

	<b>TRAVIS COUNTY ESD #5</b> <b>MANCHACA FIRE RESCUE</b> <b>Department Memorandum</b>	<b>M2026-001</b>
		Effective: 4-1-2026
	<b>Notice of Disciplinary Actions</b>	Expires: NA
		From: C Barron

On various dates the following actions/violations occurred:

A Lieutenant was overheard making inappropriate comments and jokes about a firefighter. The Lieutenant was found to have violated multiple Standards of Conduct policies.

**Policy Violations:**

Personnel handbook (v. 10/2025) Code of Conduct:

- 2.0.11 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
- 2.0.24 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.
- 2.0.25 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 Unacceptable Activities
  - 2.1.1.t Malicious gossip and/or spreading of rumors, including engaging in behavior designed to create discord and lack of teamwork;
  - 2.1.1.w Improper behavior, conduct, or indecency on or off duty that reflects negatively on the District

These conversations are conduct unbecoming of an officer of TCESD5. The Lieutenant’s tenure, experience and previous NUPBs have resulted in the Lt being separated from employment with TCESD5.