



## Discipline Matrix Ad Hoc Meeting Minutes (10/30/2024)

### Meeting Minutes

Time: 6:05 PM - 7:41 PM

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#### Attendees:

- Chair Ricardo Garcia-Acosta
  - Acting Captain Hubbard
  - LT. Godon Dorham
  - Deacon Reginald Lyles
  - Chief of Staff Montgomery
  - Community Participant: None
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#### Main Topics:

1. **Interfering with Investigations**
  - Discussion on scenarios where law enforcement officers might unintentionally interfere with investigations, such as notifying individuals about undercover operations or providing unsolicited information about ongoing cases.
2. **Reports and Bookings**
  - Examined the importance of accuracy in departmental records, testimonies, body-worn camera reviews, and report writing. Emphasis on truthfulness and consistency in documentation to avoid misinterpretations or misrepresentations in legal proceedings.
3. **Compromising Criminal Cases**

- Deliberated on issues of officers using influence to alter case outcomes or improperly contacting involved parties. Key points included understanding boundaries of professional courtesy versus inappropriate influence.
  - 4. **Assisting Criminals**
    - Explored definitions and boundaries around assisting individuals with criminal intent and how unintentional disclosures of departmental operations might aid criminal activities.
  - 5. **Truthfulness and Retaliation Policies**
    - Reviewed department expectations for truthfulness in both sworn and unsworn statements. Discussed anti-retaliation measures and reporting protocols for handling violations.
  - 6. **Subversive Organizations and Employee Affiliations**
    - Addressed restrictions around employee associations with subversive or unlawful organizations, and debated scenarios involving potential affiliations that may bring disrepute to the department.
  - 7. **Retaliation Protocols**
    - Clarified steps and channels for reporting misconduct, including the option to report to outside bodies like the Ethics Commission when necessary.
  - 8. **Refusal to Testify**
    - Reinforced the mandate for department members to testify as required in investigations and disciplinary actions related to refusal to comply.
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#### **Questions and Concerns Raised:**

- **Intent vs. Outcome:** Concerns about how officers' intentions versus the outcomes of their actions affect policy breaches, specifically around inadvertent interference with investigations.
- **Defining Subversive Organizations:** Questions arose about the clear definition of "subversive organization" and if additional guidance was needed for employees regarding affiliations.
- **Limits of Professional Courtesy:** Discussed acceptable boundaries for professional courtesy and the potential risks of perceived favoritism or inappropriate influence.
- **Concerns Around Using the Word *Empathy* in the Disciplinary Guidelines:** While empathy was acknowledged as an essential human trait, especially in community relations, there was

hesitancy about embedding it directly into disciplinary policies. The consensus leaned towards finding a way to encourage empathetic behavior within clear, objective standards to avoid potential conflicts or misunderstandings.

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#### **Suggestions and Recommendations:**

1. **Update Terminology:** Recommendations to adjust language in policies (e.g., "Citizens Police Review Board" to "external bodies") for clarity and longevity.
  2. **Expand Reporting Options:** Suggested expanding the protocol for reporting retaliation to include external channels, such as the city's Ethics Commission, to ensure accessibility in cases involving supervisory figures.
  3. **Training on Interference Boundaries:** Recommended additional training for officers on boundaries of engagement with complainants and witnesses to prevent inadvertent influence or interference.
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#### **Next Steps:**

- **Policy Language Revisions:** Bryan Hubbard to implement recommended policy terminology updates.
  - **Follow-Up Meeting:** Schedule another meeting to discuss policies with termination as a range in the first offense.
  - **Notes Review and Circulation:** Distribute updated notes for review, including adjustments discussed in the meeting.
  - **Election-Related Operations:** Prepare for potential disruptions or needs for additional support in the days following the upcoming election.
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#### **Adjournment:**

Chair Ricardo Garcia Acosta adjourned the meeting. The next meeting is scheduled for the next

week at the same time.

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**Chat Comments:** None