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South Placer Fire District
January 2026

Leadership Ethos

This document serves as our organization's Leadership Ethos. The goal is to use this document in our daily decision-making process. Personnel, when faced with uncertainty or ambiguity, should use this document and our core values to make decisions that are in the best interest of our personnel, our community, and our customers. This is commonly referred to in the fire service as the "grey area". This is often where we find ourselves working in this profession. Our ethos does not preclude us from taking decisive action, it is quite the opposite. As such, this philosophy will help guide your thought process as leaders in our community and organization to be confident and proactive in your approach to providing excellent service to our district.

Personnel should not be afraid to stray from policy or procedures when doing the right thing is obvious and calculated. We should not be afraid of punishment or discipline when our actions are aligned with this document and supported by leadership. We will strive to be a mission driven culture that reaches for perfection while still embracing imperfect decision making. Often an imperfect decision made within the framework of our value system provides an opportunity for training and improvement.

All personnel in this organization, regardless of rank, title or time on the job have a valued voice and are expected to speak their minds, share their thoughts, and provide feedback in a respectful manner. This organization is and will continue to be void of a punishment culture that produces fear of speaking up

Officers are expected to lead their team, be willing to have difficult conversations, and carry out this ethos by setting the example for others to follow. We will take this seriously and live this ethos while taking ourselves less serious in other matters.

Lastly, I will trust that all of you follow the Leadership Ethos in all your daily decisions and that the members of the Command staff will also be held to this same high standard.

I regard the following principles as the foundation of our success:

Members: Our people are the heart of the district, and we cannot accomplish our mission without them. By prioritizing our members, we promote a healthy work environment, set clear expectations, and ensure they have the training, equipment, and support necessary to succeed.

Mission: Every decision, action, and resource we dedicate is aligned with our mission. All efforts must be purpose-driven and focused on delivering exceptional service and meaningful outcomes for our community.

Balance: We recognize the importance of balance in all aspects of life. We strive to harmonize the needs of our members, the demands of our mission, and the well-being of our community while encouraging a healthy integration of work and personal life.

My decisions are guided by key values that define my approach to leadership:

- **Dedication** – Commitment to duty.
- **Integrity** – Continually striving to earn and maintain trust with each other and the public with honor and devotion.
- **Respect** – Valuing one another and treating others as we would like to be treated.
- **Professionalism** – We train and prepare to perform our duties in a professional and effective manner in accordance with the changing needs of the community.
- **Accountability** – Taking responsibility for our actions and decisions.

From me, the members should expect:

- A clear vision and direction for the district aligned with community expectations and Board priorities.
- Strong advocacy for our department and profession at the local, state, and federal levels of government.
- A firm commitment to prioritizing the safety and wellbeing of all members.
- Ongoing support for professional growth, leadership development, and succession planning.
- Open, honest dialogue that values diverse perspectives and strengthens trust.
- Transparent and intentional decision-making processes.

From the members, I should expect:

- Professional, responsive service that upholds the integrity of our mission.
- Behavior and actions that positively reflect the district and our profession.
- Mutual respect and accountability at every level of the organization.
- A commitment to continuous learning, growth, and improvement.
- Care and stewardship of district resources to maintain a safe, efficient, and productive work environment.