

TRAINING ADVISORY COUNCIL
July 8th, 2015
PPB Training Complex
6:30 p.m.

MEMBERS PRESENT	STAFF PRESENT	GUESTS PRESENT
Bruno Amicci, Chair Edward Hershey Judith Hutchison Gary Marschke Corinne Lowenthal Rio Rios Damon Isiah Turner Lisa William Sushanah Boston Marcus Amicci Daniel Duvall David Denecke Monte Wolverton Tina Semko Anne Parmeter Fenske McKay MEMBERS ABSENT Katherine Heekin Amy Penkin Sylvia Zingeser Jean Johansson Matt Koren	A/C Crebs Captain Bryan Parman Lt Kraig McGlathery Emma Covelli Jody Halia Helen La Fong	Marcia Suttentary Dennis Rosenbaum Irene Konev

1. ROLL CALL

Chair Amicci called the meeting to order at 6:35 pm on July 8th, 2015.

2. REVIEW OF MEETING AGENDA

Chair Amicci reviewed the meeting agenda to include the Needs Assessment presentation, TAC members encouraged to go on ride-a-longs, steering committee changes to streamline and simplify TAC.

3. WELCOME

Chair Amicci introduced Captain Parman. Captain Parman requested the Board members, staff and guests introduce themselves. Capt Parman introduced the purpose of the Needs Assessment as part of the DOJ settlement agreement. The 2014 needs assessment impacts the 2015 training plan. The Captain requested feedback regarding the needs assessment from the board members following Emma Covelli's presentation.

4. NEEDS ASSESSMENT

Emma presented an overview of the needs assessment process.

An example of a simple model to identify gaps is: behavior, knowledge, or attitudes and skill levels. A priority process takes place to effectively address the gaps. We look at the cause and the best strategy to address the gap. Once we identify the needs for our training we develop a curriculum for it, deliver the training, and create an evaluation of the training.

We want to be clear on training requirements vs training needs vs training requests. We want to make sure the training need is for the general In-Service training audience.

The training needs for law enforcement is very lengthy due to the vast range of characteristics that go into a call and the law enforcement performance under stress.

Law enforcement skills are perishable due to the infrequency of use and the stress performance so repetitive training in certain areas is needed to reduce task performance effect under stress.

11 main Needs components outlined by DOJ:

- Trends and Hazards officers are encountering
- Analysis of Officer Safety issues
- Misconduct and Complaints
- Problematic Uses of Force
- Input from PPB members at all levels
- Input from the community
- Concerns reflected in court decisions
- Research reflecting best practices
- Latest law enforcement trends
- Individual precinct needs
- Changes in Oregon law, federal law or PPB policy

PPB added to this list:

- Recertification requirements
- DOJ updates
- 5 Main disciplines; Defensive Tactics, Firearms, Patrol Tactics, Police Vehicle Operations, Electronic Control Equipment

The sources we utilize are surveys, conversations with lead instructors, command staff and DOJ coordinators, IPR data, Professional Standard Division and after actions, FPDR, speak with PPB safety committee, PPB policy analysts, city attorneys, community input, peer review, periodicals, seminars and conference reviews from staff members.

Captain Parman answered questions regarding the priority of the training needs, explained the different ways to connect to the officers regarding training, gave input on the interagency training feedback, and surveys, precinct specific needs.

Board requested more information on the coordination of calls through the 911 system. Dr. Liesbeth Gerritsen and/or Officer Amy Bruner-Dehnert will be invited to one of the TAC meetings to follow up with their questions.

Needs assessment will evolve through the years, some of the areas Emma is working on this year for trends and assessments is after action Use of Force reviews, pursuit policy report, and Professional Standards is analyzing use of force trends. It is in progress and will be added soon.

Finally, retention rates, how often should they have training in the various skill levels to stay refreshed and the officer can perform under stress and on the job. Captain Parman stated that with so many needs being identified, we need to look at how long does PPB go on cycles of training to ensure retention and best practices for training.

Capt Parman answered questions regarding de-escalation. We need to look at how do we prepare officers to do this, what are the options and how do we build on it, meet expectations of the community and provide people help and meet the needs.

The Board had questions regarding “soft skills” or the way officers communicate. Emma stated we do have assessments in place regarding these skills with the enhanced crisis intervention team training and we are working on a survey with our mental health partners to get their feedback regarding these skills and with project Respond.

Captain Parman and A/C Crebs discussed with the Board the turnover of personnel the organization will be facing over the next 5 years and the impact or culture shift that the hiring of these new officers will bring.

Q: What training is offered regarding communication?

Emma stated we have some integrated classes and Advanced Academy has direct training in this topic. However she will get additional information and get back to the board. Capt Parman states that a lot of the communication training takes place on the job with the field training officer.

