

TRAINING ADVISORY COUNCIL
January 9, 2019
PPB Training Complex
6:30 -8:30 p.m.

MEMBERS PRESENT

Shawn Campbell, Chair
David Coates
Danielle Droppers
McKay Fenske
Robert Fischer
Sylvia Zingesser
Sarah Suniga
Tyler Hall
Anne Parmeter
Kezia Wanner
Venn Wilde
Gary Marschke

MEMBERS ABSENT

Sushanah Boston
Judy Low

TRAINING STAFF PRESENT

Captain Erica Hurely
Lt. Jacob Clark
Liesbeth Gerritsen
Jody Halia

PPB STAFF PRESENT

GUESTS PRESENT

Dan Handleman
Elizabeth Pape
Jon Miller
Debbie Aione

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CITY OF PORTLAND
Training Advisory Council
Training Division

Meeting Date: 01-09-2019

Recording starts here

CAMPBELL: (inaudible) to order. As always, welcome to everybody for making it tonight. Let's start with somebody reading the Mission Statement, which is on the bottom of the agenda. Would anybody care to volunteer?

ANNE: I'd be happy to read it. The mission of the TAC is to provide ongoing advice to the Chief of Police and the Training Division in order to continuously improve training standards, practices, and outcomes through the examination of training philosophy, content, delivery, tactics, policy, equipment and facilities. The mission of the Portland Police Bureau is to reduce crime and the fear of crime by working with all citizens to preserve life, maintain human rights, protect property and promote individual responsibility and community commitment.

CAMPBELL: Thank you, Anne. As a reminder, we are recording the meeting for our minutes so please state your name when you speak because the transcript people have a lot of complications if you don't do that. And sometimes when you do they have a little complication with it too, so. Let's start out, we have a motion to approve the prior meeting's transcript.

GARY: Gary Marschke, so moved.

CAMPBELL: Do we have a second?

SYLVIA: I second.

CAMPBELL: Sylvia seconds. All in favor, please signify by saying aye.

GROUP: Aye.

CAMPBELL: All opposed? Motion passes. All right, opening announcements and reminders, just there is going to be one change on the agenda. We are going to move the overview of the PPB mindfulness programs up to just after the status of the task forces so that - Liesbeth has a plane to catch so we're going to allow her to get out of here to get out of here. So, don't expect us to be this nice all the time.

FEMALE: I won't. One time only, I get one a year so this is yet. Thank you.

MALE: I want to see you running down the runway trying to catch that plane.

FEMALE: I appreciate it.

CAMPBELL: Other reminders. Please remember if you haven't already that we need to put in bios for the website. It can just be a couple sentences. If you'd like to include a photo you can but you don't have to. I sent out a reminder email with an example of my bio which is pretty short. We really aren't expecting a lot, just a little thing that kind of fits who you are. This is a requirement

52 under the Bylaws. As well, if you haven't filled it out, please do
53 fill out the members - the member survey that was in the link in the
54 same email that I sent out, the reminder about the bios. And
55 finally, if you haven't done a ride-along in the past six months
56 please plan on doing one in the next six months. Of course, contact
57 Jody with how to do that along with kind of the precinct you'd like
58 to be in, the shift, information like that. Any questions about any
59 of that? Excellent. All right, let's move on to an update on the
60 current status of the Task Forces. How about we start out with the
61 Membership Recruitment Task Force, Bob.

62 **BOB:** We had 13 candidates - or, 13 applicants to the Task Force.
63 There - there were only then - we had the four - we had six - we had
64 three - five reviewers.

65 **MALE:** Frickin' I did it.

66 **HURLEY:** That was one.

67 **MALE:** I was just the last one.

68 **BOB:** I didn't - I didn't see that come up there, I didn't realize
69 you did it. Okay, anyway only two candidates were sort of - kind of
70 universally recognized that yeah, this would be okay. Minor
71 problems were noted which wasn't necessarily prohibitive. But, you
72 know, there were problems that were picked up on - on - two, and
73 then three and four - about eight of them. And there were two
74 candidates, however, for which there was some serious questions that
75 the Task Force reviewers noted. And we - we are going to be meeting
76 after this session to decide on what the - the final count will be.
77 That's all I can kind of say about that. It really - I think the
78 discussion is going to focus around two of the candidates who a
79 number of people sort of noted were problematic in their minds and
80 we're going to then review those.

81 **CAMPBELL:** Thank you, Bob. The hope is that we're going to have
82 everyone seated by March, I believe. That's with (inaudible) the
83 recruit members, obviously, or?

84 **BOB:** It - it depends on how - how prompt they are in providing
85 materials to the bureau and the bureau reviewing that and having the
86 background check and things like that.

87 **CAMPBELL:** Okay.

88 **BOB:** But, yeah, we should be able to - to give the okay tonight to
89 all but maybe two.

90 **CAMPBELL:** Excellent.

91 **BOB:** Maybe three.

92 **CAMPBELL:** Gary, question?

93 **GARY:** Would it be appropriate to ask what those concerns might be
94 in the general front or would that be - I mean, you know, violate
95 confidentiality?

96 **BOB:** Well, that's precisely what we're going to discuss. We - we
97 don't know exactly what the - the - the concerns were that people
98 have had and we want to make sure everybody has a - a chance to air
99 their view. You want to say something, Venn?

100 **VENN:** Yes, I do. This is Venn, Venn Wylde. I'm on the Recruitment
101 Task Force. The - the rating instrument didn't collect information
102 about what specific concerns were - that the reviewers had about the
103 candidates so that's not in the data set that we reviewed when say
104 well, these two nobody had any concerns about. So, those two we
105 said yes. I'd like to ask whether we are required to seat the full
106 slate or if can pick-

107 **BOB:** Oh, no.

108 **VENN:** A smaller number to recommend.

109 **MALE:** I think there might - it might well be that we don't seat all
110 but two, but we seat two or five. I don't know what the number's
111 going to be.

112 **BOB:** I agree.

113 **HURLEY:** So, just a question or order, if we as a group - that is -
114 that is reviewing those do not have a consensus, right, so let's say
115 that - that there's two that everybody agrees on but there's five
116 that we all - and some of us disagree on, some of us agree on, is
117 that brought back to the TAC as a whole to vote on? How does that
118 work if we don't come to a consensus?

119 **CAMPBELL:** Historically it's been the Recruitment Task Force that
120 names the people.

121 **HURLEY:** Okay, okay.

122 **CAMPBELL:** And whether that's decided by a majority vote in the end
123 or-

124 **HURLEY:** Okay.

125 **CAMPBELL:** Some kind of function like that has been historically how
126 it's been done.

127 **HURLEY:** Okay.

128 **BOB:** I personally would not like to see anybody who feels very
129 strongly and negatively about a candidate be seated. I mean, I
130 don't want to - I think that if someone feels really negative about
131 a member, that wouldn't - I don't think that would be a good idea.

132 **HURLEY:** I just have concerns that if people are requesting to
133 volunteer that we - I mean, unless again there's a significant
134 reason that we say no. I mean, we have a very small group here
135 really for TAC already. You already have issues trying to find
136 people willing to do task forces and spend that extra time because
137 it's a significant amount of time out of people's lives and so the
138 more people you have on the boards - the - on the board of TAC, the
139 more you have people to actually work on the projects that - that we
140 need to work on. So, that's - I - that's why I would be concerned
141 about limiting to maybe only two when we have so many openings.

142 **BOB:** Well, I - I wouldn't expect we're going to only have two.

143 **HURLEY:** Yeah, I just - yeah.

144 **CAMPBELL:** No, I - I think this is probably conversation that can
145 happen after the meeting with the recruitment group, if that's-

146 **HURLEY:** Okay.

147 **CAMPBELL:** All right with everybody.

148 **MALE:** I just have one - one quick suggestion and that is given the
149 optics and the challenges, especially in the current climate, I
150 would err, Gary Marschke, on the side of caution when it comes to
151 dismissing outright anybody who's applied without at least bringing
152 it back to the full TAC for review in some way, shape, or form that
153 doesn't violate anybody's confidentiality, or whatever. Just simply
154 because I thinking - and going along a little bit with what Captain
155 Hurley said too, I think we really need to be overly sensitive to
156 inclusion at this stage of the game and go out of our way to ensure
157 that if we don't - don't accept someone who has applied that we have
158 a good and valid reason or reasons that will stand up to public
159 scrutiny.

160 **HURLEY:** I agree.

161 **CAMPBELL:** All right. Any other discussion on the recruitment Task
162 Force - walked in just in time Sarah for me to pick on you. Next up
163 we'll have the Demographic Data Inclusion Task Force update with
164 Sarah. We'll let her - give her a second to settle there.

165 **SARAH:** I don't have my material in order. I can just say that
166 we're working on our adoption recommendation and hopefully that'll
167 be ready by the next meeting.

168 **CAMPBELL:** All right, excellent, any questions on that group?

169 **FEMALE:** Sarah, I'm sorry, I'm - I'm asserting control of this in
170 the moment, could you repeat that? It was a little soft and I'm
171 concerned that the transcription may not work.

172 **SARAH:** Oh, yeah, we're working on (inaudible) recommendations,
173 they're not ready yet.

174 **CAMPBELL:** All right, thank you. And finally, the Patterns in Use
175 of Force Task Force led by me. At this time, after some discussion
176 with the Steering Committee, it was decided to delay because if we
177 waited for a full year of 2018 data to be available we actually can
178 get more out of it because 2018 is the first year where raw data is
179 available instead of just the reports that we get of use of force.
180 That's where that is right now. Any questions on that? All right,
181 moving forward, let's go ahead and move to the overview of PPB
182 Mindfulness and emotional intelligence programs with Captain Hurley
183 (inaudible).

184 **HURLEY:** So, I'm just going to speak really quickly - and this is
185 Captain Hurley - to kind of the programs we have now. So, right now
186 with the Portland Police Bureau we have what's called an EAP or an
187 Employee Assistance Program, and that Employee Assistance Program is
188 run by one non-sworn admin person and then a full-time officer that
189 is in - in another - he works EAP on the side so he does that on his
190 - on his - the time that he's not a full-time officer on the road.
191 So, we don't have - we have a position but no one filled in the
192 full-time EAP position. So, basically what that is, is we contract
193 with an outside facilities, Cascadia, and there's a 1-800 number so
194 if someone comes and says I need services in X, Y, or Z they are
195 able to go through the 1-800 number and then find services. So,

196 that's what we have right now as far as any kind of a wellness
197 program within the bureau. We also have a peer support program
198 which is if there is a critical incident or you are seeking care or
199 need resources, you can go to the peer support person and then they
200 can also refer you to the EAP program. And that's at this point in
201 time really all that we have as far as that is concerned.

202 **SYLVIA:** I have a question.

203 **HURLEY:** Yeah.

204 **SYLVIA:** This is Sylvia. Is that Cascadia Behavioral Health?

205 **HURLEY:** No, no.

206 **SYLVIA:** Because there's a lot of Cascadias.

207 **LIESBETH:** I meant to clar - this is Liesbeth - I meant to clarify
208 that too. It's not Cascadia Behavior Health, it's - it's Cascadia
209 and I don't know the rest of the name. But it's the - it's - it
210 manages EAP programs.

211 **SYLVIA:** Okay.

212 **LIESBETH:** So, they're the ones you go to with the 1-800 number and
213 then they contract with providers. It has nothing to do with
214 Cascadia Behavioral Health. Good - good clarification.

215 **CAMPBELL:** This is Shawn, is this - would the Cascadia also be
216 handling like the EAP for like the Fire Department and the other
217 bureaus that like-

218 **LIESBETH:** Yes, this is city wide EAP program.

219 **CAMPBELL:** Okay.

220 **LIESBETH:** Yes, exactly.

221 **ANNE:** I have a question, this is Anne Parmeter. So, if an officer
222 seeks - if they use the EAP is it - does it go on their record
223 anywhere?

224 **HURLEY:** No.

225 **ANNE:** So, there's no stigma associated with it.

226 **HURLEY:** It's completely confidential, yeah.

227 **CAMPBELL:** This is Shawn. How aware are officers of programs like
228 this and how commonly is it used? Is there any kind of idea on
229 that?

230 **HURLEY:** So - this is Captain Hurley again - and commonly used - it
231 is used to some degree. It's kind of an interesting side note on
232 that. Two years ago it was being used to - the short amount you get
233 - and please correct me if I'm wrong here lieutenant - PPA, which is
234 the union, they get six meetings a year I believe - six appointments
235 a year, is that correct?

236 **DOBSON:** Eight.

237 **HURLEY:** Oh, is it eight? And then it's six for lieutenants?

238 **DOBSON:** Yeah.

239 **HURLEY:** Okay. So - because each - each unit gets a little bit
240 different. So, it used to be that you got ten per year per problem,
241 right? So, if you went seeking services for X you get ten for that
242 one and then if you went for something else you get ten for that
243 one.

