

FIRE COMPLAINT ALLEGATION DEFINITIONS

COMPLAINT: Any complaint pertaining to SFD policies, rules, procedures or employee conduct. Misconduct complaints include, but are not limited to, allegations of:

A. CRIMINAL OFFENSE

As statutorily defined.

B. CITY EQUIPMENT

Any misuse of City equipment.

C. CONDUCT UNBECOMING

Behavior that is malicious or criminal or a failure to follow ordinary and reasonable rules of good conduct and behavior. This includes any misconduct bringing discredit upon the SFD.

D. DISCOURTESY

Rude or abusive actions directed toward another person.

E. DISCRIMINATION

Allegations that the employee's actions or misconduct was due to race, sex, religion, physical disability, ethnicity or sexual orientation of an individual.

F. DISHONESTY

Misappropriation of funds, property of the City or others, or giving false, or misleading information.

G. HARASSMENT

Any action or conduct including, but not limited to, the making of threats of violence, physical intimidation, verbal abuse, derogatory comments, sexual demands, or an act of retaliation because of the sex, race, ancestry, physical handicap, medical condition, marital status, age, sexual preference, or any other protected characteristic of a citizen or employee.

H. IMPROPER TACTICS

Improper or unapproved procedures and techniques used by an employee, such as giving inappropriate advice or taking in appropriate action.

I. INSUBORDINATION

Failure or refusal to follow a lawful written or verbal order of a superior.

J. INTOXICATION

The use of intoxicants by on-duty personnel.

K. MISSING PROPERTY

Property missing, which has, at one time, been in the custody or control of a member of the SFD.

L. NEGLIGENCE OF DUTY

The failure to perform a required duty.

M. SERVICE

The failure to provide adequate, timely and required fire action.

N. THEFT

Fraudulently appropriating without consent the personal property of another individual or organization.

O. TRAFFIC

Improper or illegal driving by an employee.

P. WAGE GARNISHMENT

Failure to pay just debts.