

TRAINING ADVISORY COUNCIL
May 9, 2018
PPB Training Complex
6:30 -8:30 p.m.

MEMBERS PRESENT

Sushanah Boston, Co-Chair
Shawn Campbell
David Coates
Danielle Droppers
Robert Fischer
McKay Fenske
Jennifer Grove-Heuser
Edward Hershey
Jeffrey Klatke
Judy Low
Sylvia Zingeser
Anne Parmeter
Sarah Suniga
Kezia Wanner
Venn Wylde

MEMBERS ABSENT

Dave Hoffman
James Good
Gary Marschke
Tyler Hall

TRAINING STAFF PRESENT

Captain Erica Hurley
Lt. Leo Besner
Valerie Crumley
Jody Halia

PPB STAFF PRESENT

Mary Claire Buckley
Lt. Craig Dobson
Lt. Greg Pashley
Shannon Smith
Darrin Kazlauskas

GUESTS PRESENT

Dan Handelman
Megan Mohler
Zebroshi Margaret
Susan Beverly

1 CITY OF PORTLAND
2 Training Advisory Council
3 Investigator Training Division
4
5

6 Interview Date: 05-09-2018
7 IA #: N/A
8 IA File Name: TAC Meeting - 05092018
9 Complainant: TAC Meeting

10
11 Interviewed: N/A
12
13

14 Recording starts here

15 BOSTON: Well, we'll go ahead and start with our mission statement.
16 Any volunteers? Any volunteers to read our mission statement?

17 CAMPBELL: I'll do it.

18 BOSTON: Shawn, kick us off, please.

19 CAMPBELL: The mission of the TAC is to provide ongoing advice to
20 the Chief of Police and the Training Division in order to
21 continuously improve training standards, practices, and outcomes
22 through the examination of training philosophy, content, delivery,
23 tactics, policy, equipment and facilities. The mission of the
24 Portland Police Bureau is to reduce crime and the fear of crime by
25 working with all citizens to preserve life, maintain human rights,
26 protect property and promote individual responsibility and community
27 commitment.

28 BOSTON: Thank you very much. We usually start off our meetings by
29 reading the mission statement to kind of get ourselves oriented on
30 why we're here and what our focus is. There's a lot going on and we
31 always diverge into different conversations, but that kind of
32 encapsulates it. I guess we'll move on to our approval of prior
33 meeting minutes, which has been a little bit. Any questions about
34 the meetings? Why do I always look at Judy?

35 LOW: Because we decided that we were going to accept the transcript
36 instead of approve the minutes.

37 BOSTON: All right, so can I get a motion to accept the transcript?

38 LOW: I move that we accept the transcript.

39 CAMPBELL: Second.

40 BOSTON: Second, all right. Thank you. Motion approved. New
41 business. This is I think pretty exciting for a meeting for me.
42 So, we have a lot of new awesome people that have recently joined
43 the TAC and our focus today is really going to be, in addition to
44 our use of force numbers, is getting our new chair and new steering
45 committee elections going on. I think are we going to start, Jody,
46 with chair or with our steering committee? Any preference?

47 HALIA: So, I only, I guess I like prepped the chairs to give a
48 little speech.

49 HURLEY: So, if you don't mind, can I?

50 BOSTON: I don't mind if you interrupt.

51 HURLEY: Well, thanks. So, for you all, I am Erica HURLEY. I am
52 the new Captain of the Training Division. So, I have been here all

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53 of four days and obviously am learning quickly and a lot and have a
54 heavy lift of learning everything that goes on here. So, my
55 understanding a little bit about what these meetings do and intend
56 to be here for these meetings and attend and listen to all of you
57 and be part of this. Unfortunately, since I have been here all of
58 four days, I have a very large project that was put on my desk this
59 morning, and that needs to go out by tonight, and I'm already late.
60 So, I'm going to pop in and out kind of as you guys have some of
61 your people speaking and if I can add to, that will be great, and
62 will stay up here to listen tonight, but I do have that to finish.
63 So, I apologize. I'm going to see you kind of in and out, but in
64 the future, you'll see me here at this meeting. So, if any quick
65 questions, I'm happy to do that, but otherwise I'm going to do some
66 more project.

67 **BOSTON:** Well, thank you, and we look forward to getting to know you
68 better, and FYI, I was going to say Captain DAY, but he is now.

69 **HURLEY:** He's chief.

70 **MALE:** Deputy Chief.

71 **BOSTON:** Deputy Chief. Thank you. I was like, what is it? It's
72 Deputy Chief DAY. He will probably join us for our July meeting and
73 we can have a proper thank you and farewell.

74 **HURLEY:** Yeah, he's on vacation. I don't know if you guys knew
75 that.

76 **BOSTON:** Great, thank you.

77 **HURLEY:** Thanks.

78 **FEMALE:** Welcome aboard.

79 **BOSTON:** Okay. All right. Let's move on to our chair elections.
80 We have two candidates that are interested in being chair. The
81 chairship, for those of you that don't know, is a two year
82 commitment, and you are responsible for a lot of things or fewer
83 things, depending on the ebb and flow. I was a co-chair. So, I
84 actually had a partner, Rio RIOS. Some of you may have had the
85 opportunity to meet him. Many of you know him. And so our focus
86 was a little bit more on operationalizing a rhythm for our meetings
87 so that we could get our recommendations in in time for the needs
88 assessment in the summer. That was kind of where we were focused.
89 Picking out topics and making sure that that was a nice fit. You
90 lead the steering committee meetings, which are monthly, and there's
91 an opportunity for everyone to get involved and bring different
92 topics of interest and value to how we run the TAC meetings, as well
93 as meet our responsibilities to the Department of Justice. So, I
94 think we have some good experience and passion with our candidates
95 today. So, I will turn it over to, we have Shawn and Ben. So,
96 start with - start with you, Shawn, and we'll go clockwise to Ben.

97 **CAMPBELL:** Should I stand up or something or?

98 **BOSTON:** You can do whatever you want, but, you know, if you want
99 use the hand gestures.

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100 **CAMPBELL:** I like to stay fairly informal, so I'll stay seated.

101 **BOSTON:** All right.

102 **CAMPBELL:** For those of you who are newer here, my name is Shawn
103 CAMPBELL and I have served with TAC now for two years. Two plus a
104 little bit I think at this point. Mostly I have concentrated on the
105 use of force data and the way of analyzing that data to help show us
106 different ways that we can use that data and that kind of analysis
107 to better our recommendations. First of all, I would like to say
108 thank you to Sushanah and Rio for the work they've done over the
109 past year, two years. Mostly trying to formalize the structure that
110 we use to create recommendations, which I believe is something that
111 is important for us to continue building on as we move forward.
112 Now, I'm certainly not the only person at this table who can come up
113 with recommendations. We have a lot of expertise at this table in a
114 lot of different fields, and, in fact, I think we have more of a
115 diversity of fields than when I started, which I'm very excited
116 about. What I want to mostly do is concentrate on continuing to
117 build that structure and create it in a way where we can push
118 through recommendations that will help the Portland Police Bureau's
119 Training Division make changes that go forward. One of the big
120 differences that I do want to change is we've mostly concentrated on
121 one big push every year, and I'd like to kind of break out more into
122 committees and give individuals and groups of people who have a lot
123 of passion for something the chance to move forward on things
124 depending upon how quickly they should be done depending upon the
125 recommendation itself. There's some recommendations we have that we
126 can probably move forward with in three months, while other ones,
127 such as this implicit bias, will probably take more than a year
128 because it's something new and something we just haven't dealt with
129 before. So, overall, I guess, that's where I would say I would like
130 to take it if you would give me your vote. Thank you.

131 **BOSTON:** Thank you, Shawn. Ben.

132 **WILD:** Yeah. Hey folks. I'm Ben WILD. I am friends of Ann there.
133 I'm new on the TAC and if you elect me as your chair, I'm going to
134 need your help. I'm going to need your help knowing what we're
135 doing when. I would probably want to help implement the things that
136 Shawn's talking about and I would want your help doing that. If you
137 elect me, my intention is to focus on, yes, moving forward with the
138 recommendation plans we have in place but also to take a more
139 holistic look at how training and development are integrated into
140 the Police Bureau and day-to-day life of every sworn officer. I
141 have a background in training development and organizational
142 consulting and I think that that can support - that I can support
143 all of you in bringing your particular expertise to bear on our work
144 with the Portland Police Bureau. In the past few weeks, I've heard
145 from some of you about the desire to have a really tight feedback
loop around street level QA. I think that's a valuable concept.

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147 I'd like to see us move forward on that. I've heard Shawn talking
148 about professionalizing our procedures further. I think that's a
149 really great idea too. Yeah, so if you like the idea of having my
150 leadership in the chair position, please vote for me.

151 **BOSTON:** Thank you, Ben. And I think that either one of you would
152 be wonderful candidates. I've had the opportunity to work with
153 Shawn and he's worked with data analysis and helping us kind of
154 formulate things on numbers before we had this lovely portal that we
155 have now, and Ben, you've been wonderful, showing up voluntarily to
156 steering committee meetings to always learn more and ask questions.
157 So, really glad that both of you are running for the position. We
158 have our little ballots here. Everybody have their ballot? And
159 FYI, for the steering committee, we are voting for four positions
160 and there are five here and two are candidates for chair. So, I
161 feel like there's a leadership opportunity for everyone. So, go
162 ahead and take a moment to vote, and then are we just folding them
163 and handing them to you, Jody?

164 **HALIA:** I have an envelope here which you can take at break or.

165 **BOSTON:** All right. Okay, guys.

166 **MALE:** If you guys would like to just pass this around.

167 **BOSTON:** Yeah, sure, and we have Shawn CAMPBELL and Ben WILD for
168 chair, and for steering committee, we have Shawn CAMPBELL, David
169 COATES, Danielle DROPPERS, Bob FISHER, and Ben WILD. We have write-
170 ins for each of those candidates.

171 [background conversation as ballots are filled out].

172 **BOSTON:** All right. As we're going around the room and gathering up
173 our ballots, we can move on to the next part of our presentation.
174 Just as he sat down. Hi.

