

	TRAVIS COUNTY ESD #5 MANCHACA FIRE RESCUE Department Memorandum	M2022-002
		Effective: 10/11/2022
	Notice of Disciplinary Actions	Expires: NA
		From: C Barron

On various dates the following actions/violations occurred:

- A Firefighter was photographed and posted on social media using department issued PPE and personal clothing with a department logo. The pictures are deemed inappropriate for on or off duty.
 - Policy violations include handbook sections 2:2.2, 2.12, 10:23, C101:2;G – Department issued items shall not be worn in an off duty environment where association with MFR would be inappropriate.
 - This firefighter was suspended with no pay for two shifts due to previous policy violations
- A Lieutenant was discussing personnel matters in front of other co-workers. Discussion about disciplinary actions amongst crew members is a violation of policy.
 - Policy violations include 1.2.12 harassment, 2.0 Standards of Conduct 2.10, 2.11, 2.25
 - This Lieutenant was suspended without pay for one shift.
- A Lieutenant was photographed working out without a shirt on.
 - Policy violations are the Uniform Policy, Section II, I, 1: “The PT uniform consists of the department issued or approved gym shorts and t-shirt. Members may opt to utilize their own navy, black, or grey shorts or sweatpants instead of the issued shorts. A shirt IS a required component of the PT uniform.”
 - This Lieutenant was given an oral reprimand due to this being a first offense.
- A Firefighter was photographed and posted on social media wearing department issued gear without permission while not at the station.
 - Policy violations include C101, Standards of Conduct 2.11, 2.12, 2.2, 2.1.1, 2.1.2, 2.1.4, and 10.6.
 - This Firefighter was suspended without pay for one shift due to previous policy violations.
- A Driver was photographed and posted on social media breaking the uniform policy and making comments about other firefighters that could be construed as harassment.
 - Policy violations include C101 Standards of conduct, 2.1.1, 2.11, 2.12, 2.24, and 2.25. Uniform Policy, Section II, I, 1: “The PT uniform consists of the department issued or approved gym shorts and t-shirt. Members may opt to utilize their own navy, black, or grey shorts or sweatpants instead of the issued shorts. A shirt IS a required component of the PT uniform.”
 - This Driver was given a written reprimand due to no previous violations on this issue.
- A Firefighter was photographed and posted on social media not wearing a shirt while working out.
 - Policy violations are the Uniform Policy, Section II, I, 1: “The PT uniform consists of the department issued or approved gym shorts and t-shirt. Members may opt to utilize their won navy, black, or grey shorts or sweatpants instead of the issued shorts. A shirt IS a required component of the PT uniform.”
 - This Firefighter was given an oral reprimand due to this being a first offense.