



## Discipline Matrix Ad Hoc Meeting Minutes (9/11/2024)

### Meeting Minutes

Time: 6:05 PM - 6:21 PM

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#### **Attendees:**

- Chair Emeritus Regina Jackson
  - Vice Chair Ricardo Garcia-Acosta
  - Commissioner Chair Marsha Carpenter Peterson
  - Lieutenant Hubbard
  - Lieutenant Gordon Dorham
  - Deacon Reginald Lyles
  - Chief of Staff Montgomery
  - Community Participants: Fiona, Ulrich, Inaara Gangji
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#### **Main Topics:**

- **Deputy Chief Mendoza's Absence**
  - Deputy Chief Mendoza was unable to attend the meeting due to pre-planned leave. Lt. Dorham filled in on her behalf and assured the committee that Deputy Chief Mendoza would attend future meetings and would receive meeting minutes.
- **Discipline Matrix and Manual of Rules Review**
  - Lt. Hubbard presented the plan to review the Discipline Matrix and Manual of Rules, highlighting the importance of addressing serious violations (Class 1) before minor ones (Class 2). He emphasized that the goal was to balance speed with quality in this review

process. The proposal to complete the review in mid-October was deemed ambitious, and there was agreement to avoid rushing the process.

- **Mission and Vision Statement Update**

- Lt. Hubbard shared an updated mission and vision statement based on former Chief Armstrong's work. The committee discussed whether to wait for Chief Mitchell's approval or to proceed without delay.

- **Next Steps for the Review Process**

- The committee discussed and agreed upon breaking the information into smaller groups to review sections more thoroughly, starting with the most egregious Class 1 violations and working their way down.

- **Timeline for Documentation**

- Lt. Hubbard was tasked with sending out the most egregious Class 1 violations by Friday, 9/13/24, so the committee could review them and provide feedback before the next meeting.
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#### **Questions and Concerns Raised:**

- **Clarification on Judge Ore's Order**

- Deacon Lyles questioned the direct reporting line of Internal Affairs to the Chief of Police. It was clarified that the Judge now requires a Deputy Chief to manage Internal Affairs and report directly to the Chief.
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#### **Next Steps:**

- Lt. Hubbard to send out the list of most egregious Class 1 violations by Friday, 9/13/24.
  - Committee members will review the provided documentation over the weekend.
  - The committee will reconvene to discuss the reviewed sections and continue working through the violations.
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**Adjournment:** The meeting was adjourned with the expectation that the next steps would be followed as outlined and the committee would be prepared for the next session.

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**Chat Comments:**

*No comments in Chat*