



The Portland Committee on Community Engaged Policing (PCCEP)

Settlement Agreement and Policy Subcommittee

November 18, 2020 Public Meeting Transcript

Ann Campbell:

Welcome everyone here today to the settlement subcommittee, settlement and policy subcommittee. Vadim and I co-chair this group, and we can go around and do introductions for some members that are here.

Ann Campbell:

Vadim, do you want to start?

Vadim:

Uh, hi everybody, pleasure seeing everybody. Looks like we have a couple new faces here, one new face. But, always good to see everybody and catch up and chat about what's going on with the PPB and community input.

Ann Campbell:

Amy?

Amy Anderson:

Yeah, good evening everyone. Amy Anderson here. I am the chair of the behavioral health subcommittee. I like popping in on here and figuring out where everyone's going. So, I'm sure we'll get good information tonight.

Ann Campbell:

Thank you. And I'm Ann Campbell, I'm also on PCCEP and Vadim and I co-chair this committee at this time. So, welcome everyone.

Ann Campbell:

Well, tonight we're going to ... On our agenda, we have Mary Claire from the Portland Police Bureau, talking about the annual report 2019, which is a draft. In reviewing this, this report is from January to December of 2019. So, the information, we have the link on the agenda, and the information might appear very different than where we are today, with all that has happened. But tonight, we would like to have people give comments or ask questions regarding the report, and I will let Mary Claire start.

Ann Campbell:

Go ahead, Mary Claire.

Mary Claire:



There we go, Thank you for the opportunity. As many of you know, the presentation of the annual report is a requirement of the settlement agreement as well. The bureau has historically created an annual report, it's looked different over the decades. But, since the settlement agreement, we have presented each year and taken comments or feedback from the public and PCCEP in designing, in both the design and the content of the report.

Mary Claire:

So, as Ann mentioned, this is the annual report from 2019, which seems eons ago for all of us, I'm sure. We sent it to PCCEP probably a few weeks ago. I'm hoping that you've all had a chance to review it, and as I said, we're looking for... We cannot post it to our website until we've at least given the PCCEP and community an opportunity to comment on our draft.

Mary Claire:

So, that's the purpose of tonight's meeting.

Mary Claire:

I can just give you an overview and then, if you have particular questions... I will tell you, first thing, that I'm not well-versed in every division or all they said, but it's what we've done.

Mary Claire:

How it works is that our communications unit sends out a request at the beginning of the year, sometime in January, end of January or so, asking each RU or division in the bureau to send a report of the events of the past year. So, this woulda gone out to them early, sometime in January of '20, requesting and giving sort of a format. It used to be, and I will say, as most annual reports are, they highlight the achievements that you've made. And I think I've said this before to you and I'll say it again, most, even if you look at private organizations or non-profits, their annual reports really highlight their achievements and that's what we initially were doing. Then, couple years back, the PCCEP asked us to also include some of things that we might see need for improvement, so we call that the challenges that are listed in the report now.

Mary Claire:

So, they send out a document and ask each RU manager to fill out the accomplishments, achievements, and any barriers that they have experienced for the year. Then, it's the responsibility of one of the members of the communication unit to put this together. And, I will tell you, it is a formidable task, as you can well imagine. Number one, gathering the information, editing it and trying to get it into a document, and then there are people on the staff that format it and add the pictures and stuff. So, that's how we gain the information for this.

Mary Claire:

Then, obviously, it starts off with a message from the chief. You will note that the message from the chief is from Chief Lovell, who obviously was not the chief during 2019. That was, during that time, the whole year, it was Chief Danielle Outlaw. But, obviously she's moved on, and so he signed this when it was ready. In his letter, he refers to the continuing, the goals that Chief Outlaw had set out when she



came, remain his, which are crime prevention and reduction, community engagement and inclusion, and organizational excellence.

Mary Claire:

Tito.

Mary Claire:

And so, that's how, this year, the author organized the, at least the initial, which normally you'd consider to be the executive summary.

Mary Claire:

So, at the beginning, we start off with the achievements in each of those areas. Under the goal of organizational excellence, we cited obviously what we were quite pleased with, was the finding by the department, I mean by [inaudible 00:07:34] at that time, because it didn't happen with DOJ until after 2019, but in 2019 [inaudible 00:07:44] had found us in substantial compliance with the settlement agreement, so that was one of the things.

Mary Claire:

Equity, human trafficking, you'll see that we highlighted different aspects of those efforts. The inspector general's office was created. Internal affairs, they had, the goal in the settlement agreement is to get those cases done within 180 days. We had done that in 90 percent of the cases, which was a substantial improvement over, it had been, before DOJ came. So, we obviously were pleased with that. At that time, in 2019, we hired additional officers, so they were highlighting that. We had sent out surveys to get some community feedback, and we had established a wellness program, which I think had the support and recommendation of both the TAC and PCCEP, but it basically got off the ground.

