



Discipline Matrix Ad Hoc Meeting Minutes (2/12/2025)

Meeting Minutes

Time: 6:12 PM - 7:50 PM

Attendees:

- **Chair:** Ricardo Garcia-Acosta
 - **Acting Captain:** Bryan Hubbard
 - **Deacon:** Reginald Lyles
 - **Chair Emeritus:** Marsha Carpenter Peterson
 - **Community Ad Hoc Member:** Cathy Leonard
 - **Chief of Staff:** Mykah Montgomery
-

Main Topics Discussed

1. Fourth Amendment Violations & Classification

- Discussion on distinguishing between illegal and improper searches, seizures, and arrests.
- Debate over whether intentionality (intentional/unintentional) should be included in policy language.
- Proposal to remove these terms and instead classify violations as Class 1 (illegal) or **Class 2 (improper)**.

2. Fifth and Sixth Amendment Protections

- Review of department responsibilities to uphold constitutional protections.

- Discussion on Miranda rights, including common violations and how they are addressed.
- Debate on whether Class 2 classification should be introduced for Miranda violations.

3. Disciplinary Framework and Enforcement

- Examination of the discipline matrix regarding Fourth, Fifth, and Sixth Amendment violations.
- Consideration of how procedural missteps should be addressed within disciplinary policies.
- Discussion on the impact of extended investigations on department culture and accountability.

4. Clarifications and Policy Refinements

- Proposed revisions to improve clarity on search, seizure, and arrest definitions.
- Suggestions to explicitly reference state and federal laws to avoid misinterpretation.
- Recommendation to include summary language but also refer officers to the full constitutional text.

5. Upcoming Policy Review & Scheduling

- Review of upcoming topics, including gifts and gratuities.
- Decision to reschedule a meeting due to multiple absences.

Questions and Concerns Raised

- Should improper and illegal searches be classified separately?
- Does including "intentional" and "unintentional" in policy language create loopholes?
- What safeguards exist to ensure proper Fourth Amendment procedures?
- Are there cases where Miranda violations occur unintentionally, and should these be considered Class 2?
- How do prolonged investigations impact department operations and accountability?

Suggestions and Recommendations

- Remove "intentional/unintentional" from policy language regarding Fourth Amendment violations.
 - Define searches, seizures, and arrests separately to ensure clarity.
 - Make Fourth Amendment violations Class 1 by default, with room for mitigating circumstances.
 - Keep Miranda violations strictly as Class 1 to uphold department integrity.
 - Include a disclaimer in policy documents indicating that the summary does not replace constitutional provisions.
 - Ensure disciplinary measures align with the department's commitment to accountability.
-

Next Steps

- Captain Hubbard to refine policy language regarding Fourth and Fifth Amendment sections.
 - Review proposed updates at the next meeting.
 - Finalize discussion on gifts and gratuities at the next session.
 - No meeting will be held on 2/26 due to multiple absences.
 - Reminder to send a notice to confirm the cancellation.
-

Adjournment