244 **CAMPBELL:** And that would be like ten per officer?
245 **HURLEY:** Ten per officer per problem.
246 **CAMPBELL:** Okay.
247 **HURLEY:** And - including their families, right? So, spouses can use
248 it as well.
249 **DOBSON:** Like a good example would be you've got ten marriage
250 counseling sessions and then you were involved in a shooting or some
251 critical incident and needed - the stress thing you would get ten
252 more for that issued.
253 **HURLEY:** Right.
254 **DOBSON:** It's no longer that way.
255 **HURLEY:** So, two years ago they changed that. They determined we
256 used it too much so the City pulled back the resources so now we
257 have 8 for PPA, 6 for non-PPA and - period - for all of the - your
258 requests. So, even if you have this is the marriage counseling and
259 then this is the critical incident you have eight or six total and
260 you don't - you can't get more of those. So - so, it's backed off
261 unfortunately with that. The other concern really that is through
262 EAP which is - you asked about people kind of using it - is it's
263 hit-and-miss as to whether or not they understand what the police
264 bureau does, right? So, for instance we've had people that have
265 gone on critical incidents that go to talk about critical incidents
266 where the provider is so traumatized by the conversation that the
267 officer's having that they won't see the officer again. So - which
268 is understandable, I mean we see some pretty bad stuff, right?
269 However, now you have an officer who no longer has someone to talk
270 to and has to tell the story all over again because that provider
271 just wasn't able to sit and listen to what they needed to talk
272 about. So, we have some problems with the way EAP is run just
273 because it's not police specific at all. And the other issue with
274 EAP is that it - it does not really have the proactive stuff that we
275 want to do on the front end. We - we really as an agency need to
276 have wellness that is started at higher and works our way through as
277 to how do we keep people well as opposed to waiting until you're in
278 crisis and then you head to EAP and we hope we can catch it before
279 you completely break, right. We need something on that front end
280 that - that allows them to maybe see when they're going down that
281 road earlier so they seek help. We need something on the front end
282 to see about things like life coaching, things like those kinds of
283 things that you don't have to be in crisis to ask for, right? You
284 can go and seek those things way - well in advance and not have that
285 be a stigma piece, right? Not have that - and I don't really think
286 that it is a stigma, that's going away as the culture comes. Now
287 it's more just about having the resources and we just really don't
288 have those and they're not easy to obtain. So - and then the other
289 piece of that is is that again, the resources that we have are not
290 necessarily police specific and so sometimes it's difficult to - to
291 go to the 1-800 number and hope for the best of who you end up with

292 as to whether or not that they can help with the problem that the
293 officer's looking for. So, we try but we - we need - we have a lot
294 of work to do.

295 **CAMPBELL:** Okay, so base - sorry, but basically a good analogy would
296 be the current system is more based upon the idea of repair rather
297 than maintenance?

298 **HURLEY:** Absolutely, you - the - the - the one now is crisis. So -
299 again, this is Captain Hurley - if you are in crisis we can send you
300 to somebody. It - it isn't about the front end. There - EAP does
301 have some online things do to although - interestingly enough most
302 of our officers do not know about that. So, for instance, you
303 actually can go to them for a one time attorney deal to talk to an
304 attorney about different things. There's some financial, like
305 programs that they can do online but those are all online things.
306 And interestingly enough when I got here I talked to my sergeants
307 about some of those things and about some of the nutrition programs
308 and they were like we didn't even know we had that. So, those kinds
309 of - any of the preventative stuff that may actually be out there,
310 they're not even aware of and they're definitely not using. So,
311 that's another problem with it is - is the ability to get the
312 resources for the preventative stuff as opposed to the reactive part
313 of it. Did you have a question, Gary? Oh.

314 **GARY:** Well, Sylvia had - I'm sorry - Sylvia first.

315 **SYLVIA:** This - this is Sylvia - this is something very dear to my
316 heart and at some point I'd like to talk with you personally about
317 this-

318 **HURLEY:** Mm-hm.

319 **SYLVIA:** Because I have personal experience with all of this.

320 **HURLEY:** Okay.

321 **SYLVIA:** And if you ever need anyone to testify, to go to City Hall-

322 **HURLEY:** Yeah.

323 **SYLVIA:** I will be - I will be glad to go-

324 **HURLEY:** Okay.

325 **SYLVIA:** And I - I have, like I say, a lot of information-

326 **HURLEY:** Mm-hm.

327 **SYLVIA:** And experience that could be helpful to get those
328 resources.

329 **HURLEY:** I appreciate that. But-

330 **SYLVIA:** And I think we need to collect the data - again, I'm going
331 to say data-

332 **HURLEY:** Mm-hm.

333 **SYLVIA:** On how - about the - about the different kinds of cases
334 that come through-

335 **HURLEY:** Mm-hm.

336 **SYLVIA:** And I don't know if the priv - the contact at EAP-

337 **HURLEY:** Right.

338 **SYLVIA:** Is going to be collecting that with - and keeping it
339 confidential, but the more data that we can collect-

340 **HURLEY:** Mm-hm.
341 **SYLVIA:** The better we can say we need this-
342 **HURLEY:** Yep.
343 **SYLVIA:** And here's out data.
344 **HURLEY:** We actually have that so we have the-
345 **SYLVIA:** Oh, do you?
346 **HURLEY:** Ability to know how many times the police bureau employees
347 seek help with EAP and then they - they - they don't - they break it
348 out a little bit, right, so family issue, financial issue, work
349 related issue.
350 **SYLVIA:** Right.
351 **HURLEY:** So, they break it out a little bit. Obviously there's no
352 names to any of those things, but there's a little bit of data just
353 in the sense of percentiles about what is used and who uses it. So,
354 we - we actually do have that information.
355 **SYLVIA:** And you used to keep - use that information that if your
356 officers are operating well, they - they perform better-
357 **HURLEY:** Correct.
358 **SYLVIA:** On the street, especially when they get into traumatic
359 situations.
360 **HURLEY:** Absolutely, absolutely true, yeah.
361 **SYLVIA:** I'd be happy to testify on that.
362 **HURLEY:** I - I appreciate that.
363 **GARY:** Besides ditto what Sylvia said we-
364 **HURLEY:** Yeah.
365 **GARY:** We share some of the expertise in - Gary Marschke - I first
366 of all want to start off by saying it is totally unacceptable for
367 decisions about things like EAP to be made strictly on statistics.
368 **HURLEY:** Mm-hm.
369 **GARY:** You're overusing it - well, how the hell do you know and-
370 **SYLVIA:** I know. I get it.
371 **GARY:** What do you know we're using it for?
372 **HURLEY:** Right.
373 **GARY:** Okay? So, that's totally unacceptable. My real question is,
374 is there a role for this committee-
375 **HURLEY:** Yes.
376 **GARY:** In that dog fight?
377 **HURLEY:** Yes, absolutely. This is Captain Hurley. Absolutely
378 there's a role with this committee. So, one of the things that you
379 are tasked with, right, is the training of the police bureau. I
380 believe moving forward that firearms and control tactics training
381 and all of those trainings is the same that we do for mindfulness
382 training and training for resiliency and training on how to handle
383 some of the stresses that we deal with and physical training and
384 nutritional training. And - I mean, right, I can go down that list.
385 That is training. And if - if we take that and go this is fluff and
386 firearms is training, then we haven't taken care of the whole of the
387 - of the officer that we need to take care of. So, you are tasked

388 with the training of the police bureau and that is a very large
389 area, right, and a large task, and this absolutely is the training
390 of the police bureau.

391 **GARY:** And the fact that you have providers who are assigning
392 counselors that are not well and deeply schooled in trauma-informed
393 care-

394 **HURLEY:** Yes.

395 **GARY:** To begin with-

396 **HURLEY:** Yes.

397 **GARY:** I - again, that's totally unacceptable. That's the bare
398 bones minimum.

399 **HURLEY:** Yes.

400 **GARY:** So - Gary Marschke - sorry - so, and I might suggest that
401 since we seem to be aligning and organizing task forces, that
402 perhaps this might be something that would deserve the attention of
403 the task force.

404 **CAMPBELL:** Real quick - this is Shawn - on the broad - broader
405 sense, I have been talking to Captain Hurley about this and we'll be
406 introducing some stuff to the Steering Committee at our next meeting
407 to move forward. And I believe as well we have another interest in
408 creating a task force that's more focused on the emotional,
409 intelligent, mindfulness end of it as well.

410 **VENN:** On that note, some of you might be aware - this is Venn Wylde
411 - some of you might be aware that I'm particularly interested in the
412 emotional intelligence training by which I mean the ability to
413 recognize and understand and locate and express and regulate one's
414 emotions as they're arising, and I could get into much more detail
415 about the specific skills and ideas being involved in that. But I
416 care about that, I see that as a training thing-

417 **HURLEY:** Mm-hm.

418 **VENN:** As well. I think it's a subcomponent perhaps of the bigger
419 picture that you're speaking to-

420 **HURLEY:** Mm-hm.

421 **VENN:** And so, would - would now be a good time to - for a motion
422 that I - I'd like to create an emotional intelligence task force to
423 look into and to make recommendations about the training of Portland
424 Police Bureau's personnel - I - I wouldn't limit it to the officers
425 on the street as I understand-

426 **HURLEY:** No.

427 **VENN:** These skills are useful for everybody.

428 **HURLEY:** Mm-hm.

429 **VENN:** And to - to see - because maybe this could dovetail with some
430 of the work you're doing to create a wellness program and to create
431 a leadership development program.

432 **HURLEY:** Mm-hm.

433 **VENN:** I see a lot of opportunities there. I - while I was flying
434 in from Chicago today created this document. I don't know if
435 anybody wants to look at it, but - sort of detailing where this is

436 coming from and where I want to go with it. But I would move that
437 we create an emotional intelligence task force to look into these
438 questions.

439 **HURLEY:** Okay.

440 **CAMPBELL:** We have a motion from Venn to create an emotional
441 intelligence task force. Do we have a second?

442 **MALE:** I'll second.

443 **CAMPBELL:** Gary? Beat you, Danielle, half a second ahead of you.

444 **MALE:** Who actually I've got a sight line to.

445 **FEMALE:** Before - before you made the motion, I wanted to say I - I
446 support it, I think it's a great idea. But I also feel like
447 emotional intelligence and mindfulness and emotional self-care-

448 **HURLEY:** Mm-hm.

449 **KEZIA:** Are all part of sort of the same mold. So, is there a way
450 instead of carving out just emotional intelligence, create a task
451 force that focuses on that and the other things as well? I'm not
452 sure what you want to term it, you know.

453 **VENN:** So - this is Venn Wylde again - responding to your question
454 Kezia - I just want to check, how do I say your name correctly?

455 **KEZIA:** You said it pretty close.

456 **VENN:** Pretty close?

457 **KEZIA:** Kez-e-ah.

458 **VENN:** Kezia, thank you. So, I see the components of caring for
459 one's own emotional well-being as being essential to emotional
460 intelligence. All of the skills related to knowing what it is that
461 I'm feeling, locating that in my body, identifying where that comes
462 from in my past, identifying the - what I'm feeling about this has
463 got nothing to do with that. Being able to make a note of that to
464 myself and say later on I'm going to come back and address that,
465 keeping that agreement with myself. How I address that, how I
466 express and complete the communication with whoever it is I have
467 that feeling about. Or don't complete it with them, complete it
468 with myself in their absence because I'm making a smart choice about
469 deciding I don't want to be closer with that person. I want to be
470 closer with these people. I'm going to share how I feel with those
471 people. These are all skills that I see as being part of emotional
472 health. And I've - I've written a document here about that if you
473 want to take a closer at it. Does that address your question?

474 **KEZIA:** I just think that if we are calling it emotional
475 intelligence but it includes other things that it should be explicit
476 that it does include some of the other components because emotional
477 intelligence is really - it is one of many interrelated issues that
478 probably should be addressed.

479 **VENN:** So, I'm - I'm hearing - this is Venn Wylde again - I'm
480 hearing that when I saw emotional intelligence you think I don't
481 mean those other things?

482 **KEZIA:** I - emotional - this is Kezia - and he's not saying my name
483 - emotional intelligence has been trained as a - a thing unto itself

484 in the past and mindfulness is now being trained as a thing that's
485 sort of in isolation. Emotional self-care is another thing. So,
486 they all play together so however you get to have it be sort of a
487 body of curriculum that's - that's looked at together.

488 **VENN:** I-

489 **CAMPBELL:** Do you have any suggestions for what would be more of an
490 overall term for something like that?

491 **KEZIA:** I think in concept we might agree that this is something
492 that we should do and then have a vote on it. I don't know that I -
493 that we should try to give it a name exactly, but I do think it
494 should cover multiple topics that are related to it.

495 **VENN:** I'm happy for my motion to include the general concept of
496 emotional self-care.