Mary Claire:

With regards to the goal of crime prevention and reduction, statistics were cited. Crimes, A person crimes were increased, but a number of crimes actually decreased. We started using a lot more data to drive the decisions of policing, started using [Tableau 00:09:26], which I think is what we used for the dashboards you now see on the open data portal. At that time, the gun violence reduction team was still in operation, and we cited some of the gains that they had made. And then, obviously, talked about the problem-oriented policing that the bureau was using as a mechanism to drive details and mission to address chronic problems and illegal activity that had been identified by community, such as street racing and drug problems in the old town and stuff like that.

Mary Claire:

In terms of the goal of community engagement and inclusion, we established a community services division. Before, that was just literally the communications people and one officer for the community engagement officer. But they made it into a unit that included all of the units that have a focus on the community, such as behavioral health, homeless liaison, and obviously the community engagement officer. Then, they worked on expanding the communications section of the bureau, tried to ... established a monthly newsletter, things like that, just to try and get, and podcasts, to get more



information out to the community about their workings. And then, as you know, the open data portal that was created by the analysts at strategic services division gives the public an ability to view everything from crime statistics to information about officer-involved shootings in the hopes of increasing transparency about the work that the bureau did.

Mary Claire:

And then, with regards to training, one of them that we're excited about, which actually relates to PCCEP, was working with the youth educating police, which was [Tashy 00:12:00] and... God, uh...

Ann Campbell:

Brett.

Mary Claire:

Thank you. Brett. Sorry, I just blanked on his name. Their effort, they approached Chief Outlaw and said that they wanted to establish a relationship and have some youth educate the police. So, we incorporated them into in-service training last year. So, that was a pretty exciting thing that we're hoping to continue to do as well.

Mary Claire:

Then, the section focuses on the challenges that were faced under each of those goals as well.

Mary Claire:

So, with regard to the organizational excellence, facilities is a constant issue for the bureau. They're aging, from space, from location. Central policing doesn't have a community room to bring people in for meetings, stuff like that. So, that was one of the continuing challenges that the bureau faces, is the lack of good facilities for everything. Obviously, the training division is a really nice building, but we have needs in other areas. The justice center is where central precinct is located, and is probably not the best spot for it either. So they continue to look for other options. Well, at least that time they were trying to find a five-year facilities plan.

Mary Claire:

Special events, which would include protests, both unpermitted and permitted, took its... Looking back, its kind of funny to say this, because I guess we could take this paragraph and capitalize it for next year's report, because last year, protests weren't anything like what we've experienced this year. But still, the protest on August 17th of 2019 was a significant event and caused issues with bureau staffing in order to man the, or provide the officers necessary to work on the protests and stuff. They also cited the entertainment district down in Old Town area, that considered to be a challenge with regards to special events because every weekend we had to have a number of officers situated there to deal with problems that arise.

Ann Campbell:

Excuse me, Mary Claire. I just want to... We only have a half and hour for this and wanted to have comments and stuff.



Mary Claire:

Okay.

Ann Campbell:

Yeah, but, so-

Mary Claire:

Sure. Okay.

Ann Campbell:

... if you could wrap this up.

Mary Claire:

Yeah, so no, I was just going over the highlights of this. And then, what you'll see, and the staffing also remains, was last year and will be so even more next year, but we'll get to that in your next report. But, it was cited as the number one challenge, of course, in responding to emergency calls and for other things that the bureau wanted to accomplish, because we were experiencing a lot of retirements and stuff. So, and the use of deadly force, we put as a challenge, too, because there were five fatal and one other officer-involved shooting in 2019.

Mary Claire:

Then, with the crime analysis, the crime prevention reduction, the challenges were, a data analysis for traffic division and stuff. Then, community engagement, we were challenged by the number of public records requests.

Mary Claire:

So those were the kind of challenges the bureau faced. Then, what we do is, you'll see in the report, is that each division or RU is highlighted and then all the pieces under it would issue a report as to what their achievements as well as challenges were for the year. And that's what, basically, the rest of the report is. It goes through from the chief's office all the way to detectives and professional services, every one of our units would be listed here and give you some data on what they achieved and what some of the problems that they faced in 2019.

Mary Claire:

So, I'll leave it there, Ann, and we can take questions about format or whatever. You know, the content is what each unit thought was the important points to bring to the public's attention. So...

Ann Campbell:

Thank you. Thank you. So, I think I want to start with, I have a quick question, and then we'll open it up. I know Amy has raised her hand, and we're looking for other comments as well. One question I had was, and this is kind of looking forward, the behavioral health unit and the homeless community liaison, are those still funded currently?



Mary Claire:

Yes. Absolutely.

Ann Campbell:

And, lastly, last night we heard that mental health issues for officers, they have an EAP program, but in this report you talked about a wellness program.

Mary Claire:

Yes.

