



Portland Police Bureau

2020 Annual Training Plan

March 2020

PPB TRAINING DIVISION 2020 Annual Training Plan

The Portland Police Bureau recognizes the importance of providing training for its members, so they are best equipped to serve the public, develop innovative products and solutions, and enhance organizational development. Training is provided through multiple

Training Values

methods such as classroom training, skills-based training, scenario training, online learning methods, and roll call briefings. The Bureau is continuing to evolve its training programs to further strengthen the foundation of the organization and enhance the services it provides.

INTRODUCTION

The Portland Police Bureau utilizes a multipronged training approach to prepare its members for meeting the organizational mission of reducing 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. Portland Police Bureau members work under a large array of settings and circumstances, some of which require more long-term strategic planning and thought processes, while others require split-second decision making in circumstances that are tense, uncertain, and rapidly evolving. Some members are working directly with community members during crisis situations, while others are to provide supervision that ensures employee well-being and promotes public service. This requires training to address a vast array of knowledge and skillsets, such as: effective leadership and supervision skills, procedural justice both internally and externally, communication, tactical planning, organizational planning, effective use of force, reporting, decision making, law and policy, investigations, critical incident management, interviewing, crisis intervention, and police vehicle operations.

The training needs for tenured members are addressed through a variety of sources, such as in-service trainings, online trainings, weapons qualifications, unit specific trainings, external trainings and conferences, and specialty certifications. This report provides an overview of the training planned to be offered to members during 2020. It focuses on training which all sworn Bureau members receive, training for all sworn supervisors, training for the Enhanced Crisis Intervention Team and Behavioral Health Unit, weapons qualifications for all sworn Bureau members, training for AR-15 and Less Lethal operators, and unit specific training. This report is meant to provide a high-level overview of training topics, while the specific details of each training will be provided in lesson plans developed by the training staff and instructors.

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2020 IN-SERVICE

Tenured law enforcement officers obtain many of the officers’ state maintenance certifications and OSHA requirements, the maintenance of perishable skills, training on new equipment, and updates on new trends and procedures through In-service training. This includes, but is not limited to, the following training topics: crisis intervention, use of weapons, equity, procedural justice, police vehicle operations, control tactics, law and policy, communication, bloodborne pathogens, use of force decision making, de-escalation, critical incident response, officer-citizen rescue, and rendering medical aid.

In 2020, the Training Division plans on covering the following topics during In-service: emergency entries, ethics, conducted electronic weapons, control tactics, crisis intervention, firearms, engaging with youth, and police vehicle operations. In addition, the Training Division will be further integrating the topic areas of policy, leadership, ethics, equity, procedural justice, and officer wellness into scenario training and/or other training curriculum. Most of the training needs are reflected in the 2019 Training Needs Assessment and are critical for meeting the organizational mission of reducing crime and the fear of crime in the safest possible manner for both community members and law enforcement officers. Trainings are debriefed through the lens of procedural justice when appropriate, with emphasis on the four elements: voice, neutrality, respect, and trustworthiness.



The need for more emergency entry training, control tactics, firearms, and leadership training has been particularly apparent through the needs assessment and evaluation processes. In 2019 the Training Division provided training in updated active shooter response. However, additional training on emergency entries became apparent after reviews of officer involved shootings and internal assessment of the active threat response training. Most specialty units (SERT) take a minimum of 45 minutes to respond to a scene. Providing officers with both the technical skills and appropriate decision-making criteria for emergency entries is essential.

Many control tactics and firearms skills are used infrequently and are highly perishable skills. While there is still a lot of research to be done regarding the retention rates of these skills, it is generally recommended that many of these skills need to be practiced correctly on a weekly or monthly basis in order to utilize them

effectively during a high-risk encounter. This is critical for ensuring the least amount of force is needed for managing the situation and increasing cognitive capacity for processing the nuances of the scene, which is imperative for effective decision-making.

