

2.6 CPC Discipline Review Procedures

City Charter § 115-5 gives the Commission the final authority to review the discipline already imposed or not imposed on Cleveland Division of Police (“CDP”) members and determining whether it is sufficient~~discipline Cleveland Division of Police (“CDP”) members~~. The Commission can review cases with or without a complaint from a member of the public, but only after the administrative authority before it has made a final decision.

2.6.1 Internally Investigated Administrative Misconduct

The CPC can review~~hear~~ cases stemming from an administrative internal Department of Public Safety (“DPS”) investigation; these cases are called *internally investigated administrative misconduct cases*. The Accountability Committee’s (“Committee”) processes will generally include but are not limited to:

- Reviewing completed discipline Divisional Notices;
- Reviewing cases referred to the Committee by the full Commission;
- ~~Preliminarily Dismissing~~ review~~cases~~ prior to requesting full case files~~as long as case files have not been requested~~;
- Requesting case files through the Executive Director, as long as sufficient facts exist in a case that may warrant the full Commission to modify a discipline decision;
- Requiring the Executive Director to send a courtesy letter notification to the Officer and Unions, through the Chief of Police, within five business days once requesting a case file~~ee~~; and
- Reviewing incidents where the CDP did not apply any discipline.

2.6.2 Externally Investigated Administrative Misconduct

City Charter § 115-5 gives the CPC the ability to serve as the final authority on whether the discipline of police officers imposed by the Civilian Police Review Board (“CPRB”) was sufficient (or excessive in limited cases). These cases are called *externally investigated administrative misconduct cases*. The Committee’s processes will generally include but are not limited to:

- Reviewing completed CPRB hearings;
- Reviewing cases referred to the Committee by the full Commission;
- Dismissing reviews prior to requesting full case files~~Preliminarily dismissing cases as long as case files have not been requested~~;
- ~~Requiring the Executive Director to send a notification to the Officer and Unions, through the Chief of Police, within five business days once requesting a case file~~Requiring the Executive Director, through the Chief of Police, to send a courtesy letter to the Officer, Unions, and Complainant once requesting a case file;

- ~~Reviewing incidents where the CPRB did not apply any discipline;~~ and
- Requesting case files through the Executive Director, as long as sufficient facts exist in a case that may warrant the full Commission to modify a discipline decision;

2.6.3 Direct Appeal to the CPC

Additionally, the Executive Director must intake complaints that have been submitted directly to the CPC. These direct appeals automatically require a case file request and must follow CPC Manual Rule 2.4.

2.6.4 The Scope of the CPC's Review

Facts beyond the degrees of or the application of discipline must remain outside the purview of the Commission. Additionally, per City Charter § 115-5, the Commission may only reduce discipline in instances where ~~the Officer is alleging retaliation~~ the Commission determines the officer is facing retaliation for protected whistleblowing activity. While the CPC does not have the jurisdiction to review criminal matters, ~~criminal elements may impact Commission discipline decisions~~ it does have the authority to review correlating administrative matters arising out of an alleged or actual crime.

Criminal Matters & Garrity

Garrity Rights protect public employees from being compelled to incriminate themselves during investigatory interviews conducted by their employers. More information on this topic can be found on the Commission's website at <https://clecpc.org/>. The Commission implements the following ~~policies~~ Garrity concerns the rights of City employees:

- ~~Garrity Rights~~ 5th Amendment Rights Notices to officers;
- Testimony is always voluntary, officers have a right to have an attorney speak for them, and all statements may be used against officers in subsequent criminal proceedings;
- Staying Commission administrative cases until concurrent criminal matters are resolved;
- Referring possibly criminal matters to the City of Cleveland's Internal Affairs Division ("IA");
- At no point should the Commission send a case file to a Prosecutor's Office ~~if that file has not first undergone a preliminary review for potential Garrity information~~;
- Any changes in policy and procedure must go through legal review.