497 **SYLVIA:** This is Sylvia. I'm going to make a suggestion that you
498 can call it emotional intelligence but give it a byline and put all
499 of those things in the byline right underneath the emotional
500 intelligence. And then it - then - then - then you are directed for
501 those specific areas that - that would include and - Captain Hurley,
502 if you have suggestions that needs to be rooted in that-

503 **HURLEY:** Mm-hm.

504 **SYLVIA:** That will be useful for - for you, then - then we could
505 have that. We could always go back and change the byline.

506 **CAMPBELL:** David?

507 **DAVE:** This is Dave Coates - I'm - my feeling on this is, this is a
508 task force. I think part of the task force is defining what's the -
509 what's the scope going to be. Because right now when I look at the
510 whole mindfulness, wellness, emotional intelligence, that's a big
511 beast.

512 **HURLEY:** Mm-hm.

513 **DAVE:** And I think for the task force to be effective, they're going
514 to have to narrow it down and get more - and get more focused. So,
515 in my mind part of the task force's job is to define exactly how
516 broad are they looking at. I think it's understood it involves a
517 lot, but if we're going to spend the time and make headway, we've
518 got to get focused on an item and I think it's up to the task force
519 to define what that item is.

520 **CAMPBELL:** What was the - you had emotional intelligence,
521 mindfulness, and what was the third one that you-

522 **SYLVIA:** Wellness.

523 **KEZIA:** Emotional self-care - or self-care, but emotional. I mean,
524 self-care can be physical or emotional, for mental or all of the
525 above so I think the mental and emotional are the two that are
526 germane to this conversation.

527 **CAMPBELL:** Okay - and this is Shawn - my one concern with making
528 something too broad is the fact that you can become a fishing
529 expedition that never ends.

530 **DAVE:** That's the point I'm trying to make-

531 **CAMPBELL:** Right.

532 **DAVE:** Is - is - I would - I would like to say I would like to move
533 forward with getting a task force going and let them define what -
534 what their focus is going to be.
535 **SYLVIA:** Okay.
536 **DAVE:** They've got - they've got part of the task force.
537 **CAMPBELL:** I think we have to define it a little bit based upon what
538 they like otherwise - but I'm comfortable if we want to have the
539 byline of emotional intelligence, mindfulness, and emotional self-
540 care kind of being the focus. I think those three are very
541 interrelated and will stay fairly focused in (inaudible).
542 **KEZIA:** This is Kezia and I feel like maybe, going along with Dave,
543 have a - a starting point, have the task force come together-
544 **GARY:** A mission statement.
545 **KEZIA:** And then evaluate if all of those things really fit together
546 and should be a focus.
547 **CAMPBELL:** Gary?
548 **GARY:** I not only second the emotion - the - the emotion? - but I'm
549 also going to be your first recruit on - I'm presuming you're going
550 to be on it if not chair it so I'm the first recruit that you've got
551 on the - on the task force and I would venture to say that that
552 really is and should be our initial focus, is to what exactly are we
553 going to tackle. And then I think, you know, having been in - in -
554 in a business where titles are important and - and semantics are
555 important, that will evolve as we determine the scope. And what we
556 should call it will be, I think pretty self evident by the time
557 we're finished.
558 **HURLEY:** This is Captain HURLEY speaking - the thing that I would
559 ask as the task force moves forward is the - is the conversation
560 about realistically Training Division can teach and expect officers
561 and members - because this really is way - is bigger than officers,
562 right, this is members as a whole of the bureau - and what we can
563 teach so that people can learn resiliency, can learn how to cope
564 with things better, those kinds of things. And what I mean that -
565 by that is there are things that we can teach in a fairly narrow
566 scope, to say if you are - if - if you are seeing these things, you
567 need to - you need to seek help. You need to seek professional
568 help, right, because - because that's not a teaching thing for the
569 Training Division. I can't teach you how to deal with, you know,
570 your past, or your family stuff, or those kinds of things. I can
571 teach you to say that seems to - if - if you are having dreams or
572 problems or you're seeing that reoccurring or you're having those
573 things come up, I can say that my - I can teach you when you
574 recognize that. You need to find these services that we somehow put
575 together in our wellness program to - to get them professional
576 services. So, I ask that the task force, when you come together,
577 discuss realistically, right, how do I as the Training Division give
578 tools to understand these things and then where they go from that.
579 As opposed to, you know, the Masters degree program on having them

580 understand how to deal with said all things because that's not
581 realistic. We need to give them the ability to have enough of an
582 understanding to then find the tools to move forward and find what
583 they need in order to help with the emotional intelligence, with
584 emotional self-care, with some of those things. Mindfulness as it's
585 being done with the police departments, and it's being used and
586 quite extensively with police departments right now, is very
587 specific about skills that they can - that they can have in order to
588 clear their mind, calm down, remove themselves from something. One
589 of the things that they talk about is the fact that if you can learn
590 to take that deep breath, clear your mind and - and bring yourself
591 centered a little bit, if you go to that call that's a hard call,
592 you learn to go sit in your car and have ten minutes to just say I'm
593 breathing and I'm - I'm - I'm just centering again. And then when
594 you go to that next call all of that stuff isn't still in your brain
595 from the call before. Those are skills. That doesn't necessarily
596 mean that that officer has the - or member - has the ability to -
597 that's a - that's - I'm trying to word this - it's a taught skill
598 for them to be able to use on the street. Now, maybe somewhere in
599 the training that we give they also have the ability to recognize
600 when they need professional help, right? But as a task force I ask
601 that you look at the skills that we can teach so that we can
602 actually be useful. Does that make sense?

603 **SYLVIA:** Yes, it does. Perfect.

604 **BOB:** Very.

605 **CAMPBELL:** This is Shawn - to add onto that I think it's also
606 important in this kind of task force to remember that there is very
607 little of this stuff that you can tell people about it, but you
608 can't force them to use it-

609 **HURLEY:** Yes.

610 **CAMPBELL:** So, I think an important factor has to be how do we
611 introduce it to the police officers and the police force in a way
612 that not only will enough people buy into it-

613 **HURLEY:** Mm-hm.

614 **CAMPBELL:** But that it will actually be utilized.

615 **HURLEY:** Yes.

616 **CAMPBELL:** And I think that's as an important thing to keep in mind
617 as we move forward in this time forward.

618 **HURLEY:** Mm-hm.

619 **CAMPBELL:** Venn.

620 **VENN:** This is Venn Wylde again. I - I'd like to read the proposal
621 that I wrote, just the last paragraph on this page detailing what
622 questions I'm specifically interested in addressing with the task
623 force and I think it addresses some of the things that are being
624 tossed around a lot. And those questions are what training do
625 bureau personnel receive in the realm of emotional intelligence or
626 how are they verified to have skills like those listed on the
627 reverse of this page. Specifically when and how are bureau

628 personnel taught or when or how are they verified to know how to
629 recognize, understand, locate, express, and regulate their own
630 emotions and how to support others doing likewise. If such skills
631 are not being taught or verified, what opportunities exist to
632 acquire, develop, and implement such training and verifications for
633 bureau personnel and how can that be done with the greatest chances
634 of success. And in particular might the incoming staff positions
635 related to wellness and leadership prevent - present valuable
636 opportunities in this regard. And if so, how might the Training
637 Division and the bureau as a whole best strengthen and act on those
638 opportunities.

639 **LIESBETH:** So - this is Liesbeth - those are great and we - and
640 we've had conversations and I really appreciate - I appreciate the
641 conversation too with the psychologist. Definitely we can answer
642 some of those questions and once the task force gets together, DPSST
643 has started down in Salem doing a lot of this training and I would
644 encourage when you're looking at stuff, they call it emotional
645 intelligence but for example DPSST has also started a - I'm going to
646 get my glasses so I'm - I'm - a community competency class, they
647 have a resiliency class, they have a fitness and nutrition class.
648 So, they've really - whole added hours in communication. So all
649 those things obviously kind of point to that and then when they come
650 here we have ways to strengthen that but there are plenty of
651 opportunities. So, once the task force gets together, focuses a
652 little bit more on how exactly you want to address this - and I'm
653 happy with whoever else from the Training Division to meet with you
654 and share and - and talk about how to get access to some of those
655 things. DPSST's - just so you know - DPSST's lesson plans you have
656 to actually - we don't own them so we can't share them, but you can
657 do a public records request and talk to the folks down there and get
658 it from them.

659 **HURLEY:** Yeah.

660 **LIESBETH:** And they're happy to do that, they just have a process
661 but it's not a problem.

662 **CAMPBELL:** Anne?

663 **ANNE:** What is that acronym, DPSST?

664 **LIESBETH:** Oh, it's the Department of Public Safety and Standards
665 Training.

666 **ANNE:** Oh, great.

667 **LIESBETH:** Thank you. So, DPSST, and it's down in Salem, it's where
668 every so - I'm sorry - for the people who don't know it's where
669 everybody who's in law enforcement goes in the state of Oregon so it
670 is our state training academy. Their basic academy is 16 weeks long
671 and if you're going to be in any kind of law enforcement role -
672 corrections, dispatchers go down there, there's all the training.
673 But for law enforcement it's 16 weeks. So, they've been working on
674 their curriculum with a big focus on some of these more personal,

675 interpersonal communication, resiliency, emotional intelligence
676 skills, understanding that that is critical.

677 **HURLEY:** This is Captain Hurley. And so, those who come from other
678 states and stuff, to just understand a little bit, so DPSST you have
679 to be hired by an agency somewhere within the state, they send you
680 to the 16 week academy. So, for instance in California you can just
681 go sign up for their academy and go through and - and do that and
682 then try and get hired by an agency. In Oregon that's not the case,
683 you have to have been hired as a police officer in an agency and
684 then you go and have the training for 16 weeks so just for
685 clarification.

686 **CAMPBELL:** Well, at this time what I would suggest is that we create
687 the task force and move forward from there. Is everybody all right
688 with that? All right. So, the motion on the table is to create
689 what we are calling at this time an emotional intelligence task
690 force with the understanding that they will look into emotional
691 intelligence, mindfulness, and emotional self-care. I assume Venn,
692 you want to be task force lead on that one? Do we have anybody who
693 wants to be part of the task force? All right, one thing I would
694 caution is we don't want too many people on a task force because it
695 does get unwieldy, but I'm willing to let people be on it if they
696 want to be on it.

697 **VENN:** I've got Gary, Sarah, Kezia, Tyler, Sylvia.

698 **KEZIA:** How about I can serve as sort of a - I'm going to call
699 myself an advisor because I'm doing the exact same thing that
700 Captain Hurley is with the Sheriff's Office.

701 **HURLEY:** Great.

702 **KEZIA:** So, I mean, there's - there's a lot of information that we
703 can share together.

704 **VENN:** I'd want to have you as advisor.

705 **HURLEY:** And this is Captain Hurley - and I - Shawn, I don't want to
706 let anything out of the box so kind of help me here. He and I have
707 been talking about a wellness program as a whole so that includes
708 things like the mindfulness and all of the emotional piece of it,
709 but it also includes things like physical fitness and nutrition and
710 all of the other pieces that come into make a wellness - a well-
711 rounded member of the police bureau, right, in order to give the
712 best service that they can to the community. So, I'm kind of asking
713 are we going to do two separate task forces, and if we are, then
714 these members may decide oh, wait-wait-wait, I'm - I'm good with
715 that one and you do that one, right, as opposed to oh, wait a
716 minute, all of them are on one now and now we've created another one
717 and - so, just asking.

718 **CAMPBELL:** Just - just to kind of clarify on it. From my
719 discussions with Captain Hurley, kind of what we're looking at is an
720 overall idea of a wellness program that's handled things like family
721 support, police physical support, police mental support, just
722 basically everything. And instead of trying to delve into every

723 little piece, just saying hey, we want something that's this size.
724 I haven't been able to talk to the Steering Committee yet at this
725 time because of the holidays. But kind of the hope is in the March
726 meeting that we'll bring in - once we talk about it in the Steering
727 Committee somebody's who in charge of a very successful - were
728 involved in a very successful wellness program down in Bend will
729 talk about some of these more successful wellness programs would
730 look like. And from there, basically, just create a large scale,
731 non-detailed recommendation that we want the police to look into
732 stuff like this here. But that's moving forward. I see this as a
733 smaller - as looking at a very specific part of wellness, to have to
734 do with the more mental aspects as far as that task force.

735 **VENN:** Thank you. This is Venn Wylde again. I - I'd say I'm happy
736 to move forward with this set of folks if we can complete the vote
737 on a motion. And we might discover that there's a subgroup or some
738 group of the - this task - this task force that says oh, here's a
739 thing to want to pursue and they create another task force to run
740 with that idea. We might find out that we are two groups and that's
741 fine. I'm happy to facilitate that. And if we find out that we're,
742 you know, one group guns out all the way, let's go get this thing
743 done together, then that's great too.

