

### Table of Discipline

Group Violation	Violation Number	Mitigating or Aggravating Factors	Presumptive Corrective Action Range
I (a)	First Group I Violation	Mitigating factors outweigh any aggravating factors  OR  No aggravating factors present	<b>Non-disciplinary Verbal Counseling to Written Reprimand</b>
I (b)	First Group I Violation	Aggravating factors outweigh any mitigating factors  OR  No mitigating factors present	<b>1 to 2 day suspension without pay</b>
I (c)	Second Group I Violation	Mitigating factors outweigh any aggravating factors  OR  No aggravating factors present	<b>2 to 3 day suspension without pay</b>
I (d)	Second Group I Violation	Aggravating factors outweigh any mitigating factors  OR  No mitigating factors present	<b>3 to 5 day suspension without pay</b>

**Table of Discipline (cont.)**

II (a)	First Group II Violation	Mitigating factors outweigh any aggravating factors  OR  No aggravating factors present	<b>6 to 7 day suspension without pay</b>
II (b)	First Group II Violation	Aggravating factors outweigh any mitigating factors  OR  No mitigating factors present	<b>7 to 8 day suspension without pay</b>
II (c)	Second Group II Violation	Mitigating factors outweigh any aggravating factors  OR  No aggravating factors present	<b>8 to 9 day suspension without pay</b>
II (d)	Second Group II Violation	Aggravating factors outweigh any mitigating factors  OR  No mitigating factors present	<b>9 to 10 day suspension without pay</b>
III (a)	First Group III Violation	Mitigating factors outweigh aggravating factors  OR  No aggravating factors present	<b>10 to 30 day suspension without pay</b>

**Table of Discipline (cont.)**

<p>III (b)</p>	<p>First Group III Violation</p>	<p>Aggravating factors outweigh any mitigating factors</p> <p>OR</p> <p>No mitigating factors present</p>	<p><b>13 to 30 day suspension without pay and/or demotion</b></p> <p><b>OR</b></p> <p><b>termination</b></p>
<p>III (c)</p>	<p>First Group III Violation</p>	<p>Serious misdemeanor offenses, gross immorality violations, gross neglect of duty</p> <p>AND</p> <p>Mitigating factors outweigh aggravating factors</p> <p>OR</p> <p>No aggravating factors present</p>	<p><b>20 to 30 day suspension without pay and/or demotion or termination</b></p>
<p>III (d)</p>	<p>First Group III Violation</p>	<p>Serious misdemeanor offenses, gross immorality violations, gross neglect of duty</p> <p>AND</p> <p>Aggravating factors outweigh mitigating factors</p> <p>OR</p> <p>No mitigating factors present</p>	<p><b>25 to 30 day suspension without pay and/or demotion or termination</b></p>

**Table of Discipline (cont.)**

III (e)	First Group III Violation	Felony offenses	<b>Termination</b>
III (f)	Second Group III Violation	Mitigating factors outweigh aggravating factors  Or  No aggravating factors present	<b>15 to 30 day suspension without pay and/or demotion or termination</b>
III (g)	Second Group III Violation	Aggravating factors outweigh any mitigating factors  OR  No mitigating factors present	<b>18 to 30 day suspension without pay and/or demotion or termination</b>
III (h)	Second Group III Violation	Serious misdemeanor offenses, gross immorality violations, gross neglect of duty	<b>Presumption of termination</b>
III (i)	Group III Violation	Any conviction resulting in a Weapons Disability	<b>Termination</b>

<b>III (j)</b>	<b>Group III Violation</b>	<b>False report, false statement, untruthfulness or dishonesty</b>	<b>Presumption of termination</b>
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