

ERIE COUNTY SHERIFF'S OFFICE POLICIES AND PROCEDURES

11.03 INCOMPETENCE

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An employee shall maintain sufficient competency to properly perform his/her duties and to assume the responsibility of his/her position. He/she shall perform his/her duties in a manner which will tend to establish and maintain the highest standard of efficiency in carrying out the functions and objectives of the Erie County Sheriff's Office. Incompetence may be demonstrated by an employee's lack of efficiency; a lack of knowledge of the application of laws required to be enforced; an unwillingness or inability to perform assigned tasks; the failure to conform to agency work standards; the failure to take appropriate action on the occasion of a crime, disorder or other situation requiring action; and absence without leave or unnecessary absence from a work assignment.

In addition to other indicators of incompetence, the following will be considered prima facie evidence of incompetence: repeated substandard employee evaluations or repeated violations of this agency's policies, work rules, and/or procedures establishes prima facie evidence of employee incompetence.