Ann Campbell:

Do you still have that, because-

Mary Claire:

Oh, yes. It's actually becoming, yeah. It's growing in size and scope. Yeah, the wellness is up and running and is included as part of every in-service that we have. In fact, they'll send out, we get little wellness, one minute tips everyday on our computer and stuff like that. So, yes, it is.

Ann Campbell:

Okay.

Mary Claire:

And like I said, they have classes as part of in-service.

Ann Campbell:

Oh, in-service, okay. All right. Okay. Amy?

Amy Anderson:

Okay, I'm going to try to be succinct on this. As I'm following you, reading this report, I notice several things that came to my attention. One is the layout looks like a wonderful document of what I call infomercial information, where it's statistics and numbers. But in the areas where you wrote challenges, I see those as operational issues, and not necessarily challenges to the community.

Amy Anderson:

I think what I would like to see, if possible, is a section that says "Unintended Consequences." Like, here's what we planned, here's what we did, and here's what happened even though it wasn't our fault, you know? It was like an unintended consequence due to XYZ. Like, take the beginning of the Floyd incident. The unintended consequence was a ramp up in activities that Portland seldom does, okay? So, I think the public is looking at- I, as a public, am looking for accountability to be in the fact that one can recognize that, "Oh my god, this thing happened, and we really were not prepared because it's not normal for us to do this." And that's kind of an accountability piece that I see a lot of organizations using



now, which is the title called "Unintended Consequences" for actions and events that really nobody had any control over stopping or fixing in the middle of it.

Amy Anderson:

That way, it kind of gives everyone a really good idea of how to better problem solve for next time, because if your annual report is merely to give us information, it's awesome. It's full of lots of information. But if it's being used in conjunction with, say, the community engagement plan, which looks like a plan of action, then somehow I would want to see the two kind of merge into, "Here's our report, here's the facts, but here's what we did not count on, and here's what happened." And maybe the public can then read through it, and analyze it with a little more thought, because I don't know how you're going to analyze a document full of data. It just is really hard to give input on statistics, versus like, "Here's a plan, here's what we're doing, here's what we need, and here's what happens," you know?

Amy Anderson:

Like all these officers retiring, okay? Another unintended consequence of COVID and a lot of other things. Does that make sense?

Mary Claire:

Well, I hear what you're saying, Amy. I guess we see the annual report as a separate document. The community engagement plan is a separate piece. Our strategic plan is a separate piece. We see the annual report as a review of the year's events, what was done well or what achievements were made, what progress was made. And then citing, you know, we use the word challenges, other people I'm sure have other words for it, but we chose to use that word, to acknowledge that there are things that have happened or occurred or what have you that didn't go so well, or were problematic to us. So...

Amy Anderson:

Right, but it doesn't specify what happened. Like, it doesn't specify that a whole bunch of people got hurt and injured in the community because of XYZ. It doesn't show accountability to the community who took the impact of all of these events. That's the part I see missing, is the reference to who was harmed, even though it was like, you know, probably maybe unavoidable or not, whatever. But it doesn't show the people that were impacted in the numbers category.

Mary Claire:

Okay.

Amy Anderson:

I get everybody does a great job, but we got to show accountability to who was impacted by things not working out right, for whatever reason.

Ann Campbell:



Can I jump in here, just for a second? Thanks Amy and thanks Mary Claire for that. I just want to, in the efforts of time, want to, I know that, Mary Claire, I'm sure that information, ask if there's anyone else that would like to ask questions about this report?

Ann Campbell:

Let's see. Shawn, you have your hand up. And Amy, do you still have another question? Your hand is still up.

Ann Campbell:

Go ahead, Shawn.

Amy Anderson:

Sorry, I thought Vadim was running this meeting. You're going to run the whole meeting? Sorry. Just curious.

Ann Campbell:

I'm doing the first part and Vadim is doing the second part. Thank you.

Shawn:

I just wanted to say, kind of in support of Amy, it's not uncommon on annual reports to see kind of a SWOT analysis of the year, a strength, weaknesses, opportunities and threats. Something like that is helpful because it helps the public and the bureau itself identify areas that haven't really been touched on that might be kind of long-term or short-term issues, year to year. I don't think something like that would be out of place in an annual report. At least, I've seen them elsewhere, that kind of information is included.

Mary Claire:

Okay, thanks. We can consider that for our 2020 report, if you want to send the theory to me or send your comment to me, Shawn, that would be...

Shawn:

All right, I'll mark it down, thank you.

Ann Campbell:

Is there anyone else that has any comments?

Ann Campbell:

I had one last comment. Ont he summary statistics, usually your information is broken down by ethnicity and gender, and it isn't in this report.

Mary Claire:

Can you tell me what page you're on hun? Sorry, I'm scrolling.



Ann Campbell:

It is on page 51.

Mary Claire:

Oh, all the way. Okay, hold on.

Speaker 7:

You'll see that they [inaudible 00:25:43] one they had last year, so nope [inaudible 00:25:46]...

Mary Claire:

Hm, I don't know.