175 **KAZLAUSKAS:** Hello. Good evening, everybody. I am Darrin
176 KAZLAUSKAS. Yes, it was 9th grade before I could spell my last name.
177 I am an honored to be here tonight, so thank you for spending some
178 time with me. I am former marine helicopter pilot. The last seven
179 years I spent in the Marine Corps recruiting. After that, I spent
180 some time as the Director of HR with an agency with the State of
181 Oregon, and now I'm a non-sworn in charge of the recruiting program
182 for Portland Police Bureau. So, you get a quick little presentation
183 on where we're at and some of the things we're trying to do. I
184 would also like to introduce my brand new boss of four days,
185 Lieutenant PASHLEY over there. So, he's breaking - breaking new
186 ground with us. If I didn't say, I've been there for nine months,
187 so still learning the ropes myself. So, I've introduced myself. I'm
188 going to talk about some of our current recruiting processes. The
189 performance of some of those things and what we're trying to do to
190 improve on those. Outreach in our recruiting. Social media. The
191 recruiting events we're doing and some initiatives and things we're
192 trying to do as we move forward. Quick eyechart. It's on the back
193 of this sheet, all right, so we won't dwell on it, but this is our

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194 recruiting process. Our recruiting and hiring process, and this is
195 mainly to help our candidates. This is one of the things that we
196 have out on our recruiting tables. When people show up, we'll give
197 them this to try and get them to help understand our process. So,
198 everything starts off with the national testing, network test exam.
199 As you can see, it's pretty busy. We have a video portion. It has
200 forty-six scenarios and takes ninety minutes. One report writing
201 session takes ten minutes. A fifteen question multiple choice for
202 the writing and then thirty question multiple choice for the
203 reading. If you pass that - well, back up. You have to spend forty
204 - forty-nine dollars to take that exam. Most people, that is out of
205 their own pocket. We do offer a scholarship to those who - we
206 advertise, but for those who need that scholarship, we take care of
207 that. We actually handed out one hundred sixty-four scholarships
208 last year. Of those people who apply, we have eleven - eleven
209 hundred and fifty-seven apply for the Portland Police Bureau through
210 this test. Of that one thousand tested. So, we had a one hundred
211 eighty-seven not show up and nine hundred seven passed. So, how do
212 we make - how do we make the sausage? How does this machine work
213 and how do we get an end result? Last year, we had about forty-four
214 thousand five hundred people look at this website, which is the
215 city's website for positions, so therefore they probably saw our job
216 posting because it is open continuance. Of that, we had two
217 thousand three hundred seventy-six people actually apply. We had
218 one thousand two hundred four people in the application process
219 pass. What I mean by that is we have fourteen questions. You know,
220 have you had two years of college or military background? Have you
221 smoked marijuana in the last year, and so forth. If you answer all
222 those questions correctly, you have passed the application process.
223 One of the things required is also the passing of the NTN test.
224 First half of the year, we had thirteen questions and the fourteenth
225 question was whether you passed the NTN. So, the first thirteen
226 questions didn't mention NTN. The last half of the year, it
227 mentioned NTN. So, we had a total of one thousand two hundred four
228 applicants pass the application, but once we looked at who didn't
229 pass the NTN, it came to five hundred twelve applicants total. Of
230 that, we had eighteen percent female take the test and eighty-one
231 percent male. Here's my demographics for those who took it. We're
232 sitting right around sixty-five percent white and then it goes down
233 from there through the different demographics. So, if you pass the
234 application process, congratulations, you're going to get an
235 interview. So, you're going to get an email notification saying
236 congrats, you passed. We need you to fill out the PHS, personal
237 history statement. We have a website that will send people to that.
238 They can go, log in, fill it out, and email it to us. Print it out
239 and hand deliver it or mail it. It is thirty-four pages long. It's
240 kind of a grind to get through because there's a lot of information

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241 that we ask on that. Once that's done and they get it to us, those
242 PHSs are evaluated for their completeness. Not for their content
243 but their completeness, and those applicants get a red, yellow, or
244 green rating. If they are green, they have filled out enough of the
245 PHS for us to proceed. They get a letter telling them what day
246 their interview will be. If they are yellow, we send somebody
247 trying - we call them up and kind of push them along. Ask them some
248 questions. Trying to help them get that PHS filled out. If it's
249 red, which I don't have a picture of, you know, down here on this
250 sheet. They just don't move forward at all. We give them a few
251 calls, but after a while, we just move on. All right. So, they get
252 an invite to the interview panel. What is the interview or oral
253 board, all right. It's about five questions and consists of a three
254 member panel. On that panel is one sworn officer, one non-sworn
255 member of the PPB, and somebody from you all. We constantly invite
256 people from the public to come be part of our boards and sit in on
257 these oral boards. We have a huge list. If you're interested,
258 please reach out to me, all right. I'll get your name on the list.
259 We send out an invite and have people sign up. Everybody who is on
260 our board will go through implicit bias training by somebody from
261 the Bureau of Human Resources. Once that training is done, the
262 questions have been determined on what we're going to ask. I can't
263 go into those because we change those up and everything, but once
264 those questions are decided upon, they are vetted by BHR, Bureau of
265 Human Resources, and our Equity Department. So, our panel goes
266 through and asks those five or six questions and people pass the
267 oral board. So, those who pass, they now are going to be assigned
268 the next level to get PHQ and CPI exams done. PHQ being the
269 personal history questionnaire. It's about two hundred questions,
270 and then the California Psychological Exam, which is about four
271 hundred plus questions. Both tests can be taken in about an hour
272 and a half. We actually conduct those tests in this room every -
273 every other month, and I'll go more into some of that later. After
274 that, our tests are sent out for evaluation and what they're looking
275 for are any high risk trends. Now, we don't stop there. If there
276 are high risk trends, it comes back to a backgrounder so we can talk
277 to some of those people who may be high risk and try to get them
278 into a low risk area. For example, if we had an individual who
279 through the questionnaire identified that they had filed for
280 bankruptcy and they had had some challenges and so forth. That
281 immediately kind of makes us worry, but then when we sit the person
282 down and we started talking with them. We find out, you know, the
283 spouse had a serious medical problem. Lost their job during the dot
284 crash. You know, something like that, but since then they have
285 overcome those challenges, and they are really a great candidate for
286 us. So that's why that's important for us. So, we had our oral
287 board out there at Central or up in the Justice Building. The next

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288 day they come out here and they do the CPI and PHQ exam, and then
289 they do the physical abilities test. They actually do that. With
290 you all being part of the TAC, have you all been out to the Scenario
291 Village?

292 **BOSTON:** Yeah.

293 **KAZLAUSKAS:** We set it up out there, all right. It consists of six
294 laps and it takes four minutes and twenty seconds to pass, and it
295 consists of everything, everything from going up and down six steps,
296 and you have to get every one or you're penalized. Going over
297 eighteen inch hurdles, three foot bars, one hundred sixty-five pound
298 dummy drag, and an eighty pound torso bag carry. So, you have got
299 four minutes and twenty seconds to do this six - this six laps and
300 do the eighty pound carry. After that, you get a one minute break,
301 and then you have one minute to pull that one hundred sixty-five
302 pound dummy. Most people do it in about fifteen, sixteen seconds.
303 We actually have a workshop here every month and we have people who
304 will come to this event every month just to do the PAT, and we help
305 motivate them through that, and if they fail we help remind them
306 what they should work on and we hope to see them the very next month
307 to help get them through that hurdle. I've had some people come
308 back five months and then pass the PAT. So, you've passed the P -
309 you've passed your PHQ and CPI. You're still trying to pass your
310 PAT or you may have already passed it. You're going to be assigned
311 a backgrounder. As you go through that process, usually no news is
312 good news, but your backgrounder is going to try to reach out to you
313 about once every week, every other week, just to touch base and make
314 sure you're doing okay. Ask if there's any questions. This is
315 where the applicant has the most control over the situation. I've
316 seen backgrounds go as quickly as three months and I've seen them go
317 as far as two years. It usually is the applicant who keeps that
318 process moving slow and how they do that is they give us references
319 that don't have good addresses or good contact information. Or
320 their contacts are good in regards to the information provided, but
321 they're lousy at getting back to us. We have to have so many
322 reference checks, whether or its through personal or business or
323 whatever, before we can pass somebody along. All right. The
324 accuracy of the data. If the applicant's data is very accurate and
325 up front, they're going to move through this process much quicker
326 than those who don't. And then providing any required documents.
327 Any transcripts from college. A photocopy of your driver's license
328 or this or that, and we have some people who just take a lot of time
329 trying to get those products to us. Once they do, things move
330 along. So, approximately four months in background. That is really
331 good. When I first got here, they were just coming off the back end
332 of improving this process. Before, it was taking almost two years
333 to a year and a half for some of these people to get through the
334 process, and with that people just, they get tired, they go away.

