City of San Diego Discipline Matrix for Public Safety related to Administrative Regulation 75.12, dated May 28, 2021

When using the *Discipline Matrix*, first locate the number of the *incident* (1st, 2nd, 3rd, etc.) in the *Incident History* column on the left side of the chart, then locate the Category assigned to the *Incident* on the top of the chart. Where they intersect on the *Discipline Matrix* will determine the *discipline* for that *incident*, unless a discipline deviation has been processed per Section 4.5.8. The *Matrix* below applies to employees represented by the POA, Teamsters Local 911 and Local 145.

For employees represented by Local 145 only- Where the *incident* and the Category intersect on the *Discipline Matrix* that will determine the discipline for a 56-hour per week employee for that incident, unless a discipline deviation has been processed per Section 4.5.8. For a 40-hour per week employee, divide the suspension hours as noted in the *Matrix* by 1.4 to determine 40-hour employee equivalent for the suspension.

Incident History	Category 1	Category 2	Category 3	Category 4
1st Incident	Written Warning and Mandatory two-hour class	Written Reprimand and Mandatory four and eight-hour classes	Mandatory four and eight-hour classes, 360-hour Suspension, and Mandatory Retesting	Termination
2nd Incident	Written Reprimand and Mandatory four-hour class	Mandatory four and eight-hour classes with 48-hour of Suspension and Mandatory Retesting	Termination	Termination
3rd Incident	Mandatory eight-hour class with 48-hour Suspension and Mandatory Retesting	Mandatory eight-hour class with 144-hour Suspension and Mandatory Retesting.	Termination	Termination
4th Incident	Mandatory eight-hour class with 120-hour Suspension and Mandatory Retesting.	Mandatory eight-hour class with 240-hour Suspension Mandatory Retesting	Termination	Termination
5th Incident	Termination	Termination	Termination	Termination