

	TRAVIS COUNTY ESD #5 MANCHACA FIRE RESCUE Department Memorandum	M2020-002
		Effective: 5/12/2020
		Expires: NA
	Notice of Disciplinary Action	From: C Barron

On May 7, 2020, a Lieutenant engaged in a verbal argument with the off going 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 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:

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
- 2.24 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.
- 2.26 Members shall show respect for rank held by an officer of the district and/or Commissioners.

2.1.1. Suspension/Dismissal Actions

- j) Threatening, intimidating, or coercing fellow employees on or off the premises, at any time, for any purpose

Due to these violations, the Lieutenant was suspended from duties for 24 hours.