

## DISCIPLINE LEVELS 2016

LEVEL	REC DISC <sup>1</sup>	PDSA <sup>2</sup>	Total
Written Reprimand	77	107	184
1-5 Days Suspension	185	160	345
6-15 Days Suspension	105	8	113
16-30 Days Suspension	25	N/A	25
Bonus Removal	4	N/A	4
Demotion	5	N/A	5
Discharge	68	N/A	68

Revised 02/15/2018

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<sup>1</sup> Recommended Discipline - Discipline that has been recommended, which could be subject to change due to grievances, skelly hearings, Arbitration hearings, Civil Service Commission hearings, and/or civil litigation.

<sup>2</sup> A Pre-Disposition Settlement Agreement (PDSA) is an abbreviated investigation used for less serious policy violations in which the employee accepts responsibility for his actions and the agreed-upon discipline.