The need for additional leadership training was highlighted in several areas of the needs assessment process. The Training Division is taking a proactive approach to this topic by exploring ways to strengthen leadership at all levels of the organization. Leadership trainings will be delivered through a stairstepped approach, with the same concepts taught regardless of rank, but tailored to the specific roles of each position.

| Anticipated 2020 In-Service Trainings | | | | |
|---|--|-----------|------------------------------------|--------------------------|
| Training Title/Topic | Purpose | Date | Training Category | Estimated Training Hours |
| Patrol Procedures: Emergency Entries | This training provides the skills necessary to plan and lead emergency entries at the patrol level. The class covers: legal authority, decision-making process, planning, and basic tactics. | Jan.- May | Use of Force/Other | 2 |
| Conducted Electronic Weapon | The classroom and skills training in Conducted Electronic Weapon covers topics such as manipulation of the X2, drills focusing on decision-making, and an integrated scenario building on PVO/Pursuits portion of In-service. | Jan.- May | Use of Force | 3.25 |
| Control Tactics | Control Tactics training focuses on close quarters firearms usage and gaining positional advantage in close quarters combat situations. | Jan.- May | Use of Force | 4 |
| Firearms | Firearms skills training includes the following topic areas; utilizing different sight foci, transition between focus types based on distance and target type, and tracking a moving target. | Jan.- May | Use of Force | 4 |
| Police Vehicle Operations | Police Vehicle Operations skills training focuses on topics such as spike strips, pursuits, decision-making, and high-risk vehicle stops. It includes a multi-part scenario integrating PVO with Taser usage | Jan.- May | Use of Force / Other | 4 |
| Youth Educating Police (YEP) | This training builds on the YEP video and uses student role-players to build de-escalation skills and improve officer understanding of youth. It incorporates a crisis/descalation element. | Jan.- May | Mental Health/CIT | .25 |
| Patrol Procedures: Additional Scenario Training | Patrol Procedure scenario training includes two scenarios where officers demonstrate appropriate decision-making and the skills provided in the emergency entry training. It incorporates a person in crisis element. | Jan.- May | Use of Force / Mental Health / CIT | 4 |
| Leadership / Ethics / Procedural Justice | Ethics is incorporated within many of the above In-service sessions. The classroom session at In-service includes discussion on ethics generally, situational factors influencing ethical decisions and a section on the Internal Affairs process. | Jan.- May | Ethics | 1.5 |
| Wellness | In-service features four wellness related classes and an update from EAP at In-service. These include: Heart Health, Nutrition, Stress and Resilience, Mindfulness, and a class on officer-involved shootings. | Jan.- May | Job Specific / Other | 6 |
| Law/BHR/Records Retention | This portion of in-service focuses on legal updates, a refresher on records retentions rules, and a refresher on city policies related to workplace harassment, discrimination and retaliation. | Jan.- May | Job Specific / Other | 2.5 |
| Mobile Field Force Refresher | In-service includes classroom and skill-based exercises designed to refresh officers skills related to crowd control. The training includes decision-making and legal/ethical considerations. | Jan.- May | Job Specific / Other | 4.5 |

In addition to the In-service training sessions, other training curriculum will be delivered to sworn members throughout the year via training videos, tips and techniques bulletins, and other online training methods. In 2020, the Training Division plans on delivering Bloodborne Pathogens and legal updates through the online learning management system. Directive updates and related knowledge checks will continue to be delivered through the Learning Management System (LMS). This mode of delivery will also be used throughout the year as needed to deliver unanticipated and supplemental training curriculum that cannot be delivered at In-service. As with the In-service classes, trainings are delivered through the lens of procedural justice and its core elements whenever possible.

2020 SUPERVISORS IN-SERVICE

The Supervisors In-service provides management specific training to all sergeants and higher sworn ranks. These topics include: leadership, supervisory level policy investigations, reporting requirements, management skills, procedural justice, and critical incident management.