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335 We have just recently lost two people that were moving through the
336 process and doing good, and it's not because of us taking that much
337 time. It was because we currently at the time didn't have any job
338 positions we could fill. Job openings came open for them at a
339 different agency and they went forward there, but we are moving
340 right along on these backgrounds and it's really, our customer
341 service there has been impressive. So, you've passed your
342 background. You're going to get a condition hire offer letter.
343 Once you get that offer letter, it says, hey, congrats, we're going
344 to hire you, but you have to pass your medical and psychological
345 exam first. So, you're going to down and you're going to see the
346 doc. You're going to spend some time with them. Once that's done,
347 you're going to be hired. I put in there PAT for out of state
348 applicants. We do have applicants from out of state and when they
349 come here, that is on their dime. So, in order to try to save them
350 money. Instead of them coming out for the oral board and them
351 coming out again for the PAT, coming out for the medical. We try to
352 do things all grouped together. So, through via the phone, we will
353 work with them on their background, but then they'll go and we'll be
354 like, hey, make sure you're exercising, because when you come out
355 for the medical exam, you're going to run your PAT. They fly out
356 here once and we get that taken care of. If they don't, they just
357 keep working it until they pass. All right. How are they provided?
358 In 2017, total process took about six months. That's from the time
359 somebody applied to the time somebody was eligible to be hired.
360 Four months of that was in background. The other two months was in
361 the application, oral board process. Of that five hundred twelve
362 applicants, we hired eighty-three. Now, that doesn't mean only
363 eighty-three were qualified. It just means that we had eighty-three
364 spots that we could hire and/or of the five hundred twelve, eighty-
365 three of those made it through to that point. Some of those people,
366 we may still be cleaning up their backgrounds and vetting to
367 hopefully hire them this year, but that's the process that we went
368 through last year. How are we finding these people to get them into
369 our recruiting and hiring process? All right. Social media.
370 LinkedIn, we have eight thousand four hundred eighty-six followers.
371 We spent about a thousand dollars for some paid awareness. We have
372 twelve hundred, almost thirteen thousand, that what it was, thirteen
373 thousand YouTube followers, forty-eight thousand Twitter views, and
374 seventy-seven thousand Facebook fans. All right. Outreach and
375 recruiting. So, in addition to social media, we did a hundred
376 recruiting events last year. Eighteen of them were hiring
377 workshops. All but four of them were right here. The rest were
378 down out in New York City at John Jay Criminal Justice College, and
379 then one out at the University of Southern Mississippi. Thirty
380 career fairs. So, we're going down to the different colleges and
381 laying out our tables, hanging out our big displays, and trying to

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382 entice people to come to our table. We did eleven criminal justice
383 and law enforcement classroom presentations. So, for those who have
384 CJ classes, the teachers or instructors have asked us to come down
385 and give a talk. Sorry, this pole gets in my way. I'm trying not
386 to ignore you guys over here. We did five women specific events.
387 Women's trades, events like that, focusing just on that group.
388 Nineteen diversity target recruiting events. The BSS, let's see,
389 Z-Man and things like that. Sixteen community engagement events.
390 There we go. Z-Man, Camp Rosenbaum, Shop with a Cop, Special
391 Olympics, and then we did one best practice conference down in San
392 Diego. What are some of the new things that we're just now trying
393 to do and work on? We're working on some internships. If
394 everything works out, we have our first summer internship coming
395 from John Jay and the University of Southern Mississippi where
396 they're going to come out and they're going to spend one month each.
397 The students will spend one month with us going through all the
398 different divisions. These are all highly diverse colleges. Like I
399 said, that do criminal justice. We are covering their lodging for
400 that event because some of these are from disenfranchised
401 populations that don't necessary have the funds to come out and
402 check out our organization. So, that's just a one month, kind of an
403 immersion program. What I'm also working on is trying to create a
404 longer six month internship. I've already started working with
405 Prosper Portland, the Urban League and Parkrose Historical District.
406 They're kind of the genesis helping me with this, but we're going to
407 have interns from the local colleges, PCC, PSU, and these people are
408 going to be sitting in the contact offices focusing on the social
409 media. Everybody, anybody heard of, is it Twin Oaks, I think it is?
410 It's a website or a chatroom for local communities, and it's like,
411 I've got movie boxes if anybody needs them. Or, hey, has anybody
412 seen this pile of trash that's been at the end of our street, and
413 blah, blah, blah. And this individual or this intern is going to
414 focus on this chatter, and it's low level stuff that it's important
415 to these people but unfortunately due to staffing, the Police Bureau
416 can't always get to that. These interns are going to focus on that,
417 stack it up in the right order, plan routes, and then every so often
418 an officer will come by and put that intern in the car, and the
419 intern will be, take me here. They're going to go over, and it's
420 like, yes, that car has been broken down there for three weeks. We
421 can get that out of there. We can do this. We can do that. And
422 then the intern is going to go back to the neighborhood via that
423 social media and tell them, hey, we got this taken care of for you
424 on this day. Or on this day this is going to be taken care of. I'm
425 stealing part of this idea from Parkrose Historic District. They've
426 already tried this and had great success. I'm just now trying to put
427 this much larger and the goal would be that we would have eight to
428 sixteen interns coming through helping with these problems, and

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429 there's already been some talk that maybe we might be able to get
430 them a college stipend. So, that will help some of these college
431 students and entice them to be interested in the Portland Police
432 Bureau. One of the other - there's our recruiting team. This is out
433 of John Jay. One of the other things we're doing is the Veteran
434 Resource Center. They have opened their door to us. So, we'll go
435 and we'll hang out for a couple hours at the Veteran Resource
436 Center. It's not necessarily a recruitment event. It's more of an
437 engagement and exposure. We'll sit down and talk about some of
438 their challenges and what's going on. Usually, after a period of
439 time, somebody will go, well what do you do and why do you like it?
440 And then we can start putting them in touch with the recruiter.
441 What this has also worked for me in the BRC is I've been able to
442 leverage that and they're now starting this at PSU. Starting to
443 introduce me to the Married Resource Center and the African American
444 Resource Center and some of these other diversity markets that don't
445 necessarily come to me, but because they've seen what I've been
446 doing with the BRC, they're interested, and we're hoping that that
447 will grow for us. One of the other things we're hoping to do this
448 year is influence our recruiting. That's why I love talking to you
449 all. You all are influencers. Belong to organizations that can
450 either talk favorably or negatively about us. Or you can have
451 somebody in your organization that you think would be a great fit to
452 help us become better at something. So, I'm hoping to reach out to
453 different demographic groups within the city and start finding out
454 through training, education, and relationship building, what can I
455 do to get them to put this in their office. Or better yet pick up
456 the phone and call me and go, Darrin, I've been talking to George
457 for three days now. I think he's ready to talk to you guys.
458 Because one of the things that's going to help us do our job is
459 actually have recommendations from you all on who we should be
460 putting on the police force. So, that's one of the things we're
461 trying to do with the influential recruiting. That is what I have
462 at the moment. What questions do you have? Yes, sir?
463 **MALE:** Can you share those slides via email?
464 **KAZLAUSKAS:** Sure. I'll send them to you and you'll be able to
465 distribute. Okay, yes, sir?
466 **MALE:** Maybe you said it, and I'm sorry, I had to step out for a
467 moment, but how many people do you use as references for these
468 folks?
469 **KAZLAUSKAS:** I can't go with the exact number, sir, because if we
470 know that people can game the system, but I would say it's more than
471 a couple dozen. We - we vet people very well here at the Police
472 Bureau. Yes, ma'am?
473 **FEMALE:** How many people do you try to hire annually?
474 **KAZLAUSKAS:** That depends on you all. I mean, it's on a budget. So,
475 I know there was talk about reports of ninety. I know there was

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476 talk about other numbers. What that number is at right now, I don't
477 know. That's a decision not at my level, but if we have a vacancy
478 and we're currently allowed to staff to that level, we fill it. Up
479 until a couple weeks ago, we were fully staffed based at what we
480 were allowed to. Not what we wanted to or what we think we need to
481 properly protect the city, but what we were allowed to per the
482 budget. That is opening up. I think we're going to hire about ten
483 more. That could change in the next days or weeks. But, yes, sir?
484 I'm sorry. Did that answer your question?

485 **FEMALE:** Yeah.

486 **KAZLAUSKAS:** Sir?

487 **MALE:** There's been a lot of talk, especially in the recent years
488 about the value of hiring Portland residents, especially with those
489 with roots in Portland.

490 **KAZLAUSKAS:** Yes, sir.

491 **MALE:** Now, we understand that people can leave the day they're
492 hired. On the other hand, assuming that having roots in the
493 community is important. You've indicated that we're doing a lot of
494 outreach to try to bring those people into the system. Is there any
495 kind of preferential treatment, or is it, because if you're from
496 Portland and you're in this mix of five something that lead to
497 eighty something. Is that something that's of value and is that
498 given some priority in terms of who gets hired?

499 **KAZLAUSKAS:** I would say, we don't have a - it would be illegal for
500 us to necessarily say, hey, oh, you live in Portland, so we're going
501 to hire you before somebody from Vancouver, because of, you know,
502 federal HR laws, but we haven't turned anybody away. I mean, it's,
503 the machine is moving constantly, and like I said, if you apply and
504 you pass those fourteen questions, you're going to get an interview.
505 If you pass the interview, you're going to get hired if your
506 background is correct. So, we haven't shown any preferential
507 treatment. We do most of our recruiting in the local area because
508 we want citizens from the Portland area, but just this area does not
509 feed the machine enough.

510 **MALE:** So, let me get this straight in my head, right. You're
511 telling me that because of the nature of the law as that relates to
512 a public agency, that we - that we cannot if we have a certain -
513 I've done some hiring in my time, and I end up with three or four
514 good candidates, and I pick the best one.

515 **KAZLAUSKAS:** Yes, sir.

516 **MALE:** We can't do that?

517 **KAZLAUSKAS:** We're always picking the best one, but we have - we are
518 very inclusive. So, we want people from all different demographics
519 and cities and everything, because that broad spectrum of knowledge
520 and background and information makes us a better police force.
521 We've never been a situation where, well, you know, we'll only hire

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522 from Portland because we only have two spots. We are hiring
523 everybody we can that comes into the system. Am I clear with that?
524 **MALE:** I'm just trying to gauge how five hundred and something
525 becomes eighty and what the judgmental factors in terms of making
526 sure that that's the best eighty among the five hundred
527 understanding that -
528 **KAZLAUSKAS:** A lot of people -
529 **MALE:** A whole lot of different - a whole lot of different values
530 are put into what makes somebody the best.
531 **KAZLAUSKAS:** Those - those people who did not get hired, it wasn't
532 because they didn't have Vancouver or Portland. It was they failed
533 the background process somewhere along the way. Now, some of those
534 five hundred twelve, we're still cleaning up. We're still working
535 on right now. It's just I have to cut off my data at some point.
536 So, it was cut off at the end of the year and through that process
537 we had only hired eighty-three, but we don't - we do most of our
538 recruiting here because we want most of our hires from here, but
539 this location here alone does not give us enough people that we need
540 to fill our staffing requirements. Ma'am?
541 **FEMALE:** I'm wondering if you can say a little bit about your ADA
542 standards and making accommodations for people with disabilities,
543 particularly for the reading and writing tests, and also if you
544 could say if there any sort of supports for language access also
545 around the testing component. Like, is there any mentorship or
546 tutoring or training for people with English as a second language,
547 that's not their native language?
548 **KAZLAUSKAS:** The NTN is not owned by us and they are very - they
549 keep very tight control of their process up there. So, what kind of
550 accommodations they have, that I don't know. I do know that we
551 offer -
552 **FEMALE:** That's a federal - that's a federal test? Is it like
553 national?
554 **KAZLAUSKAS:** It's a company - it's a company that provides this
555 test, and a variety of different police departments all over the
556 country use them as part of their standard for hiring. Did that
557 answer that part of your question?
558 **FEMALE:** Yes.
559 **KAZLAUSKAS:** Okay, as for ADA -
560 **FEMALE:** And does - and does the Police Bureau select that company or
561 how was that company?
562 **KAZLAUSKAS:** I would say yes, but that is a decision or something
563 that how we got to there, that I don't know, and I can get the
564 answer for you. It was - that's the way it's always been since I've
565 been there. As for accommodation while they're taking the test,
566 that I don't know. Accommodation during our process. The biggest
567 problem would probably be at the physical fitness test, or the PAT,
568 you know, physical abilities test. We have that test. Everybody is

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569 required to pass the test. There is a great article. Chula Vista
570 down in California. A marine amputated below the knee just got
571 hired on down there and was talking about his story and his
572 challenges, but he had to pass the physical fitness test, and that's
573 partially safety for the officer and safety for the citizens. If we
574 have a police officer who can't perform the function out on the
575 street, that would be a disadvantage to you all, each other.