744 **MALE:** I call a vote.

745 **CAMPBELL:** Yeah, is everybody comfortable with that? All right, all
746 in favor of creating the task force with the following members:
747 Venn is Task Force Lead, Gary, Sarah, Sylvia, and Kez - Kezia -
748 Kezia? I am going to get your name right, even if it takes me all
749 year.

750 **MALE:** Kezia advisor.

751 **CAMPBELL:** As the - I'm just going to have you been part of the-

752 **KEZIA:** You can have me be part of it, but I'm (inaudible)-

753 **CAMPBELL:** Yeah. Oh, and Tyler you also want to be part of this?
754 All right, Tyler. All right. All in favor?

755 **GROUP:** Aye.

756 **CAMPBELL:** Any opposed? Motion carries. All right. Well, thank
757 you very much everybody on the discussion on that (inaudible). You
758 can tell because I'm a very (inaudible) person. All right, now
759 moving forward we'll now move on to the original part of the agenda
760 of discussion on the recent Procedural Justice dry-run. I just kind
761 of wanted the (inaudible) that were there to give, like maybe a
762 little 31-minute or however long you feel you need to take kind of
763 what you thought of it and everything. I'll start. On December 11th
764 a number of us were allowed to attend the - a Procedural Justice
765 Training dry-run where basically we saw what the Procedural Justice
766 Training was, which is basically taking the Implicit Bias Training
767 that we saw this last spring and putting it into actual carrying out
768 of duties. Would that be a fair-

769 **HURLEY:** Mm-hm.

770 **CAMPBELL:** So, I was very impressed overall with the training.
771 There was a couple, few small suggestions, but overall I thought it
772 was pretty good. The small suggestions were put together into a
773 feedback document that put together everybody's thoughts and handed
774 over to the Training Division. Would anybody else who did a
775 Procedural dry-run like to speak to us?

776 **ANNE:** I - I was really happy with that training, I - I was
777 impressed. That's all, that was my big take-away - Anne Parker
778 here.

779 **SYLVIA:** This is Sylvia. I too was - I was pleasantly surprised. I
780 think there was a lot of good information there that can be utilized
781 so I'm really that that's coming along, yeah.

782 **CAMPBELL:** Venn.

783 **VENN:** This is Venn Wylde. What I liked most about the training was
784 that the presenter focused on the importance of respecting members
785 of the public in order for police to have any legitimacy.

786 **HURLEY:** Mm-hm.

787 **BOB:** Question. Procedural - I'm sorry I missed that. I was
788 planning on going but I had a conflict at the last minute.
789 Procedural Justice is about what you're supposed to do now, is that
790 right?

791 **MALE:** That's a sign right there.

792 **BOB:** That's right. You're supposed to do those things.

793 **HURLEY:** Mm-hm.

794 **BOB:** Thank you, this is Bob Fischer.

795 **CAMPBELL:** Is there anybody else who would like to make comments on
796 the training? Oops, sorry.

797 **DAVE:** Dave Coates, I also attended the training and I was impressed
798 with what I saw. It was very insightful for me and it was
799 worthwhile and my - my time to come out here and go through it. I
800 was impressed.

801 **CAMPBELL:** Well, as we did with the Implicit Bias Training, what I
802 would like to suggest is that we - this is obviously different than
803 a recommendation because there's comments and suggestions, but with
804 the last of the Implicit Bias we did end up filing it on the website
805 as something we did and I would like to suggest that we do the same
806 through a motion.

807 **BOB:** Can I ask a question?

808 **CAMPBELL:** Yes.

809 **BOB:** Bob Fischer here. If - if you had such what sounds like
810 universal appreciation for what that course was doing, isn't that
811 itself worth reporting forward?

812 **CAMPBELL:** Yes, and those - these are included in-

813 **BOB:** Oh, that's what - that's what-

814 **CAMPBELL:** Yes. This is the-

815 **BOB:** But that's - is that going to be sent to the capt - to the
816 chief?

817 **CAMPBELL:** Yes.

818 **BOB:** Okay, good.
819 **CAMPBELL:** Yeah, so it will be put up on our website and sent to the
820 chief as part of our - the work that we've done.
821 **BOB:** Thank you.
822 **MALE:** Sounds like he wanted to make those motion then.
823 **CAMPBELL:** Absolutely.
824 **CAMPBELL:** So, can I get a motion then to file this as official
825 comments and suggestions that have (inaudible)?
826 **BOB:** I so move, Bob Fischer.
827 **CAMPBELL:** Do we have a second?
828 **DAVE:** I'll second.
829 **CAMPBELL:** Dave. All in - do we have discussion? All - Venn?
830 **VENN:** This is Venn Wylde. I would just say there's more nuance in
831 those comments than the - all of the comments you just heard.
832 There, you know, there's strongly positive experience and there are
833 - there are suggestions for adjustment and that sort of thing that
834 are in those notes. And if you wanted to dive into that, I'd
835 recommend checking them out.
836 **CAMPBELL:** Yeah, and this has been sent to all of you. I believe I
837 sent this last week. All right, any other discussion?
838 **HURLEY:** Just for curiosity, I did do one - not correction, just a
839 point of clarification. Was that put in the ones that went out?
840 **CAMPBELL:** I don't believe it was.
841 **HURLEY:** Okay.
842 **CAMPBELL:** I could fix that if you'd like.
843 **HURLEY:** It's kind of up to you. I - I just wanted-
844 **CAMPBELL:** Oh.
845 **HURLEY:** Everybody to be aware of it if it's in.
846 **CAMPBELL:** Okay. I did not edit that all when-
847 **HURLEY:** Okay.
848 **CAMPBELL:** From (inaudible).
849 **HURLEY:** So, one of the comments that was made was - was basically
850 talking about follow-up with the community when we have an officer-
851 involved shooting and - and the family of the person that was
852 involved in that. And we as an agency do do that, we reach out to
853 those families and not all of them wish to meet with us, but we do
854 reach out to them to ask if they want to meet on most all occasions.
855 And so, one of the comments in here was - was the fact that, you
856 know, we're giving it to the officers and the members of this side,
857 but we're not doing it externally and actually we do. Obviously,
858 it's not something that we put on the Channel 2 News because they -
859 those families don't want to know - don't want everybody to know
860 their business, but - but we do actually reach out to their
861 families.
862 **CAMPBELL:** I could put that clarification in.
863 **HURLEY:** Just - just so people know.
864 **CAMPBELL:** All right, what clarifications do we have - all approved
865 say aye.

866 **GROUP:** Aye.

867 **CAMPBELL:** Opposed? Motion carries. I need to write something down
868 here so I don't forget. All right, with the clarification the
869 document will be put on the website for public view and as well for
870 delivering to the chief. All right, moving forward in the agenda -
871 let's see, it's still pretty early for a break. The next item on
872 the agenda is the Overview of In-service courses with Lieutenant
873 Clark. Basically what we as the Steering Committee asks from the
874 Training Division with this kind of an idea over the last year, what
875 kind of training programs do you actually do? Like how many hours
876 did you spend this kind of an idea of what's happening that we're
877 supposed to be looking at.

878 **DOBSON:** I can try to hit all that. So, 2018 was a busy year. We
879 ran three different in-service sections of training throughout the
880 year. So, we started off right at - at the first of the year in the
881 winter doing patrol vehicle operations training. So, we were out at
882 Portland International Raceway. All members went through it. It
883 was a ten hour training. They covered everything from high speed
884 driving on the track, pursuit intervention technique training, the
885 fancy spin-em-out during a pursuit stuff. Backing training, set up
886 an elaborate cone course that is a mess to try to navigate to work
887 on backing training. And then we also did skid car training where
888 it's kind of - a machine lifts the car off the ground and takes all
889 your traction away and - like you're driving on a frozen lake, so.
890 We worked through all that training, the whole bureau went through
891 that. And then we rolled into our spring in-service and spring in-
892 service was 20 hours if I remember correctly. And that's where we
893 get into more of our traditional in-service type categories. So, we
894 had training on decision point analysis and kind of a new decision
895 making model we've been rolling out over the last year and a half.
896 Talking about how you're going to make this - critical decisions and
897 the process involved in that. We had our legal updates class,
898 talking about all the new law changes and things like that. Our
899 standard blood-borne pathogens class that's required from OSHA. And
900 then that's when we rolled out the first Implicit Bias Training that
901 most of you got to go see. Then along with - so that was for all
902 members, but we also did our yearly supervisor in-service. And at
903 supervisor in-service you're looking at things in a little different
904 level obviously. So, we talked about our case management system and
905 to - how officers are supposed to track cases that are open and
906 detectives are supposed to investigate and clear those cases. We
907 talked about mental health product tool that's a - a newer program
908 we rolled out that helps keep track of clients who we're dealing
909 with that are dealing with mental health issues and how to track
910 resources and things that - that we're providing to them. We talked
911 about our Employee Information System, which is a kind of ever-
912 evolving system that has been a - it was here before the DMJ came
913 and it's something that we've been growing since then and how the

914 supervisors are supposed to use that tool to kind of monitor their
915 employees and that you can track everything from their overtime
916 hours they're working, sick hours, complaints, everything. So, you
917 - it's teaching the supervisors how to use that to really
918 effectively kind of monitor the performance of their people. We
919 talked about after-actions. That's an ever-evolving process and
920 we've made different improvements this year and so we - we talked
921 about how sergeants and the whole command chains can not only track
922 the after-actions, but how to do them effectively so that we're
923 actually properly documenting what the officers did, especially in
924 force after-actions and properly evaluating them. And then we
925 talked through a directive that came out this year - a new directive
926 on Internal Affairs complaints and how the - and how that complaint
927 process works from intake to what happens once a complaint gets in,
928 how it goes through the system and then what all the requirements
929 are for supervisors if you see something that needs to be a
930 complaint how you initiate that complaint, how you work on the
931 findings and determine whether or not officers have violated policy
932 so there was a lot of training on that. And then we also hit on
933 Directive 1010 which is a force policy and went into a deeper level
934 into 1010.10, which is post deadly force policy and exactly what is
935 required of our officers and supervisors when - when we utilize
936 deadly force. And that's everything from the investigation to
937 notifications that it just happened and exactly who you have to
938 notify and when, the crime scene establishment and all that kind of
939 stuff. So, we hit on all that in supervisory in-service.

940 **CAMPBELL:** About how many total extra hours is this for the
941 supervisors for that log of training?

942 **DOBSON:** It's an extra-

943 **HURLEY:** 20.

944 **DOBSON:** 20 this last year.

945 **HURLEY:** We did two days, yeah.

946 **CAMPBELL:** Okay.

947 **DOBSON:** And then, outside of that we also had training for
948 lieutenants and above - command level training, that was more in
949 depth in the - the IA process and things like that on another day.
950 And then we had fall in-service that just ended before Christmas.
951 That was a - another 20 hours chunk of training and we covered
952 everything from Taser usage, we do our annual Taser qualification
953 course that everybody went through as well as classroom portions of
954 Taser. We did control tactics where they were out on the mats
955 learning some new techniques, one of which is a new technique we
956 developed for controlling someone when they're on the ground safely
957 without the - without the (inaudible) you've seen on - on body cams
958 and stuff. We have a new system that can segment that actually has
959 proven to be very effective. That was part of the control tactics
960 we rolled out this fall. We did more exercises utilizing the
961 critical decision making model and that was actually a really well

962 done and well received course where they were watching videos of
963 actual encounters and they're stopping it at different points
964 throughout the video. And the officers are writing down what they
965 would be thinking at that moment and what they decisions they need
966 to make right then, what they decisions should they be thinking
967 about in the future. And then they progress through the actual
968 incident doing that about every 30 seconds really through the
969 encounter. So, more work on decision making. We worked on box-ins
970 for patrol vehicle operations, how to do those effectively and
971 safely and try to prevent pursuits, things of that nature. And then
972 patrol procedures this year, this fall, was a ton of scenario
973 training. The main focus of it was on ambushes. In the classroom
974 portion they talked about police ambushes and the fact that
975 statistically those are climbing at a huge rate across the country
976 and so idea is how you safely get out of those. And that's what a
977 lot of the training was. And then rolling into scenarios it was a
978 lot of - we had a de-escalation mental health scenario and a
979 scenario on how to shoot from a patrol vehicle if you need to. We
980 had a cover fire scenario and the scenario was set up that you're
981 dispatched to a call of shots fired and there's a citizen down in
982 the street and you don't know where the bad guy is and you've got to
983 rescue that citizen. And so, that's where we teach a - that an
984 appropriate use of cover fire, you have a bad guy you can't see if
985 he's over here, you can shoot to try to keep him from coming back
986 out while you go get that citizen and get them to safety. So, we
987 ran that scenario and then we did a bunch of - or, two different
988 scenarios of kind of immediate post-shooting scenarios where exactly
989 where you just used deadly force - exactly what you're supposed to
990 do now. Get to cover, reload your weapon, get on the radio. We
991 walk them through all that as well. And these specifically - we -
992 we do it with every in-service, but those particular issues were
993 ones that kept coming up in our needs assessment. By reviewing
994 training reviews of other officer-involved shootings we're
995 identifying that we were doing some of these things appropriately so
996 that's why we - we hammered those in scenario training this year, to
997 get everybody up to speed. We also did firearms training and we've
998 introduced - we're introducing kind of a new - new way of teaching
999 firearms training and that was really well received by the bureau
1000 members and really demonstrated increased proficiency by the end of
1001 that so we're looking to build on that in the future. And we ran
1002 into Procedural Justice and Implicit Bias classes (inaudible). And
1003 I - I know you guys had some positive things to say about it. It
1004 was very well received from the membership in the community. We put
1005 a lot of work into that on the front end and it was - it was very
1006 nice to see that they all really enjoyed and they - I - I think the
1007 most common thing was this is what we've been doing, but we didn't
1008 have a name for it and we - you know, this is - the old school dust
1009 'em off. You have an encounter go bad and then you - you work

1010 through it on the back end to make it better and that's - that's
1011 part of Procedural Justice. So, it - it went really well. We had
1012 another legal updates and then we also did some emergency training
1013 as well and worked on that some more. And that finished up in-
1014 service for 2018. Thank you.

