

## MEMPHIS POLICE DEPARTMENT

## Employee Information

S.S.N:	Name: Demetrius Haley	IBM # 14730	Badge # 6353	Race: B	Sex: M
Address:	Work Phone	N/A	City Began Date	08/03/20	Seniority Rank 1016
City/State/Zip	Work Fax	N/A	County Begin Date	N/A	Grade
Phone No.	Work Pager	N/A	Commission Date	01/14/21	Oracle Emp. # 79938
	Work Cell Phone	N/A	Adjusted Date	08/03/20	
Home Email N/A	Room	N/A	Date of Rank	01/14/22	Class 133
D.O.B.	Route	N/A	Date Left	01/20/23	Standing 13

Job Class	Rank	Org#	RC#	Description	Shift	Assign On	Return Date	Description
Special JCC	3372	POLICE OFFICER		Current		08/20/22		Leave Code
				Temp		N/A	N/A	Inactive Status
				Assign Code				Termination
			9	Relieved of Duty				

# Memphis Police Department Master Personnel

MPD-46R6S93 / ml4681 - 1/23/2023 9:18:43 AM

<b>Employee Num:</b> 14730		<b>ID Num:</b>		<b>Badge Num:</b>		<b>Image:</b>	
<b>Last:</b> HALEY		<b>First:</b> DEMETRIUS		<b>Middle:</b> J		<b>Suffix:</b>	
<b>Address:</b>		<b>State:</b>		<b>Zip:</b>		<b>Phone 1:</b>	
<b>City:</b>		<b>Officer Name:</b>				<b>Phone 2:</b>	
<b>Driver License:</b>						<b>Phone 3:</b>	
<b>Birth Date:</b>		<b>Agency:</b> MPD - Memphis Police Department				<b>Date Hired:</b> 08/03/2020	
<b>SSN:</b>		<b>Division:</b>				<b>Commission:</b>	
<b>Religion:</b>		<b>Station:</b>				<b>Next Eval:</b>	
<b>Race:</b> B - Black		<b>Shift:</b>				<b>Seniority:</b>	
<b>Gender:</b> M		<b>Department:</b>				<b>Pay Class:</b>	
<b>Height:</b>		<b>Assignment:</b> TRAINING ACAD				<b>Emp Class:</b>	
<b>Weight:</b>		<b>Rank:</b> Police Recruit - 16				<b>Budget Pos:</b>	
<b>Marriage Date:</b>		<b>Rank Date:</b>				<b>Labor Org:</b>	
<b>Marital Status:</b>		<b>Inactive:</b>				<b>Retirement:</b>	
<b>Status:</b> PERM						<b>Terminated:</b>	
<b>Parent</b>							
<b>Name:</b>		<b>Phone:</b>					
<b>Address:</b>		<b>Spouse:</b>					
<b>City:</b>		<b>State:</b>		<b>Zip:</b>		<b>Birth date:</b>	
<b>Remarks:</b>							

## Administration Event Detail

Sequence #	Date	Supervisor	Code	Explanation	
1	8/3/2020		PERM	EMPLOYED(RECRUIT)EFF 08-03-20 31-20	
2	1/14/2021		TC - Title Change	PIIP & EFF 01-14-21 02-21	
3	1/16/2021		TRAN - Transfer of Duty	MT MORIAH STATION-C EFF 01-16-21 02-21	
4	2/13/2021		TRAN - Transfer of Duty	MT MORIAH STATION-B EFF 02-13-21 06-21	
5	3/13/2021		TRAN - Transfer of Duty	MT MORIAH STATION-A EFF 03-13-21 10-21	
6	4/10/2021		TRAN - Transfer of Duty	MT MORIAH STATION-C EFF 04-10-21 14-21	
7	11/22/2021		WREP - Written Reprimand	EFF 11-22-21 48-21C	
8	1/14/2022		TC - Title Change	PII & EFF 01-14-22 02-22	
9	1/15/2022		TRAN - Transfer of Duty	MT MORIAH STATION-D EFF 01-15-22 02-22	

