

Discipline Issues from Police Mediation Proposal History

- 1. Prior Officer Misconduct—** Chief needs to be able to rely on prior discipline to determine punishment, so it may be presented to show progressive discipline in arbitrations. Currently, the CBA limits how far back the Chief can rely on prior misconduct in order to discipline officers (10 years for drug & alcohol related issues; 5 years for acts of intentional violence; 2 years for all other prior discipline) An entire officer's discipline record should be allowable. **(Art. 28, Sec 19)**

Section 19 was proposed to be eliminated in the City's first proposal of April 3, 2014. Elimination of this section remained a priority in the City's July 10, 2015 update.

- 2. Remove Requirement to Reduce Agreed Short Suspensions to Reprimands—** Currently, suspensions of 3 days or less automatically are reduced to written reprimands after 2 years. Suspensions need to remain on the record to accurately report an officer's history and show progressive discipline in arbitration. **(Art. 28, Sec 19)**

Section 19 was proposed to be eliminated in the City's first proposal of April 3, 2014. Elimination of this section remained a priority in the City's July 10, 2015 update.

- *3. Internal Affairs Procedures and Investigation of Discipline Cases—**Review and amend Internal Affairs procedures and what information an officer has access to prior to having to respond to a complaint. Currently, the officer (and their attorney) can review all material. Remove the officer's ability to take interrogatories at Internal Affairs. Officers' rights are already protected by constitutional case decisions and other existing protections of officer rights. **(Art. 29, Sec. 1&2)**

Minor changes were proposed April 3, 2014 to Section 1 of Article 29 regarding investigations through the chain of command. City dropped this proposal on July 10, 2015. No proposals were made regarding Internal Affairs investigations. This was added after community meeting on the Eastside in February 2016.

- *4. Eliminate Officers Forfeiture of Leave Time to Satisfy a Suspension—**Remove an officer's ability to forfeit accumulated leave in lieu of suspensions. **(Art. 28, Sec 18)**

No proposal prior to mediation on this section. This was added after community meeting on the Eastside in February 2016.

- 5. Officers Charged with Crimes—** Remove restrictive and difficult timeline requirements on police management from the CBA The Chief's deadlines to act are already clearly stated in State Law. **(Art. 28, Sec 19)**

*Section 19 was proposed to be eliminated in the City's first proposal of April 3, 2014.
Elimination of this section remained a priority in the City's July 10, 2015 update.*

6. Back Pay for Disciplined and Indicted Officers — Eliminate the provision that limits the Chief's authority to decide whether or not to deny back pay of officers suspended because of indictment but no conviction. Officers could appeal such a decision because State Law already provides the right to arbitration if the Chief chooses not to grant back pay. **(Art. 28, Sec. 21)**

*Section 21 was proposed to be eliminated in the City's first proposal of April 3, 2014.
Elimination of this section remained a priority in the City's July 10, 2015 update.*