

COMPLIANCE AND OUTCOME ASSESSMENT REPORT

COMPLIANCE OFFICER/

COMMUNITY LIAISON (COCL)

Quarter 2: April 1, 2020 to June 30, 2020

PCCEP Town Hall, August 4, 2020

Dramatic Events During Second Quarter

1. COVID-19 pandemic spread in late March, affecting PPB:
 - More calls for service handled by phone
 - More managers working from home
 - Less in-person training
2. Daily protests against racial injustice began in late May, affecting PPB:
 - Resources redirected to respond to the protests, including officers and civilians at all levels

COCL Questions Remain the Same

- Has PPB/City sustained the systems needed for reform?
- Has PPB/City continued data collection and analysis to identify problems and trends and provide feedback?
- Has PPB/City continued to conduct self-evaluations and make adjustments as needed?

COCL assessment:

- Our overall assessment of Q2 is that PPB was able to sustain these systems under extreme circumstances, although marginally at time

PPB's Response to the Protests

- COCL did not address this question in Q2
- Reports and other data were not immediately available
- COCL will address PPB's protest response in Q3
- Our focus will be on the terms of the Settlement Agreement and whether PPB has maintained the systems around use of force, accountability, and training, and has engaged in policing that is constitutional and within policy

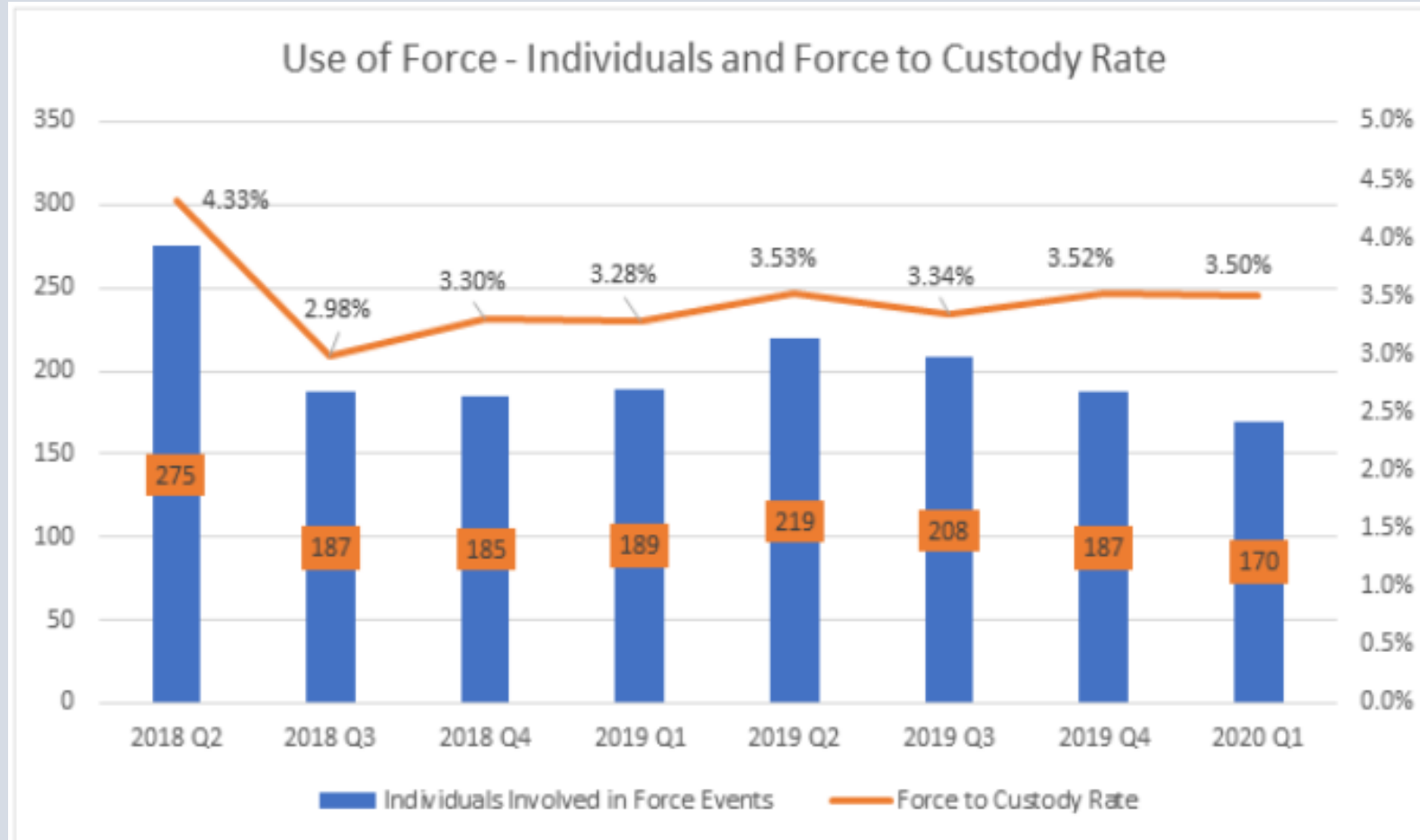
Section III: Use of Force

- Directives Remain in Effect
 - Legal basis for force
 - Post-force requirements
- Report Writing
 - Officers consistently providing complete force reports (.15 deficiencies per FDCR – decrease from .22 last quarter)
 - Sergeants consistently provide complete evaluations (.51 deficiencies per AAR – decrease from .8 last quarter)
 - Command staff consistently provide complete evaluations (.55 deficiencies per review – decrease from 1.5 last quarter) – includes all points of evaluation for officers and sergeants.

Section III: Use of Force

- Force Inspector Quarterly Meetings with RU Managers
 - Reporting deficiency trends
 - Individual officers
 - Group trends
 - Precinct trends
 - RU manager required to provide formal response to each
- Force Inspector Review of Force Cases
 - Five cases sent to Training Division (pursuits, transitioning from weapons, CEW size, suspect safety, officer safety)
 - One case sent to Policy Review Team (officer safety)
 - Others sent to RU Manager for debriefing with officer

Section III: Use of Force



Section IV: Training

