



Discipline Matrix Ad Hoc Meeting Minutes (3/19/2025)

Meeting Minutes

Time: 6:12 PM - 7:24 PM

Attendees:

- **Chair:** Ricardo Garcia-Acosta
 - **Acting Captain:** Bryan Hubbard
 - **Chair Emeritus:** Regina Jackson
 - **Chief of Staff:** Mykah Montgomery
 - **Public:** Reisa
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Main Topics:

1. **Gift Acceptance Policy Clarifications**
2. **Fourth Amendment Violation Classifications**
3. **False Reporting of Illness or Injury**
4. **Personal Preferment and Promotional Influence**
5. **Retaliation and Supervisor Accountability**
6. **Refusal to Accept or Refer Complaints**
7. **Mentorship Program Evaluation and Field Training**
8. **Preparation for Review of Class 2 Violations**

Questions and Concerns Raised:

- How to balance community outreach appreciation with the policy prohibiting gifts to officers.
- Concerns around repetitive acceptance of items from the same business (e.g., coffee shops).
- Issues with younger officers making fast decisions leading to Fourth Amendment violations.
- Possibility of downgrading certain Fourth Amendment technical violations to Class 2 instead of Class 1.
- Whether search and seizure errors are based on misunderstanding or misconduct.
- Challenges in addressing promotion decisions influenced by personal relationships or external advocacy.
- The need for a clear and enforceable promotional policy tied to integrity and merit.
- Concerns about retaliation claims becoming reflexive or weaponized in a toxic organizational culture.
- Observations that younger officers often work together without veteran mentorship due to shift preferences.
- Effectiveness of the OPD mentorship program and reasons for its limited success despite financial incentives.

Suggestions and Recommendations:

- Include examples in the gift policy to clarify what is considered repetitive or acceptable.
- Possibly reclassify unintentional Fourth Amendment violations (e.g., mistaken detentions) as Class 2 infractions with strong coaching.
- Emphasize the importance of slowing down and confirming details before engaging in stops or searches.
- Explore adding safeguards or double-checks during tasks such as running license plates.
- Add clearer language around personal preferment to prevent external influence on discipline or promotions.

- Strengthen the accountability of supervisors and partners who fail to intervene or report misconduct.
 - Improve analysis sections in investigations to determine whether other officers failed to intervene.
 - Consider mentorship training that includes confidence-building tools like self-assessment surveys.
 - Revisit and request a report out on the OPD mentorship program's impact and structure.
 - Include public and internal recognition (e.g., from the Mayor) to incentivize outstanding mentorship and conduct.
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Next Steps:

- Captain Bryan Hubbard to:
 - Create a **Word document with tracked changes** for all discussed Class 1 policy updates.
 - Attach revised **Mission, Vision, and Preamble** sections to the document.
 - Distribute the document to ad hoc members for final review prior to submission to the Chief.
 - Share a list of **Class 2 violations**, with top 5 priorities highlighted for discussion at the next meeting.
 - Chair and Vice Chair to:
 - Review the draft letter and document once received.
 - Reach out to other committee members (e.g., Deacon Lyles and Chair Emeritus Peterson) to prepare for next steps.
 - Request an official **report on the OPD mentorship program** to assess effectiveness, current structure, and alignment with public safety goals.
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Adjournment