In 2020, the Training Division plans on focusing this in-service session on general leadership and management skills, procedural justice, and critical incident management. Time permitting training may also include pursuit management from a supervisory perspective, the use of MS Outlook and a briefing by the Public Information Officer (PIO). Finally, the Training Division is exploring the possibility of providing sergeants a two-day “Crucial Conversations” course. Mentor sergeants and newly promoted sergeants will be provided this training and the Training Division hopes to expand the training more broadly. Most of these topics areas are reflected in the 2019 Training Needs Assessment.

At the time of this reporting, the specifics of what will be covered within these topic areas are still in development.

| Anticipated 2020 Supervisors In-Service Trainings | | | | |
|---|--|------|----------------------|--------------------------|
| Training Title/Topic | Purpose | Date | Training Category | Estimated Training Hours |
| Leadership / Supervisor Training | Material for leadership may include a discussion of the PPB's Strategic Plan (if complete) and start a discussion on how values and principles influence leadership and decision-making. | Fall | Leadership | 2 |
| Internal Procedural Justice | This section will cover the role leadership/internal procedural justice plays in organizational wellness; likely incorporated into leadership. | Fall | Leadership | 2 |
| Emergency Entry/Critical Incident Management | This will cover a debrief and/or table-top exercise. It will focus on lessons learned during 2020 In-service on emergency entries. | Fall | Leadership | 4 |
| Pursuit Management (tentative) | This training will reinforce the 2020 In-service lessons on pursuit management, with an emphasis on supervision decision-making. | Fall | Leadership | 1-2 |
| PIO (tentative) | An identified need for training on how sergeants can support PIO and Bureau messaging. | Fall | Leadership | 1-2 |
| Outlook (tentative) | An identified need on how to utilize MS Outlook to improve productivity/tracking of time. | Fall | Job Specific / Other | 1 |
| Crucial Conversations (tentative) | How to have difficult conversations; may be delivered separately from Supervisor In-service. This material is being delivered to new sergeants and mentors in 2020 and may be expanded to all sergeants. | TBD | Job Specific / Other | 16 |
| Human Resources Update | Updated/refresher training on HR rules. | TBD | Job Specific / Other | 2 |

2020 COMMAND IN-SERVICE

The Command In-service provides additional management training to all commanders and higher sworn ranks. This in-service focuses on topics such as organizational change strategies, strategic planning, leadership, internal procedural justice, and organizational health. The Command In-service is designed to enhance senior management skills and help ensure the organization’s highest level of leadership is integrating the organizational values of integrity, compassion, accountability, respect, excellence, and service into their work and to the rest of the organization.

As part of its developing leadership program the Training Division has changed the manner in which it delivers command level training. Due to the unique nature of higher level command training the Leadership program proposed utilizing outside trainers to provide trainings in areas identified by the Needs Assessment and Leadership program. The proposal is to host these trainings semi-annually.

The Training Division was in the process of securing its first training in this new program. The training was to focus on strategic-level leadership and had been planned for mid-May, 2020. However, during the drafting of this report the COVID-19 Pandemic emerged. This forced the training to be rescheduled to an unknown future date.

Command will continue to attend In-Service training with officers and receive supplemental trainings in addition to standard In-servicetraining.

2020 QUALIFICATIONS

All sworn members qualify with the conducted electronic weapon (CEW) once a year and three times a year for firearms. The CEW qualification is typically conducted during In-service training and includes the re-certification requirements from Taser International. All sworn members qualify with the shotgun and any handgun they carry on the job three times per year. Sworn members who are AR-15 and 40mm less lethal operators also qualify with those weapons. The 40mm less lethal program is considering changing the qualification requirements to include the addition of an annual In-service. These firearm qualifications exceed those required by Oregon State Law.

