

DISCIPLINE

(TYPES AND PROCEDURES)

Types of Discipline

Verbal Discipline:

- A verbal reprimand from a supervisor. No fine or penalty and it does not effect a promotional exam.

Form 59:

- Remains at the Command Level.
- Notation made in Disciplinary Action Record Book of the command.
- No fine or civil service penalty.

Command Level Discipline:

- Combination of 59, and voluntary agreement to work additional hours.
- Discipline must be worked off within six months.
- No Civil Service penalty.

Form 209:

- First step in formal disciplinary process.
- Informs the PO of charges against him.
- PO has the right to appear before the Disciplinary Review Board. Written request to appear must be made to CO within 2 working days.
- Civil Service Exam Penalty - 1/6th of a point for each case (maximum of 1 2/3 points). Score may be reduced for 4 years for a Sergeant's exam.

Administrative Discipline:

- Combines a 209 with a voluntary agreement to work additional hours.
- Disciplinary Review Board can recommend Administrative Discipline of up to 40 hours.
- Penalty must be worked off within 6 months.

Form 210:

- Charges and Specifications
- PO has 8 days to plead guilty or not guilty. Must be in writing.
- Penalty can be a reprimand, a fine of up to 30 days per charge, suspension with or without pay, dismissal from force.
- Civil Service Exam Penalty - 1/3 of a point for each guilty verdict and 1/3 of a point for each day fined.

Commissioners Order 53: 9/82

A PO that is a target of an investigation has the right to have a PBA Rep and/or Attorney present during an interview. The interview can be delayed up to 2 hours in order for the PBA Rep and/or Attorney to arrive.

1992 - 1995 Contract: Pages 7 - 8, Section 6.2

A PO receiving a 209 or a 210 has the right to have a PBA Rep present when they are being issued.

PERB Decision 7/10/06 and Department Letter 9/12/01