2.6.5 Appeal Pursuant to ORC § 2506

A court reporter will be available at Evidentiary Hearings. An officer may submit an appeal of a Commission decision to the Court of Common Pleas pursuant to ORC § 2506.01 ~~appeals apply to Commission decisions. As such officers may request the following procedures:~~

- ~~(1) — The transcript to contain a report of all evidence proffered by the officer.~~
 - ~~(2) — Offer and examine witnesses and present evidence in support;~~
 - ~~(3) — Cross examine witnesses purporting to refute the officer's position, arguments, and contentions;~~
 - ~~(4) — Offer evidence to refute evidence and testimony offered in opposition to the officer's position, arguments, and contentions;~~
 - ~~(5) — All testimony to be given under oath.~~
 - ~~(6) — The use of the Commission's subpoena power to acquire and present evidence.~~
- ~~If desired, officers must request items (1) & (6) at least fourteen (14) calendar days in advance of the hearing. A description of the right to demand these procedures and their possible waiver must be included in the hearing notice sent to the officer. In the absence of a request, the officers will waive these procedures.~~

2.6.6 Preparing the Case Package for the Accountability Committee

The CPC's Executive Director, or their designee, shall prepare a case package for review before the Accountability Committee. The Executive Director must send the case package to the Accountability Committee within fifteen (15) businessworking days after receiving the complete case file. The case package should include:

- (1) Case Summary — including case Id., Officer(s) Name(s) and Badge Number(s), Allegations Summary, Referenced Policies, Factual Summary, Evidence Collection Breakdown, Relevant Discipline Policies, Current Discipline, etc.;
- (2) Case Comparisons — A summary of comparable City of Cleveland discipline case comparisons with the relevant discipline matrix;
- (3) Full Case File — The complete case file, as transmitted by the previous reviewing agency;
- (4) ~~Recommendations-Review~~ — A brief ~~preliminary recommendation~~ review of possible Commission decisions;
- (5) Jurisdiction – A statement on why the CPC can reviewhear the case, its procedural status, and the procedural history leading up to the CPC hearing (including any CBA Grievance); and
- (6) Any additional special circumstances or concerns that may be relevant to the decision to reviewhear the case.

2.6.7 File Review by the Accountability Committee

The Accountability Committee shall meet within fourteen (14) calendar days after receiving the case package from the Executive Director and:

- Review the case package and decide on whether to have a hearing or to make a recommendation to the full Commission to dismiss the reviewease;
 - The standard for this decision is if sufficient facts exist in a reviewease that may warrant a decision by the full Commission to modify a discipline decision;
- If approving the reviewease for hearing the Committee Chair shall:
 - Coordinate Commission calendars with Co-Chairs to set a hearing within thirty (30) calendar days;
 - Send notice of hearing to the Officer and Unions, through the Chief of Police and the Co-Chairs within five business days;
 - Send notice of hearing to Complainants (if applicable), through the Co-Chairs, and post notice to the Commission website within five business days;
 - Coordinate continuance requests (twenty-four [24] hours in advance notice required and one per party) through the Co-Chairs;
- If recommending for dismissal the Committee Chair shall:
 - State the reason for any dismissals (only available if no case file has been requested); or
 - Prepare dismissal motion for full Commission;
 - If later approved by Commission, prepare notices for Unions, Officers, and Complainants (if applicable) through the Executive Director within five business days.

The Committee should decide whether to make a recommendation for an Evidentiary Hearing within thirty (30) calendar days of the first Committee meeting on the matter. If not, it must send notice to the full Commission detailing the reasons for its delay.

2.6.8 Pre-Hearing Procedures

The Officer (including counsel) may submit a brief to the full Commission in advance of the Evidentiary Hearing.

- Briefs are due to Commission Co-Chairs via e-mail at least six calendar days in advance of the hearing;
- Briefs are optional;
- Briefs are limited to topics concerning the increase, decrease or implementation of discipline;
- Briefs must not exceed The recommended brief length is an 158,000 characters limit or fivethree pages (not including exhibits), whichever is shorter.
 - Requests for additional brief length must be made to the Co-Chairs and decided by the Chair of the Accountability Committee. In order to extend the brief length beyond five pages, the Officer or Executive Director needs to send notice to the Co-Chairs ten (10) calendar days in advance of the hearing. This notice must include an estimated page length so the Co-Chairs can evaluate whether there

is a need to give the Commission additional time to review a longer brief. Requesting additional brief length does not change the deadline for the brief;

- Response briefs are not permitted;
- Amendments to briefs are not allowed, unless new evidence relative to the level or implementation of discipline has been discovered (as decided by the Chair of the Accountability Committee communicated through the Co-Chairs);
- The Commission must ensure aAll briefs (and evidence therein) must be completely redacted pursuant to the Ohio Public Records Act, other state laws, and federal laws before submissionreleasing to the public.

