



NEW ORLEANS POLICE DEPARTMENT OPERATIONS MANUAL

CHAPTER: 52.5

TITLE: DISCIPLINARY MATRIX/PENALTY SCHEDULE

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PURPOSE

The purpose of this Chapter is to provide penalty ranges for rule and policy violations. The disciplinary matrix delineates the lowest possible penalty, the Presumptive Penalty, and the maximum penalty for each level of offense.

POLICY STATEMENT

1. The New Orleans Police Department is committed to holding officers who commit misconduct accountable through an equitable, consistent disciplinary process.
2. Disciplinary penalties shall be imposed objectively, without favoritism or bias in any form. Similar penalties shall be imposed for similar violations, depending on the Aggravating or Mitigating Circumstances of each case.

DEFINITIONS

Aggravating Circumstances—Conditions or events that increase the seriousness of misconduct and may increase the degree of penalty. Aggravating Circumstances may be considered at a Pre-Disciplinary Hearing (see Policy 52.4) to deviate from the recommended or Presumptive Penalty. For example, if an offense carries a penalty range of one to three days' suspension, a hearing officer may choose to impose a three-day suspension in light of Aggravating Circumstances.

Egregious offense—An offense for which a penalty that exceeds the maximum recommendation is justified because of its gravity or an excess of Aggravating Circumstances, such as an intentional offense that causes injury to a member of the public or results in a violation of another person's civil rights.

First offense—The first sustained violation of any Rule(s) in a Member's disciplinary work history.

Minor violation/infraction—A violation of a Departmental Rule, Policy, Procedure, Order, regulation, or verbal/written instructions that a supervisor believes requires minimal intervention through redirection, retraining, and/or non-disciplinary counseling to correct the Member's behavior (e.g., tardiness, uniform requirement, forgetting to complete an FIC, and cleanliness of vehicle). The behavior must not be the subject of a public complaint and must be sufficiently

minor that it is correctable by minimal intervention by the supervisor, with the goal of non-repetitive behavior. Repetition of a similar violation within a twelve-month period (based on the date of the observed violation) may require discipline. A supervisor may decide to handle a minor violation/infraction through non-disciplinary means. Refer to **Chapter 35.1.7 – Responses to Minor Violations or Credible Violations** for guidance.

Misconduct—Any action or inaction that violates any Departmental Rule, Policy, Procedure, Order, verbal or written instruction, or criminal law other than a grievance as defined in **CAO Policy Memorandum 4(R)** and **Chapter 25.1 – Employee Grievances**.

Mitigating circumstances—Conditions or events that do not excuse or justify misconduct but may warrant decreasing the degree of penalty. Mitigating circumstances may be considered at a Pre-Disciplinary Hearing to deviate downward from the recommended or Presumptive Penalty. For example, if an offense carries a penalty range of one to three days suspension, a panel or hearing officer may choose to impose a one-day suspension in light of mitigating circumstances.

Penalty range—The range of discipline for a given offense. Every offense level has a minimum penalty, a Presumptive Penalty, and a maximum penalty. The Pre-Disciplinary Hearing Panel or Hearing officer shall recommend the Presumptive Penalty unless Aggravating or Mitigating Circumstances exist and are specifically articulated at the hearing.

Personal—A violation is classified as personal when an employee allegedly commits the offense while off duty and is not acting under color of law.

Presumptive penalty—The penalty that a Pre-Disciplinary Hearing Panel or Hearing Officer shall impose for the sustained violation of a given offense if no Aggravating or Mitigating Circumstances are presented at the hearing and specifically articulated in the hearing record. The Hearing Officer must justify any deviation from the Presumptive Penalty for the given offense by articulating, in the hearing record, the Aggravating or Mitigating Circumstances present and his/her reasons for arriving at the appropriate penalty in light of those circumstances.

Additional offenses—A second or additional SUSTAINED violation of the same or similar offense within the disciplinary matrix within a 36-month period from the date of the occurrence of the first offense, OR a second SUSTAINED violation of ANY rule within a 36 month period from the date of occurrence of the first offense provided the first offense and subsequent offense are classified as Level D or higher (Levels D through G; see matrix below). Third, fourth, and fifth offenses are determined in the same manner.