Ann Campbell:

That could be like an additional issue that Amy and Shawn addressed, with the SWOT and maybe just like, you know, breaking down the statistics a bit more, too. Thanks.

Mary Claire:

I'm just trying to see which statistics you're, we're looking at, to see whether we collected all that. Hold on.

Ann Campbell:

Mary, you can, I can email you more about that. But it's just, kind of basically, it isn't broken down in ethnicity and gender. So...

Mary Claire:

Yeah, and let's see, 51, hold on.

Amy Anderson:

I don't think they're allowed to track that. Some things are not trackable yet. They're working on it.

Amy Anderson:

I don't think you can ask people ethnicity and race and all that in a report. I'm not sure, but, that's hard to come by.

Ann Campbell:

It's in a number of the other reports-

Mary Claire:

No, well, that's because we asked for it on the, I mean, we have access to it on the forms that relate to that. So, force, you know, has those issues. But, for police reports, this particular chart is based on



information off of the police reports, I believe. So, I'll get you an answer to that, Ann, but I don't think, as Amy says, we don't have, sometimes do not have the demographics of all of those, so...

Ann Campbell:

Okay, that's fine.

Ann Campbell:

Let's take two last questions. Vadim, will that be all right? We'll go a half hour into your-

Vadim:

Yes, of course, I think this is really important so please, go ahead.

Ann Campbell:

All right, thanks. Okay, go ahead Jared.

Jared:

Thanks Ann. My question is about the process going from here. I understand this is the bureau and the city taking input from PCCEP for the annual report. Is there a plan in place to publish the report? And then, I believe the settlement agreement talks about presenting at a precincts and city hall, which I assume would be done through Zoom. But are there dates that have been set for that yet? Thanks.

Mary Claire:

Yeah, as soon as we receive the comments tonight, as I mentioned, how we do it is unless these, some of these big ticket things aren't going to be addressed, this report isn't going to change in terms of Amy or Shawn's comments tonight, we will take that into consideration for the structure for the 2020 report.

Mary Claire:

So, if there are no basic, small things to correct, we will likely publish, put this on our website. We're only required to present it and get comments. So, this will then go up on our website, either tomorrow or Friday, and then we'll have to, it's up to the city council whether they want to have a presentation or not. We will offer to present it to city council and see whether they want to give us some time on their docket.

Ann Campbell:

Okay.

Jared:

Well, keep me posted on that decision. I think it'd be helpful for PCCEP to know, too, how city council decides on presenting this report to the public.

Ann Campbell:

Okay. Barb, you had your hand up. Do you have a question?



Barb:

Yep. So, I get that there's sort of some flexibility, but I'm wondering when the report is actually finalized. And then, to the previous question, yeah. Can you publicize to PCCEP and the community, if it's going to be presented at city council, and when?

Ann Campbell:

Mary Claire? Are you still on the call?

Amy Anderson:

I think we lost Mary Claire. I think we lost her right before you spoke.

Ann Campbell:

Hmm.

Speaker 10:

Yeah, she doesn't seem to be on the call anymore. So, maybe she'll hop back on when she gets service. Maybe her service disconnected.

Speaker 10:

[crosstalk 00:30:39]

Ann Campbell:

Yeah, I hope-

Jared:

We do have Anika on the call. I think she could probably give us that information, or I'm sure that city council is aware of their obligation to take in the annual report, and can hopefully provide us the day when they'll do that.

Amy Anderson:

So, if I understand this correctly, this report is kind of like already finalized. I understand why, because reports are usually backlogged anyways. So, what are the comments for? Is it for like, if we find like a spelling error or some punctuation error? Lie, what are the comments for, if nothing changes? I guess I don't understand that.

Mary Claire:

So, I'm sorry, hold on. Shh, stop it.

Mary Claire:



Sorry, I don't know what happened to my phone. I got the report on my computer and I was talking on my phone and I kept talking and then all of a sudden looked down and there's nothing there. So, I'm not sure if you- Jared, did you get the answer to your question?

Jared:

Yeah, I sort of did. I guess it's, the answer I heard is that it's still a little bit up in the air. I think Amy just raised a good point. Her concern is that you're presenting this for comment from PCCEP, but then the PCCEP comments might not be incorporated or don't have a chance to be incorporated. And I understand the timeline is tight, but, you know-

Mary Claire:

Well, there-

Jared:

... city council, and I know we have Anika on the call, too. You know, I heard you say that they'll decide whether or not they take this report and when, and I appreciate their ability to do that, but I think it's a requirement that the bureau present this, and I hope city council [inaudible 00:32:36] that.

Mary Claire:

Sure, yeah.

Jared:

That's a question, I guess, for Anika.

Mary Claire:

Well, yeah. I didn't mean, I just meant we're at their mercy as to when we are put on their agenda. We don't get to set their agenda, is all I meant. So, we will provide the report to them and ask them for some time on their agenda. But, you were asking when it was going to happen and I don't know that, because that will be set by the city council.

