

City of Lancaster

Division of Fire

1596 East Main Street
Lancaster, OH 43130

Administrative Offices
740-687-6642

David A. Ward
Chief

Fire Prevention
740-687-6640

January 15, 2016

Larry Moore

Captain Moore

This letter will serve as official notice that you have violated the following Rules of Conduct and Policies of the Lancaster Fire Department for your participation in the unauthorized Crew 3 billboard on November 30, 2015.

Rule #01 - Exercising Common Sense and Affirmatively Promoting Our Values

Rule #08 - Co-operating with Employees and Other Officials

Rule #16 - Insubordination

Rule #17 - Knowing, Observing and Obeying all Directives, Rules and Procedures

Rule #19 - Courteous and Respectful Behavior toward Superior Ranked Personnel

Rule #21 - Use and Care of Property

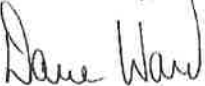
Policy 1:12 Personal Electronic Equipment

Policy 1:13 Social Networking and Utilities

Policy 2.5 Uniforms

Pursuant to the department's discipline practices you are hereby suspended without pay for 48 hours and shall serve a 12 month probationary period. The dates and times of your suspension will be at the sole discretion of the Fire Chief, and you will be notified of said dates and times as soon as that decision has been made. Any further violations will result in further disciplinary action.

Respectfully,



Chief Ward

City of Lancaster

Division of Fire

1596 East Main Street
Lancaster, OH 43130

Administrative Offices
740-687-6642

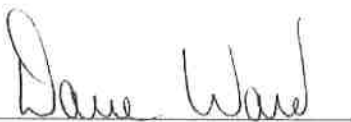
David A. Ward
Chief

Fire Prevention
740-687-6640

Settlement Agreement

This agreement is entered into by and between the IAFF, Local 291 (Union), Captain Larry Moore (Moore) and the City of Lancaster (City). The agreement relates to the disciplinary investigation concerning activities of Crew 3 that occurred in December 2015. In resolution of this matter, the parties agree as follows:

1. In lieu of more serious discipline, Capt. Moore agrees to serve a forty-eight (48) hours unpaid suspension on dates to be determined by the City.
2. In addition, Capt. Moore agrees to serve a one year probationary period effective upon execution of this agreement. Any disciplinary action taken either during or after the probationary period shall be for just cause within the meaning of Article 50 of the collective bargaining agreement between the Union and the City.
3. Capt. Moore recognizes both during and after the probationary period, he is responsible for knowing, applying and obeying all rules, directives, orders and policies with the intent and spirit as they were written.
4. The Union and Capt. Moore agree not to file a grievance or any other legal challenge with regard to the discipline set forth in paragraph 1 of this Agreement.
5. All parties acknowledge they have had an opportunity to consult with their legal and/or Union representatives prior to entering into this agreement.
6. The Union and the City agree this agreement shall not set a precedent for any future matters involving other employees.



Chief Dave Ward

1-19-16

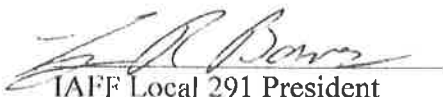
Date



Captain Larry Moore

1-21-16

Date



IAFF Local 291 President

1-21-16

Date

City of Lancaster

Division of Fire

1596 East Main Street
Lancaster, OH 43130

Administrative Offices
740-687-6642

David A. Ward
Chief

Fire Prevention
740-687-6640

January 15, 2016

David Medaugh

Lieutenant Medaugh:

This letter will serve as official notice that you have violated the following Rules of Conduct and Policies of the Lancaster Fire Department for your participation in the unauthorized Crew 3 billboard on November 30, 2015.

Rule #01 - Exercising Common Sense and Affirmatively Promoting Our Values

Rule #08 - Co-operating with Employees and Other Officials

Rule #16 - Insubordination

Rule #17 - Knowing, Observing and Obeying all Directives, Rules and Procedures

Rule #19 - Courteous and Respectful Behavior toward Superior Ranked Personnel

Rule #21 - Use and Care of Property

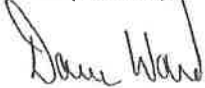
Policy 1:12 Personal Electronic Equipment

Policy 1:13 Social Networking and Utilities

Policy 2.5 Uniforms

Pursuant to the department's discipline practices you are hereby suspended without pay for 24 hours and shall serve a 12 month probationary period. The dates and times of your suspension will be at the sole discretion of the Fire Chief, and you will be notified of said dates and times as soon as that decision has been made. Any further violations will result in further disciplinary action.

