



## Discipline Matrix Ad Hoc Meeting Minutes (12/4/2024)

### Meeting Minutes

Time: 6:04 PM - 7:59 PM

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#### Attendees:

- **Chair:** Ricardo Garcia-Acosta
  - **Acting Captain:** Hubbard
  - **Chair Emerita:** Marsha Carpenter Peterson
  - **Deacon:** Reginald Lyles
  - **Chief of Staff:** Montgomery
  - **Community Participant:** None
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#### Main Topics:

1. **Review and Refinement of Disciplinary Matrix Policies:**
  - Prohibited activities while on duty, including:
    - Sexual activity, sleeping, loafing, or idling.
    - Conducting private business and inappropriate use of social media.
  - Handling of inappropriate materials, including:
    - Accessing, viewing, downloading, and sharing.
  - Electronic system usage and privacy expectations.
  - Use of gambling for police purposes and potential abuse.
2. **Continued Updates and Review:**

- Historical policy challenges and recent incidents involving inappropriate behaviors.
  - Definitions of terms such as "sexual activity" and "inappropriate material."
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### **Questions and Concerns Raised:**

#### **1. Scope of Prohibited Activities:**

- Clarification needed on the definition of "sexual activity" and whether it encompasses broader inappropriate behaviors (e.g., pornography, catcalling).
- Concerns raised about enforcing policies on social media use and personal business conducted on duty.

#### **2. Inappropriate Material Handling:**

- Questions about whether sharing inappropriate material off duty constitutes a policy violation.
- Discussion of relevance to recent examples, such as the Antioch police's inappropriate text messages.

#### **3. Audit and Privacy Mechanisms:**

- Concerns about the capabilities and limitations of audit trails for electronic systems.
- Questions about privacy expectations in the workplace (e.g., closed-door office conversations).

#### **4. Personal Behaviors:**

- Ethical and professional concerns regarding officer behaviors, such as gambling addiction and its potential to compromise duty.
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### **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 Additions:**

- 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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**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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**Adjournment:**

The meeting concluded with plans to reconvene next Wednesday.