10	5/28/2022	TRAN -	MT MORIAH STATION-C EFF
		Transfer of	05-28-22
11	8/13/2022	Duty	21-22
		LIM - Limited	TILLMAN STATION-A (DESK)
		Duty	EFF 08-13-22
12	1/8/2023	Assignment	33-22
		ROD	RELIEVED OF DUTY EFF 1-8-
			23
			2-23C

Search Person Transfer

Haley, Demetrius Jermaine Review

DH

Name Haley, Demetrius Jermaine  
Assignment Number E79938  
Position Recruit.Police...140105.00625  
Location 141712-POL Basic Training I

Person Number  
Job Police Recruit  
Department 140105-Training Academy  
Manager

## Basic Details

Transfer Date 1/14/2021

Transfer  
Action TransferTransfer  
Reason

## Job Details

Attribute	Current Value	Proposed Value
Position	Recruit.Police...140105.00625	Officer.Police.II_Prob...140312.00025
Job	Police Recruit	Police Officer II_Prob
Grade	Spec Mkt 4.00D	Spec Mkt 4.00C
Department	140105-Training Academy	140312-Police Precinct Personnel

## Work Measure Details

Current Value

Value Unit

Proposed Value

Value Unit

## Location Details

Attribute	Current Value	Proposed Value
Location	141712-POL Basic Training I	

## Manager Details: Assignment

Current Value

Name	Assignment Number	Assignment Status	Type
Proposed Value			
Name	Assignment Number	Assignment Status	Type
Bass, Eddie	E884	Active - Payroll Eligible	Line manager

## Grade Step Details

Current Value

Grade Ladder	Grade	Step	IncrementNumber
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Proposed Value

Grade Ladder	Grade	Step	Increment Number
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## Collective Agreement

Attribute	Current Value	Proposed Value
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## Direct Reports

Direct Reports Details

Manage Direct Reports Effective Date 1/14/2021

Manage Direct Reports Action Manager Change



Search Person Transfer

DH

Name Haley, Demetrius Jermaine

Person Number

Assignment Number E79938

Job Police Officer II\_Prob

Position Officer.Police.II\_Prob..140312.00277

Department 140312-Police Precinct Personnel

Location

Manager

## Basic Details

Transfer Date 1/14/2022

Transfer  
Action TransferTransfer  
Reason

## Job Details

Attribute	Current Value	Proposed Value
Position	Officer.Police.II_Prob..140312.00277	Officer.Police.II., 140312.00354
Job	Police Officer II_Prob	Police Officer II
Grade	Spec Mkt 4.00C	Police.10

## Work Measure Details

Current Value

Value Unit

Proposed Value

Value Unit

## Location Details

Attribute	Current Value	Proposed Value
Location		141111-POL Executive Administration

## Manager Details: Assignment

Current Value

Name	Assignment Number	Assignment Status	Type
------	-------------------	-------------------	------

Proposed Value

Name	Assignment Number	Assignment Status	Type
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## Grade Step Details

Current Value

Grade Ladder	Grade	Step	IncrementNumber
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Proposed Value

Grade Ladder	Grade	Step	Increment Number
Police 10 Ladder	Police.10	Pol10_1-2Yrs	

## Collective Agreement

Attribute	Current Value	Proposed Value
Bargaining Unit	9999 - Non-represented	0018 - MPA

DR 101 Compliance S. [unclear]  
written around  
20448-21 C

0224-21 <sup>ing</sup>  
Page 1 of 3  
PSP

City of Memphis  
Police Division  
Inspectional Services Bureau

Memphis Police Dept  
Human Resources

NOV 24 2021

RECEIVED

Case # I2021-017 Statement of Charges

Officer's Name: Haley, Demetrius

IBM # 14730

Rank: PII

Assignment:

Date: June 17, 2021

Notice is hereby given that you are being charged with violation(s) of policy, law or regulations as shown below:

DR- 101 Compliance with Regulations: Response to Resistance

Date of Occurrence: February 21, 2021

**Statement of Particulars:**

On Sunday, February 21, 2021, you responded to a shooting call at :

You grabbed a complainant by the arm and turned her around to be handcuff as she resisted arrest. You helped another officer with putting the complainant in the backseat of a squad car. You did not complete a Response to Resistance form. **Therefore, this placed you in violation of DR 101 Compliance with Regulations to wit: Response to Resistance**

**DR101 COMPLIANCE WITH REGULATIONS**

Disciplinary action may be taken for, but not limited to, violations of the stated policy, rules, regulations, orders, or directives of the Department.