Respectfully,



Chief Ward

City of Lancaster

Division of Fire

1596 East Main Street
Lancaster, OH 43130

Administrative Offices
740-687-6642

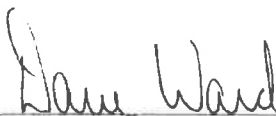
David A. Ward
Chief

Fire Prevention
740-687-6640

Settlement Agreement

This agreement is entered into by and between the IAFF, Local 291 (Union), Lieutenant David Medaugh (Medaugh) and the City of Lancaster (City). The agreement relates to the disciplinary investigation concerning activities of Crew 3 that occurred in December 2015. In resolution of this matter, the parties agree as follows:

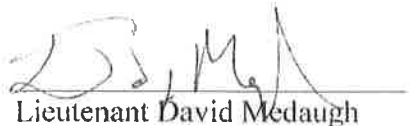
1. In lieu of more serious discipline, Lt. Medaugh agrees to serve a twenty-four (24) hours unpaid suspension on dates to be determined by the City.
2. In addition, Lt. Medaugh agrees to serve a one year probationary period effective upon execution of this agreement. Any disciplinary action taken either during or after the probationary period shall be for just cause within the meaning of Article 50 of the collective bargaining agreement between the Union and the City.
3. Lt. Medaugh recognizes both during and after the probationary period, he is responsible for knowing, applying and obeying all rules, directives, orders and policies with the intent and spirit as they were written.
4. The Union and Lt. Medaugh agree not to file a grievance or any other legal challenge with regard to the discipline set forth in paragraph 1 of this Agreement.
5. All parties acknowledge they have had an opportunity to consult with their legal and/or Union representatives prior to entering into this agreement.
6. The Union and the City agree this agreement shall not set a precedent for any future matters involving other employees.



Chief Dave Ward

1-19-16

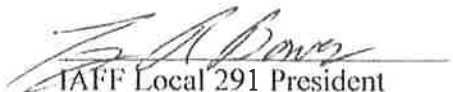
Date



Lieutenant David Medaugh

1-21-16

Date



IAFF Local 291 President

1-21-16

Date

City of Lancaster

Division of Fire

1596 East Main Street
Lancaster, OH 43130

Administrative Offices
740-687-6642

David A. Ward
Chief

Fire Prevention
740-687-6640

January 15, 2016

Slade Schultz

Lieutenant Schultz:

This letter will serve as official notice that you have violated the following Rules of Conduct and Policies of the Lancaster Fire Department for your participation in the unauthorized Crew 3 billboard on November 30, 2015.

Rule #01 - Exercising Common Sense and Affirmatively Promoting Our Values

Rule #08 - Co-operating with Employees and Other Officials

Rule #16 - Insubordination

Rule #17 - Knowing, Observing and Obeying all Directives, Rules and Procedures

Rule #19 - Courteous and Respectful Behavior toward Superior Ranked Personnel

Rule #21 - Use and Care of Property

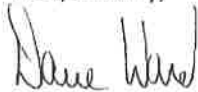
Policy 1:12 Personal Electronic Equipment

Policy 1:13 Social Networking and Utilities

Policy 2.5 Uniforms

Pursuant to the department's discipline practices you are hereby suspended without pay for 24 hours and shall serve a 12 month probationary period. The dates and times of your suspension will be at the sole discretion of the Fire Chief, and you will be notified of said dates and times as soon as that decision has been made. Any further violations will result in further disciplinary action.

Respectfully,



Chief Ward

City of Lancaster

Division of Fire

1596 East Main Street
Lancaster, OH 43130

Administrative Offices
740-687-6642

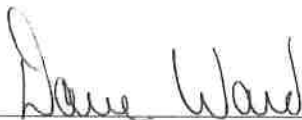
David A. Ward
Chief

Fire Prevention
740-687-6640

Settlement Agreement

This agreement is entered into by and between the IAFF, Local 291 (Union), Lieutenant Slade Schultz (Schultz) and the City of Lancaster (City). The agreement relates to the disciplinary investigation concerning activities of Crew 3 that occurred in December 2015. In resolution of this matter, the parties agree as follows:

1. In lieu of more serious discipline, Lt. Schultz agrees to serve a twenty-four (24) hours unpaid suspension on dates to be determined by the City.
2. In addition, Lt. Schultz agrees to serve a one year probationary period effective upon execution of this agreement. Any disciplinary action taken either during or after the probationary period shall be for just cause within the meaning of Article 50 of the collective bargaining agreement between the Union and the City.
3. Lt. Schultz recognizes both during and after the probationary period, he is responsible for knowing, applying and obeying all rules, directives, orders and policies with the intent and spirit as they were written.
4. The Union and Lt. Schultz agree not to file a grievance or any other legal challenge with regard to the discipline set forth in paragraph 1 of this Agreement.
5. All parties acknowledge they have had an opportunity to consult with their legal and/or Union representatives prior to entering into this agreement.
6. The Union and the City agree this agreement shall not set a precedent for any future matters involving other employees.



Chief Dave Ward

1-19-16

Date



Lieutenant Slade Schultz

1-22-16

Date



IAFF Local 291 President

1-22-16

Date

City of Lancaster

Division of Fire

1596 East Main Street
Lancaster, OH 43130

Administrative Offices
740-687-6642

David A. Ward
Chief

Fire Prevention
740-687-6640

January 15, 2016

Steve Burton

Lieutenant Burton:

This letter will serve as official notice that you have violated the following Rules of Conduct and Policies of the Lancaster Fire Department for your participation in the unauthorized Crew 3 billboard on November 30, 2015.