| Weapons Qualifications/Certifications - Anticipated 2020 Trainings | | | | |
|--|--|--------------------------|-------------------|--------------------------------|
| Training Title/Topic | Purpose | Date | Training Category | Estimated Training Hours |
| Handgun(s) | All sworn must pass the handgun qualification course with each handgun they carry on the job. This includes; a function check, and accuracy at five feet to twenty yards. Primary/secondary handguns use a 50 round courses, back-up/off-duty handguns may use a 25 rounds course. | Spring Winter Fall | Use of Force | .5 (per gun/per qualification) |
| Shotgun | Shotgun qualification focuses on safety, a function check, and accuracy. It is required for all officers, who must demonstrate proficiency firing buckshot and slugs at ranges out to 20 yards. | Spring Winter Fall | Use of Force | .5 (per qualification) |
| Conducted Electronic Weapon | All sworn must pass the conducted electronic weapon (CEW) qualification course. It is conducted at In-service and focuses on general CEW operation skills, providing verbal warnings, and deploying cartridges in the preferred target zone. | Jan. - May | Use of Force | 2 (provide at In-service) |
| AR-15 | All AR-15 Operators must pass the AR-15 qualification course, which focuses on accuracy at seven to twenty yards. | Spring Winter Fall | Use of Force | .5 (per qualification) |
| 40mm Less Lethal Operators Certification Course | Training certifies officers to carry the 40mm Less Lethal Certification. This training includes a combination of classroom, range time, scenario training, policy, equipment manipulation, operator skills (e.g. accuracy, target areas), and decision making. | TBD: 2-3 Sessions | Use of Force | TBD |

ALL TERRAIN AND UTILITY TERRAIN VEHICLES

The Training Division provides All Terrain Vehicle (ATV) and Utility Terrain Vehicle (UTV) certification programs. These certifications allow officers to utilize ATVs and UTVs on the job. These vehicles provide officers the ability to reach otherwise difficult to access areas in order to respond to calls for service and support special events. This includes, but is not limited to, supporting crowd management, conducting off-road rescues, and patrolling areas inaccessible by vehicle. Elements of procedural justice are woven into the training whenever applicable, including communicating with citizens and members of the public about the purpose and use of ATVs, paying mind to the impact caused by ATVs and UTVs on trail systems accessed by the public, and utilizing safe driving/maneuvering techniques to protect both citizens and Portland Police Bureau members alike.

In 2020, the Training Division plans on sending a team of officers to a “train the trainer” class on the safe use of ATVs. This will increase the number of certified trainers in the PPB and ensure our current training remains consistent with national best practices. This is being done to prepare for additional Basic ATV certification courses which the Training Division hopes to deliver for 2021 or 2022.

| ATV and UTV Anticipated Training 2020 | | | | |
|---------------------------------------|--|------|----------------------|--------------------------|
| Training Title/Topic | Purpose | Date | Training Category | Estimated Training Hours |
| ATV Train the Trainer | This training will ensure current ATV training aligns with national best practices and increase the number of ATV trainers in preparation for additional trainings to be held in 2021. | TBD | Job Specific / Other | 40 |

DETECTIVE, PRECINCTS AND UNIT SPECIFIC TRAINING

In addition to trainings offered by the Training Division, detective, precinct and unit managers offer additional training opportunities to members. This includes participating in conferences, attending trainings conducted by other professional organizations, and trainings provided by other Portland Police Bureau units or the Training Division upon request. The Training Division is requiring all units to assess their training opportunities and incorporate procedural justice, leadership, and wellness elements whenever possible. The specific details of trainings will be provided in lesson plans, when applicable, or can be provided upon request when the training is held outside of the Training Division or Bureau. Below is a summary of the anticipated training opportunities being organized by the precincts and other responsibility units.