1015 **CAMPBELL:** I'd just like to say real quick before I call on people,
1016 kind of one of the reasons I wanted to ask this was - and I kept
1017 copious notes and that will be when I send the little summary of the
1018 meeting all listed out just so if anybody had any interest in
1019 specific areas that were brought up, it could be something that we
1020 could then bring to the Steering Committee and go from there.

1021 **DOBSON:** Paul and Jody helped me put together this list so if you
1022 want me to send it to you I could probably do that.

1023 **CAMPBELL:** That would probably help me a little bit, yeah. Gary?

1024 **GARY:** So, I just have a quick broad question. You had mentioned
1025 this is a busy year, busier than usual?

1026 **DOBSON:** Yes, in the way it was done because we - we added PPO, the
1027 driver training at the raceway so that - we had to get all members
1028 through that and so that was a big section of time to get them all
1029 through that. I know it was just a ten-hour day, but you've got to
1030 get everyone through it. And then we still had - typically we'll -
1031 we'll run 40 hours of in-service training so we - we ran 50 this
1032 year with that extra bit. And then we added in the command level
1033 training was a whole 'nother training piece that we haven't
1034 typically done, but this is all stuff - we'll be doing that in the
1035 future as well. So, this year there'll be training - there'll be
1036 in-service for basically every rank. There'll be - detectives will
1037 have their own - we're adding a whole bunch more training this year.

1038 **GARY:** So, it wasn't typical but it soon will be?

1039 **DOBSON:** It's going to be smaller than it soon will be.

1040 **HURLEY:** Yes, this is Captain Hurley - just moving forward on that
1041 so you understand, 2019 we will have an in-service for every rank
1042 and different position basically. So, for instance, command staff
1043 have to go through the same training that an officer has to go to
1044 because they have to understand what that training is, but they will
1045 also have command specific training. Supervisors have to go through
1046 what officers go through again so they understand what that is, but
1047 they will also go through supervisors' in-service. So, there will
1048 be significantly more hours of training going in in the next year
1049 than we have historically seen.

1050 **FEMALE:** Can I ask a clarifying question about that?

1051 **HURLEY:** Mm-hm.

1052 **FEMALE:** So, for the - the spring and the fall there are different
1053 groups of people going to those - everyone's going-

1054 **GARY:** Everybody's going.

1055 **FEMALE:** Everyone's going to both of those.

1056 **HURLEY:** Mm-hm. Yeah, so typ - different topics, right, so in the
1057 spring we dealt with patrol vehicles and in specific things in our

1058 vehicle training everybody had to go through it. And then although
1059 there was the - again, through the needs assessment we have some -
1060 we had some concerns about the box-ins and people not really
1061 understanding what that policy was and - and how the use of them was
1062 so we took that knowledge from after-actions and things that came in
1063 so we gave a class in the fall in-service class specific to box-ins
1064 that has to do with patrol vehicle operations. So, we are - yeah,
1065 but everybody has to have the same.

1066 **DOBSON:** Yeah, so everything I mentioned except for supervisor in-
1067 service, the entire bureau attended. Every one of those.

1068 **BOB:** How many?

1069 **DOBSON:** You mean bureau members? Gosh, it changes (inaudible).

1070 **HURLEY:** Yeah, about 800.

1071 **DOBSON:** 900 and (inaudible).

1072 **BOB:** Wow.

1073 **DOBSON:** So, it's - it's a lot of folks to get through it.

1074 **CAMPBELL:** Sarah?

1075 **SARAH:** Sarah Suniga, just another clarifying question. So, the
1076 fall training was how - all of the - that whole list that you
1077 mentioned, that was 20 hours?

1078 **DOBSON:** Mm-hm. They were there all day, every day.

1079 **SARAH:** That's a lot of topics to cover (inaudible).

1080 **DOBSON:** Yes, it is.

1081 **VENN:** This is Venn Wylde, just checking terminology. I - I hear
1082 people talk about members, command, supervisors, officers, staff - I
1083 - I was commenting to a friend today it feels like someone went and
1084 swapped all the labels around so that outsiders would get lost. I'm
1085 wondering what - which they did in England for World War 2, but what
1086 are the different terms that you use to refer to members of the
1087 bureau - and when I say members I don't just mean people who have
1088 gone through the DPSST basic - I mean, like all of the - how's-

1089 **BOB:** Your basic categories.

1090 **DOBSON:** Basic, you've got sworn members.

1091 **VENN:** Okay.

1092 **DOBSON:** Sworn members are cops, and that could be anything from an
1093 officer to the Chief of Police.

1094 **VENN:** Okay.

1095 **DOBSON:** They're your sworn.

1096 **FEMALE:** Did you want a breakdown in rank?

1097 **VENN:** I don't need a breakdown of ranks, but I - so when you say
1098 members and you say all members of the bureau went through this
1099 training, you mean all sworn members?

1100 **DOBSON:** Sworn members, sworn members.

1101 **VENN:** Okay, because I heard all members and I was like-

1102 **DOBSON:** I should've said sworn.

1103 **BOB:** Jody would be having a hard time with some of that, wouldn't
1104 you Jody?

1105 **VENN:** Well, did Jody go through the training?

1106 **DOBSON:** Jody had to deal with all the lesson plans so she basically
1107 did go through training.
1108 **VENN:** Yeah, okay. So-
1109 **HURLEY:** So - and this - this is Captain Hurley, to clarify really
1110 fast though, some non-sworn members went through some of that. So,
1111 for instance, the EIS and the supervisory stuff, the - the non-sworn
1112 supervisors, right, so people that supervise admin staff and
1113 supervisor analysts and stuff, they also went through that. So,
1114 they may not have done the skills day, which is shooting and driving
1115 cars, but they did go through a portion of the classroom piece.
1116 **VENN:** Okay. Yeah, because I know there - there were non-sworn
1117 members who were present at the Procedural Justice-
1118 **DOBSON:** Yes.
1119 **HURLEY:** Correct.
1120 **VENN:** Dry-run for whom it was not a dry-run, it was - that was
1121 their training.
1122 **HURLEY:** Correct.
1123 **DOBSON:** Yes.
1124 **VENN:** So, if I wanted to refer to all bureau members, what's the
1125 term that I would use, bureau members?
1126 **DOBSON:** Yeah.
1127 **VENN:** Okay. And if I want to refer to the people who are members
1128 of the bureau who are-
1129 **BOB:** Cops.
1130 **VENN:** If cops are the sworn members are the people who are not cops
1131 are the non-sworn?
1132 **DOBSON:** Correct.
1133 **HURLEY:** Mm-hm.
1134 **VENN:** Okay, and that includes - because I - sometimes people make a
1135 distinction between, like - excuse me, I woke up at 3:30 this
1136 morning - sometimes you like distinction between management and the
1137 - and labor, right? And so, I want to make sure I'm using words
1138 that include everybody when I want to talk about who's getting what
1139 training.
1140 **DOBSON:** Non-sworn is-
1141 **VENN:** Everybody. Okay, great.
1142 **DOBSON:** Everybody.
1143 **VENN:** Thank you.
1144 **DOBSON:** You could break it out farther when you start getting into
1145 the rank structures and things like that.
1146 **HURLEY:** Right. But - but we need to be clear that when we talk
1147 about - and this is Captain Hurley - we talk about supervisors as to
1148 the supervisors' in-service, that is not only sworn, that is sworn
1149 and non-sworn, right?
1150 **VENN:** Okay.
1151 **HURLEY:** And when we talk about - like you - you - you talked about
1152 management. Management is not only sworn, right? Management is
1153 sworn and non-sworn. So, sometimes we have a tendency to forget

1154 that part, right? So, just because we're talking about a supervisor
1155 does not mean it's a sergeant or a lieutenant or a captain. It
1156 could be an AS-1, AS-2 supervisor.
1157 **VENN:** Thank you.
1158 **HURLEY:** Mm-hm.
1159 **CAMPBELL:** All right, any other questions? Danielle?
1160 **DANIELLE:** This is Danielle Droppers. So, did I hear correctly that
1161 there was an Implicit Bias Training in the spring and also in the
1162 fall?
1163 **DOBSON:** No, it was - it's set up as a building block so we did-
1164 **DANIELLE:** Okay, so a part one.
1165 **DOBSON:** It was Implicit Bias in the spring and then it was
1166 Procedural Justice is how Implicit Bias comes into that fold as
1167 well, that's what was in the fall. It was kind of like Implicit
1168 Bias refresher build into Procedural Justice in the fall.
1169 **DANIELLE:** Okay.
1170 **HURLEY:** And - Captain Hurley again - TAC went to both of those.
1171 **CAMPBELL:** Yeah, from attending the classes myself, like spring was
1172 - this is what Implicit Bias is, and the fall was more this is how
1173 Implicit Bias will actually affect you when you're on duty with some
1174 of the stuff you're dealing with the community on.
1175 **HURLEY:** Yeah.
1176 **CAMPBELL:** Any other questions or comments? All right, would
1177 anybody like to take a break? We're actually ahead of schedule for
1178 once in our life.
1179 **MALE:** I'd like to recommend that given the fact there's going to be
1180 a recruitment follow-up meeting just go ahead and proceed-
1181 **CAMPBELL:** All right.
1182 **MALE:** And just wrap things up.
1183 **HURLEY:** Thank you.
1184 **CAMPBELL:** All right, let's see, is Elizabeth (inaudible) -
1185 excellent. All right, this was kind of a last-minute addition to
1186 the agenda that the City Auditor requested to be able to come out
1187 and discuss with us an audit that they're doing in 2019 about police
1188 overtime and kind of (inaudible) ideas for police audits and they
1189 wanted kind of input from the public about the work they're doing
1190 and so it was extremely - very last-minute because of some time
1191 schedule stuff and so I decided to add it in. My apologies if I
1192 overstepped in doing that, but. So, I'll let Elizabeth introduce
1193 herself and everything from here.
1194 **ELIZABETH:** Hi everyone. Thank you for letting me come and speak
1195 with you. I have some materials that I'm passing around. I'm from
1196 the City Auditor's office, I'm an auditor there, and we work for the
1197 elected city auditor to take looks at city programs - all programs,
1198 not just the police bureau - and look for opportunities to include
1199 efficiency, effectiveness and equity in city programs. The way we
1200 do that is the City Auditor every year puts together a list of about
1201 12 topics so really broad and that's up to her, at her discretion.

1202 And she gives it to us and we spend some time taking a look at those
1203 programs and developing more specific objectives that we then work
1204 with programs, staff, and managers. We do interviews, we collect
1205 data to kind of evaluate those programs, and then we make
1206 recommendations for improvement. And when we do that we post those
1207 recommendations on websites, we share them with the media, and we
1208 also share them with groups like this one. So, one of the things
1209 we're trying to do is to get more input from community members in
1210 our audit process, both in the topics that we select for auditing
1211 and then also in developing those more specific objectives. We've
1212 done - we usually have a police audit on our plan every year and our
1213 most recent one was actually on the Training Division so this
1214 handout that I gave you is just the summary page from that audit and
1215 if you want to read the full report it's at the bottom. I didn't
1216 work on this audit so I'm not really prepared to present to you on
1217 it. If you guys are interested in hearing more about this audit,
1218 I'm sure the auditor who worked on it would come out and share more
1219 about that with you.

1220 **GARY:** Just a quick question because I happen to have been on the
1221 Task Force in 2015. Were we consulted?

1222 **ELIZABETH:** I don't know.

