

	TRAVIS COUNTY ESD #5 MANCHACA FIRE RESCUE Department Memorandum	M2024-003
		Effective: 5-7-2024
	Notice of Disciplinary Actions	Expires: NA
		From: C Barron

On various dates the following actions/violations occurred:

- A Firefighter failed to follow safety procedures by not using a backer, has been heard making inappropriate comments/jokes about personnel or the public, and making comments about another member's job duties. Since this was the firefighters first NUPB, the Firefighter has thus been suspended without pay for 96 hours and will be put on a 120 day probationary period.
 - Policy Violations:
 - Personnel handbook (v. 10/2023) Code of Conduct:
 - 2.15 No member shall violate any district safety regulation
 - 2.23 Members shall not use remarks that degrade national origin, sex, color, creed, or belief of fellow members or the public in a manner as to be insulting or inciting to any member.
 - 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.
 - 2.1.1 Suspension/Dismissal Actions a) Willful violation of any district rule; any deliberate action that
 - t) Malicious gossip and/or spreading of rumors, including engaging in behavior designed to create discord and lack of teamwork;
 - v) Willfully restricting work output or encouraging others to do the same;
 - 2.1.4. Crisis Suspension c) Failure to follow safety practices d) Failure to follow the Standards of Conduct
 - B201 - Safe Apparatus Operations - E. Backing
- A firefighter was overheard criticizing and complaining about department leadership, actions that constitute insubordination. Additionally, the firefighter objected to an assignment to a specific apparatus for staffing purposes, further constituting insubordination against leadership. The firefighter was found to have violated multiple Code of Conduct policies. Due to previous NUPBs occurring within a short span and the Codes of Conduct violations, the firefighter was terminated from employment at TCESD5.
 - Policy Violations:
 - Personnel handbook (v. 10/2023) Code of Conduct:
 - 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 c. Damages or impairs the reputation and/or efficiency of the District or member
 - 2.19 Members shall not steal or damage the property of others or the districts'.
 - 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 t) Malicious gossip and/or spreading of rumors, including engaging in behavior designed to create discord and lack of teamwork;
 - 2.1.4 - c, d, j (Failure to follow Safety Practices, follow Standards of Conduct, Refusal to perform assigned work or follow an order)
- A lieutenant overheard discussions and possibly engaged in conversations criticizing the department's leadership. The lack of action to stop these conversations, or engaging in them, constitutes conduct unbecoming of an officer of TCESD5. Given the lieutenant's tenure, experience, and previous NUPB, he has been placed on a six-month performance improvement plan. This plan includes leadership and officer training, taking more responsibility for his crew, and being more accountable for his actions. Additionally, he was suspended for 96 hours without pay.
 - Policy violations:
 - Personnel handbook (v. 10/2023) Code of Conduct:
 - 2.1.1 Suspension/Dismissal Actions a) Willful violation of any district rule; any deliberate action that is extreme in nature and/or is obviously detrimental to the district's t) Malicious gossip and/or spreading of rumors, including engaging in behavior designed to create discord and lack of teamwork;
 - 2.23 Members shall not use remarks that degrade national origin, sex, color, creed, or belief of fellow members or the public in a manner as to be insulting or inciting to any member.
 - 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.