



## Middletown Twp. Police Department

### Chief of Police R. Craig Weber

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In the event that a member of the Middletown Twp. Police Department is found to have violated the Agency's Rules and Regulations, discipline may be imposed. Employees are also subject to discipline in the rare event that there a criminal violation has been committed. The rules and regulations may incorporate a system of progressive discipline. Progressive discipline serves an important role in the process by which the agency deals with complaints of misconduct or inappropriate behavior. In lieu of discipline, counseling, re-training, enhanced supervision, oral reprimand and performance notices can be used as instructional or remedial devices to address deficiencies or inadequate performance.

A system of progressive includes the following actions:

- (a) Oral reprimand or performance notice;
- (b) Written reprimand;
- (c) Monetary fine;
- (d) Suspension without pay;
- (e) Loss of a promotional opportunity;
- (f) Demotion; and
- (g) Discharge from employment.

Disciplinary complaints resulting in an officer's termination, demotion, or suspension of more than five (5) days is considered to be major discipline.

#### Summary of Major Discipline

There was no major discipline imposed in 2016