



# Peace Officer Decertification Workflow

## Allegations of Serious Misconduct

- Reported to POST by employing agency within 10 days
- Citizen complaint made to POST
- POST initiated case

## Agency Investigation

- Disciplinary investigation completed by agency
- Agency forwards completed investigation to POST for decertification investigation

## POST Investigation

- POST reviews agency investigation
- POST conducts further investigation, if necessary
- POST determines if serious misconduct occurred

## POST Recommendation

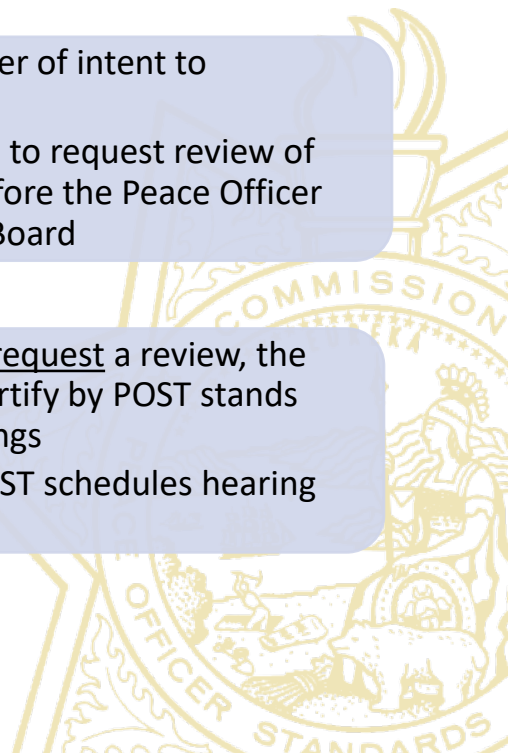
- If serious misconduct did not occur, POST notifies peace officer and closes case with no further action taken
- If serious misconduct did occur, POST makes recommendation to decertify peace officer

## Decertification Action

- POST notifies peace officer of intent to decertify
- Peace officer has 30 days to request review of recommended action before the Peace Officer Accountability Advisory Board

## Decertification Action (continued)

- If peace officer does not request a review, the recommendation to decertify by POST stands without further proceedings
- If review is requested, POST schedules hearing before the Board





# Peace Officer Decertification Workflow

## Peace Officer Standards Accountability Advisory Board Review

- Board conducts public hearing on the decertification case
- Board reviews POST investigation findings and decertification recommendation
- Board makes written recommendation to the Commission by majority vote on what action should be taken against the peace officer

## Commission on Peace Officer Standards and Training

- Reviews recommendation made by the Board
- The Commission's decision to adopt a recommendation by the Board to seek revocation shall be made by a two-thirds vote of the Commissioners present
- Commission returns decision to POST

## Administrative Law Judge

- If the Commission moves to take action, POST initiates proceedings for a formal hearing before an Administrative Law Judge
- If the Commission rejects the recommendation, no further action is taken unless additional investigation is requested

## Commission Final

- The Commission moves to accept or reject the decision of the Administrative Law Judge
- The Commission makes the final decision and required notifications are made