Briefs should be in the following format:

- (1) Case Summary — including case Id., Officer(s) Name(s) and Badge Number(s), Allegations Summary, Referenced Policies, Factual Summary, Evidence Collection Breakdown, Procedural History, Current Discipline, etc.;
- (2) Case Comparisons (optional) — A summary of comparable City of Cleveland discipline case comparisons within the relevant discipline matrix;
- (3) Argument – the application of facts to case comparisons, existing discipline and counterarguments;
- (4) Recommendation-Review — A final recommendation-review with a conclusion. (For the Executive Director, this is a review of the Commission’s options pursuant to the applicable Discipline Matrix/GPO).

In addition to the Officer, the CPC’s Executive Director should prepare a brief for the full Commission that incorporates their recommendationsreview. The Executive Director’s Case package may serve as their brief or they may amend it. The Co-Chairs must distribute the briefs, ensure documents are properly redacted, and post them on the Commission’s website.

2.6.9 Evidentiary Hearings

The Evidentiary Hearing is the only item allowed on the meeting agenda and should mirror the following sample:

1. Call to Order;
2. Roll Call for Quorum;
- ~~3. Public Comment;~~
- ~~4.3.~~ Call of the Case (Case Identifying Information)& Executive Director Summary;
- ~~4.~~ Opportunity for Complainant to speak;
- ~~—~~ Closing Comments by Officer (including counsel);
- 5.

6. Questions for CPC Executive Director (or their designee);
7. Questions for Officer (including counsel) if present;
8. Questions for additional witnesses (if summoned);
- ~~9. Closing Comments by CPC Executive Director;~~
- ~~10.1. Closing Comments by Officer (including counsel);~~
- 11.9. Commission Discussion;
- 12.10. Commission Decision;
- 13.11. Public Comment;
- 14.12. Adjourn

Additional requirements for evidentiary hearings include:

- The Officer (including counsel) and the CPC's Executive Director may not present or review evidence not ~~identified~~~~included~~ in either brief;
- Public Comments are limited to three minutes per Commenter and comment time is not transferable from one Commenter to another;
- The Officer can elect to have one representative (including legal counsel) represent their interest at the hearing. Any time an Officer would be expected to speak at the hearing, this representative can speak on their behalf. All other representatives for the Officer are welcome to speak during the public comment portion of the hearing~~;~~;
- Every Commissioner may ask the Executive Director and the Officer (including counsel), if present, two questions each~~;~~;
- Every Commissioner can ask additional witnesses (if any) two questions~~;~~;
- Each Commissioner is limited to speaking twice during the discussion portion of the hearing, for up to five minutes total~~;~~;
- Questions and time are not transferrable among Commissioners;
- The Executive Director, Officer, and any witnesses are limited to three minutes in each ~~question response and presentation~~~~instance of talking~~;
- Any requests for additional time or questions must be made in a motion and confirmed by a majority of Commissioners. The motion is not debatable.

The Commission can only modify and impose final disciplinary action if a preponderance of the evidence in the matter shows that the original discipline, or the lack thereof, was misapplied pursuant to the applicable Charter, Corrective Action guidance, Manual of Rules, or Discipline Matrix at the time of the incident. By majority vote of the quorum, there are only three valid findings the Commission may make:

- ~~(1)~~ To increase ~~(or decrease in limited circumstances)~~ the previous discipline decision, or to impose discipline where previously there was none;
- ~~(1)~~(2) To decrease the previous discipline decision (only if the Commission determines that the officer is facing retaliation for protected activity or for whistleblowing about misconduct);

~~(2)~~(3) To affirm the previous discipline decision or lack thereof; or

~~(3)~~(4) To stay the matter for further investigation.

The Co-Chairs of the Commission must transcribe the decision onto a Hearing Decision Form (Appendix G) and have the form approved by a majority of Commissioners present. In addition to reviewing discipline, Commissioners must also identify any recommended changes to police tactics, training, or policy arising in the matter. –The Co-Chairs must ~~also record~~include any majority-voted ~~policy~~ recommendations for the Commission’s Policy or Training Committees to consider ~~on the Hearing Decision Form.~~

2.6.11 Commissioner Conduct Restrictions for Discipline Review

A CPC Commissioner must recuse themselves if any of the following occur:

- (1) If the officer subject to the discipline or a complainant in a matter is a spouse, child, parent, sibling, grandparent, or grandchild of the Commissioner, or if the officer or complainant in a matter is a person living in the Commissioner’s home and they are related to the Commissioner by blood or marriage;
- (2) If the officer subject to the discipline or a complainant in a matter has a financial or fiduciary relationship with the Commissioner (employee, employer, business partner, etc.); or
- (3) If the Commissioner self-identifies a personal bias that would render them unable to provide a fair and just opinion on the matter. (These matters are unique per Commissioner and should be handled personally by each Commissioner on a case-by-case basis).