COCL continues to apply the same evaluation standards:

- *Needs Assessment*: In progress; We recommend special attention to the community's voice given BLM movement; and attention to crowd management
- *Evaluation systems*: Continuing, but less extensive; Some metrics lost with quick conversion to online training
- *Analysis and reporting force data*: Continuing - PPB's Force Inspector; TAC presentation delayed until July
- *Documenting and reporting training*: Continuing via LMS
- *Delivering High Quality Training*: (next slide)

Delivery of High Quality Training

- COVID-19 and Protests had a large impact on PPB training:
- In-service Training for all officers suspended in March due to virus
 - Instead, half of PPB officers watched online videos from February classroom training
- When protests began in Portland, PPB stopped all in-person classes, including training for recruits and supervisors
- *COCL's assessment of training* – Assess in progress. Is the current training sufficient? What has PPB done to address the training gaps? What is planned?

Methods of Training

In-person

Classroom

Exercises

Virtual

Static
(e.g. videos)

Interactive
(e.g. Zoom)

Training Recommendations

- Go beyond static videos to more interactive modes of training
- With budget cuts, do not resort to “core” skills of the past – retain and strengthen training on de-escalation, procedural justice, implicit bias, and officer wellness
- With community input and lessons learned, re-examine and reinforce crowd management training, including the role of supervisors
- Add training on peer intervention – how to intervene with peers to prevent or stop harmful actions

Section V: Community-Based Mental Health Services

- City/PPB Continues to Play Active Role
 - BHUAC
 - BHCT
 - Unity Transportation Work Group
 - Oregon Behavioral Health Collaborative
 - Legacy ED Community Outreach Group
- Unity Center
 - Operates in accordance with Memphis model crisis response system
 - Mitigates potential for criminalization and reduces resource burden on PPB

Section VI: Crisis Intervention

- BOEC
 - Policies remain in effect
 - 16-hour CIT training
 - In-service training – COVID has impacted (alternate training approaches)
 - Ongoing audits find correct action taken 97.7% of the time (consistent with prior findings)
 - Ongoing relationship with MCCL – ability to connect with service providers
- PPB (All Officers)
 - 40 hours of CIT received prior to graduating advanced academy
 - Annual in-service – COVID has impacted

