



## Discipline Matrix Ad Hoc Meeting Minutes (12/11/2024)

### Meeting Minutes

Time: 6:05 PM - 7:25 PM

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#### Attendees:

- Chair: Ricardo Garcia-Acosta
  - Acting Captain: Hubbard
  - Deacon Reginald Lyles
  - Chair Emerita Peterson
  - Chief of Staff: Montgomery
  - **Community Participant:** Reisa
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#### Main Topics Discussed

- 1. Whistleblower Reporting and Retaliation Policies**
  - Discussion on the 90-day reporting window for retaliation claims under the California Labor Code.
  - Debate on whether city policy should align with or exceed state standards.
- 2. Policy on Accessing, Viewing, and Sharing Inappropriate Content**
  - Proposal for detailed language to emphasize restrictions on accessing inappropriate content, with exceptions for authorized police tasks.
  - Concerns over social media misuse and its impact on public trust.
- 3. Custody of Prisoners – Treatment and Maintaining Control**

- Addressing prisoner requests for medical attention and restroom access.
  - Balancing humane treatment with public and officer safety.
  - Proposed distinction between "maintaining control" and "care of prisoners."
4. **Implementation of Classifications in Violations**
- Proposal for Class 1 and Class 2 designations for misconduct to reflect varying degrees of severity and intent.
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## **Suggestions and Recommendations**

1. **Policy Updates:**
    - Split "Custody of Prisoners" into two distinct sections: one for maintaining control and the other for prisoner care.
    - Develop standardized language emphasizing intentionality in prisoner care without compromising officer safety.
  2. **Training Enhancements:**
    - Incorporate scenario-based training on balancing humane treatment with safety.
    - Highlight mitigation strategies officers can document to address complaints effectively.
  3. **Process Clarification:**
    - Implement protocols for notifying supervisors or dispatch when officers cannot reasonably meet prisoner requests.
    - Include mitigating circumstances explicitly in policy language to protect officers from undue disciplinary actions.
  4. **Policy Review:**
    - Develop Class 1 and Class 2 classifications to differentiate between gross negligence and minor infractions.
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## **Next Steps**

1. **Policy Draft:**

- Bryan Hubbard to draft a revised "Custody of Prisoners" section, incorporating feedback from the discussion.
  - Focus on clarity, intentionality, and balance between humane treatment and safety.
- 2. Document Circulation:**
- Draft to be circulated to attendees for review and feedback before the next meeting.
- 3. Review Timeline:**
- Aim to finalize the updated section and proceed to the next topic in the following meeting.
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**Adjournment:** The meeting concluded with plans to reconvene next Wednesday.

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#### Chat Comments

0:08:41 Oakland Police Commission: Suggestions and Recommendations:

1. Policy Updates: Broaden definitions to explicitly include inappropriate behaviors like bigotry, homophobia, and racism under prohibited activities.  
Expand prohibited activities to explicitly cover off-duty behaviors that may harm public trust.
  2. Clarity on Inappropriate Material: Define "inappropriate material" with examples to reduce ambiguity in enforcement.
  3. Training and Auditing: Emphasize annual training on acceptable use of electronic systems, including audits and accountability measures.
  4. Social Media and Gaming Addictions: Add clauses addressing misuse of social media and online gaming during work hours.
  5. Future Discussions: Prioritize review of the "use of force" policy in upcoming sessions, acknowledging the complexity of the topic.
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00:08:51 Oakland Police Commission: Next Steps:

1. Policy Refinement: Acting Captain Hubbard to refine sections related to inappropriate material and electronic systems usage.

2. Follow-up on Audit Trail: Lieutenant Dorham to provide information on the audit capabilities of systems.
3. Prepare for the Next Meeting: Focus on "use of force" discussions in the next two meetings. Address flagged sections, such as unauthorized use of electronic systems.
4. Scheduling Coordination: Ensure that remaining meetings before year-end cover priority topics effectively.

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00:09:50 Oakland Police Commission: Welcome, Ms. Reisa.

00:14:31 Oakland Police Commission: Welcome Chair Emerita Peterson