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**
Theft, 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. **EXCESSIVE FORCE**
Includes attempted or actual intimidation as well as physical use of force.

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

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

K. **INTOXICATION**
The use of intoxicants by on-duty personnel.

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

M. **NEGLECT OF DUTY**
The failure to perform a required duty.

N. **SERVICE**
The failure to provide adequate, timely and required police action.

O. **TRAFFIC**
Improper or illegal driving by an employee.

P. **WAGE GARNISHMENT**
Failure to pay just debts.