

Exhibit 3

**Minneapolis Police Department
Discipline Matrix**

Policy #	Policy Title	Subject	Example/Result	Clause	Range/ Category	Baseline Discipline	Mitigating	Baseline	Aggravating
1-403	Compliance with Lawful Orders	Lawful orders	Routine or administrative situations	Paragraph 1	B	10 Hours	WR	10 Hours	20+ Hours
1-403	Compliance with Lawful Orders	Lawful orders	Critical orders	Paragraph 1	D	Termination		Termination	
1-405	Responsibility of Supervisors	Failure to supervise	Supervisor does not enforce MPD rules, regulations or orders	3	C	40 hours	20 Hours	40 Hours	60+ Hours
2-101	Internal Affairs Call-Out Notification	IAU Notification	Supervisor failure to make notification to IAU of employee situation requiring immediate notification (as laid out in [B])	A-2	C	40 hours	20 Hours	40 Hours	60+ Hours
2-101	Internal Affairs Call-Out Notification	Supervisor notification	Failure to directly notify supervisor of situation requiring immediate notification	A-1	D	Termination	Up to 720 Hours	Termination	
2-106	Complaint Investigations- Garrity Decision	Garrity statements	Failure to give a statement	Paragraph 1	D	Termination		Termination	
2-106	Complaint Investigations- Garrity Decision	Truthfulness	Answer questions untruthfully or fail to fully render material and relevant statements when compelled by a representative of the Employer.	Paragraph 2	D	Termination		Termination	
2-109	Office of Police Conduct Review (OPCR)	Garrity statements	Failure to respond to an investigator and arrange for an interview	III-B	B	10 Hours	WR	10 Hours	20+ Hours
2-501	Training	Training	Failure to attend and participate in In-Service Training, as assigned	III-E-2	B	10 Hours	WR	10 Hours	20+ Hours
2-502	POST Licensing Requirements	Job Qualifications	Sworn employee failure to maintain a valid and active POST license	II	D	Termination		Termination	
3-201	Authorized Equipment and Weapons	Equipment	Carrying (but not using) unauthorized equipment or weapons (excluding firearms)	II-Paragraph 1	B	10 Hours	WR	10 Hours	20+ Hours
3-203	Required Equipment	Equipment	Failure to carry required equipment		B	10 Hours	WR	10 Hours	20+ Hours
3-204	Duty Handguns	Equipment	Carrying an unauthorized handgun		C	40 hours	20 Hours	40 Hours	60+ Hours
3-707	Standby Court Time	Court	Failure to be available, return call or appear when on standby	Paragraph 1	B	10 Hours	WR	10 Hours	20+ Hours
3-712	Employees Late or Failing to Appear For Court	Court	Unexcused tardiness or absence from court resulting in dismissal of a case or generating a written complaint	Paragraph 2	B	10 Hours	WR	10 Hours	20+ Hours
3-801	Off-Duty Employment	Off-Duty Employment	Working off-duty before applying for and receiving approval (excludes failure to renew prior approvals)	III-A-1	B	10 Hours	WR	10 Hours	20+ Hours
3-801	Off-Duty Employment	Off-Duty Employment	Working off-duty for another law enforcement agency in a law enforcement capacity, before applying for and receiving approval or entering into required agreement between outside agency and City of Minneapolis	III-B-4	C	40 hours	20 Hours	40 Hours	60+ Hours
3-801	Off-Duty Employment	Off-Duty Employment	Working off-duty at a prohibited site, or after approval was denied	III-A-1	C	40 hours	20 Hours	40 Hours	60+ Hours
3-801	Off-Duty Employment	Off-Duty Employment	Working off-duty while on limited duty, sick leave, IOD status, or a medical leave of absence for self	III-D-3	C	40 hours	20 Hours	40 Hours	60+ Hours
3-801	Off-Duty Employment	Off-Duty Employment	Working off-duty in a law enforcement capacity when not authorized to carry a firearm on-duty or while on suspension or administrative leave	III-D-3-c	D	Termination		Termination	
3-801	Off-Duty Employment	Off-Duty Employment	Knowingly submit time documents to the City or an off-duty employer that result in being paid by more than one employer for the same time period.	IV-D-7	D	Termination		Termination	
4-218	Mobile and Video Recording (MVR) Policy	MVR	Failure to perform startup check	IV-A-3	B	10 Hours	WR	10 Hours	20+ Hours
4-218	Mobile and Video Recording (MVR) Policy	MVR	Failure to wear or turn on microphone	IV-A-4	B	10 Hours	WR	10 Hours	20+ Hours
4-218	Mobile and Video Recording (MVR) Policy	MVR	Failure to record a vehicle stop, transport or a domestic abuse interview inside the squad	IV-A-6	C	40 hours	20 Hours	40 Hours	60+ Hours
4-218	Mobile and Video Recording (MVR) Policy	MVR	Disabling MVR equipment or altering or destroying MVR recordings	IV-A-17	D	Termination	Up to 720 Hours	Termination	