The Memphis Police Department Policy and Procedure, Chapter II, Section 8: Response to Resistance, page 4 states in part:

**III. Response to Resistance Incidents**

A. It is the responsibility of the officer utilizing deadly force to complete a *Response to Resistance Form* on all incidents involving:

1. The discharge of a firearm (with the exception of recreation or training purposes).  
(1.3.6a)

B. It is the responsibility of the officer utilizing less than lethal force to complete a *Response to Resistance* incident in Blue Team on all incidents involving:

1. The use of any part of the officer's body to compel compliance. This would include uses of force that fall in level 5 (Empty Hands Control) of the response to resistance continuum. (1.3.6d)
2. Chemical agent use. (1.3.6c)
3. The discharge of a SL-6/IDS and CEW deployment event (1.3.6c)
4. The use of an MPD canine to apprehend a suspect.
5. The use of the Baton/Expandable Baton. (1.3.6c)
6. Whenever a suspect is charged with **T.C.A. 39-16-602 Resisting Arrest**.
7. Whenever there is a death, injury, or an alleged injury to an officer or suspect(s), as a result of police utilizing less than lethal force. (1.3.6b)

C. The *Response to Resistance* incident in Blue Team need not be completed for:

1. The mere presence of police officers, the issuance of tactical commands; or
2. Routine or procedural physical contacts, which are necessary to effectively accomplish a legitimate law enforcement objective. Examples include: guiding a subject into a police vehicle, holding the subject's arm while escorting, handcuffing a subject, and maneuvering or securing a subject for a frisk; or
3. The pointing of a firearm, SL-6/IDS, or CEW at a subject. When these weapon types are pointed at a subject, a Pointed Weapon Incident in Blue Team will be completed. This report will **NOT** be a Blue Team threshold indicator of the PEP program, however; it may prompt an intervention. After chain of command approval of the response to resistance incident, the Workstation Commander or his designee will forward the incident to the Inspectional Services Bureau. The Inspectional Service Bureau will forward copies of the response to resistance incident to the Training Academy Firearms Training unit. (1.3.7.c)

(The officer's disciplinary resume will be reviewed and become a part of this file)

Lt K. Wang - 9114, 304c  
Issuing Officer


Det Dedrick C. Jones  
Charging Officer

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I acknowledge receipt of this notice and understand that further investigation may result in additional charges, amendment of the above charges, or dismissal of these charges.



I further understand that a written response to these charges at this time is at my discretion unless specifically instructed to file same by the issuing officer.


  
Signature of Officer: \_\_\_\_\_

Written Response Ordered? ☐ Yes ☐ No

Was officer relieved of duty? ☐ Yes ☐ No

Reviewed by: <sup>DEC 158</sup> ☒ Dep. Dir. <sup>7/29/21</sup> ☒ <sup>8-3-J</sup> Dep. Chief ☐ Work Station Commander

Delegated to: ☐ Dep. Chief ☒ Station/Bureau

M+Moriah  860  
Major/Lt. Colonel/Colonel

City of Memphis  
Police Division  
Inspectional Services Bureau

Administrative Summons

Memphis Police Department VS.  
Haley, Demetrius IBM# 14730

Date: June 16, 2021  
ISB Case #: I2021-017

I. Allegation

It is alleged that on Sunday, February 21, 2021, at approximately 6:45 p.m., you assisted in the arrest of a civilian complainant at \_\_\_\_\_ and you used physical force. You did not complete a Response to Resistance form.