Section VI: Crisis Intervention

- ECIT Officers
 - 40 additional hours of enhanced CIT (class in November)
 - Retain normal patrol duties
 - Selection/retention criteria
- Mental Health Template
 - Data collection tool
 - Used to evaluate ECIT program
 - Quarterly Evaluation
 - Semi-Annual Evaluation

Section VI: Crisis Intervention

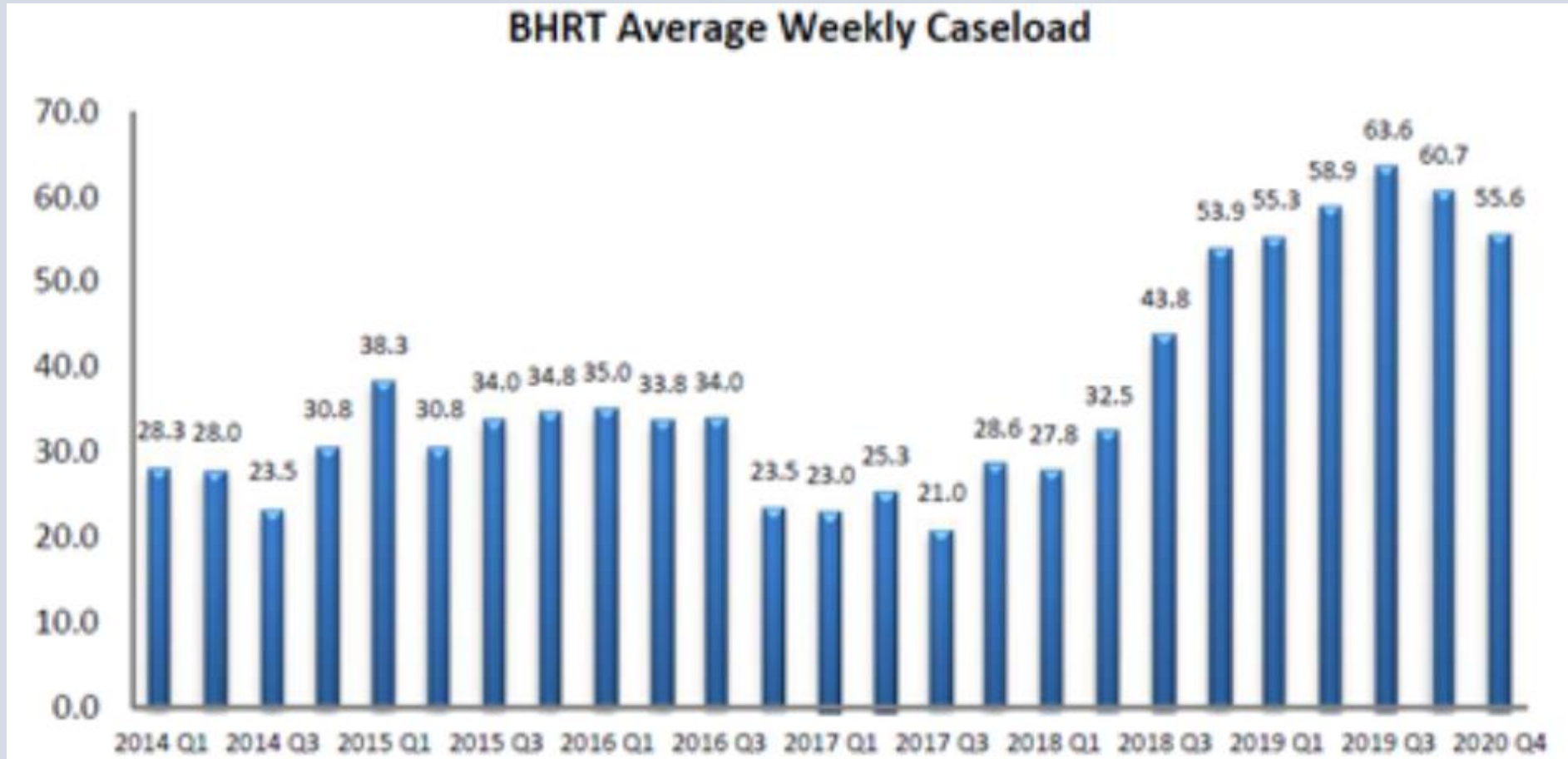
Probability of Transport to Hospital (Mental Health)/Unity Center if ECIT-Trained Officer On Scene of Non-ECIT Calls:

