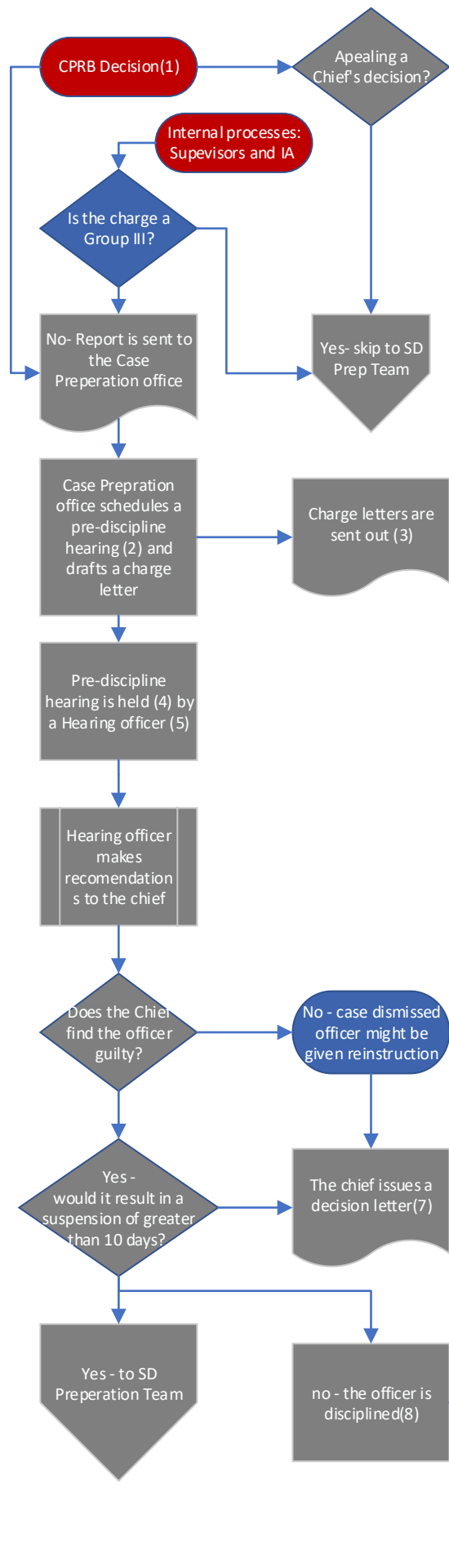
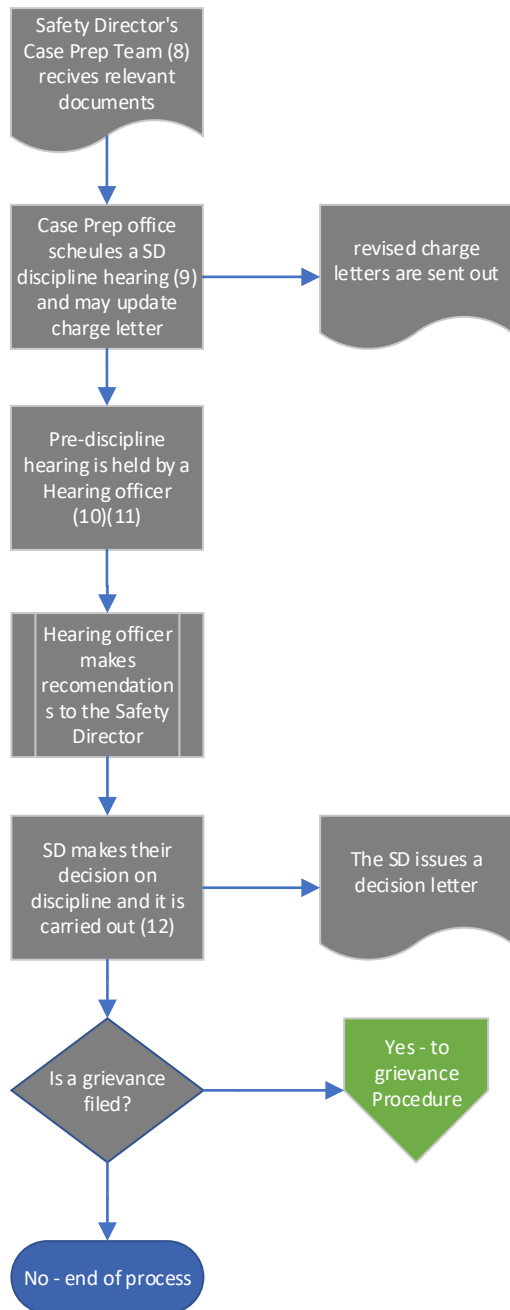




- (1) - these are referred to as OPS Complaints in the relevant GPOs, including **1.07.06**, which codifies this process. Note: there is a different process for internally and externally discovered cases; externally discovered cases must always go to the Chief first, then the Safety Director, but internally discovered cases do not.
- (2) - this is the same thing as a *due process hearing*, the terminology is inconsistent.
- (3) - charge letters are sent to the officer involved, their union representatives, and their supervisor; officers are required to respond to charge letters.
- (4) - at this hearing, the officer is officially represented by their bargaining union representatives, but both the Black Shields and Hispanic Police Officers Association also represent their officers; officers may also bring witnesses to speak for them.
- (5) - at this step in the process, the hearing officer is either the Chief or their representative. The language of **GPO 1.07.06** and elsewhere is unclear if cases deemed serious (likely a 10+ day suspension) automatically go to the Safety Director or if it is a two-step process. However, according to people who were interviewed, in general practice is a two-step process.
- (6) - Decision Letters are sent to the officer, their union, and their supervisor.
- (7) - this discipline ranges from a letter of reinstruction to a 10-day suspension.



(8) - the Safety Director has their own prep team, but will use the CDP's if needed.

(9) - the term pre-disciplinary hearing is used in **GPO 1.07.06** as these are not distinguished from the Chief's hearings.

(10) - this Hearing Officer is the Safety Director or their representative.

(11) - these hearings only have CPPA or FOP as representation, the Black Shields and HPOA are not represented.

(12) - this discipline can be less than 10 days, but it is usually between a 11 day suspension to termination.