CARVER FIRE DEPARTMENT

Standard Operating Guidelines

Section 1.23 – Disciplinary Action Committee **June 15, 2013**

1.0 PURPOSE

The purpose of this guideline is to establish a process for review of disciplinary action that a member feels may be inappropriate

1.1 SCOPE

This guideline shall cover all members of the Carver Fire Department whether Active or Senior Reserve Status

1.2 POLICY

A DAR Committee may be appointed by the Fire Chief with assistance from the Carver Firefighters Association President to hear the complaint of any member, who feels unjustly relieved, suspended, reprimanded, or otherwise disciplined. This shall not be a standing committee, but shall be appointed at such time as a request is brought to the attention of a Chief Officer by the member concerned. It shall be the responsibility of the DAR Committee to make a reasonable effort to obtain all of the facts regarding the incident in an effort to determine if the discipline was reasonable and / or justified The DAR Committee has the power to recommend to the Chief a modification to the discipline as it so deems appropriate and this recommendation shall become part of the permanent record of the disciplinary action. Nothing in this provision shall be interpreted to condition, modify or amend the Fire Chief's unfettered right to administer discipline.