

<b>Group Violation</b>	<b>Violation number</b>	<b>Mitigating or Aggravating Factors</b>	<b>Presumptive Corrective Action Range</b>
I (a)	First Group I Violation	Mitigating factors outweigh any aggravating factors  OR  No aggravating factors present	<b>Non-disciplinary Verbal Counseling to Written Reprimand</b>
I (b)	First Group I Violation	Aggravating factors outweigh any mitigating factors  OR  No mitigating factors present	<b>1 to 2 day suspension without pay</b>
I (c)	Second Group I Violation	Mitigating factors outweigh any aggravating factors  OR  No aggravating factors present	<b>2 to 3 day suspension without pay</b>
I (d)	Second Group I Violation	Aggravating factors outweigh any mitigating factors  OR  No mitigating factors present	<b>3 to 5 day suspension without pay</b>
II (a)	First Group II Violation	Mitigating factors outweigh any aggravating factors  OR  No aggravating factors present	<b>6 to 7 day suspension without pay</b>

II (b)	First Group II Violation	Aggravating factors outweigh any mitigating factors  OR  No mitigating factors present	<b>7 to 8 day suspension without pay</b>
II (c)	Second Group II Violation	Mitigating factors outweigh any aggravating factors  OR  No aggravating factors present	<b>8 to 9 day suspension without pay</b>
II (d)	Second Group II Violation	Aggravating factors outweigh any mitigating factors  OR  No mitigating factors present	<b>9 to 10 day suspension without pay</b>
III (a)	First Group III Violation	Mitigating factors outweigh aggravating factors  OR  No aggravating factors present	<b>10 to 30 day suspension without pay</b>
III (b)	First Group III Violation	Aggravating factors outweigh any mitigating factors  OR  No mitigating factors present	<b>13 to 30 day suspension without pay and/or demotion  OR  termination</b>

III (c)	First Group III Violation	Serious misdemeanor offenses, gross immorality violations, gross neglect of duty  AND  Mitigating factors outweigh aggravating factors  OR  No aggravating factors present	<b>20 to 30 day suspension without pay and/or demotion or termination</b>
III (d)	First Group III Violation	Serious misdemeanor offenses, gross immorality violations, gross neglect of duty  AND  Aggravating factors outweigh mitigating factors  OR  No mitigating factors present	<b>25 to 30 day suspension without pay and/or demotion or termination</b>
III (e)	First Group III Violation	Felony offenses	<b>Termination</b>

III (f)	Second Group III Violation	Mitigating factors outweigh aggravating factors  Or  No aggravating factors present	<b>15 to 30 day suspension without pay and/or demotion or termination</b>
III (g)	Second Group III Violation	Aggravating factors outweigh any mitigating factors  OR  No mitigating factors present	<b>18 to 30 day suspension without pay and/or demotion or termination</b>
III (h)	Second Group III Violation	Serious misdemeanor offenses, gross immorality violations, gross neglect of duty	<b>Rebuttable presumption of termination</b>
III (i)	Group III Violation	Any conviction resulting in a Weapons Disability	<b>Termination</b>