

FLORIDA HIGHWAY PATROL

PATROL CAR CRASH DISCIPLINARY ACTION SCALE¹

CATEGORY	1	2	3	4	5
MINOR VIOLATION	Documented Discussion	FHP Training (Virtual)	<i>Written Reprimand</i>²	8-Hour Suspension OR³ 10 Day-Suspension of Take-Home Car Privilege⁴	16-Hour Suspension to Dismissal
MORE SERIOUS CLEAR-CUT VIOLATION	Counseling⁵ & Defensive Driving Class	Written Reprimand up to 8-Hour Suspension OR 10 Day-Suspension of Take-Home Car Privilege⁶	8 to 24 Hour Suspension	24-Hour Suspension to Dismissal	Dismissal
EXTREME VIOLATION	16-Hour Suspension to Dismissal	24-Hour Suspension to Dismissal	Dismissal		

¹ The “forgiveness” policy for sustained crashes is two years from the date of the most recent crash.

² The member may elect the alternative action of attending remedial driver training in lieu of the written reprimand.

³ No matter which option the member elects, the member will also be required to attend a defensive driving class.

⁴ Member may choose 8-hour suspension or a 10-day suspension of their take-home car privilege. If the 10-day suspension of their take-home car privilege is elected, the 10 days will be counted as calendar days and the member shall park their vehicle at the assigned duty station unless the troop commander determines another location. Members are still required to work their regular shift, which will begin when the member is in their patrol vehicle. Members may work off-duty; however, they must check their patrol vehicle in and out at the beginning and end of each day worked.

⁵ Counseling is a form of corrective action; however, it is not discipline for purposes of progressive disciplinary action.

⁶ Member will be offered discipline of a written reprimand up to 8-hour suspension or instead, may elect a 10-day suspension of their take-home car privilege. If the 10-day suspension of their take-home car privilege is elected, the 10 days will be counted as calendar days and the member shall park their vehicle at the assigned duty station unless the troop commander determines another location. Members are still required to work their regular shift, which will begin when the member is in their patrol vehicle. Members may work off-duty; however, they must check their patrol vehicle in and out at the beginning and end of each day worked.