1223 **GARY:** I don't recall that, but-

1224 **ELIZABETH:** But, if you're interested I can put you in contact with
1225 the person who did the report and - and she can talk to you more
1226 about the details of that. But right now the project we're - we're
1227 just working on is on police overtime and so I - the timing is
1228 awkward because of the holidays so I was really hoping to get input
1229 from community groups earlier in the process, but I think better
1230 late than never and I'm - you know, whatever you have to offer me
1231 I'm - I'm more than willing to take. But we're - we're sort of
1232 settling on objectives related to overtime at this point so I
1233 thought I could share those with you. We're looking at two areas.
1234 So, I think the bureau is in this situation - a lot of people are
1235 looking at overtime right now. City Council asked the bureau to
1236 sort of do some more reporting on where overtime is going. There's
1237 a lot of reasoning for that - the - the - there's a staffing
1238 shortage, there's a lot of retirements coming up. There's been
1239 difficulty recruiting, which is sort of easing off, but then those
1240 people are all in training and so they're not available to be fully
1241 functional officers yet. There's also all these protests going on,
1242 lots of big events that officers are getting called in for,
1243 unpredictable things happening. There's also a lot of court time
1244 spent for over - officers doing overtime going to court. There's
1245 opportunity for improving that. So, there's all this stuff going
1246 on, but I think - so other people are looking at all those other
1247 things. So, we're really going to take a look at how is overtime
1248 managed in the bureau and then how does the bureau identify when
1249 there's problems related to overtime. So, on the management side

1250 we're going to take a look at the sergeants and look at what kind of
1251 scheduling they do. We're going to focus specifically on patrol,
1252 how do they know how many officers they need on a shift, how do they
1253 know how many to let go for vacation, how do they schedule - spread
1254 their training out so that they don't end up short-staffed for a
1255 shift and have to call people in on overtime when (inaudible).
1256 We're also going to look at secondary employment. That's work that
1257 officers do after hours for private employers providing police
1258 services for security. But I think that they give (inaudible)
1259 officers to help with security at big events. But then it can also
1260 be - I think Fred Meyer hires officers. The contracts for these -
1261 the bureau doesn't bear any cost for this, the private employers pay
1262 for it, but the bureau approves the contract and the contractor's
1263 supposed to have a public benefit. And there is a - there's a cost
1264 to the bureau though in that the officers are working after hours
1265 and if they do too much of it they're going to be tired and not
1266 available to work overtime if the bureau needs overtime. So, we're
1267 going to look at to make sure that there's a public benefit for all
1268 of the contracts. And then on the other side, we'd like to look at
1269 how the bureau manages impacts on officers. So, we're going to look
1270 at - I think, I'm not real sure, the EIS system and to see if it's
1271 alerting supervisors when officers are doing a lot of overtime, when
1272 they're - when they're reaching some sort of limit that sets them
1273 apart from others. And then how do they intervene, are there - are
1274 they going to officers and, like are you okay? I noticed you're
1275 doing a lot of overtime or what is the system the bureau has in
1276 place to make sure that people aren't getting burned out. But that
1277 being said we would love to have your input as well, if you guys
1278 have thoughts about overtime.

1279 **SYLVIA:** This is Sylvia, and I just know - I don't know if this has
1280 changed or not, but I can say that this happened many, many years
1281 ago, many officers have to show up to court and then it's set over.
1282 So, I would say one of the places that you could start is to looking
1283 at the court system and make sure that when those officers do report
1284 for that case, that - that it's not set over. That it's - because
1285 that's where a lot of people - that's where a lot of overtime -
1286 because if that case is set over, for whatever reason, that officer
1287 has to go back again.

1288 **ELIZABETH:** And if it-

1289 **SYLVIA:** So, that's - that's a big - big chunk right there.

1290 **ELIZABETH:** Yeah, and if they're called on their day off I think
1291 it's like automatically four hours.

1292 **SYLVIA:** Yeah. Well, yeah.

1293 **ELIZABETH:** Even if they're (inaudible).

1294 **SYLVIA:** That's - that's kind of a corporate thing throughout the
1295 country. You get called in, you should be paid for four hours.

1296 **ELIZABETH:** Yeah.

1297 **SYLVIA:** Not two hours.

1298 **ELIZABETH:** No. I mean, it's a big burden to be called in on your
1299 day off, yeah.
1300 **SYLVIA:** Right.
1301 **BOB:** Is overtime - Bob Fischer here - is overtime double pay or is
1302 it - is there - it just-
1303 **ELIZABETH:** It's one and a half.
1304 **BOB:** One and a half, okay.
1305 **ELIZABETH:** And just - I - I think just to be aware. It doesn't
1306 count towards your pension calculation. So, your pension is just
1307 based on your base pay so you don't have the situation here where
1308 officers nearing retirement are really racking up the hours.
1309 **SYLVIA:** Yes.
1310 **GARY:** Gary Marschke, you know, I think from my perspective looking
1311 at the overtime question, you were talking about outside employment
1312 and I think, you know, that's a - that's a really challenging
1313 situation because when it comes to economic empowerment you
1314 certainly don't want to be restricting their ability to make a
1315 living outside of their - their regular job, especially if it's
1316 something that they feel is required to sustain a lifestyle. When
1317 at the same time the primary responsibility and the community
1318 benefit to them being police officers is public safety and I would
1319 consider any significant portion of their free time - their non-work
1320 time for the police department - that is involved in similar work
1321 would be classified in some way as a higher wear-and-tear factor I
1322 guess rather than any - any other way to put it then other types of
1323 employment that might be different, or even volunteer work that
1324 might be different than that. And taking all that into account in
1325 terms of, you know, what's the impact on the officer involved and
1326 that, I think, to some degree influences the public benefit involved
1327 in that as well. I certainly like the idea that I go to the Moda
1328 Center for an event and there are trained police officers there
1329 providing security in some cases, okay, however at the same time if
1330 the cost of that is that those same police officers aren't providing
1331 the level of safety in my neighborhood that we would like to have,
1332 I'm not sure I like the trade off, just my opinion.
1333 **KEZIA:** This is Kezia, and to that point because I think that it's a
1334 - it's a robust discussion, I think there's two sides to having
1335 officers being able to work secondary employment. I think that you
1336 have to balance between as we'll call it, wear-and-tear, so officer
1337 fatigue from working excessive overtime either with secondary
1338 employment or just the demands of the regular assignment, their job,
1339 there is a morale consideration to make because a lot of officers
1340 enjoy some of the secondary employment assignments. And so, I do
1341 think that there's a balance there to consider when you're saying
1342 it's not - you can't attribute it to being like a good or a bad
1343 thing. There's a lot of gray area there so I recommend that you
1344 consider that when you're looking at that.
1345 **CAMPBELL:** Bob then Tyler.

1346 **BOB:** Can - can - Bob Fischer here, can - can you give me some idea
1347 of how big a component of the bureau's budget is involved in
1348 overtime or what is sort of like the average overtime officer's pay?
1349 **ELIZABETH:** I don't-
1350 **BOB:** What to - what - what portion of the budget is it?
1351 **ELIZABETH:** It's about 6% of the budget.
1352 **BOB:** So, 6% pay.
1353 **ELIZABETH:** I - I don't have a number of what it is.
1354 **BOB:** That's good, thank you.
1355 **TYLER:** So, my one question around officers with double, you know,
1356 work after hours, I'm curious - and this is a hypothesis to task
1357 through looking at the numbers - is if there's any correlation with
1358 officers that do take double - double pay or - sorry, take an extra
1359 job - if there's a correlation with time off in the form of, like
1360 sick days or not being well enough to come into work because they
1361 are stressing over two jobs. I have no idea if it is one way or the
1362 other, but it would be something to look at.
1363 **VENN:** This is Venn Wylde, by jumping off of Tyler's point it seems
1364 like there might be a - another correlation of like - and I don't
1365 know how much this data is going to be available to you at the audit
1366 office through EIS or any other means, but is there a correlation
1367 between additional jobs they're doing or what kind of additional
1368 jobs they're doing and what kinds of use of force they're seeing in
1369 their work or what kinds of other outcomes they are producing in
1370 their dispatched calls or their, you know, etc.
1371 **HURLEY:** So - this is Captain Hurley - just to clarify a small point
1372 that you made there. Additional work or additional job duties, the
1373 only ones that officers are allowed to take are the ones that are
1374 done through the union. So, the union contracts with the Moda
1375 Center, right. They used to contract with Fred Meyer, I think those
1376 are gone now, they used to - yeah, they used to contract with Ross,
1377 that's gone as well. I think Moda is actually our last - our last
1378 one left.
1379 **MALE:** And the Timbers.
1380 **HURLEY:** Oh, Timber. That's correct - and Timbers. So, those are
1381 the only two now that we contract with. Those are the only off duty
1382 or outside duty jobs officers are allowed to take and they are not
1383 under - through the bureau. If somebody wants a secondary job for
1384 any reason they have to have permission from the Chief of Police to
1385 have a secondary job. So, understand that people aren't, you know,
1386 working Home Depot on the weekends. They actually - they actually
1387 aren't allowed to-
1388 **DOBSON:** They're - they're spending all their weekends in Home
1389 Depot.
1390 **HURLEY:** Yes, yes - right? Just - just so you understand how that
1391 works, those are the only ones. So, when you ask about monitoring,
1392 yes we know exactly what they're doing in the sense of secondary
1393 jobs because they're only done through the union through the bureau.

1394 **ELIZABETH:** And that is something different about Portland. Not all
1395 cities have those oversights on secondary employment so it's a good
1396 thing, but just want to make sure that the oversight is implemented
1397 and that people are staying safe.

1398 **HURLEY:** And secondary - Captain Hurley again - the other piece you
1399 asked about, what information they have, the auditor's office has -
1400 has the ability to ask us for any information that we have. So,
1401 even if it's protected information that we couldn't give out to the
1402 public, the auditor's office has permission to have it. Having said
1403 that, the auditor's office cannot share it just we could not share
1404 it if it's private information, but they have access to absolutely
1405 everything that the bureau has access to.

1406 **CAMPBELL:** Danielle?

1407 **DANIELLE:** Danielle Droppers, the other part that comes to mind also
1408 is is there any connection between high levels of overtime for those
1409 who are kind of like an outlier of having extreme amounts of
1410 overtime and if there's any connection to officers being found like,
1411 you know, out of policy or the terms (inaudible) out of policy and
1412 if there's any connection there between extreme amounts of overtime
1413 and being found out of policy.

1414 **CAMPBELL:** Bob?

1415 **BOB:** Bob Fischer here again. Six percent of the budget doesn't
1416 sound like a big impact to me, doesn't sound like this is a big
1417 budget question. Why are you doing that?

1418 **ELIZABETH:** I - yeah. Overtime is - is - it - it's seductive I
1419 think because it's - it actually can be cheaper than hiring
1420 officers.

1421 **BOB:** Yeah.

1422 **ELIZABETH:** The bureau is not necessarily losing money right now
1423 because if they're understaffed, they're filling it with overtime.
1424 And to some extent the officers are also happy because they get
1425 extra money. You kind of need someone, someone looking over the
1426 system and understanding that there are risks here. There are
1427 reasons we have people working 40 hours a week because when you work
1428 too much it's dangerous so the - that - that would be why. It's not
1429 just the financial risk, it's also the risk of-

1430 **BOB:** I've never had a 40-hour a week job.

1431 **ELIZABETH:** Okay. There's a reason why there's overtime pay for
1432 more than 40 hours, is that we - we want to discourage it.

1433 **TYLER:** Can we also - Tyler - can we also understand just really
1434 quickly what six percent of the budget is in real dollars?

1435 **ELIZABETH:** I don't know.

1436 **HURLEY:** I have no idea. Kezia would know.

1437 **KEZIA:** I don't know off the top of my head. Yeah, I was a former
1438 analyst for the police bureau years ago and I think that the
1439 overtime probably runs about the same. I think it's about 11 or 12
1440 million dollars a year.

1441 **HURLEY:** Yeah, probably.

1442 **DOBSON:** I think about a 250 million dollar budget so 13 to 15
1443 million.

1444 **HURLEY:** So - again, Captain Hurley - so, but one of the things that
1445 I - I want everybody to understand is right now the Portland Police
1446 Bureau has 90 vacancies for their staff. By the end of March we
1447 will have an additional 45 vacancies for police officers. And, I'm
1448 sorry, when I say staff I mean officers only, right, so non-sworn we
1449 have additional vacancies as well. But for sworn law enforcement we
1450 have 90 vacancies right now, we'll have 45 more by the end of March
1451 and we may have more than that depending on retirements. We have
1452 the ability to retire about 50 at the end of March, not all of them
1453 have said they will go but that is an option. And then we - and yet
1454 we only have less 35 actually coming off probation to fill, right,
1455 so we will be 120+ people down by March. Those are positions that
1456 are required to have. We can't - we can't decide to only send three
1457 officers out at North Precinct because that's all we have. We have
1458 to hire overtime in order to fill whatever the minimum requirements
1459 is for the number of officers on the street, right, so although the
1460 comment was made that overtime can be seductive - it can be in many
1461 ways, right. One is it is cheaper to pay overtime to those officers
1462 than to hire a full-time officer, although I don't think the city is
1463 doing that. I think that - that we just cannot get - we can't hire
1464 people-

1465 **ELIZABETH:** Right.

