

**TRAINING ADVISORY COUNCIL**  
**November 14, 2018**  
**PPB Training Complex**  
**6:30 -8:30 p.m.**

**MEMBERS PRESENT**

Shawn Campbell  
David Coates  
Danielle Droppers  
Robert Fischer  
McKay Fenske  
Gary Marschke  
Judy Low  
Sylvia Zingeser  
Sarah Suniga  
Venn Wylde  
Tyler Hall

**MEMBERS ABSENT**

Sushanah Boston  
Anne Parmeter  
Kezia Wanner

**TRAINING STAFF PRESENT**

Captain Erica Hurley  
Liesbeth Gerritsen  
Jody Halia  
Emma Covelli

**PPB STAFF PRESENT**

Lt. Craig Dobson  
AC Davis  
Mary Claire Buckley  
Shannon Smith

**GUESTS PRESENT**

Dan Handelman  
Debbie Aione  
Richard Mohle  
Candace Avalos

**CITY OF PORTLAND**  
**Training Advisory Council**  
**Training Division**

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6 **Meeting Date: 11-14-2018**  
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9 **Recording starts here**

10 **CAMPBELL:** All right, while we're passing around this sheet of  
11 people I'll call this meeting to order since we do have enough  
12 people for a quorum right now. Just as a note, I got a message from  
13 David Hoffman today that he has resigned from TAC due to some  
14 conflicts with his work and so recruitment is even more important,  
15 which we'll get to at that point in the meeting. I'd like to  
16 welcome everybody for coming to the meeting today, making the drive  
17 clear out here. Excuse me - and I'll apologize now, I have a bit of  
18 a head cold so I might be hacking and coughing a little bit more on  
19 the record than anyone who listens to it would like, but. All  
20 right, we'll start out. Would somebody like to read the Mission  
21 Statement? Dave?

22 **DAVE:** The mission of the TAC is to provide ongoing advice to the  
23 Chief of Police and the Training Division in order to continuously  
24 improve training standards, practices, and outcomes through the  
25 examination of training philosophy, content, delivery, tactics,  
26 policy, equipment and facilities.

27 **CAMPBELL:** Thank you. All right, do we have a motion to approve the  
28 prior meeting transcript?

29 **SYLVIA:** I make a motion that we approve the prior transcript.

30 **CAMPBELL:** Sylvia makes the motion, do we have a second?

31 **DANIELLE:** Second.

32 **CAMPBELL:** Danielle makes a second. Approved say aye.

33 **GROUP:** Aye.

34 **CAMPBELL:** Opposed? Motion passes. Just as a reminder, we do  
35 record these so when you speak please say your name first then they  
36 get so much more easier on the people who end up typing these out or  
37 who listen to them later.

38 **SYLVIA:** I think it's listen.

39 **CAMPBELL:** Let's see, opening announcements. I already made the  
40 announcement about Dave Hoffman so from there we'll move directly  
41 into new business announcements which I don't know why the heck I  
42 call those different than opening announcements but such is life.  
43 Let's start out with we have put together a member survey in the  
44 Steering Committee that we'll be sending out to everybody. Thank  
45 you for - Danielle for putting it together. Basically the member  
46 survey will just be asking questions of what you think of the  
47 current work of TAC as well as some directions that you'd like to  
48 see us going just so we kind of get in the idea that way. We'll be  
49 sending that out in the next probably week, any questions or  
50 anything about the member survey? All right, the second piece is  
51 public bios. As a requirement under the TAC Bylaws that we passed  
52 earlier this year, each member has to have a bio up on the website.

53 But basically this gives some very basic information about who you  
54 are and this is a requirement of being on a volunteer group in the  
55 City of Portland. I've put up my own bio here that I put together  
56 this morning. As you can see we're really - you don't have to put a  
57 lot. Basically what I put was what my background was in and why I  
58 joined the TAC. If you guys - if anybody wants to put more or less  
59 it's your business, but this is kind of the general area of what  
60 we're looking for. We'll send out email reminder, but if you could  
61 get them sent into Jody by the next meeting, that'd be great?

62 MALE: Photos?

63 CAMPBELL: I don't know if we talked about photos.

64 MALE: Well, can we talk about it now?

65 CAMPBELL: All right, no. No - yeah. Would anybody - what's the  
66 thoughts on having photos as well?

67 SYLVIA: I'm - I'm - I - I don't think it's necessary for a  
68 committee.

69 FEMALE: You won't see me one way or the other. If you guys want  
70 it, I'm okay with it. If you don't want it, I'm okay with that too.

71 CAMPBELL: All right, Danielle?

72 DANIELLE: I think it's good to have photos since they're  
73 interesting and-

74 BOB: It seems like it makes it more personal, or-

75 DANIELLE: Yeah.

76 BOB: And - and the trouble - the trouble is - is it - is some  
77 people do it and some people don't. That looks kind of funny then,  
78 doesn't it? Or - I'm not - it should be a choice.

79 SYLVIA: Yeah, it should be a choice.

80 CAMPBELL: I've seen lots of committees before where they have, like  
81 the little faceless person to represent that person-

82 BOB: Oh, a faceless person?

83 CAMPBELL: Who don't want their photos up.

84 BOB: Okay, all right, all right.

85 GARY: Sorry, I thought you said tasteless.

86 CAMPBELL: No. Tasteless people - no.

87 BOB: He wasn't referring to you, Gary

88 CAMPBELL: All right, is there - would anybody like to move that we  
89 include photos?

90 BOB: I'd like - I think that should be an option.

91 CAMPBELL: Okay.

92 BOB: I think that should be an option.

93 FEMALE: Why do you want photos?

94 BOB: It - it just makes - it makes a committee look like it has  
95 people in it as opposed to (inaudible). I mean that it-

96 CAMPBELL: It really depends on the (inaudible) on that.

97 BOB: Well, I think it would - if people are really against it I'm  
98 not - I - I just wanted-

99 FEMALE: I'm just wondering why-

100 CAMPBELL: Let - let's just do a quick little unofficial, by raising  
101 of hands, who would be okay with having - wanting photos if it's an  
102 option. And who would be against it? All right, it looks like the  
103 majority is if you want a photo, please send in a photo as well.  
104 Thank you, Bob.

105 BOB: You're welcome.

106 CAMPBELL: All right, one other thing that I'd like to announce real  
107 quick that's not on here. Just a reminder, of course, police ride  
108 alongs - if you haven't done them, please go ahead and set them up.  
109 Reminder once each calendar year we are all required to do it. Of  
110 course, we didn't pass that in the Bylaws until September so this  
111 year we're going to be a little flexible but if you want to get them  
112 out of the way. If you do want to set one up, please contact Jody  
113 with the dates that would work for you, the time of day you would  
114 like to go on, as well as the precinct, all right? Let's move on  
115 from that to update on current status of the Task Force. Let's  
116 start with the membership recruitment, Bob.

117 BOB: Well, the - the notice is out, the recruitment is on the web.  
118 The application date is on the web, it's gone to Facebook and a  
119 couple of those social media sites, is that right Jody?

120 JODY: Yes.

121 BOB: Been out about a week and a half now.

122 JODY: It went out on I think the 8<sup>th</sup>.

123 BOB: Okay. We have two applications already received, according to  
124 Jody. But we - we're going to be trying to reach out a little more  
125 with this recruitment, are we not?

126 JODY: Yes.

127 BOB: We're trying to get a little more diversity in this very white  
128 looking group here. Yes?

129 SYLVIA: This is Sylvia Zingesser talking, I have a friend that I  
130 know socially who worked on Joann Hardesty's campaign-

131 BOB: Mm-hm.

132 SYLVIA: She also works - this person that I know - works for  
133 Legacy. So she is involved with a group and I talked with her about  
134 the fact that we needed recruitment-

135 BOB: Right.

136 SYLVIA: And so, she is going to - I sent her some information about  
137 what we do and so she is going to get back with me with the website  
138 and everything and she's going to talk to her people. She is  
139 talking to her people tonight about the possibility. And I've  
140 referred them to the website.

141 BOB: Right.

142 SYLVIA: So, we'll see what happens, but I'll be in touch with her.

143 BOB: Good.

144 SYLVIA: She's not able to do it, but she knows - and I agree with  
145 you, we are - we - we need to have more people who are  
146 representative of our whole community.

147 BOB: Exactly. I - I - you know, I've asked the Portland Bureau of  
148 Emergency Management, I know they've tried to diversify the NET  
149 teams and so on and I - it - who we should be maybe contacting is  
150 the organization or who they know that has helped with their  
151 diversity efforts. And they say they'll get back with me but they  
152 haven't yet, but - Danielle?  
153 DANIELLE: Yeah, I - I have the - who did I send it to? Did I send  
154 it to you, Shawn? I had a list of culturally specific community-  
155 based organizations-  
156 CAMPBELL: Thanks.  
157 DANIELLE: In Portland that you used to reach out to-  
158 BOB: Yeah, you sent that out a while ago, didn't you?  
159 DANIELLE: Yeah.  
160 BOB: Can you send it out again?  
161 DANIELLE: Sure.  
162 BOB: I - I - I was remember - I'd seen something like that and I -  
163 I lost track of it.  
164 DANIELLE: Yeah, no problem.  
165 BOB: But can we - can we share the load - and first off, has  
166 everybody received - just a second, Sylvia-  
167 SYLVIA: Okay.  
168 BOB: Has everybody seen the - the application material?  
169 SYLVIA: No.  
170 BOB: Do you have it on your computers? It has the links there and  
171 so on?  
172 FEMALE: I - I haven't gone in (inaudible).  
173 BOB: You don't have a computer yet. Sylvia?  
174 SYLVIA: Jody, didn't you have a list of a lot - with the ethnic  
175 groups that the city has - we did have like about five years ago?  
176 Do you have that list?  
177 JODY: I'll have to look and see if we still have it.  
178 SYLVIA: You know what I'm talking about, because we have east -  
179 east county? The other one I will send to you, which I meant to do  
180 and didn't, is the east county group that is run by - well, I can't  
181 remember her name - Laura Winter - Wintergreen - Wintergreen I  
182 think. Anyway, I'll sent that to you because she would - she deals  
183 with a lot of people in east county.  
184 BOB: I'm - I'm looking to everybody reaching out in this. Am I -  
185 am I correct in assuming that?  
186 CAMPBELL: Yes.  
187 BOB: Anybody not going to do that? All right, well I look for - I  
188 tell you what. Can you send that to Shawn, that group of - that  
189 list of organizations also? Maybe what I should do with that is -  
190 is - is - I'm - I wonder if I can assign - can I do such a thing?  
191 Suggest that - see if people connect these - try to connect with  
192 these different organizations? There are about six or eight or them  
193 there, weren't there?  
194 SYLVIA: Yeah, there's more than that.

195 FEMALE: There's more than that  
196 SYLVIA: There's about 20.  
197 BOB: Is it?  
198 FEMALE: Yeah.  
199 SYLVIA: Yeah.  
200 FEMALE: Does anybody here have connections with them already?  
201 JODY: Yes, but I don't want to do all of them.  
202 SYLVIA: No, no.  
203 JODY: I don't have time to do all of them.  
204 BOB: I understand that.  
205 FEMALE: We need to share - share the load.  
206 CAMPBELL: I think if you have the people within your task force as  
207 well as reach out to people with those volunteers.  
208 BOB: Yeah, go ahead.  
209 VENN: This is Venn - I would suggest that you - (phone ringing) -  
210 okay, this is Venn continuing - I would suggest that you circulate  
211 that list to the TAC-  
212 BOB: And then ask who-  
213 VENN: And - and give us a week to sign up for the ones we want.  
214 SYLVIA: Yeah, that sounds good.  
215 VENN: And anyone who hasn't signed up for two-  
216 SYLVIA: Yeah.  
217 VENN: You - for you to assign two.  
218 BOB: I love that suggestion.  
219 CAMPBELL: Maybe starting with the volunteering part first.  
220 BOB: That - that's true.  
221 VENN: Again, I would suggest people sign up-  
222 BOB: I - that's - that's an excellent idea.  
223 VENN: For - for two organizations to reach out to and if there  
224 anybody who hasn't then you-  
225 BOB: Then I can ask them to - to do it first.  
226 VENN: I would - I would suggest the head of our recruitment task  
227 force could volun-tell some people to.  
228 BOB: Okay. All right, if that's agreeable to everybody, that's the  
229 way we'll do it. And Danielle we'll start with you getting that  
230 list out to us and then I'll - I'll bird dog it from there, okay?  
231 Judy?  
232 JUDY: I just wanted to let you know that a group that I have  
233 reached out to, I group that I've worked with for many years,  
234 including some folks at IRCO the evening (inaudible), sorry - the  
235 East Portland Action Plan Civic Engagement Group, the Chambers of  
236 Commerce for the Hispanic, the African American, Asian, and the  
237 Tribal groups - their circle of influence is - extends beyond  
238 Portland so I don't know what kind of interest or response that  
239 we'll get, but I have put the word out that we - who we are and that  
240 we're looking for representation from their cultural backgrounds  
241 just to see if there's anyone interested, that they should contact  
242 me - but I don't have an email.

243 BOB: That's remind me - just a second, Sylvia - it reminds me that  
244 the one thing that is potentially off-putting, I think, about the  
245 application form is a very extensive demographic and eco -  
246 socioeconomic information they're asking. It's - but it's all  
247 voluntary. Every answer says - says I - I prefer not to give you  
248 that information. And I think it's important that you - if people  
249 react to that you remind them that's not a required part of the  
250 application, it's - it's voluntary. Just click you don't want to  
251 tell it. But it - it's the kind of stuff that we were afraid to  
252 even approach when we were - when we were writing that draft -  
253 initially the draft application. And they - they really went  
254 overboard on all this demographic data they want on the applicants,  
255 but it's voluntary, so.

256 CAMPBELL: Just - just so everybody knows the City app - the City  
257 has generalized all applications for volunteers groups so we really  
258 don't have any control over what the application looks like anymore.

259 FEMALE: Is there going to be an ad for that - just because the  
260 information - that information cannot be used as part of the  
261 selection, it is simply for data on who is representing the City so  
262 it won't actually, like the selection committee won't even see that  
263 (inaudible).

264 BOB: That's a good way to put it, it's good.

265 SYLVIA: I have another group for you-

266 CAMPBELL: I think-

267 SYLVIA: Oh.

268 CAMPBELL: Danielle, real quick, or-

269 DANIELLE: Well, that was going to be my question. Is it - is it  
270 used for selection because that could possibly be an explanation -  
271 okay.

272 JUDY: No, it's not allowed to be.

273 CAMPBELL: No, it's simply - usually they use it for - just seeing  
274 what kind of applicants they're getting so that the HR people can  
275 see what kind of diversity in that area.

276 FEMALE: Thank you for that.

277 DANIELLE: (inaudible) share with people, though - like so that they  
278 know why - why the question-

279 CAMPBELL: Yeah.

280 DANIELLE: Is even being asked.

281 CAMPBELL: I agree.

282 SYLVIA: Okay, I'm Sylvia Zingesser - I have a connection with Oregon  
283 Association for Minority Entrepreneurs so - I just now realized that  
284 - and I can actually go out to one of their business meetings and -  
285 and make a pitch.

286 BOB: Thank you.

287 CAMPBELL: Like in a-

288 SYLVIA: It's OAME. I'll send that to you - yeah.

289 CAMPBELL: If I can make a suggestion, if anyone else has any ideas  
290 I would encourage you to go ahead and reach out and let Bob know the  
291 group you've reached out to-

292 SYLVIA: Okay.

293 CAMPBELL: As well what I've done is I've shared it on my own social  
294 media just to see if there's any general citizens that are  
295 interested that way. The more this gets out there, the more of a  
296 good pool of applicants we can get.