Mary Claire:

Amy, I'm sorry but that's the issue, is because your comments and Shawn's, you know, really contemplate a very different approach to this, and that's we have handled it each year. You'll see that we take the comments and then, for big ticket, when people want changes to the format, or to how we did it, we use those for the next year. In order to accomplish what you has asked, or it was some of the things that Shawn had suggested would, you know, involve an entire rewrite, and that's just not contemplated at this point. We're getting comments about how this one looks in order to use, utilize it in drafting next year's report.

Amy Anderson:



I think that's genius, and it's really a good idea, but maybe something, kind of a statement somewhere that says, comments will be used to revamp or review next year's. Because it's okay to say the truth. Some people don't-

Mary Claire:

But that's what we do every year, that's what we did, each year. I mean, this report is different than the year before, because of PCCEP comments. And if you look back at the one before that, we used to have a 15-page, and then people said it was too short, so we expanded it. And then, you know, somebody thought it was too much, so we cut out stuff.

Mary Claire:

So, we're always adjusting, based on the comment received. But,

Amy Anderson:

Yeah, but is that written in the report anywhere in a paragraph?

Mary Claire:

No, because...

Amy Anderson:

Ah, I see.

Mary Claire:

Well, no... Well, I, what? That they wouldn't need to- I'm sorry, but that we are...

Amy Anderson:

[crosstalk 00:34:50] No, it gives the public the knowledge of knowing that they're working on next year's plan. It really helps when you're looking at writing new stuff to know that this is what you're looking forward to becoming different. That's all I'm getting at, is it gives people a chance to think about, what would they like to see in next year's report. If there's-

Mary Claire:

[crosstalk 00:35:14] Well, yeah, and that's what we had hoped this was about. This is why we present this one, yeah.

Ann Campbell:

I think Amy's comments are really valid. I hope that you'll incorporate that in the next report, so that people have an idea.

Ann Campbell:

Um, also, Barb wanted to ask another question. I think you were off the line when she asked her question.



Mary Claire:

Sorry.

Ann Campbell:

So, go ahead, Barb.

Barb:

When I asked you in the chat to ask the question, I meant would you please read what I put in the chat.

Mary Claire:

Me or her?

Ann Campbell:

Okay.

Barb:

I'm wondering what the deadline is for input, basically was what my main comment was, but we've sort of like gone in and around that. So-

Mary Claire:

Sorry.

Barb:

Really not that important.

Mary Claire:

We had hoped, no, no. I'm sorry, Barb. I did go offline but I'm- What we had hoped was that between the time it was given to PCCEP and posted on PCCEP's three weeks ago and tonight, we would have the comments of the public. If you want a few more days, we don't have to post it this Friday or whatever. But, as I said, if they're big ticket items, we take those comments and apply them to the next year report. But if there was some specific mistake you saw in the report, in the content of the report, would obviously change it now.

Barb:

Okay, so it's really just like proofreading type and small things that you're looking for, but I would like to say that Amy's most recent idea about the transparency part would make sense to put at the beginning of the report anyway, or as part of the comments.

Mary Claire:

Okay. Just something to say that we welcome comments and we'll consider them for the next annual report?



Barb:

Pretty much.

Amy Anderson:

Yes. It lets people know that their comments will be considered, and they don't have to rush, you know, kind of thing. It will really be better.

Ann Campbell:

Yeah, I like that idea. Thank you.

Ann Campbell:

Okay, not to rush anyone, but I know we have Shawn Campbell here from training advisory council. So, Vadim?

Vadim:

Yeah, so, thanks Shawn for coming here and everybody else for staying with us for this part of the discussion. Part of the issue facing Portland right now is what is the future of policing going to look like? And we've had a lot of calls for people wanting services that did not involve armed members of the police bureau responding to certain types of events. One of those is, of course, Portland Street Response, which we're still awaiting to see what that will look like and how many people. But, there's already something in place called a public safety support specialist and there's, I believe, 12, I've heard, from 10-12 people that are employed by PPB who are not armed and they have certain tasks that they can go out and assist the community with, that did not involve any kind of violence or anything that could be responded with in terms of deadly force.

Vadim:

Part of that is, and what PCCEP is tasked to do, is help to reimagine patrol services. And I think, from my perspective, at least, from what I've read on the policies for the PS3, as well as the recommendations from the training advisory council, the PS3 could be an integral part of that, the expansion of the PS3 and having more individuals out there who are trained to respond to the community in a different way than the police bureau is.

Vadim:

So, to that extent, and to help share that information with everybody here, I've invited Shawn Campbell, who is the chair of the training advisory council, to speak about the research they've done and the two recommendations that they've proposed. Shawn, would you like to take the seat?

Vadim:

And Shawn, you're on mute.

Shawn:

There we go, sorry about that.



Shawn:

I just put a couple links on the chat to help move along the conversation for further information beyond what we're going to talk about tonight, directly, just for the sake of time.

