



**WASHINGTON TOWNSHIP FIRE DISTRICT**  
**TOWNSHIP OF WASHINGTON**  
**GLOUCESTER COUNTY, NEW JERSEY**

Board of Fire Commissioners  
P.O. Box 653  
Turnersville, N.J. 08012-0653

**DISTRICT OFFICE**  
(856) 863-4000  
FAX: (856) 589-0239

**EMERGENCY**  
**9-1-1**

**FIRE DEPARTMENT POLICY #52-2015**

**Conduct Unbecoming / Arrests**

The conduct and behavior of all members and employees of the fire department is critical to the trust established to the community protected, therefore it is necessary for the Washington Township Board of Fire Commissioners to establish a policy that ensures the utmost integrity regarding its members and employees of the department.

While other policies and procedures of the fire district refer to various conduct and behavior requirements, this policy explicitly requires all members and employees of the district to report to their immediate supervisor any arrest of said member or employee by law enforcement personnel. Members and employees of the fire district have an obligation to the public served and have a sacred trust of the community. Any member who has been arrested and charged by a law enforcement agency has an obligation to the fire district to disclose such arrest. Failure to report such arrest within 24 hours shall subject the member or employee of the district major disciplinary action and possible discharge from the department.

For purposes of this policy, an arrest is defined where the firefighter or employee has been given their rights (Mirandized) for a criminal matter, a drug related matter, a domestic violence matter, or a driving under the influence matter. It does not include routine traffic violations where a summons has been issued or notices of violation issued under administrative law.

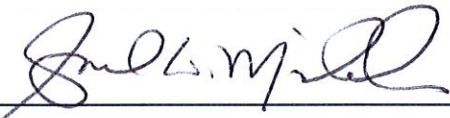
Supervisors and Chief Officers who fail to report knowledge of an arrest of a member or employee of the department through the chain of command are subject to major discipline and possible discharge from the department.

Any member or employee arrested by law enforcement personnel shall be placed on either administrative leave if the circumstances are not fire department related or shall be placed on immediate suspension if fire department related in accordance with the fire district disciplinary policy. For members or employees placed on administrative leave, they will remain in that status until such time as their individual case has been adjudicated. If their charges have been dismissed or reduced to offenses that are not criminal in nature, their case shall be reviewed in accordance with the district disciplinary policy and their status with the department

determined at a departmental hearing. Any member or employee found guilty of a crime, even in a lesser degree, shall be discharged from the department in accordance with the district disciplinary policy.

Any member facing charges related to the fire department or connected to the fire department in some manner may face internal administrative charges regardless of the external criminal case. Disciplinary action is not dependent upon adjudicated criminal action.

This policy was adopted at a regularly scheduled meeting of the Board of Fire Commissioners on November 5, 2015 and shall take effect immediately.

BY:  \_\_\_\_\_

Sam Micklus, Chairman

ATTEST:  \_\_\_\_\_

Frank Stella, Secretary