	ECIT-Trained Officer On Scene	Non-ECIT-Trained Officer On Scene
04/01/18 - 09/30/18	16.6%	9.4%
10/01/18 - 03/31/19	21.2%	12.4%
04/01/19 - 09/30/19	19.0%	14.1%
10/01/19 - 03/31/20	24.8%	18.4%

Section VI: Crisis Intervention

- Behavioral Health Response Team (BHRT)
 - Five teams each containing ECIT officer and mental health professional
 - Teams in each precinct
 - Team for houseless population; team for follow-up with prior BHRT clients
 - Community members referred and evaluated for BHRT intervention
 - Over past two years, acceptance rates between 45% and 55%

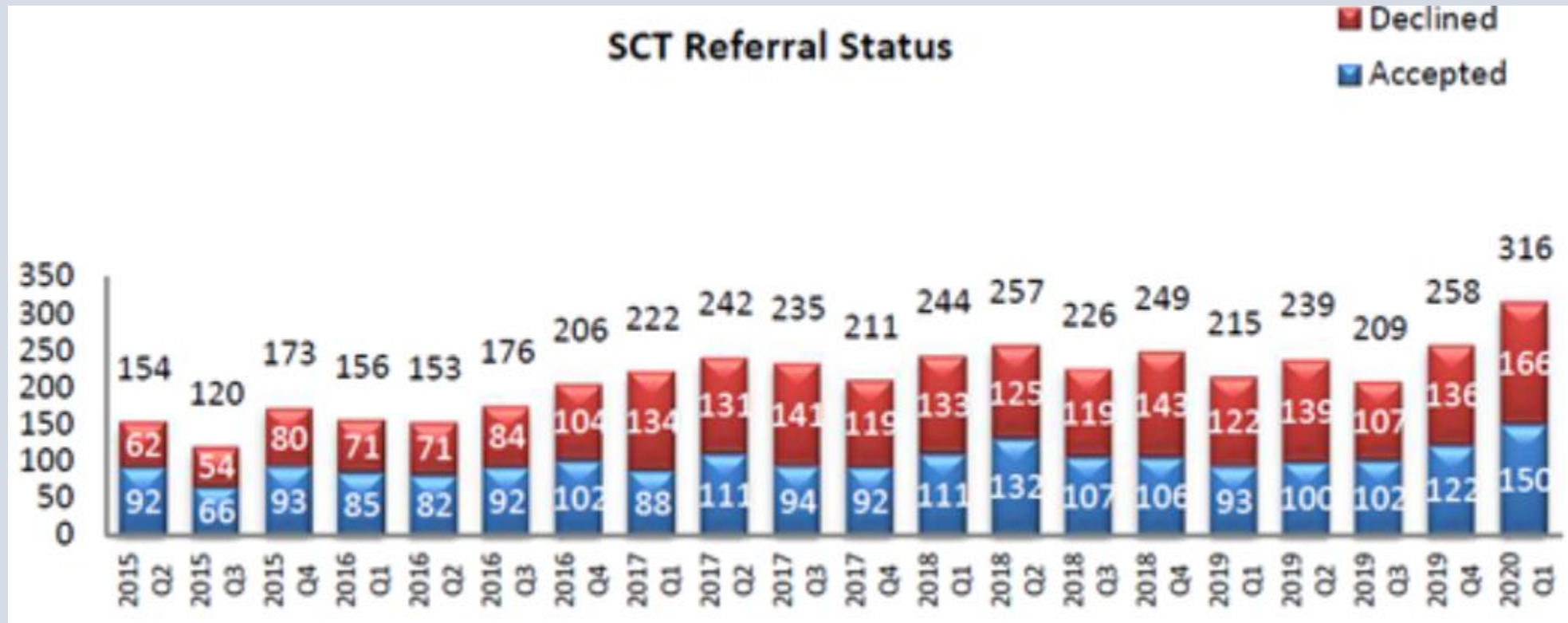
Section VI: Crisis Intervention



Section VI: Crisis Intervention

- Service Coordination Team (SCT)
 - Facilitates provision of services to persons who are chronically houseless, suffer chronic addiction, and are chronically involved with criminal justice system
 - Positive impact on employment and police contacts
 - Lower cost to County (capstone study class)