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4-220	Computer Use and Electronic Communication	Communication	Failure to comply with City of Minneapolis Electronic Communications Policy; unprofessional electronic communication	Paragraph 1	B	10 Hours	WR	10 Hours	20+ Hours
4-220	Computer Use and Electronic Communication	Communication	Failure to comply with City of Minneapolis Electronic Communications Policy; offensive electronic communication related to a protected class status	Paragraph 1	D	40 Hours	Up to 720 Hours	Termination	
4-223	Body Worn Cameras	BWC	Failure to document deactivations occurring prior to the conclusion of an event	IV-F	A-C				
4-223	Body Worn Cameras	BWC	Failure to activate when required, in other situations	IV-E	A-D				
4-223	Body Worn Cameras	BWC	Other deactivations in violation of policy	IV-F	A-D				
4-223	Body Worn Cameras	BWC	Failure to document deactivations occurring prior to the conclusion of an event, in situations involving reportable use of force, pursuits involving injuries or significant property damage	IV-F	B-C	10 Hours	WR	10 Hours	40+ Hours
4-223	Body Worn Cameras	BWC	Failure to activate when required, in situations involving reportable use of force, pursuits involving injuries or significant property damage	IV-E	C-D	40+ Hours		40+ Hours	Termination
4-223	Body Worn Cameras	BWC	Deactivation in violation of policy, in situations involving reportable use of force, pursuits involving injuries or significant property damage	IV-F	C-D	40+ Hours		40+ Hours	Termination
4-501	Confidential Department Records, Reports and Information	Records	Access confidential records or information outside of official duties	Paragraph 1	B	10 Hours	WR	10 Hours	20+ Hours
4-501	Confidential Department Records, Reports and Information	Records	Access confidential records or information outside of official duties; for personal gain or personal reasons.	Paragraph 1	D	Termination	Up to 720 Hours	Termination	
4-601	Report Responsibility	Failure to supervise	Supervisor fails to review reports for completeness and accuracy	Paragraph 3	B	10 Hours	WR	10 Hours	20+ Hours
5-101.01	Truthfulness	Truthfulness	Knowingly omitting pertinent information related to duty as an officer	Paragraph 1	D	Termination		Termination	
5-101.01	Truthfulness	Truthfulness	Willfully or knowingly make an untruthful statement in presence of any supervisor, intended for the information of any supervisor, or before any court or hearing.	Paragraph 1	D	Termination		Termination	
5-102	Code of Ethics	Ethics	Identify self as officer or MPD employee with intent to gain special consideration.	Paragraph 1	B-D				
5-102	Code of Ethics	Ethics	Criminal conduct: Other gross misdemeanor or misdemeanor	Paragraph 1	C	40 Hours	20 Hours	40 Hours	60+ Hours
5-102	Code of Ethics	Ethics	Criminal conduct: Any felony crime, domestic assault, sex crimes, narcotics, steroids, interfering with 911 call, theft, discharge weapon or repeat DWI.	Paragraph 1	D	Termination	Up to 720 Hours	Termination	
5-104	Impartial Policing	Policing	Singling out or treating differently as a consequence of protected class status	B, C	D	Termination		Termination	
5-105	Professional Code of Conduct	Language	Derogatory, indecent, profane or unnecessarily harsh language; about an individual or group	C-1	B	10 Hours	WR	10 Hours	20+ Hours
5-105	Professional Code of Conduct	Associations	Regular or continuous associations with known criminals	A-2	C	40 hours	20 Hours	40 Hours	60+ Hours
5-105	Professional Code of Conduct	Alcohol and firearms	Carry firearm or ammunition while under the influence of alcohol or controlled substance- no criminal action as a result	B-2	C	40 hours	20 Hours	40 Hours	60+ Hours
5-105	Professional Code of Conduct	IAU notification	Failure to notify IAU and direct chain of command that employee was charged, arrested or cited for DUI or non-traffic violation, or is being investigated for a criminal offense	A-9	D	Termination	Up to 720 Hours	Termination	
5-105	Professional Code of Conduct	IAU notification	Failure to notify IAU that employee was notified of an Order for Protection, Restraining Order or Harrassment Order filed against employee	A-10	D	Termination	Up to 720 Hours	Termination	
5-105	Professional Code of Conduct	Language	Using discriminatory, derogatory or biased terms regarding protected classes	C-2	D	Termination		Termination	
5-105	Professional Code of Conduct	Display of materials	Display material that may be considered discriminatory, derogatory or biased in or on City property	A-6	D	Termination		Termination	
5-107	Procedural Code of Conduct	Ethics	Make arrest or perform search without authorization under U.S laws	1	C	40 Hours	20 Hours	40 Hours	60+ Hours