1466 **HURLEY:** Which is a nationwide problem, not a Portland police
1467 specific problem, but on the flip side of that we do have officers -
1468 we have multiple areas of overtime that are not filled every night
1469 because officers don't want to work the overtime, they are tired.
1470 They are tired of being forced into overtime, they are tired of
1471 doing it. But they - they are ordered to do it because they have to
1472 have a certain - a certain amount on the street. And there are
1473 things that are - we do under minimum staffing because they can't
1474 find anybody that's willing to do the overtime. So, please don't
1475 kind of look at this and say, you know, they're buying a new boat.
1476 They can't - they don't have time to even use the boat. But the
1477 reality is is that it's a staffing issue and - and there really
1478 isn't another answer other than making people work overtime.

1479 **CAMPBELL:** This is Shawn. I'd say that the examination of overtime
1480 is important because I don't see it as a monetary problem, I see it
1481 as a problem of the more overworked somebody is the more likely they
1482 are to have issues of uses of force - there's a lot of studies on
1483 this - more likely to have issues where they have complaints from
1484 the public because they didn't act in a way the public thought was
1485 appropriate. They're more likely to have issues with implicit bias
1486 which we've been covering more because the more tired you are the
1487 more fatigued you are you're more likely to use that (inaudible)
1488 instead of your full functioning brain. I see it as an issue that
1489 really is back to the public as opposed to a monetary thing. I

1490 think that should be the focus of this kind of audit, is what are
1491 the things we can do in order to have a police force that is able to
1492 be in the right mental position to give us the policing that we want
1493 as a community?

1494 **HURLEY:** I agree.

1495 **KEZIA:** This is Kezia again and I would like to echo what Shawn has
1496 to say, but also add on that it really goes back to the - the
1497 physical and mental health of our employees as well, because when
1498 they are working so much overtime and they're fatigued and their
1499 quality of life really is just kind of going down the toilet and
1500 they don't see a light at the end of the tunnel because this problem
1501 of hiring is not going away and it's not getting better. It is a
1502 grind and so, yeah, there's poor decision making as a risk, there's
1503 - there's a lot of things, but it is actually the care of our
1504 employees that I think we need to think about here.

1505 **DOBSON:** We're talking about wellness programs. (inaudible) mention
1506 what this does to their families and their home life, it's
1507 devastating, and you know.

1508 **CAMPBELL:** And then if you have a negative home life it just
1509 exponentially affects the officer even more.

1510 **DOBSON:** As a lieutenant I don't get overtime (inaudible).

1511 **HURLEY:** But I make him work more than 40 hours a week.

1512 **CAMPBELL:** And never mind the added fact that you were more likely
1513 to get an injury that's going to cost the city money in that way as
1514 well. Never mind the fact that the cop burns out too early so
1515 you're not actually getting a full career, the cost of replacing
1516 that officer. All those things are pretty interconnected and I
1517 think it has to be pretty.

1518 **SYLVIA:** This is Sylvia. One of the other things that you need to
1519 consider while you're doing your auditing, and you have - you have
1520 lots of information on this - and that is the lawsuit. So, when
1521 you're doing your auditing you should consider for 2018 as you audit
1522 how many lawsuits did you have that came through and was this
1523 affected by officers having to work overtime? And that goes along
1524 with what Shawn just - just said, with officers being too tired.

1525 **HURLEY:** And Captain Hurley again, the other thing that will be
1526 interesting out of this audit is so you all understand the numbers
1527 that I just gave you are going to get worse over the next three
1528 years. So, we are not hiring anywhere near what we're retiring,
1529 right, and so we will have less officers in three years than we have
1530 today. So, knowing that, that problem of overtime is only going to
1531 get worse, right, and so it's something to think about. This audit
1532 will be for what it is for this year, but realize it's probably
1533 going to get worse - well, for several years before it gets better.

1534 **SYLVIA:** This is Sylvia again. We - we keep adding - people keep
1535 moving to Portland so the population is increasing, we do have to
1536 take that into consideration as you do your audit.

1537 **CAMPBELL:** Anything else? Oop, sorry Bob.

1538 **BOB:** What percentage of officers have outside jobs, second jobs, do
1539 you have any sense of that?
1540 **ELIZABETH:** Well—
1541 **BOB:** I mean, we're talking about these poor overworked officers at
1542 8 hours and yet you're letting them go out and get other jobs.
1543 **ELIZABETH:** I - I - there are not a whole lot of officers with other
1544 jobs. There's the secondary employment which is run by the union.
1545 I don't actually have a number on that specifically. It's - it's a
1546 - it's - it's one of the larger factors that contributes to hours of
1547 over—
1548 **BOB:** Of not available.
1549 **ELIZABETH:** Above hours over - over 40 hours (inaudible).
1550 **DOBSON:** Understand these are temporary things—
1551 **ELIZABETH:** Yes.
1552 **DOBSON:** So, you sign up for secondary employment it's—
1553 **ELIZABETH:** It's just for one event.
1554 **DOBSON:** You're going to work that one concert at the Moda Center
1555 and that's it. It's not a, like every day after work I go and do
1556 this job. It's - it's an individual event.
1557 **ELIZABETH:** I think other - other kinds of employment are pretty
1558 severely restricted. I - in talking with you, I haven't heard
1559 anyone saying I have another job. I heard, like oh, you know,
1560 there's some guys who, like to fishing - act - work as fishing
1561 guides in the summer or something. Or, you know, they paint - I -
1562 little things, little things here and there.
1563 **HURLEY:** So - this is Captain Hurley, historically the only thing
1564 that has been approved through the chief's office for true secondary
1565 employment - to have a second job outside of the police bureau - is
1566 - is teaching. So, we do have officers that - that are professors
1567 at PSU, we have officers that are professors at the different
1568 community colleges and they teach. That's really historically been
1569 the only job that has been approved to be outside of the police
1570 bureau.
1571 **SYLVIA:** I just want to point out that if somebody is - is - is
1572 being a guide going down the Deschutes River that that's usually on
1573 their vacation so that that should not be considered.
1574 **ELIZABETH:** Oh, I—
1575 **SYLVIA:** I just wanted to point that out because it makes it sounds
1576 like, you know, that they're - they're doing this routinely or it's
1577 on their day off.
1578 **ELIZABETH:** Yes.
1579 **SYLVIA:** Yeah.
1580 **GARY:** So, and I don't know if this is an auditor questions, but I -
1581 I can't help but be struck by the thought that over the next five
1582 years we're going to see a significant and sustained reduction in
1583 our police force.
1584 **HURLEY:** Mm-hm.
1585 **GARY:** So, from a strategic standpoint—

1586 **HURLEY:** Mm-hm.

1587 **GARY:** Is there a rethinking of this strategy of policing and public
1588 safety and how it's implemented to reflect those lower numbers?

1589 **BOB:** That was Gary.

1590 **GARY:** Oh (inaudible), thank you Bob.

1591 **HURLEY:** So - this is Captain Hurley, and I guess that's a really,
1592 really big question. They're having a - a strategic meeting
1593 actually this week with the - all of the assistant chiefs and
1594 they're having some conversation about our five-year plan and our
1595 strategy moving forward. So, yes there are multiple conversations
1596 and research being done and things like data, right. Is there a way
1597 to use the force that we have more efficiently, right, and yes those
1598 things are absolutely being done. But part of what - what people to
1599 fail to understand is is that the number of police officers that are
1600 on today are - are less than the number of police officers than when
1601 I came on 24 years ago and yet the population of the - of the city
1602 has increased substantially. So, when I say that the - the - we
1603 still do more with less, but there's still a point in time that even
1604 using the best strategies and the best data and the best ways of
1605 implementing things we can't there, right. We - we just - there's
1606 just a numbers crunch. But yes we - and we have done that
1607 significantly, we do a lot of data-driven policing now, which is
1608 here's the numbers that say this is where the problem is so that's
1609 where we put our resources versus just throwing the resources out
1610 and if you run across it you run across it. We - we don't police
1611 that way like we used to so yes, we - we do a lot of research and
1612 our analysts do a lot of research on how to - to police smarter.

1613 **CAMPBELL:** Any other questions or comments? All right, thank you
1614 very much.

1615 **ELIZABETH:** Can I just-

1616 **CAMPBELL:** Yeah.

1617 **ELIZABETH:** One - on the brochure that I passed around that kind of
1618 explains what we do, there's also - the second page you can actually
1619 tear it off and we are asking for audit ideas and those could be
1620 related to police or anything related to the city and you can just
1621 drop it in the mail.

1622 **SYLVIA:** Oh, okay.

1623 **ELIZABETH:** You don't need to fold it or tape it or anything, just
1624 put it in the mail. And I really appreciate you guys sharing your
1625 thoughts. And I have business cards if anyone wants to contact me
1626 directly.

1627 **CAMPBELL:** I was going to ask if you it'd be okay if I shared your
1628 email, like kind of do a-

1629 **ELIZABETH:** Oh, yes.

1630 **CAMPBELL:** Post-meeting summary and that way if anybody has anything
1631 more to add they have a contact.

1632 **ELIZABETH:** That'll work too, yeah.

1633 **BOB:** Thank you.

1634 **CAMPBELL:** All right. Well, we're actually ten minutes - five
1635 minutes ahead. Does anybody have any other new business or
1636 announcements that they would like to make? Yes, Gary?

1637 **GARY:** So, I - I don't if it's an elephant in the room, but there is
1638 a new City Commissioner who has some very strong opinions about
1639 police force, about the DOJ, and about all of those things. And I
1640 understand and appreciate the fact that we should probably be
1641 looking - even though she is not appointed to be the - the
1642 commissioner, that we should perhaps look at having a conversation
1643 with that particular new commissioner around what we're doing and
1644 what - what her thoughts are and see if there is some kind of
1645 alignment there. I happen to know her personally for a number of
1646 years. I would be happy to do a reach out if it was something
1647 deemed to be appropriate, but I felt as though I would bring that up
1648 because it really is going to be - I can pretty much guarantee it
1649 knowing her as I do - it's going to be an ongoing issue at least in
1650 terms of a relationship with the - with the police force, the DOJ
1651 agreements, and all that kind of stuff so just wanted to throw it
1652 out there.

1653 **CAMPBELL:** Danielle?

1654 **DANIELLE:** Danielle Droppers. Thank you, Gary. It's almost as
1655 though are literally reading my mind because, you know-

1656 **GARY:** I channeled.

1657 **DANIELLE:** I think you - yeah, you're channeling me - I - I
1658 apologize for coming in late, I got stuck behind a traffic accident
1659 getting here so I'm sorry if this was discussed earlier, but I think
1660 we would be remiss to not mention the shooting that happened. Andre
1661 Catrel Gladen, who the house was a legally blind black man who was
1662 shot and killed by the police recently and I want us all to - as we
1663 go home tonight, to sit with that and to think about it and to
1664 remember why we're all coming here every couple of months and to
1665 really get serious about having a transparent and real partnership
1666 together. This has got to stop. I don't any side, whether we're
1667 from a community perspective or a police perspective, I don't think
1668 anybody wants this and there have got to be some real solutions and
1669 I think Commissioner Hardesty I'm guessing is who you're speaking
1670 of, has some pretty creative ideas in my personal opinion about
1671 potential solutions and I would really like to encourage all of us
1672 to try the best that we can to be a little bit open minded on both
1673 sides to - to really - to really dig deep on both sides. To do what
1674 we're all coming here to do because this stuff can't keep happening.
1675 People are afraid. They're scared to call the police. I'm going to
1676 be really honest and share something that I didn't plan to share.
1677 But in our recruitment efforts - in my personal day job I work for
1678 the state, I do equity work with a lot of diverse culturally
1679 specific community-based organizations. I have a lot of personal
1680 connections with communities of color and I could not get people to
1681 share the recruitment for this group because that is the level of

1682 distrust. That's where we're at. Like even on their Facebook, even
1683 like an email blast out to their network, they would not do it. And
1684 - and so I don't share that to be, you know, combative here. I
1685 share it as a reality check. Like that's - that's the reality of
1686 where we're at. Like people don't even want to come to the table
1687 because they don't feel like it's meaningful or it's going to be
1688 meaningful. So, I would like this to be a model to show that we -
1689 that we can - we can do this, we can have these really hard,
1690 difficult conversations, that we can really dig deep and try to be
1691 more transparent, try to work with each other, try to be creative,
1692 to think about some new ways of doing things. And I think having a
1693 conversation with Commissioner Hardesty has been on the top of my
1694 mind for the last month at least so I wholeheartedly second that.
1695 Thank you, Gary.

