



NOTICE OF DISCIPLINARY ACTION –SAFETY FORCES

Employee Name: [REDACTED]	Date: [REDACTED]
Employee ID No.: [REDACTED]	Department/Division: Police / Uniform
Employee Job Classification: Police Officer	
Type of Employment: <input checked="" type="checkbox"/> Permanent <input type="checkbox"/> Probationary	

Your Pre-Disciplinary Hearing was:	
Held on _____	
Waived on _____	
Date Employee/Union submitted response: _____	
<input checked="" type="checkbox"/> Response Submitted Verbally <input type="checkbox"/> Response Submitted in Writing	

Findings: (attach additional sheets if necessary)	
[REDACTED] violated the listed procedure and Rules and Regulations of the Akron Police Department when he made negative comments in the Chat function in the Tyler mobile MDB platform against Chief Harding's suggestion about implementing a Reverse-Ride-Along program within the department.	
P-20-029 A (3) Radio and Communications Procedure and the corresponding Rule and Regulations	
600.03 (A) and (B). Personnel are prohibited from using bantering, sarcastic, derogatory, or inflammatory remarks while operating a police radio. This violation is further explained in 600.03 F (3) which states All MDB transmissions SHALL be treated like any other radio communications. MDB messages are recorded and subject to the same rules that apply to a voice audio transmission. This violation is a minor offense of the 3 rd degree.	

Pursuant to Akron City Charter §72, you are hereby notified:	
<input type="checkbox"/> Suspension without Pay (length of suspension): _____	<input type="checkbox"/> Reduction in Rank
<input type="checkbox"/> Discharge	<input checked="" type="checkbox"/> Other (Explain) _____
Written Reprimand along with assigned online training	
Signature of Mayor/Designee	Date

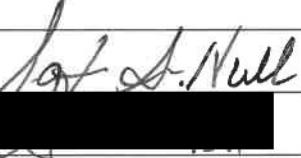
NOTICE OF DISCIPLINARY ACTION –SAFETY FORCES

This notice was delivered: In Person Regular Mail Certified Mail/Other Electronic Mail

Mailed to (address or email): _____

Date Mailed: _____

Copy sent to Union (if applicable)

Signature of Individual Serving this Notice: 

Date: _____

Signature of Employee Receiving: 

Date: _____

To become effective on the 

Appeal Rights

Union members should refer to the applicable Collective Bargaining Agreement regarding appeal rights.



NOTICE OF DISCIPLINARY CHARGES –SAFETY FORCES

Employee Name: [REDACTED]	Date: [REDACTED]
Employee ID No. [REDACTED]	Department/Division: Police / Uniform
Employee Job Classification: Police Officer	
Type of Employment: <input checked="" type="checkbox"/> Permanent <input type="checkbox"/> Probationary	
Description of incident(s) or infraction(s) (attach additional sheets if necessary): [REDACTED] violated the listed procedure and Rules and Regulations of the Akron Police Department when he made negative comments in the Chat function in the Tyler mobile MDB platform against Chief Harding's suggestion about implementing a Reverse-Ride-Along program within the department.	
P-20-029 A (3) Radio and Communications Procedure and the corresponding Rule and Regulations	
600.03 (A) and (B). Personnel are prohibited from using bantering, sarcastic, derogatory, or inflammatory remarks while operating a police radio. This violation is further explained in 600.03 F (3) which states All MDB transmissions SHALL be treated like any other radio communications. MDB messages are recorded and subject to the same rules that apply to a voice audio transmission. This violation is a minor offense of the 3 rd degree.	
Exhibits: Completed Investigation	
Manager/Supervisor:	Date: [REDACTED]
Approved by Department/Division Head:	Date: [REDACTED]
Signature of Individual Serving this Notice:	Date: [REDACTED]
Signature of Employee Receiving Notice:	Date: [REDACTED]
This notice was delivered: <input type="checkbox"/> In Person <input type="checkbox"/> Regular Mail <input type="checkbox"/> Certified Mail/Other <input type="checkbox"/> Electronic Mail	
Mailed to (address or email): _____	
Date Mailed: _____	
If this notice was received through mail, you are responsible for contacting your immediate supervisor upon receipt of this form.	
<input type="checkbox"/> Copy sent to Union (if applicable)	
Union Representation:	
<input type="checkbox"/> Employee is not a bargaining unit <input type="checkbox"/> Name of union representative present: _____	
<input type="checkbox"/> Employee waived right to union representation.	

[Handwritten signatures and initials are present on the document, including "J. J. 1387" and "S. A. K." over "SEE BELOW". A large black redaction box covers the bottom right corner.]

NOTICE OF DISCIPLINARY CHARGES –SAFETY FORCES

Pre-Disciplinary Hearing: _____

Date and Time of Hearing: _____

Location: CHIEF'S OFFICE

*Failure to appear at the Pre-Disciplinary Hearing will constitute a waiver of your right to a hearing.
If you wish to waive your Pre-Disciplinary Hearing, please notify the Deputy Mayor for Labor Relations by email.*