Section VI: Crisis Intervention



Section VI: Crisis Intervention

- Behavioral Health Unit Advisory Committee
 - Advisory body
 - First quarter topics
 - BHUAC Community Engagement Plan
 - BHUAC goals for 2020
 - Multnomah County Local Public Safety Coordinating Council Presentation
 - May 2020 Meeting
 - Finalizing Community Engagement Plan
 - Learning Objectives in ECIT Refresher
 - Members Participating in Behavioral Health Subcommittee Meetings

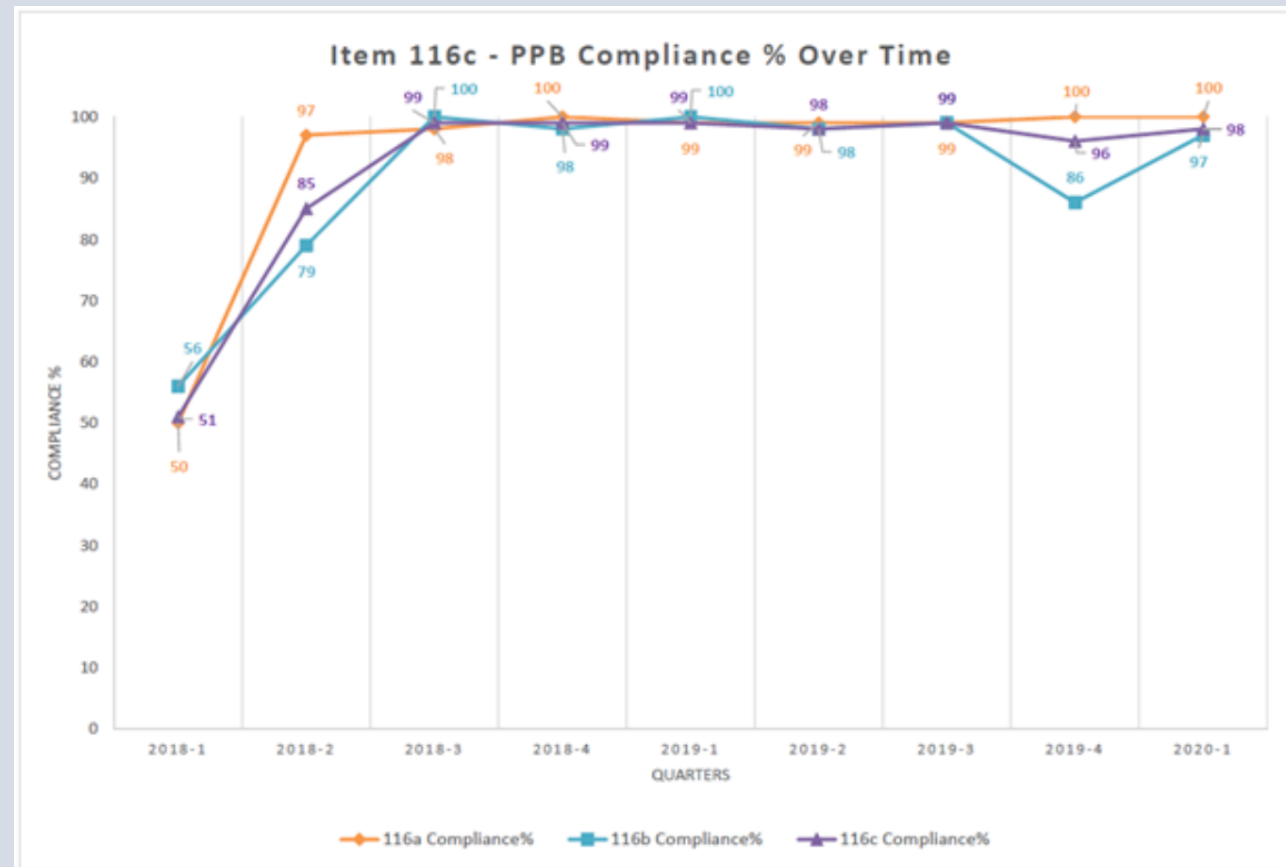
Section VIII: Employee Information System