II. Rules, regulations or orders violated.

DR- 101 Compliance with Regulations to wit: Response to Resistance

III. Hearing

Date: 11-22-2021

Place:

Station 1

Time: 1930 HRS

You are entitled to representation during this hearing.

Served by:

Det K. Wang - 9118, 304C

Name/Rank/Assignment/IBM

Date: 11-17-2021

Time: 1420 HRS

Signature of Officer:

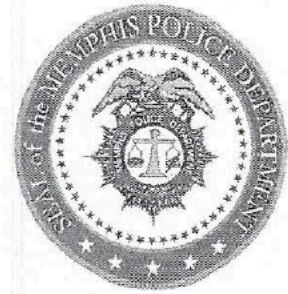


YOUR ATTENDANCE AT THE HEARING NOTICED HEREIN IS REQUIRED, UNLESS EXCUSED DUE TO A MEDICAL EMERGENCY. FAILURE TO ATTEND WILL BE CONSTRUED BY THE HEARING OFFICER AS A WAIVER OF YOUR RIGHT TO BE HEARD. ATTENDANCE WILL BE EXCUSED DUE TO A MEDICAL EMERGENCY IN THE SOLE DISCRETION OF THE HEARING OFFICER, AND ONLY IF YOU HAVE DELIVERED, OR CAUSED TO BE DELIVERED, TO THE HEARING OFFICER, PRIOR TO THE HEARING DATE, A WRITTEN STATEMENT OF MEDICAL CONDITION, PREPARED AND SIGNED BY THE YOUR TREATING PHYSICIAN, DESCRIBING YOUR MEDICAL CONDITION AND ADVISING THAT YOU ARE NOT ABLE TO ATTEND THE HEARING AS A RESULT OF SAID CONDITION.





MEMPHIS POLICE DEPARTMENT  
Mt. Moriah Station  
Written Reprimand



Date: 11/22/2021

Employee's Name: Demetrius Haley IBM: 14730 Rank: PIIP

Policy Number Violated: D. R. 101 Compliance with Regulations To wit: Response to Resistance

Statement of Charge Number: SOC # 0224-21

Circumstances:

On 11/22/2021 an administrative hearing was held regarding SOC 0224-21 charging officer D. Haley IBM 14730 with Compliance with Regulations To wit: response to resistance. Writer called the hearing to order and explained the disciplinary process to Officer Haley. Officer Haley was charged with violating the response to resistance policy following an arrest where he used force to secure handcuffs on a defendant. Writer read the SOC aloud and asked Officer Haley if he had any response. Officer Haley advised that he understood the policy but simply mistaken in this case as to the amount of force necessary to require a blue team entry. Writer explained the policy and asked Lt. Acred if he had anything to say regarding the SOC or the officer. Lt. Acred advised that Officer Haley is a hard-working officer routinely makes good decisions, he was sure that this was a limited event. Writer Sustained the charge. A review of the disciplinary resume of officer Haley revealed no prior discipline. A written reprimand was ordered.

Carl J. S. B. 00  
Supervisor's Signature

Demetrius Haley 14730  
Officer's Signature

08-08kcp

# HEARING SUMMARY FORM

# 0224-21

Hearing:

11/22/21

Date

1430

Time

Location: \_\_\_\_\_

Attended by: PII Demetrius Haley IBM 14730 Hearing Officer: Colonel J. Smith #8650  
Lt. W. J. Acred IBM 9862

Statement of Hearing Officer: On 11/22/2021 an administrative hearing was held regarding SOC 0224-21 charging officer D. Haley IBM 14730 with Compliance with Regulations To wit: response to resistance. Writer called the hearing to order and explained the disciplinary process to Officer Haley. Writer read the SOC aloud and asked Officer Haley if he had any response. Officer Haley advised that he understood the policy but simply mistaken in this case as to the amount of force necessary to require a blue team entry. Writer explained the policy and asked Lt. Acred if he had anything to say regarding the SOC or the officer. Lt. Acred advised that Officer Haley is a hard-working officer routinely makes good decisions, he was sure that this was a limited event. Writer Sustained the charge. A review of the disciplinary resume of officer Haley revealed no prior discipline. A written reprimand was ordered.

