

**TRAINING ADVISORY COUNCIL**  
**Nov 10th, 2015**  
**PPB Training Complex**  
**6:30 p.m.**

<b>MEMBERS PRESENT</b>	<b>STAFF PRESENT</b>	<b>GUESTS PRESENT</b>
Bruno Amicci, Chair Marcus Amicci Sushanah Boston Daniel Duvall McKay Fenske Edward Hershey Judith Hutchison Anne Parmeter Corinne Patel Rio Rios Sylvia Zingesser  <b>MEMBERS ABSENT</b> David Denecke Katherine Heekin Jean Johansson Gary Marschke Tina Semko Damon Turner Monte Wolverton	Captain Bryan Parman Lt Kraig McGlathery Emma Covelli Jody Halia Helen La Fong Mary Claire Buckley/SSD	Jerry Hager – DOJ rep Dan Handleman – COP Watch

**1. CALL TO ORDER/WELCOME**

Call to order at 6:39pm.

Chair Amicci read the mission of the Training Advisory Committee. The reason is to remind everyone what the mission of the TAC is and they don't get off track.

Motion to approve minutes for the 09/15/15 mting. M/S/A

**2. BYLAWS**

Chair Amicci discussed some changes he would like to see to the By-Laws and how best to make this happen. Options are do it through full TAC meetings or through a By-Laws committee of 2-3 people. The committee would go through the by-laws and update them for the next few years. Committee will be Chair Amicci, Captain Parman, Catherine, Daniel. They will meet once maybe twice to make recommendations to bring back to the full TAC in January.

**3. ROLE OF TAC IN MEETING DOJ REQUIREMENTS**

Mary Claire Buckley, who is speaking on behalf of the DOJ compliance team, ensures PPB follows the terms of the DOJ agreement. Capt Marshman is the DOJ compliance officer as stated in the terms of the settlement agreement.

Introduction of Jerrod Hager from the DOJ who will be stepping in for Adrian Brown.

The PPB embraced the DOJ agreement and in that agreement there are a number of action items, most relate to PPB. Of those action items there are a couple areas that pertain to the TAC and the Training Division. Action Item 86, specifically says in consultation with the COCL, the Inspector shall gather and present data and analysis on a quarterly basis regarding patterns and trends in officers use of force to the Chief, the PPB Training Division and to the Training Advisory Council. The Training Division and the Training Advisory Council shall make written recommendations to the Chief regarding proposed changes in policy, training and/or evaluations based on the data presented. The Inspector shall also in coordination with the COCL and the Professional Standards Division identify problematic Use of Force patterns and training deficiencies. The Chief's office shall assess all Use of Force patterns identified by the Training Division and/or the Training Advisory Council and timely implement necessary remedial training to address deficiencies as identified.

TAC has specific functions to fulfill for DOJ and PPB. PPB hopes the annual plan will include the opportunity for the Inspector to come and present his quarterly report to this group so TAC can offer any feedback you may have regarding his report and Use of Force.

In Action Item 87, it basically says the Training Advisory Council meetings shall be open to the public unless the matter under discussion is confidential or raises other safety concerns as determined by the Chief. This council has always been open to the public.

Those are the specific provisions but there are other provisions in the agreement where the work of the TAC is implicated as it applies to training i.e. Action Item 79.

Each quarter the COCL, has to author a report regarding our compliance. Part of Mary Claire's job to supply a quarterly report regarding our compliance, COCL writes a report based on this report and then the DOJ prepares their annual periodic assessment.

DOJ report card indicated they are looking for technical assistance regarding what they have seen so far. This council must memorialize their recommendations. The recommendations need to be formalized sent to the Chief and forwarded to the DOJ to ensure TAC has fulfilled their responsibilities. DOJ wants to hear about any proposed changes to training. They would like to see the TAC website to post minutes shortly after approved by committee and agendas posted in advance to assist the public to see if they have an interest in participating. Email list of members of the public who are interested and want to be notified of future TAC meetings.

The goal is to secure as much community input into this process as possible. The

goal is to build trust in the PPB.

COCL would like for TAC to ensure the Inspector attends the meetings, provide opportunities for public comment, notification of changes and cancellations to non-TAC members.

The ultimate goal is a community engagement plan. Community is a central and critical resource.

Chair Amicci stated as far as AI 87, earlier this year TAC adopted input from members of the public. We developed an annual calendar from the Strategic Planning Sessions. Mary Claire Buckley stated it must be memorialized.