Detective Division

In 2020, the Detective Division will identify relevant training for its members. These trainings will be supplemental to In-service Training. Trainings will be specific to the function of particular units and provide ongoing professional development for the members of the division.

| Detective Division - Anticipated 2020 Trainings | | | | |
|--|---|--------|----------------------|--------------------------|
| Training Title/Topic | Purpose | Date | Training Category | Estimated Training Hours |
| California Homicide Investigators Association | This conference focuses on homicide and assault investigations. Trends emerging in California may impact Oregon | Spring | Job Specific / Other | 40 |
| Organized Crime Conference | This conference focuses white collar crime investigations with an organized crime nexus. | Spring | Job Specific / Other | 24 |
| National Cyber Crime Conference | This conference focuses white collar crime investigations with an emphasis on cyber crime. | Spring | Job Specific / Other | 24 |
| Northwest Fraud Investigators Association | This association focuses on white collar crime investigations emphasizing trends in the Northwest. | Spring | Job Specific / Other | 16 |
| Association Certified Fraud Examiners meetings | Certified Fraud Investigator meetings and conferences focus on supporting investigators in the prevention and detection of fraud. | Spring | Job Specific / Other | 16 |
| Digital Evidence and Financial Crimes Conference | White collar crime investigations focusing on recovery of digital evidence and financial crimes. | Fall | Job Specific / Other | 24 |
| International Conference on Sexual Assault | Sex assault conference which exposes detectives to international trends. | Spring | Job Specific / Other | 40 |
| Forensic Artist Recertification | Recertification - Continuing education for forensic artists. | TBD | Job Specific / Other | 40 |
| Henry Williams Homicide Conference | Cold case homicide investigation with an emphasis on the application of forensic science to death investigations. | TBD | Job Specific / Other | 40 |
| Southeastern Homicide Investigators Association | Cold case homicide investigation with an emphasis on cse studies, networking and best practices. | TBD | Job Specific / Other | 40 |
| Western States Information Network (WISN) Human Trafficking Summit | Regional summit focusing on human trafficking investigations. | Spring | Job Specific / Other | 20 |
| Freedom Network Human Trafficking Summit | Human trafficking investigations summit with an emphasis on advancing a human rights-based approach to human trafficking responses. | Spring | Job Specific / Other | 20 |
| National Crime Victim Law Institute | National conference focused on rights enforcement for victims of crime. | Summer | Job Specific / Other | 20 |
| National Robbery Conference | A national conference focusing on robbery investigations. | Spring | Job Specific / Other | 24 |
| National Law Enforcement and Corporate Crimes Convention | Conference focused on public/private collaboration. | Summer | Job Specific / Other | 36 |

Precincts

The Portland Police Bureau has three precincts (Central, East, and North) which have a substantial direct role in providing public service. Officers at the precincts respond to calls for service, arrest suspects, provide support at neighborhood meetings, and work with community members on crime and livability issues. The knowledge and skills for those working patrol are vast and they are often in a position of needing to draw on these various skillsets under stress and time limitations. This makes it particularly important to ensure these officers' training needs are met.

The following provides a brief overview of the current 2020 anticipated training opportunities for precinct members. These training opportunities are in addition to the In-service, online learning, and other training opportunities offered by the Training Division directly.

