## DISCIPLINE LEVELS 2016

<table>
<thead>
<tr>
<th>LEVEL</th>
<th>REC DISC¹</th>
<th>PDSA²</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Written Reprimand</td>
<td>77</td>
<td>107</td>
<td>184</td>
</tr>
<tr>
<td>1-5 Days Suspension</td>
<td>185</td>
<td>160</td>
<td>345</td>
</tr>
<tr>
<td>6-15 Days Suspension</td>
<td>105</td>
<td>8</td>
<td>113</td>
</tr>
<tr>
<td>16-30 Days Suspension</td>
<td>25</td>
<td>N/A</td>
<td>25</td>
</tr>
<tr>
<td>Bonus Removal</td>
<td>4</td>
<td>N/A</td>
<td>4</td>
</tr>
<tr>
<td>Demotion</td>
<td>5</td>
<td>N/A</td>
<td>5</td>
</tr>
<tr>
<td>Discharge</td>
<td>68</td>
<td>N/A</td>
<td>68</td>
</tr>
</tbody>
</table>

¹ 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.

² 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.

Revised 02/15/2018