297 SYLVIA: Yeah.

298 MALE: I had a - a que - couple questions. Do we have - since we  
299 don't have any control over the application - or - or in the content  
300 of it or whatever, the presentation of it, do we have - what control  
301 do we have in the process - the selection process?

302 BOB: We do the selection.

303 CAMPBELL: Yeah.

304 MALE: Right, so - so this selection process has not changed from  
305 what it's been?

306 BOB: That's right. No, that's right. Apparently, I hear rumors  
307 that what eventually - probably personnel is going to take over that  
308 - that part but not initially.

309 FEMALE: I think that each individual committee will always be able  
310 to select.

311 BOB: And the other thing is I'm going to meet with the - the task  
312 force and let's come up with a - an evaluation plan that we - that  
313 we need - that we're going to use - an - an evaluation sheet. Venn,  
314 you have some experience in this you said at one point.

315 VENN: I do have - yes. I'm remembering now the ideas that I was  
316 proposing to share with you on that. This is Venn. Yes,  
317 specifically around just applying simple statistical tests like Z  
318 scores to normalizing distribution of the individual members of the  
319 task force rating the candidates and - on various questions that we  
320 choose, but that - we can get into that offline.

321 BOB: And - and do I understand this to be the procedure that it  
322 will be the task force itself that would do the evaluation or will  
323 the whole TAC do the evaluation?

324 CAMPBELL: In the past it's just been the task force, I believe.

325 BOB: Just the task force, okay. That's what I would have thought.

326 MALE: Yeah, the task force brought stuff to the - to the committee  
327 (inaudible).

328 GARY: So, the other question - Gary - I was - actually is as much a  
329 comment as a question - so, it - I mean, if we're serious about  
330 recruitment, especially diverse recruitment, we're really going to  
331 need to have the presentations, you know, show up, be faces that are  
332 - are there and can answer some of the questions, some of the  
333 concerns to the issues that might be raised by people who might be  
334 considering of this type of - of step or - or not - or might be  
335 dismissing it outright just because it's Portland Police or  
336 whatever. So, I think we really need to be serious enough about our

337 recruitment and commitment to diversity that we really lay out a  
338 plan that does the things that Sylvia's doing, that says okay, I'm  
339 not only going to just send out an email or reach out or - or let  
340 people know in these organizations that this is available and  
341 accessible, but I'm actually going to show up. I'm going to tell  
342 them about it and I'm going to be there to answer any questions and  
343 let them put some faces with names of people that are it. I think  
344 that's really important - and on a consistent level, not just a one-  
345 shot deal. If we're serious about getting community partners  
346 engaged in this process, we need to be serious about building those  
347 relationships. And I know few of us feel like we have the time to  
348 go devote to that, but I do believe that with a plan, with something  
349 that we can plug into with a little ten-minute soapbox presentation  
350 we can make it a meeting that we can go to, I think all of us could  
351 do something in order to - to represent this group in another venue  
352 where we're actually showing up.

353 BOB: Gary, I agree with you and it would be my assumption that when  
354 we tackle these organizations that - that Danielle's going to  
355 provide us with - that it would be a contact with that organization  
356 and an offer to meet with the group or with the Steering Committee  
357 or whatever it is, the organization they have, if the people think  
358 it's useful and they're interested in it.

359 SYLVIA: We've done that before.

360 BOB: Yes, so-

361 SYLVIA: Yeah, we've done that.

362 BOB: I - I agree with you, Gary, and - and I hope that will be what  
363 - when you say - let's say you're going to contact an organization  
364 that you're prepared to actually do that.

365 SYLVIA: I have another question - Sylvia - do we have a brochure  
366 about the TAC?

367 CAMPBELL: No, that I know of.

368 SYLVIA: We have-

369 BOB: There's a fair introduction to the - in the application form.

370 SYLVIA: No, but I mean that-

371 BOB: I understand what you mean-

372 SYLVIA: When we - when we - when we go talk to people that we have-

373 BOB: I understand, I don't - we don't have anything like that.

374 CAMPBELL: The answer is no, we do not.

375 SYLVIA: We do not have-

376 CAMPBELL: No.

377 SYLVIA: Do we want one so that when we are recruiting we say this  
378 is who we are, this is what we do?

379 BOB: Let's start a task force around that.

380 SYLVIA: I mean, I'm not a - I'm not a, you know, a design person,  
381 but-

382 CAMPBELL: I think we're getting a little late to get any-

383 BOB: We're - we're - that's too late for this process now.

384 SYLVIA: Okay. So, do we have, like a sheet of paper of who we are  
385 and what we do and - and - just not the application?  
386 CAMPBELL: That might not be a bad idea, it can be (inaudible)  
387 BOB: Well, the intro to the evaluation that - that Jody did up-  
388 SYLVIA: Yeah.  
389 BOB: Drawing on information that we had already drafted in - in the  
390 application form that we had, that's a fair intro and it refers  
391 people to the By - Bylaws, things like that which is - there's where  
392 the real meat of what we do is laid out.  
393 CAMPBELL: I'd - I'd be okay putting something together really  
394 quick, just if somebody wanted to have a printout-  
395 SYLVIA: Yeah.  
396 CAMPBELL: If they go to talk to someone-  
397 SYLVIA: Like this is who we are and-  
398 CAMPBELL: That includes the website where the application is.  
399 SYLVIA: Yes.  
400 CAMPBELL: I - I can put that together for you-  
401 SYLVIA: Oh, good.  
402 CAMPBELL: If - if you'd like.  
403 SYLVIA: Yeah, send it to all of us-  
404 CAMPBELL: It doesn't have to look-  
405 SYLVIA: So we can print off - print them off of our computers.  
406 BOB: I don't like this - this is fine.  
407 CAMPBELL: All right. We're-  
408 SYLVIA: Shawn, can you send that to all of us?  
409 CAMPBELL: Of course.  
410 SYLVIA: Okay. We can all print off our own.  
411 CAMPBELL: Yeah.  
412 SYLVIA: Okay.  
413 CAMPBELL: All right, since we're kind of moving along in time here,  
414 just one last question, Bob - when is the closing date for  
415 applications, or?  
416 BOB: December 10<sup>th</sup>, so we've got a month yet.  
417 CAMPBELL: Okay.  
418 BOB: We've got - we've got a lot - we've got some time in here.  
419 CAMPBELL: All right, and just to remind you, we're trying to  
420 recruit now 12 people total since Dave Hoffman has resigned so a lot  
421 of people. All right, any other comments or questions about the  
422 Recruitment Task Force? Okay. Let's move on to the Demographic  
423 Data Inclusion Task Force with Sarah.  
424 SARAH: Okay. So, we have been doing some virtual convening and -  
425 we're kind of like in our list of questions we have our date set  
426 with Lieutenant Dobson and his team for next week and so we're  
427 moving along.  
428 CAMPBELL: Perfect. And then Patterns in Use of Force Report Task  
429 Force from me. Similarly, we are moving forward. We are meeting  
430 with Lieutenant Dobson tomorrow to discuss some things and continue  
431 working through the process, all right? Next on the agenda is

432 Procedural Justice In-service Dry Runs. Captain Hurley has made the  
433 offer for us to be able to view some of the dry runs for the next  
434 step in - what'd you call it, Implicit Bias Training on the  
435 procedural-

436 HURLEY: It - it's the - yeah, it's Implicit Bias Procedural Justice  
437 Training and so we're offering that for you guys to come in and  
438 view. And so, December 6<sup>th</sup> and the 11<sup>th</sup> from 1:00 to 4:00 we will  
439 have that - the ability for you guys to come in and just watch the  
440 training that we're going to give.

441 BOB: Do we need to sign up or do you - do we just come out here-

442 HURLEY: It would be nice if you all would send an email or - or  
443 call Jody and let her know only so that-

444 BOB: Let Jody know, okay.

445 HURLEY: Yeah, just in case there's one of those dates no one comes  
446 that we don't have the instructor come and set it all up to turn out  
447 that we just didn't have anybody to come, so-

448 MALE: What're the dates again?

449 HURLEY: It's - there - it's on your thing-

450 MALE: Oh.

451 HURLEY: December 6<sup>th</sup> and December 11<sup>th</sup>.

452 MALE: Sorry.

453 HURLEY: It's okay - from 1:00 to 4:00.

454 SYLVIA: I sent you an email about the 11<sup>th</sup>-

455 MALE: Is it the same session both days?

456 HURLEY: Yes, it's the same session both days.

457 SYLVIA: And looking for that, then I won't (inaudible) that day.

458 MALE: (inaudible)

459 HURLEY: Yeah, you just need to choose one. Yeah, we just wanted to  
460 give more than one time in case somebody was busy.

461 CAMPBELL: I highly encourage anyone who can to come. These - we  
462 did this with the Implicit Basic Training, it worked out very well  
463 for both us and, I believe, for the Training Division as far as  
464 having a nice back-and-forth about the training. Kind of the way we  
465 do this is when we view a training, we will put toge - we will send  
466 the - our individual thoughts to a single person who will put it in  
467 a short report, which will then be sent to Captain Hurley.

468 HURLEY: And then we'll share that back with - Officer Jones is the  
469 one that's teaching this class and so we'll share that back with  
470 him. Okay.

471 CAMPBELL: Do you know, like a date that you'd need the comments  
472 back by us?

473 HURLEY: No, it's fine. Usually you did it within a couple weeks-

474 CAMPBELL: Yeah.

475 HURLEY: That was fine.

476 CAMPBELL: All right. Gary?

477 GARY: Is this training that we would be observing, is this  
478 something that we are bound to keep confidential at this stage of  
479 the game?

480 HURLEY: No.  
481 GARY: Okay.  
482 HURLEY: No.  
483 SYLVIA: Yeah, that's good.  
484 GARY: So, our impressions of it are something - especially our  
485 positive impressions of it - are something that we could share when  
486 we're out doing our recruiting?  
487 HURLEY: Absolutely, yeah.  
488 SYLVIA: Oh yeah, that would be great.  
489 MALE: Deadlines for applications is - is December 10<sup>th</sup>, so  
490 (inaudible).  
491 CAMPBELL: Make sure to go to the second one.  
492 HURLEY: Let's make the first one.  
493 MALE: First round?  
494 MALE: First round.  
495 MALE: We should be doing perpetual recruiting.  
496 MALE: I agree.  
497 SYLVIA: Yeah, that's true.  
498 HURLEY: Mm-hm.  
499 CAMPBELL: And the notes that we made on the last round of the  
500 Implicit Bias Training are up on the website because we were  
501 officially recorded as putting that (inaudible).  
502 HURLEY: Yeah, and every - anything you put in will eventually go on  
503 official recording, it's just for timeline it's nice for you to give  
504 them to us right away so that our instructor can review them.  
505 CAMPBELL: Yep.  
506 BOB: Quick question. You're linking - I'm sorry, is there a link  
507 between the seat of justice and the Implicit Bias? Is - is it - is  
508 it - is it the flip side to the same coin?  
509 HURLEY: Well, it - it kind of all comes together. So, we try -  
510 Implicit Bias really kind of more the educational piece of it which  
511 is the one you all went to last time and so that was very much about  
512 what is Implicit Bias? How do we all understand it, that kind of  
513 piece. And then this class is more about how does that go into the  
514 jobs that we do? How do we use it, how does it affect how we do  
515 things, right? And Procedural Justice is how we expect you to-  
516 BOB: To behave.  
517 HURLEY: Correct. But to have that understanding of what that  
518 Implicit Bias was and maybe with that knowledge how you then  
519 implement the Procedural Justice.  
520 BOB: Thank you.  
521 CAMPBELL: Yep, any other questions about the Procedural Justice In-  
522 service?  
523 MALE: Those dry runs are here?  
524 HURLEY: They're here, mm-hm. And to clarify they're - they're  
525 actually not, I mean, this is a - well, we're not calling them dry  
526 runs. It's - it's a finished product, but it doesn't mean the input  
527 wouldn't - but it - so, we can do it however (inaudible).

528 CAMPBELL: I just put dry runs because I-  
529 HURLEY: That's fine.  
530 CAMPBELL: I figured if it's not in front of an official audience,  
531 it-  
532 HURLEY: Yeah, yeah. No, yeah. You're - you're right, you're  
533 absolutely correct. Yeah.  
534 FEMALE: (inaudible)  
535 HURLEY: Yeah, it's just - yep.  
536 CAMPBELL: All right, any other questions? Again, I encourage  
537 everyone who can to attend. This is - this is a new way of doing  
538 some of the stuff we've always done and it proved very fruitful last  
539 time. All right, next up is again Captain Hurley - because like to  
540 pick on people here.  
541 HURLEY: You just - right? Just because I get to go twice - so, we  
542 brought in three new positions for the Training Division in this  
543 last fiscal year. And so, one is - is just - well, there's  
544 technically four, right? So, one of them is a sergeant that's going  
545 to oversee these new programs so just understand that piece of it.  
546 But then there's three that we are bringing in, one of them is an  
547 ethics procedural justice officer. So, the way that I see this  
548 going forward is obviously we're going to continue to teach Implicit  
549 Bias and Procedural Justice and Ethics and all of those things in  
550 our classes - we'll have classroom time about that. But we also  
551 have to figure out a way to make sure that we take all of those  
552 concepts and we actually integrate them in everything we do. So,  
553 when we do our scenarios, right, how are we debriefing and looking  
554 at our - whether or not they're using the Procedural Justice piece.  
555 Are they implementing into the classroom piece, right, the stuff  
556 that they're actually doing when they're doing hands-on things? And  
557 so, this particular officer is about creating that program and  
558 making sure that not our classroom stuff is the latest thing that we  
559 need and - and the - and the building of a program, right, on the  
560 stuff that we've already done, but also making sure that it gets  
561 integrated into all the stuff that we do. This officer is going to  
562 affect everything from Advanced Academy - so those are our recruits  
563 that are coming in - as well as going through to our in-services and  
564 then, you know, obviously our leadership and - and all of the other  
565 training that we do here. So, that's the first position. The  
566 second position is a wellness position and really that's about the  
567 sixth pillar of the 21<sup>st</sup> Century Policing, which is talking about how  
568 do we make sure our officers are healthy and well. And so, it -  
569 it's a little funny because this program - we haven't chosen our  
570 person yet - so, the - the posting has gone out and we're recruiting  
571 for this position right now. And we're also kind of having a  
572 conversation about what to call it, right? So, if anybody has some  
573 really good ideas let me know. Wellness is not a bad name, but it  
574 also has some connotations with it because some people look at it as  
575 more - as like do you mean wellness like the fluff or like the

576 necessary? Well, it's the necessary, right? It's not the - it's  
577 not the - the beach weekend that you need, it's about taking care of  
578 ourselves on a daily basis and from recruit on, right? So, whether  
579 we call that, you know, improved performance position - I'm not sure  
580 what I want to call that yet so if anybody has ideas let me know.  
581 But really that's a wellness position and again it's about figuring  
582 out a way to make our officers healthy mentally and physically. And  
583 we know that if they are happier, mentally, physically well they  
584 will do a better job for the community that they service, right?  
585 So, we're working on that. That's our - our other position. And  
586 then the last one is a leadership position. So, we just met with my  
587 staff on the leadership position and what we're looking to put  
588 together is a leadership program that starts with the officers as  
589 recruits and works all the way through the Chief of Police, right?  
590 So, we're looking at trying to figure out kind of what are the  
591 pillars of that - of that leadership position and - and how do you  
592 teach those concepts at a recruit level using those same pillars,  
593 right, when you become a sergeant what does that mean? It means you  
594 - you use the same pillars, probably you expand them because your  
595 job description has expanded. As a lieutenant we have the same  
596 pillars but we expand that because now as a lieutenant you have a  
597 little bit different job and a different way of - of - or a number  
598 of people you're dealing with, etc. So, we're trying to put that  
599 program together to start at the recruit level and then that  
600 training will continue for the entire year of a person's career,  
601 through each of the steps that they take. So, that's the other  
602 position that we're taking. Yep?