| Central Precinct - Anticipated 2020 Trainings | | | | |
|--|--|-------------|---|--------------------------|
| Training Title/Topic | Purpose | Date | Training Category | Estimated Training Hours |
| NW Leadership Conference | Presentations on developing valuable and practical leadership skills. | Mar. 4-6 | Leadership / Procedural Justice | 20 |
| Problem Oriented Policing (POP) Conference - National | Problem solving best practices nationally and demonstrated techniques that work in other jurisdictions. | Sept. 28-30 | Ethics / Equity / Procedural Justice / Community Policing | 24 |
| Problem Oriented Policing (POP) Conference - Oregon Specific | Problem solving policing for the 21st Century law enforcement members. | Jan. 6-8 | Ethics / Equity / Procedural Justice / Community Policing | 24 |
| Oregon Narcotics Officers Association Annual Training | Provide up to date annual training on Oregon specific trends and investigative techniques. | July 7-9 | Job Specific / Other | 24 |
| California Narcotics Officers Association Annual Training | Provide up to date and best practice on national narcotics use, manufacturer, distribution and transportation trends. Provide up to date officers safety specific to narcotics cases. | Nov. 20-24 | Job Specific / Other | 24 |
| Patrol Bicycle Certification | Hands-on and classroom certification training for bike officers. | TBD | Job Specific / Other | 40 |
| Naloxone Certification | Training on opiate overdose treatment and Naloxone training protocol. | TBD | Job Specific / Procedural Justice / Other | 1 |
| Criminal Recognition and Interdiction training | Training on recognition and interdiction of criminal activity. | TBD | Job Specific / Other | 24-40 |
| Homeless and Urban Camping Impact Reduction Program /Camp Abatement | Training specific to policy 835.20 / and Portland specific property abatement procedures. | TBD | Job Specific / Other | 2 |
| Drug Enforcement Agency Basic School | Improve ability of specialized unit officers to investigate complex crimes, including drug crimes and to develop their subject matter expertise. | TBD | Job Specific / Other | 80 |
| Advanced Roadside Impaired Driving Enforcement (ARIDE), Standardized Field Sobriety Tests (SFST), Intoxilyzer Training | Updated and advanced training on DUII investigations to better carry out Vision Zero. | TBD | Job Specific / Other | 32 |
| Idaho Threat Assessment Conference | Better understand the complex interpersonal threat environment to improve patrol response to these calls. | June 8-9 | Job Specific / Other | 16 |
| Community Threat Assessment and Management | Better understand the complex interpersonal threat environment to improve patrol response to these calls. | Nov. 4-5 | Job Specific / Other | 16 |
| Traffic Incident Management | Improve officer safety during roadside stops and crashes. | TBD | Job Specific / Other | 8 |
| Constitutional Use of Force | Caliber Press course on law, liability, and practical consideration during use of force investigations. | TBD | Use of Force / Procedural Justice | 8 |
| Legally justified, but avoidable force | Caliber Press course on law, liability, and practical consideration during use of force investigations. | TBD | Use of Force / Procedural Justice | 8 |
| Tactical Leadership | Caliber Press course supervisors course on managing critical incidents. | TBD | Job Specific / Other | 8 |
| Site Visits to Entertainment Districts for Experiential Learning | Policing Portland's entertainment district is a complex blend of engagement, crime prevention through environmental design and partnerships with business and regulatory agencies. To help inform this process, the PPB's Entertainment District Detail and Central Precinct Command meet with representatives from other large cities to exchange ideas and best practices. | TBD | Job Specific / Procedural Justice / Other | TBD |

| East Precinct - Anticipated 2020 Trainings | | | | |
|--|--|------|----------------------|--------------------------|
| Training Title/Topic | Purpose | Date | Training Category | Estimated Training Hours |
| Patrol Bicycle Certification | Hands-on and classroom certification training for bike officers. | TBD | Job Specific / Other | 40 |