- EIS uploads data from force events, traumatic incidents, complaints, and commendations nightly – automatically creates alerts
- Alerts reviewed by EIS administrators – decision made whether to forward to RU
- Getting right alerts to supervisors

	2019 Q1	2019 Q2	2019 Q3	2019 Q4	2020 Q1
Alert sent to RU	161	232	338	138	129
Alerts Sent to Supervisor (Percent of Alerts Sent to RU)	101 (62.7%)	116 (50%)	145 (42.9%)	54 (39.1%)	60 (46.5%)
Interventions (Percent of Alerts Sent to RU)	71 (44.1%)	86 (37.1%)	122 (36.1%)	46 (33.3%)	48 (37.2%)
Interventions (Percent of Alerts Sent to Supervisor)	71 (70.3%)	86 (74.1%)	122 (84.1%)	46 (85.2%)	48 (80%)

Section VIII: Employee Information System

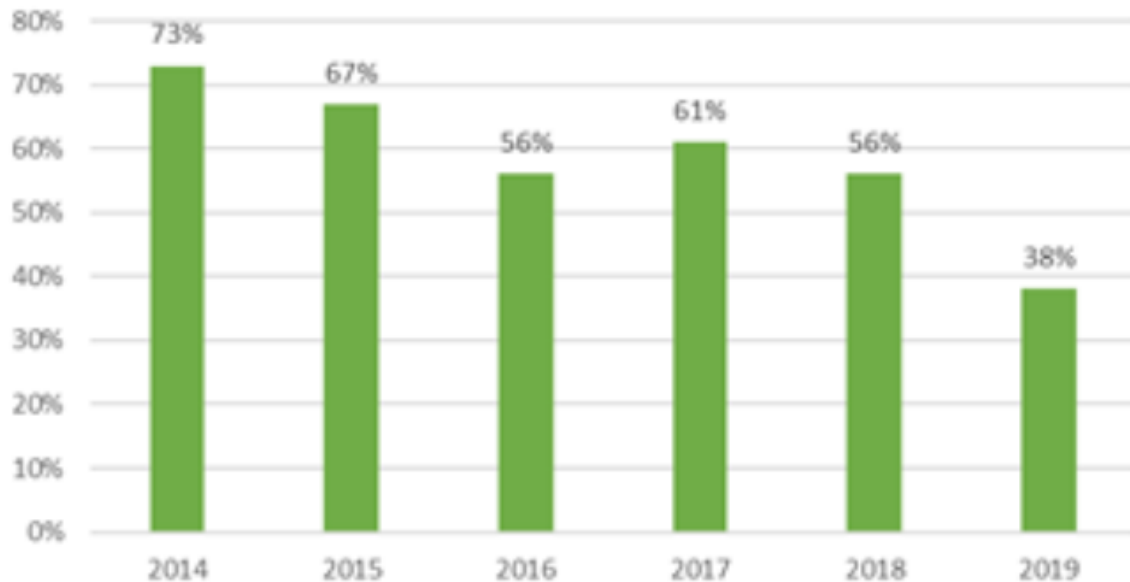
- Supervisory review of employees continues with overall high consistency