603 BOB: Are these only - are these going to be positions for police  
604 officers only?

605 SYLVIA: Mm-hm.

606 HURLEY: No, actually - so, especially when you look at - well, so  
607 first of all understand that the Procedural Justice and the Implicit  
608 Bias classes are open to our non-sworn as well and, in fact, they're  
609 encouraged to come to those. The wellness and performance is for  
610 everybody, it's for every bureau member, right? Because it's not  
611 just - one of the things that we've learned historically as we've  
612 gone through is police officers obviously see a lot of things and we  
613 do a lot of things on the street that affect how we sometimes cope  
614 with things or stresses that we have. But the reality is the  
615 Records Department there are people in there that read these  
616 reports, right? So, yeah, you're right, they were on the street and  
617 they didn't see it but they read the reports and so that's  
618 traumatizing to them just to have to read that and to - and to read  
619 that every day, right? So, our non-sworn are - has just as much  
620 stress and a lot of times some of the same stressors that the sworn  
621 have. So, this is a program that - that covers all of it. The  
622 Leadership Program we're already working with - we call them AS1's  
623 so those are the supervisors over non-sworn, right? And so, our

624 non-sworn are still supervisors, they still are leaders in this  
625 department, they still need to continue to know how to lead and to -  
626 to learn how to lead as they move on. So, no - all three of  
627 positions are for sworn and non-sworn positions.

628 SYLVIA: Okay. Just as a - as a - maybe a point of information-

629 HURLEY: Mm-hm.

630 SYLVIA: NAMI, National Alliance on Mental Illness-

631 HURLEY: Mm-hm.

632 SYLVIA: Has - works with officers-

633 HURLEY: Mm-hm.

634 SYLVIA: And one of the things that they pointed out is that  
635 officers can have Post Traumatic Stress Syndrome.

636 HURLEY: Absolutely.

637 SYLVIA: And so, there's a whole program with NAMI of-

638 HURLEY: Mm-hm.

639 SYLVIA: Of dealing with police officers and giving them the support  
640 that they need. And - and I - I can attest to the fact that I feel  
641 like the officers have not had-

642 HURLEY: Mm-hm.

643 SYLVIA: That kind of support, certainly in the past.

644 HURLEY: I agree with you completely. And for people that don't  
645 know, PTSD is one of those things that a lot of departments actually  
646 don't cover-

647 SYLVIA: Mm-hm.

648 HURLEY: As a - as a problem or-

649 SYLVIA: Right.

650 HURLEY: As a - as a medical condition for officers, right? They  
651 don't see it as actually something that's job related. So, those  
652 are all things that we'll be dealing with in the program. We -  
653 we're - we already have done quite a bit of research. There's -  
654 there's a lot of departments that have those done in pieces, right,  
655 so little things all the way along. We'd like to see how do we -  
656 how do we bring as many of those pieces forward for us and how do we  
657 implement them in as many things as we can do. So, they're all  
658 three brand new programs but any suggestions is great.

659 SYLVIA: Great. Well, and one of things that I - I think that  
660 probably all of us have to deal with is - is getting rid of the  
661 stigma.

662 HURLEY: Mm-hm, absolutely.

663 SYLVIA: So that-

664 HURLEY: And that's one of the reasons-

665 SYLVIA: So that we - so that we can come forward and we can  
666 actually talk about it and-

667 HURLEY: Right? And it's one of the reason I - I discussed that  
668 wellness-

669 SYLVIA: Yeah, yeah.

670 HURLEY: Topic, right? Do you want to call it a wellness program?  
671 What else do we call it, right?

672 SYLVIA: (inaudible)  
673 HURLEY: Is there something else - yeah - is there something else  
674 that gets people past that, right, because I think - I think people  
675 have a tendency to go well, really? I mean, whatever, right? I  
676 don't need that, I have whatever, right? So, I've told all my guys  
677 we're starting yoga - just kidding, but-  
678 SYLVIA: I want to see that.  
679 HURLEY: Yeah. I said - they're a few of them that said that too.  
680 FEMALE: I just have a question. I was wondering how - what the  
681 city's EAP department has to - a mental health (inaudible) - are  
682 they looking-  
683 HURLEY: So-  
684 FEMALE: At it as you're carving some of their job away from them,  
685 or?  
686 HURLEY: So, unfortunately the police bureau doesn't have a full-  
687 time EAP officer at this point in time. We have a person who does  
688 it a little bit on the side and so Mike and I work together very  
689 closely on this. The difference between EAP and this particular  
690 program really is - is when it happens, right? So, EAP is very  
691 reactive. We've already kind of - we've gotten to the crisis,  
692 broken part and we call EAP to try to help us with that crisis. The  
693 wellness program and - and this position I'm looking at, it's the  
694 pre stuff. What're we doing to make sure that people are - are  
695 remaining - are starting healthy and remaining healthy. What are we  
696 doing to make sure that they understand that these things are going  
697 to happen to them in their career, but maybe we give them some tools  
698 on the front end so that they learn how to cope with those things  
699 better. It will have an informational piece of it about what EAP  
700 offers because that's a huge part of it, right? But maybe if we can  
701 get the education piece down, they'll understand that when I go to  
702 this kind of call or these kinds of things happen to me or is - in -  
703 in Records, right, when I know I have to read these all the time,  
704 maybe I seek help from EAP a little sooner than when I'm in crisis,  
705 right? Because may I need - I know I need to deal with some of that  
706 emotion and some of those things in the front end. We all know that  
707 if you sleep better and eat better and exercise, you can handle  
708 stress better across the board, right? So, if we can give that  
709 education to our officers - Tigard Police did a class, because they  
710 have a program, and they did a class that dealt specifically with  
711 meals on night shift when nobody's open but 7-Eleven. And so, they  
712 actually had a class for their officers talking about how do you  
713 train pre-plan. If you haven't pre-planned, what are your options  
714 from 7-Eleven that really are your healthier options that maybe  
715 don't spike your blood sugar and mess up that whole part, right?  
716 They actually did a class on that so that they can have their night  
717 shift officers come and learn some of that because sometimes it's  
718 just education, right? It's just them understanding some -  
719 sometimes what their options are, right? So, the education is - and

720 the other interesting thing is, the two number one stressors in - in  
721 officers' lives that lead to divorce - interestingly enough, because  
722 divorce with police is higher than average - is financial issues and  
723 relationship issues, right? So, what do we do to give our - our  
724 officers financial classes, right? A lot of times these are kids  
725 that have just gotten out of college, they have no idea what to do  
726 with the paycheck that they just get, they have all of these pieces,  
727 right? So - or they've gotten to the point that they do overtime  
728 and they have this amount of overtime that they need now to make the  
729 rent - well, maybe that wasn't the best thought process, right? So,  
730 how do they manage money? So, you give management classes -  
731 financial management classes. The other thing is that - and EAP  
732 does a good of this, but these wellness programs kind of take it to  
733 another level - is talking about how do we educate the families of  
734 our members, right? So, when you have your records clerk who goes  
735 home talking about the report that they read that is pretty  
736 traumatic, how does that record clerk's significant other deal with  
737 that piece, right? How - how do officers whose wives don't  
738 understand when they get called out all the time or what happens or  
739 really even where they work, right? Or their significant other  
740 doesn't understand some of the stresses that they go through when  
741 things happen, right? So, this is about training of the family to  
742 some degree too so one of the things that we've had is the families  
743 have been able to come into the precincts and so we actually have a  
744 precinct open - one precinct open for each of the families to be  
745 able to come through. So, we'll have East Precinct - so any of the  
746 families can come in. It's interesting because sometimes you have  
747 the significant other and sometimes you have the parents because the  
748 recruit is so young that they just live at mom and dad's home,  
749 right? So - so - but they get to come and they get to look at each  
750 precinct because they know that's where their person - their  
751 member's going to work, right? They get to meet the commander of  
752 East Precinct, they get to see what it looks like for them to go  
753 into a roll call room and this is where we have roll call, and this  
754 is what it looks like for, you know, where we have the reports that  
755 we write, and here's where we have a holding cell. Just things like  
756 that that they can get a better visual understanding of what their  
757 person goes through, you know, during their time. So, it's things  
758 like that that are way more comprehensive. Sorry, go ahead.

759 FEMALE: There's my little light bulb (inaudible).

760 HURLEY: There you go.

761 FEMALE: I just thought as - as you were describing that, I was  
762 thinking that's like shield support.

763 HURLEY: I don't know what that is.

764 FEMALE: Well, you wear a badge and a shield, right?

765 HURLEY: Yeah.

766 FEMALE: So, it's - it's sort of supporting - it - it's different  
767 from EAP-

768 HURLEY: Mm-hm.  
769 FEMALE: In that it's industry specific.  
770 HURLEY: Yes.  
771 FEMALE: Specific to the bureau and your personnel and the  
772 experiences that people in the bureau have.  
773 HURLEY: Right.  
774 FEMALE: Whether they're sworn or non-sworn.  
775 HURLEY: Yes.  
776 FEMALE: So, that's why - just the image in my mind was the sworn  
777 officers wear the badge-  
778 HURLEY: Mm-hm.  
779 FEMALE: Also known as a shield - and the support staff is people  
780 who support them - the - the Records Department and the clerks and  
781 (inaudible)-  
782 HURLEY: Yeah.  
783 FEMALE: Non-sworn. And you're supporting everyone attached to  
784 them, which is not just the people who are on payroll but also-  
785 HURLEY: Mm-hm.  
786 FEMALE: People who are touched by the people who are on the payroll  
787 and that extends out by - what - by metamorphis - not metamorphis -  
788 what's the word I'm thinking of? It goes out into the community.  
789 Well, it's like a ripple effect - osmosis-  
790 HURLEY: Osmosis, yeah - yeah-yeah-yeah-yeah.  
791 FEMALE: And it just kind of goes out into the community and as it  
792 does that, it - it's been my experience in the past in working with  
793 the community police inversion that I did in the early 90's - you  
794 don't know what the experiences are of the people who visit the  
795 precinct to see where their loved one's going to be working.  
796 HURLEY: Right.  
797 FEMALE: But whatever they saw, whatever they felt, whatever they  
798 heard, they talk about it-  
799 HURLEY: Mm-hm.  
800 FEMALE: And they're outside-  
801 HURLEY: Mm-hm.  
802 FEMALE: And then other people say really? I didn't know that-  
803 HURLEY: Yep.  
804 FEMALE: I didn't see that, I want to see-  
805 HURLEY: Yep.  
806 FEMALE: They get curious about it and they come in and they build  
807 on positive experiences, which in my mind can only enhance support  
808 of our sworn and non-sworn bureau people.  
809 HURLEY: I agree.  
810 FEMALE: So, that's (inaudible).  
811 HURLEY: I like that, actually. I like that.  
812 FEMALE: I've a lot of (inaudible) in my life.  
813 CAMPBELL: Danielle, you had a-  
814 DANIELLE: I was just curious - this whole conversation is making me  
815 think about Trauma Informed Care-

816 HURLEY: Mm-hm.  
817 DANIELLE: I'm not sure if anyone's familiar with that, but it's  
818 kind of a big, like national movement.  
819 HURLEY: Mm-hm.  
820 DANIELLE: And I'm just curious if there's anything - any training  
821 around that or - or even if the new wellness position will sort of  
822 take that into account.  
823 HURLEY: You know, the - the one piece about this is it's brand new  
824 so we're doing - we're still kind of trying to kind of figure out  
825 what all it's going to entail and - and how we're going to implement  
826 it all in the bureau. So, great thing for us to take a look at and  
827 - and I can't answer the question on exactly how that goes right  
828 now.  
829 DANIELLE: (inaudible)  
830 HURLEY: Oh-  
831 FEMALE: (inaudible) officers which you know are the second layer of  
832 response, we had trauma informed - we have a trauma informed  
833 training that's part of the community.  
834 DANIELLE: Oh, okay.  
835 FEMALE: They're going out and (inaudible)-  
836 DANIELLE: Oh, for the general population?  
837 FEMALE: For the general we haven't implemented - it - it sort of  
838 has a - I mean, CIT was - everybody gets CIT, (inaudible) training-  
839 DANIELLE: Mm-hm.  
840 FEMALE: And that encompasses a lot of trauma informed care and  
841 principals-  
842 DANIELLE: Mm-hm.  
843 FEMALE: For the community, obviously (inaudible) when we talk about  
844 PTSD and - and CIT just does it for everybody - talks about PTSD in  
845 others, but obviously they're the audience as well because we have  
846 those discussions. You know the ACES - Adverse Child Experiences  
847 and all that - so, they recently (inaudible) within CIT so that's  
848 everybody getting that training, but there's not a class that's  
849 called Trauma Informed Care. But the principals are imbedded, at  
850 least at a very low level. There's more we can do (inaudible).  
851 DANIELLE: If there's ever any interest, I happen to also be on the  
852 leadership team for Trauma Informed Oregon, we offer free training  
853 all over the state.  
854 FEMALE: Well, you know, they're great and we (inaudible) so we've  
855 been in contact with her and it would be great to reconnect because  
856 sometimes they're quite busy-  
857 DANIELLE: Yeah.  
858 FEMALE: And we - we've (inaudible) or training that she's led and  
859 they're fabulous.  
860 DANIELLE: Yeah, I agree.  
861 FEMALE: Yeah, she's great and I'd love to snag her to come here,  
862 but she gets pretty busy so, yes, let's talk.  
863 DANIELLE: (inaudible), okay.

864 FEMALE: Okay, thank you.  
865 CAMPBELL: Any other - Sarah?  
866 SARAH: Mm-hm. Kind of related, I'll try to be brief. I also have  
867 interest in Trauma Informed Care. Part of that is just my - my call  
868 has just been - my focus is trauma and so I appreciate (inaudible)  
869 that are coming up.  
870 HURLEY: Mm-hm.  
871 SARAH: Since PTSD is not the full trauma-related disorder now,  
872 right, and has changed specifically to be able to incorporate the  
873 experiences of first responders and law enforcement-  
874 HURLEY: Mm-hm.  
875 SARAH: But I think the education piece is really important. I've  
876 been able to do trainings with - part of my work, although I'm not  
877 here as a VA representative - it's for VA - with our veterans just  
878 as outreach and has done TIC trainings and so I think that's great.  
879 And building up on that-  
880 HURLEY: Mm-hm.  
881 SARAH: By having a wellness program. And I know we kind of - kid  
882 about things like meditation or yoga or Tai Chi, DOD - which is  
883 another one-  
884 HURLEY: Mm-hm.  
885 SARAH: Of my identities that (inaudible) - has implemented  
886 different kinds of meditation and yoga with Marines, with-  
887 HURLEY: Yep.  
888 SARAH: Special Forces, with really great outcomes, right?  
889 HURLEY: Mindfulness, already doing it. We have a - a - sorry, I  
890 didn't mean to interrupt, but we're - we're on that. We - I have a  
891 sergeant who is finishing his classes up to be a certified  
892 instructor on mindfulness training, which is exactly what you're  
893 talking about. And so, we're looking at ways to start that at  
894 Advanced Academy because if they can have those tools, even though  
895 they don't really understand they need those tools - as they go down  
896 the road then they will. One of the ways that DOD worked on some of  
897 that is - and - and the military is they've actually implemented it  
898 into their control tactics, defensive tactic-type classes. So, I've  
899 actually met with my leads to see about how do we add 15 or 20  
900 minutes on the - on the sides of those because then it's part of the  
901 training, right, so it's not like I have to talk into - so, the joke  
902 about yoga really was because I was joking with my guys about us  
903 going that, not because I don't absolutely with the concept, and -  
904 and I think it needs to be in. I actually did a - an 8-week course  
905 with - oh, gosh - what's the name? Out in Hillsboro, they're the -  
906 the college.  
907 FEMALE: (inaudible)  
908 HURLEY: What's that?  
909 FEMALE: (inaudible)  
910 HURLEY: Yeah, but what's the - yeah, what's the college that did  
911 the study up there, though?

