

	TRAVIS COUNTY ESD #5 MANCHACA FIRE RESCUE Department Memorandum	M2020-001
		Effective: 5/12/2020
		Expires: NA
	Notice of Disciplinary Action	From: C Barron

On May 7th, 2020, a Lieutenant engaged in a verbal argument with the oncoming Lieutenant during shift change in the presence of both the oncoming and off going crews. The conduct of the Lieutenant was determined to be unprofessional and inappropriate for the language, time and setting of the argument. The Lieutenant’s actions violated the following regulations of Emergency Services District #5 / Manchaca Fire/Rescue.

Manchaca Fire/Rescue Policy:

ESD5 Personnel Handbook:

1.2.8 Public Relations:

- Communicate pleasantly and respectfully with other employees at all times.
- Show respect for other firefighters, officers, customers, and ESD Commissioners

2.0 Standards of Conduct

- 2.02 Whether in uniform or not, members shall conduct themselves in a manner that will bring credit to themselves and the district
- 2.11 Members of the district shall not criticize or ridicule the district, its policies, its officers or other members by speech, writing, or other expression, when such speech writing, or expression:
 - a. Is defamatory, obscene, slanderous, or unlawful; and/or
 - b. Tends to interfere with the maintenance of proper discipline; and/or
 - c. Damages or impairs the reputation and/or efficiency of the District or member
- 2.21 Members shall not threaten or fight with any person while on duty or on district property
- 2.24 Members shall not exhibit conduct that interferes with the proper cooperation of employees or impairs the efficiency of the district, or disrupts the working environment of its members.
- 2.25 Members shall be courteous with their relationships to the public and each other, and shall avoid harsh, violent, profane, and insulting language and manners
- 2.26 Members shall show respect for rank held by an officer of the district and/or Commissioners.

2.1.1. Suspension/Dismissal Actions

- g) Fighting, or horseplay or provoking a fight on district/district property or on an emergency scene
- j) Threatening, intimidating, or coercing fellow employees on or off the premises, at any time, for any purpose
- t) Malicious gossip and/or spreading of rumors, including engaging in behavior designed to create discord or lack of teamwork
- u) Interfering with another employee on the job
- w) Improper behavior, conduct or indecency on district property on or off duty that reflects negatively on the district

Due to these violations, the Lieutenant was suspended from duties for 48 hours.