

APPENDIX A

CITY PROPOSAL 8: Discipline

Section 12.01 - Discipline and Just Cause

~~The City, through the Chief of the Minneapolis Police Department, will discipline employees who have completed the required probationary period only for just cause.~~

~~Discipline includes only the following, but not necessarily in this order (progressive discipline is not required): The following types of discipline may be imposed and will normally be administered progressively:~~

- ~~1. Written reprimand~~
- ~~2. Suspension – Unpaid~~
- ~~3. Suspension – Vacation Balance*~~
- ~~4. Demotion~~
- ~~5. Discharge~~

~~The application of “progressive discipline” reflects the intent that discipline, excluding termination, is intended to be corrective and not punitive. However, “progressive discipline” does not require that each form of discipline be applied in order provided there is just cause for the level of discipline based on the facts and circumstances of the situation~~

~~* The unit of measurement for any suspensions which may be assessed shall be in hours. The City may, with the mutual agreement of the Federation and, in lieu of or in combination with an unpaid suspension, issue a suspension by subtracting vacation hours from the employee’s accrued vacation balance on an hour-to-hour basis. In no event shall a vacation balance suspension result in the cancellation or disapproval of a previously-approved vacation. Investigations into an employee’s conduct which do not result in the imposition of discipline shall not be entered into the employee’s official personnel file maintained in the Police Department and/or the City’s Human Resources Department. For the purposes of this Article, disputes related to personnel file retention and/or reconciliation may be resolved through the procedures set forth in Article 11, Settlement of Disputes.~~

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