912 SARAH: Fox?

913 HURLEY: Anyway, so did an 8-week program of a mindfulness program  
914 specific to police with them and fell in love with that program.  
915 So, that's how we are - and I'm - so yeah - a hundred and ten  
916 percent with you. So, joking about the yoga.

917 SARAH: Yeah, I know. I - this is Sarah again - I didn't mean it as  
918 a call out, I just mean that as you were saying this is forming-

919 HURLEY: Mm-hm.

920 SARAH: There are lots of models out there to build upon.

921 HURLEY: Yeah.

922 SARAH: That line up with some of the roles that-

923 HURLEY: Mm-hm.

924 SARAH: Law enforcement and those who support-

925 HURLEY: Mm-hm.

926 SARAH: Like in - from a vicarious traumatization way, you know-

927 HURLEY: Okay.

928 SARAH: There's just lots of things you can build upon and look for.

929 HURLEY: And if there are specific programs that you know of, right,  
930 that you think that I should look at for these things, we have ones,  
931 again, that is kind of started but it's not by an - any means the  
932 end-all-be-all and so if you have other options and other ways of  
933 looking, please feel free to reach out because happy to get that  
934 information, right? Because we kind of do the Google search and  
935 hope for the best.

936 SARAH: Mm-hm. Yeah, yeah, mm-hm.

937 CAMPBELL: All right, any other questions, or? All right, thank you  
938 very much Captain Hurley. We look forward as this develops to-

939 HURLEY: Yeah.

940 SYLVIA: It's exciting.

941 HURLEY: It is.

942 CAMPBELL: And also this is a good sign of why we need to have our  
943 biographies because that way - for instance-

944 HURLEY: I wouldn't know who to reach out to.

945 CAMPBELL: Exactly. All right, let's move on from there. We're a  
946 little bit behind schedule, but we always are so it's not a big  
947 deal. Let's move onto the overview of training for protests and  
948 demonstrations with Lieutenant Dobson.

949 DOBSON: Can we rotate that and do reports first?

950 CAMPBELL: Sure. All right, let's do the Quarter 3 Use of Force  
951 overview. This is a little changed because we didn't have the  
952 report up yet at the time that this was decided so it has been  
953 offered where we're going to get an overview tonight and then at the  
954 next meeting if we have any questions or anything like that, we'll  
955 be able to ask after actually reviewing the actual report, if  
956 everybody's okay with that. All right?

957 FEMALE: Okay. So, this will be real fast, just a brief overview,  
958 some of the highlights that we noticed when we looked at Q3. And to  
959 get started, the first thing that we noticed was a large decline in

960 FTCR's. Thirty-four percent decrease, 199 to be exact. We think  
961 this is an anomaly just because lately we've seen FTCR's increase.  
962 We also kind of narrowed it down to the month with July/August and  
963 primarily at East Precinct and somewhat at North Precinct. So - but  
964 we will keep an eye on this. It is notable. This is the first time  
965 that we've noticed this big of a decrease in FTCR's and everything  
966 went down. Cases were down, the number of involved officers, number  
967 of involved subjects as well. Just looking at it a little closer  
968 just to show you - you'll see this bar chart in reports, East  
969 Precinct, North Precinct, largely July and August - showed you that.  
970 And then this would be a little bit better in proportionality.  
971 Actually Central Precinct increased a little bit proportionality  
972 wise, but you can really see that East and North decreased and other  
973 divisions - or specialty divisions - remained pretty constant. Just  
974 an overview compared to last quarter, Calls for Service were up as  
975 are Force to Calls for Service ratios decreased Force of course went  
976 down, but Calls for Service were up. Custodies declined slightly,  
977 about one percent actually and our Force-Custody ratio also  
978 decreased. We looked at some of our metrics that we look at for  
979 Subjects Involved in Force. The one that's notable is Under the  
980 Influence of Drugs or Alcohol, that increased substantially to 55  
981 percent of our subjects were under the influence of drugs or  
982 alcohol. Armed also - the number decreased dramatically but the  
983 proportion remained kind of consistent with other quarters. Our  
984 Mental Health is - remained pretty steady, it's about 14 percent and  
985 our Transient is still remaining about 50 percent. Next we looked  
986 at if there is anything changing with the Force types or the  
987 applications of Force and narrowed this down because the numbers are  
988 so small for some of the application types, we narrowed it down to  
989 kind of like the ones where there's ten or more applications just  
990 because the number goes so incredibly small. But the notable things  
991 here are that box - box-ins have a large increase in the  
992 proportionality. We'll keep an eye on this, this is one quarter  
993 again, the numbers are small. But I kind of - my theory is that  
994 maybe because some of the other proportionality changed, box-ins  
995 kind of remained kind of steady and so it looks like it's such a  
996 large proportion compared to the other force types, kind of like the  
997 area - in my work list area - at this point CEW was the only force  
998 type to increase this quarter. We attribute that large to a single  
999 event involving three officers and eight applications. So, the CEW  
1000 - and you'll see more of that in the - that event in particular in  
1001 the quarterly report, in the out of policy section. Pointing of a  
1002 Firearm, interestingly has been on a steady decline largely, for  
1003 quite a while now, actually even going back quarters not listed on  
1004 here and we still see that continue. And a small increase in recent  
1005 (inaudible).

1006 DOBSON: One of the things in the CEW thing is we had - East  
1007 Precinct had a couple of fairly significant events that occurred in

1008 the last quarter where there were suicidal subjects that were a  
1009 little - one suicidal subject we dealt with twice who was literally  
1010 stabbing himself in the process and so that's why you saw a - a  
1011 large amount of CEW where they were trying to stop him who was  
1012 actively trying to either damage himself or there was a threat that  
1013 he could damage someone else. And so, that's why you see kind of  
1014 the - the CEW being kind of out of whack with everything else.  
1015 FEMALE: All right, quick questions.  
1016 GARY: So, you were talking about Quarter 3 being perhaps an anomaly  
1017 by comparison to previous quarters, but how does it compare to other  
1018 Quarter 3 behaviors?  
1019 FEMALE: Because - and I know we keep going back to this - because  
1020 we added the Category 4 numbers, it's really - and we added that in  
1021 Q3 and sort of mid-Q3 2017 so we can't really accurately compare Q3  
1022 2018 to Q3 2017. Also, within some of the Force Types, particularly  
1023 like takedowns and things like that - some of the definitions have  
1024 changed also at that same time in Q3 2017. So, we're really kind of  
1025 just now reaching a period of time where we will now be able to -  
1026 with Q4 of 2018 we will accurately be able to compare it to Q4 2017  
1027 so we're almost to the point where we have a full year to compare  
1028 with. We're not quite there yet but we're getting there.  
1029 VENN: This is Venn Wylde with a follow-up on Gary's question.  
1030 Before that data collection change, had you observed annual cyclic  
1031 patterns year over year between connecting Q3 of one year to Q3 of  
1032 the previous year?  
1033 FEMALE: Maybe in terms of - I know we always talk about, like the  
1034 summer months being higher in terms of, like increased arrests,  
1035 increased criminal activity and things like that so, yes. And that  
1036 would fall into Q3 so, yes potentially. And that - that was one  
1037 thing we talked about when we saw Q3 being down so substantially is,  
1038 you know, typically summer is being months for crime and activity  
1039 like that so it is an anomaly in that bent. But, like I said so  
1040 far, we're seeing it increase. We will definitely keep an eye on  
1041 it, we are still kind of bouncing around ideas and exploring why  
1042 this occurred, we don't know at this point.  
1043 DOBSON: We're not sure why July and August things decreased. I - I  
1044 threw it out to all command staff - sergeants and above- to ask what  
1045 they thought the answer was and - and no one's been able to give me  
1046 a valid answer. Anecdotal talking to, like East nights - East  
1047 night shift was going into the summer expand - expecting lots of  
1048 problems based on the trends that they were seeing within the gang  
1049 violence that - that was going on at that point in time. They were  
1050 expecting to see it to be largely a busy summer. It stayed busy -  
1051 calls for service actually went up during that period of time, but  
1052 the - the incidents of force weren't there and - and they couldn't  
1053 explain that piece for us. And so, we're still kind of trying to  
1054 dig through it and find out well, what was it? Did everybody go on

1055 vacation at the same time or what happened that we saw such a  
1056 significant drop in that side of things.  
1057 FEMALE: Yeah. Actually I had my hand up first, all right? I'm  
1058 sorry if I missed it - do we have the Quarter 3 report? Because I -  
1059 I never saw that -  
1060 FEMALE: Not yet, no.  
1061 FEMALE: Oh.  
1062 FEMALE: It will be out soon, sorry.  
1063 FEMALE: Okay, it hasn't been released yet.  
1064 FEMALE: Hasn't been released yet.  
1065 FEMALE: Okay, sorry - thought I'd missed an email somewhere.  
1066 FEMALE: No, no.  
1067 CAMPBELL: Yeah-  
1068 FEMALE: Got you.  
1069 CAMPBELL: In most cases we'd wait for the Quarter 3 report to come  
1070 out, but there was a little miscommunication this time and just so  
1071 somebody driving across the city wasn't wasted we decided to go  
1072 ahead and let her present and then if we have any questions based  
1073 upon the report at the next meeting we can ask them then as well.  
1074 FEMALE: Okay.  
1075 MALE: (inaudible)  
1076 MALE: Yeah. So, Q3 - can you outline again what that date range  
1077 specifically is?  
1078 FEMALE: So, that is July, August, and September.  
1079 MALE: Okay. And then my follow-up question to that is, is this  
1080 data - does this data reflect any uses of force that occurred during  
1081 protests?  
1082 FEMALE: No.  
1083 MALE: Okay.  
1084 FEMALE: No, so this Force Summary Report does not include that. In  
1085 these numbers, in the summary piece, there is a separate crowd  
1086 control section - and I don't actually have one with me, but it's a  
1087 separate section. It has additional force types and Lieutenant  
1088 Dobson's about to talk about this and it's rather expansive and we  
1089 already are, like cramming a lot of information into the Force  
1090 Summary meetings so there are a lot of different force types that  
1091 are (inaudible).  
1092 MALE: Okay.  
1093 VENN: Venn Wylde again. Just in case it's not really totally  
1094 transparently obvious to you, I and I imagine my colleagues applaud  
1095 the Portland Police Bureau for using less force in Q3, that - that's  
1096 great-  
1097 BOB: For whatever reason it happened.  
1098 VENN: For whatever reason - yeah. Let's do more of that, less -  
1099 yeah, anyway.  
1100 FEMALE: All right, anyone else? No? Okay, thank you.  
1101 CAMPBELL: It was a nice summer. I imagine it mellowed people out.  
1102 MALE: I would love to see it that way every summer.

1103 MALE: Everybody went to the beach.  
1104 CAMPBELL: Yeah. All right, next up we'll have an overview of the  
1105 training for protests and demonstrations with Lieutenant Dobson. As  
1106 a reminder, this is going to be kind of a broad level overview of  
1107 both how demonstrations are trained for, the kind of equipment and  
1108 force that they use during them. This is not the appropriate time  
1109 to ask about ongoing investigations will the police will not answer  
1110 anyways to us given that they are ongoing investigations of any  
1111 specific protestor demonstration. Kind of goal, this is - it's an  
1112 area that we haven't really looked much into but I feel like it's an  
1113 area that we should have an understanding of, given-  
1114 SYLVIA: It's part of our new life.  
1115 CAMPBELL: Right, it's pretty - been pretty common over the past  
1116 couple years.  
1117 DOBSON: We've been going about an hour, do we need a break first?  
1118 CAMPBELL: Does any - I think if anybody needs a break are you okay  
1119 if - just sneaking out on your own and using the restroom real quick  
1120 or does anyone want to stop real quick? Okay.  
1121 DOBSON: (inaudible) I needed - I took kind of the - the ideas that  
1122 were given to me and to kind of give you a broad overview of our  
1123 training is and we've broken it into basically three sections here.  
1124 Mobile Field Force, which is your MFF which is basically your line  
1125 officers who come from - if - if we have an incident we call people  
1126 from out - throughout the city to respond and that would be your  
1127 most basic unit is the Mobile Field Force. RRT is your Rapid  
1128 Response Team, they're specialized in training - we'll go through  
1129 basically each of these sections on what they're trained and how  
1130 much training they get and that kind of thing and then we'll go from  
1131 there. And then the command of those who are actually running the  
1132 event and what kind of training is required of them. So, your  
1133 Mobile Field Force are your most basic unit out there that you see  
1134 or officers who are basically street officers who have no really  
1135 additional - lots of extra training. They get 10 hours during the  
1136 Advanced Academy where we talk about the theory of crowd control and  
1137 crowd management. We talk about formations and teach them how to do  
1138 their formations. We talk about custodies and scenarios and run  
1139 them through scenarios. They receive a refresher roughly ever four  
1140 years, usually that is in the cycle of about when we're going to  
1141 elect a new president, or at least vote on a new president, is when  
1142 we usually will do those just because we're trying to get ahead of  
1143 the curve of what might come for the next year and again in that  
1144 refresher we - we go over formations, custodies, and legal updates  
1145 and that type of thing. In that ten hours we talk about - we'll  
1146 give them a short history of basically crowd control of - of where  
1147 it's been, where it's going, how it has affected world-wide things.  
1148 We talk about the role of what police are during protests and  
1149 demonstrations and we talk about constitutional issues and how those  
1150 play out. We also talk about use of force and how that plays into

1151 them when it - when they have to use force, it's applied the same  
1152 way as if they're using it on the street. It's the same Directive,  
1153 1010. We go over the basic equipment that they need and the  
1154 importance of maintaining that equipment and then again we talk  
1155 about the formations - basic formations that they're going to see or  
1156 need to be able to do as well as arrests, as well as the tactics  
1157 that they need to be able to understand. They - we briefly talk  
1158 about what direction - direct action devices are and what those are,  
1159 are devices that protestors bring to either draw attention to their  
1160 event or to slow down things, block traffic, various other ideas.  
1161 We spend just a little bit of time talking about radical groups and  
1162 kind of their philosophies and what they're trying to accomplish and  
1163 then we spend some time in scenarios with them. Any questions so  
1164 far? All right.

1165 VENN: Venn Wylde. What radical groups do you talk about?

1166 DOBSON: We talk about ELF - we talk about ELF, we talk about  
1167 Anarchists, we talk about the Alt Right, the Alt Left, and - and  
1168 kind of what challenges those - each of those groups bring when they  
1169 do show up. Hands? Okay. Then we-

1170 FEMALE: I have a question.

1171 DOBSON: Oh, we're going back.

1172 FEMALE: Sorry.

1173 DOBSON: Oh, that's okay.

1174 FEMALE: Can you give us a second to (inaudible)?

1175 DOBSON: Sure.

1176 FEMALE: Any conversation about Proud - Proud Boys?

1177 DOBSON: The Alt Right? The Alt Right is - is part of that  
1178 discussion.

1179 FEMALE: Okay.

1180 CAMPBELL: So, like Proud Boys Patriot Prayer group or whatever  
1181 they-

1182 DOBSON: So - so, you have a - and we'll - we can talk about it when  
1183 we talk about the command side of things, but there's a huge  
1184 spectrum of people who come to protest. And they come from the far  
1185 right to the far left. Most - most of our mainstream protests are  
1186 pretty much in the center, much like a bell curve and - and those  
1187 are the folks that are there that don't have intentions beyond  
1188 sharing their First Amendment rights. They - they do want to get a  
1189 message out and they want to do it legally and lawfully. And then  
1190 you've got the far extremes on either side and both of those groups  
1191 come with challenges that we talk about. Did I answer your  
1192 question?

