



DIRECTIVE: 8.2

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ISSUED BY: Bobby L. Cummings, M.S. Chief of Police Reviewed: 12/8/2016			

CLASSIFICATION OF PUNISHMENT

A punishment classification system has been developed in an effort to standardize our disciplinary process and ensure fair, equitable and consistent punishment for violations of written departmental policies. The basic philosophy of this classification system is one of “progressive discipline,” and as such, officers are reminded that the primary objective is to learn from one’s mistakes. However, dishonesty will not be tolerated. Violations will be placed into specific classification based on three factors: the specific charge, the reckoning period, and the date of the offense.

Within the disciplinary process, the Office of Professional Standards, as well as supervisors, can incorporate training or retraining as part of the prescribed discipline on all levels.

Specified Charge

A letter designator will appear at the end of each specified violation, noted throughout Chapter 7. The letter designator (A, B, C, D, E, or F) will indicate the severity of the violation, with class A being the most serious and class F as the lowest level of infractions.

The Reckoning Period

Designed to correct an officer’s conduct, the reckoning period is that period of time within which similar offenses will be dealt with more severely. Within each classification, there is a specified reckoning period of: three (3) years for class A and B violations excluding violations of the residency requirement and dishonesty, two (2) years for class C and D violations, and one (1) year for class E and F violations. Should a similar offense occur within that reckoning period, the specified punishment for that violation will fall under the appropriate offense category (i.e., 2nd offense, 3rd offense, etc.).



The Date of Offense

The exact reckoning period is established by the date of the violation being considered. For example, to determine the punishment classification of a particular class E violation, simply review an officer's disciplinary record for one year prior to the date of that violation. If he has no similar violation within that one-year period, then the current violation would be considered a first offense. If one similar offense to that which is being considered appears in the specified one year period, the current violation will be classified as a second offense; and so on.

Penalties

<u>CLASS</u>	<u>FIRST OFFENSE</u>	<u>SECOND OFFENSE</u>	<u>THIRD OFFENSE</u>
A	15-30 days to DISMISSAL *	DISMISSAL	*****
B	5-20 days	15-30 days	DISMISSAL
C	2-10 days	5-20 days	15-30 days
D	Reprimand to 5 days	2-10 days	5-20 days
E	Reprimand to 2 days	2-5 days	5-10 days
F	Reprimand	Reprimand to 2 days	2-5 days

****Violation of the residency requirement and/or dishonesty will result in dismissal upon a first offense****