Examples of additional offenses:

Officer Smith violates Rule 3(6), “Commercial Endorsement,” (Level D violation) on June 1, 2016, an allegation that is sustained. Officer Smith then violates Rule 7(3), “Cleanliness of Department Vehicles,” (Level A violation) on June 1, 2018, an allegation that is also sustained. This is not a second offense because the first sustained violation is a Level D offense, and the second sustained violation is a Level A offense that is not similar in nature.

If Officer Smith violates Rule 4(4)(a), “Neglect of Duty,” and runs out of gas after failing to refuel his vehicle (Level A violation) on June 1, 2016, and then violates Rule 7(3), “Cleanliness of Department Vehicles,” (Level A violation) on June 1, 2018, it would be a second offense because the first and second violations are similar in nature as they relate to the cleanliness and maintenance of a department vehicle and the second violation is within a 36-month period.

If Officer Smith violates Rule 7(3), “Cleanliness of Department Vehicles,” (Level A violation) on June 1, 2016, and then violates Rule 3(6), “Commercial Endorsement,” (Level D violation) on June 1, 2018, it would be a first offense because the first sustained violation is a Level A offense, and the second sustained violation is a Level D offense.

Alternatively, if Officer Smith violates Rule 3(6) “Commercial Endorsement,” (Level D violation) on June 1, 2016, and then violates Rule 6(6), “Confidentiality of Internal Investigations,” (Level E

violation) on June 1, 2018, it may be aggravated to a second offense because the first violation is a level D offense, and the subsequent violation is a level E offense.

Below is an illustration of the outcomes in the preceding examples where two violations occur within a 36-month period:

1 st Violation	2 nd Violation	Outcome of 2 nd Violation
Level D	Level A	1 st Offense Level A, with possible aggravation from prior Level D violation
Level A	Level A	2 nd Offense Level A if similar in nature
Level A	Level D	1 st Offense Level D
Level D	Level E	May aggravate to a 2 nd Offense Level E, since both offenses are Level D or above

DISCIPLINARY MATRIX (Members)

3. The table below is the disciplinary matrix, which dictates the penalty range for every offense level.

Level	1 st Offense	2 nd Offense	3 rd Offense	4 th Offense	5 th Offense
A	O-R-1	R-1-2	R-1-2	1-2-3/D	1-2-3/D
B	R-1-2	R-2-3	2-3-5/D	2-3-5/D	3-5-10/D
C	1-2-3	2-3-5/D	5-10-15/D	5-10-15/D	5-10-15/D
D	2-3-5/D	5-10-15/D	15-20-30/D	15-20-30/D	15-20-30/D
E	10-15-20/D	20-30-D	30-D-D	30-D-D	30-D-D
F	20-30-D	30-D-D	D-D-D	D-D-D	D-D-D
G	D-D-D	D-D-D	D-D-D	D-D-D	D-D-D

The matrix demonstrates progressive discipline, with the penalty range increasing gradually for each successive offense (first, second, third, and additional). In addition, the penalty range increases according to the severity of the offense.

4. The range for each offense is expressed in three figures or characters that represent the minimum, Presumptive, and maximum penalties.
- “O” represents an oral reprimand;
 - “R” represents a letter of reprimand;
 - “D” represents demotion or dismissal; and
 - numbers represent days of suspension.

For example, “2-3-5/D” means a 3-day suspension is the Presumptive Penalty, a 2-day suspension is the minimum penalty, and the maximum is 5 days but may result in demotion or dismissal for an Egregious Offense.

5. The Presumptive Penalty shall be applied for each offense unless Aggravating or Mitigating Circumstances exist that merit deviation to a lesser or greater penalty within the penalty range.

6. A non-disciplinary corrective action (redirection, non-disciplinary counseling, or remedial training) cannot be the sole response to a violation if the disciplinary matrix requires the imposition of discipline. Note: Remedial Training is a non-disciplinary response to a violation, unlike Education Based Discipline, which can be the sole response to a violation.

