



## NOTICE OF DISCIPLINARY ACTION

TO: All Fire Department Personnel

FROM: Joel G. Baker, Fire Chief

DATE: January 18, 2019

SUBJECT: Notice of Disciplinary Action

In October of 2018, a Captain directed an inappropriate comment to another Captain. The action was aggravated due to the presence of subordinates in the vicinity to overhear the comment.

The Captain violated the following Civil Service Commission Rules of Procedure, and Austin Fire Department Rules and Regulations:

### Civil Service Commission Rules:

Civil Service Commission Rule 10.03 (E) – discourtesy to a fellow employee  
Civil Service Commission Rule 10.03 (L) - violation of Fire Department rules

### AFD Policies and Procedures:

E201 – AFD Code of Conduct - V.B.: Members shall not hinder the orderly operation of the department, and shall exert their authority to uphold its Policies and Procedures.

E201 – AFD Code of Conduct – V.D.: Whether on or off duty, members shall conduct themselves to bring credit to the Fire Department.

Due to these violations, the Captain was suspended from his/her position and duties with the City of Austin for 5 days. Given that the Captain waived all rights of appeal and was forthright in his/her actions, the effective suspension was for 1 day.