Shawn:

Let me... Can we make it so I can share my screen? Thank you.

Mary Claire:

Shawn, you should be able to share your screen now. Let me know if you still don't have accessibility.

Shawn:

Yep, there we go.

Shawn:

There we go.

Shawn:

All right, so the reason the TAC initially started looking at the PS3 program was because we saw a couple long-term trends in the bureau that had us concerned about how things currently were.

Shawn:

To kind of give you an idea, some of the things that we were looking at when coming up with this recommendation was, what do we have police officers actually doing today in the police system? To kind of give you an idea of that, in 2019 the police got about 363,000 calls for service from the public. That's either from the public or officer-initiated. About 16 percent of those involved a reported crime, of which 79 percent were property crimes, about six percent of those calls involved a custody, 0.2 percent resulted in a use of force, and 0.06 percent resulted in the use of force involving a weapon or vehicle. So, that would be the officer pointing his firearm, or a taser or pepper spray or some type of, or even a less lethal, or using a vehicle to, say, box in or perform a pit maneuver or something like that.

Shawn:

So, kind of what we took from doing some analysis on this data was the fact that overall, the police don't do a lot of what we imagine the police do as police, if that makes any sense, what we consider the traditional role of police in our society. If we look over the data over time, we can see that this is something that's continually grown over time as well. For instance, you can see here that this is data per sworn, it gives information per sworn officer position in the city. You can see that while calls for service have stayed relatively the same, citizen initiated calls, which are calls to 911 or calls to the non-emergency numbers have grown significantly. And we can see that officer initiated calls, which are the type of calls that we would consider more of the traditional community policing, where police are actively talking to people and trying to work on different issues on their own, have gone down exponentially, and a large part of this is because citizen initiated calls take a lot more time on average than officer initiated calls.



Shawn:

We also notice in the data that the primary driver of this growth in citizen initiated calls was in what's referred to as low priority calls, largely due to issues involving unwanted persons or suspicious behavior.

Shawn:

As a result of this changing way that people have expectations towards police, basically we've seen what we call the "Swiss Army Knife Model" of policing begin to take more and more effect in Portland, where, this is basically where we expect a police officer to be an expert in many different things, beyond what we consider traditional policing. In fact, what we largely expect our police to do today is less about crime and more dealing with situations which frighten and/or inconvenience our community members. Often times, they're being asked to handle personal disputes, and issues that do not rise to the level of a crime, and overall, this is something that's kind of been exasperated, sorry, I can never say that word right, exacerbated, basically, by our community's inability to deal with many of the larger issues that we have in our city, such as the houseless population, issues with addiction and issues with mental health.

Shawn:

Now, the problem that we see with this is... The good thing about a Swiss Army knife is it can do a lot of different things. The bad part about a Swiss Army knife is it does all of those things fairly poorly, because trying to make one person an expert in too many things results in a basic problem.

Shawn:

So, one of the ways the bureau has chosen to try to address this is through the more well-known Portland Street Response, which is still kind of in the creation phase, and the public safety support specialist program, which is known as the PS3s.

Shawn:

Some of the other issues that we also noted in the police department that, sorry, I almost skipped over, was there's a lot of recruitment issues in the bureau. Nobody really views being a police officer as a positive like they used to, and this has resulted in a growing number of open positions, a smaller pool of applicants, and as a result, the bureau has lowered its education requirements over time from, you used to have to have a four-year degree about 10 to 15 years ago, and now it's down to, you just have to have a high school diploma to be a police officer in this city.

Shawn:

Other issues that we've seen are, there's a higher officer burnout rate of officers who are not yet ready to retire but either leave the job pool altogether, or they go work for other bureaus, which is a significant loss of investment for the city, since we spend a lot of money training these people to be officers. And as well, there's a lot of inequities that still happen within the system, resulting from officers interactions with the public and how those go through.

Shawn:

So, as I was saying, the bureau has created what they call the public safety support specialist program. And, to give you a basic overview of it, PS3 is an officer, some people call them police lights, kind of like



a light beer. I don't really like that terminology, but basically they are hired members of the bureau who do not have arrest authority, so they cannot arrest or issue citations, and they are not allowed to carry weapons other than pepper spray. Their role is to handle largely low priority calls that are traditionally handled by sworn officers, but it doesn't necessarily make sense where you need somebody with the training of a sworn officer to handle that situation.

Shawn:

Some of the things they do is respond to lower-level, non-emergency calls. They assist community members with livability complaints. They assist officers in carrying out their duties, such as handling some of the reporting. Overall, they have the same reporting and policy requirement as officers. So, say they end up using their pepper spray, they have to report that as a use of force, similar to what an officer would use, or if they see any other issues, basically they have to follow all the same directives.

Shawn:

Their equipment is different than police. They do not wear police uniforms. They wear work pants and a polo shirt that has the City of Portland logo on it, saying that they're with the Bureau of Police Public Safety Support Specialist, and they do not drive police vehicles. They drive a transit van with the City of Portland logo on it.