RESERVE AND VOLUNTEER DISCIPLINARY MATRIX

7. The table below is the disciplinary matrix for members of the Reserve Division, which dictates the penalty range for every offense level.

Level	1 st Offense	2 nd Offense	3 rd Offense	4 th Offense	5 th Offense
A	O-R-1	R-1-3	R-3-D	D	D
B	R-1-3	R-3-D	D	D	D
C	3-D	D	D	D	D
D	D	D	D	D	D
E	D	D	D	D	D
F	D	D	D	D	D
G	D	D	D	D	D

The matrix demonstrates progressive discipline, with the penalty range increasing gradually for each successive offense (first, second, third, and additional). In addition, the penalty range increases according to the severity of the offense.

8. The term “suspension” relating to discipline imposed on Reserve members means the member must work ADDITIONAL volunteer hours. The following guidelines apply to penalties imposed or assessed in cases involving Reserve members:
- Any disciplinary penalty imposed that is higher than a Level “D” in the Reserve penalty matrix shall result in Demotion or Dismissal.
 - Reserve members can benefit from education-based discipline if the violation resulted from a lack of knowledge rather than careless, reckless, or deliberately indifferent behavior.
 - Minor violations shall be addressed through the Supervisor Feedback Log rather than a formal FDI unless progressive discipline mandates.
 - Penalties for disciplinary violations for Reserve members will be assessed as an increase in required volunteer hours at the rate of 1 day of suspension equals 8 additional volunteer hours. All additional hours are to be assessed and served at the rate of 8 hours per month. (i.e., If a Reserve member receives a 3-day suspension, the member must work the additional 24 hours at the rate of 8 hours a month for 3 consecutive months).
 - Refusal to work the assessed penalty shall result in automatic dismissal.

AGGRAVATING AND MITIGATING CIRCUMSTANCES

9. NOPD leaders shall strive to impose fair and consistent discipline in all similar cases. The same or similar violation shall be given the same or similar penalty where the circumstances warrant. However, it is recognized that the circumstances of an

offense may make it more or less egregious and, therefore, deserving of a lesser or greater penalty.

10. The following *non-exhaustive* Mitigating and Aggravating Circumstances, if applicable to the particular case, shall be considered when assessing and imposing discipline. Mitigating and Aggravating Circumstances shall be considered holistically. The existence of multiple Mitigating or Aggravating Circumstances may make a deviation from the Presumptive Penalty more likely. Mitigating Circumstances shall not be considered where the conduct in question is egregious.

Illustrative Mitigating Circumstances

11. The following examples are a non-exhaustive list of the type of circumstances that should be considered to determine Mitigating Circumstances:
- (a) The employee's longevity with the Department and what he or she has contributed to the Department throughout employment.
 - (b) Whether the Member has accepted responsibility for his or her actions, from the outset of being informed of the allegation(s).
 - (c) Whether the accused Member intervened to prevent or stop misconduct by another officer, or received an intervention by another officer and complied with that intervention by not engaging in or stopping misconduct in accordance with the NOPD Ethical Policing Is Courageous/Active Bystandership for Law Enforcement (EPIC/ABLE) program.

Illustrative Aggravating Circumstances

1. 12. The following examples are a non-exhaustive list of the type of circumstances that should be considered to determine Aggravating Circumstances:
- (a) The Member holds a position of authority or special skill.
 - (b) The Member has a previously sustained violation of a higher level within the preceding 36 months.
 - (c) The notoriety of the offense or its impact upon the reputation of the Police Department
 - (d) Whether the violation resulted in a criminal conviction or arrest.
 - (e) The existence of other circumstances known to the Member but for which the Member has taken no meaningful action, for example, job tensions, personality problems, substance abuse, mental impairment.
 - (f) The violation was intentional, malicious, or committed for personal gain.
 - (g) The violation negatively affected the rights or liberties of another person.

