

prescribing procedures for the suspension from duty, with or without pay, of any member of the Department pending investigation or filing of disciplinary charges against him.

(b) No member of the Department may be so dismissed or removed except after written charges have been preferred, reasonable notice provided, and full opportunity afforded to be heard in his own defense, either before the Commissioner, or before a Disciplinary Board which may be created by him, consisting of such members of the Department as he may from time to time determine. The Commissioner, or Disciplinary Board, as the case may be, shall, in connection with any such disciplinary hearing, have the power to administer oaths and to issue subpoenas to compel the attendance and testimony of witnesses, and the production of books, papers, records, and documents as may be relevant or necessary. Any such subpoena may be served by any police officer of the Department or, without cost, by the sheriff or deputy sheriff of the political subdivision in which is located the residence of the person, or the main office of the firm, association, partnership, or corporation against whom or which the subpoena is issued. In case of disobedience or refusal to obey any such subpoena, the Police Commissioner, or Disciplinary Board, may apply to the Baltimore City Court, or the Circuit Court of any county, as the case may be, wherein the subpoenaed party resides or conducts business, for an order requiring the attendance and testimony of such witness and the production of such books, papers, records, and documents. Upon a finding that the attendance and testimony of the witness, or the production of the books, papers, records, and documents so sought is relevant or necessary, the court may issue an order requiring such attendance, testimony, or production of books, papers, records, and documents, and any failure to obey such an order of court may be punished by the court as a contempt thereof.

(c) The Commissioner, or Disciplinary Board, shall be empowered, after such disciplinary hearings, to impose such punishment as shall be deemed appropriate under the circumstances, including, but not limited to, dismissal or removal from the Department, fine or forfeiture of pay or leave time, reduction in rank, grade, or position, assignment of extra duty, or any other punishment deemed proper by the Commissioner or the Board.

(d) The Commissioner shall be empowered to review the findings and conclusions of the Disciplinary Board in connection with any disciplinary hearing held before it and he may, in his discretion, affirm, reverse, or otherwise modify the action taken by the Disciplinary Board.

(e) The provisions of the Administrative Procedure Act, Article 41, Sections 244-256, Annotated Code of Maryland (1965 Replacement Volume) shall govern the procedure to be followed in disciplinary hearings before the Commissioner or Disciplinary Board, including any appeals therefrom to the courts, including the Court of Appeals of Maryland.

*Grievance procedure.*

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~~The Police Commissioner shall by rule or regulation establish a grievance procedure in the Department designed to provide optimum~~