


	GAITHERSBURG POLICE DEPARTMENT		
	Disposition Matrix		
	GENERAL ORDER	208.2	
Effective Date	07/01/2022	26.1.3, 26.1.4, 26.1.5, 26.1.6, 26.1.8	
Authorized by:	Mark P. Sroka CHIEF OF POLICE	SIGNATURE	DATE 06/28/2022

1. **PURPOSE**

The purpose of discipline is to correct inappropriate behavior. The purpose of the Uniform State Disciplinary Matrix is to apply disciplinary standards in a fair, equitable, and consistent manner statewide.

2. **POLICY**

2.1. The approved Maryland Police Training & Standards Commission Statewide Police Disciplinary Matrix that is hyperlinked in this directive includes, but is not limited to, examples of possible charges that may arise out of violations of Department directives, orders, policies and procedures. Application of the Uniform State Disciplinary Matrix only occurs following a finding that sustains allegations of a violation.

2.2. All sworn employees have rights and protections afforded them by the Gaithersburg City Personnel Rules and Regulations Manual. Sworn officers have additional rights and protections pursuant to General Order 209.1 – Internal Affairs.

2.3. The Maryland Police Training and Standards Commission shall develop and adopt, by regulation, a model Uniform Disciplinary Matrix for use by each Law Enforcement Agency in the State of Maryland.

2.3.1. Each Law Enforcement Agency in the State of Maryland shall adopt the Uniform State Disciplinary Matrix per existing Maryland State Law.

3. **UNIFORM STATE DISCIPLINARY MATRIX**

3.1. <https://mdle.net/standards.htm>