Illustrative Circumstances That Could Mitigate or Aggravate

13. The following examples are a non-exhaustive list of the type of circumstances that should be considered to determine either Mitigating or Aggravating Circumstances:
- (a) The nature and seriousness of the violation and its relationship to the Member's duties, position, and responsibilities
 - (b) The Member's past disciplinary and work record, including whether he or she has any commendations.
 - (c) The effect of the violation upon management's confidence in the employee's future job performance.
 - (d) The consistency of the penalty with those imposed upon other employees for a similar offense and with the disciplinary matrix.
 - (e) The clarity with which the Member was on notice of any regulations that were violated in the commission of the offense, including whether he or she was warned about the conduct in question.
 - (f) The likely potential for the Member's rehabilitation, including the Member's history with past attempts to rehabilitate.

- (g) Whether the violation was repeated, and how often.
- (h) Whether the violation caused injury and/or had a harmful impact on a civilian or the community.
- (i) Whether the violation is technical and an administrative or a criminal violation.

EDUCATION-BASED DISCIPLINE

- 14. Education-based discipline is designed to focus on behavioral change through education and training rather than punishment. The goal is to modify the unacceptable behavior, improve performance, and more strongly alert the Member of the need to correct a correctable problem.
- 15. Education-based discipline is a disciplinary alternative to a reprimand or suspension. The process gives the individual the option of **voluntarily** participating in a corrective action plan that can include education, training, or other options designed to address the misconduct issue or the deficits in performance identified by the investigation or hearing.
- 16. All Education-based discipline activities related to the corrective action plan are conducted during on-duty time.
- 17. Training may be provided in lieu of suspension when the Pre-Disciplinary Hearing Panel or Hearing Officer has identified issues for which training may help prevent future violations of a similar nature.
- 18. Education-based discipline may reduce, but not eliminate, the penalty for a violation that is Level D or above.
- 19. When determining the appropriateness of education-based discipline, the Pre-Disciplinary Hearing Panel or Hearing Officer shall consider:
 - (a) The nature and seriousness of the offense;
 - (b) The Aggravating and Mitigating Circumstances outlined in this Chapter, including the underlying intent behind the offense;
 - (c) Whether training exists and is available within the Department to help prevent future violations of a similar nature;
 - (d) Whether the officer has already received education-based discipline on the same topic; and
 - (e) The effectiveness of any prior instances of education-based discipline with the offending officer.

The Hearing Officer shall document the consideration of these factors and why the proposed training is appropriate in writing on the hearing form.

- 20. The Pre-Disciplinary Hearing Panel or Hearing Officer may offer education-based discipline in lieu of the reprimand or suspension as appropriate. The education-based discipline option shall be communicated to the offending member in the hearing and documented on the Hearing Officer Disposition Form. The hearing officer shall state and document on the Hearing Officer Disposition Form:
 - (a) The reason why education-based discipline was offered in connection to the sustained violation;
 - (b) The proposed curriculum elements for the education-based discipline and its connection to the violation;
 - (c) The deadline for completing the education-based discipline component; and
 - (d) What the recommended disciplinary penalty is;
 - (e) Whether the entirety of the disciplinary penalty will be replaced by training, or only a portion of the discipline.

21. Education-based discipline may replace all or part of the penalty that would otherwise be applied in the absence of the training alternative. The training duration may exceed the suspension days otherwise required for the violation and less than a full day of training may count for a suspension day.
22. Education-Based Discipline may not replace a Letter of Reprimand, Formal Counseling, or and Oral Reprimand, but may be required in addition to those penalties.
23. Education-based discipline may replace a maximum of 10 suspension days.
24. Education-based discipline may be applied to a suspension greater than 10 days, and may reduce, but not eliminate, the penalty for a violation that is Level D or above.
25. The member may accept or reject the education-based discipline component when presented by the hearing officer.
26. If the member fails to begin the required training by the specified deadline or fails to effectively participate in the training, the member will serve the original penalty for which the education-based discipline was an alternative. The training academy shall notify PIB if the individual failed to effectively participate in training. The training must be successfully completed in its entirety for credit to be given for Education-Based Discipline. Failure to complete the training may result in disciplinary action.
27. Disciplinary records will reflect the originally intended penalty in all cases where education-based discipline was offered.
28. PIB shall review all education-based discipline proposals to ensure the appropriate use of education-based discipline. Any issues with the application or appropriateness of the use of education-based discipline will be reviewed and discussed with the Pre-Disciplinary Hearing Panel or Hearing Officer and the Commander or Deputy Chief of PIB within 15 days of receipt of the hearing disposition form by PIB.