| North Precinct - Anticipated 2020 Trainings | | | | |
|---|--|----------------|---|--------------------------|
| Training Title/Topic | Purpose | Date | Training Category | Estimated Training Hours |
| California Narcotics K9 Association Seminar | Narcotics K9 Association Seminar. | January 12-16 | Job Specific / Other | 24 |
| Incident Response to Terrorist Bombings | Training on terrorist bombing and law enforcement response. | January 13-16 | Job Specific / Other | 20 |
| Executive Leadership Seminar | Leadership Training / Seminar with a focus on high level leaders. | January 15-17 | Leadership | 20 |
| Incident Command System (ICS) 300 | Incident Command System - Required Training for emergency management. | January 28-30 | ICS | 30 |
| Pacific Northwest Winter Public Order Seminar | Public Order Training - focused on Pacific Northwest. | February 5-6 | Job Specific / Other | 24 |
| Executive Communications Class | Training on public speaking and presenting. | February 10-13 | Leadership | 20 |
| Street First Aid-Train the Trainer / Salem | Officer Wellness - Training to certify trainers. | March 4-5 | Job Specific / Other | 20 |
| Northwest Leadership Seminar | Leadership training focusing on public sector leadership. | March 3-6 | Leadership | 40 |
| Law Enforcement Executive Leadership Institute Class | Executive Leadership Class - Focusing on mid-to- high level law enforcement leadership. | March 9-13 | Leadership | 24 |
| Oregon Washington Lawman's Association Spring Training Conference | Oregon and Washington policing focused association which provides training with a regional emphasis. | April 2-3 | Job Specific / Other | 20 |
| Oregon DUII Task Force Impaired Driving Conference | Conference on latest case law and trends in the impaired driving enforcement area. Topics include drugged driving, victim impact presentations and updates from local district attorneys specializing in DUII prosecution. | April 23-24 | Job Specific / Other | 20 |
| Metro Sergeant's Academy | Regional Police Sergeants Academy. | TBD | Leadership | 40 |
| International Association of Chiefs of Police Technology Conference | Technology Conference for law enforcement. | May 12-14 | Job Specific / Other | 24 |
| Columbia Splash Training exercise | Regional emergency preparedness exercise. | May | Job Specific / Other | 20 |
| Portland Police Bureau Sergeants Academy | Training for newly appointed sergeants. | June-Sept. | Leadership / Other | 80 |
| Problem Oriented Policing Conference | Community policing/problem solving conference. | October | Job Specific / Other / Procedural Justice | 40 |

Tactical Operations Division

The Tactical Operations Division encompasses several specialized units: Air Support Unit, Canine Unit, Crisis Negotiation Team, Explosive Disposal Unit, Gun Violence Reduction Team, Rapid Response Team, and the Special Emergency Response Team. The following pages provide a brief description of the services these units provide and their anticipated training schedules for 2020.

Air Support Unit

The Air Support Unit increases community member and officer safety by providing support such as observation, communication with ground units, geographical knowledge, decision making, tactical knowledge, coordination of resources, and thermography technical equipment to all units within the Portland Police Bureau. These services enable officers to gain an aerial perspective of a situation, locate suspects sooner, achieve more successful rescue efforts, and achieve faster on scene arrival times in particular situations. These services have been utilized in addressing many large scale investigations, violent crime, and search and rescue cases.

This unit requires specialized training in aviation, airport operations, emergency procedures, and technical equipment such as FLIR, moving map, and aircraft control. Unit members attend monthly trainings, conferences, and national training to maintain their certifications and keep informed of technological and operational advances. All unit pilots maintain Federal Aviation Administration certification requirements at the commercial pilot level.

