

## **Definitions for Personnel/Agency Form (PAF)**

(Revised 2/2008)

**New Employee:** New to fire service agency.

**Resigned:** Voluntary separation from fire service agency in good standing.

**Retired:** Retires from fire service agency in good standing after reaching State of Oregon's recognized retirement age.

**Deceased:** Deceased

**Discharged:** Involuntary separation from employment for performance issues other than those listed for "discharge for cause."

**Discharged for Cause:** Discharge for cause meets the definition in 259-009-0070(B): (b) For purposes of this rule, "discharged for cause", means an employer initiated termination of employment for any of the following reasons: (A) Dishonesty: Includes untruthfulness, dishonesty by admission or omission, deception, misrepresentation, falsification; (B) Disregard for the Rights of Others: Includes constitutional violations, respect for the rights of others, protecting the vulnerable and the fundamental duty to protect and serve; (C) Gross Misconduct means an act or failure to act that creates a danger or risk to persons, property, or to the efficient operation of the agency, recognizable as a gross deviation from the standard of care that a reasonable fire service professional or instructor would observe in a similar circumstance; (D) Incompetence: means a demonstrated lack of ability to perform the essential tasks of a fire service professional or instructor. (E) Misuse of Authority: Includes abuse of public trust, obtaining a benefit or avoidance of detriment, and actions under the color of office.

**Leave of Absence:** Temporary leave of absence granted by the employing agency in excess of 90 days.

**Failed Probation:** Separated from employment during initial probationary period for failure to meet the entry level requirements of the fire service agency. 259-009-0005 (9) "Entry Level Fire Fighter" means an individual at the beginning of his/her fire service involvement. During the probationary period an entry level fire fighter is in a training and indoctrination period under constant supervision by a more senior member of a fire service agency.)

**Layoff:** Termination of employment due to elimination of position.

### **Denial/Revocation - OAR 259-009-0070**

Please refer to Denial/Revocation OAR 259-009-0070 located on our web site:

<http://www.oregon.gov/DPSST/FC/FireCertFormFree.shtml>