

# COMPLIANCE AND OUTCOME ASSESSMENT REPORT

COMPLIANCE OFFICER/  
COMMUNITY LIAISON (COCL)  
July 1 – October 2, 2019

PCCEP Town Hall, October 22, 2019

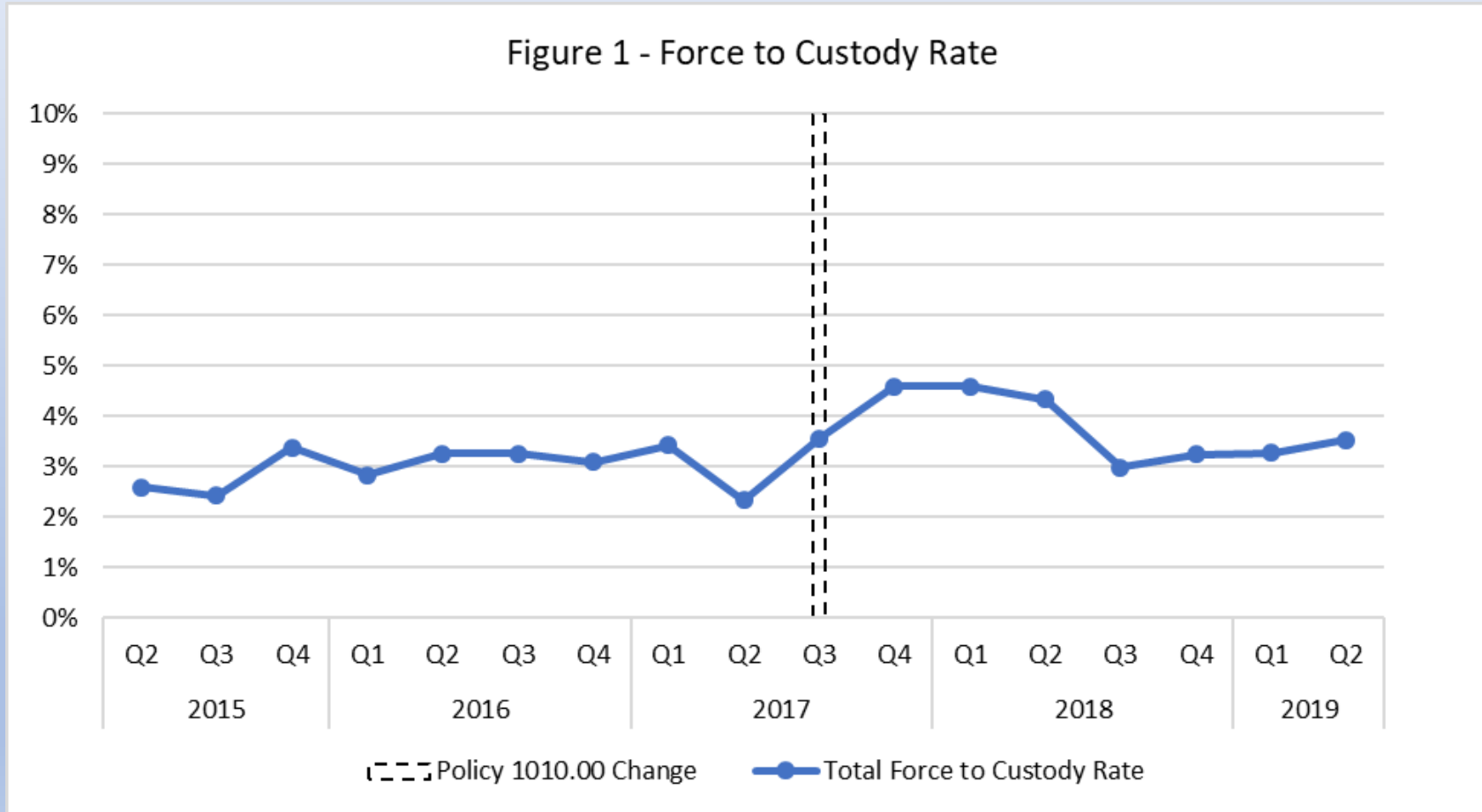
# Report Coverage

- 2019 Review of Force, Community-based Mental Health Services, Crisis Intervention, and Employee Information Services
- Status report on Paragraphs where the City/PPB had not achieved Substantial Compliance by July 1: Training, Accountability, and Community Engagement

# Force (Pars. 69, 70, and 71)

- Ongoing enforcement of Directive 1010.00 and Directive 1010.10
  - Force reporting
    - FDCR contains elements to ensure full and candid accounts
  - Supervisor responsibilities
    - Review of force and notification of PSD for serious force and mental health
    - Witness interviews
    - Submit After Action reports
  - 1010.10 – Lethal Force cases -After Action reviews by PSD
- Supervisor span of control – 5:1 ratio (officers per supervisor)

