



## Discipline Matrix Ad Hoc Meeting Minutes (2/19/2025)

### Meeting Minutes

Time: 6:05 PM - 7:30 PM

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#### Attendees:

- **Chair:** Ricardo Garcia-Acosta
  - **Acting Captain:** Bryan Hubbard
  - **Chair Emeritus:** Marsha Carpenter Peterson
  - **Chief of Staff:** Mykah Montgomery
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#### NOTE:

- **NO MEETING 2/26/25**
- **NEXT MEETING: 3/5/25**

#### Main Topics Discussed

##### 1. Gifts, Gratuities, and Solicitation Policy Updates

- Review of original and revised policy language regarding the acceptance of unsolicited gifts by officers.
- Discussion on preventing repetitive gift acceptance that may create a perception of favoritism or impropriety.
- Debate on how to balance community engagement with maintaining public trust.

##### 2. Use of Privileged Information

- Discussion on officers using non-public information for personal or financial benefit.

- Clarification on how this policy aligns with city regulations and whistleblower protections.
- Differentiation between this policy and policies governing improper dissemination of computer information.

### **3. False Reporting of Illness or Injury**

- Review of policy prohibiting officers from feigning illness or falsely reporting their health condition.
- Debate on whether this falls under a broader truthfulness policy.
- Consideration of medical leave policies and mental health factors.
- Discussion on patterns of absenteeism and how supervisors should address potential misuse of sick leave.

### **4. Retaliation and Accountability of Supervisors**

- Brief discussion on how this policy aligns with city standards.
- Agreement to review city policies to ensure alignment before making any recommendations.

### **5. Finalizing Class One Violations Review**

- Agreement to review and finalize the remaining Class One violations.
- Plan to submit Class One violation recommendations as a progress report.
- Plan to conduct a final review before transitioning to Class Two violations.

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## **Questions and Concerns Raised**

- How can officers decline small unsolicited gifts without offending community members?
- How does the privileged information policy interact with whistleblower protections?
- Should false reporting of illness or injury be classified under truthfulness violations instead?
- How should repeated sick leave abuse be handled within the context of departmental policies?

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## **Suggestions and Recommendations**

- Add language to the gifts and gratuities policy stating that repetitive acceptance of gifts should be avoided to prevent perceptions of favoritism.
  - Strengthen the privileged information policy to clarify its distinction from whistleblower protections.
  - Keep the false reporting of illness policy as a standalone rule while ensuring it aligns with truthfulness policies.
  - Cross-check the retaliation policy with city guidelines to ensure consistency.
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### **Next Steps**

1. Bryan Hubbard will refine and finalize the gifts and gratuities policy updates for the next meeting.
  2. Policy team will cross-check the retaliation and accountability policy against city policies.
  3. Class One Violations Review: Final check on all previous decisions before submission.
  4. Preparation for Class Two Violations Review: Team will review Class One violations for any additional Class Two considerations.
  5. Chief of Staff will send out meeting reminders and documentation ahead of the next session.
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### **Adjournment**