Rule #01 - Exercising Common Sense and Affirmatively Promoting Our Values

Rule #08 - Co-operating with Employees and Other Officials

Rule #16 - Insubordination

Rule #17 - Knowing, Observing and Obeying all Directives, Rules and Procedures

Rule #19 - Courteous and Respectful Behavior toward Superior Ranked Personnel

Rule #21 - Use and Care of Property

Policy 1:12 Personal Electronic Equipment

Policy 1:13 Social Networking and Utilities

Pursuant to the department's discipline practices you are hereby suspended without pay for 24 hours and shall serve a 12 month probationary period. The dates and times of your suspension will be at the sole discretion of the Fire Chief, and you will be notified of said dates and times as soon as that decision has been made. Any further violations will result in further disciplinary action.

Respectfully,



Chief Ward

City of Lancaster

Division of Fire

1596 East Main Street
Lancaster, OH 43130

Administrative Offices
740-687-6642

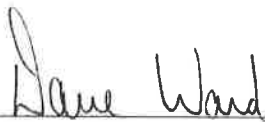
David A. Ward
Chief

Fire Prevention
740-687-6640

Settlement Agreement

This agreement is entered into by and between the IAFF, Local 291 (Union), Lieutenant Steve Burton (Burton) and the City of Lancaster (City). The agreement relates to the disciplinary investigation concerning activities of Crew 3 that occurred in December 2015. In resolution of this matter, the parties agree as follows:


1. In lieu of more serious discipline, Lt. Burton agrees to serve a twenty-four (24) hours unpaid suspension on dates to be determined by the City.
2. In addition, Lt. Burton agrees to serve a one year probationary period effective upon execution of this agreement. Any disciplinary action taken either during or after the probationary period shall be for just cause within the meaning of Article 50 of the collective bargaining agreement between the Union and the City.
3. Lt. Burton recognizes both during and after the probationary period, he is responsible for knowing, applying and obeying all rules, directives, orders and policies with the intent and spirit as they were written.
4. The Union and Lt. Burton agree not to file a grievance or any other legal challenge with regard to the discipline set forth in paragraph 1 of this Agreement.
5. All parties acknowledge they have had an opportunity to consult with their legal and/or Union representatives prior to entering into this agreement.
6. The Union and the City agree this agreement shall not set a precedent for any future matters involving other employees.


Chief Dave Ward

1-19-16
Date


Lieutenant Steve Burton

1-24-16
Date


IAFF Local 291 President

1-24-16
Date

City of Lancaster
Division of Fire

1596 East Main Street
Lancaster, OH 43130

Administrative Offices
740-687-6642

David A. Ward
Chief

Fire Prevention
740-687-6640

January 15, 2016

David Fouch

Firefighter Fouch:

This letter will serve as official notice that you have violated the following Rules of Conduct and Policies of the Lancaster Fire Department for your participation in the unauthorized Crew 3 billboard on November 30, 2015.

Rule #01 - Exercising Common Sense and Affirmatively Promoting Our Values

Rule #08 - Co-operating with Employees and Other Officials

Rule #17 - Knowing, Observing and Obeying all Directives, Rules and Procedures

Rule #21 - Use and Care of Property

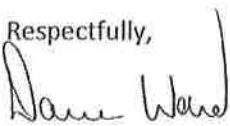
Policy 1:12 Personal Electronic Equipment

Policy 1:13 Social Networking and Utilities

Policy 2.5 Uniforms

Pursuant to the department's discipline practices you are hereby issued a written reprimand. Any further violations will result in further disciplinary action.

Respectfully,



Chief Ward

City of Lancaster

Division of Fire

1596 East Main Street
Lancaster, OH 43130

Administrative Offices
740-687-6642

David A. Ward
Chief

Fire Prevention
740-687-6640

Settlement Agreement

This agreement is entered into by and between the IAFF, Local 291 (Union), Firefighter David P Fouch (employee) and the City of Lancaster (City). The agreement relates to the disciplinary investigation concerning activities of Crew 3 that occurred in December 2015. In resolution of this matter, the parties agree as follows:

1. In lieu of more serious discipline, Employee agrees to a written reprimand.
2. The Union and Employee agree not to file a grievance or any other legal challenge with regard to the discipline set forth in paragraph 1 of this Agreement.
3. All parties acknowledge they have had an opportunity to consult with their legal and/or Union representatives prior to entering into this agreement.
4. The Union and the City agree this agreement shall not set a precedent for any future matters involving other employees.



Chief Dave Ward

1-19-16
Date



Firefighter

1-21-16
Date



IAFF Local 291 President

1-21-16
Date

City of Lancaster

Division of Fire

1596 East Main Street
Lancaster, OH 43130

Administrative Offices
740-687-6642

David A. Ward
Chief

Fire Prevention
740-687-6640

January 15, 2016

Rich Rhodes

Firefighter Rhodes:

This letter will serve as official notice that you have violated the following Rules of Conduct and Policies of the Lancaster Fire Department for your participation in the unauthorized Crew 3 billboard on November 30, 2015.