576 **FEMALE:** Yeah, but I'm also thinking about the reading and writing
577 component of the test and so even - even for like learning
578 disabilities. Say, for instance, like someone who - who has
579 dyslexia. I mean, that could be a huge barrier to passing that
580 written and reading test and that could be screening out a huge
581 population of folks, and I would also say that, you know,
582 communities of color are often disproportionately represented in
583 some of those disability areas too because they don't always have
584 the resources to have supports around that or to even have testing
585 around it or even know that's something they might have. So, it
586 would be interesting to know like if there are any standards or
587 accommodations for the written or reading portion.

588 **KAZLAUSKAS:** I will find out and I will try to get back to you.

589 **FEMALE:** Thank you.

590 **KAZLAUSKAS:** Any other questions? Yes, ma'am?

591 **FEMALE:** Thanks for the presentation and I can't remember the order
592 and I'm not sure if this is the body that you had just mentioned
593 that you don't control, but there were psychological evaluations.

594 **KAZLAUSKAS:** Yes.

595 **FEMALE:** The tests that were like four point five hours each. Are
596 those part of a company generated test or they a standard policing
597 test or are they a more locally controlled test?

598 **KAZLAUSKAS:** That is a standardized police test, police testing
599 test. We do not control the questions. It is a process that we
600 have had in place for a very long time, and it is a standard in
601 which we were doing. You have to have a start point somewhere to
602 evaluate and that's our first step.

603 **FEMALE:** Do you know how often it's updated, or in terms of the
604 question that I guess I really have is that officers have to face a
605 lot of difficult, negative potential situations, but then we also
606 are asking them to be good communicators and have empathy, and I was
607 curious to know how a psychological evaluation would try to find
608 that sort of person and how expectations on officers are shifting
609 and how often that test would be updated to try to, you know, suss
610 out that stuff. Maybe it's not applicable. Maybe it's just standard
611 like are you not nuts? Are you sane? I don't know.

612 **KAZLAUSKAS:** Yeah, I know that specific question is not on the test.
613 Yes, ma'am.

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614 **FEMALE:** Well, I don't know what the spectrum is, but it seems like
615 you're screening for certain qualities that have to be. You have to
616 handle certain situations in one way, but also we have expectations.
617 **KAZLAUSKAS:** Yes, ma'am. I do know some of the questions are
618 measuring to, you know, check on judgment, empathy, and things like
619 that, and that based off of the way you answer the questions, the
620 doctor will look at that and go this person is looking good, high
621 risk, or medium, and then that invokes our backgrounder to ask some
622 questions to help try to identify that. Then when it's - when
623 they're all done with their background and they've passed and
624 everything's looking good, they then actually sit down with a
625 psychological doctor who looks for those things to make sure that
626 they have the communication skills and the, you know, social skills,
627 empathy, and so forth. But as for those two tests. I know they
628 haven't been updated in the last year or so. When they were
629 created, that I don't know.

630 **FEMALE:** And the interview with the psychologist, is someone that
631 our Police Bureau picks and selects and works with?

632 **KAZLAUSKAS:** Is somebody they have been working with for quite some
633 time, and not just this police bureau, but many police bureaus all
634 around the country.

635 **FEMALE:** Do they care about implicit bias?

636 **KAZLAUSKAS:** He has been trained in implicit bias.

637 **FEMALE:** One ties into the good discussions that we have been having
638 of becoming aware of it.

639 **FEMALE:** That's why we also invited him is because a lot of
640 personnel questions were coming up when we did that.

641 **KAZLAUSKAS:** Sorry, sir. He had his hand up first.

642 **MALE:** No worries.

643 **KAZLAUSKAS:** Yes, sir?

644 **MALE:** Yeah, quick follow-up. How long is a candidate viable in the
645 system? It sounds like you, I mean, five hundred. You have a big
646 investment in those people in terms of recruiting time and interview
647 time. So, how long are those candidates viable for the Police
648 Department?

649 **KAZLAUSKAS:** As long as they want to be.

650 **MALE:** Oh, okay. You were talking about a cut-off date.

651 **KAZLAUSKAS:** I needed, in order to give you data or any type of
652 numbers.

653 **MALE:** Oh, I see what you're talking about.

654 **KAZLAUSKAS:** I need to know what, I got to pick a day to say.

655 **MALE:** Oh, I got you. Okay.

656 **KAZLAUSKAS:** Like, this day, this is where we stand. They are still
657 viable theoretically for a year. After that, we just need to do a
658 little dust off on the background check and you do a re-run of their
659 driving record or this or that. Just to make sure that since the
660 last time we did a thorough check, nothing crazy has happened, but

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661 they are still, as long as they're there and they have a desire to
662 be part of our department, we have the desire to keep them. Did
663 that answer your questions, sir?
664 **MALE:** Thank you, thank you.
665 **KAZLAUSKAS:** Sir?
666 **MALE:** You mentioned that during the, it was the oral committee was
667 it called?
668 **KAZLAUSKAS:** Oral board.
669 **MALE:** Where there was a sworn officer, non-sworn officer, and a
670 member of the community.
671 **KAZLAUSKAS:** That is correct.
672 **MALE:** That they received implicit bias training. Do you know what
673 kind of training that is? Is it just the basic, here's what
674 implicit bias is, go through the PowerPoint, or are they actually
675 taking like IAT tests, so they can identify themselves what kind of
676 actual implicit bias they might have?
677 **KAZLAUSKAS:** It is forty-five minutes of discussion and question and
678 answer and evaluation, verbal evaluation with a BHR, Bureau of Human
679 Resource employee, who actually does the implicit bias training for
680 the city. She's one of the staff members who helps provide that
681 training, but there is no like written exam or Breyer Migg or what's
682 it? Byer? Myer Briggs?
683 **MULTIPLE RESPONSES:** Myers-Briggs.
684 **KAZLAUSKAS:** Yeah, we're not going and, you know, looking at stuff
685 at that level.
686 **MALE:** I guess, it's one of the things we're running into with
687 talking about the training and implicit bias just because it's been
688 brought up by several people that it's one thing to tell people
689 about implicit bias. It's another one to try to show people where
690 they do have implicit bias. I know from after going through that
691 and taking those tests myself. There were things about myself I
692 didn't like that I had to accept and think about.
693 **KAZLAUSKAS:** Yes, sir. I guess that's being human and it's one of
694 the things we need to work on for improvement. Sir?
695 **MALE:** You indicated that questions the oral board asks are
696 predetermined and set and I understand why that would be. Is there
697 any room, first of all, for spontaneity in the interview in response
698 to those questions so that those three people who you have just
699 described from three different walks of life can flesh this out?
700 And if I'm a citizen member I say, my god, this is a fellow I want
701 on PPB. How can I flag this is positive way so that this particular
702 candidate gets a checkmark and says this is just the kind of woman
703 we're looking for?
704 **KAZLAUSKAS:** First, help motivate them to get into our process, but
705 that being -

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706 **MALE:** I mean, from the Bureau's standpoint. Not from their
707 standpoint. How do we - how do we try to create an intelligent way
708 of hiring the best and the brightest?
709 **KAZLAUSKAS:** Well, I think we are hiring the best and the brightest.
710 I mean, I think we have some fine officers out there. So, I think
711 we're doing our job. I mean, everybody's - we're always trying to
712 improve, but I think we have great officers out there. We all - you
713 know, if I had somebody who said, I came in. Hey, I think this guy,
714 this lady, needs to be a police officer. They're going to go
715 through the same process, and I may know my neighbor and think he's
716 the best person in the world, but there may be something about him
717 that I don't know, and that may be flushed out. So, we have to
718 maintain a standard in our process or we risk being accused of some
719 type of bias. So, we are very standardized. The questions that you
720 asked about the oral board. We can ask them to elaborate some
721 questions, but we're not allowed to go free will in that process,
722 because then, well, you didn't do this for John over here. You
723 didn't - you didn't, you know, do - so, we, it's very structured.
724 Did that answer the question, sir?
725 **MALE:** I understand.
726 **KAZLAUSKAS:** Okay.
727 **MALE:** I understand. I'm not happy about it, but I understand.
728 **KAZLAUSKAS:** Yes, sir. Ma'am?
729 **FEMALE:** To go back to the psychological assessment. The California
730 Psychological Inventory. I'm curious why that particular one versus
731 say the MMPI-II or the PAI.
732 **KAZLAUSKAS:** I would have to get back to you on that. Once again,
733 that was a standard that has been set for quite sometime, well
734 before I got there, and I've looked at it and I went, wow, four
735 hundred questions, and I've fallen in line, so.
736 **FEMALE:** Both of those two are quite long too, but they have a lot
737 of research behind them for law enforcement, so I'm just curious.
738 **KAZLAUSKAS:** I do think that in the near future that they are
739 looking at another test that we will be probably taking. Off the
740 top of my head, I don't know the name of it, because I just found
741 out about it, but that test is going to be taken at the same time as
742 these others and have zero value, and it's only to create a trend
743 and database to be compared to the current tests that we have to see
744 if this is a valid test, and if so, because it is shorter,
745 eventually these longer ones will go away. But first we have to got
746 see if this test - we have to test - test the test. But where
747 these, the genesis of these two tests, that I don't know. Yes,
748 ma'am?
749 **FEMALE:** I had a question also about the interview with the
750 psychologist. Is that just like an open-ended conversation that
751 they're having, or is that like another assessment tool that they're
752 using during that interview process?

