

Minneapolis Police Department
Discipline Matrix
Rev: August 2012

Policy	Type of Violation	Range	Discipline		
Compliance with Lawful Orders & Supervision		Range	Mitigating	Baseline	Aggravating
1-403	Compliance with lawful orders in administrative and routine situations	B-C	WR	10 hours	20 hours
1-406; 5-307	Supervisory responsibility: fail to supervise	C	10 hours	20 hours	40 hours
1-403	Compliance with lawful orders repeated violations or critical orders	D		Termination	
IAU & CRA Procedures		Range	Mitigating	Baseline	Aggravating
2-109	CRA/IAU: fail to return Garrity notice or set up appointment with investigator	B	WR	10 hours	20 hours
2-101, 5-105.7	Failure to notify IAU of arrest or being a suspect in criminal offense	D		Termination	
5-105.7	Failure to notify IAU of OFP which invokes the Lautenberg amendment	D		Termination	
Training		Range	Mitigating	Baseline	Aggravating
5-410.02; 2-502-E	Failure to attend mandatory or requested training	B	WR	10 hours	20 hours
Equipment		Range	Mitigating	Baseline	Aggravating
3-200	Failure to carry required equipment	B	WR	10 hours	20 hours
3-201	Unauthorized equipment carried but not used, excludes firearm	C	10 hours	20 hours	30 hours
Overtime & Court		Range	Mitigating	Baseline	Aggravating
3-706, 3-707	Failure to appear in court or standby violations, any criminal case	B	WR	10 hours	20 hours
Off-Duty Employment		Range	Mitigating	Baseline	Aggravating
3-800	Failure to sign on to off duty job/buyback	B	WR	10 hours	20 hours
3-800	No prior approval to work job site (Does not include failure to renew previously approved sites)	B	10 hours	10 hours	20 hours
3-800	Working a prohibited site or denied site	C	10 hours	20 hours	40 hours
3-800	Working while on restricted status	C-D	10 hours	40 hours	Termination
MVR Violations/Email Violations		Range	Mitigating	Baseline	Aggravating
4-218	MVR: no start up checks	B	WR	10 hours	20 hours
4-218	MVR: microphone not worn or not turned on	B	WR	10 hours	20 hours
4-218	MVR: failure to record vehicle stops	B	10 hours	20 hours	30 hours
4-218	Altering or destroying MVR equipment or recordings	D	30 hours	Termination	
4-220	Unprofessional or offensive email (protected class)	D	30 hours	40 hours	Termination
Truthfulness		Range	Mitigating	Baseline	Aggravating
5-101.01	Untruthful to supervisor or falsify unofficial documents	D	30 hours	40 hours	Termination
2-106, 5-101.01	Garrity violations; perjury; falsify official documents or CAPRS reports	D		Termination	

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Code of Ethics		Range	Mitigating	Baseline	Aggravating
5-102	Criminal activity: Any felony crime, domestic assault, sex crimes, narcotics, steroids, interfere with 911 call, theft, discharge weapon or repeat DWI.	D		Termination	
5-102	Criminal activity: Gross misdemeanor or misdemeanor (other than those listed in other categories)	C	10 hours	30 hours	Termination
5-102	Identify self as officer with intent to gain special consideration	C-D	10 hours	40 hours	Termination
5-102	Misuse of police powers: search warrants, administrative subpoenas, credit checks, etc	D		Termination	
5-102, 3-800	Working off-duty while still on city time	D		Termination	
4-501	Access confidential records (DVS, NCIC, etc.) not related to assigned job duties/no official law enforcement purpose-no known personal gain	C	WR	10	20
4-501	Access confidential records (DVS, NCIC, etc.) not related to assigned job duties/no official law enforcement purpose-for personal gain	D	10	40	Termination
Code of Conduct/Professional Code of Conduct		Range	Mitigating	Baseline	Aggravating
5-105.10	Unprofessional conduct, indecorous language (not protected class)	B	WR	10 hours	20 hours
5-106, 3-302	Remain on duty until relieved; put self on detail without supervisor permission	B	WR	10 hours	20 hours
5-105.18	Association with known criminals	C	20 hours	40 hours	50 hours
5-105.2, 5-106.1	Failure to take appropriate police action	B-D	WR	40 hours	Termination
5-105.15	Language: biased based on protected class	D	30 hours	40 hours	Termination
5-105.20	Possession of duty weapon or other firearm while consuming alcohol, no criminal action	D	20 hours	40 hours	50 hours
5-105, 5-102	Referral to outside business with personal benefit to employee	D		Termination	
5-101.02	Failure to meet minimum job qualifications (some discretion on OFP with Lautenberg Amendment)	D		Termination	
Reports		Range	Mitigating	Baseline	Aggravating
5-307	Failure of supervisors to complete force review report in compliance with policy when the subject of forces incurs any injury at the level of substantial bodily injury or greater.	B-C	WR	10 hours	20 hours
5-306	Failure to report use of force in CAPRS	B-D	WR	40 hours	Termination
5-306	Failure to notify supervisor of use of force resulting in injury	B-C	WR	20 Hours	40 Hours
News Media		Range	Mitigating	Baseline	Aggravating
6-202	Responsibility of MPD employees regarding news media	B-D	10 hours	20 hours	Termination

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Vehicle Operation		Range	Mitigating	Baseline	Aggravating
4-411	Preventable accident after remedial training	B	WR	10 hours	30 hours
7-401/7-403	Preventable accident with negligent driving violation resulting in damage or injury (less than substantial bodily harm)	B	WR	10 hours	30 hours
7-401/7-403	Preventable accident with negligent driving violation resulting in injury of substantial bodily harm	C	20 hours	40 hours	60 hours
7-401/7-403	Preventable accident with driving violation resulting in great bodily harm or death	D	50 hours	Termination	
7-401/7-403	Lights/siren use violation; speed; unsafe vehicle operation (no preventable accident involved)	B	WR	10 hours	30 hours
7-406.01	Pursuit policy: failure to announce reason for pursuit	B	10 hours	20 hours	30 hours
7-402	Pursuit policy: too many squads in pursuit	B	10 hours	20 hours	30 hours
7-406.04	Pursuit policy: violation of supervisory responsibilities	C	20 hours	30 hours	40 hours
7-405	Failure to terminate pursuit as required in policy or when ordered by a supervisor (no resulting injury or property damage)	C	20 hours	30 hours	40 hours
Property & Evidence		Range	Mitigating	Baseline	Aggravating
10-401	Failure to property inventory evidence acquired in a criminal case	C	10 hours	20 hours	30 hours
10-401	Failure to properly dispose of non-evidentiary property	A-B		WR	40 Hours
<u>Special Notes on Matrix:</u>					
These are general guidelines. Chief of Police makes all final determinations on discipline.					
A- Level violations are not listed in matrix and are considered coaching, not discipline.					
Repeat violations may result in enhanced discipline up to and including termination.					
The matrix is not an all inclusive list of policy violations.					