Shawn:

As far as recruitment and training, they receive the same background check and psychological evaluation as sworn officers. Their training is much shorter, it's 5-6 months, including a one-year probation period, and their training doesn't focus on, obviously they don't focus on the use of weapons or anything else like that with police. Instead, their main focus is on crisis intervention, community interactions, de-escalations, CPR and some classes in self-defense, because you can still get into issues where that might be necessary.

Shawn:

One of the big things that the bureau saw for a reason for doing this was, there is a significant cost saving for using a public safety support specialist for a low priority call compared to a sworn police officer. The pay range for a PS3 goes from about 50,000 to 62,000, depending on the number of years experience, while the pay range for a sworn officer, not including overtime or if they climb up in ranks, is about 61,000 to 101,000. The PS3s receive 4-6 months of training, the sworn police officers 14-16 months. The PS3s have a lot less equipment carrying around, so there's a lower cost included with that as well. There's also additional savings dealing with the ability of the training to upgrade.

Shawn:

To give you an overview of the current PS3 program, it was first create in 2018 and all the directives and training protocols have been created and are in place. So, this isn't a program that's a theoretical, it's a program that's actually in action within the bureau right now. There are a total of 12 PS3 positions budgeted, of which 10 are currently filled, and six former people who've gone through the PS3 program since it was initiated have since gone on to train to be sworn officers with the bureau. One of the things we notice when we're looking into the PS3 program was the recruits tend to be more ethnically diverse



and more likely to be multilingual than officer recruits. And part of this, the theory is, is because within certain communities, there is such a negative connotation about the police, that people can find themselves alienated becoming a police officer if they're a member of those communities, and a lot of those negative connotations don't transfer over to the PS3 program. It's viewed very differently by the public.

Shawn:

The current workload of the PS3s is currently largely around the stolen vehicle cases, about 46 percent of what they do, with another 27 percent involving theft reports, five percent follow up and four percent vandalism reports, and 14 percent other. A stolen vehicle is very high because state regulations require a lot of reporting, both when vehicles are reported stolen and when vehicles are returned, found and then returned to their owners, and this can take hours, upwards of anywhere, 2-6 hours, depending upon the situation, which as you can imagine, if you have so many sworn officers on patrol, having a sworn officer do that is quite a big time suck, both from an investment standpoint and the ability of that officer to answer other calls.

Shawn:

The ultimate goal of this program, in our view, is to create an unarmed branch of the bureau which focuses on finding public solutions to issues currently being dealt with by sworn officers that don't need to be. Move this so I can see it...

Shawn:

They are viewed as an entry point for people interested in working in public safety. It's basically kind of a place where people can dip their toe into the water to see if this is the type of career that they want. It's estimated by the TAC that somewhere between 25 to 30 percent of all police calls currently coming into the system could be handled by the PS3s without any changes to the current directives that tell them what to do.

Shawn:

So, with regards to this program, the TAC has the following recommendations, which we believe will enhance it within our community.

Shawn:

We're proposing that the PS3 program be expanded to 75 positions over the next several years.

Shawn:

We're proposing that the bureau analyze call, custody and use of force data in order to identify call types and priority ratings, most likely and least likely to require a sworn officer. Because one of the worries is, how do we know that a situation might not require somebody who is trained to handle a possibly violent situation compared to somebody who doesn't.

Shawn:

Yeah, Amy, you had a question?



Amy Anderson:

Yeah, I'm going to, I just put my hand up so when you're done, you know, I can get called on. Go ahead and finish because, I've got some ideas but I don't want to interrupt the flow, so... This is, I just put it up for when you're done.

Shawn:

All right. Another recommendation we have is that we, the bureau should experiment with expanding the role of PS3s to handle a larger portion of the current non-law enforcement duty calls coming in, including patrol and administrative duties.

Shawn:

We want to have some annual and internal public evaluations to understand the program better.

Shawn:

Some of the other things that we want are, we believe that over time, we should move the PS3 program to almost an apprenticeship program for officers, where you would actually have a requirement where everybody who wants to be a sworn officer in Portland first has to go through the PS3 program. Part of the reason we're recommending this is because we view it as a way to get to know how well people can handle public safety work before they're given power to use force or arrest people, which can have a significant effect on someone's life, because one of the things that's obviously is not everybody is necessarily somebody who should be a police officer, just because it's the type of the job that you need to have a certain type of mindset to really excel at.

Shawn:

In the meantime, during the transition to an apprenticeship program, we are suggesting that at the very least, we re-raise the education requirement for police officers back up to an associate's degree, which is where it was two years ago, unless someone is a PS3 first, in which case they can start with a high school degree, and we kind of see that as a transitional phase.

Shawn:

Other things that we would like to see is, we'd like to see improved training and directives that better integrate sworn officers and PS3s, so that we're basically working with two different tools in a tool box, with the understanding that some situations might require the two different tools to be used together. Right now, they're still trying to figure out, because the program's so new, how to the PS3s work with the overall officer, sworn officer system that currently handles most of patrol stuff.