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5-107	Procedural Code of Conduct	Records	Removing or destroying report, document or record without authorization	6	D	Termination	Up to 720 Hours	Termination	
5-107	Procedural Code of Conduct	Records	Willfully misrepresent any matter, sign any false statement or report, or commit perjury before any court, grand jury or hearing.	5	D	Termination		Termination	
5-107	Procedural Code of Conduct	Ethics	Falsely arrest or direct malicious prosecution against a person	2	D	Termination	Up to 720 Hours	Termination	
5-301.01	Policy (Use of Force)	Use of Force	Force used that is objectively unreasonable or does not comply with training		C	40 hours	20 Hours	40 Hours	60+ Hours
5-303.01	Duty to Intervene	Use of Force	Failure to stop or attempt to stop force applied inappropriately or no longer required	B	C	40 hours	20 Hours	40 Hours	60+ Hours
5-303.01	Duty to Intervene	Use of Force	Failure to stop or attempt to stop deadly force from being applied inappropriately	B	D	Termination		Termination	
5-305	Authorized Use of Deadly Force	Use of Force	Using deadly force that does not comply with policy, statute or other legal requirements		D	Termination		Termination	
5-305	Authorized Use of Deadly Force	Use of Force	Officer's actions that unnecessarily place themselves, suspects or the public at risk; resulting in the use of deadly force	F	D	Termination		Termination	
5-306	Use of Force- Reporting and Post Incident Requirements	Use of Force	Failure to report use of force in PIMS according to policy	Section 4, 5	B	10 Hours	WR	10 Hours	20+ Hours
5-306	Use of Force- Reporting and Post Incident Requirements	Use of Force	Failure to notify a supervisor of use of force according to policy	Section 4, 5	B	10 Hours	WR	10 Hours	20+ Hours
5-306	Use of Force- Reporting and Post Incident Requirements	Use of Force	Failure to report use of force in PIMS, where force subject claims injuries or has visible injuries, of substantial bodily harm or greater, or force subject loses consciousness	Section 4, 5	C-D	40 Hours	40 Hours	60+ Hours	Termination
5-306	Use of Force- Reporting and Post Incident Requirements	Use of Force	Failure to notify a supervisor of use of force, where force subject claims injuries or has visible injuries, of substantial bodily harm or greater, or force subject loses consciousness	Section 4, 5	C-D	40 Hours	40 Hours	60+ Hours	Termination
5-306	Use of Force- Reporting and Post Incident Requirements	Use of Force	Failure to report use of force in PIMS, where deadly force was used	Section 4, 5	D	Termination		Termination	
5-306	Use of Force- Reporting and Post Incident Requirements	Use of Force	Failure to notify a supervisor of use of force, where deadly force was used	Section 4, 5	D	Termination		Termination	
5-307	Supervisor Force Review	Use of Force	Failure of supervisor to complete Use of Force Review and Summary according to policy	4	B	10 Hours	WR	10 Hours	20+ Hours
5-307	Supervisor Force Review	Use of Force	Failure of supervisor to complete Use of Force Review and Summary, where force subject claims injuries or has visible injuries, of substantial bodily harm or greater, or force subject loses consciousness	4	C-D	40 Hours	40 Hours	60+ Hours	Termination
5-307	Supervisor Force Review	Use of Force	Failure of supervisor to complete Use of Force Review and Summary, where deadly force was used	4	D	Termination		Termination	
5-411.02	Failure to Attend Firearms Training	Training	Failure to attend required firearms training	Paragraph 4	B	10 Hours	WR	10 Hours	20+ Hours
6-202	Responsibility of Employees (Relations with the Media)	Media	Making media contact without going through PIO		B	10 Hours	WR	10 Hours	20+ Hours
6-202	Responsibility of Employees (Relations with the Media)	Media	Releasing information on any case that could jeopardize investigation		D	Termination		Termination	
7-400	Vehicle Operation	Vehicle accidents	Preventable accident; negligent driving resulting in damage or injury of less than substantial bodily harm		B	10 Hours	WR	10 Hours	20+ Hours
7-400	Vehicle Operation	Vehicle accidents	Preventable accident; negligent driving resulting in injury of substantial bodily harm		C	40 hours	20 Hours	40 Hours	60+ Hours