1193 FEMALE: I - I'm just wondering how you select the radical groups  
1194 that you all discuss and, like your officers up to date on?

1195 DOBSON: So, that is always evolving and always challenging because  
1196 new groups pop up-

1197 FEMALE: Yeah.

1198 DOBSON: As they, you know, they evolve as we grow. And so, that is  
1199 a challenge to - constantly making sure that we keep people updated  
1200 on that. And then part of that - that refresher course, as they go  
1201 through the refresher course the legal and the theory updates that  
1202 we give and the trends that we're seeing. For example, the Alt  
1203 Right four years ago wasn't - they were there, but they weren't as  
1204 active as they are right now. And so, that wasn't part of our  
1205 refresher piece whereas it is now. We're - we're very aware of it  
1206 and have to look at those challenges.

1207 CAMPBELL: So, is this based upon say, like history of they've done  
1208 something at a previous protest as well as, like any kind of  
1209 information from FBI or other federal groups, or?

1210 DOBSON: Usually it's an open source type thing. What is their  
1211 theory, what is that - what - kind of their mantra of what they're -  
1212 what they stand for and where they're going with things.

1213 CAMPBELL: Okay.

1214 DOBSON: Okay. When we talk about the Rapid Response Team, what we  
1215 - most of the time they're referred to as the Crowd Control or Crowd  
1216 Management Team, but in actuality they're an All Hazards Team. They  
1217 get training at all of the levels. And so, they're not just for  
1218 crowd control - crowd management, but that's usually what's they're  
1219 used for because that's what we're most active here with. But  
1220 they're also built or trained to deal with Hazmat situations or  
1221 CBRNE type things so the - if I can remember my numbers - letters  
1222 right - Chemical Radiological - I don't know - Biological and  
1223 Nuclear type responses - thank you. They're trained to be able to  
1224 be the team that goes and helps secure an area or perimeter around  
1225 an area to keep people out and safe away from a warm zone so that  
1226 the people who know how to work in the hot-warm zone can do that and  
1227 - and we keep people away from that. They're also getting the  
1228 training to be able to do search and rescue. So, if we do have that  
1229 big, nasty earthquake or whatever, we can work with Fire to be able  
1230 to do the - the USAR type stuff or the Urban Search and Rescue type  
1231 activity. At the very basic level is what they're trained at.

1232 MALE: But those are also officers that are on the - that are - have  
1233 (inaudible) - patrol-

1234 DOBSON: Yes.

1235 MALE: Responsibilities.

1236 DOBSON: Absolutely. So - so, this team is made up of detached  
1237 officers, and detached means they work patrol or they work -  
1238 basically they're an officer, detective, or they - they have a  
1239 normal job and then when they're needed they get detached and they  
1240 become part of this team. Thank you for pointing that piece out  
1241 there. Basically, all members of this team, for the crowd control  
1242 side of it, have to go to a 30-hour basic course. It's taught by -  
1243 basically it's been okayed by the state - it's - it's taught by six  
1244 different agencies have come and built this course so that we're all  
1245 teaching the same philosophy, all the same training so that we can

1246 call on OSP or we can call on Salem and know that that team is  
1247 trained the same our team is trained. With this course we've also  
1248 folded in the National Guard so they get the same exact training  
1249 that our officers do so that if they were ever called to a disaster  
1250 or ever called to - need to assist us, they have the exact same  
1251 training that - or, we have trained them to be able to respond  
1252 appropriately. And it's something that actually the - it's gone  
1253 back to DC and they're actually looking at this training to spread  
1254 to other states because they like the idea of the state officers,  
1255 the local police, teaching the National Guard what is they need and  
1256 how should they interact and - and work with the - the local agency  
1257 as opposed to the federal agency showing up - the National Guard  
1258 showing up and not having interacted with the local law enforcement.  
1259 BOB: What percentage of people are - of your force - are trained  
1260 like this?  
1261 DOBSON: What-  
1262 BOB: What percentage of the-  
1263 DOBSON: Sure.  
1264 BOB: Police force has this training?  
1265 DOBSON: So, this team is currently 72 members.  
1266 BOB: A small group then.  
1267 DOBSON: It is a small group. There are roughly 72-ish. We're a  
1268 little low right now. We go through kind of a cyclical transition,  
1269 you know, people get burned out of the number of - of protests and  
1270 stuff and the extra time that they have to do for this and so  
1271 there's a natural attrition and we - you know, the team goes up and  
1272 down. But I think it is 72, basically five squads of people. They  
1273 get bi-annual training so in the fall and the spring they get -  
1274 depending on what our schedules look like - anywhere from 20 to 40  
1275 hours of additional training each year where they go back through  
1276 and - and do that. And then every other year, which is an odd year,  
1277 we bring all the teams together - we go down to Camp Rilea and then  
1278 we practice together so that we have anywhere from a hundred to two  
1279 hundred officers and National Guardsmen down there and we'll have  
1280 objectives that we try to meet with each group so that we put them  
1281 through that. Yeah.  
1282 MALE: So, am I understanding that on odd years they would receive  
1283 three trainings?  
1284 DOBSON: So, no that - I'm sorry. That one fall training-  
1285 MALE: Mm-hm.  
1286 DOBSON: The fall training ends up being a regional training. Sorry  
1287 if I didn't explain that very well. So, in the Basic course they're  
1288 going to get basically the same type of training, it's just going to  
1289 be a lot more - a lot more. A lot more, I guess that's the easy way  
1290 to explain it. Instead of just the - the 10 hour snippet they spend  
1291 three days going through all of - all of the stuff we just talked  
1292 about. A lot of the time is spent on formations and tactics, they  
1293 get a little bit more in depth on tactics and - and formations and

1294 get some more advanced training in how to do that. They're - they  
1295 deal with or are able to deal with things like citizen rescue where  
1296 they can go in and pull someone out of the crowd that's maybe been  
1297 surrounded. And - and types of tactics like that. They also - part  
1298 of that team is called an Extraction Team. They're also called a  
1299 Cut Team. They go through an extra 30 hours of training to deal  
1300 with those devices that protestors bring. You can't just have  
1301 anybody just willy-nilly dealing with someone who's locked  
1302 themselves into a barrel or whatever. And so, they go through an  
1303 additional 30 hours of training to teach them how to safely do that.  
1304 They've now - we've now embedded with Fire so that we've got Fire  
1305 with us so that any of the cuts and any of the things that we do to  
1306 extract those people, Fire's right there with us. Part of this team  
1307 is also trained to do rope type training. So, high up in the trees,  
1308 hanging off of bridges and that kind of stuff, they'll - they'll  
1309 team up with some of our other folks as well as Fire to deal with  
1310 some of those folks. In addition to that, another chunk of our  
1311 people are what we would call Grenadiers. They carry the special  
1312 munitions. They also receive an additional 30 hours of training and  
1313 they go over things such as - we - we re-go over the use of force,  
1314 we talk about legal issues, we cover the munitions and scenarios,  
1315 and then they also are required to annually train as well as get a  
1316 qualification at least annually on all of those munitions.  
1317 MALE: Munitions being like tear gas and (inaudible).  
1318 DOBSON: We're going to talk about those (inaudible)-  
1319 MALE: Okay.  
1320 DOBSON: Later. I figured that's where we were going to go-  
1321 MALE: No, I know-  
1322 DOBSON: So I'm going to say - I want to say that-  
1323 MALE: I guess the question - since I-  
1324 DOBSON: No that - that's - no, all of your less lethal type devices  
1325 so, yes-  
1326 MALE: Okay.  
1327 DOBSON: We will talk about that.  
1328 CAMPBELL: Real quick.  
1329 DOBSON: Yeah, yep.  
1330 CAMPBELL: I used to work downtown so I got to see a lot of-  
1331 DOBSON: Okay.  
1332 CAMPBELL: Protests and the outskirts of them and everything.  
1333 DOBSON: Okay.  
1334 CAMPBELL: Would the Rapid Response Team, were they normally the  
1335 ones like you'd see on the sides of the truck?  
1336 DOBSON: Yes.  
1337 CAMPBELL: Okay.  
1338 DOBSON: Yes.  
1339 SARAH: I have a question.  
1340 DOBSON: Yes.

1341 SARAH: This is Sarah Suniga - so the different teams are those  
1342 completely like discrete groups or are there officers who like are  
1343 part of all of these teams? Is there like a mega-  
1344 DOBSON: Oh, oh - I see what you're saying.  
1345 SARAH: A mega army?  
1346 DOBSON: So - so, of the Grenadiers and the Cut Team and stuff?  
1347 Typically what we have is - so, of those 72 officers, a - a piece of  
1348 them will be part of the Cut Team, a piece of them will part of the  
1349 Grenadiers. The - the challenge is sometimes we cross-train them-  
1350 SARAH: Mm-hm.  
1351 DOBSON: But the challenge is, is oftentimes we need to use them  
1352 each - all at the same time and so I can't use all the same people  
1353 for each of the roles. And so, typically - so, for example, our  
1354 instructors on the team that teach the CBRNE Hazmat stuff, that's  
1355 what they do and they don't - they're not tech - usually Grenadiers.  
1356 The folks that do USAR that teach it aren't necessarily the same  
1357 people. But those two groups are specific groups within - they're  
1358 kind of sub groups if that - if that makes sense.  
1359 SARAH: Mm-hm.  
1360 DOBSON: Okay. Let's see, where am I? Okay. So, for our - our  
1361 Crowd Management Incident Commanders, they are required - if you're  
1362 a, I think it's sergeant - at least a sergeant, you have to have  
1363 100, 200, and 700 class in ICS and that's your Incident Command  
1364 System. It's - It's national, it's a national class that you have  
1365 to take. Once you get to lieutenant you're required to have 300 and  
1366 400 level class, each of those is 30 hours each. The 100, 200, and  
1367 700 class is an independent study depending on how quick you are to  
1368 read and study, some of those classes take an hour, some of them  
1369 take longer and they're really boring - to be honest. 300 is a  
1370 horrible class that at the end you save frogs. But - but those  
1371 really - the - the 300 and 400 level class really start to help you  
1372 understand the ICS process or the Incident Command process of how  
1373 when you have an incident, how you need to build those out so that  
1374 you've got them and - and everybody stays in their lane. On top of  
1375 that depending on where - where we want to put them - so there's  
1376 different roles within ICS and I don't think you guys want to go  
1377 down that rabbit hole tonight, but we can have that course later,  
1378 ICS is a whole process and in it - it basically gives a - a  
1379 structure if you will to how to manage an incident, and everybody  
1380 has a different role within that. And depending on what role you  
1381 have depends on what course you take, the next phase of those  
1382 courses. Then what we do is we send them through a basic field  
1383 course command where we sit down and we talk about okay, how does  
1384 all of this come together, how do you - how do you take command of  
1385 something and make it work? And that's based off of a whole bunch  
1386 of stuff and we'll talk about that right now, but usually it's the  
1387 same stuff we give the officers except we're spending 40 hours of  
1388 time not necessarily talking and - and walking them through

1389 physically how to do tactics, but we talk about in this part of the  
1390 class is - we talk about okay, what's our philosophy, what is our  
1391 objective when we come to Crowd Management? What are our political  
1392 considerations that we need to think about? What are kind of the  
1393 big picture stuff? And then we spend a lot of time in King studies  
1394 where we'll take things like Ferguson, Charlottesville, Berkeley in  
1395 2014 and we'll take those events and look at them and compare and  
1396 contrast what can we learn from that, how are we similar to this or  
1397 what are our shortcomings that we saw that they had that maybe we  
1398 can bolster and that kind of stuff. We spend a lot of time talking  
1399 about the legal and constitutional issues of command and what is -  
1400 what are we trying to accomplish in these. And that's what that  
1401 course covers. So, any questions thus far?  
1402 VENN: This is Venn Wylde again, I have two questions.  
1403 DOBSON: Sure.  
1404 VENN: Can you scroll back to or three slides to the list of courses  
1405 - that one. I just - the 481950, 957-  
1406 DOBSON: Well, that's just a couple of them.  
1407 VENN: And how many - how many Crowd Management Incident Commanders  
1408 do you have?  
1409 DOBSON: Right now?  
1410 VENN: Yeah. This is all required to become a CMIC, right?  
1411 DOBSON: We have four right now. We're - we're - again, we're  
1412 rebuilding the program.  
1413 VENN: Okay.  
1414 DOBSON: We just had some people retire and so you're constantly -  
1415 we're constantly looking at rebuilding - bringing people up. So, we  
1416 have four right now - ish.  
1417 CAMPBELL: What's kind of the target that you usually go for?  
1418 DOBSON: Since I'm not in charge of that part of it-  
1419 CAMPBELL: Fair enough.  
1420 DOBSON: I don't have that answer for you. I mean, ideally we want  
1421 six-  
1422 MALE: At least.  
1423 DOBSON: Yeah. Ideally it's six. The challenge is, is we also have  
1424 Incident Commanders for SERT call-outs-  
1425 CAMPBELL: Okay.  
1426 DOBSON: And so, balancing - there's only so many people you've got  
1427 in all of the different things that you have to fill so there's -  
1428 there's always a constant need and I don't have enough people for  
1429 enough positions.  
1430 MALE: You brought up an issue that we were talking about in  
1431 Portland Bureau of Emergency Management the other day and - and that  
1432 was what do these different agencies like Police and Fire and - have  
1433 as their primary mission if there is this big earthquake? And the  
1434 question was what is the police - what - what is - what is your  
1435 objective - what are people going to do immediately after a big  
1436 earthquake? What is the police force responsibility at that point?

1437 And you're talking about you're going to have people that are going  
1438 to do search and rescue, is that what police are going to do?  
1439 DOBSON: So, it will be - it's hard to forecast, but it largely will  
1440 depend on what is going on and what area you're working. In some  
1441 cases it's going to be possibly search and rescue in the  
1442 neighborhoods. It's probably going to be that let's go through the  
1443 buildings and make sure who's okay and who's not okay. If it's - it  
1444 might be site protection because as - as supplies start coming in,  
1445 if you watched during some of the hurricanes, they had to protect  
1446 certain sites where all the supplies were coming so that those  
1447 didn't get pilfered. It - it will be really area specific and we  
1448 will be under the command of Fire at that point in time.  
1449 MALE: Oh, you're going to go under the command of Fire probably.  
1450 DOBSON: Well, what ICS does is you look at who - what the situation  
1451 is-  
1452 MALE: Right, right.  
1453 DOBSON: So, who - who should be - typically it will be unified  
1454 command so you've got like basically two leaders, you've got Fire  
1455 and Police-ish, and in that case then you start looking at okay,  
1456 what are our roles and what is the most immediate priorities that we  
1457 need to get to. And so, that's a big question and I don't think I  
1458 can answer that but-  
1459 MALE: Yes.  
1460 CAMPBELL: We're getting a little off topic too on demonstrations  
1461 and protests.  
1462 DOBSON: Like I said, ICS will take you down a big giant rabbit  
1463 hole.  
1464 CAMPBELL: Yeah, this is going to take (inaudible)-  
1465 DOBSON: Does anybody else have any other questions?  
1466 CAMPBELL: That's okay.  
1467 SARAH: I have more of just a comment-  
1468 DOBSON: Sure.  
1469 SARAH: And it's just a process comment and I'm not-  
1470 DOBSON: Mm-hm.  
1471 SARAH: Trying to like go down a rabbit hole - sorry, it's Sarah  
1472 Suniga by the way - but looking at some of these courses and the  
1473 depth of the things that are covered it's really impressive, at  
1474 least to me, and like the history, the scenarios, the case studies.  
1475 So, again process comment just want to, from the side, when thinking  
1476 about some of the unconscious bias training it would be awesome to  
1477 see that kind of follow through on that too like the history case  
1478 studies, examining how other, you know, how that showed up. You  
1479 know, just - so, again just process comment (inaudible).  
1480 DOBSON: Sure, no. And - and to answer your question we actually do  
1481 cover some of that. We do talk about U.S. history and some of the  
1482 issues that we've had in some of those situations.  
1483 SARAH: Yeah.