Rule #01 - Exercising Common Sense and Affirmatively Promoting Our Values

Rule #08 - Co-operating with Employees and Other Officials

Rule #17 - Knowing, Observing and Obeying all Directives, Rules and Procedures

Rule #21 - Use and Care of Property

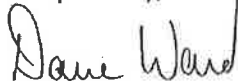
Policy 1:12 Personal Electronic Equipment

Policy 1:13 Social Networking and Utilities

Policy 2.5 Uniforms

Pursuant to the department's discipline practices you are hereby issued a written reprimand. Any further violations will result in further disciplinary action.

Respectfully,



Chief Ward

City of Lancaster

Division of Fire

1596 East Main Street
Lancaster, OH 43130

Administrative Offices
740-687-6642

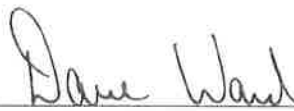
David A. Ward
Chief

Fire Prevention
740-687-6640

Settlement Agreement

This agreement is entered into by and between the IAFF, Local 291 (Union), Firefighter Richard Rhodes (employee) and the City of Lancaster (City). The agreement relates to the disciplinary investigation concerning activities of Crew 3 that occurred in December 2015. In resolution of this matter, the parties agree as follows:

1. In lieu of more serious discipline, Employee agrees to a written reprimand.
2. The Union and Employee agree not to file a grievance or any other legal challenge with regard to the discipline set forth in paragraph 1 of this Agreement.
3. All parties acknowledge they have had an opportunity to consult with their legal and/or Union representatives prior to entering into this agreement.
4. The Union and the City agree this agreement shall not set a precedent for any future matters involving other employees.


Chief Dave Ward

1-19-16
Date


Firefighter

1-21-16
Date


IAFF Local 291 President

1-21-16
Date

City of Lancaster

Division of Fire

1596 East Main Street
Lancaster, OH 43130

Administrative Offices
740-687-6642

David A. Ward
Chief

Fire Prevention
740-687-6640

January 15, 2016

Gary Hatch

Firefighter Hatch:

This letter will serve as official notice that you have violated the following Rules of Conduct and Policies of the Lancaster Fire Department for your participation in the unauthorized Crew 3 billboard on November 30, 2015.

Rule #01 - Exercising Common Sense and Affirmatively Promoting Our Values

Rule #08 - Co-operating with Employees and Other Officials

Rule #17 - Knowing, Observing and Obeying all Directives, Rules and Procedures

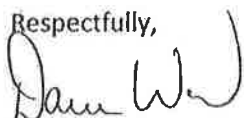
Rule #21 - Use and Care of Property

Policy 1:12 Personal Electronic Equipment

Policy 1:13 Social Networking and Utilities

Pursuant to the department's discipline practices you are hereby issued a written reprimand. Any further violations will result in further disciplinary action.

Respectfully,



Chief Ward

City of Lancaster

Division of Fire

1596 East Main Street
Lancaster, OH 43130

Administrative Offices
740-687-6642

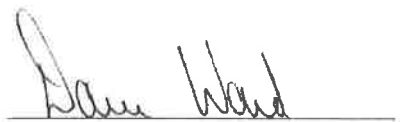
David A. Ward
Chief

Fire Prevention
740-687-6640

Settlement Agreement

This agreement is entered into by and between the IAFF, Local 291 (Union), Firefighter GARY HATCH (employee) and the City of Lancaster (City). The agreement relates to the disciplinary investigation concerning activities of Crew 3 that occurred in December 2015. In resolution of this matter, the parties agree as follows:

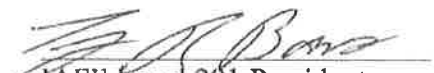
1. In lieu of more serious discipline, Employee agrees to a written reprimand.
2. The Union and Employee agree not to file a grievance or any other legal challenge with regard to the discipline set forth in paragraph 1 of this Agreement.
3. All parties acknowledge they have had an opportunity to consult with their legal and/or Union representatives prior to entering into this agreement.
4. The Union and the City agree this agreement shall not set a precedent for any future matters involving other employees.


Chief Dave Ward

1-19-16
Date


Firefighter

1/21/16
Date


IAFF Local 291 President

1-21-16
Date

City of Lancaster
Division of Fire

1596 East Main Street
Lancaster, OH 43130

Administrative Offices
740-687-6642

David A. Ward
Chief

Fire Prevention
740-687-6640

January 15, 2016

Matt Dawson

Firefighter Dawson:

This letter will serve as official notice that you have violated the following Rules of Conduct and Policies of the Lancaster Fire Department for your participation in the unauthorized Crew 3 billboard on November 30, 2015.

Rule #01 - Exercising Common Sense and Affirmatively Promoting Our Values

Rule #08 - Co-operating with Employees and Other Officials

Rule #17 - Knowing, Observing and Obeying all Directives, Rules and Procedures

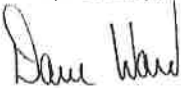
Rule #21 - Use and Care of Property

Policy 1:12 Personal Electronic Equipment

Policy 1:13 Social Networking and Utilities

Pursuant to the department's discipline practices you are hereby issued a written reprimand. Any further violations will result in further disciplinary action.