If a Commissioner self-identifies a conflict of interest, they must state that they have a conflict for the record, leave the room, and specifically refrain from taking part in the following activities on the conflicted matter:

- (1) Voting;
- (2) Participating in discussions;
- (3) Participating in deliberations;
- (4) Making recommendations;
- (5) Providing advice to other Commissioners or staff;
- (6) Formally or informally lobbying; or
- (7) Taking any other action on the matter.

Further, Commissioners must refrain from discussing the case, including:

- (1) Discussing the merits of a case's subject matter with the case's complainant, the public, the media, officer(s) at issue, fellow Commissioners and administrative Commission staff, or CPRB/OPS and DPS board members and administrative staff. A Commissioner's response on the matter, if prompted, must be limited to explaining this policy to that individual.
- (2) Discussing the merits of a case's subject matter in a Committee report to the full Commission, or any other sub-committee meeting of the Commission;
- (3) Making any motions to increase, decrease, or implement discipline outside the scope of an Evidentiary Hearing.

Any person can bring an alleged violation of these rules to the Co-Chairs of the Commission, who will ~~then investigate and remedy~~ disqualify if there is a legal conflict. ~~Commissioners cannot appeal this decision during a hearing. Violations of this policy may be enforced by the Ohio Ethics Commission or other oversight agencies, as appropriate, and should not be construed to negate validly made motions by the CPC.~~

2.6.12 Additional Provisions

- At all times the Commissioners and staff of the Commission must act in accordance with all relevant state and local laws, including but not limited to the Ohio Ethics Law and Ohio Sunshine Laws. No provision of this manual is intended to contradict or supersede any federal, state, or local law. Violations of this policy or applicable law may result in sanctions, including a prosecutorial referral;
- All Commission notices may be in the form of an e-mail;
- All Appendixes to this policy should be considered templates and may be amended before transmitting to better fit the exact circumstances of a matter.

APPENDIX A
NOTIFICATION LETTER — INTERNALLY INVESTIGATED
OFFICER TEMPLATE

Dear (Officer Name),

The Cleveland Community Police Commission, in accordance with its authority under Charter § 115-5, is writing to inform you that we have opened a review of CDP Case CPD20XX-XXXX. You were named as an officer involved in the associated incident and DPS investigation.

The CPC's ~~Commission's~~ Police Investigations, Discipline, & Accountability Committee will first publicly assess the need for a full Commission Evidentiary Hearing on CDP Case CPD 20XX-XXXX during its Committee meeting on _____ at _____ AM/PM. We will update you once the Commission has decided on whether to have a full hearing on your matter.

Thank you for your service and cooperation in this matter.

Sincerely Yours,
(Name)
Executive Director
Cleveland Community Police Commission

Cc:

APPENDIX B
NOTIFICATION LETTER — EXTERNALLY DISCOVERED
OFFICER TEMPLATE

(For the Officer and the Unions)

Dear (Officer Name),

The Cleveland Community Police Commission, in accordance with its authority under Charter § 115-5, is writing to inform you that we have opened a review of ~~CPRB-OPS~~ Case 20XX-XXXX. You were named as an officer involved in the associated incident and OPS Investigation.

The CPC's ~~Commission's~~ Police Investigations, Discipline, & Accountability Committee will first publicly assess the need for a full Commission Evidentiary Hearing on ~~OPS-CPRB~~ Case 20XX-XXXX during its Committee meeting on _____ at _____ AM/PM. We will update you once the Commission has decided on whether to have a full hearing on your matter.

Thank you for your service and cooperation in this matter.

Sincerely Yours,
(Name)
Executive Director
Cleveland Community Police Commission

CC:

APPENDIX C
NOTIFICATION LETTER — EXTERNALLY DISCOVERED
COMPLAINANT TEMPLATE

(For the Complainant)

Dear (Complainant Name),

The Cleveland Community Police Commission, in accordance with its authority under Charter [§ 115-5](#), is writing to inform you that we have opened a review of [CPRB-OPS](#) Case 20XX-XXXX. You were named as the Complainant involved in the associated complaint and OPS Investigation.

The CPC's ~~Commission's~~ Police Investigations, Discipline, & Accountability Committee will first publicly assess the need for a full Commission Evidentiary Hearing on [CPRB-OPS](#) Case 20XX-XXXX during its Committee meeting on _____ at _____ AM/PM. We will update you once the Commission has decided on whether to have a full hearing on your matter.

