

Disciplinary Matrix and Violation Categories

1142.1 PURPOSE

To provide the Statewide Police Disciplinary Matrix created by the Maryland Police Training and Standards Commission (MPTSC) to be used when administering discipline to sworn members of the department for both complaints involving members of the public (citizen/external) and complaints not involving members of the public (internal).

1142.2 POLICY

The UMBPD will only deviate from the matrix when required to do so by court order or other superseding legal authority. **This policy is applicable to only sworn members.**

1142.3 REFERENCES

- (a) MD. CODE ANN., PUB. SAFETY, 3-105
- (b) COMAR 12.04.10
- (c) MPTSC STATEWIDE POLICE DISCIPLINARY MATRIX

1142.4 PROCEDURES

- (a) The Statewide Police Disciplinary Matrix (https://mpctc.dpscs.maryland.gov/pdf/Commission_Approved_Uniform_Disciplinary_Matrix.pdf) is adopted as UMBPD policy.
- (b) In determining discipline, there must first be an agency policy violation or other police misconduct. Once a violation has been identified, review the violation examples found in the matrix and select the appropriate offense category. If the specific policy/procedure violation is not listed, review the violation category definition, along with similar example violations and select the most appropriate category.
- (c) Since the policy violation examples could include multiple policies, specific policy citations are not listed. If there are questions regarding the appropriate category of offense or the appropriate charging language, supervisors should contact the Commander of the Professional Standards Bureau.
- (d) For the purpose of departmental crashes as referenced in the disciplinary matrix, a determination of damages (minor crash or major crash) will be made after the department consults with UMB Risk Management and UMB Fleet Services.