Respectfully,



Chief Ward

City of Lancaster

Division of Fire

1596 East Main Street
Lancaster, OH 43130

Administrative Offices
740-687-6642

David A. Ward
Chief

Fire Prevention
740-687-6640

January 15, 2016

Rusty Conrad

Firefighter Conrad:

This letter will serve as official notice that you have violated the following Rules of Conduct and Policies of the Lancaster Fire Department for your participation in the unauthorized Crew 3 billboard on November 30, 2015.

Rule #01 - Exercising Common Sense and Affirmatively Promoting Our Values

Rule #08 - Co-operating with Employees and Other Officials

Rule #17 - Knowing, Observing and Obeying all Directives, Rules and Procedures

Rule #21 - Use and Care of Property

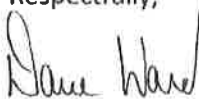
Policy 1:12 Personal Electronic Equipment

Policy 1:13 Social Networking and Utilities

Policy 2.5 Uniforms

Pursuant to the department's discipline practices you are hereby issued a written reprimand. Any further violations will result in further disciplinary action.

Respectfully,



Chief Ward

City of Lancaster

Division of Fire

1596 East Main Street
Lancaster, OH 43130

Administrative Offices
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David A. Ward
Chief

Fire Prevention
740-687-6640

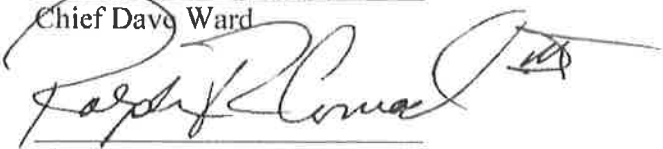
Settlement Agreement

This agreement is entered into by and between the IAFF, Local 291 (Union), Firefighter _____ (employee) and the City of Lancaster (City). The agreement relates to the disciplinary investigation concerning activities of Crew 3 that occurred in December 2015. In resolution of this matter, the parties agree as follows:

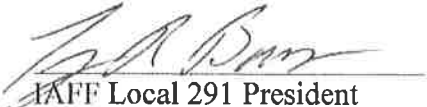
1. In lieu of more serious discipline, Employee agrees to a written reprimand.
2. The Union and Employee agree not to file a grievance or any other legal challenge with regard to the discipline set forth in paragraph 1 of this Agreement.
3. All parties acknowledge they have had an opportunity to consult with their legal and/or Union representatives prior to entering into this agreement.
4. The Union and the City agree this agreement shall not set a precedent for any future matters involving other employees.


Chief David Ward

1-19-16
Date


Firefighter

1-24-16
Date


IAFF Local 291 President

1-24-16
Date

City of Lancaster

Division of Fire

1596 East Main Street
Lancaster, OH 43130

Administrative Offices
740-687-6642

David A. Ward
Chief

Fire Prevention
740-687-6640

January 15, 2016

Rich Charles

Firefighter Charles:

This letter will serve as official notice that you have violated the following Rules of Conduct and Policies of the Lancaster Fire Department for your participation in the unauthorized Crew 3 billboard on November 30, 2015.

Rule #01 - Exercising Common Sense and Affirmatively Promoting Our Values

Rule #08 - Co-operating with Employees and Other Officials

Rule #17 - Knowing, Observing and Obeying all Directives, Rules and Procedures

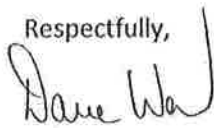
Rule #21 - Use and Care of Property

Policy 1:12 Personal Electronic Equipment

Policy 1:13 Social Networking and Utilities

Pursuant to the department's discipline practices you are hereby issued a written reprimand. Any further violations will result in further disciplinary action.

Respectfully,



Chief Ward

City of Lancaster

Division of Fire

1596 East Main Street
Lancaster, OH 43130

Administrative Offices
740-687-6642

David A. Ward
Chief

Fire Prevention
740-687-6640

Settlement Agreement

This agreement is entered into by and between the IAFF, Local 291 (Union), Firefighter Rich Charles (employee) and the City of Lancaster (City). The agreement relates to the disciplinary investigation concerning activities of Crew 3 that occurred in December 2015. In resolution of this matter, the parties agree as follows:

1. In lieu of more serious discipline, Employee agrees to a written reprimand.
2. The Union and Employee agree not to file a grievance or any other legal challenge with regard to the discipline set forth in paragraph 1 of this Agreement.
3. All parties acknowledge they have had an opportunity to consult with their legal and/or Union representatives prior to entering into this agreement.
4. The Union and the City agree this agreement shall not set a precedent for any future matters involving other employees.

