

Kennebunkport Fire Department

REGULATION 15 SUSPENSIONS

April 2008

The use of suspensions within this department will be considered a primary method of disciplinary action. Suspensions for up to thirty days may be given on a first offense. Second offense suspensions may be for sixty days or dismissal from the Department for more serious offenses. Only the Fire Chief will issue suspensions from duty. All suspensions will be in writing and placed in the individuals file for a period of three years.

Suspensions from driving authority may be immediately given by the Fire Chief, Assistant Chief or any of the three District Chiefs. Driving suspensions may be given for a period of thirty days to permanent depending on the offense. Any suspension for a period of over thirty days must be given with the consent of the Fire Chief.

Appeals for any suspension may be brought before the Fire Chief who in turn will bring the appeal before a Fire Chief's Review Board. All driving suspensions shall be in writing and submitted to the Fire Chief and shall state the offense committed and the actions taken.

If an individual is charged with a felony crime, that person will be placed on administrative suspension for the period prior to the trial. During an administrative suspension the individual will be allowed to attend any Department function, including training, at the station but will not be allowed to respond to emergency calls. If the Fire Chief feels that the charges brought against the individual are such that it will not discredit the Department to retain the individual, then he may elect to keep the individual on in a full capacity. If the Fire Chief feels the charges are of a serious enough nature to cause possible harm to the Department then he may issue a complete suspension from all Department activities pending the trial. When cleared by a court or a charge is dropped, the individual shall immediately return to full duty.