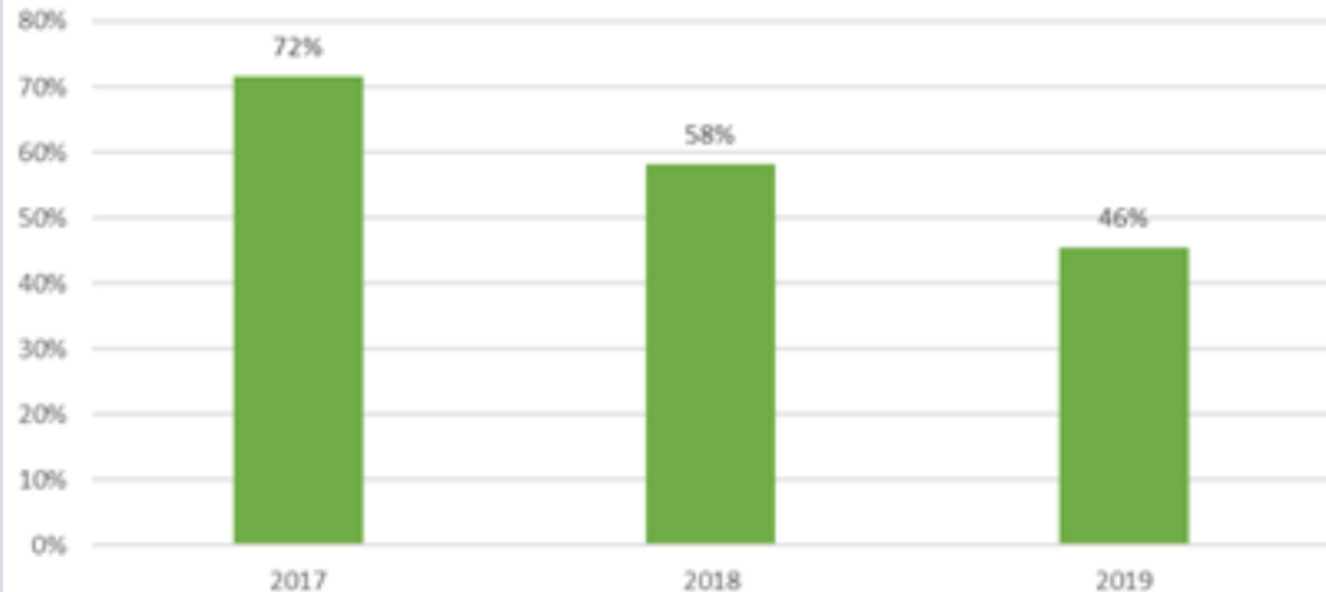
Section VIII: Accountability

- Access
 - Complaints submitted to (or initiated by) PPB and IPR
 - IPR closures declining

IPR Administrative Closures by Year



IPR Administrative Closures Last Three Years - Non-Force



Section VIII: Accountability

- Transparency
 - Online tracking of cases
 - CRC open to public
 - PRB summaries
 - IPR website contains data (<https://www.portlandoregon.gov/ipr/76848>)
- Expediency
 - Ongoing evaluations by IPR and PPB
 - Weekly case meetings
 - Trends identified and addressed

Section VIII: Accountability

- Consistency
 - Mirrored policies
 - Joint training
 - COCL audit of cases – 20 cases including administrative closures, supervisory investigations, precinct referrals, IPR full administrative investigations, IPR full administrative investigations
 - Discipline guide
- Checks and Balances
 - IPR review of RU manager findings
 - CRC
 - PRB

Section VIII: Accountability

- OIS Events
 - No OIS Event between December 2019 and June 2020
 - Rely on historical analysis
 - Separation of witness/involved officers
 - Walk-throughs and interviews of witnesses
 - Garrity-protected interviews of involved
 - CROs
 - Grand Jury

Section IX: Community Engagement

PCCEP'S Role

- During Q2, PCCEP resumed monthly virtual meetings after COVID-19 and held Town Hall with COCL
- After the death of George Floyd, PCCEP held a series of strongly attended listening sessions to give voice to the community against racial injustice
- PCCEP has maintained a working relationship with PPB and other organizations (E.g. AMA and MHA)
- PCCEP has increased its recommendations on police reforms
- In sum, PCCEP = legitimate body for community engagement

Sample of PCCEP Recommendations

- City should work with Oregon lawmakers to introduce legislation to change the legal doctrine of “qualified immunity;” support current bill related to arbitration and police discipline
- Ban certain PPB weapons used against demonstrators
- “Defund the police and refund our communities”
- Strengthen restorative justice practices
- Accelerate city’s plan to launch a truth and reconciliation commission
- Change policy and training to (1) strengthen officers’ duty to intervene and (2) reduce use of force in foot pursuits

Community Engagement

City/PPB's Role

- City continued to assist PCCEP as it seeks to maintain membership, train new members, staff meetings, and provide the public with virtual access
- PPB continued to provide data collection, analysis, and reporting of demographic data and work with PCCEP as needed
- PPB continued to work with variety of community organizations
- Mayor Wheeler's police reform action plan calls for:
 - "Community-led review and re-envisioning of core patrol services convened by [PCCEP]"
 - "Local legislation enshrining of [PCCEP] in Portland city code, making it a permanent community oversight body."

Thank You

Questions and Comments

Submit Feedback to COCL by

August 7th at 5:00 PM

Email to:

rosenbaumandassociatesllp@gmail.com