



Discipline Matrix Ad Hoc Meeting Minutes (11/6/2024)

Meeting Minutes

Time: 6:05 PM - 6:15 PM

Attendees:

- Chair Ricardo Garcia-Acosta
 - Acting Captain Hubbard
 - Regina Jackson
 - Chief of Staff Montgomery
 - Community Participant: None
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Main Topics

- **Meeting Overview and Attendees**
 - The meeting was convened by Chair Ricardo Garcia-Acosta with a lighter attendance than usual due to various circumstances affecting participants.
 - Acting Captain Bryan Hubbard provided an update on his ongoing work and recent revisions to the disciplinary matrix based on the previous week's discussion.
- **Review of Recent Updates to Disciplinary Matrix**
 - Acting Captain Hubbard mentioned progress on specific sections, including evidence handling, undercover officer protocol, and retaliation standards.
 - Focus on clarifying intentional versus unintentional actions in misconduct, reporting procedures, and standards around identifying undercover officers.
- **Discussion on Empathy in Law Enforcement**

- A recap of the spirited discussion from the previous meeting on the role of empathy and its subjectivity within the matrix.
 - Consideration of balancing professionalism with empathy and how to avoid leaving these guidelines too open to interpretation.
 - **Future Agenda: First Offense Range of Termination**
 - Acting Captain Hubbard noted that upcoming meetings would delve into more complex discussions, such as the first offense range for termination, which may require broader participation.
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Questions and Concerns Raised

- Participation of Key Members: The importance of having full participation, including Deacon Lyles and Lieutenant Dorhom, to continue meaningful discussions, especially on empathy and termination standards.
 - Impact of Current Events on Meeting Conduct: Recognizing that the challenging national and local climate affected focus and attendance.
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Suggestions and Recommendations

- Revisit the Empathy Standard: Integrate a balanced approach that incorporates empathy within the matrix while maintaining clarity.
 - Ensure All Members Review Updates: Acting Captain Hubbard to send recent updates to members for review ahead of the next meeting, ensuring all are prepared to discuss.
 - Reevaluate Meeting Structure if Needed: Consider options for holding makeup meetings or rescheduling to accommodate absences due to unforeseen circumstances.
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Next Steps

- Distribution of Updates: Acting Captain Hubbard will send out updates and notes on recent edits for member review.
 - Preparation for Next Meeting: Ensure key participants (Deacon Lyles, Lieutenant Durham) are informed and prepared to discuss the revised sections.
 - Recording Review: Chair Emeritus Regina Jackson to review the previous meeting's recording to catch up on discussions.
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Adjournment: The meeting was concluded with plans to reconvene on Wednesday, November 13.