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753 **KAZLAUSKAS:** I have never been part of that so I don't know.
754 **PPB SPEAKER:** It's an assessment tool.
755 **KAZLAUSKAS:** Thank you, sir.
756 **PPB SPEAKER:** And there's ongoing conversation between the doctor
757 and the personnel staff to make sure that the questions are being
758 answered. There's that human element so it's not just a
759 standardized test that's being evaluated on it's own. It's
760 evaluated by an expert. Conversation is had and there's a
761 collaboration between Personnel Division and that doctor.
762 **FEMALE:** And do you know what that tool is?
763 **PPB SPEAKER:** That tool is the conversation. That's what I mean.
764 It's human interaction.
765 **FEMALE:** Well, so I guess. So, the reason for my question is
766 standardized evaluation tools are usually normed on a particular
767 population, and I think in the past when you're considering how
768 you're putting people in categories of normal. That can look
769 different ways depending on who your - who your control population
770 is that that tool has been normed on. So, if, for example, there
771 are a lot of psychological assessment tools that are used in the
772 mainstream field where they use groups of people that are pretty
773 easily accessible, which tend to be middle class white folks. So,
774 people of color might answer some of these questions very
775 differently and still be in normal ranges, but the tool is not going
776 to sense them as being in the normal range. Does that make sense?
777 So, that's why I'm asking the question of what. So, it's not an
778 assess - it's not a standardized assessment tool that -
779 **PPB SPEAKER:** And the -
780 **FEMALE:** Like the -
781 **PPB SPEAKER:** The doctor gives a recommendation, but it's not - it's
782 up to the Police Bureau in collaboration with the doctor and the
783 background investigator to use all of that information. Nothing
784 stands on it's own, and things are looked at in a totality and so I
785 hear what you're saying. I don't have specific answers to the
786 research that was done. What group was used to sort of create that
787 norm. I don't know the answers to those questions, but no one
788 element of the process is determining kind of the fate or the
789 success or failure of the candidate. There's a lot of conversation
790 and collaboration, hopefully to get to some of the concerns that
791 you're I think bringing out.
792 **KAZLAUSKAS:** No one person can cancel or flag a candidate for not
793 hire. It goes through several different people who all read the
794 data and the information and it's at a group level that make
795 recommendations that then finally go to the upper echelon who go,
796 yes, what you all did to try to make sure you understand this case
797 and this individual, you did accurately. So, it's not one person.
798 There was, I will get you next.
799 **FEMALE:** Actually, Jennifer, I already went.

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800 **KAZLAUSKAS:** Okay, ma'am?

801 **FEMALE:** Have there been any significant changes in tools or
802 assessments over the last four or five years, and I know you're, I
803 think you said you were newer, but that are reflective of the
804 changes are expected of the Police Department over the last few
805 years and the Department of Justice? Do you know what I'm saying?
806 So, is there anything that's been - that has helped us change that
807 direction in any way to go to point more toward that or have there
808 been any other substantial changes in the recruitment process in
809 terms of tools and the process that's related to that?

810 **KAZLAUSKAS:** Our job and what we're trying to do is, and I'll use a
811 quote from somebody else. We're trying to find a vessel that can
812 gain information. These people that are coming to us are not
813 already police officers. I mean, we have a couple laterals that
814 come in from other departments, and they are vetted through this
815 exact same system, but we're looking for people who have the social
816 skills and empathy and the desire and the intelligence to then come
817 down to the Training Department where they learn those skills on how
818 to deal with mental health challenges and this and that. We are not
819 looking for somebody who has got so many credits in mental health
820 training or this or that. We're not trying to do that. We're
821 trying to find the person with the right attitude, right
822 personality, and some other skill sets so that they can be trained
823 to be good officers.

824 **PPB SPEAKER:** and I think that that's exactly, and that's where that
825 change has taken effect then is in the way that we approach the
826 training and what we're training on and how that's being delivered,
827 you know, and then the context in which you all have been part of
828 that process as well. So that you can see, yes, there has been a
829 significant change, in my opinion, a significant change in the way
830 that training is approached and the topics in the last four to five
831 years.

832 **FEMALE:** So, it sounds more like the emphasis has been on the
833 training after they come in the door but not in the recruitment
834 process itself to select for that?

835 **PPB SPEAKER:** Well, and I think -

836 **FEMALE:** And I'm not saying it's possible, but I'm just -

837 **PPB SPEAKER:** Yeah, but I think there has been changes in the
838 recruitment process from what I understand, and again, I'm just
839 speaking from an outside observer in this respect because the
840 Personnel Division does quite a bit of work within the division to
841 quantify, qualify, and identify the process that they use, and I'm
842 not part of that, nor have I been part of the discussion about the
843 effectiveness of it that you heard Darrin talking about, but I do
844 know that the way that we look at it is just simply that, again, the
845 best qualified applicant that meets the standards and then they get
846 brought into the system, so to the speak, or into the family, if you

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847 will, and then we begin training them based on our, not only our
848 expectations, but the topics that we're training to and the manner
849 in which we're delivering it now based on the input that we received
850 from the last four to five years.

851 **PPB SPEAKER:** And the recruitment has changed over the years.
852 There's no doubt about it. I don't have a long list of specifics,
853 but there's no doubt, and just a couple of the things right off the
854 top, and I'm only in my first week. As you all know, there have
855 been a bunch of changes in the Police Bureau assignments over the
856 last week. For example, we have three people doing recruiting in a
857 way that we have never had before in my - in my memory. We have a
858 lot of officers who have identified themselves and who have been
859 vetted through a process who want to assist in recruiting. Who are
860 working in all kinds of different disciplines within the Police
861 Bureau. They are available to go to community events to do extra
862 work in addition to whatever they're assigned to do. They are from
863 as big a cross-section of the population that we have at the Police
864 Bureau as possible, and so there are a lot more people involved.
865 There are a lot more views involved. There are a lot more - and the
866 process that he just described to you is different than it was a
867 year and a half ago in part because of questions like the ones
868 you're asking and the people who proceeded me recognizing that there
869 was a need to make changes, and we continue to. Nothing is fixed.
870 I mean, we're constantly, and as you're sitting there asking
871 questions, I've emailed myself some of the questions, because
872 they're great questions and I want your questions to inform what I'm
873 doing in my position. So, there is - there is constant hope for and
874 work on the process.

875 **WILD:** Yeah, Ben WILD. I just wanted to follow up on that question
876 from Jennifer and from others here, and if this is an ongoing
877 conversation I think that would be valuable, and that's just how -
878 how could the recruitment process itself gain benefit from and
879 adjust its own process based on the data on use of force and the
880 application of de-escalation and crisis intervention and enhanced
881 crisis intervention techniques. I would like to see how those
882 feedback loops could bring to bear what we could learn from what
883 officers are doing on the street and if you could start looking at
884 those officers' recruitment data and see if that tells you anything.
885 It might or it might not. We, you know, we don't know until we look
886 at the data, but it might be that you find something in the data on
887 what you're seeing in the recruitment process that will help you
888 know that people who really like apples are going to make great
889 people for de-escalating stuff on the street. I don't - I don't
890 know, you know.

891 **FEMALE:** An apple a day.

892 **KAZLAUSKAS:** Well, what kind of apple? No, I'm just kidding, but
893 exactly, and I'm with you Dan.

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894 **WILD:** I don't know.

895 **KAZLAUSKAS:** The challenge would be, and I'm finding this challenge
896 myself, it is took me a year just to get to eighty-three members.

897 **WILD:** Yeah.

898 **KAZLAUSKAS:** Our data machine is very slow and we are still building
899 this data machine just so we can try and evaluate. At the same
900 time, we have to be very careful of the data that we keep, because
901 where I want to get some data so I can see where am I losing certain
902 demographics and see if I am doing something that creates a
903 disadvantage, others might go, oh, you're keeping that data so you
904 can keep track of who you're keeping and who you're not. So, it's a
905 very slippery slope on where we keep data and how we house it and
906 all that stuff, and I wanted to get back to something you said. We
907 are hiring the best, but it depends on what you think the best - and
908 I'm saying this in a negative - what people think the best is. If
909 you're at Intel, you're looking for the person with a 4.0 who's an
910 engineer and this and that. If we're going to be inclusive and
911 bring these people from different demographics and cities and
912 backgrounds and all that stuff, I want the person - I would much
913 rather take the person with a 2.0, two years of college, who also
914 has maybe a little bit of psych and sociology under his belt. Maybe
915 had to suffer - not suffer, but has had some challenges in their
916 life and overcame that, because they understand empathy and dealing
917 with different - different things. Somebody else might go, you
918 hired a person with a 2.0 and had a bankruptcy five years ago or
919 whatever. So, we're looking at a total person concept to do our
920 best. To get the best person who is able to learn from the fine
921 staff here at the training facility so they go out and do great
922 things on the street.

923 **BESNER:** And I think just to address one thing.

924 **MALE:** (Inaudible).

925 **BESNER:** Oh, I'm sorry.

926 **BOSTON:** I know, and actually. However, under TAC announcements,
927 Chair BOSTON doesn't have a lot going on, and that's fifteen
928 minutes. So, I was just about to insert that we can recoup that
929 fifteen minutes, because this has been a really valuable
930 conversation, and thank you very much Darrin.

931 **KAZLAUSKAS:** My pleasure.

932 **BOSTON:** I'll ask Lieutenant BESNER to wrap it up. Then we'll have
933 a ten-minute break and we'll come back for use of force members.

934 **KAZLAUSKAS:** I will get back to you, Danielle.

935 **FEMALE:** Okay, thank you.