1484 DOBSON: And we start basically with right after the Revolutionary  
1485 War—  
1486 SARAH: Mm-hm.  
1487 DOBSON: And a couple of the incidents that we have there all the  
1488 way through Ferguson, highlighting some of the issues that we have  
1489 had and - and some of the riots that have been caused due to police  
1490 action. So, we - we do address some of that stuff. Any other  
1491 questions? Okay. So, I just didn't know where we were going, but I  
1492 had an idea we were going to go the way you had mentioned so we're  
1493 going to skip this piece and we're going to go to here. And so,  
1494 let's talk about force and how that kind of all plays in because  
1495 that is a - a big concern, a big question. And - and so, when we  
1496 talk about force we talk about - we start out at the highest level  
1497 of basically physical presence and - and we try to impress upon us  
1498 that the less we have to interact with the crowd the more we can  
1499 give ownership to the crowd of them self-policing themselves and -  
1500 and taking care of themselves and making their decisions so that  
1501 it's lawful and it's safe for people, the better. And so - which  
1502 hasn't always been the case. I mean, if you go back through  
1503 historically looking at things we're trying to get a different  
1504 philosophy in there that we want the people to police themselves and  
1505 we want them to have safe events where they can self - they - they  
1506 can keep themselves going without having any kind of interference by  
1507 us. After that we talk about if we have to make verbal requests and  
1508 - and it basically it's not - severity wise it goes kind of down to  
1509 more - more forceful uses if you will, but we try to get things  
1510 across through verbal requests, asking people. Then if we have to  
1511 we will actually take a hold of somebody and ask them to get on the  
1512 sidewalk if that need be. You know, usually it's gently, it's  
1513 directing. If that doesn't work then obviously we get into the more  
1514 traditional idea of - of what we see as crowd control. And so,  
1515 there's kind of four levels and - and I'll go back up here. There's  
1516 basically four levels and - and let's talk about situation severity  
1517 just a little bit. For your run of the mill demonstration - and we  
1518 have hundreds of them here in Portland - they're lawful assemblies.  
1519 We don't have issues, people get along, they - they go out, they get  
1520 their message across and there's no issues. Last year we had 200  
1521 and some different protests in the downtown area where we didn't  
1522 even respond to, you know. They had their - they had their  
1523 demonstration and it was lawful and there was no issues. And so, in  
1524 those cases we're going to manage those cases strategy wise, we're  
1525 going to manage those cases. Management sometimes means they're on  
1526 their own. We're going to monitor from afar and we'll wait for a  
1527 911 call to call to - to be able to deal with that. Then as you  
1528 look - then there are some times when a protest then grows to where  
1529 you have isolated unlawful behavior, you've got that one off or that  
1530 one bad apple that you have to address and deal with. And in that  
1531 case we try to intervene and that's where when we talked about

1532 verbal requests, when we talked about actually physically going and  
1533 asking someone to step up on the sidewalk because they're the only  
1534 person in the street, that would be our intervention strategies  
1535 where we go. When we start seeing those bad apples start to  
1536 multiply where then we start ending up having an unlawful assembly  
1537 then we have to go to control type strategies and - and that's where  
1538 typically people start thinking when we think crowd control. And  
1539 that's where we are having - the police are starting to exert more  
1540 pressure on the crowd to try to get them back to the lawful side of  
1541 things because of - of public safety or the threat of - of disorder  
1542 and then riot obviously and we rarely, thank goodness - don't see  
1543 very many riots here. So, with that - (inaudible) down towards the  
1544 right direction - so, we're going the right direction - so, so then  
1545 we're - so, again at the top you're dealing with your management.  
1546 As we move down you start dealing with intervention type things  
1547 where you're going to have to go arrest one person if you have to,  
1548 to try to set that tone and then we start getting into the more  
1549 traditional what people view as crowd control. And that's where we  
1550 end up having to push people with our batons, sometimes even having  
1551 to strike them, we use pepper spray, less lethal munitions, and then  
1552 riot control agents is kind of at the bottom there of those things.

1553 DANIELLE: Can you give an example of what an unlawful assembly  
1554 would constitute? Like when you start - like I'm not sure that I  
1555 understand what you mean by that.

1556 DOBSON: And I didn't bring my definitions (inaudible).

1557 DANIELLE: Well, I mean-

1558 DOBSON: So - so, an unlawful assembly is typically when you are  
1559 concerned that there are enough bad apples or bad actors without  
1560 that crowd that you're starting to have public safety concerns to  
1561 the point that now instead of being able to address individuals  
1562 within the crowd, you have to address the crowd so that we get it  
1563 back. Does that make sense?

1564 DANIELLE: Yeah, but I - I guess I'm trying to understand like what  
1565 kind of actions would be considered-

1566 MALE: Marching on the freeway?

1567 DANIELLE: Bad - of a bad apple or a-

1568 DOBSON: So - so, again when we - unlawful behaviors, if you look at  
1569 the spectrum of lawfulness and what - what is breaking the law, but  
1570 the whole spectrum of that, typically when-

1571 DANIELLE: But it's something that's breaking the law?

1572 DOBSON: So, yes. Unlawful behavior, it is where we end up going to  
1573 get us to an unlawful assembly. It's just that if I have one or two  
1574 people breaking the law, whatever that law is - it could be  
1575 vandalism, it could be fighting, you know, for the disorderly  
1576 conduct, it could be jumping on a freeway, whatever that is. If I  
1577 only have one or two, I want to be able to - be able to pluck them  
1578 out of the crowd and let the crowd continue. When I end up with  
1579 multiple people to the point that I'm starting to have a - a safety

1580 concern because there's enough people breaking - doing whatever that  
1581 unlawful act is that now I'm concerned, then we end up having to go  
1582 toward that unlawful assembly piece.  
1583 DANIELLE: So, it's not just - so that I'm really super clear - it's  
1584 not necessarily, like concern that people are so riled up that  
1585 they're going to break the law but that they are actively breaking  
1586 the law. Is that correct?  
1587 DOBSON: So they're-  
1588 DANIELLE: I'm just trying to understand - because I-  
1589 DOBSON: Sure.  
1590 DANIELLE: I'd imagine it's quite nuance.  
1591 DOBSON: It is. There is no clear line that suddenly you cross the  
1592 line and now you have - how do I explain this?  
1593 CAMPBELL: It sounds like it's a lot up to the discretion of the  
1594 Commanders.  
1595 DANIELLE: But is it though? I guess that's the question that I'm  
1596 asking is, is it really like a perceived threat that the officers  
1597 are experiencing or is it that individuals - or, a group of  
1598 individuals are actively breaking the law is what I'm trying to  
1599 understand.  
1600 DOBSON: So, it has to be a group.  
1601 DANIELLE: Right.  
1602 DOBSON: It has to be a group that's - that's doing something that  
1603 we're concerned about that if left alone, our concern is it will  
1604 continue to either be a public safety hazard or hazard to people  
1605 itself. Does that make sense?  
1606 FEMALE: Danielle, can I ask you a question?  
1607 DANIELLE: Sure, yeah.  
1608 FEMALE: Are you - is there a concern that you have or that you see  
1609 or that you wonder about?  
1610 DANIELLE: I'm just trying to understand, like is it perceived  
1611 threat or it actual, active-  
1612 DOBSON: It - it could be both.  
1613 DANIELLE: Okay, that's what I'm trying to figure out.  
1614 DOBSON: I mean it could be. I mean if - if there is a perception  
1615 that - that - that things are going to go completely out of control  
1616 because there is a threat - so, for example, you have a group that  
1617 shows up and - and they show up with weapons and they're threatening  
1618 to - to induce a fight, that could be an unlawful assembly right  
1619 there. Does that make sense?  
1620 DANIELLE: Mm-hm.  
1621 DOBSON: Checking to see if I have any more questions. All right,  
1622 so - oh, all right.  
1623 VENN: Yeah, Venn Wylde again. I'm - I am - one of the things that  
1624 I'm noticing in the - the question and answer you're-  
1625 DOBSON: Mm-hm.  
1626 VENN: Just now and also in the language you're using a minute or  
1627 two ago I heard you talking about the deployment of tactics by Field

1628 Force and Rapid Response team in terms of we have to do this now, we  
1629 have to do this now. And - and I hear you speaking now about a  
1630 process of discernment where someone's making a choice. And I - I  
1631 think what I'm hearing Danielle ask about, which is also something  
1632 I'm curious about is, where is that choice happening? Who - who is  
1633 owning that decision and like when is that made and where-  
1634 DOBSON: Okay.  
1635 VENN: What are the things they're - they're taking into account  
1636 when they make that decision.  
1637 DOBSON: So, let me see if I understand your question-  
1638 VENN: Yeah.  
1639 DOBSON: Is who is make - who is declaring an it an unlawful  
1640 assembly, is that the question?  
1641 VENN: Yeah, who does - who makes that decision?  
1642 DOBSON: So, that - that comes from the Incident Commander. That is  
1643 based on a conversation with the City Attorney, typically the DA is  
1644 there as well. You have the Operation Section Chief is there, as  
1645 well as all the intell you're getting on what's going on on the  
1646 street at the moment. It - it's all funneled into making that  
1647 decision of okay, are we - do we still just have a few bad apples or  
1648 are we to the point where things are starting to roll into a point  
1649 where now we're concerned that this has got more than just a few  
1650 apples and - and we're rolling into an unlawful assembly.  
1651 VENN: So, it's a conversation among two to five people in the  
1652 Incident Command-  
1653 DOBSON: Yes.  
1654 VENN: About what's the data we're getting back from people on the  
1655 ground?  
1656 DOBSON: And what they're seeing themselves.  
1657 VENN: And what they're seeing.  
1658 DOBSON: Yes.  
1659 VENN: Thank you.  
1660 DOBSON: Yes.  
1661 BOB: To follow up on Venn's question, are you saying in that scene  
1662 right there, there's a District Attorney sitting around kind of on  
1663 the sidelines and-  
1664 DOBSON: No, in this - so - so - so this - this picture here, that's  
1665 when things can go south. So, this picture represents simply mere  
1666 presence. The idea is that - oftentimes us simply being there can -  
1667 can keep things under control. Bad apples aren't going to act out  
1668 when they know the police are watching oftentimes. And so, mere  
1669 presence - and - and - and in this case obviously there's - there's  
1670 a fence there, this is - during Bush of 2003 - this style isn't the  
1671 best, okay? This is old style here. Ideal style is those officers  
1672 aren't dressed like that because this is not a bad crowd and these  
1673 officers are actually imbedded in the crowd talking to the crowd,  
1674 working with the crowd. Letting the crowd know that they're human  
1675 beings just like they are and that they're - they're glad that

1676 they're there, talking them up to see how things are - so that  
1677 they're building that social identity with them so that when the bad  
1678 actor does do something they can say hey. And - and they can look  
1679 at the crowd or the organizers of the crowd and say hey, you've got  
1680 a bad actor here, if - if you can't help this person be a good actor  
1681 then we're going to have to do that and - and - and deal with that.  
1682 And so, it helps us do that - this is old style. Yes, sir?

1683 MALE: I have a question just - rolling back to what you were  
1684 talking about a minute ago in terms of the command decision. So, I  
1685 want to understand the - the hierarchy there-

1686 DOBSON: Sure.

1687 MALE: Because I'm presuming that there is a body with which the  
1688 buck stops. Say this - all this stuff is not a consensus decision,  
1689 the people that are there are advising-

1690 DOBSON: Mm-hm.

1691 MALE: But ultimately, if I understand the hierarchy, the Incident  
1692 Commander is still the one with whom the final decision rests-

1693 DOBSON: Yes.

1694 MALE: But he is informed or she is informed-

1695 DOBSON: Yes.

1696 MALE: By those other pieces.

1697 DOBSON: Yes.

1698 BOB: And the Incident Commander is there.

1699 DOBSON: He is not on the ground. In this case-

1700 BOB: He can't be an Incident Commander if he's not on scene.

1701 DOBSON: But where is here, mon frère? But where - where is the  
1702 Incident Commander? He is next to a van or the (inaudible)? So,  
1703 they are usually in a - in - what they're calling an Incident  
1704 Command post. And so, for example the 17<sup>th</sup> we have a protest coming  
1705 up. And so, on the 15<sup>th</sup> floor we have a (inaudible) lab that we turn  
1706 into our Incident Command post. And up there if - if - and I don't  
1707 want to go down the ICS model but - in there, based on ICS, we've  
1708 got all of our people. So, the person in charge of logistics, the  
1709 person in charge of planning, the person in charge of finance, our  
1710 Intelligence folks, our - our Operations Chief is up there, our IC,  
1711 our City Attorney, our DA's office. They're all up there and live  
1712 streaming stuff from off the net, from the news, we're getting  
1713 reports from off the street of what's going on and - and they're  
1714 able to make that decision. What we don't want to do is what - what  
1715 happens if I have my IC down here - where's their focus?

1716 BOB: Those crowds.

1717 DOBSON: Exactly. They're - the IC's focus isn't to be on what's  
1718 going on right now, the IC has to have this overarching view of  
1719 okay, what are our big objectives and how do we get there? And so,  
1720 to have them on the street, they end up sucked into the crowd, the  
1721 emotion of the crowd, and they lose that overarching picture of what  
1722 they need to do.

