

TRAINING ADVISORY COUNCIL
Nov 16th, 2016
PPB Training Complex
6:30 p.m.

<p>MEMBERS PRESENT Sushanah Boston, Co-Chair James Good Jennifer Grove-Heuser Tyler Hall Edward Hershey Jeffrey Klatke Judy Low Anne Parmeter Rio Rios, Co-Chair</p> <p>MEMBERS ABSENT Marcus Amicci Shawn Campbell David Denecke Daniel Duvall McKay Fenske Dave Hoffman Gary Marschke John McVay Corrine Patel Tina Semko Erin Stevanus Monte Wolverton Sylvia Zingesser</p>	<p>TRAINING STAFF PRESENT Captain Bob Day Lt. Kraig McGlathery Jody Halia Emma Covelli Helen LaFong</p> <p>PPB STAFF PRESENT A/C Leloff Mary Claire Buckley</p> <p>GUESTS PRESENT Debbie Aione Beverly Estes Dan Handelman Rich Miller</p>
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1. Call to Order/Welcome

Welcome – TAC Committee Chairs Boston and Rios
Mission Statement

There was not a quorum at this meeting. This may have been due to the last minute date change.

2. Response to 2016 TAC Recommendations

Asst. Chief Leloff attended the meeting to respond to any questions TAC may have regarding the Use of Force recommendations presented by TAC.

A/C Leloff spoke to our recruiting efforts and a possible partnership with John Jay college in NYC to create a mentorship with students interested in law enforcement careers.

3. Needs Assessment Presentation

The Training Division provided a presentation on the 2016 needs assessment process and results. This entailed a general purpose and overview of a needs assessment process, the defining of a “training need” and some related common areas of confusion, some considerations pertaining specifically to law enforcement training planning, the main components and sources for the Portland Police Bureau’s (PPB) needs assessment, and the top training needs being considered during 2017 in-service training planning.

The main components of the Portland Police Bureau’s needs assessment are: Oregon and federal law changes, PPB policy changes, individual precinct needs, research on best practices and law enforcement trends, concerns reflected in court decisions, input from the community, input from all levels of PPB members, use of force, trends in misconduct, analysis of officer safety issues, trends in hazards officers are encountering, re-certification requirements, DOJ agreement, defensive tactics, firearms, patrol tactics, police vehicle operations, and electronic control weapon. The majority of these components are required by the DOJ agreement.

Various types of data and people sources are utilized for informing the needs assessment. Some examples of data sources utilized were: officer feedback surveys, Independent Policy Review data, Internal Affairs data, collision data, Pursuit After Actions, court decision findings, Fire and Police Disability and Retirement data, Injury log data, research articles, and use of force data. Some examples of people sources were: Independent Police Review Director, PPB Policy Analysts, Training Advisory Council, Behavioral Health Unit Advisory Committee, City Attorneys, Bureau of Emergency Communications, DOJ and COCL feedback, and Training Division Command and Lead Instructor feedback. In most of the sections of the needs assessment, multiple sources and forms of information are utilized in order to best assess trends and determine training needs.

Some of the main 2016 findings pertaining to 2017 general In-service and Supervisor’s In-service training planning were presented and then time was opened for discussion. Some of these topic areas were: mental health response, policy and legal updates, active shooter, use of force decision-making, bloodborne pathogens, electronic control weapon, crash avoidance, communication, organizational health / Organizational Change Management, accountability system updates, employee suicide prevention, and the Enhanced Crisis Intervention Team officer roles. The 2016 Annual Training Needs Assessment Report was referenced for those desiring a more comprehensive understanding of the sources utilized for the needs assessment and related findings.

4. Break

5. Plan for Opportunites for 2017

Identify opportunities and what is the impact. Research root cause and make intelligent recommendations.

One of the topics discussed was some data the TAC found out about the use of tasers. specifically the question they have is about whether the data was really accurate. What was the underlying cause for 24% of taser cycles that went to 3 taser cycles.

- Can TAC go to a CRC meeting to look at different curriculum for 2017, what does that touch and what might be useful for trainers to look at?
- Emma stated in her needs assessment presentation tasers is one of the elements the needs assessment is looking at in 2017.

Ed Recommended with regard to the hiring of new officers, TAC should focus on “cultural competency”.

- This was part of a discussion with TAC last year but due to the Equity training offered by PPB in 2016, they didn't pursue it.
- PPB is working on a 2018 Implicit Bias training.
- DPSST is requiring 1 hr of equity training each year and will be incorporated into training.

Anne recommended with regard to the new hires, what does the onboarding, mentoring, coaching looks like for new employees and if there is an opportunity they can leverage.

- Capt Day mentioned that we do not have a mentoring program but he is aware of a strong mentoring program out of Indianapolis PD. It is an exciting time in the organization to look at the impact that we can have over the next few years and he is supportive at looking at that concept.

Brief discussion amongst PPB staff and TAC members with regard to current staffing and training and future staffing and training led to another recommendation of Training Division capability.

- Quantity of training and LMS

Dan Handelman recommended Crowd Control as a topic.

- Discussion over operational or training issue.

Tyler posed a question/possible recommendation regarding homelessness and mental health and are there any training considerations put forth regarding dealing with the homeless population specifically?

- Discussion if this falls under the ECIT training. Capt Day stated there is relevance for consideration around training as we don't have anything specific to this issue currently.

6. Follow Up on Community Outreach

Invite people to come to a big September meeting; former and new TAC members, members of other advisory bodies. Early part of next year to have 3-5 guest members to review some material with TAC. Also, have same or different members to have a draft of TAC recommendations.

Maybe meet quarterly with other advisory bodies and if there are training issues

bring it back to TAC for follow-up.

7. Update on DOJ Settlement

Mary Claire Buckley attended the DOJ status conference. 2nd annual report card gave high marks for the Bureau's efforts with regard to mental health and to Use of Force which are the primary focus of the settlement agreement. They noted that BHU had been acclaimed by the current Atty Gen'l and the Use of Force is down and has been down for a while. Areas of improvement were the City's efforts with the COAB and also concerns about the accountability system with the Bureau.

Next annual status conference will be in October 2017.

8. Public Comment

Dan Handelman with CopWatch mentioned that he was surprised that the TAC didn't take advantage of having the A/C attend to talk about the use of force recommendations.

COAB wasn't mentioned in the presentation slide as a source of training recommendations but it is listed in the report. COAB is continuing to meet despite City being out of compliance in not filling empty seats on that advisory board. He was glad to see TAC was intercommunicating with the different groups. Comments regarding training and crowd control in reference to the recent protests at City Hall.

Rich Miller with the Portland Leather Alliance and Alliance for Safer Communities, felt that he had learned a lot about the training challenges since attending the meetings. Thanks TAC for allowing the citizenry to participate. Dan Handelman recommended adding Communication to the 5 core disciplines of being a police officer. He saw there was going to be training on "falling over" and he was glad to see that was on the list. In terms of driving and crashes, officers are expected to use computers and they are susceptible to driving into someone else's car and someone needs to look at that as an issue.

9. Member Comment

Jeffrey stated that the Atty Gen'l mentioned there would be a federal data base for use of force and will that change the data collection of use of force and will that survive the new Trump administration. Mary Claire was unsure of the fallout of the new administration. Helen stated that we just received the use of force expansion form the FBI and we are looking at what they are looking to gather and how that impacts what we do.

Tyler had a conversation with one of the officers involved in the training a week back regarding search and seizure and guns. He feels we suspend constitutional rights of citizens with regard to search and seizure and weapons.

9. Adjourn