Dave Ward
Chief Dave Ward

1-19-16
Date

Rich Charles
Firefighter

1-21-16
Date

Tom R. Davis
IAFF Local 291 President

1-21-16
Date

City of Lancaster

Division of Fire

1596 East Main Street
Lancaster, OH 43130

Administrative Offices
740-687-6642

David A. Ward
Chief

Fire Prevention
740-687-6640

January 15, 2016

Nick Irvin

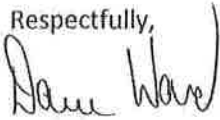
Firefighter Irvin:

This letter will serve as official notice that you have violated the following Rules of Conduct and Policies of the Lancaster Fire Department for your participation in the unauthorized Crew 3 billboard on November 30, 2015.

Rule #01 - Exercising Common Sense and Affirmatively Promoting Our Values
Rule #08 - Co-operating with Employees and Other Officials
Rule #17 - Knowing, Observing and Obeying all Directives, Rules and Procedures
Rule #21 - Use and Care of Property
Policy 1:12 Personal Electronic Equipment
Policy 1:13 Social Networking and Utilities
Policy 2.5 Uniforms

Pursuant to the department's discipline practices you are hereby issued a written reprimand. Any further violations will result in further disciplinary action.

Respectfully,



Chief Ward

City of Lancaster

Division of Fire

1596 East Main Street
Lancaster, OH 43130

Administrative Offices
740-687-6642

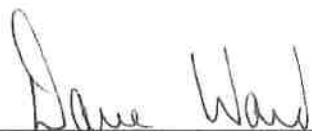
David A. Ward
Chief

Fire Prevention
740-687-6640

Settlement Agreement

This agreement is entered into by and between the IAFF, Local 291 (Union), Firefighter Nick Truin (employee) and the City of Lancaster (City). The agreement relates to the disciplinary investigation concerning activities of Crew 3 that occurred in December 2015. In resolution of this matter, the parties agree as follows:

1. In lieu of more serious discipline, Employee agrees to a written reprimand.
2. The Union and Employee agree not to file a grievance or any other legal challenge with regard to the discipline set forth in paragraph 1 of this Agreement.
3. All parties acknowledge they have had an opportunity to consult with their legal and/or Union representatives prior to entering into this agreement.
4. The Union and the City agree this agreement shall not set a precedent for any future matters involving other employees.


Chief Dave Ward

1-19-16
Date


Firefighter

1-21-16
Date


IAFF Local 291 President

1-21-16
Date

City of Lancaster

Division of Fire

1596 East Main Street
Lancaster, OH 43130

Administrative Offices
740-687-6642

David A. Ward
Chief

Fire Prevention
740-687-6640

January 15, 2016

Ralph A. Conrad

Firefighter RA Conrad:

This letter will serve as official notice that you have violated the following Rules of Conduct and Policies of the Lancaster Fire Department for your participation in the unauthorized Crew 3 billboard on November 30, 2015.

Rule #01 - Exercising Common Sense and Affirmatively Promoting Our Values

Rule #08 - Co-operating with Employees and Other Officials

Rule #17 - Knowing, Observing and Obeying all Directives, Rules and Procedures

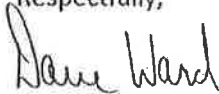
Rule #21 - Use and Care of Property

Policy 1:12 Personal Electronic Equipment

Policy 1:13 Social Networking and Utilities

Pursuant to the department's discipline practices you are hereby issued a written reprimand. Any further violations will result in further disciplinary action.

Respectfully,



Chief Ward

City of Lancaster

Division of Fire

1596 East Main Street
Lancaster, OH 43130

Administrative Offices
740-687-6642


David A. Ward
Chief

Fire Prevention
740-687-6640

Settlement Agreement

This agreement is entered into by and between the IAFF, Local 291 (Union), Firefighter Ralph A. Conrad (employee) and the City of Lancaster (City). The agreement relates to the disciplinary investigation concerning activities of Crew 3 that occurred in December 2015. In resolution of this matter, the parties agree as follows:


1. In lieu of more serious discipline, Employee agrees to a written reprimand.
2. The Union and Employee agree not to file a grievance or any other legal challenge with regard to the discipline set forth in paragraph 1 of this Agreement.
3. All parties acknowledge they have had an opportunity to consult with their legal and/or Union representatives prior to entering into this agreement.
4. The Union and the City agree this agreement shall not set a precedent for any future matters involving other employees.


Chief Dave Ward

1-19-16
Date


Firefighter

1-21-16
Date


IAFF Local 291 President

1-21-16
Date

City of Lancaster

Division of Fire

1596 East Main Street
Lancaster, OH 43130

Administrative Offices
740-687-6642

David A. Ward
Chief

Fire Prevention
740-687-6640

January 15, 2016

Josh Harris

Firefighter Harris:

This letter will serve as official notice that you have violated the following Rules of Conduct and Policies of the Lancaster Fire Department for your participation in the unauthorized Crew 3 billboard on November 30, 2015.