Thank you for your cooperation in this matter.

Sincerely Yours,
(Name)
Executive Director
Cleveland Community Police Commission

CC:

APPENDIX D
NOTIFICATION LETTER — HEARING NOTIFICATION
OFFICER TEMPLATE

(For the Officer and the Unions)

Dear (Officer Name),

The Cleveland Community Police Commission, in accordance with its authority under Charter § 115-5, is writing to inform you that the CPC will host a public evidentiary hearing to review (~~OPSCPRB~~ or CDP) Case 20XX-XXXX on (Month Day, Year) at (TIME) at (ADDRESS). You were named as an officer involved in the associated incident and (OPS or CDP) Investigation.

At the hearing, the CPC will only review the level of discipline that the City applied to your matter. You and your counsel are welcome to attend the hearing to speak before the Commission and to submit a written brief articulating your position on the matter at least six calendar days in advance of the hearing. Briefs must only argue your position on the level of discipline that the Commission should apply to your matter. Additional rules for briefs include:

— Briefs are due to Commission Co-Chairs via e-mail (SAMPLE@CPCEXAMPLE.COM) at least six calendar days in advance of the hearing;

—

— The recommended brief length is 15,000 characters or five pages (not including exhibits), whichever is shorter. In order to extend the brief length beyond five pages, you must send notice to the Co-Chairs ten (10) calendar days in advance of the hearing. This notice must include an estimated page length so the Co-Chairs can evaluate whether there is a need to give the Commission additional time to review a longer brief. Requesting additional brief length does not change the deadline for the brief;

~~8,000 character limit or three pages (not including exhibits), whichever is first. Requests for additional brief length must be made to and decided by the Chair of the Accountability Committee;~~

- Response briefs are not permitted;
- Amendments to the brief are not allowed unless new evidence relative to the level or implementation of discipline has been discovered (as decided by the Chair of the Accountability Committee);
- All briefs (and evidence therein) ~~must be completely~~will be redacted pursuant to the Ohio Public Records Act, other state laws, and federal laws before ~~submissions~~sharing publicly;

Briefs should be in the following format:

- (1) Case Summary — including case Id., Officer(s) Name(s) and Badge Number(s), Allegations Summary, Referenced Policies, Factual Summary, Evidence Collection Breakdown, Procedural History, Current Discipline, etc.;
- (2) Case Comparisons (optional) — A summary of comparable City of Cleveland discipline case comparisons within the relevant discipline matrix;
- (3) Argument – the application of facts to case comparisons, existing discipline, and counterarguments;
- (4) Recommendation — A final recommendation with a conclusion.

Briefs and attending the hearing are optional for the officer, and Commissioners cannot permit their omittance to bias their judgment on the merits of the case. Additional rules for the hearing include:

- The Officer (including counsel) and the CPC's Executive Director may not present or review evidence not ~~included~~identified in either brief;
- Public Comments are limited to three minutes per Commenter and comment time is not transferable from one Commenter to another;
- The Officer can elect to have one representative (including legal counsel) represent their interest at the hearing. Any time an Officer would be expected to speak at the hearing, this representative can speak on their behalf. All other representatives for the Officer are welcome to speak during the public comment portion of the hearing.
- Every Commissioner may ask the Executive Director and the Officer (including counsel), if present, two questions each.
- Every Commissioner can ask additional witnesses (if any) two questions.

- Each Commissioner is limited to speaking twice during the discussion portion of the hearing, for up to five minutes total.
- Questions and time are not transferrable among Commissioners;
- The Executive Director, Officer, and any witnesses are limited to three minutes in each question response and presentation~~instance of talking~~;
- Any requests for additional time or questions must be made in a motion and confirmed by a majority of Commissioners. This motion is not debatable.
- One continuance if submitted within twenty-four (24) hours in advance of the Hearing to the CPC's Accountability Chair via e-mail at (SAMPLE@CPCSAMPLE.COM).

The Commission can only modify and impose final disciplinary action if a preponderance of the evidence in the matter shows that the original discipline, or the lack thereof, was misapplied pursuant to the applicable Charter, Corrective Action guidance, Manual of Rules, or Discipline Matrix at the time of the incident. Please note that your attendance at the hearing is optional and that the Commission's decision will not be biased against you should you decide not to attend. You have the right to have an attorney speak for you on your behalf. You have the right not to respond to any questions or comments posed to you by the Commission. Any incriminating statements you make may be used against you in a subsequent criminal proceeding.