Action Ordered: DR. 101 Compliance with regulations **SUSTAINED, Written**  
Reprimand

  
Hearing Officer

Any employee holding a position not exempted from the provisions of Article 34 Civil Service, and not in the initial probationary period, who has been suspended in excess of ten, (10) days, terminated, or demoted, may appeal to the Civil Service Commission within ten, (10) calendar days after notification in writing of such action. In the event of multiple suspensions, only that suspension which causes the total number of days suspended to exceed five, (5) days within a six month period, and any subsequent suspension within said period shall be appeal able to the Commission. If the disciplinary action is 10 days or less, the officer may submit to a grievance procedure or an internal appeal, but not to both.

In addition Chapter I Section 5 page 4 states in part: "Commissioned police officers with a status of suspension, probation, non-enforcement, relieved of duty, or leave of absence are not permitted to engage in any Secondary Employment and/or any Off Duty Security Employment where the officer's status is dependant on his/her state commissioned status. No commissioned police officer is permitted to engage in any Secondary Employment and/or Off duty Security Employment for a period of thirty (30) days after the final disposition of (1) any sustained Statement of Charges for violation of the Sick Abuse policy or (2) any sustained Statement of Charges resulting in a suspension and/or reduction in rank." Notification will be made to the Secondary Employment Office regarding this suspension. Violation of the above listed policy could result in additional charges.

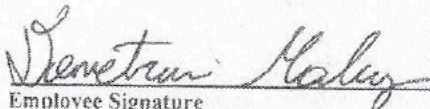
Appeal: \_\_\_\_\_ Will ☒ Will Not Be Filed

Grievance: \_\_\_\_\_ Will ☒ Will Not Be Filed

I understand that by requesting the grievance procedure that I am waiving my right to recourse through the Internal or Civil Service Commission Appeal Process.

11/23/2021

Date

 14730  
Employee Signature

Distribution: MPD Human Resources, Branch Commander/Division Commander, Precinct  
HSF 07/07



Uracle # 17928

0829-21 *ng*  
RR

MEMPHIS POLICE DEPARTMENT  
STATEMENT OF CHARGES

Memphis Police Dept.  
Human Resources

Demetrius Haley / PIIP  
Name/ Rank

14730  
Employee #

JAN 31 2022

10/18/2021  
Date

ft  
Assignment

RECEIVED

Notice is hereby given that you are being charged with violation(s) of Policy, Law, or Regulations as shown below:  
D. R. # 904 Damage to Motor Vehicles

Date of Occurrence: August 14, 2021

*Dismissed*

Brief Statement of Particulars: On August 14, 2021 at 1722 hours, Officer D. Haley was responding to another Officer calling for help on . Officer Haley was operating P#3601 in emergency mode going northbound on . Officer Haley lost control as he began to turn eastbound . Officer Haley hit the curb and struck a stop sign with the front grill of the police car at the corner of . Officer Haley was issued a traffic citation for striking a fixed object.

Upon review of this incident by the "Vehicle Crash Review Board", it was determined Officer Haley's actions placed him in violation of DR # 904 - Damage to Motor Vehicles which states, "All members shall operate City, State, County or Federal government motor vehicles in a careful and prudent manner in order to avoid involvement in traffic accidents resulting in the loss of, or damage to motor vehicles or other property."

(The Officer's disciplinary resume will be Reviewed and become part of this file)

Written Response Ordered:

☐ Yes ☒ No

*H. J. Papp #6871*  
Issuing Officer

*H. J. Papp #9862*  
Charging Officer

I acknowledge receipt of this notice and understand that further investigation may result in additional charges, amendment of the above charges, or dismissal of these charges. I further understand that a written response to these charges at this time is at my discretion unless specifically instructed to file same by the issuing officer.