SUPERINTENDENT'S AUTHORITY

29. The Superintendent of Police, as the appointing authority, may approve, disapprove, or change any recommended disposition or penalty. The Superintendent of Police has the sole authority to impose a penalty that deviates outside of the recommended range of the Disciplinary Matrix. The Superintendent may consider Aggravating, Mitigating, or Egregious Circumstances when making a determination to deviate from the recommended range of the Disciplinary Matrix. Only the Superintendent of Police has the authority to impose disciplinary action.
30. If the final disposition approved by the Superintendent deviates above or below the recommended penalty range a memorandum shall be included in the case file to explain the circumstances and reasoning for the deviation.

APPENDIX A – RULE REFERENCES IN PENALTY SCHEDULE**PENALTY SCHEDULE**

- The following penalty schedule lists each offense by rule and dictates the appropriate penalty level in accordance with the penalty matrix. For complete descriptions of the rules, please refer to the referenced rule number (i.e., Adherence to Law – 2(1) refers to Rule 2, Paragraph 1)

RULE TWO: MORAL CONDUCT

- ADHERENCE TO LAW—2(1)

TITLE	LEVEL
TRAFFIC: POLICE VEHICLE (ON DUTY/OFF DUTY)	B
TRAFFIC: PRIVATE VEHICLE (ON DUTY/OFF DUTY)	A
DWI: ON DUTY, POLICE VEHICLE	G
DWI: OFF DUTY, POLICE VEHICLE	G
DWI: ON DUTY, PRIVATE VEHICLE	F
DWI: OFF DUTY, PRIVATE VEHICLE	E
MUNICIPAL: ON DUTY	D
MUNICIPAL: OFF DUTY (COLOR OF LAW)	D
MUNICIPAL: OFF DUTY (PERSONAL)	C
STATE MISDEMEANOR: ON DUTY	F
STATE MISDEMEANOR: OFF DUTY (COLOR OF LAW)	F
STATE MISDEMEANOR: OFF DUTY (PERSONAL)	E
STATE FELONY (ON DUTY/OFF DUTY)	G

- COURTESY—2(2)

TITLE	LEVEL
ON DUTY/OFF DUTY	A

- INTENTIONAL FALSE STATEMENTS—2(3)

TITLE	LEVEL
ON DUTY/OFF DUTY	G

- DISCRIMINATION—2(4)

TITLE	LEVEL
ON DUTY/OFF DUTY (COLOR OF LAW)	D

- VERBAL INTIMIDATION—2(5)

TITLE	LEVEL
ON DUTY/OFF DUTY (COLOR OF LAW)	B

- COERCED CONFESSION—2(5)

TITLE	LEVEL

ON DUTY/OFF DUTY (COLOR OF LAW)	F
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8. UNAUTHORIZED FORCE—2(6)

TITLE	LEVEL
ON DUTY/OFF DUTY (COLOR OF LAW) - LEVEL 1	C
ON DUTY/OFF DUTY (COLOR OF LAW) – LEVEL 2	C
ON DUTY/OFF DUTY (COLOR OF LAW) – LEVEL 3	D
ON DUTY/OFF DUTY (COLOR OF LAW) – LEVEL 4	F