936 **BESNER:** To wrap up this conversation, the only thing that I would
937 just add is that I think that the Bureau has done a very good job of
938 identifying the right process for, you know, this is - this is a
939 series of processes, the hiring and training, and part of the
940 process of it is identifying the right candidate during the right

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941 phase, and if that is by doing background investigations and testing
942 on the front end and identifying what that testing looks like, and,
943 you know, again, being very much aware of who we're not only
944 recruiting but how we're recruiting, because there's, for lack of a
945 better term, there's a fairness issue to that. There's a, you have
946 to be able to reach over a broad spectrum of people. A rich and
947 broad spectrum of candidates, but we also need to be able to get the
948 right candidates in the door based on our requirements, but then it
949 becomes a Training Division issue when we do get those candidates in
950 the door and they are sworn in and part of the training and it's why
951 we have an eighteen month long training program and the standards
952 are very high. They have to be able to produce or proceed through
953 that training program and do it effectively and then there's good
954 feedback that they are in fact getting the information and being
955 able to implement the information, whatever that is. However, we
956 see fit based on our values, the DOJ agreement, our policies, our
957 procedures. So, there's a very high level of - I guess they have to
958 attain a very high level in order to be able to proceed through the
959 training. So, I guess that's the final kind of crown jewel, if you
960 will, so. I'm sorry to hijack the conversation.

961 **BOSTON:** No, that's okay. Thank you, Lieutenant, and thank you
962 Darrin and Personnel. [clapping]. We'll have a ten-minute break and
963 then we'll come back for our use of force numbers.

964
965
966 **BOSTON:** Let's welcome Lieutenant DOBSON and Shannon SMITH. Hi, I
967 don't remember if you presented with us before. There was a whole
968 slew of like data magicians that came in a couple of months ago.

969 **DOBSON:** She's the last of the data magicians.

970 **SMITH:** Yeah, there's three of us, but they're gone.

971 **BOSTON:** Okay, I was going to say.

972 **SMITH:** It's been Kate and Heidi and I, yeah.

973 **BOSTON:** All right, well welcome to you both and please get started.

974 **DOBSON:** Perfect.

975 **SMITH:** All right. Lieutenant Craig DOBSON you know from previous
976 meetings. Today I'm just going to present on our new use of force
977 interactive dashboard. You can get to this dashboard by going to
978 the City of Portland website and then Police Bureau's site, or you
979 can just use this URL. It's compatible with smart phones, tablets,
980 all computer browsers as long as they have java script enabled, and
981 I'm just going to (inaudible) link for you if you want to follow
982 along on your smart phone. Is that big enough for you? I can make
983 it bigger.

984 **MALE:** What's the URL again? Portlandoregon dot gov slash.

985 **FEMALE:** Police.

986 **MALE:** Police slash.

987 **FEMALE:** Slash 76875.

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988 **SMITH:** 76875.
989 **MALE:** And is that a permanent (inaudible).
990 **SMITH:** Yes.
991 **MALE:** Thank you.
992 **SMITH:** It looks very similar to our current force summary report
993 that we put out. We added a couple other variables such as the
994 subject's age and demographic breakdown to allow for different
995 analysis to be done. The idea behind the dashboard is that it's
996 interactive. You can do your own analysis. Every page has helpful
997 hints to it. There are icons, such as this I, which if you scroll
998 over it, it will show you definitions of different data types on
999 there. There's this one which gives you additional warnings about
1000 data. That there might be some variability between our static
1001 reports that are published and this data because the data comes in
1002 constantly to the Police Bureau. So, in the static reports it's
1003 like when we publish it, that's it. You know, we don't update those
1004 continuously. There is a dashboard walkthrough document. If you
1005 click on that, it literally breaks down the dashboard page by page
1006 and gives you definitions. There is, at the bottom there is also a
1007 link for comments and feedback. So, please if you use this and
1008 think of something you would like to see, please utilize that. We
1009 would love that, and note that it doesn't require a login or
1010 anything like that. So, if you want us to reply, please include an
1011 email address, because otherwise it will be anonymous and we won't
1012 know who to answer the question to. Every page has the ability to
1013 filter the data in some way. Some pages contain a lot of filters
1014 and some just a few. Currently, we have two quarters worth of data
1015 in here, queue three 2017, queue four 2017. Queue one 2018 should
1016 hopefully be coming in soon. You have the ability to look at all
1017 quarters. If you click on it, it will change all the tables on the
1018 page and/or you could just filter it by quarter. You can clear
1019 filters. So, some pages you'll see they have a lot of different
1020 filters you can do. You can either down here at the bottom you can
1021 see an undo button and then you'll see a reset button, and the undo
1022 simply removes the last filter you applied so you can back through
1023 your filters one by one if you wanted. Just slowly undo what you
1024 were looking, and the reset button literally just resets it to
1025 default, which is the last quarter's worth, the most recent
1026 quarter's worth of data published. The whole dashboard contains
1027 these different tabs here. All have different filters. I just
1028 covered that. The demographics one has, as you can see, many
1029 different types. So, you can drill down by officer precinct, and
1030 this is where the officer is assigned, not necessarily where the
1031 force incident occurred, and then various subject variables. So,
1032 also some pages, such as this one, allow you to drill down using the
1033 tables themselves, and you'll see up here at the top. It's a little
1034 small for you. It says click headers to filter applications of

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1035 force tables. So, if you click any of these data points here, it
1036 will filter the data in the force table below. Okay, just to show
1037 what this looks like, we'll drill down on let's say East precinct
1038 and we'll look at armed subjects, and you'll notice that both tables
1039 are changing. And you can drill down even more. We'll at look at
1040 subjects who were drug and alcohol affected and then look at
1041 specific age range, let's say twenty-five to thirty-four drill for
1042 age range subjects. And you'll notice every time you get more and
1043 more specific data. If you want to do comparative analysis on a
1044 particular dashboard, you can use the download button right here.
1045 Over here, like that, to click back. Currently, we have available
1046 you can either download it as an image or a PDF. We hope to in the
1047 future allow the actual data download. That hasn't come online yet,
1048 but you can download it as an image. For example, just like this.
1049 I'm just going to open it rather than save it to show you. So, now
1050 you have an image. It shows you what you filtered and what your
1051 results were. So, then if you wanted to change the filters on the
1052 page, you'll pair them to what you previously filtered and do a
1053 quick analysis that way. And then the call types tab. Both of
1054 these are currently in the force summary report. These
1055 visualizations are currently in the force summary report, but this
1056 just allows you to interact with it. This one is a little different
1057 in that you can click on either table or either chart to filter the
1058 data in the other chart. So, for example, if we click on
1059 disturbance priority, you'll note that the table down here changed
1060 and then if you click on, let me reset that so you can see it
1061 better. Then, if you click on FDCRS by precinct and month, let's
1062 say December 2017, category two to three force, it changed up here,
1063 and these are the top thirteen initial dispatch call types, and
1064 you'll see that it shows the ones that occurred during that period.
1065 Now, something to pay attention to when dealing with force data and
1066 I know Kate when she spoke to you, she explained this to you, is
1067 there is a difference between how data is counted. So, notice that
1068 the first table shows the call types by case and the bottom table
1069 shows the FDCRs. So, the numbers will not be exactly the same
1070 because you could have one case with like four FDCRs or something
1071 like that, so the numbers will not be exactly the same in many
1072 cases. Okay, and then the time of day. This is similar in that you
1073 can filter by either chart as well as filters up here at the top,
1074 and again, we have various subjects as well as officer precincts,
1075 and just a really quick one so you can see what it looks like.
1076 Again, I like to use East precinct because I know they're busy.
1077 Armed subjects and we can see Sunday between midnight and 6:00 a.m.
1078 If I click on that now, it will drill down to subject age ranges
1079 within that period. All right, then finally, the force type tab.
1080 This is exactly out of the force summary report, but the filter on
1081 this one is the date ranges seeing everything on both charts or you

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1082 can look at just a specific quarter, and something to note on this
1083 one. Because it's so big, you have to use the scroll bar at the
1084 bottom, which might be (inaudible), but to let you see all the data.
1085 All right, and there is an appendix, which again just has the
1086 definitions, of course, and this is in our force summary report as
1087 well. All right. Are there any questions about the dashboard? I
1088 know that was really fast. Yes?
1089 **WILD:** Ben WILD. I'm curious, when I'm selecting on the phone, you
1090 know, through my browser on my phone, when I select officer
1091 initiated calls for service, I don't see a change.
1092 **SMITH:** Right.
1093 **WILD:** In the number taken into custody. So, is that -
1094 **SMITH:** So, is this on the summary tab?
1095 **WILD:** Yes, I'm on the main page.
1096 **SMITH:** Right, yes.
1097 **WILD:** If I select officer initiated or citizen initiated, I don't
1098 see a change in the numbers.
1099 **SMITH:** Right, because this one does not have the filtering within
1100 the tables. So, this one only has filtering based on the report
1101 date.
1102 **WILD:** I see.
1103 **SMITH:** So, that's why I say some pages have different filters
1104 available. So, some pages do have the filtering within the tables.
1105 Kind of a quick way to know, to see which ones have the table within
1106 table filters is you're notice this little icon right here. It
1107 looks kind of like an abacus.
1108 **WILD:** Okay.
1109 **SMITH:** And it says clicking. Filter by clicking within charts.
1110 **WILD:** Okay.
1111 **SMITH:** Another way is just in the fine print below, which is
1112 probably hard to see on your phone.
1113 **WILD:** Yeah.
1114 **SMITH:** Click within the heat map to filter the other chart. So,
1115 there's two different ways you can kind of see which charts and
1116 graphs will allow you to filter by clicking on them.
1117 **WILD:** Okay, so some pages have that and some don't?
1118 **SMITH:** Exactly.
1119 **WILD:** And does this dashboard allow me to see the demographics on
1120 all officer initiated calls or only those involving use of force?
1121 **SMITH:** Only those involving use of force.
1122 **WILD:** Can we change that?
1123 **SMITH:** I will take a note. We can have that.
1124 **BOSTON:** Actually, I'm just going to throw out here real quick is
1125 that we had talked at our last steering committee about, as John
1126 mentioned, how we can get more recommendations complete, and use of
1127 force is definitely something that we need to formalize on. So, I'm
1128 just going to throw out there that we might want to just formularize