*Demetrius Haley 14730*  
Signature of Officer

Was officer relieved of duty?

☐ Yes ☐ No

Reviewed by:

*12-14-21 DEC 15 2021*  
☒ Deputy Director

*12-14-21*  
☒ Dep. Chief

☐ Work Station Commander

Delegated to:

☐ Deputy Chief

☒ Station/Bureau

*Major/Lt. Colonel/Colonel*

Revised 3/11/08

*M. Moriah*

## ADMINISTRATIVE SUMMONS

MEMPHIS POLICE DEPARTMENT

DATE: October 18, 2021

VS.

Demetrius Haley, Officer. - C, 14730  
NAME, RANK, ASSIGNMENT, IBM#

IAB #: \_\_\_\_\_

I. ALLEGATION On August 14, 2021 at 1722 hours, Officer D. Haley was responding to another Officer calling for help on \_\_\_\_\_ Avenue. Officer Haley was operating P#3601 in emergency mode going northbound on \_\_\_\_\_ Officer Haley lost control as he began to turn eastbound on \_\_\_\_\_ Officer Haley hit the curb and struck a stop sign with the front grill of the police car at the corner of \_\_\_\_\_ Officer Haley was issued a traffic citation for striking a fixed object.

### II. RULES, REGULATIONS, OR ORDERS VIOLATED

DR - 904, All members shall operate City, State, County or Federal government motor vehicles in a careful and prudent manner in order to avoid involvement in traffic accidents resulting in the loss of, or damage to motor vehicles or other property.

### III. HEARING

Date: 01/10/2022 Time: 3:00 pm

Place: \_\_\_\_\_ Station

You ARE entitled to representation during this hearing.

SERVED BY: P. L. Ragsdale Station 6871  
NAME, RANK, ASSIGNMENT, IBM#

DATE: 01/07/22

TIME: 2158hrs

SERVICE REFUSED: \_\_\_\_\_

SIGNATURE OF OFFICER: Demetrius Haley 14730

YOUR ATTENDANCE AT THE HEARING NOTICED HEREIN IS REQUIRED, UNLESS EXCUSED DUE TO A MEDICAL EMERGENCY. FAILURE TO ATTEND WILL BE CONSTRUED BY THE HEARING OFFICER AS A WAIVER OF YOUR RIGHT TO BE HEARD. ATTENDANCE WILL BE EXCUSED DUE TO A MEDICAL EMERGENCY AT THE SOLE DISCRETION OF THE HEARING OFFICER AND ONLY IF YOU HAVE DELIVERED OR CAUSED TO BE DELIVERED TO THE HEARING OFFICER, PRIOR TO THE HEARING DATE, A WRITTEN STATEMENT OF MEDICAL CONDITION PREPARED AND SIGNED BY YOUR TREATING PHYSICIAN, DESCRIBING YOUR MEDICAL CONDITION AND ADVISING THAT YOU ARE NOT ABLE TO ATTEND THE HEARING AS A RESULT OF SAID CONDITION.



# HEARING SUMMARY FORM

## # 0829-21

Hearing:

1-10-21 22 PR

Date

3:30 pm

Time

Location: \_\_\_\_\_

Attended by: Lt. L. Flagg

Hearing Officer: Major Robert Brown

DR 904A: Damage to Motor Vehicles: Dismissed

Action Ordered: Dismissed

Statement of Hearing: On Monday, January 10, 2022, at 1530 hours, an Administrative Hearing was held regarding Officer Demetrius Haley, IBM# 14730, assigned to the Delta Shift. The hearing is relative to Administrative Charges for Damage to Motor Vehicles, D.R. 904 A.

