



Discipline Matrix Ad Hoc Meeting Minutes (9/18/2024)

Meeting Minutes

Time: 6:03 PM - 7:49 PM

Attendees:

- Chair Emeritus Regina Jackson
 - Vice Chair Ricardo Garcia-Acosta
 - Deputy Chief Hubbard
 - Deputy Chief Angelica Mendoza
 - Lieutenant Gordon Dorham
 - Deacon Reginald Lyles
 - Chief of Staff Montgomery
 - Community Participants: Reisa
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Main Topics Discussed:

- **Preamble, Mission, Vision, and Values Review**
 - Discussed updates and modifications to the preamble and mission statements.
 - Detailed the vision and values and their alignment with the Oakland Police Department's goals.
- **Manual of Rules & Discipline Matrix**
 - Reviewed the discipline matrix, focusing on Class 1 and Class 2 violations.
 - Discussed gross dereliction of duty and commanding officer responsibilities.
 - Evaluated disciplinary ranges for first, second, and third offenses and their applicability across ranks.
- **Clarifications on Misconduct Definitions**

- Addressed gaps in definitions for certain violations, including gross dereliction of duty and general conduct.
 - **Impact of Policy Changes on Compliance (Task 45)**
 - Explored the need to address current non-compliance with Task 45 of the Negotiated Settlement Agreement (NSA).
 - Discussed the importance of clearer policies to ensure consistency and fairness in discipline.
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Suggestions and Recommendations:

- **Narrow Discipline Range for First Offenses:**
 - Suggested limiting the range for first offenses to avoid broad interpretations. Possible changes to a range of 5-15 days suspension for first offenses, and 15 days to termination for second offenses.
 - **Add Specific Definitions in the Manual of Rules:**
 - Recommended that Deputy Chief Hubbard develop definitions for key terms, including gross dereliction of duty and service to the truth, to provide clarity in future cases.
 - **Use of Midpoint in Discipline Ranges:**
 - Deputy Chief Angelica Mendoza emphasized the importance of establishing a midpoint in discipline ranges to ensure fair application, taking into account mitigating and aggravating factors.
 - **Separate Categories for General Conduct:**
 - Suggested separating general conduct into more specific subcategories to handle varying severity levels of misconduct.
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Next Steps:

- **Definition Development:**
 - Deputy Chief Hubbard to provide updated definitions for gross dereliction of duty, service to the truth, and general conduct by the next meeting.
- **Tracking Sheet Creation:**
 - Deputy Chief Hubbard to create a tracking sheet to monitor the progress on revising and finalizing disciplinary policies and definitions.
- **Policy Review and Update:**
 - Deputy Chief Hubbard to prepare updated sections based on tonight's discussions and send them to all members by Friday afternoon for review before the next meeting.
- **Prepare for Next Meeting:**

- Attendees to review updated documents in preparation for the following meeting scheduled for 9/25/24.
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Adjournment:

The meeting was adjourned by Chair Regina Jackson, with a reminder of the next meeting scheduled for next week. Attendees were encouraged to review the updated sections before the next session.

Chat Comments:

01:00:33 Deacon Reginald Lyles: We recognize that even after the hiring protocol, everyone successfully hired isn't suited for law enforcement's psychological, emotional, compassionate, and professional demands of law enforcement. When an officer's behavior and supervision identify repeated misconduct and progressive disciplinary action has failed, the subject officer must be removed from the rigors and responsibilities of law enforcement.

01:05:59 Reisa: the 90% of the officers that are the "good" ones will be there to protect you against the few...

01:15:28 Oakland Police Commission: Being specific about what truth is. There could be multiple versions of the truth. What is the universal truth they are aligning to

01:28:20 Deacon Reginald Lyles: Truth vs reflection or opinions. The fact what I am speaking of is the actions that occurred.

01:30:14 Deacon Reginald Lyles: Reportable facts, not opinions or belief systems.

01:46:04 Oakland Police Commission: chime off..