1696 **VENN:** Venn Wylde. I love the idea of bringing Commissioner Jo Ann
1697 Hardesty in - maybe in here to one of our meetings to have a
1698 conversation just to, like say hey, Commissioner, we'd love to hear
1699 your ideas, we'd love to share update on what we're working on, but
1700 we'd love to hear her. And - and I would, you know, I would love to
1701 have that be a jumping off point for additional community engagement
1702 because I - and I think - this is come to me over the past couple of
1703 days about that we could be inviting specific members of the public
1704 to come and address us as a body. It's - it's really great getting
1705 the presentations we've been getting from Training Division staff as
1706 that gives us opportunity to have insight into the aspects of
1707 training we want to address and I think if we could invite members
1708 of the public - specific members of the public, not maybe a
1709 broadcast call, but like identify people that could come and present
1710 on the impact of policing in our community. And - and have those
1711 presentations also informed how we're looking at training and - and
1712 maybe those would be sort of cultivated conversations where a member
1713 of the public and a member of the training staff are speaking like
1714 in a panel with - I really don't know what the format of this is,
1715 but the - the - can we get more - you say more engagement - I think
1716 that would be potentially a really powerful experience.

1717 **CAMPBELL:** This is Shawn. The one thing that I do think we have to
1718 be cognizant of because I think these are all great ideas and we
1719 should move forward, but if we're - we exist because of the City
1720 Council. So, if we invite one member of the City Council, we have
1721 to make sure to also put out the invitation to the other members so
1722 that we do not alienate members of the City Council, because in the
1723 end we exist because of the whole City Council not just one member.
1724 And that's as a political - but I think this is all worth a lot more
1725 discussion and - is it something you would like to discuss in like
1726 the Steering Committee next time, is that what you're - Sylvia?

1727 **SYLVIA:** Another thing is if - if a group decides to do this, maybe
1728 Commissioner Hardesty comes with Mayor Wheeler because he is indeed
1729 over the police department, yeah. So, he's the (inaudible).

1730 **GARY:** Well, I would - I would pretty much guarantee - this is Gary
1731 - that if she comes she will not come alone.
1732 **SYLVIA:** Yes.
1733 **GARY:** Now, who she comes with, who knows. But I would virtually
1734 guarantee she likely would not come alone. She would probably, I
1735 would think, bring members of the community that she felt would
1736 speak from experience to some degree to some of the issues that -
1737 that she would like to raise, I would think. I wouldn't certainly
1738 suggest that or - or even bring that up, but I would suspect knowing
1739 her that that would likely be it. And I wanted to share one that -
1740 along the lines of what Danielle shared because this is - this was a
1741 revelation to me and it might've been just a simple revelation.
1742 It's just indicative of the fact that I'm an old white guy. But,
1743 you know, I'm sitting here and I'm looking at my Facebook page and
1744 there's a posting on my Facebook page about that particular
1745 situation, about that - that shooting. And I realized as I reach
1746 for that superficial emoticon with my - with my mouse that I had the
1747 privilege of choosing to be sad rather than angry about that. And I
1748 thought that was a significant revelation to me. And I think we all
1749 look around this room and look at the people there at the table and
1750 say, you know, we all pretty much have that privilege. And we need
1751 to have more perspectives here in the room and at the table, if for
1752 no other reason because the more perspectives that are at the table
1753 the better decisions we get to make. That's all.
1754 **DANIELLE:** Yeah.
1755 **CAMPBELL:** Any other discussion?
1756 **HURLEY:** Just a quick question, actually. We were supposed to talk
1757 about the needs assessment at this one originally, and did it work
1758 out?
1759 **CAMPBELL:** Yeah, it got pushed.
1760 **HURLEY:** And - and it's fine, I'm just asking do you guys still want
1761 that presentation?
1762 **CAMPBELL:** We'll talk about it at the Steering Committee.
1763 **HURLEY:** Perfect, okay.
1764 **DAVE:** I - I-
1765 **CAMPBELL:** Dave?
1766 **DAVE:** like to make one point - this is Dave Coates - I understand
1767 all the concerns being expressed in the room. My concern is we have
1768 12 hours a year as a group so if we were to do something as to meet
1769 with Commissioner Hardesty, I'd like to see us schedule some sort of
1770 a separate meeting and actually dedicate a couple hours for that
1771 conversation versus taking up one-sixth of our annual meeting time
1772 for something - for something like that. I would - I would go to do
1773 additional time to have - have that conversation. But when I look
1774 at our charter and our calendar, we've only got 12 hours a year and
1775 - and I think it is important that we have those conversations. I
1776 kind of like to propose and discuss with the Steering Committee, do
1777 we want to schedule a couple of additional meetings for exactly

1778 those types of meetings? I think it would be very beneficial for
1779 all involved.

1780 **ANNE:** Anne Parmeter, I'd like to an addition - if we could have it
1781 downtown at the courthouse that would be fantastic. More people
1782 would go, maybe after the Steering Committee or - and we might be
1783 able to improve our chances of getting more Commissioners there.

1784 **DANIELLE:** This is Danielle, I'd just like to echo what Dave is
1785 saying and I would completely go to a separate meeting. And I agree
1786 that - I think it makes a lot of sense to schedule a separate
1787 meeting rather than to take our limited time from here.

1788 **DAVE:** I would like to dedicate a couple hours for the conversation
1789 because I think it could be - would be worthwhile and I agree with
1790 Anne. A more central location - I mean, I don't know where others
1791 live, but this is like way out of my way to come to this - to come
1792 out here whereas going downtown is very convenient - very convenient
1793 for me or - or anywhere in the inner- inner-city. But I - I think
1794 it would be worthwhile to do that. And I - I don't know what the
1795 public meeting requirements are, but again I think it's worthwhile
1796 to have - worthwhile to have a conversation.

1797 **CAMPBELL:** Venn?

1798 **VENN:** Venn Wylde, sure downtown would be more convenient for me. I
1799 believe Commissioner Hardesty lives out in East Portland.

1800 **DAVE:** Yeah, but her office is downtown.

1801 **VENN:** That's true, but I'm thinking there's - if we want to engage
1802 with community, it might also behoove us to look at other immediate
1803 locations that are around the community and bring ideas, but that's
1804 - that's another discussion (inaudible).

1805 **DAVE:** I think - I think it would be worthwhile for the Steering
1806 Committee to have this as a topic, if the Steering Committee
1807 (inaudible)-

1808 **CAMPBELL:** I have it down - written down right here to - well, yeah.
1809 Let's - let's leave it until the Steering - we can discuss it after
1810 we close the meeting (inaudible). All right, if there's no other
1811 discussion we'll move into public comment. Pat, have a comment?

1812 **MALE:** I don't have anything.

1813 **MALE:** I've got a (inaudible). I would like to thank Ms. Droppers
1814 for bringing up that shooting. This - I go to a lot of meetings of
1815 the bias reports and a lot of times I'm the one having to remind
1816 everyone of what's going on so I really appreciate a member of your
1817 group is aware of that and - and brought the awareness to the rest
1818 of the group. We track all the police shootings not only in
1819 Portland but around the state. There have been seven deadly force
1820 incidents in Portland in a total of 99 days between when Patrick
1821 Kimmons was killed and the person that was killed the other day.
1822 That's more than in any single entire year since year James Chasse
1823 was killed in 2006, in 99 days. So, I don't know what's going on,
1824 but I agree, it has to stop and has to change. And if it has to do
1825 with people working too much overtime, we've got to figure that out

1826 too. And I think that's a brilliant idea by the way, asking the
1827 auditor to correlate use of force - especially deadly force - with
1828 how much overtime the officer's worked. You know, mindfulness was
1829 on the agenda and I sent out the agenda to the Copwatch membership
1830 list that people follow us and a couple people wrote back about the
1831 training program out in Hillsboro, which I kind of mentioned in an
1832 email to the group that was - mindfulness there which is about
1833 meditation and looking and doing yoga and things like that. So,
1834 when I heard - when I - people sent that back to me because that
1835 wasn't the word I had heard for that before. So, it is - you know,
1836 language is a very important thing and I know you were trying to
1837 struggle with what is the overall name for something, but if there's
1838 something that is professionally being used as a term like
1839 mindfulness it would be good to be very clear about what definitions
1840 you have for these words I guess. The DPSST does train all the
1841 officers before they come up here and then they get Advanced Academy
1842 except that there are now going to be unarmed officers for - I
1843 believe, non-sworn because they are not going through the academy
1844 that are called Public Safety Support Specialists. They originally
1845 were going to be called Community Resource Officers and we lost
1846 track of this program because somebody changed the name without
1847 telling anybody in the public and I went to visit City Council and I
1848 happened to catch it on its final iteration when the police union
1849 said we're not going to let them write tickets, we're not going to
1850 let them do any kind of interaction with people who have mental
1851 health issues. They're just going to basically be - and this is my
1852 words, not theirs - they're going to be basically glorified desk
1853 clerks with pepper spray. We want to see more officers who are
1854 unarmed. If you want to try to transform how people treat - you
1855 know, trust the police bureau, then think about having more of these
1856 and having them be fully trained officers who just don't use force
1857 and deadly force. I've got a lot of things on here, I'm not going
1858 to go into all of them. I'll type of some more notes later, but I
1859 had previously mentioned that it's bothersome when the bureau refers
1860 to people as bad guys instead of suspects. I really hope that that
1861 language isn't used in the actual training because, you know, they
1862 don't (inaudible) about serial killers, he was a nice guy. He was
1863 nice to me, I never knew. I mean, it's necessarily that they were a
1864 bad guy, it's that they are suspect and they did something -
1865 potentially did something criminal so they're not necessarily bad
1866 guys. And that's, you know, Hollywood talk and not what we should
1867 have in our community. I'm a little con - I wanted to learn more
1868 about the box-in, maybe I can write to the staff at some point, but
1869 I read that new directive that's coming out about vehicle pursuits
1870 and it says that the police vehicle has to touch the car, you know,
1871 in a box-in. It just sort of seems like that could aggravate
1872 situations worse than it has to be. I'm not sure what the reason is
1873 for that. That - wasn't that a previous requirement? So, I don't

1874 know what that - where that came from. And since you're involved in
1875 training stuff I thought you might be interested in following that
1876 up. The off-duty stuff - maybe this changed, but about a year and a
1877 half ago the Apple store was getting police officers in there.

1878 **HURLEY:** Mm-hm.

1879 **MALE:** And there's always an armed police officer in there when I
1880 walk by. I haven't seen one for a couple months, maybe that
1881 changed-

1882 **HURLEY:** Mm-hm.

1883 **MALE:** Did it change?

1884 **HURLEY:** I don't know.

1885 **MALE:** Oh, you don't know.

1886 **HURLEY:** Yeah.

1887 **MALE:** But the Apple store was getting it. We said if we had enough
1888 money could we hire a cop to wear a clown suit and walk around
1889 because it shouldn't be that individual businesses are getting
1890 officers in uniforms. It was called the Ross Dress for Less
1891 directive when Rosey Seizer said it has to have some public benefit
1892 and I don't really understand still how an Apple store is a general
1893 public benefit and not one - one specific business. We have a new
1894 copy of our newsletter that's out. The People's Police Report, I've
1895 got them, they're under my chair right now, but it's Issue number
1896 76, it just came out. I want to share that with you if I can. And
1897 at your last meeting you had a, you know, slide show presentation -
1898 a PowerPoint presentation about the - you know, the force report -
1899 and the pdf of this is dated the day before your meeting, but this
1900 actual physical report wasn't (inaudible) I'm not sure why. But I
1901 read through it and, of course, the demographics are in here which
1902 wasn't on any of the slides. And then there's always a section in
1903 the end about things that the force inspector found were out of
1904 policy and there are two incidents where officers apparently used
1905 Tasers that were perceived to be out policy - I know they didn't go
1906 to the Internal Affairs - it's not a finding that's made by the
1907 force inspector. But I hope you're reading that part of the - this
1908 report as well as those - those data. I'll write you more follow-up
1909 later. Thank you.

1910 **CAMPBELL:** Anybody else for public comment? All right, seeing no
1911 more public comment, can I have a motion to adjourn?

1912 **DAVE:** I move that we adjourn.

1913 **CAMPBELL:** And Dave, do we have a second?

1914 **FEMALE:** I'll second.

1915 **CAMPBELL:** Second. All opposed - oh, sorry - all in favor?

1916 **GROUP:** Aye.

1917 **CAMPBELL:** All opposed. Motion carries. Thank you very much.

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1920 TAC Meeting - 010919

1921 Transcribed 2/3/2019 @ 5:30 p.m. C. Goodness