9. COURAGE—2(7)

TITLE	LEVEL
ON DUTY/OFF DUTY (COLOR OF LAW)	C

10. FAILURE TO REPORT MISCONDUCT—2(8)

TITLE	LEVEL
ON DUTY/OFF DUTY (COLOR OF LAW)	SAME AS PREDICATE OFFENSE

11. FAILURE TO COOPERATE/WITHHOLDING INFORMATION—2(9)

TITLE	LEVEL
ON DUTY/OFF DUTY (COLOR OF LAW)	F

12. SEXUAL HARASSMENT—2(10)

TITLE	LEVEL
ON DUTY/OFF DUTY (COLOR OF LAW)	D

RULE THREE: PROFESSIONALISM

13. PROFESSIONALISM—3(1)

TITLE	LEVEL
ON DUTY	A
OFF DUTY (COLOR OF LAW)	A
OFF DUTY (PERSONAL)	A

14. ABUSE OF POSITION—3(2)

TITLE	LEVEL
ON DUTY/OFF DUTY	D

15. NEATNESS AND ATTIRE—3(3)

TITLE	LEVEL
ON DUTY	A

16. ACCEPTING OR GIVING ANYTHING OF VALUE—3(4)

TITLE	LEVEL
ON DUTY/OFF DUTY	C

17. INFLUENCE PEDDLING—3(4)

TITLE	LEVEL
ON DUTY/OFF DUTY	D

18. REFERRALS—3(5)

TITLE	LEVEL
ON DUTY/OFF DUTY (COLOR OF LAW)	C

19. COMMERCIAL ENDORSEMENT—3(6)

TITLE	LEVEL
ON DUTY/OFF DUTY	D

20. USE OF DRUGS/SUBSTANCE ABUSE TESTING—3(7)

TITLE	LEVEL
ON DUTY/OFF DUTY	G

21. USE OF ALCOHOL ON DUTY—3(8)

TITLE	LEVEL
ON DUTY	F

22. USE OF ALCOHOL OFF-DUTY—3(9)

TITLE	LEVEL
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OFF DUTY	C
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23. ALCOHOL INFLUENCE TEST—3(10)

TITLE	LEVEL
ON DUTY	F
OFF DUTY	E

24. USE OF TOBACCO—3(11)

TITLE	LEVEL
ON DUTY	A

25. RETALIATION—3(12)

TITLE	LEVEL
ON DUTY	F

26. USE OF SOCIAL MEDIA – 3(13)

TITLE	LEVEL
ON DUTY/OFF DUTY	C
ON DUTY/OFF DUTY (If it involves hate speech, discrimination or advocates unnecessary force)	F

RULE FOUR: PERFORMANCE OF DUTY

27. REPORTING FOR DUTY—4(1)

TITLE	LEVEL
ON DUTY	B

28. INSTRUCTIONS FROM AN AUTHORITATIVE SOURCE—4(2)

TITLE	LEVEL
ON DUTY/OFF DUTY	C
FAILURE TO RENDER STATEMENT IN AN ADMINISTRATIVE INVESTIGATION	G

29. DEVOTING ENTIRE TIME TO DUTY—4(3)

TITLE	LEVEL
ON DUTY	A

30. NEGLIGENCE OF DUTY—4(4)

(a) – NEGLIGENCE OF DUTY (IN GENERAL)

TITLE	LEVEL
ON DUTY/OFF DUTY (COLOR OF LAW)	B
MINOR VIOLATION/INFRACTION	A

(b) - SUPERVISORY RESPONSIBILITIES

TITLE	LEVEL
ON DUTY/OFF DUTY (COLOR OF LAW)	SAME AS PREDICATE OFFENSE; OR LEVEL B IF THERE IS NO PREDICATE OFFENSE (NO SUBORDINATE IS CHARGED)