1723 BOB: All right. You - but you're saying they're seeing pictures of  
1724 it and they're talking to the people in the-  
1725 DOBSON: Yep.  
1726 BOB: Operations right there?  
1727 DOBSON: Yep.  
1728 BOB: They - they're plugged in to what's going on there.  
1729 DOBSON: They are plugged in.  
1730 BOB: Okay, that's what I mean by-  
1731 DOBSON: And sometimes we have an airplane up actually giving down  
1732 video of what they're seeing from the plane as well to help us-  
1733 MALE: You do drones, right?  
1734 DOBSON: No drones. We have an airplane, (inaudible) do not have  
1735 (inaudible). The news has a helicopter. We'll turn their channel  
1736 on because sometimes they get better reception than we get from  
1737 anybody else - so any other questions? So, again - I use this as a  
1738 visual to help the officers understand kind of that piece. Again,  
1739 verbal requests - oftentimes us simply talking to that person asking  
1740 them to step up on the sidewalk, we can get compliance from that  
1741 person and - and we go on our merry way and they continue with their  
1742 merry way.  
1743 CAMPBELL: Makes sense.  
1744 DOBSON: Sometimes we do have to ask them-  
1745 CAMPBELL: So, just real quick in that picture back there - so like  
1746 the officers with the bikes would be considered Mobile - Mobile  
1747 Field Force-  
1748 DOBSON: They're actually a bike squad.  
1749 CAMPBELL: Okay.  
1750 DOBSON: But - but they're trained in Mobile Field Force.  
1751 CAMPBELL: Right. And then the group behind would be more the Rapid  
1752 Response?  
1753 DOBSON: That would be Rapid Response Team.  
1754 CAMPBELL: Okay.  
1755 DOBSON: Yes. Again, occasionally depending on the resistance we  
1756 have with the person we might have to actually physically move them  
1757 to the sidewalk and ask them to step up on the sidewalk because the  
1758 verbal request didn't - again, this isn't - we're not - we're not  
1759 punching or hitting at the person, we're just simply guiding that  
1760 person off the street. And then at some point in time it might be  
1761 pepper spray that we have to use. And if we're going to use pepper  
1762 spray, the officers have to understand what our policy is on using  
1763 pepper spray. They have to understand the authorized uses. They  
1764 have to understand the restricted uses. They have to understand all  
1765 of the things that they need to if they were going to use it on the  
1766 street. It's the same - the same rules apply and so every time they  
1767 use force they have to understand why they're using it, how they're  
1768 using it, and how it fits within the constitutional reasoning of -  
1769 of what they need or Graham standard. So, baton is the same way.  
1770 We talk about custodies and the challenge of custodies and, you

1771 know, that there's some - there are - when we're talking about  
1772 custodies there are some - some logistical issues when we have to  
1773 start taking custodies and so we talk about that as well. We talk  
1774 about using the CEW or Taser in crowd control. We don't use the CEW  
1775 as a crowd control tactic, meaning a squad of officers - and you'll  
1776 see this in other parts of the country - a squad of officers will  
1777 download their cartridges and then use it as - they'll flip it on  
1778 and it will - gives a little clacking sound and they'll walk towards  
1779 the crowd to try to get them to move. We don't use it that way. We  
1780 can use the CEW just like on the street if there is an individual  
1781 who I have the - a reason to use it on, I can use it on in - in a  
1782 crowd, but as a crowd control device we're meaning an entire squad  
1783 cannot use them all at the same time. Does that make sense? Okay.  
1784 Then we go to our RCA's which are (sigh) - it's been a long day,  
1785 sorry - Riot Control Agents, and then our Less Lethal Munitions.  
1786 And - and in those - when we pick those we have to consider a bunch  
1787 of things when - when we're considering what we're going to use and  
1788 - and - and how we're going to use those things, all right? In the  
1789 not file - yeah, go ahead.

1790 MALE: Does the individual officer have the discretion to change  
1791 weaponry if - at any given point in time-

1792 DOBSON: How so?

1793 MALE: In that situation? So, let's just say I'm - I'm dealing with  
1794 someone and I'm using, you know, a baton or - or whatever but, you  
1795 know, I find that I need to use something else.

1796 DOBSON: Sure.

1797 MALE: Or I'm feeling the need to. Do I need authorization because  
1798 I'm part of the team-

1799 DOBSON: So-

1800 MALE: Or is there some individual discretion allowed there?

1801 DOBSON: That will depend, all right? So - so, when we go to crowd  
1802 management - crowd control - we work as teams. So, we're a team of  
1803 about 10 officers and usually - typically it's 12 officers and two  
1804 sergeants or 10 officers and a sergeant, but we usually try to do  
1805 two sergeants. And so, they work as a team so the majority of them  
1806 have just a baton and their personal pepper spray and that's all  
1807 they carry. And they - they can use either of those at their  
1808 discretion to defend themselves. When we get into some of the other  
1809 stuff that we're going to talk about here in just a minute, they  
1810 have to have authorization from the Incident Commander that you're  
1811 now authorized to use those - those tools. Unless there's exigent  
1812 circumstances where suddenly you're in a position where I need to  
1813 use something to - to protect myself or others and then - then what  
1814 you're going to see is your Line Officers who have batons don't have  
1815 any other tool, they just have a baton and - and pepper spray. Your  
1816 Grenadier has those others. And so, between the sergeant and  
1817 Grenadier they will decide what is appropriate and then use that.  
1818 But that's usually exigent circumstances. So, there are a lot of

1819 things out there. This is a bank of Tasers, okay, that - it's a  
1820 military application, it - it's the not file. I put these up to  
1821 show there are things out there that are available that we're not  
1822 going to ever use so that they understand that we do consider other  
1823 - we don't consider other things, we look at things that the market  
1824 out there - there's a huge market out there that sells less lethal  
1825 devices and you have to look at the practicality of them and what  
1826 works. In this case, that's not going to be us. We're not going to  
1827 carry a bank of Tasers on the front of our car, it just doesn't -  
1828 that's just stupid. We're not going to use-

1829 MALE: Can they run a drone in there?

1830 DOBSON: We're not going to use a drone and Taser people with a  
1831 drone, not appropriate. We don't have sticky foam, all right? And  
1832 so, I - I throw these in to my classes just to show them that  
1833 there's some humor in some of these, but they're just not  
1834 appropriate tools. They just don't work, they're - they're not  
1835 going to work for us. When we talk about launchers there are three  
1836 different types of launchers that we use - two that we use in  
1837 Portland but are - other teams use the - the pepper ball gun and -  
1838 and we're looking at the pepper ball gun. But there's the FN 303,  
1839 the 40mm single shot launcher, and then the pepper ball gun are what  
1840 we would call less lethal launchers. So the FN 303 is basically  
1841 similar to a paint ball gun. It shoots out a 68 caliber fin-  
1842 stabilized bismuth weighted projectile, which is this projectile  
1843 right here, 68 caliber is about - oh, about as big as your thumb.  
1844 And - and it comes out - it - it's air driven and it - it comes out  
1845 at a fairly good - that they're - the nice thing about this tool is  
1846 they're very accurate because they're fin-stabilized. If anybody's  
1847 ever played paintball you know paintball is a smooth barrel, it  
1848 comes out and it - after 20 to 30 yards it - it's starts to veer  
1849 off, whereas this - because it's got fins on it actually is fairly  
1850 accurate. It's really low - it comes out at a high velocity, but  
1851 the impact of it is pretty low. I've been shot with them before,  
1852 they sting just like a paintball, but they're pretty - you can fight  
1853 through this tool. We often use this tool to - we hit lower  
1854 extremities and that type of thing to encourage people not to pick  
1855 up a canister or some other device. The challenge and the  
1856 shortcoming with it is you can fight through it. All of our less  
1857 lethal weaponry can be lethal depending on how you use it and so  
1858 that's why our Grenadiers go through extra training. In 2005 in  
1859 Boston Victoria Snelgrove actually took one of these rounds through  
1860 her eye and it killed her. It's one of the - it's one of the case  
1861 studies that we use to study what can go wrong when you don't use -  
1862 one, when you don't use the appropriate training, when you don't use  
1863 the appropriate control of command and control. And so, it - it's  
1864 an unfortunate event, but it's a good event to actually take people  
1865 through and say where were the mistakes made that got them to the  
1866 loss of a life in that case. When we look at pepper ball - pepper

1867 ball is used by several other agencies basically is - is an  
1868 expensive government paint ball gun. They put pepper ball on it and  
1869 they charge you extra for it. It's really a Tippmann 98 is what it  
1870 is, but they put pepper ball on it so they charge a couple - a  
1871 couple hundred extra dollars on it. The round, again, is just like  
1872 a paint ball round. It's a 68 caliber round, but it has pepper in  
1873 it or it has PAVA, which is a powder form of, like pepper spray in  
1874 it and oftentimes it's used for an area denial. In one of the  
1875 protests here recently you saw the federal police stick around in  
1876 front of the protestors and - and the cloud of - of PAVA came up  
1877 from that. The 40mm is-

1878 CAMPBELL: Does the-

1879 DOBSON: What's that?

1880 CAMPBELL: Does the Portland Police use that or is it just-

1881 DOBSON: We do not use that currently, we are looking at it.

1882 CAMPBELL: Okay.

1883 DOBSON: But we do not use it right now. The 40mm is a 40mm less  
1884 lethal launcher. It - it's - it's 40mm around - had I been better  
1885 prepared I would've brought one in so you can see it.

1886 MALE: You've shown it before (inaudible).

1887 DOBSON: Have I shown you that?

1888 MALE: Yeah, yeah.

1889 DOBSON: Oh, maybe - no, somebody else did it. Who - who did?

1890 FEMALE: Probably Gabe (inaudible).

1891 DOBSON: It was Gabe, yeah - I think it was Gabe. I don't look  
1892 nearly as good as Gabe does so I know it wasn't me. Basically - and  
1893 so, he talked about that. What we do is we have a couple extra  
1894 types of rounds that we can use through this device. Other than the  
1895 blue nose that the street uses, we have one - I don't know if I have  
1896 a picture - but it's a green-tipped nose and what it is, is it's a  
1897 foam tip that when it hits someone it's got basically putrid green -  
1898 bright green powder - paint powder that - that hits you, basically  
1899 is a marker so that we know that you are somebody that we're  
1900 interested in. Aerial distraction devices are also shot out of  
1901 that. It's basically a device that goes up into the air and goes  
1902 bang. You recently saw a picture of it stuck in a helmet and that's  
1903 all that I'm going to say at this point in time with that one. Then  
1904 also there are hand tossed munitions that we can use, they're called  
1905 rubber ball distractionary devices, sometimes they're called sting  
1906 balls. They're a round rubber hand grenade type of device that can  
1907 be inert, meaning it has nothing but powder in it, like baby powder  
1908 in it - talcum powder. Some of them have CS powder in them and then  
1909 some of them have rubber ball projection - pro - projectiles in them  
1910 that - that come out and basically that you pull the pin, there's a  
1911 delay, it goes to the ground, about a half second later it pops in  
1912 half and then detonates and - and drops it's payload.

1913 MALE: And great leaders use this.

1914 DOBSON: We use these.

1915 MALE: Grenadiers.  
1916 DOBSON: Only Grenadiers.  
1917 MALE: Okay.  
1918 DOBSON: Sergeants have been trained in it but it's the Grenadiers  
1919 that - that carries them. And - and you'll see sergeants that can  
1920 carry those as well. Most often, typically we start with an inert,  
1921 which is just a big bang and if that doesn't work then we end up  
1922 using the actual rubber balls within them.  
1923 VENN: Which is these devices is the one that's referred to as a  
1924 flash bang? Is that the aerial distraction device?  
1925 DOBSON: So, yeah. Sometimes they'll call that a flash - a flash  
1926 bang. An actual flash bang is a different type - is a different  
1927 type of device-  
1928 VENN: Oh, okay.  
1929 DOBSON: We don't carry flash bangs. A flash bang is used for a  
1930 SWAT team to enter a building and it's heavy and it's built  
1931 differently. And the over pressure of it - so when it goes off the  
1932 overpressure of it and the light is supposed to stun you whereas  
1933 none of these devices have that same overpressure to - to do the -  
1934 the stunning part that the flash bang has.  
1935 VENN: And - and again - this is still Venn Wylde - the - is that a  
1936 change from past policy? Were you - were you using flash bangs,  
1937 like 16 years ago - no?  
1938 DOBSON: We've never used flash bangs.  
1939 VENN: Okay, thank you.  
1940 DOBSON: One - and I'll tell you why - one of them is, is flash  
1941 bangs are significantly heavier and so that's - I don't want that in  
1942 the crowd that can get thrown back at me. None of these devices are  
1943 heavy and so if you threw this device back at me it's not going to  
1944 injure me, whereas a flash bang is - is a heavier device and - and  
1945 literally - I wish I could show you the difference. I mean, it -  
1946 it's significantly heavier on that. And so, the launchable stuff  
1947 out of the 40mm, again, there's the marking round - and I did have a  
1948 picture of the marking round. It's got a green tip and it shoots -  
1949 when it hits you it leaves a green mark on you. There's also - much  
1950 like the grenade there are rubber pellets that we can shoot out that  
1951 skip off the ground that have a - a similar effect. I think we  
1952 covered all of those - foam baton is the blue tipped type one that -  
1953 that you've already seen. Then there are the chemical munitions as  
1954 well. Within the chemical munitions you have OC - and that can be  
1955 pepper spray. That can be a larger can. It can come in a fire  
1956 extinguisher size. We don't usually carry those out most of the  
1957 time - it's about a 9 ounce can that's about this tall. But they  
1958 also come in a canister like this where you can roll it out and it's  
1959 a vapor. You pop the pin and it goes pssst and it leaves a little  
1960 invisible cloud if you will of - of OC that makes you want to not  
1961 stand there in front of it. And then they also have the burnable or  
1962 the pyro type, which is a burnable type - which is very much like a

1963 CS type gas which is your tear gas type things. When we get to tear  
1964 gas, there's hand tossed, there's launchables, and there's also  
1965 muzzle blast which we don't usually carry. And we do not carry CN,  
1966 which is a different type of tear gas that there's different types  
1967 and we don't use CN because it's just not best practice. So, when -  
1968 when we're teaching about munitions there's a lot that goes into it.  
1969 It - it's just not simply you can just throw it out there and - and  
1970 so we have to teach how these different munitions are disseminated  
1971 and - and again there's three different types of ways that - that  
1972 they work, how they're dispersed - and - and there's four different  
1973 ways of how that works. We also have to talk about when we can use  
1974 them and the meteorol - the weather has a big effect on whether we  
1975 can use these types of devices or not, especially our - our smoke or  
1976 our tear gas type events. We have to have them have a knowledge of  
1977 how to decontaminate people as well as ourselves. We can't throw  
1978 these devices, especially your - your smoke type devices. You can't  
1979 just drop that near a busy intersection or an old folks home or a  
1980 hospital or - or anything else or like an intake to a large  
1981 building. And so, you have to be cognizant of how you use and where  
1982 you use some of these tools, depending on where you're at and what  
1983 the crowd's doing and - and what you've got around you. And then we  
1984 go through decontamination. The nice thing is, is Fire now works  
1985 with us and so we have Fire there to be able to help citizens,  
1986 police, and anything else that comes along and they - because we  
1987 have Fire there, if we have a concern they can order up - straight  
1988 out they know what to order and how to get those people there right  
1989 away. Any questions? We just covered a whole bunch of stuff.  
1990 Whew, that was a lot. Usually that takes me about three hours to  
1991 actually go through because we go and break it down and - and  
1992 discuss that - each piece.

1993 BOB: You know, a couple years ago I was in a training session for  
1994 tactical people at - at Concordia College-

1995 DOBSON: Okay.

1996 BOB: And - and the scenarios they put those guys through were  
1997 really ingenious. They - they - and - and one of them, for example,  
1998 was it was - it was an anti-Hillary crowd and we were making all  
1999 kinds of noises and it was - the - the tactical guys came up and we  
2000 were the - we were the - going to get out of control, and then  
2001 someone started shooting in the crowd. And so, suddenly we all  
2002 turned and ran at them because we're trying to get out of the area.  
2003 You know, they switched - they had to switch roles and it was really  
2004 funny to see the guys - at first they didn't know what to do. We -  
2005 we were the enemy and suddenly we were the victims, you know, trying  
2006 to get out. And it was really ingenious what that-

2007 DOBSON: I was there.

2008 BOB: You were there?

2009 DOBSON: I was there.

2010 BOB: You remember that one?

2011 DOBSON: Yeah. And - and that's been one of the challenges that  
2012 we've had to face, is not only do we have to deal with crowd control  
2013 now in the traditional sense of crowd control, but now we have to  
2014 worry about the threats. The threats that didn't exist ten years  
2015 ago are now there. We see them more frequently coming - the person  
2016 with the gun, the person with the knife. And the mass casualty  
2017 event piece - our officers, we have to think on our toes. And it  
2018 can go from you're just dealing with crowd management to suddenly  
2019 now we're dealing with mass casualty. And - and now, the people who  
2020 we were trying to help facilitate their First Amendment, now we're  
2021 having to give them first aid and get them out of the way or deal  
2022 with a threat and how do we get that threat out of the way. And so,  
2023 it's become far more complicated for us, especially recently with -  
2024 with the two groups that now want to come together and fight.

