



Discipline Matrix Ad Hoc Meeting Minutes (10/1/25)

Meeting Minutes

Time: 6:08 PM - 7:40 PM

Attendees:

- **Chair: Ricardo Garcia-Acosta**
 - **Acting Captain: Bryan Hubbard**
 - **Deacon: Reginald Lyles**
 - **Chair Emeritus: Marsha Carpenter Peterson**
 - **Commissioner: Jackson-Castain**
 - **Commissioner: Riles**
 - **Cathy Leonard**
 - **Chief of Staff: Mykah Montgomery**

 - **Community Members: none**
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Main Topics Discussed

1. Use of Privileged Information

- Discussion on what constitutes privileged information obtained by officers and the boundaries of sharing such information.

- Considerations regarding officers retaining personal information from the public and the potential for misuse.

2. Disciplinary Actions and Suspensions

- 10-day suspension and its effectiveness as a deterrent.
- Discussion of severity, including potential for longer suspensions or firings.
- Impact of suspensions on pay, seniority, and whether leave or comp time can offset suspensions.

3. Leave Policies and Unlimited Overtime

- Discussion of vacation, sick, and comp time policies, including the implications of unlimited accumulation.
- Consideration of financial and mental health impacts on officers.
- Evaluation of how leave policies affect overall accountability and discipline.

4. Union Influence and Organizational Culture

- Challenges posed by union negotiations in enforcing discipline.
- Broader concerns about organizational culture and historical practices in law enforcement agencies.

Questions and Concerns Raised

- How does privileged information impact officer conduct and accountability?
- Is a 10-day suspension sufficient to deter misconduct?
- How do policies allowing the use of leave to offset suspensions affect discipline?
- Are unlimited vacation and comp time policies creating budgetary and accountability issues?

- How does union influence impact the ability of the city to enforce disciplinary measures?
 - What is the effect of leave policies on officer mental health and operational efficiency?
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Suggestions and Recommendations

- Ensure suspensions are meaningful and cannot be offset by leave unless under exceptional circumstances.
 - Consider reviewing leave accumulation policies to prevent abuse and encourage proper time off.
 - Promote awareness of the deterrent effect of disciplinary measures on officer behavior.
 - Take union influence into account while maintaining the ability to enforce discipline effectively.
 - Address mental health considerations by encouraging officers to take vacation and personal time.
 - Continue discussions on unlimited overtime policies and leave management.
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Next Steps

- Review the unlimited leave and overtime issues in the next meeting.
 - Explore methods to encourage responsible use of leave without undermining discipline.
 - Develop a plan for potential policy adjustments regarding vacation, sick leave, and compensatory time.
 - Schedule follow-up discussion at the next meeting.
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Adjournment

