATION
of the
INTERNATIONAL ASSOCIATION OF FIRE CHIEFS
&
THE NATIONAL FIRE PROTECTION ASSOCIATION**

BYLAWS

(Approved by the Membership on May 22, 2012)

SECTION 1. **ORGANIZATION:** The Metropolitan Fire Chiefs Association is organized as a section of the National Fire Protection Association (NFPA), and as a section of the International Association of Fire Chiefs (IAFC) pursuant to and subject to the requirements and provisions of both organizations. The Association shall be commonly known as the Metropolitan Fire Chiefs Association or Metro Chiefs Association.

SECTION 2. **PURPOSE:** The Purpose of the Metro Chiefs Association is to bring together the highest-ranking officer from each eligible metropolitan fire department in order to share information and experiences and to discuss issues of common interest.

SECTION 3. **MEMBERSHIP:** The Metro Chiefs Association shall be limited to members of the IAFC and the NFPA who serve as the highest-ranking fire department officers of cities, counties or local government fire protection districts having a minimum staffed strength of 350 fully paid career firefighters. Leadership titles vary for fire department top leaders (i.e., Chief of the Department, Commissioner, Director, Superintendent, etc.); however, membership is limited to one member only of each eligible fire department, and that member must be the Chief of the Department or in a role of equal or greater responsibility. Further, unless otherwise noted in these bylaws, the member must also be a member in good standing of the NFPA and the IAFC. Cities, counties or local government fire protection districts that acquire membership under the aforementioned criteria and, after acquiring membership drop below the minimum membership requirements, will retain membership only as long as that member remains with the department. If a Regular Member as defined in Section 4 moves to a department that does not meet the aforementioned criteria, that member will lose the status of a Regular Member. However, as a former Regular Member, that member would be eligible to apply for Senior Member status.

In addition, members of other associations or organizations may be recognized as Affiliate Member Associations or Organizations upon recommendation by the President and approval of the membership.

SECTION 4. CLASSES OF MEMBERSHIP: The Metro Chiefs Association shall consist of Regular, Senior, International, Affiliate, and Honorary Members as defined below:

Regular Members - Active Chiefs of Departments as defined in Section 3. Regular Members have all of the rights, privileges, and responsibilities of membership, including full voting rights and the right to hold office. Only Regular Members are eligible to be elected as Officers of the Association.

Senior Members - Retired and/or former Regular Members who have served as Regular Members as defined in Section 3. Senior Members have the rights, privileges, and responsibilities of membership, including full voting rights. Senior Members pay Metro Association dues set at 50% of the Regular Member dues and are not required to be dues-paying members of the IAFC or NFPA. Senior Members are eligible to serve on the Executive Board in the Senior Board Member position only, except as provided in Section 7.

International Members – Active Chiefs of Departments as defined in Section 3 who lead departments outside Canada and the United States and protect a jurisdictional population greater than 750,000. International Members do have voting rights, but are not permitted to hold elected office. International Members are required to pay the Regular Member Metro Association dues but are not required to be members of the NFPA or IAFC. To encourage international membership, the Executive Board may waive the membership criteria as outlined in Section 3 and may waive a portion of the membership dues, but may not reduce the dues below 50% of the Regular Member Metro Association dues.

Affiliate Membership - An Association or Organizational Membership granted to the governing officer (President, Chair, etc.) or his or her designee of an approved Association or Organization as described in Section 3. In addition to the governing officer of the Association or Organization, up to nine additional members of the Association or Organization may attend and participate in conference activities. (The total maximum number of affiliate member attendees, including spouses/partners, would be 20.) Affiliate Members do not have voting rights, and are not permitted to hold elected office. Everyone attending the conference is required to pay appropriate conference fees, unless excused by the President.

Honorary Members - Persons with background and/or expertise in areas of Fire Prevention, Fire Suppression, or other related disciplines who warrant such recognition as determined by the President. Honorary Members shall not be permitted to vote or hold office.

SECTION 5. VOTING RIGHTS: All Regular, Senior, and International Members of the Metro Chiefs Association are entitled to one vote on any question.

Honorary and Affiliate members shall not be entitled to vote on any matter.

SECTION 6. OFFICERS: The officers of the Association shall be a President, a Vice-President, a Secretary, and a Treasurer. The officers shall be elected in accordance with the provisions of these bylaws. All officers shall serve terms of one year each, or until their successors are elected and qualified. No elected officer may serve more than two consecutive terms in any one office. Terms of office begin at the annual conference of the Association.

The President of the Association shall preside at all meetings of the Association and of the Executive Board, and shall, with the approval of the Executive Board, appoint such committees as deemed appropriate or as otherwise established at the discretion of the Executive Board, except for the Executive Board, which is established under the terms of these bylaws. The President shall perform such other duties as determined from time to time by the Executive Board.

