

Portland Police Bureau Budget Advisory Committee

Date: September 25th, 2019

Attendees:

Community representatives: Musse Olol, Fred Sanchez, Hyung Nam

Portland Police: Tom Perkins, Greg Pashley, Michelle, Dave Jackson, Elle Weatheroy, Christy Owen, Gabriela Bermudez

Guest: Ken Lee, PBOT

Role of the BAC and Volunteer Guidelines

- Christina Owen welcomed committee and bureau members, gave updates on Fiscal staff changes. Round of introductions
- BAC purpose as defined by the Office of Civic Life and the City Budget Office, dialogue around budget options
- Bringing in program managers/staff to give committee members information from folks who provide police services.
- Ensuring voice of the BAC is being heard as intended in the input coming forth
- Review of City Guide for volunteers, role as a BAC member for ethics, disclosures for conflicts of interest
- Update on BAC members. Barbee Williams has decided to withdraw from the BAC. Current BAC members were encouraged to share available positions with networks.
- Change in location for the meeting to improve access to transit, parking.

Outline the landscape as the City prepares for the FY 2020-21 budget development process:

- Equity in base budget: equity impact and equity components for each program, making sure understanding program offers impact and
- No Mayor's Budget Guidance as of yet, expected within the next few weeks.
- Ongoing labor union contract negotiations, potential for reductions/reserves should there be unfunded liabilities.

Bureau Equity Initiatives Updates

- Elle Weatheroy introduced equity and inclusion projects for the EIO.
- Equity Lens toolkit will be finalized before end of the year
- Equity Training field training officers for New staff/recruits
- Community Host trainings – community members want to be part of training new officers and establishing relationships between them and new officers at the onset of their career. Pilot next FY.
- Two community pieces: stakeholder engagement Equity Advisory Council, multicultural and multiracial, incorporating members from existing advisory
- Equity Data Analyst, multidisciplinary data team to ensure data is utilized to inform decisions equitably.

Christy Owen Review of FY2019-20 Adopted Budget

- Personnel, IMS, EMS
- Personnel, Vacancies in Personnel, IMS, EMS
- Given vacancy savings, Records Management Systems replacement \$2M, \$2M one-time reduction, moderate expenses utilized on overtime to meet shift minimums, increases for FTO work for onboarding new officers to meet the end of probation,
- 1% efficiency cut from EMS, utilization of vacancy savings to preserve EMS budgets for RUs to prevent service-level cuts of decreases.

Questions raised by BAC

- When does Mayor provide budget direction?
 - o C. Owen: based on prior years, that guidance typically comes in late-October.
- What is EMS and what are some of the major expenses?
 - o Christy Owen said that it ranges from larger contracts, such as that with Cascadia BH to provide clinician services for our BHU, to smaller ones like
- What are some of the vacancies found?
 - o AC Lee: sworn and professional staff vacancies are about the same %, spread out throughout sworn staff ranks, but due to DOJ supervisory mandate, the pressure is felt most acutely in patrol officers.
 - o Professional staff vacancies have hovered around 25-35.
- How long have we had this degree of vacancy?
 - o Lt. Pashley: vacancies have not been that long, April stopped hiring as there were 0 vacancies, June saw retirements, increase in 50 positions in July from 18-19 budget, large retirements in August without infrastructure to fill the vacancies and newly-approved FTEs
 - o AC Lee added that there are some limitations to onboarding and hiring practices due to capacity
- Ongoing/generational cycle?
 - o AC Lee yes and no, WWII, but also large classes of recruitments and incentives to wait certain amount of time to retire, resulting in blocks of retirements. Also discussed officer/1000 residents,
- Expectation for retirements?
 - o August 2020 and Jan. 2021 are expected to have large numbers of retirements but it is hard to estimate just how many due to dynamic nature of retirements given their incentives.
 - o Staffing 24/7 through holidays, training, vacation, cuts into staffing level
- Visualization for staffing/retirements, etc.?
- Does the PPB take into account areas with high growth of population/increase of density?
 - o AC Lee: yes, demographic shift changes are analyzed yearly, redistricting studies and facilities plan in progress to analyze how we are meeting demand for service through

Personnel

- July 1st to 9/25 1024 applicants to date, 2018-19 1100 year total
- 811 eligible to begin process

- 16 investigators – typically 10 cases per investigators for a manageable workload.
- 250 open background investigations, another 50 ready, 40 next week, does not include requests added on weekly basis,.
- 65 apps for October, closer to 180 once testing dates are set. No decline in # of applications since July 1st posting, resources required to ensure successful completion of candidates and minimize attrition.

Questions:

- What is the recruitment timeline?
 - o Lt. Pashley: Reduction in processing time due to streamlining of processes from one year to six months. Some limitations in processes given size of Portland, fairness and thoroughness. Pre-psych, application, online proctored exam for state certification, statement of personal history, applicants have timeline for Statement of Personal History, background, command interviews, conditional offer, med and psych eval (80% success rate). The more responsive and communicative an applicant is, the faster the process can go.
- How has recruitment change helped?
 - o PPB is seen as a more progressive department, differences in LEAs, making changes with what state and local agencies require to make more competitive. Adjusting requirements reduced barriers for communities and local people. Willingness to have open and honest conversations around mental health, race, poverty, gentrification and other topics draws people in. Get a view of the Police Bureau and Portland communities.
- Where do applicants come from?
 - o 60% of applicants come from Oregon, ~16% WA, CA, NY
 - o 8% pass rate from total eligibility pool
- Hispanic/Latinx population is fastest growing, is there currently an effort to recruit from that population?
 - o Second-largest pop of apps is Hispanic/Latinx. CO biggest move in our workforce demographics is highest ever for women and BIPOC, this is a good opportunity to reshape the bureau into the community

Closing remarks by Christina Owen, hoped that having program managers discuss and answers questions helped provide insight into organization operations.

Precinct Commander coming next month. The next BAC meeting is scheduled for October 23rd.