



Discipline Matrix Ad Hoc Meeting Minutes (10/2/2024)

Meeting Minutes

Time: 6:08 PM - 7:48 PM

Attendees:

- Chair Regina Jackson
 - Commission Chair Marsha Carpenter Peterson
 - Commission Vice Chair Ricardo Garcia-Acosta
 - Deputy Chief Hubbard
 - Lieutenant Gordon Dorham
 - Deacon Reginald Lyles
 - Chief of Staff Montgomery
 - No Community Participants
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Main Topics Discussed:

1. Review of Policies and Procedures

- Discussion on the manual of rules and the overall policy structure within the Oakland Police Department (OPD).
- Focus on the importance of ensuring that each policy is up-to-date and reflects the current standards and expectations for OPD personnel.

2. Development and Implementation of New Programs

- Emphasis on incorporating mentoring, command support, and cultural change initiatives.
- Discussion on the importance of aligning these programs with the Department's mission, vision, and values.

3. Training and Accountability Measures

- Need for consistent emotional intelligence and empathy training for new recruits and existing officers.
- Emphasis on the importance of maintaining a disciplined and ethical police force with clear consequences for misconduct.

4. Prioritization and Review of Policies

- Discussion of the hundreds of policies currently in place, their categorization (e.g., general orders, bulletins), and how they interact with each other.
 - Addressing the need for a streamlined and prioritized approach to updating and codifying policies.
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Questions and Concerns Raised:

1. Clarification on Policy Structure:

- Questions were raised about the hierarchy and structure of OPD policies and how updates or bulletins interact with existing rules.

2. Consistency in Emotional Intelligence Training:

- Concerns about the lack of consistency in delivering emotional intelligence and empathy training across OPD.
- Discussion on whether the training should be proactive rather than reactive.

3. Obsolescence of Policies:

- Concerns raised about outdated or obsolete policies, especially those written decades ago, and how they are currently being addressed.
- Question on whether OPD has a structured approach to remove or update outdated policies.

4. Disciplinary Accountability:

- Issues around the lack of a specific manual rule for certain misconduct cases, resulting in reliance on "catch-all" provisions.
 - Discussion on the impact this has on the department's accountability and transparency.
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Suggestions and Recommendations:

1. Develop a Prioritization Plan:

- Create a prioritized list of policies to be reviewed and updated based on input from Internal Affairs (IA), the Inspector General (IG), and other stakeholders.
- Deput Chief Hubbard to provide an updated list of policies currently being worked on.

2. Expand Emotional Intelligence Training:

- Include consistent emotional intelligence and empathy training as a standard part of the Academy curriculum and ongoing officer training.
- Ensure that these training sessions are not only reactive but integrated into regular training schedules for all personnel.

3. Create a Policy Overview Document:

- Develop a comprehensive document outlining the total number of OPD policies, general orders, bulletins, and their respective statuses (e.g., active, under review, obsolete).
- Share this document with new and existing commissioners for transparency and clarity on OPD's policy structure.

4. Consult with Legal and IA Departments:

- Engage the City Attorney's office and IA in ensuring that every policy includes appropriate disciplinary measures.
 - Involve IA in identifying gaps in the current policy framework, particularly in areas where violations have occurred without specific guidelines.
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Next Steps:

1. Policy Review Cadence:

- Deputy Chief Hubbard to distribute five manual rules each week for review by the Commission, starting immediately.
- Commissioners to read and prepare feedback on the provided rules before the next meeting.

2. Engagement with IA and Legal Teams:

- Deputy Chief Hubbard to collaborate with Internal Affairs to identify any existing gaps or missing manual rules based on recent discipline hearings.
- The Commission to follow up on obtaining reports related to past misconduct investigations for a comprehensive review.

3. Document Compilation:

- Deputy Chief Hubbard to consult with the IG's office to acquire a spreadsheet or report detailing the current state of all OPD policies and their last revision dates.
- Distribute the compiled document to commissioners for further analysis and discussion.

Adjournment:

- The meeting was adjourned at **7:48 PM** with the agreement to reconvene at the next scheduled time with a focus on reviewing the first set of five manual rules.
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