



## Fire and Police Commission

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### Memorandum

To: Leon W. Todd, Executive Director

From: Barbara Cooley, Research and Policy Analyst

Date: December 15, 2025

RE: MPD Code of Conduct and Discipline Matrix

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Please see the attachments provided by MPD as well as the attached current Code of Conduct and Discipline Matrix. The changes to the Discipline Matrix are in red font in the tables of the proposed Discipline Matrix attachment. Also, although the spirit of the submitted Code of Conduct remains the same, there were extensive language clarifications, so there is no roll call version as that would have been too difficult to follow.

However, this analyst has compared the submitted Code of Conduct with the existing version and has highlighted changes that this analyst considered meaningful, including both additions and deletions, in the resulting document, which is included in the file for your review as “PUBLIC Code of Conduct showing changes”.

Most notably, the Discipline Matrix as presented in the Code of Conduct replaces the “Repeated Acts” section with “Progressive Discipline”, in which the Chief of Police “may consider a member’s prior sustained misconduct as an aggravating factor when determining the appropriate level of discipline for a current violation.” In addition, there is no longer a distinction between a District and an Official Letter of Reprimand. There is simply a “Letter of Reprimand”.