Shawn:

There's a couple other recommendations, but those are the primary ones.

Shawn:

Now, when talking about this stuff, one of the things that we want to make very, very straightforward, is the TAC does not see an expansion of the PS3 as the run-all, end-all thing that should be done to reform



the police, or even within the patrol category. Rather, we see it as a part of what would, needed to be as an overall reform.

Shawn:

There's a whole list here, and I'll send this presentation to Vadim. I understand we're getting a little short on time, so I want to kind of cut ahead a little bit here. But, basically, I'll send this over to Vadim and he can send it to everybody here in the subcommittee so that they can see these different areas that we see where it would be able to help.

Shawn:

Some of the big ones are we believe that specialized training creates more specialized responses, depending upon need. We also see it, because this already an active program, it will be much easier to ramp up over time, compared to ones that are still theoretical or still in the planning stages, though, again, we do not see this as a replacement for those, such as the Portland Street Response. Rather, another way for, to handle something that being handled by police that can be handled by a different group of people instead.

Shawn:

The last thing I would add on this is, we also think that because of this growing number of low priority calls within the bureau, that while the PS3 is a good way to try to cut some of those calls off from the current sworn officers, that we also think that reforms need to happen in the bureau of emergency communications, because these low level calls can grow exponentially with no ceiling on them. They can basically grow forever, unless we get some type of control. What we're actually going to allow people to demand immediate service for, versus something that can be reported and then dealt with at a later time.

Shawn:

Sorry for the bit of the rush there, I know that we're, have a bit of a time crunch, so I'll open it up for questions and answer anything that I can.

Amy Anderson:

Yeah, Shawn, something that came to me as I was reading this, following with you, is I think from my experience, if folks understood, like, how to navigate the mental health systems, or the clinic systems, there's a lot of times that people could be redirected to a case manager, or somebody they're already working with, a PCP. Because a lot of times those folks have insights on the family situations, and I just kind of wondered if you'd be interested in doing like a, I call it a bridge training, to give people an idea of how to navigate the different health care systems, which inevitably provide the services long term, you know?

Amy Anderson:

So, I didn't see anything in there about the folks doing the low level, understanding how to navigate all of our health systems, because there really aren't that many. And, you know, seeing that these bridges



can be made between parole and probation, between, you know, the court monitors. All these people that I'm meeting that touch peoples' lives that we don't even know about, like, is huge.

Amy Anderson:

And so, maybe this group could really get, you know, a handle on how all that navigates to be really helpful in helping people navigate their needs. I just see it as an integral, you know, part of your growth, is to have that knowledge of, "How do I navigate the DOJ and the health systems," which is where people end up needed services from most of the time.

Shawn:

So, I agree. And just to make it clear, because you said "your" a couple of times, I'm not part of the bureau. We're an advisory council.

Shawn:

But I agree with you, and I think one of the next steps on building a system like this, would be, there should also be people who would be kind of safety resource specialists-

Amy Anderson:

Yes.

Shawn:

... who would be able to do a lot of the follow up with people to help them navigate that initial bureaucracy to get them services that they need. And it's not just mental health, it's even people such as people who, one of the more famous calls that I remember being on was where they were grandparents who wanted to get their, who had their daughter who was addicted to meth living in their driveway, so that their granddaughter would stay and be able to live in the house. And so, they were constantly calling the police about their daughter, but they were never being attached to the services that would allow them to take custody of their granddaughter so they wouldn't have to necessarily have that situation. The problem is, the police themselves don't have the time to provide those kind of services, because of the sheer volume of low volume, low priority calls. They're just moving from call to call as quickly as possible.

Shawn:

So, there's a lot of situations where it'd be good to have a specialist who knows how these systems work, follow up in some kind of schedule like, "Hey, let's schedule you for the next day, or sometime this week," and then come and talk to us about how do we get through that initial bureaucracy, because there's so many different non-profits and different state, county, city systems and each of them have their different entry points, most of which aren't very user-friendly because they're using software from like ten, fifteen years ago.

Shawn:

So, yeah, I agree, that would be something that's an important step.



Speaker 11:

... of the committee, so, let's see...

Vadim:

All right, thank you very much, Shawn. I appreciate that presentation. That's the first time I've actually seen it and I think it encapsulates things wonderfully.

Vadim:

I do want to ask everybody to follow the links, I think he provided, and also in our agenda about the actual reports, which are also very useful information.

Vadim:

Is there anybody else that would like to have any questions or input on this before we conclude the meeting?

Vadim:

Okay. I do think that, let's see... I do think that we'll be following up on this, both in the journal PCCEP down the road, and when we have some time to provide greater community input. We'll kind of go from there.

Vadim:

All right, thank you everybody.

Shawn:

Thank you.

Vadim:

Have a good evening.

Speaker 3:

Thanks, Vadim.