TAC website will post agenda and minutes. As far as email list of interested People, there is a distribution list for TAC members and interested community members.

#### **4. REPORT BACK ON STRATEGIC PLANNING SESSIONS**

An overview of 3 strategic planning sessions was presented by Sushanah Boston and Rio Rios.

Strategic Goals:

- 1) Think about activities as they relate to goals, tangible work and changes TAC would like to see;
- 2) Create a 2016 calendar/schedule for recommendations to share with volunteers;
- 3) Begin 2016 with a clear purpose;
- 4) Path to get standardized recommendations on time to the Chief.

A question came up; How does TAC operationalize their mission statement?

Brainstormed and came up with bucketed goals:

Develop SOP's

Research, Review recommendation activities for 2016 around:

- Use of Force
- Implicit Bias
- CIT

Foster structured community engagement activities

Task Forces will be formed in January so they can roll out recommendations for the elevated topics of use of Force, Implicit Bias and CIT.

General idea of work flow, see attachment.

How does TAC come out of time frame with recommendation in hand? Created annual process divided into quarters as displayed in work flow attachment.

Positive feedback was received from TAC regarding strategic plan.

Tina will provide information regarding community feedback at following meeting.

SOP's:

- formalized steps to include annual calendar
- monthly outreach process for steering committee
- community input process

Templates:

- TAC schedule/calendar
- monthly outreach process for steering committee
- community input template

Fostering Structured Community Engagement:

- Build relationships w/advisory committees and community groups and internal membership
- Review and discuss community output surveys
- Prepare documentation for the Chief.

## **5. BREAK**

## **6. DISCUSS RECRUITMENT PROCESS**

Chair Amicci discussed the recruitment process for the TAC . Eight people are set to fall off the committee so if they would like to extend their membership, this is a good time to do it. Those members are:

Bruno Amicci  
Katherine Heekin  
Judy Hutchison  
Amy Penkin (resigned)  
Rio Rios  
Lisa Williams  
Sylvia Zingesser  
Corinne Patel

Chair Amicci proposed recruitment open now until end of year. He suggested the recruitment is posted on the PPB website, Mayor's list server, through other advisory boards, friends and neighbors campaign. Recruit for a set number of openings and alternates.

Details can be determined in Steering Committee in December. Application and finalized letter needs to be reviewed and updated by the TAC. Rio volunteered to edit and update the finalized letter for recruitment. Suggestions were made for greater outreach for recruitment purposes for the TAC to include greater diversity recruitment for the committee.

A suggestion was made to post the biographies and contact information of the TAC members on the TAC website.

## **7. PUBLIC COMMENT**

Dan Handleman thanked the committee for the agenda and email notification but requested it be sent 1-2 weeks in advance of the meeting to inform members.

-Shooting regarding person in mental health crisis, wanted to remind TAC to remember this under DOJ auspices we are trying to reduce use of force on people with mental health crisis.

- Police Review Board reports should be looked at every 6 mos.
- Bureau asks for input regarding training directives, this month it is Use of Force, maybe individuals could review those and give their 2cents.
- The quarterly reports on force and his understanding is the program that spit these out broke and they are no longer able to do that since April. Brought up before Judge Simon, City said no reports since April.
- Zero excessive use of force findings from the Bureau in 2014.
- No African American members at the table tonight, of great concern, glad Mr. Hershey noticed that.
- Not sure if group had input for 2016 In-Service training, unclear how many recommendations this body has made in the 3 years.
- Hopes that the bios and board numbers, information regarding the Board goes on the website.
- Wanted to hear more about Training and not process.
- Very important to put recruitment out to newspaper, there is some self-selection since you have to go through background and agree to hold some information confidential.
- COCL stands for Compliance Officer and Community Liaison to be 100% clear on what that is.
- COAB the Community Oversight Advisory Board has input in decisions about the Bureau being compliant with everything.
- Finally nice everyone is on first name but asked for officers at the table to be called by rank and last name to make it clear to the community members present, meant to be respectful.

Chair agreed valid points, discussion regarding points listed above.

TAC hopes to have a measurable impact with training and if they can impact training they will reduce police misconduct and use of force.

## **8. NEW BUSINESS AND CLOSE**

Proposal to have the public comment after new business. M/S/A

Captain Parman stated In-Service for next year has been postponed until June 2016.

Adjourned at 8:41pm. M/S/A