



Discipline Matrix Ad Hoc Meeting Minutes (1/8/2025)

Meeting Minutes

Time: 6:00 PM - 7:45 PM

Attendees:

- **Chair:** Ricardo Garcia-Acosta
 - **Acting Captain:** Hubbard
 - **Deacon:** Reginald Lyles
 - Cathy Leonard
 - Community Participant: None
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Main Topics Discussed

- **Truthfulness Policy**
 - Termination as the sole consequence for sustained violations.
 - Discussion on defining scenarios where technical violations might occur without malicious intent.
- **Juvenile Interactions Policy**
 - Importance of safeguarding juveniles against harmful tactics.
 - Suggestions for creating a dedicated juvenile interaction policy section.
- **Use of Force Policies**
 - Classification and review process for levels of force (Levels 1-4).
 - Discussion on excessive force versus procedural violations.

- The potential need for classifying minor procedural violations separately.
 - **Refusal to Provide Name or Serial Number**
 - Discussion on maintaining accountability and officer transparency.
 - Deliberation on whether to include a Class 2 violation option for unintentional lapses.
 - **Discipline Matrix Adjustments**
 - Exploration of adding counseling and training for first-time offenses in certain scenarios.
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Questions and Concerns Raised

- **Truthfulness Policy:**
 - Can procedural errors versus intentional violations be treated differently within the current structure?
 - Are there carve-out options for cases without malice?
 - **Juvenile Policy:**
 - How can we ensure community trust is not jeopardized by improper juvenile interactions?
 - Should there be clear delineations between minor and major policy violations involving juveniles?
 - **Use of Force:**
 - Is there a risk of officers being overly disciplined for technical mistakes?
 - Should there be greater emphasis on outcomes or actions taken during force incidents?
 - **Name and Serial Number:**
 - Could allowing a Class 2 option undermine the importance of officers identifying themselves?
 - How can supervisors fairly assess cases of genuine misunderstanding or oversight?
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Suggestions and Recommendations

- **Truthfulness Policy:**
 - Develop clearer guidelines to distinguish technical violations from intentional deceit.
 - **Juvenile Interactions Policy:**
 - Create a standalone policy section addressing juvenile-specific protocols and restrictions.
 - **Use of Force:**
 - Allow for incremental classifications (Class 2) for lower-level violations without watering down accountability.
 - Conduct further review of the Discipline Matrix to ensure fair proportionality.
 - **Name and Serial Number:**
 - Retain Class 1 status but introduce disciplinary discretion based on mitigating circumstances.
 - Emphasize officer training on the importance of prompt identification.
 - **Discipline Matrix Adjustments:**
 - Incorporate counseling and training as an initial step for first-time procedural lapses
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Next Steps

- **Bryan Hubbard:**
 - Draft revisions for truthfulness and juvenile interaction sections.
 - Develop recommendations for incremental force classifications.
 - **Ricardo Garcia-Acosta:**
 - Coordinate with the Chief of Staff to finalize the schedule for the next meeting.
 - Ensure updates about the upcoming community town hall are shared.
 - **Cathy Leonard:**
 - Review town hall details for circulation in the community.
 - **Entire Team:**
 - Reconvene in two weeks to discuss policy drafts and additional input.
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Adjournment