# Force to Custody Rate



# Community-Based Mental Health Service (Par. 88, 89, and 90)

- Par. 88 – The primary responsibility for a comprehensive mental health system falls under the purview of State officials and community-based mental health service providers
  - City and PPB act as partners
  - BHU includes State, County, and local representatives and service providers
  - BHU partnered with PSU to evaluate relationship with service delivery partners
- Par. 89 and 90 – Expectation for Community Care Organizations (CCOs) – PPB has partnered with CCOs
  - Unity Center Transportation Subcommittee
  - Participation on prior subcommittees
- Primary question – Have City/PPB done what can reasonably be expected of them?

# Crisis Intervention (Pars. 91-115)

- Behavioral Health Unit (BHU) leadership structure conforms to Par. 91
- BHU collects, utilizes, shares data:
  - Maintains Mental Health Template
  - Identifies those in regular contact with PPB
  - Identifies trends in contacts (BHRT)
  - Shares non-confidential information across groups
- BHU Advisory Committee
  - Makes recommendations to PPB regarding policy, training, etc.

# Crisis Intervention (Pars. 91-115 cont.)

- Crisis Intervention remains core competency
  - 40-hour training between State and Advanced Academies
  - Annual in-service refresher
  - Both reviewed by BHU
- Enhanced Crisis Intervention Team (ECIT)
  - 40 additional hours of training
  - Attended by BHRT officers
- BHUAC advises on selection/retention criteria for ECIT and BHRT
- SCT remains in effect to service special populations
- BOEC in-service training associated with increase in ECIT proportion
  - “When in doubt, send them out”

# Employee Information System (Pars. 118-120)

- PPB maintains thresholds for EIS alert
- PPB utilizes risk-management approach using many variables and standard deviation metrics
- EIS continues to have two administrators who have been trained
- PPB created an EIS training manual for all future administrators, ensuring consistency.



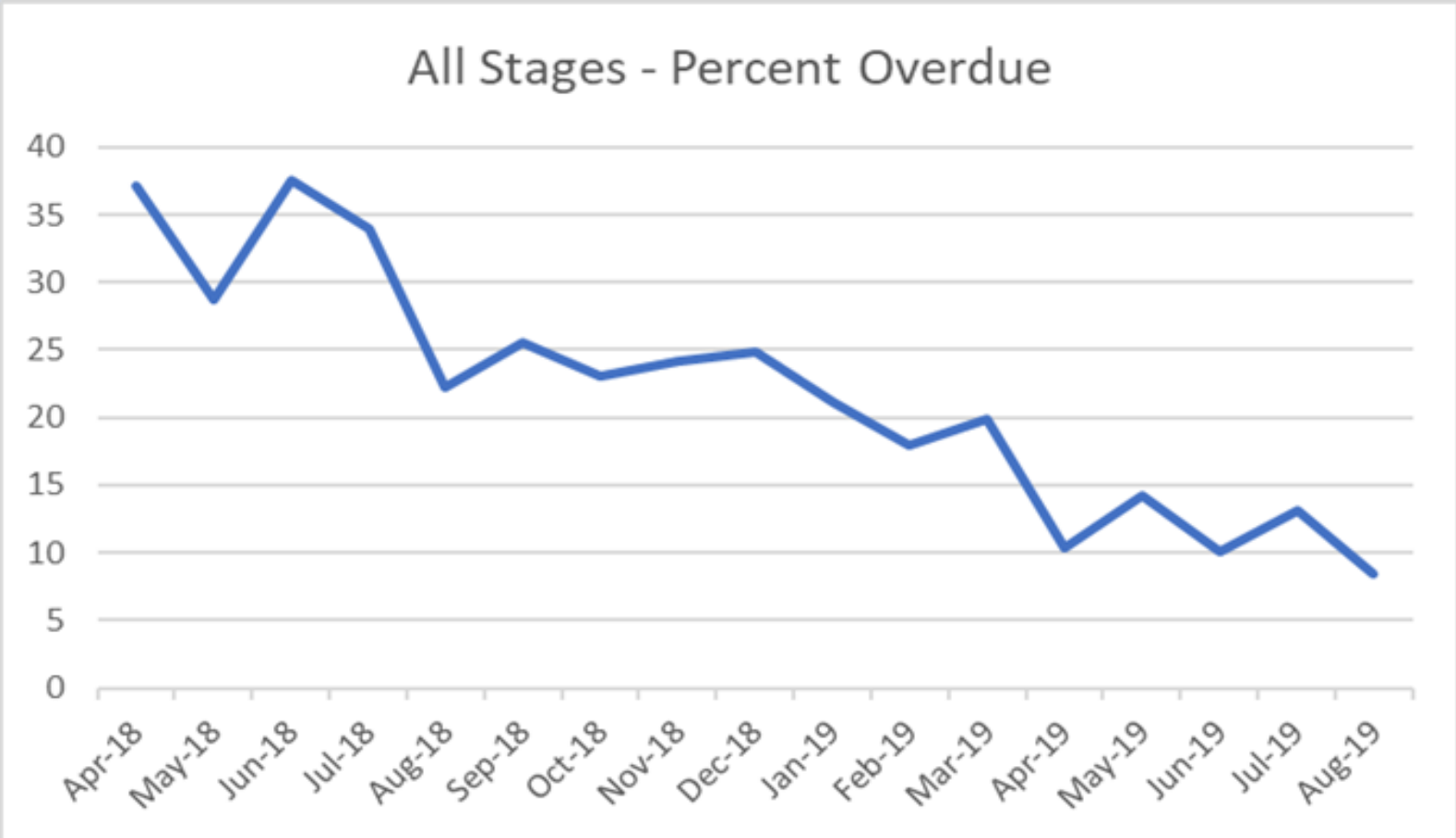
Update on Sections not in  
Substantial Compliance  
by June 30, 2019

