



## Discipline Matrix Ad Hoc Meeting Minutes (2/5/2025)

### Meeting Minutes

**Time:** 6:07 PM - 7:58 PM

---

#### **Attendees:**

- **Chair:** Ricardo Garcia-Acosta
  - **Acting Captain:** Bryan Hubbard
  - **Deacon:** Reginald Lyles
  - **Chief of Staff:** Mykah Montgomery
- 

#### **Main Topics:**

##### **1. General Reporting of Misconduct**

- Discussion on notification process when an officer is arrested by an external agency.
- Debate on whether a follow-up notification is necessary if an external agency already informed the department.

##### **2. Obstructing the Internal Affairs Process**

- Definition and implications of obstructing an investigation.
- Clarifications on discussing internal affairs cases and potential violations.

##### **3. Interfering with Investigations**

- Discussion on the policy prohibiting members from contacting witnesses, complainants, or subjects to influence testimony.
- Overlap with obstruction policies and potential policy refinements.

##### **4. Performance of Duty and Miranda Violations**

- Proposed addition of Fifth and Sixth Amendment violations related to Miranda rights.
- Debate over intentional vs. unintentional Miranda violations and potential classifications.
- Discussion on how body-worn camera reviews play a role in identifying Miranda violations.

#### **5. Obedience to Laws and Driving Under the Influence**

- Review of existing policy language on officer compliance with laws, including DUIs.
- Clarification on the distinction between felony, serious misdemeanors, and infractions.

#### **6. Gifts, Gratuities, and Solicitation Policies**

- Defining an "item of value" and handling unsolicited gifts.
- Challenges related to cultural customs and community-police relations.
- Discussion on department-sanctioned events and how they fit into policy.

---

#### **Questions and Concerns Raised:**

- How should officers handle external agency notifications regarding their arrest?
- Should officers be required to report misconduct verbally, in writing, or via email?
- What constitutes obstruction in internal investigations?
- How do different levels of Miranda violations impact disciplinary actions?
- Should a class distinction be made between intentional and unintentional violations of Miranda rights?
- What are the best practices for handling unsolicited gifts without violating policy?
- How should officers navigate cultural expectations regarding gratuities?

---

#### **Suggestions and Recommendations:**

- Clarify notification requirements regarding officer arrests by external agencies.
- Refine language around obstruction to provide clearer examples of violations.
- Maintain class one violation status for Miranda violations to uphold constitutional protections.
- Implement additional training on Miranda rights to prevent unintentional violations.

- Consider community feedback on gifts and gratuities policy to align policy with public expectations.
  - Evaluate creating an explicit dollar threshold for "items of value" in the policy.
- 

#### **Next Steps:**

- Bryan Hubbard to refine policy language and present suggested edits in the next meeting.
  - Internal Affairs to review additional case studies to illustrate policy violations.
  - Gather community input on gifts and gratuities policy.
  - Continue reviewing the remaining class one violations in the next session.
- 

#### **Adjournment**