The Vice-President shall, at the request of or in the absence or disability of the President, undertake the powers and duties of the President and when so acting shall have all necessary powers and perform all such duties as the President or the Executive Board shall determine are necessary to carry out such role.

The Secretary shall perform such secretarial duties as are not performed by the Executive Secretary and such other duties as may be directed by the President or the Executive Board.

The Treasurer shall provide for the custody of all funds, securities, books of account and financial records of the Association.

There shall be an Executive Secretary who shall be a member of the NFPA staff and shall be named by the President of the NFPA. The Executive Secretary shall serve as secretary of the Executive Board but shall not have a vote in its affairs. The Executive Secretary shall not be an officer of the Association.

SECTION 7. ELECTION OF OFFICERS AND BOARD MEMBERS: At the Metro Chiefs annual conference, an election of officers and Board members (President, Vice President, Secretary, Treasurer, Board Member, Senior Board Member, and Alternate Board Member) shall be held. Voting Members wishing to be placed in nomination for office shall submit their name to the President no sooner than January 30 of the election year, and no later than close of business on the first day of the annual conference. No elected Officer or Board Member may serve more than two consecutive terms in any one office. The President shall submit to the body the names of all candidates for consideration. A simple majority vote shall decide each election. Terms of office begin at the annual conference of the Association. If a member of the Executive Board retires or resigns his/her position with his/her respective fire department after being duly elected, s/he may be permitted to complete his/her elected term with the approval of the Executive Board. If at any time the officer or board member in question accepts a position that, in the opinion of the Executive Board, conflicts with the interests and values

of the Metro Chiefs Association, the Executive Board reserves the right to remove that person from office, thereby creating a vacancy on the Board (See Section 9 below). A member who is duly elected to the position of President shall be permitted to serve out his/her term as President and Immediate Past President unless removed from office by the Executive Board.

SECTION 8. EXECUTIVE BOARD: There shall be an Executive Board, which shall have general charge of the affairs of the Association. It shall be empowered to act on behalf of the Association between meetings of the membership, to establish, appoint and empower additional committees in its discretion; and to exercise all rights and powers granted it by these Bylaws or otherwise. It shall submit a report to each annual conference of the Association covering its actions.

The membership of the Executive Board shall consist of all officers of the Association, the immediate Past President and three other members elected at large by and from the membership. Of the three members elected at large one shall be a Senior Member, and two shall be Regular members serving in the positions of Board Member and Alternate Board Member. The Alternate Board Member shall be entitled to participate in all meetings or other actions of the Executive Board, but shall not be entitled to vote unless the Board Member is absent from the meeting where the vote is to be taken.

SECTION 9. VACANCY: In the event of a vacancy occurring in the office of the President, or any other officer or member of the Board, the next officer in line shall immediately assume the duties and authority of the vacant office and this procedure shall continue until the Alternate Board Member ascends to the Board Member position. The order of succession shall be Alternate Board Member, Board Member, Treasurer, Secretary, and Vice President. Upon completion of this procedure the new President, with the approval of the Executive Board, may appoint a Regular Member to serve out the un-expired term of the Alternate Board Member.

SECTION 10. ANNUAL CONFERENCE AND MEETINGS: The Metro Chiefs Association shall meet a minimum of three times annually. In addition to the annual conference, which is held at a pre-selected site as approved by the membership, one meeting will be held during the IAFC Annual Conference in the host city, and one meeting will be held either in conjunction with the NFPA Annual Conference or at a time and location determined by the Metro Executive Secretary in consultation with the Metro Executive Board. Everyone attending the annual conference is required to pay appropriate conference dues and fees, unless excused by the President in consultation with the host chief.

10.1 QUORUM: A quorum for the conduct of business at an Annual Conference, a scheduled Meeting, or a Special Meeting of the Association shall consist of not less than 10 members of the Association. A quorum of the Executive Board to conduct business at meetings or via conference calls shall consist of not less than four members of the Executive Board, with at least two of the four members being officers of the Executive Board. A majority of Voting Members participating at such duly called meetings shall legalize all business transactions and

questions except as otherwise may be provided expressly for in the Constitution and Bylaws of the IAFC and the NFPA.

10.2 ORDER OF BUSINESS: The following order of business shall govern meeting proceedings unless otherwise ordered by a simple majority vote of Voting Members present:

1. president calls meeting to order
2. invocation
3. reading and adoption of minutes of previous meeting
4. reports from officers, board members and committees
5. meeting agenda
 - a. old business
 - b. new business
6. election of officers
7. selection of location and date of next meeting
8. adjournment

10.3 RULES OF ORDER: Except as otherwise provided in these Bylaws or the Rules of Order adopted by the Association, Robert's Rules of Order (Revised) shall govern the transaction of business.

