



Discipline Matrix Ad Hoc Meeting Minutes (1/22/2025)

Meeting Minutes

Time: 6:00 PM - 7:55 PM

Attendees:

- **Chair:** Ricardo Garcia-Acosta
 - **Acting Captain:** Hubbard
 - **Deacon:** Reginald Lyles
 - Marsha Carpenter Peterson
 - Cathy Leonard
 - Community Participant: Reisa
-

Main Topics Discussed:

1. **Use of Force Policy Updates**
 - Discussion on classifying use of force violations as Class 1 or Class 2.
 - Refinement of existing disciplinary processes related to different levels of use of force.
2. **Truthfulness and Juvenile Interactions**
 - Added language on officer conduct during interactions with juveniles, including interviews, interrogations, and general encounters.
3. **Refusal to Provide Name or Serial Number**
 - Evaluation of whether violations regarding refusal to provide identification should remain classified as Class 1.

4. Subversive Organizations and Disreputable Associations

- Finalization of policy language addressing officer involvement with such organizations.

5. Exigent Circumstances and Officer Identification

- Consideration of how to handle situations where officers cannot provide identification during chaotic incidents.
-

Questions and Concerns Raised:

- **Marsha Peterson:** Concern about officers failing to provide identification during incidents and the potential for loopholes.
 - **Cathy Leonard:** Raised concerns about officers covering their badges to avoid identification.
 - **Ricardo Garcia-Acosta:** Discussed whether honest mistakes related to identification could result in unfair Class 1 violations.
 - **Reisa:** Highlighted the importance of avoiding creating loopholes that could undermine accountability.
-

Suggestions and Recommendations:

- **Reginald Lyles:**
 - Maintain refusal to provide identification as a Class 1 violation to prevent misuse and arrogance among officers.
 - Ensure that officers engaged in chaotic scenes are protected by clarifying when refusal is not a violation.
- **Marsha Peterson:**
 - Consider adding specific language to the policy to address situations involving exigent circumstances.
- **Bryan Hubbard:**
 - Proposed developing more detailed definitions and clarifying the scenarios in which identification requirements apply.
- **Cathy Leonard:**

- **Emphasized the need for departmental transparency and accountability to foster community trust.**
-

Next Steps:

- 1. Policy Language Development:**
 - **Captain Hubbard will draft revised policy language, incorporating recommendations discussed during the meeting, particularly around identification requirements and mitigating circumstances.**
 - 2. Review and Feedback:**
 - **Distribute updated drafts to all commission members for review before the next meeting.**
 - 3. Timeline Assessment:**
 - **Assess remaining manual rule sections to identify future topics for discussion and establish a timeline for completing policy updates.**
-

Adjournment