(c) - ENUMERATED ACTS/OMISSIONS

TITLE	LEVEL
ON DUTY/OFF DUTY (COLOR OF LAW)	B
MINOR VIOLATION/INFRACTION	A

31. CEASING TO PERFORM BEFORE END OF TOUR OF DUTY—4(5)

TITLE	LEVEL
ON DUTY	B

32. LEAVING ASSIGNED AREA—4(6)

TITLE	LEVEL
ON DUTY	B

33. LEAVING CITY WHILE ON DUTY—4(7)

TITLE	LEVEL
ON DUTY	B

34. HOURS OF DUTY—4(8)

TITLE	LEVEL
ON DUTY/OFF DUTY	C
FAILING TO CARRY ID OFF-DUTY	A

35. SAFEKEEPING OF VALUABLES—4(9)

TITLE	LEVEL
ON DUTY	A

36. ESCORT FOR VALUABLES—4(10)

TITLE	LEVEL
ON DUTY	B

37. BODY-WORN CAMERA—4(11)

TITLE	LEVEL
ON DUTY	A

38. INTENTIONAL MISUSE OR NON-USE OF BODY-WORN CAMERA--4(11)

TITLE	LEVEL
ON DUTY/OFF DUTY	F

RULE FIVE: RESTRICTED ACTIVITIES

39. FICTITIOUS ILLNESS OR INJURY REPORTS—5(1)

TITLE	LEVEL
ON DUTY/OFF DUTY	C

40. ASSOCIATIONS—5(2)

TITLE	LEVEL
ON DUTY/OFF DUTY	C

41. VISITING PROHIBITED ESTABLISHMENTS—5(3)

TITLE	LEVEL
ON DUTY	E
OFF DUTY	C

42. SUBVERSIVE ACTIVITIES—5(4)

TITLE	LEVEL
ON DUTY/OFF DUTY	F

43. LABOR ACTIVITY—5(5)

TITLE	LEVEL
ON DUTY/OFF DUTY	D

44. ACTING IN CIVIL MATTERS—5(6)

TITLE	LEVEL
ON DUTY/OFF DUTY	B

45. ACTING IMPARTIALLY—5(7)

TITLE	LEVEL
ON DUTY/OFF DUTY	D

46. CIVIL SUITS BY MEMBERS—5(8)

TITLE	LEVEL
ON DUTY/OFF DUTY	C

47. CRIMINAL PROCEEDING AGAINST MEMBERS—5(9)

TITLE	LEVEL
ON DUTY/OFF DUTY	E

48. TESTIFYING ON BEHALF OF DEFENDANTS—5(10)

TITLE	LEVEL
ON DUTY/OFF DUTY	E

49. INTERFERING WITH INVESTIGATIONS—5(11)

TITLE	LEVEL
ON DUTY/OFF DUTY	F

50. UNDERCOVER INVESTIGATIONS—5(12)

TITLE	LEVEL
ON DUTY/OFF DUTY	E

51. REWARDS—5(13)

TITLE	LEVEL
ON DUTY/OFF DUTY	B

RULE SIX: OFFICIAL INFORMATION

52. SECURITY OF RECORDS—6(1)

TITLE	LEVEL
ON DUTY/OFF DUTY	D

53. INTENTIONALLY FALSE OR INACCURATE REPORTS—6(2)

TITLE	LEVEL
ON DUTY/OFF DUTY	G

54. PUBLIC STATEMENTS AND APPEARANCES—6(3)

TITLE	LEVEL
ON DUTY/OFF DUTY	D

55. PUBLIC COMPLAINTS—6(4)

TITLE	LEVEL
ON DUTY/OFF DUTY	B

56. INFORMANTS—6(5)

TITLE	LEVEL
ON DUTY/OFF DUTY	G
TITLE	LEVEL
ON DUTY/OFF DUTY	G

57. CONFIDENTIALITY OF INTERNAL INVESTIGATIONS—6(6)

TITLE	LEVEL
ON DUTY/OFF DUTY	E

RULE SEVEN: DEPARTMENT PROPERTY

58. USE OF DEPARTMENT PROPERTY—7(1)

TITLE	LEVEL
ON DUTY/OFF DUTY	B

59. AUTHORIZED OPERATORS OF DEPARTMENT PROPERTY—7(2)

TITLE	LEVEL
ON DUTY/OFF DUTY	B

60. CLEANLINESS OF DEPARTMENT VEHICLES—7(3)

TITLE	LEVEL
ON DUTY/OFF DUTY	A

61. USE OF EMERGENCY EQUIPMENT—7(4)

TITLE	LEVEL
ON DUTY/OFF DUTY	A

62. STATEMENT OF RESPONSIBILITY—7(5)

TITLE	LEVEL
ON DUTY/OFF DUTY	B

63. OPERATIONS MANUAL—7(6)

TITLE	LEVEL
ON DUTY/OFF DUTY	A