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1129 that request as a recommendation. Even if it's just an email to
1130 Jody until we get a better system in place. I do have those types
1131 of things, so I would just like them documented as recommendations.
1132 **WILD:** Yeah, so shall I make a motion to recommend that we expand
1133 the use of force/data dashboard to include data on all -
1134 demographics on all officer initiated incidents, initiated calls?
1135 **BOSTON:** Yeah, I second that.
1136 **FEMALE:** I have a follow-up question to that actually, because and I
1137 think that we've talked about this before and if someone could
1138 remind me, because the other thing that's missing out of here, as
1139 well, and I love this idea of including this, but the lethal - the
1140 lethal force numbers are not included, and I know that that's a
1141 separate report, but is that something that we cannot include on
1142 this in addition to breaking that down by demographic?
1143 **SMITH:** Not on this one just because that data is separate. I do
1144 know the Bureau is working on an OIS dashboard. It will be a
1145 separate dashboard, just because it's separate data from the other
1146 force data.
1147 **FEMALE:** Do you know the timeline on that?
1148 **SMITH:** I don't, unfortunately. Sorry.
1149 **FEMALE:** That's all right. It was just a follow-up question.
1150 **BOSTON:** That's okay. I just - I wanted to put it out there as
1151 something that we're thinking about. It's just like let's make the
1152 recommendations now. Even if it's getting the motion and
1153 formalizing it with an email, just so we can have that documented
1154 record for DOJ.
1155 **MALE:** Just as a note, I realize there are two separate reports and
1156 they're between the lethal or even the shooting of a firearm and
1157 these other types of force, but just from a public perception with
1158 you putting all this data out here. For you to have this quality of
1159 use of force report and to have literally - I said this last time
1160 and I'm going to say it again - and to have on there we used our gun
1161 to shoot a dog or maybe a really mean cat, I don't know, but not
1162 when it's used against a human being. This just looks bad.
1163 **MALE:** Yeah.
1164 **MALE:** Really bad. And I understand issues within the department as
1165 far as different reporting and stuff, but it's just a number. We're
1166 not asking whether or not that was an okay shooting or not.
1167 **DOBSON:** I understand what you've got there. One of the challenges
1168 is with the officer involved shootings, we don't have access to some
1169 of that data because typically there is investigation going on much
1170 like this last one that just went through the grand jury piece. We
1171 don't get that data until that stuff is released and so sometimes it
1172 can be a lengthy process. That's why some of it is not included is
1173 we don't have all of the factors. We get a controlled list because
1174 we have access to all of this stuff.
1175 **MALE:** Right.

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1176 **DOBSON:** That stuff we don't have like time and places and that kind
1177 of stuff available to us because they're - they're being
1178 investigated.

1179 **MALE:** Right.

1180 **DOBSON:** But I see where you're going with that, and I know where to
1181 do that.

1182 **MALE:** As a private citizen just reading the newspaper, I have all
1183 that data already.

1184 **WILD:** Yeah, and, you know, we - if you - if you have a really hard
1185 time. Sorry, we're doing cross talk and we should say our names,
1186 Ben WILD. If you don't have that data internally that you can share
1187 from the place where it's living inside the Bureau. Like you could
1188 put an asterisk there saying like we know this seems ridiculous to
1189 most of the general public because you have this knowledge from the
1190 newspaper, but we can't include it here until it's cleared through
1191 this process. Here's when we expect to have it, and once that's
1192 changed, update the asterisk to a number.

1193 **MALE:** I don't know. I think that would be something that we would
1194 want to explore further through a formal recommendation process
1195 where we have a chance to flesh out with the department some of the
1196 issues and stuff like that.

1197 **BOSTON:** Okay, I captured it here and I think we captured in the
1198 transcript those two elements that we have potential interest in
1199 doing a recommendation on that.

1200 **MALE:** There was - if we're formalizing a recommendation about the
1201 dashboard, there was another thing that came up in our, I think it
1202 was two meetings ago. About the inclusion of de-escalation
1203 technique usage, because they have the data and it's just not part
1204 of this report, and I think it would be a valuable thing.

1205 **MALE:** What was that?

1206 **MALE:** To include the use of de-escalation techniques and CIT and
1207 ECIT techniques, because, like, I want us to be able to praise those
1208 applications of de-escalation technique. I want to be able to look
1209 and see like here's where we're using force and here's where we're
1210 using nonviolent resolution.

1211 **DOBSON:** so, one of the - let me throw that out - where do I start
1212 with that? Yes, I like the concept. The challenge is is that when
1213 we're looking at non-force cases where we resolve them through de-
1214 escalation, diffusion, or some other means, we're not collecting
1215 that data.

1216 **MALE:** Oh, you're not?

1217 **DOBSON:** We're collecting simply force.

1218 **MALE:** Okay. I heard something different from -

1219 **FEMALE:** Well, you collect your contacts.

1220 **MALE:** I've heard something different from -

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1221 **FEMALE:** You have to collect contacts. I mean, the state passed
1222 something that you were going to collect statewide data, for
1223 instance, about the nationality, the ethnicity.
1224 **DOBSON:** So, there are subject stops and things that are outside of
1225 my -
1226 **FEMALE:** So, you collect data about stops, about contacts.
1227 **DOBSON:** Outside of my wheelhouse, there are subject stops and other
1228 data being collected, but my team only collects data on uses of
1229 force.
1230 **FEMALE:** Okay.
1231 **DOBSON:** And so that's where we're at with this right here.
1232 **CAMPBELL:** Okay. If I can make a suggestion because there was a
1233 motion on the floor. I don't think this is the proper time to make
1234 a recommendation without being able to actually have the
1235 communication beyond the twenty minutes we have now to make a good
1236 recommendation.
1237 **BOSTON:** I agree. I do think we should be really focused though in
1238 getting ideas in these meetings captured to pursue and to streamline
1239 that effort, because it's come up regularly that we're not getting
1240 Department of Justice requirements met with adequate kind of like,
1241 you know, I guess frequency. So, I have captured those things and I
1242 think that I'm looking forward to exploring this dashboard more in
1243 the future. It's really exciting, and, Shawn, did you want to
1244 formalize that in anyway?
1245 **CAMPBELL:** I guess what I would suggest is -
1246 **BOSTON:** There's a motion, so we put just put a motion to table it.
1247 **CAMPBELL:** I would move the table to motion or to amend the motion
1248 towards forming a group that will look more into that.
1249 **MALE:** Yeah.
1250 **MALE:** Second.
1251 **FEMALE:** You can't do that. You have to request to table the
1252 meeting.
1253 **CAMPBELL:** Sorry. I would accept a friendly amendment to - to the
1254 motion to say that it is a motion to form a group to create a
1255 recommendation.
1256 **BOSTON:** Sounds good. We are actually getting a little bit. Do we
1257 have any further questions for the?
1258 **FEMALE:** I have one quick question. Can you clarify what the
1259 denominator is for the demographic data?
1260 **SMITH:** What's the data?
1261 **FEMALE:** On the demographics tab. What's the denominator that we're
1262 using for the percentages?
1263 **SMITH:** The percentages would be out of the pool of subjects in use
1264 of force.
1265 **FEMALE:** Okay, so this is the third time that I've made - so going
1266 back to this problem of we're making recommendations in these
1267 meetings and they're not going anywhere. So, this is the third time

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1268 that I'm going to make a request that we have some comparative
1269 demographic to compare these numbers to, because again, we're
1270 skewing the data. If the denominator that we're using for these
1271 percentages are the number of people that are interfacing with the
1272 officers. That's the -
1273 **DOBSON:** I believe in the last meeting, we had a conversation that if
1274 you would email us some of those questions, we could talk back
1275 regarding why we do some of the cases, because we ran out of time to
1276 get into the really meat of why we capture data the way we do.
1277 **FEMALE:** So, I have to send an email? And who - who am I sending an
1278 email to?
1279 **BOSTON:** Well, actually, just to wrap this up, I think that one of
1280 things we've just been kind of derelict in getting going is the
1281 actual process where through steering committee, through the
1282 leadership of this body, we make sure those are captured and
1283 followed up on to get the email out or to better communicate it.
1284 So, I've captured that, and I think that it folds in nicely to
1285 Shawn's recommendation. We have four items and either I can capture
1286 those and send them out immediately to everybody and then hand it
1287 off to the new steering committee and chair to determine how to
1288 approach working those out as formal recommendations.
1289 **FEMALE:** Thank you.
1290 **BOSTON:** Thank you.
1291 **MALE:** Just so we don't let this pass, I can understand why the
1292 folks responsible for use of force would not be paying attention to
1293 matters that are settled before force had to be used, but Leo - oh, Leo
1294 left. I would about to ask somebody from the division, the
1295 transportation - the Training Division. We have been told time and
1296 again that processes are in place to try to gather information and
1297 data on successful de-escalation to feed training, and that that is
1298 in fact the body of information that this - that this unit has, and
1299 I, because we've raised this issue before, and I - so, I know we
1300 have a whole new team here and for the moment we have nobody here,
1301 but - kind of strange, but, so anyway. But that, I do think that's
1302 an extraordinarily important part. I mean, by your definition, that
1303 brilliant Toronto Canada officer who managed to arrest this multiple
1304 murderer with the truck without firing a shot. You know, he
1305 wouldn't have been in your database, and yet that is probably the
1306 most brilliant piece of policework that I've - that I've come across
1307 in the last however many years.
1308 **FEMALE:** Maybe that's part of our procedural discussion we haven't
1309 gotten to yet.
1310 **BOSTON:** On that note, I'm just going to say, so that we can
1311 maintain having ten minutes. Sorry, Ed.
1312 **MALE:** That's all right.
1313 **BOSTON:** That's a very graceful segue. It's like thanks. Yeah, I
1314 did, I'll capture that. I'll write it down and hand it off as part