On Saturday, August 14, 2021 at approximately 1722 hrs., Officer Haley was operating a marked Memphis Police Department Squad Car P # 3601, while on-duty and in emergency mode. Officer Haley was driving northbound on \_\_\_\_\_ responding to an officer calling for help, when he struck a stop sign at the corner of \_\_\_\_\_. Officers had received an aggravated assault call in the area of \_\_\_\_\_ and when one of the responding officers pulled into the area, he saw what he that was the suspect and was holding the suspect at gunpoint. Officer Haley pulled into the area and attempted to go E/b o. \_\_\_\_\_ e when his vehicle slid causing him to strike the curb and a stop sign. As a result of this accident, P # 3601 suffered minor damage and was never taken out of service. STIS Sgt. S. Green, I: TR-30, responded to the scene to investigate the crash. As a result of the investigation, Officer Haley was found to be at fault, and was issued citation (U77991) for striking a fixed object. The Memphis Police Department Vehicle Crash Review Board met and discussed this accident. It was determined that, based on their guidelines, this crash was chargeable. The point value assigned was 3.0 which placed the accident in Category A.

The Hearing Officer gave Officer Haley the opportunity to respond. Officer Haley stated he was given the call regarding the aggravated assault and was in route to the call. While in route to the call officers came across the radio and began calling for help. One of the responding officers had spotted the suspect and was holding him at gunpoint. Haley stated at this point, he was only thinking about the officer's safety. He approached the scene at high rate of speed and when he turned the corner, he struck the stop sign.

Lt. Flagg stated Officer Haley was one of her best officers. She stated she hadn't been at the station very long, but Haley is one of the hardest working officers and is very respectful. She stated the department needs several more officers like Haley.

Officer Haley declined to have a MPA REP present.

The Hearing was ended at 1630hrs



After reviewing the facts of the case, the Hearing Officer Dismissed D.R. 904A Damage to Motor Vehicles. During the hearing Officer Haley took full ownership for the accident and was very humble during the hearing. Officer Haley acknowledged he hit the pole, but his focus was on catching a subject that had just shot someone and helping his partner. I explained to Officer Haley the importance of making the scene safely, because if he can't make the scene safely, he can't help anyone. I also commended him for his hard work and dedication. The damage to the squad car was minimal and it was never taken out of service. This is Officer Haley's first SOC for D.R. 904A: Damage to Motor Vehicles.

DR 904A: Damage to Motor Vehicles: Dismissed

Action Ordered: Dismissed

  
Hearing Officer

Any employee holding a position not exempted from the provisions of Article 34 Civil Service, and not in the initial probationary period, who has been suspended in excess of ten, (10) days, terminated, or demoted, may appeal to the Civil Service Commission within ten, (10) calendar days after notification in writing of such action. In the event of multiple suspensions, only that suspension which causes the total number of days suspended to exceed five, (5) days within a six-month period, and any subsequent suspension within said period shall be appeal able to the Commission. If the disciplinary action is 10 days or less, the officer may submit to a grievance procedure or an internal appeal, but not to both.

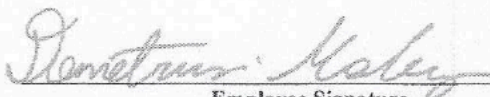
In addition, Chapter I Section 5 page 4 states in part: "Commissioned police officers with a status of suspension, probation, non-enforcement, relieved of duty, or leave of absence are not permitted to engage in any Secondary Employment and/or any Off-Duty Security Employment where the officer's status is dependent on his/her state commissioned status. No commissioned police officer is permitted to engage in any Secondary Employment and/or Off duty Security Employment for a period of thirty (30) days after the final disposition of (1) any sustained Statement of Charges for violation of the Sick Abuse policy or (2) any sustained Statement of Charges resulting in a suspension and/or reduction in rank" Notification will be made to the Secondary Employment Office regarding this suspension. Violation of the above listed policy could result in additional charges.

Appeal:            Will             ☒ Will Not             Be Filed

Grievance:          Will             ☒ Will Not             Be Filed

I understand that by requesting the grievance procedure that I am waiving my right to recourse through the Internal or Civil Service Commission Appeal Process.

01/27/2022  
Date

 14730  
Employee Signature

Distribution: MPD Human Resources, Branch Commander/Division Commander, Precinct  
HSF 07/07