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7-400	Vehicle Operation	Vehicle accidents	Preventable accident; negligent driving resulting in injury of great bodily harm or death		D	Termination	Up to 720 Hours	Termination	
7-402	Emergency Driving and Vehicular Pursuit Definitions	Pursuit	More than two secondary marked squads involved in a pursuit without authorization	Secondary Squads	B	10 Hours	WR	10 Hours	20+ Hours
7-403	Vehicles- Emergency Response	Vehicle operation	Siren or lights use violation	Paragraph 1	B	10 Hours	WR	10 Hours	20+ Hours
7-405	Initiating or Continuing a Pursuit	Pursuit	Failure to terminate pursuit when required to or when ordered to by a supervisor; not resulting in property damage or injury	Paragraph 4	C	40 hours	20 Hours	40 Hours	60+ Hours
7-405	Initiating or Continuing a Pursuit	Pursuit	Failure to terminate pursuit when required to or when ordered to by a supervisor; resulting in property damage or injury	Paragraph 4	D	Termination		Termination	
7-406.01	Role of Officers in the Primary Pursuit Vehicle	Pursuit	Failure to notify dispatcher by radio of the reason for the pursuit and speed of the squad	3	B	10 Hours	WR	10 Hours	20+ Hours
7-406.04	Role of the Pursuit Supervisor	Pursuit	Failure to acknowledge responsibility for the pursuit over the radio	1	B	10 Hours	WR	10 Hours	20+ Hours
7-406.04	Role of the Pursuit Supervisor	Pursuit	Failure to exercise judgement and terminate a pursuit posing an unreasonable risk to the public or involved officers; not resulting in property damage or injury	4	B	10 Hours	WR	10 Hours	20+ Hours
7-406.04	Role of the Pursuit Supervisor	Pursuit	Failure to exercise judgement and terminate a pursuit posing an unreasonable risk to the public or involved officers; resulting in property damage or injury	4	C	40 hours	20 Hours	40 Hours	60+ Hours
9-115	Police Authority in Immigration Matters	Immigration	Undertaking law enforcement action for the purpose of detecting the presence of undocumented persons, or to verify immigration status, including but not limited to questioning any person about their immigration status.	C	C	40 hours	20 Hours	40 Hours	60+ Hours
10-401	Responsibility for Inventory of Property and Evidence	Property and Evidence	Failure to inventory evidence acquired in criminal case	Paragraph 2	C	40 hours	20 Hours	40 Hours	60+ Hours
			<p align="center"><i>Special Notes on Matrix:</i></p> <p align="center">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. Examples of ranges can be found to the right. These may be modified by the circumstances of the violation(s). D- Level violations may include suspension, demotion or termination and may have varying baselines.</p> <p align="center">The matrix is not an all inclusive list of policy violations.</p>		B	10 Hours	WR	10 Hours	20+ Hours
					C	40 Hours	20 Hours	40 Hours	60+ Hours
					D	Termination	Up to 720 Hours	Termination	

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