2025 TYLER: Thank you, by the way, for going through - Tyler Hall, by  
2026 the way - thank you for going through all of this in a quick manner,  
2027 three hours pressed into a half an hour is pretty impressive. I - I  
2028 wanted to ask, in all this training breakdown that you - that you've  
2029 shown, are there training modules within any of this or is there any  
2030 thinking around larger groups that are armed instead of one person  
2031 who's armed? You mentioned that there's one person's who is armed-

2032 DOBSON: Mm-hm.

2033 TYLER: You know the person with the gun. Are there - are there  
2034 training considerations in there for groups of heavily armed people?

2035 DOBSON: Yes. So, one of the challenges we - one of the challenges  
2036 that we have seen is - is based on this being armed or groups  
2037 showing up armed and because of that - the - the chance of something  
2038 more catastrophic happening. And so, part of what you're seeing  
2039 here that doesn't get seen on - nobody usually sees it - is when we  
2040 deploy now, typically in the back - backdrop is our - our SERT or  
2041 SWAT team. They're set up so that they can respond as well.

2042 They're on duty, they're there, you'll never see them unless there's  
2043 a catastrophic event of that type of magnitude, but they are kind  
2044 off in - they're usually tucked away somewhere and you'll never see  
2045 them unless that event happens. As well, the officers much like you  
2046 were talking about, we have trained the officer to be able to deal  
2047 with an active shooter type event or active threat. We want to get  
2048 away with - I want us to get away from active shooter to active  
2049 threat because we've seen across the world that it doesn't have to  
2050 be a gun. It can be a knife or some other device. We - we've also  
2051 trained them how to deal with - how do you deal with that? You  
2052 know, in the past - ten years ago - there was no discussion world-  
2053 wide of police dealing with an active threat within a crowd, it just  
2054 wasn't thinkable. Now, we - we have to think about it and have to  
2055 train with it and so we have tactics that deal with what do you do  
2056 with a person in a crowd and now you've got a backdrop of a thousand  
2057 people behind them. How do you deal with that person and how do

2058 you, you know, neutralize that threat without endangering everybody  
2059 else? Not an easy thing to think.

2060 MALE: So, I have a question because one of the things I notice  
2061 throughout this whole - you know, all of this is that there are a  
2062 lot of highly charged - there's a lot of highly charged language,  
2063 you know, used to describe the threats, the situation, you know,  
2064 that kind of thing. Has the curriculum or this type of training  
2065 been put through the same implicit bias filter that the other  
2066 curriculum has?

2067 DOBSON: That's a good question.

2068 HURLEY: Before my time. This is curriculum that was developed  
2069 before I became the Captain of the Training Division so I don't know  
2070 the answer to that.

2071 DOBSON: Yeah, that's a good question for - for that piece of it.  
2072 One of the things when - when I'm teaching the class is we have to  
2073 make everybody understand that 98% of the time the - the folks that  
2074 you're going to encounter in a crowd are just normal Joes, that are  
2075 just out there sharing a message. They - they believe in something,  
2076 they're trying to get that message out. And so, we - we - I spend  
2077 time focusing on and - and repeatedly going back to 98% of them are  
2078 just the normal Joe, and - and you've got to remember that. Then,  
2079 unfortunately, we have to talk about that - that 2% that aren't the  
2080 normal Joe - that show up and their intent isn't to necessarily  
2081 share their First Amendment. It - it's to rabble rouse or it's to  
2082 hijack the crowd, or it's to do any other number of things to  
2083 cause mayhem or whatever their purpose is. And - and so, there's a  
2084 challenge there to be able to see each - okay, officers - you've got  
2085 to understand - most of the time you're going to be dealing with  
2086 normal folks, normal Joes or - or people who they're just your  
2087 citizenry. They're just trying to get a message out. And it'll be  
2088 those couple bad apples that you have to remember that you need to  
2089 pick out carefully and deal with them individually.

2090 CAMPBELL: I'm just - if I can make a suggestion, we've - if anyone  
2091 else wants to ask questions we can, but we've heard an awful lot of  
2092 information tonight and it's also getting late. I would suggest  
2093 that if we take time to digest and then if you have any of these  
2094 areas that you want to look into more, please let me know or any  
2095 member of the Steering Committee and we'll make sure to be able to  
2096 get more presentations on certain areas if you want more details.

2097 DOBSON: Hopefully this was helpful. Was - was this what you were  
2098 looking for (inaudible)-

2099 CAMPBELL: Yes, this is what I was hoping to see.

2100 DOBSON: All right, good. That's what I was hoping for, that's what  
2101 I shot for.

2102 CAMPBELL: Danielle?

2103 DOBSON: Maybe for the continuation of the conversation, I would  
2104 just - and I know we've already prepped but - I mean, we're not -  
2105 I'm not any specific questions about the ongoing investigation

2106 around the - the recent protest, but I am curious to know if the  
2107 bureau is taking any initiative in terms of really reflecting on  
2108 current events and thinking about what could be shifted or changed  
2109 or done a little differently to have some better outcomes for next  
2110 time. Are those conversations happening?  
2111 DOBSON: Absolutely, yes.  
2112 DANIELLE: I'd love to hear more about that the next (inaudible). I  
2113 know we're - we're out of time so I want to (inaudible).  
2114 DOBSON: Sure, we can talk about that.  
2115 CAMPBELL: You want me - oop.  
2116 SYLVIA: So, are you going to make public comments (inaudible)?  
2117 CAMPBELL: Yes, we will.  
2118 SYLVIA: Okay.  
2119 CAMPBELL: Just - I'm just writing something down real quick so I  
2120 don't forget. All right, just one last bit of business that I  
2121 wanted to bring up because I forgot to bring it up on the-  
2122 VENN: One more thing on that-  
2123 CAMPBELL: Yes, Venn.  
2124 VENN: This is Venn Wylde again, Lieutenant Dobson, thank you again  
2125 for the presentation. I - another piece that I'd be curious to hear  
2126 more about in the future is you spoke about the evolution of  
2127 policing, policy, for protests and the ways in which you've shifted  
2128 towards community engagement and presence, and I'd be curious to  
2129 hear more about how that's shifted over the past couple of decades I  
2130 suppose. And - and in particular about how you've shifted around  
2131 communicating those transitions to the crowds.  
2132 DOBSON: Mm-hm, absolutely.  
2133 VENN: Because I - I'm thinking of protests that I've been present  
2134 at over the past couple of decades here in Portland and how  
2135 confusing some of the communications have been as a person on the  
2136 street.  
2137 DOBSON: Sure.  
2138 VENN: The communications I heard or didn't hear as the police  
2139 presence escalated over time. And I'm curious to know more about  
2140 how that's shifted recently.  
2141 DOBSON: Okay. Did you (inaudible)?  
2142 CAMPBELL: Yep.  
2143 DOBSON: Good, because I didn't have my pen out.  
2144 CAMPBELL: All right. Well, thank you very much-  
2145 DOBSON: Sure.  
2146 CAMPBELL: Lieutenant Dobson, I'm sure we'll talk to you more in the  
2147 future about this topic.  
2148 DOBSON: I have a feeling I'll be back.  
2149 CAMPBELL: Yes. It's very interesting and it's a very broad topic  
2150 so it - it's a start. I did want to say real quick that the police  
2151 are doing a five-year strategic plan survey. Basically, their  
2152 forming a strategy plan, they're asking for a community to fill out  
2153 a survey. I think you can just find it on the police website. I

2154 filled it out. I encourage every other member of TAC to fill it  
2155 out. And unless there is any other new business anyone would like  
2156 to bring forward then we'll move on to community comment. Thank  
2157 you.

2158 MALE: Can I ask if that link, if it hasn't already and apologize if  
2159 it has, be sent out for that survey?

2160 CAMPBELL: Yeah, I can - or, you want to take care of that or I can.  
2161 All right. All right, we can move on to public comment. Would you  
2162 like to start on-

2163 DAN: Dan Handelman with Portland Copwatch. I'm wearing a little  
2164 sticker that says Protest is not a Crime. I was down at City  
2165 Council earlier today when the Council voted down the Mayor's  
2166 protest ordinance by a 2 to 3 vote. I'm very excited about that.  
2167 The police were trying to fix the problems you guys are talking  
2168 about but in the wrong way. They were trying to make it so that the  
2169 Mayor declared that two groups are dangerous to the community and  
2170 therefore he can say they - one group has to stay over her and one  
2171 group has to stay over here, we can only have this number of people  
2172 and this is the time and the place you can do your protest. That's  
2173 in (inaudible) to the First Amendment and luckily (inaudible) or  
2174 they'd all done that. I have a lot to say about the whole protest  
2175 discussion. One of the things you talked about was bias language.  
2176 I'm very concerned about discussion of different kinds of groups and  
2177 what their philosophies are without those groups being present to  
2178 say those things on their own. (inaudible) heard comments today,  
2179 talked about how anarchism is based in mutual hate and pacifism  
2180 really people cooperate with each other and not (inaudible) way.  
2181 Whereas all other people think the word anarchism means blowing  
2182 things up and bringing on the chaos. Those are different things.  
2183 So, I hope that that's part of the police discussion - I doubt it,  
2184 but hopefully they know what anarchism really is. When you made a  
2185 report about training about two years ago I think it was, maybe  
2186 three, you notice there was us versus them language that was being  
2187 used. One of the things we bring up a lot is that police will say  
2188 munitions and devices and all these other words, but these are  
2189 weapons, these are weapons. So, why is it that when people bring -  
2190 or are coming to protests and they're armed and they have weapons  
2191 they do different kinds of damage than what the police weapons do?  
2192 Did we - couldn't we have different language for it? The police are  
2193 the ones that are using a lot of the violence I think it's protest  
2194 (inaudible). And I know a lot of you know this already and that's  
2195 where you're asking these questions. But I just think it needs to  
2196 be said. The directive that guides crowd control is online, I think  
2197 it 6 - 635.10 or something like that. You should've brought that up  
2198 and read the definition of what is a disturbance. In that it is -  
2199 that - it's very specific - not - we don't necessarily agree with it  
2200 but it is what's written down. More language issues, we heard the  
2201 words we have to a lot - we have to use these batons, we have to use

2202 pepper spray - you didn't have to do those things. You chose to do  
2203 those things, I think it's an important distinction. One of the  
2204 members of our group, an older one, was pushed up a sidewalk by a  
2205 police baton. We have a video of it on our website. And the - she  
2206 was just not moving fast enough for the riot police's liking and  
2207 it's very disturbing that those kinds of things happen. That's not  
2208 - there was - nobody had to do that. It was just the decision  
2209 (inaudible). They - there was talk about picking out bad apples  
2210 from the crowd, but once you start launching these chemical weapons,  
2211 everybody gets affected by it. And the, you know, international law  
2212 says you can't do collective punishment on a population because the  
2213 behavior of some of the people and I don't understand how the police  
2214 are allowed to - you know, we go down to observe at Copwatch. We  
2215 like to observe these demonstrations and we have to inhale these  
2216 chemicals because we're just there observing on the side. We're  
2217 subjected to it even though we're not engaging in any illegal  
2218 activity. I'm worried about hearing that the training that's part  
2219 of this that's boring. I wonder if command management is so bad  
2220 people are bored by their training or maybe not paying attention.  
2221 Okay, so now let's go to the Force Statistics that you saw. They  
2222 didn't show us the graphs of - demographics even though that's been  
2223 a point that this group has brought up several times. I don't know  
2224 why that - you know, that's the first page of the report. I don't  
2225 know why that wasn't on - on the screen. At the very tail end of  
2226 the third quarter was when there was Mr. Pat Kimmons was shot  
2227 downtown and then in the subsequent three weeks there were two more  
2228 shootings of human beings and one shooting of a dog. There's also  
2229 reference to a shooting of a dog that escaped in the previous  
2230 quarter - one of the previous quarter reports and I've not heard  
2231 anything about that. We would like to track which officers are  
2232 using the firearms in that way because if it's the same officers  
2233 that are firing weapons at humans it should - should be looked at as  
2234 a pattern. I actually looked at this cluster of three shootings  
2235 plus the fourth shooting of the dog - these three weeks' time,  
2236 whether that's highly unusual for the Portland police.  
2237 Unfortunately there was one time there were three shootings in two  
2238 days. But usually - usually nowadays you only have four or five  
2239 shootings in a year. So, for three of them to come this quickly  
2240 together, there's something going on and people should be paying  
2241 attention. There have been 32 shootings in the state of Oregon so  
2242 far this year. There are normally only 25 - the highest number  
2243 we've logged since 2010 was 31 - so there's something going on when  
2244 there's a high number of shootings. Our (inaudible) the people's  
2245 police report - which was our 25<sup>th</sup> anniversary shoot I brought to the  
2246 last meeting. I don't have a copy today. It's up online if you  
2247 want to look at it. The Compliance Officers Report came out in  
2248 between your last meeting and now. I hope a lot of you looked at  
2249 that. There's a lot of talk - there's talk about officers who get

2250 logged into the employees' probation system for having multiple uses  
2251 of force. And they're even more officers that got logged into the  
2252 system for having multiple traumatic events. Now, I'm not sure what  
2253 the definition of that is. We heard a little talk about trauma  
2254 tonight, but I don't under - I thought that was traumatic incidents  
2255 based - we're talking about when there was a shooting. There's like  
2256 200 of them so I don't know what those are. But there were 57 cases  
2257 where officers were accused of some kind of criminal activity.  
2258 Fifty-seven times in one year so that's something I think that you  
2259 should think about in terms of, how are we training officers if  
2260 they're being accused of that much criminal activity. Last question  
2261 I guess, if there's a quorum of you at one of these trainings for  
2262 the dry run, does that mean the public can come to it? I hope so.  
2263 I'll - I'll take my answers offline. Thank you.

2264 CAMPBELL: Thank you, Dan, as always much appreciated. Does any  
2265 other member of the public wish to speak?

2266 FEMALE: Hi, I just wanted to introduce myself. I am Vice Chair of  
2267 the Citizen Review Committee and also the Chair of the Crowd Control  
2268 Workers and so we're trying to get back into the game, we are -  
2269 definitely have been dormant over the summer - our work group. But  
2270 very interested to hear more, especially if you're going to bring  
2271 the lieutenant back to reflect more on some of the questions that  
2272 you all answered, but just wanted to offer myself as a resource too  
2273 and hope to be more collaborative if there are more conversations  
2274 that you're having about this or want to move forward on making  
2275 suggestions. That's definitely something that we want to talk  
2276 about, especially with the crowd control directives. So, just  
2277 wanted to introduce myself and hope to see you all more in the  
2278 future. Thank you.

2279 CAMPBELL: Thank you for coming.

2280 FEMALE: Sure.

2281 CAMPBELL: Yes?

2282 RICHARD: My name is Richard Mohle, I'm the Chairman of the  
2283 Neighborhood Association that this building is sitting in and I come  
2284 to these meetings whenever Judy Low (inaudible).

2285 MALE: What neighborhood association? What's the name?

2286 RICHARD: Wilkes.

2287 CAMPBELL: Thank you, any other public comment? All right, seeing  
2288 none I will look for a movement to adjourn.

2289 VENN: Venn Wylde, I move to adjourn.

2290 CAMPBELL: I have a move-

2291 JUDY: Judy Low - second.

2292 CAMPBELL: All in favor?

2293 GROUP: Aye.

2294 CAMPBELL: Motion passes. Thank you very much.

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2298 Transcribed 11/28/2018 @ 8:50 p.m. C. Goodness