Rule #01 - Exercising Common Sense and Affirmatively Promoting Our Values

Rule #08 - Co-operating with Employees and Other Officials

Rule #17 - Knowing, Observing and Obeying all Directives, Rules and Procedures

Rule #21 - Use and Care of Property

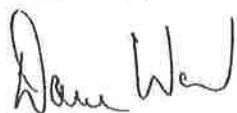
Policy 1:12 Personal Electronic Equipment

Policy 1:13 Social Networking and Utilities

Policy 2.5 Uniforms

Pursuant to the department's discipline practices you are hereby issued a written reprimand. Any further violations will result in further disciplinary action.

Respectfully,



Chief Ward

City of Lancaster

Division of Fire

1596 East Main Street
Lancaster, OH 43130

Administrative Offices
740-687-6642

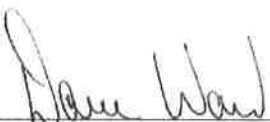
David A. Ward
Chief

Fire Prevention
740-687-6640

Settlement Agreement

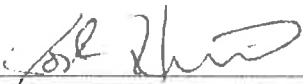
This agreement is entered into by and between the IAFF, Local 291 (Union), Firefighter _____ (employee) and the City of Lancaster (City). The agreement relates to the disciplinary investigation concerning activities of Crew 3 that occurred in December 2015. In resolution of this matter, the parties agree as follows:

1. In lieu of more serious discipline, Employee agrees to a written reprimand.
2. The Union and Employee agree not to file a grievance or any other legal challenge with regard to the discipline set forth in paragraph 1 of this Agreement.
3. All parties acknowledge they have had an opportunity to consult with their legal and/or Union representatives prior to entering into this agreement.
4. The Union and the City agree this agreement shall not set a precedent for any future matters involving other employees.



Chief Dave Ward

1-19-16
Date



Firefighter

1-21-16
Date



IAFF Local 291 President

1-21-16
Date

City of Lancaster

Division of Fire

1596 East Main Street
Lancaster, OH 43130

Administrative Offices
740-687-6642

David A. Ward
Chief

Fire Prevention
740-687-6640

January 15, 2016

Nathan Sharp

Firefighter Sharp:

This letter will serve as official notice that you have violated the following Rules of Conduct and Policies of the Lancaster Fire Department for your participation in the unauthorized Crew 3 billboard on November 30, 2015.

Rule #01 - Exercising Common Sense and Affirmatively Promoting Our Values

Rule #08 - Co-operating with Employees and Other Officials

Rule #17 - Knowing, Observing and Obeying all Directives, Rules and Procedures

Rule #21 - Use and Care of Property

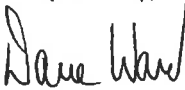
Policy 1:12 Personal Electronic Equipment

Policy 1:13 Social Networking and Utilities

Policy 2.5 Uniforms

Pursuant to the department's discipline practices you are hereby issued a written reprimand. Any further violations will result in further disciplinary action.

Respectfully,



Chief Ward

City of Lancaster

Division of Fire

1596 East Main Street
Lancaster, OH 43130

Administrative Offices
740-687-6642

David A. Ward
Chief

Fire Prevention
740-687-6640

Settlement Agreement

This agreement is entered into by and between the IAFF, Local 291 (Union), Firefighter Nathan Sharp (employee) and the City of Lancaster (City). The agreement relates to the disciplinary investigation concerning activities of Crew 3 that occurred in December 2015. In resolution of this matter, the parties agree as follows:

1. In lieu of more serious discipline, Employee agrees to a written reprimand.
2. The Union and Employee agree not to file a grievance or any other legal challenge with regard to the discipline set forth in paragraph 1 of this Agreement.
3. All parties acknowledge they have had an opportunity to consult with their legal and/or Union representatives prior to entering into this agreement.
4. The Union and the City agree this agreement shall not set a precedent for any future matters involving other employees.

Dave Ward
Chief Dave Ward

1-19-16
Date

[Signature]
Firefighter

1-21-16
Date

[Signature]
IAFF Local 291 President

1-21-16
Date

City of Lancaster

Division of Fire

1596 East Main Street
Lancaster, OH 43130

Administrative Offices
740-687-6642

David A. Ward
Chief

Fire Prevention
740-687-6640

January 15, 2016

Kevin Nagle

Firefighter Nagle:

This letter will serve as official notice that you have violated the following Rules of Conduct and Policies of the Lancaster Fire Department for your participation in the unauthorized Crew 3 billboard on November 30, 2015.

Rule #01 - Exercising Common Sense and Affirmatively Promoting Our Values

Rule #08 - Co-operating with Employees and Other Officials

Rule #17 - Knowing, Observing and Obeying all Directives, Rules and Procedures

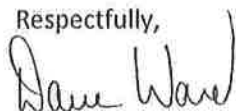
Rule #21 - Use and Care of Property

Policy 1:12 Personal Electronic Equipment

Policy 1:13 Social Networking and Utilities

Pursuant to the department's discipline practices you are hereby issued a written reprimand. Any further violations will result in further disciplinary action.