The CPC's decision on the matter is final and is only appealable pursuant to ORC § 2506.01. Officers may request the use of CPC Subpoena Power ~~the additional hearing procedures described in ORC § 2506.03~~ by submitting a ~~the~~ request to the CPC Co-Chairs in advance of the hearing. ~~A request for subpoena powers or for Court Reporters must be made to the Co-Chairs at least fourteen (14) calendar days in advance of the hearing. Not timely requesting the procedures described in § 2506.03 shall be considered a waiver.~~ A complete set of the CPC's Discipline Hearing Rules and Procedures is available at SAMPLEWEBSITEADDRESS.

Thank you for your service and cooperation in this matter.

Sincerely Yours,
 (Name)
 Executive Director
 Cleveland Community Police Commission

CC:

APPENDIX E
NOTIFICATION LETTER — HEARING NOTIFICATION
COMPLAINANT (IF THERE IS ONE) TEMPLATE

(For the Complainant)

Dear (Complainant Name),

The Cleveland Community Police Commission, in accordance with its authority under Charter 115-5, is writing to inform you that the CPC will host a public evidentiary hearing to review CPRB-OPS Case 20XX-XXXX on (Month Day, Year) at (TIME) at (ADDRESS). You were named as the Complainant involved in the associated case and are invited to speak during ~~the public comment portion of the CPC~~ hearing.

The Commission can only modify and impose final disciplinary action if a preponderance of the evidence in the matter shows that the original discipline, or the lack thereof, was misapplied pursuant to the applicable Charter, Corrective Action guidance, Manual of Rules, or Discipline Matrix at the time of the incident. The CPC's decision on the matter is final and is only appealable to the Court of Common Pleas pursuant to ORC § 2506.01.

We will update you once the full Commission has made its decision on the matter and thank you for your cooperation.

Sincerely Yours,
(Name)
Executive Director
Cleveland Community Police Commission

APPENDIX F
CPC WEBSITE NOTIFICATION — HEARING NOTIFICATION

(For the website)

The Cleveland Community Police Commission, in accordance with its authority under Charter 115-5, will host a public evidentiary hearing to review the level of or implementation of police officer discipline in (~~CPRB-OPS~~ or CDP) Case 20XX-XXXX on (Month Day, Year) at (TIME) at (ADDRESS). You are welcome to attend the public hearing and to review the briefs submitted by the CPC's Executive Director and the officer (optional) in advance of the hearing. Please note anything outside of the level of discipline that should be applied to the matter is outside the scope of the CPC's review.

The Commission can only modify and impose final disciplinary action if a preponderance of the evidence in the matter shows that the original discipline, or the lack thereof, was misapplied pursuant to the applicable Charter, Corrective Action guidance, Manual of Rules, or Discipline Matrix at the time of the incident. The CPC's decision on the matter is final and is only appealable to the Court of Common Pleas pursuant to ORC § 2506.01.

APPENDIX G
CITY OF CLEVELAND
COMMUNITY POLICE COMMISSION
HEARING DECISION FORM

Case Name: _____
Hearing Date(s) : _____

IN THE ABOVE CAPTIONED MATTER, the City of Cleveland's Community Police Commission has found:

_____ (1) To increase (or decrease in limited circumstances) the previous discipline decision, or to impose discipline where previously there was none;
New Amount of Discipline Summary (*See Attached for Table of Discipline for Decision*):

(2) To decrease the previous discipline decision (only if the Commission determines that the officer is facing retaliation for protected activity or for whistleblowing about misconduct);

New Amount of Discipline Summary (See Attached for Table of Discipline for Decision):

____ (32) To affirm the previous discipline decision or lack thereof;

(Intentionally Blank)

____ (43) To stay the matter for further investigation.

Accountability Committee, please procure the following evidence and set the matter for a subsequent hearing:

RCPC Policy Recommendations for Policy or Training Committee (if any):

(Page 1 of 2)

Case Name: _____

Hearing Date(s) : _____

	Aye	Nay	Abstain	Not Present
Adams				
Benito				
Chura				
Donaldson				
Earley				
Garrett-Ferguson				

Kennedy				
Reaves				
Ridgeway				
Rodriguez				
van Lier				
Wang				
Zayed				

Co-Chair Signature:

SIGNATURE: _____

DATE: _____

DRAFT

(Page 2 of 2)