Q: Is there a trend seen for use of force in certain communities. If it is seen, would we implement training in that area.

Capt Parman stated that our DOJ inspector posts the use of force by precinct, Capt Parman will email the link to the Board members.

Q: Will there be additional diversity training? Are there alternative measures to force training ie: skill levels that are innate vs. trained?

A/C Crebs addresses the background process and how we address the officers demeanor and/or common sense in the hiring process.

Q: Regarding eliminating people who may be good officers but get washed out due to rigid backgrounds, are there alternative measures in addition to the background process?

A/C Crebs states one of the biggest issues for backgrounding is lying. It isn't a perfect process, we will miss some. Dr. Corey is committed to understanding cultural diversity and understanding the cultural things

people bring to the table.

Q: Is there a mental health component to officers? Also time? Is OT monitored?

Capt Parman states it starts with the line level supervisors to monitor the officers. PPB officers have access to counseling through EAP, use of force mandates officers to meet with psychologists before returning to work.

Q: Are training standards identical for male and female officers?

Capt Parman states every officer has to pass the state agility test, we need officers to make decisions based on the totality of the circumstances and one of those circumstances is the officer. We train officers to make a reasonable force decision.

Q: What about the emotional content regarding gender?

Capt Parman states there are things that officers can do that add to or take away from a situation, it is not gender specific.

Q: Is there a screen for those contacts that went so well that there was no use of force? If there was such a screen they could be used as training examples.

Emma stated that some of this context is non-existent and some is limited, some of this is changing. The mental health component is collecting more data and there will be more opportunity to use that information.

Lt McGlathery states that the good cases are captured in accommodations, presented in front of their peers.

Suggestion from the Board to audit the IPR complaints as a resource.

Q: Implicit Bias has been studied lately, what training has been developed for that?

Emma states there is work happening here at PPB and at DPSST around this area. DPSST is encouraging students to take the Implicit Bias Test. PPB is looking at adding training regarding implicit bias to the Advanced Academy. There is greater initiative through the bureau with our first Equity manager to work with the communities and the police bureau with regard to institutional racism.

PPB is also working with Dr. Masami Nishishiba to design a way to track or monitor progress over time with regard to this topic.

Captain Parman asked the Board to make a recommendation to adopt the topics of Interagency Surveys, Surveys with 911 and IPR complaint reviews for researching data for the needs assessment. M/S/A

5. Break

6. ON-GOING TAC MEMBER EDUCATION

Lt McGlathery presented the citizen's academy training based on the skills training we offer. We will give as much training as possible during the day so the TAC members are able to run through scenarios at the end of the day.

Firearms, Taser, Defensive Tactics, Custodies, how officers deal with stress, patrol vehicle operations, crisis cycle and over view of behavioral health unit, patrol tactics will be offered.

4 scenarios have been developed for each person to be involved in. The citizen academy members will have a police officer training partner with them all day.

This training is meant to give the members a snapshot on what it is to be a police officer.

Ride-a-long forms were offered asking for the Board's preference on the precinct and shift.

7. ANNOUNCEMENTS

There will be community information sessions in July and August for the Independent Police Review board. It is an opportunity to learn about the complaint process. Contact Irene Konev at irene.konev@portlandoregon.gov with any questions.

8. STEERING COMMITTEE UPDATE

Chair Amicci discussed changes with the TAC meeting. They are looking at how to streamline the group and structure the group more as a council body that listens and provides feedback.

Bylaws Task Force was disbanded, does the group want to recreate a new task force or handle as a group(?).

The second component is to continue the objective to reach out to the advisory groups and gather information. Who will coordinate the outreach?

Q: Has anyone reached out to the TAC meeting after members reached out to them?

Chair Amicci said the answer was No.

Suggestion made before reaching out to the other boards or councils would be to create a more welcoming relationship.

Suggestion made to not go to the structures that exist but to the people whose voices are not being heard.

Suggestion made to reach out to the leaders of the councils or boards prior to attending the meetings.

Tina Semko offered to assume the role of communication outreach for the TAC Board.

Captain Parman suggested the TAC body make a recommendation to the steering committee to put this topic on the agenda to discuss and bring back to the TAC with recommendations for the first steps. Capt Parman will make sure members have meeting information for the steering committee meetings.

Chair Amicci stated there will be 3 openings in the steering committee. Over the next month he will email the members regarding possible changes in the bylaws. The next meeting will be an election and he encouraged all members to attend.

No New Business. Adoption of the minutes from the May 17th, 2015 meeting.
M/S/A

11. ADJOURNMENT

Adjourned at 2045. M/S/A.