1. The President, as presiding officer shall preserve order and decorum. He/She shall take no part while presiding, and shall decide all questions of order subject to an appeal of the members present and upon such an appeal, a vote shall be taken without debate. The presiding officer may state his/her reasons for the decision given and shall put the question as follows: "Shall the decision of the President be sustained?" A simple majority of the Voting Members present and voting shall be necessary to reverse the decision of the President.
2. Any member wishing to speak shall rise in place, state his/her name and residence, and address the presiding officer. Only Voting Members shall offer motions, second motions, and/or vote on motions. In any and all instances, when a member has finished speaking he/she shall resume his/her seat. When speaking, he/she shall confine himself/herself to the subject or question under consideration or debate.

3. When two or more members rise to speak simultaneously, the presiding officer shall decide who is entitled to the floor.
4. A member called to order by the presiding officer shall cease speaking immediately and take his/her seat until the point of order in question is decided, when he/she again shall be entitled to the floor.
5. Any questions coming before the meeting, for which no provision has been made in these bylaws or rules of order, shall be referred to the presiding officer, who shall be guided in his/her decision by the rules laid down in Robert's Rules of Order, to the extent that such rules are not superseded by express provisions of the NFPA and IAFC Constitution and Bylaws.
6. A motion to adjourn shall always be in order, except when a member is in possession of the floor, a vote is being taken, or it has been decided that a vote shall now be taken. A motion to adjourn is not debatable, but a motion to adjourn to a given time is open to debate.

SECTION 11. CLOSED MEETINGS: At the annual conference, and at any other Association meetings as deemed appropriate by the presiding officer, one or more sessions shall be reserved for closed meetings of Regular, Senior, Affiliate, and International Members. At these meetings, in addition to any other business, subjects believed to be of a sensitive nature shall be presented for discussion. Officers, Directors and staff representatives of the NFPA and/or the IAFC may also attend such meetings unless dismissed by the President. The presiding officer, with the approval of the Voting Members present, shall have the authority to request or invite other such persons that may be appropriate to attend the closed meetings, when such presence is deemed to be in the best interests of the Metro Chiefs Association, the IAFC, and the NFPA.

SECTION 12. DUES: Effective January 1, 1987 and thereafter, there is established a separate dues for membership to the Metro Chiefs Association. Such dues, as deemed appropriate, shall be set and voted upon by the Voting Members during the business session of the Annual Conference. A simple majority shall be required to amend the dues. Notification of a proposed change shall be provided to all Voting members no less than 30 days prior to the Annual Conference.

SECTION 13. AMENDMENTS: The consideration of any proposed amendments, to these bylaws and rules of order, of which notice has been given prior to the opening of an official meeting, shall be on the first day of the meeting.

No amendment to the bylaws or rules of order shall be made except when written notice of such amendment has been received and read in open session of the meeting, and a simple majority vote of the Voting Members present and voting shall be required to adopt such an amendment.

All amendments, alterations or revisions of any part of these bylaws or rules of order shall take effect upon their adoption of the Metro Chiefs Association, and approval of such amendment by the Board of Directors of the NFPA and the IAFC.

SECTION 14. PRECEDENCE: Nothing in these Bylaws shall be construed to be in conflict with, or take precedence over, the established articles and sections of the Constitution and Bylaws of the IAFC and the NFPA or the adopted Regulations and policies of either organization. If the President of the Metro Chiefs Association determines that a conflict does exist because of the promulgation of these Bylaws he/she shall refer the matter to the chair of the Constitution and Bylaws Committee of the Metro Chiefs Association and to his/her counterpart in the IAFC and the NFPA for final resolution.

Appendix C:

Metropolitan Fire Chiefs Association (Metro) Request for Funding

Metro members requesting that the Metropolitan Fire Chiefs Association (Metro) endorse or support organizations, programs, projects, etc., or pay membership dues to organizations, shall submit their requests on this form to the Metro Executive Secretary at least 30 days prior to the Winter Board Meeting. Submittals must include the following information:

Name of Metro member submitting the request:

Name of proposed recipient:

Amount of money requested:

Brief overview of the proposed recipient's mission, goals and objectives:

Proposed recipient's current financial status, including a depiction of sources of revenue (by percentage) and expenditures (by percentage):

List the specific reasons why the Metro should provide the requested funding:

The Executive Board will review all requests and may ask the member to revise and resubmit the request prior to making a final decision. Based on the review and the Metro financial reserves available, the Executive Board will recommend to the membership one of the following actions at the annual conference: (a) that the membership support the request as originally submitted or as revised per the Executive Board's recommendation, or (b) that the membership reject the request. If a member fails to follow this policy, the request shall be automatically rejected. The request may be resubmitted only after complying with the specific provisions of this policy. If it is rejected a second time, it may not be reconsidered until the following year. It is understood that all requests must be submitted annually – no action can be taken by the Executive Board or membership that would create recurring costs for the Metro.