



Discipline Matrix Ad Hoc Meeting Minutes (4/2/2025)

Meeting Minutes

Time: 6:15 PM - 7:41 PM

Attendees:

- **Chair: Ricardo Garcia-Acosta**
 - **Acting Captain: Bryan Hubbard**
 - **Deacon: Reginald Lyles**
 - **Cathy Leonard**
 - **Chief of Staff: Mykah Montgomery**
 - **Public: Reisa**
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Main Topics:

- Personal Preferment and External Influence Policy Review
 - Retaliation Accountability for Supervisors
 - General Conduct & Disrepute Concerns
 - Harassment & Discrimination (AI 71) – Class 1 vs Class 2 Confusion
 - Demeanor and Professional Conduct Policy
 - Inappropriate Relationships from On-Duty Contacts
 - Body-Worn Camera Activation Requirements
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Questions and Concerns Raised:

- Chair Ricardo Garcia-Acosta questioned whether internal influence should also be addressed in the personal preferment policy, not just external.
- Discussion around defining "disrepute" – whether conduct must be publicly known to be considered disreputable or whether internal knowledge is sufficient.
- Confusion regarding how AI 71 violations are split between Class 1 and Class 2, particularly around interpretation, severity, and proper categorization.
- Concerns were raised by Deacon Lyles about the risk of downgrading serious misconduct to a Class 2 level and its implications for accountability under the consent decree.
- Practicality Questioned: Time and resources required for Class 1 investigations for minor incidents like inappropriate music, especially given current case volume.
- Clarification Requested: How IA currently handles mentorship opportunities and whether these can coexist with reporting obligations under Class 1.

Suggestions and Recommendations:

- Revise Personal Preferment Language: Consider inclusion of internal influences or clarify it is addressed elsewhere (e.g., interference in IA process).
 - Update Disrepute Definition: Change “and the police service” to “or the police service” to broaden interpretation and apply to any one of the four listed categories (self, city, department, police service).
 - Eliminate Class 2 for AI 71: Strong support to merge Class 1 and Class 2 under a revised AI 71 policy with clarified ranges of discipline; ensures serious misconduct cannot be diluted.
 - Consider Range Expansion: Create a flexible discipline range for Class 1 offenses to allow coaching or lesser consequences where appropriate.
 - Retain Certain Class 2s: Keep Class 2 for issues like failure to activate BWC or minor demeanor issues to avoid overburdening IA.
 - Improve Public Communication: Deacon Lyles recommended OPD better educate the public about body-worn camera policies and compliance culture.
 - Review Investigative Thresholds: Suggested reconsideration of what triggers a full IA case to avoid extended investigations for minimal offenses.
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Next Steps:**AC Hubbard to:**

- Rethink structure of AI 71 sections and potentially separate serious and minor infractions.
- Revise language around retaliation documentation and referral processes.
- Draft revisions to discipline ranges under merged harassment/discrimination policy.
- Return with revised drafts and answers to open policy clarification questions at the next meeting.
- All Ad Hoc members to review new calendar invites for future sessions and continue reviewing upcoming Class 2 policies.

Adjournment