**Section** **1620.1360** **Cause for Discharge or Discipline**

a) Cause for discharge consists of some substantial shortcoming that renders the respondent's continuance in his or her position in some way detrimental to the discipline and efficiency of the service and that the law and sound public opinion recognize as good cause for the respondent no longer holding the position.

b) In determining the appropriate level of discipline for a CPO, the Commission shall consider the respondent's performance record, including disciplinary history, and the respondent's length of continuous service, unless the offense would warrant immediate discharge in accordance with subsection (a).

(Source: Added at 36 Ill. Reg. 13826, effective August 21, 2012)