



## Discipline Matrix Ad Hoc Meeting Minutes (10/9/2024)

### Meeting Minutes

Time: 6:10 PM - 8:02 PM

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#### Attendees:

- Chair Emerita Regina Jackson
  - Commission Chair Marsha Carpenter Peterson
  - Commission Vice Chair Ricardo Garcia-Acosta
  - Deputy Chief Hubbard
  - Acting Captain Gordon Dorham
  - Chief of Staff Montgomery
  - Community Participant: Reisa
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#### Main Topics Discussed:

1. **Review of Manual of Rules (MORs):** The commission reviewed several key MORs, specifically focusing on sections related to commander responsibilities, equipment maintenance, and personnel accountability.
2. **Clarification on Language:** Particular attention was given to ambiguous language in the MORs, such as the permissive term “may” versus the mandatory “shall,” with concerns raised about the clarity and accountability that should be reflected in the MORs.

3. **Accountability and Maintenance Checks:** Discussion around how often officers and commanders are held accountable for the condition and proper use of equipment and quarters, and the mechanisms in place for these checks.
  4. **Commander Responsibilities Regarding Equipment:** The commission analyzed cases where officers or commanders could be held responsible for equipment misuse, alteration, or negligence, with a focus on possible repercussions.
  5. **The Public's Trust and Fiscal Accountability:** Concern was raised about how the misuse of resources affects public trust, including the financial cost to the city for replacing damaged or stolen equipment.
  6. **Developing Clear and Firm Policies:** The need for clearer, more enforceable policies was emphasized to ensure proper use of resources and to hold individuals accountable when negligence or misuse occurs.
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### Questions and Concerns Raised:

- **Chair Emerita Regina Jackson:** Questioned the use of the term “may” in disciplinary actions for lost equipment, asking why it wasn’t “shall” or “must” to ensure stronger accountability.
  - **Chair Marsha Carpenter Peterson:** Raised concerns about permissive language in the MORs and its impact on accountability, emphasizing the need for mandatory language in clear-cut situations.
  - **Vice Chair Ricardo Garcia-Acosta:** Raised concerns about wasteful spending and its impact on public trust, citing an example involving the misuse of department resources like police boats.
  - **Chair Emerita Regina Jackson:** Asked about the process for checking on equipment maintenance, requesting clarity on how often these checks happen and who is responsible for enforcing accountability.
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### Suggestions and Recommendations:

- **Chair Emerita Regina Jackson** recommended removing the term “may” from certain MORs to replace it with more concrete terms like “shall” or “must” to enforce stronger accountability.

- **Deputy Chief Bryan Hubbard** suggested adding language to the MORs related to the alteration of equipment, including digital alterations like unauthorized software installations on department-issued devices.
  - **Acting Captain Gordon Dorham** agreed with DC Hubbard's recommendation and highlighted the need for broader application of these rules, given the expanding range of materials and equipment issued to officers.
  - **Vice Chair Ricardo Garcia-Acosta** recommended emphasizing the financial and public trust costs of violations in the MORs to increase awareness of the ramifications of misuse.
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### **Next Steps:**

- **Deputy Chief Bryan Hubbard** will:
    - Draft new language on the alteration of department equipment for inclusion in the MORs.
    - Research specific examples of MOR violations and report back to the commission at the next meeting.
    - Follow up with the City Attorney's office to clarify the ability to debrief lost arbitrations or disciplinary actions for learning purposes.
  - **Acting Captain Gordon Dorham** will:
    - Assist with drafting a policy on regular equipment maintenance checks and accountability.
    - Continue investigating how other captains and commanders handle these issues and report findings at the next meeting.
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### **Adjournment:**

Chair Emerita Regina Jackson adjourned the meeting.

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### **Chat Comments:**

00:58:01 Reisa: what would be done differently if police officers and/or the union paid when cases were lost instead of as it is now it comes out of the taxpayers funds?

01:19:39 Chair Emeritus Regina Jackson: Probably everything!! the OPOA would never let that happen! we need to ensure that officers have skin in the game