I. **Objective and Application**
In addition to a state being required to complete remedial training or technical assistance (which may include a corrective action plan), alternative dispute resolution, or suspension/termination of membership in the compact, monetary penalties may also be assessed in accordance with ICAOS Statute (Article XII, Section B). The Compliance Committee shall review matters of non-compliance and make recommendations to the Executive Committee who makes the final determination regarding penalties assessed to a non-compliant state.

II. **Monetary Penalties**

<table>
<thead>
<tr>
<th>Rule or Statutory Violations</th>
<th>1&lt;sup&gt;st&lt;/sup&gt; OFFENSE</th>
<th>2&lt;sup&gt;nd&lt;/sup&gt; OFFENSE</th>
<th>3&lt;sup&gt;rd&lt;/sup&gt; OR SUBSEQUENT OFFENSE</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$0-$10,000</td>
<td>Up to $50,000</td>
<td>Up to $100,000</td>
</tr>
</tbody>
</table>

*Fees and/or costs, including court costs and interest fees, may also be assessed against violating states.*

III. **Determining Factors**
The following factors will be considered when determining appropriate sanction within range:

- Whether the violation(s) was a public safety issue or policy issue
- Whether the violation(s) resulted in serious physical injury or death
- The state’s relevant disciplinary history and whether they have ongoing patterns of noncompliance
- Whether the state accepted responsibility for and acknowledged the violation(s) prior to detection and intervention
- Whether the state voluntarily employed subsequent corrective measures, prior to detection or intervention to revise general and/or specific procedures to avoid recurrence of violation(s)
- Whether the state was cooperative with ICAOS in its examination and/or investigation of the underlying misconduct
- Whether the state engaged in the violation(s) over an extended period of time
- Whether the state engaged in numerous acts and/or a pattern of misconduct
- Whether the state’s violation(s) was the result of an intentional act