Respectfully,



Chief Ward

City of Lancaster

Division of Fire

1596 East Main Street
Lancaster, OH 43130

Administrative Offices
740-687-6642

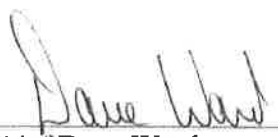
David A. Ward
Chief

Fire Prevention
740-687-6640

Settlement Agreement

This agreement is entered into by and between the IAFF, Local 291 (Union), Firefighter Kevin Nagle (employee) and the City of Lancaster (City). The agreement relates to the disciplinary investigation concerning activities of Crew 3 that occurred in December 2015. In resolution of this matter, the parties agree as follows:

1. In lieu of more serious discipline, Employee agrees to a written reprimand.
2. The Union and Employee agree not to file a grievance or any other legal challenge with regard to the discipline set forth in paragraph 1 of this Agreement.
3. All parties acknowledge they have had an opportunity to consult with their legal and/or Union representatives prior to entering into this agreement.
4. The Union and the City agree this agreement shall not set a precedent for any future matters involving other employees.


Chief Dave Ward

1-19-16
Date


Firefighter

1-24-16
Date


IAFF Local 291 President

1-24-16
Date

City of Lancaster

Division of Fire

1596 East Main Street
Lancaster, OH 43130

Administrative Offices
740-687-6642

David A. Ward
Chief

Fire Prevention
740-687-6640

January 15, 2016

Jordan Hatem

Firefighter Hatem:

This letter will serve as official notice that you have violated the following Rules of Conduct and Policies of the Lancaster Fire Department for your participation in the unauthorized Crew 3 billboard on November 30, 2015.

Rule #01 - Exercising Common Sense and Affirmatively Promoting Our Values

Rule #08 - Co-operating with Employees and Other Officials

Rule #17 - Knowing, Observing and Obeying all Directives, Rules and Procedures

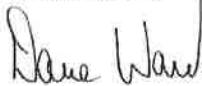
Rule #21 - Use and Care of Property

Policy 1:12 Personal Electronic Equipment

Policy 1:13 Social Networking and Utilities

Pursuant to the department's discipline practices you are hereby issued a written reprimand. Any further violations will result in further disciplinary action.

Respectfully,



Chief Ward

City of Lancaster

Division of Fire

1596 East Main Street
Lancaster, OH 43130

Administrative Offices
740-687-6642

David A. Ward
Chief

Fire Prevention
740-687-6640

Settlement Agreement

This agreement is entered into by and between the IAFF, Local 291 (Union), Firefighter Jordan Haben (employee) and the City of Lancaster (City). The agreement relates to the disciplinary investigation concerning activities of Crew 3 that occurred in December 2015. In resolution of this matter, the parties agree as follows:

1. In lieu of more serious discipline, Employee agrees to a written reprimand.
2. The Union and Employee agree not to file a grievance or any other legal challenge with regard to the discipline set forth in paragraph 1 of this Agreement.
3. All parties acknowledge they have had an opportunity to consult with their legal and/or Union representatives prior to entering into this agreement.
4. The Union and the City agree this agreement shall not set a precedent for any future matters involving other employees.

David Ward
Chief Dave Ward

1-19-16
Date

J. Haben
Firefighter

1-21-19
Date

E. A. B...
IAFF Local 291 President

1-21-19
Date

January 15, 2016

Luke Smiley

Probationary Firefighter Smiley:

This letter will serve as official notice that you have violated the following Rules of Conduct and Policies of the Lancaster Fire Department for your participation in the unauthorized Crew 3 billboard on November 30, 2015.

Rule #01 - Exercising Common Sense and Affirmatively Promoting Our Values

Rule #08 - Co-operating with Employees and Other Officials

Rule #17 - Knowing, Observing and Obeying all Directives, Rules and Procedures

Rule #21 - Use and Care of Property

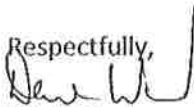
Policy 1:12 Personal Electronic Equipment

Policy 1:13 Social Networking and Utilities

Policy 2.5 Uniforms

Pursuant to the department's discipline practices you are hereby issued a written reprimand. Any further violations will result in your termination.

Respectfully,


Chief Ward

City of Lancaster

Division of Fire

1596 East Main Street
Lancaster, OH 43130

Administrative Offices
740-687-6642

David A. Ward
Chief

Fire Prevention
740-687-6640

Settlement Agreement

This agreement is entered into by and between the IAFF, Local 291 (Union), Firefighter T. Luke Smiley (employee) and the City of Lancaster (City). The agreement relates to the disciplinary investigation concerning activities of Crew 3 that occurred in December 2015. In resolution of this matter, the parties agree as follows:

1. In lieu of more serious discipline, Employee agrees to a written reprimand.
2. The Union and Employee agree not to file a grievance or any other legal challenge with regard to the discipline set forth in paragraph 1 of this Agreement.
3. All parties acknowledge they have had an opportunity to consult with their legal and/or Union representatives prior to entering into this agreement.
4. The Union and the City agree this agreement shall not set a precedent for any future matters involving other employees.

Dave Ward
Chief Dave Ward

1-19-16
Date

T. Luke Smiley
Firefighter

1-21-16
Date

L. A. Brown
IAFF Local 291 President

1-21-16
Date