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1315 of the recommendations, like what do we need to do to find out that
1316 successful de-escalation information that is we understand being
1317 captured somewhere. Just to allow our ten minutes for public input.
1318 I don't think we have any Training Division update right now,
1319 because Training Division -
1320 **MALE:** Can you give us an idea or would somebody what we could
1321 expect Saturday at the - at the dry run here? For those of us who
1322 might want to come.
1323 **BOSTON:** I don't know what to expect that day.
1324 **FEMALE:** We're all coming.
1325 **MALE:** What?
1326 **MALE:** My understanding is we'll be put through the same training
1327 that the police will be put through as a dry run and we'll be able
1328 to have comments.
1329 **MALE:** Okay, thank you. That's what I was asking.
1330 **FEMALE:** (Inaudible).
1331 **WILD:** We were also told. This is Ben WILD again. We were also
1332 told that - that the training might well not run the whole four
1333 hours that we've been told to set aside for.
1334 **MALE:** I'm off for good behavior.
1335 **BOSTON:** All right. So, let's just move forward with Training
1336 Division updates. We don't have any. I don't have any real
1337 announcements. I think it is was very valuable to hear about we
1338 have been recruiting our officers. I'm going to announce our
1339 steering committee and chairship and then we'll open it to public
1340 comment. Our steering committee members are David COATES, Danielle
1341 DROPPERS, Bob FISHER, and Ben WILD, which means that Shawn CAMPBELL
1342 will be our new chair. Thank you. [clapping]. You already have
1343 some ideas set forth for the work that we can begin on. So, thank
1344 you very much. I'll open up the floor to our public attendees. If
1345 you would like to make comment, now is the time.
1346 **DOBROWSKI:** Hi, I'm Peggy DOBROWSKI. I've been a Portland resident
1347 for about thirty years. I was shocked this evening. I reviewed the
1348 report before I came and kind of expected to hear some discussion of
1349 the implications of the use of force data and instead I heard a list
1350 of ways that I could look at the data online, duh, duh, duh, which
1351 seems a little bit reductionist. So, when I looked at the use of
1352 force data, I wanted to think in my mind, how does this work for me
1353 in terms of training - training goals that I might have were I part
1354 of the Portland Police Bureau, and it's a very disappointing report.
1355 Black citizens make up about five percent of the Metro Portland
1356 population but have taken thirty-seven percent of these force
1357 incidents in the North precinct. We get to about a quarter of use
1358 of force falls on that five percent of the population. If we're
1359 look at killings of people, only black people have the luck to be
1360 killed by police in the last year, one in a mental health crisis and
1361 another on his knees. Those things are pretty upsetting to us in

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1362 the community where these things are happening, and so I look at the
1363 report and it's a failing report to me. It's a failing grade, and I
1364 agree with you that it doesn't allow me to say, well, how does this
1365 compare to other communities? How does this compare with last year?
1366 How does this compare with, you know, the aggregate of stops of are
1367 citizens being approached by police and, you know, is it less, more?
1368 What's going on? My personal experience with the police is that I'm
1369 dressed in an executive, you know, office fashion and I'm downtown
1370 or on the west side, I will be treated well. If I am in my
1371 neighborhood and in my grubby garden clothes and happen to have an
1372 encounter with the police, I will be treated like dirt if I'm away
1373 from my nice big house in that - in that poorer part of town. So,
1374 and unreported in the use of force data about - about crowd control
1375 as someone who did get into a report and who got knocked down and
1376 had my nose broken by the police in quite unnecessary use of force,
1377 using my head as a stool to kneel on when I was lying crying on the
1378 ground. So, it's a disappointing report and I would really hope
1379 that you all, in the little power that you get in your positions,
1380 push to say we want that kind of analysis. We want to look at this
1381 in terms what's the outcome. You know, the proof is in the pudding.
1382 Not in the numbers or how many clicks it takes to change data and
1383 look at them differently. So, let's get serious please.

1384 **BOSTON:** Thank you, Peggy.

1385 **HANDELMAN:** I'm Dan HANDELMAN with the Portland Copwatch, and I did
1386 - I looked at this, what Peggy's referring to is the annual report,
1387 which I don't think I presented to you yet on 2017 force data. I
1388 didn't look at the February 20 event that she was describing where
1389 she was pushed to the ground by the police. There it is and she is
1390 correct. It doesn't show any use of force there, which is quite
1391 alarming. Another member of Portland Copwatch was pushed up the
1392 street on May Day last year by a baton and there's no indication of
1393 use of batons. Now, that may be because the police think that means
1394 they swung the baton and hit somebody with it, but it was a use of
1395 force when she was pushed up the sidewalk with that baton, and it's
1396 not reflected in this report, for example. So, there is a lot
1397 that's missing from the report. The data table on shootings lists
1398 fatal or non-fatal. There's one - at least shooting where the
1399 bullet didn't even hit that suspect, and that shooting was a man
1400 named Michael GRUBBE who was in the Laurelhurst neighborhood. A
1401 couple, somebody's home and somebody's boat were shot up by the
1402 police that day. The suspect never fired his weapon, which was a BB
1403 gun, and the people just got awarded forty-five thousand dollars and
1404 ten thousand dollars, respectively, at City Council this week, and
1405 they tried to put it through on a consent agenda. I think it's very
1406 important to the community when there's a shooting that we have
1407 these discussions in public and open and not have so we pulled it
1408 off the agenda and have the discussion. But, so there's much that's

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1409 not captured just by data and without any narratives or any deeper
1410 look than just fatal or not fatal regarding the shootings. I agree,
1411 of course, I have said this before about how a lot of times when you
1412 get these presentations about the data, we're not talking about the
1413 data itself. We're talking about how it was collected, how it was
1414 presented, and not - you know, some of you were doing a good job
1415 raising questions about the demographics and other concerns, but the
1416 police aren't presenting you with that information. I'm not sure if
1417 that's an institutional problem or that's just how they are trained.
1418 With the recruitment and hiring, the person who is doing the hiring,
1419 the psychological testing, is Dr. David COREY. He's been the
1420 Portland Police Bureau's psychologist since 1999, okay, so that's
1421 nineteen years. I went with co-chair of the Albina Ministerial
1422 Alliance Coalition for Justice and Police Reform to City Council the
1423 last time his contract came up, which was I think 2013, and said
1424 this is the same white guy who has been doing this psychological
1425 exam for all these years. There might be some bias in the way that
1426 he's, you know, doing these screenings since he's a single white guy
1427 doing this, and he, to his credit, hired a black female to help him
1428 with this. I understand that she's not working with him anymore. I
1429 don't know if he's hired somebody else, but we don't know what
1430 happened with that contract either. It ran out in 2016 and never
1431 came back to the City Council. So, if you want to find out more
1432 about that hiring process. If you could find out more about what's
1433 going on with the psychologist, that would be helpful. I don't know
1434 when that dashboard was put up. I know IPR, Independent Police
1435 Review, put up their own dashboard about shootings. I'm not sure if
1436 that's what Lieutenant DOBSON was referring to when he said the
1437 shootings are somewhere else. I agree that they should be
1438 integrated into the use of force data, but if you go to IPR's
1439 website, you can look now at an interactive dashboard like that, and
1440 it shows you the names of the officers involved, the people who got
1441 shot, their race, their gender. It's not as complete as we would
1442 like to see, but it's definitely a step forward for the City of
1443 Portland to have a dashboard like that. I'm trying not to be
1444 derogatory towards your presenter this evening for having a military
1445 background. There are actually are stories of police officers who
1446 have military backgrounds that have actually de-escalated situations
1447 better than officers who did not go in the military, but our
1448 experience of knowing military recruiters is they kind of leave out
1449 things about the profession, like that you might have to shoot
1450 somebody, you might have to kill somebody, you might get killed,
1451 when you're doing military recruitment. I don't know if that's
1452 happening with the police recruitment, but certainly having that
1453 overlap between military and police is something to think about.
1454 So, yeah, there's a second report of the annual audit of force
1455 reports that came out and it said that there's an appendix. There

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1456 are twenty cases that were found out of policy. About half of them
1457 were out of policy because of reporting requirements that were
1458 messed up and about half of them are things that officers might have
1459 done that were out of policy, and I think that's worth looking at
1460 too. There's no statistical data on that. It just is a list that
1461 is stuck in the appendix. And finally, since all of your meetings
1462 are required to be open to the public, I'm hoping we're allowed to
1463 come to this training this weekend since all of you, it sounds that
1464 you are all going to be there, and there will be a forum. That's
1465 great. Okay, thanks.

1466 **BOSTON:** Thank you, Dan. Do you have any comment and is there any
1467 other public member that has comments?

1468 **FEMALE:** I just want to make a statement before we leave. Let's
1469 take the public comments first.

1470 **BOSTON:** Okay. Do we have any further public comment? Okay. All
1471 right. We can make any closing comments.

1472 **FEMALE:** I did ask Jody if I could mention the fact that NAMI has
1473 the national walk on May 20. So, if anybody is interested in
1474 joining the walk. It's on May 20. It's at the east end of the
1475 Hawthorne bridge, the Vera Katz Esplanade. You can check in at
1476 12:00 o'clock. The walk starts at 1:00.

1477 **BOSTON:** Can you refresh everybody here. They may not know what
1478 NAMI is.

1479 **FEMALE:** National Alliance on Mental Illness. And so we are having
1480 our national walk, and you're all invited to come.

1481 **BOSTON:** Thank you.

1482 **MALE:** As one of the originals here, I want to congratulate Shawn and
1483 say that I'm encouraged that just from the nature of the questions
1484 tonight that this - that this group is probably more prepared to
1485 actually take on the responsibilities that the City Council
1486 established in 2012, which we have never really done. We've been
1487 kind of sleeping giants, and I look forward to watching and then
1488 departing and let you go on. I look forward to the TAC really
1489 taking on that responsibility, which I think for a variety of
1490 reasons no one - no one - nobody's fault, it has really been kind of
1491 laid back in this process instead of moving forward affirmatively,
1492 and some of your questions indicate that you are ready to take on
1493 that responsibility. Go for it.

1494 **HANDELMAN:** I forgot mention we have a new Copwatch newsletter out if
1495 you want to grab one before you go.

1496 **BOSTON:** All right, thank you. All right. Thanks, everybody. Can
1497 I get a motion to adjourn?

1498 **MALE:** So moved.

1499 **BOSTON:** Okay. All right, meeting is adjourned. Thanks everybody.

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1503 Transcribed 06/11/2018 @ 11:00 a.m. Laena Heifetz