# Officer Accountability (Par. 121)

- Par. 121 - Administrative investigations of officer misconduct should be completed within a 180-day timeline
- Presented a big challenge for PPB's Internal Affairs and the Auditor's Independent Police Review
- IA and IPR introduced significant managerial and procedural changes (that were memorialized in new SOPs).
- The results: Compliance with 180-day timeline has gone from approximately 50% in 2018 to 94% for cases opened in the first quarter of 2019.

# Officer Accountability – Overdue Investigations of Misconduct Complaints (Par. 121)

Stages have shown consistent improvement



# Training (Par. 81)

- Par 84(a)(i): PPB was required to increase the use of role-playing scenarios and interactive exercises related to force, ethical decision making, and peer intervention
- COCL recommended Procedural Justice = Voice, Respect, Neutrality, Trustworthy motives (e.g. empathy)
- Fall In-Service: Responding to COCL's recommendation, PPB created a realistic Procedural Justice scenario for all officers with feedback
- PPB has substantially complied with all training requirements of the Settlement Agreement

# Community Engagement and Creation of Portland Committee on Community Engaged Policing (PCCEP) (Par. 142)

- Par. 142- PCCEP holds regular meetings, subcommittee meetings, and Town Halls with community input
- PCCEP has a working relationship with PPB - providing input on PPB's annual report, metrics, and Community Engagement Plan
- PCCEP has the bylaws, group values, diverse membership, leadership, City support needed to function as a legitimate body
- PCCEP has the critical self-assessment skills needed to adapt

# Community Engagement: City/PPB Progress (Par. 145, 146, and 150)

- Par. 145: PPB has a working, transparent relationship with the PCCEP; developed a reasonable Community Engagement Plan with input from PCCEP; PPB continues to engage the community
- Par. 146 : PPB presented the community survey results at PCCEP's July 23 meeting to "inform the work of the PCCEP." Used the results to "inform ... the development and implementation of the Community Engagement Plan."
- Par. 150: PPB released its annual report in a timelier manner; and presented it in each precinct area and at a City Council meeting (Community Engagement Plan also approved)

# Substantial Compliance – What does it Mean?

- Substantial Compliance means the City and PPB have complied with the terms of the Settlement Agreement
- Not just “checking boxes” – high quality implementation
- But Substantial Compliance does not mean that PPB is flawless – still room for improvement.
- Thanks to the Settlement Agreement, PPB is much further down the right road of organizational improvement
- Many challenges ahead but the groups, structures, processes are in place – **externally** (e.g. PCCEP, IPR, TAC) and **internally** (e.g. Audits, feedback systems with EIS, Force, Training) to keep PPB on the right track

# Next Steps

- DOJ will submit their report later this year
- DOJ is the final authority on whether the City has achieved Substantial Compliance with the Settlement Agreement
- Once achieved, the City is required to stay in Substantial Compliance for at least ONE YEAR
- COCL will evaluate compliance during this maintenance year and report whether the remedies remain in place at the same level
- PCCEP should continue to evaluate PPB on community engagement and the Settlement Agreement



THANK YOU

QUESTIONS AND COMMENTS

Submit Feedback to COCL by Nov. 4<sup>TH</sup> at 5:00 PM

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