

NOTICE

You may ACCEPT or NOT ACCEPT the punitive action offered. If you choose to NOT ACCEPT the punitive action offered, you are entitled to a regular LEOBR hearing board or an alternate hearing board. Pursuant to your collective bargaining agreement:

1. You have the right to select an alternate hearing board within seven (7) calendar days. a Notice of Election of Hearing Board is set forth below.
2. The alternate hearing board consists of:
 - o A police officer selected by FOP Lodge 35 (MPO or below), and;
 - o A police officer selected by the chief of police, (Sergeant or above), and;
 - o A neutral labor arbitrator selected from a list previously agreed to by FOP Lodge 35 and the County.
3. If you do not select an alternate board, your case will be heard by:
 - o Three police officers all selected by the chief of police. One of these police officers must be Of your same rank.
4. You are urged to discuss your options with your steward or other FOP Lodge 35 official right away.
5. Once you make your decision, it cannot be revoked.
6. You must deliver this document to the chief of police within seven (7) calendar days from the date you received this notice.

INSTRUCTIONS: Check the appropriate box(es) and sign on the appropriate line.

- () I ACCEPT the punitive action offered and WAIVE my right to an administrative hearing.

Officer's Signature _____ Date _____

- () I DO NOT ACCEPT the punitive action offered and demand an administrative hearing.
(Complete Notice of Election of Hearing Board)

Officer's Signature _____ Date _____

NOTICE OF ELECTION OF HEARING BOARD

I desire an alternate hearing board consisting of officers selected by the chief of police, FOP Lodge 35 and a neutral chairperson.

Officer's Signature _____ Date _____

Approved by FOP Lodge 35:

Authorized Representative _____

I desire a regular LEOBR hearing board consisting of three police officers selected by the chief of police.

Officer's Signature _____ Date _____