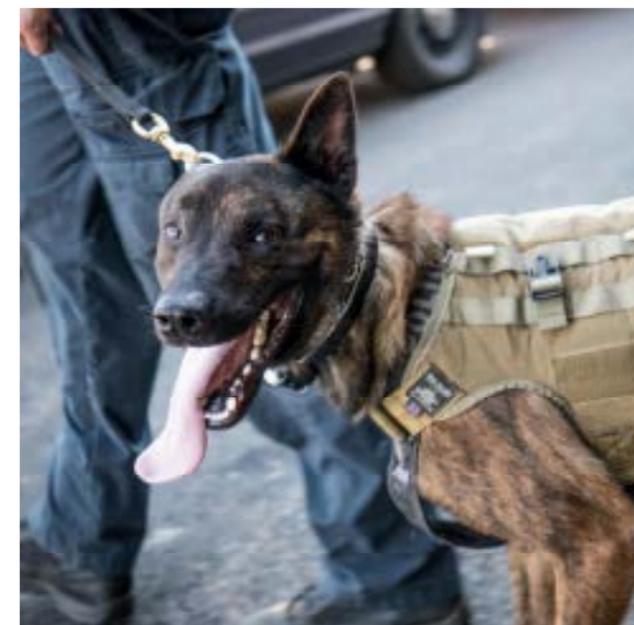
| Air Support Unit - Anticipated 2020 Trainings | | | | |
|---|---|-------------------|----------------------|--------------------------|
| Training Title/Topic | Purpose | Date | Training Category | Estimated Training Hours |
| Monthly Pilot, Tactical Flight Officer (TFO), and Crew Training | Recurring monthly training covering topics required for knowledge, skill, and job specific proficiencies. All training based on Federal Aviation Administration certification standards and Airborne Public Safety Association (APSA) accreditation guidance. | Recurring monthly | Job Specific / Other | 10 / member / month |
| Spring Safety Stand Down | Safety of Operations and Safety related training for all ASU members. | April 14 | Job Specific / Other | 10 / member |
| Certified Flight Instructor Training | Licensing of additional flight instructor with certification from FAA and APSA. | TBD | Job Specific / Other | 2000 hours |
| Airborne Public Safety Association Conference | National level training for ASU crew members in new practices and standards of APSA. | July 20-25 | Job Specific / Other | 60 / member |
| Fall Safety Stand Down | Safety of Operations and Safety related training for all ASU members. | Sept. 8 | Job Specific / Other | 10 / member |
| Primary Pilot Training | Primary flight training to fill one of two existing pilot vacancies. | Jan 5-26 | Job Specific / Other | 160 |
| Instrument Pilot Training | Intermediate pilot training for one officer to allow flight in instrument conditions. ASU crews routinely fly in poor weather conditions that are extremely hazardous to non-instrument rated pilots. | July-Aug | Job Specific / Other | 120 |
| Commercial Pilot Training | Commercial Pilot certificates are required for all ASU pilots. This would complete advanced pilot training needed by one ASU pilot. | Nov-Dec | Job Specific / Other | 30 |
| New TFO Training Course | One officer was selected to ASU in the Spring of 2019. Tactical Flight Observer basic training is required for his ASU operational certification. | March | Job Specific / Other | 80 |

Canine

The Canine Unit provides specialized support to the Patrol and Investigative branches of the Bureau. The Unit serves as a resource to the officer and investigator on the street by utilizing the keen sense of smell and hearing of the canine whose task is to assist in the apprehension of suspects, the searching of buildings, finding articles of evidence, and protection of both officers and community members.

This specialized role requires regular training for both the officers and canine. The Canine Unit conducts training on a weekly basis, as well as attending local and national conferences.

| Canine Unit - Anticipated 2020 Trainings | | | | |
|--|---|------------------|----------------------|------------------------------|
| Training Title/Topic | Purpose | Date | Training Category | Estimated Training Hours |
| Weekly Unit Skills Training in tracking, area searches, building searches, obedience, and bitwork for K9 teams | Maintain training standards/certification consistent with Bureau Directives, Oregon State Law, Federal Law, and Oregon Police Canine Association Standards. | Recurring weekly | Job Specific / Other | 16 hrs. / per team per month |
| Oregon Police Canine Association 2020 Spring Training Seminar | Serves as a K9 In-service to ensure ongoing professional development and maintain internal and statewide training goals. The training includes topics such as tracking, building and area searches, obedience and bitwork training. | April | Job Specific / Other | 16 |
| Oregon Police Canine Association 2020 Fall Training Seminar | Serves as a K9 In-service to ensure ongoing professional development and maintain internal and statewide training goals. The training includes topics such as tracking, building and area searches, obedience and bitwork training. | September | Job Specific / Other | 24 |
| K9 Unit Basic K9 School | Basic training program for new K9 handlers and new canines assigned to the K9 Unit. This course will be scheduled in anticipation of K9 unit vacancies occurring in 2020 due to retirements and promotions. | TBD | Job Specific / Other | 400 |



Crisis Negotiation Team

The Crisis Negotiation Team (CNT) serves communication, intelligence gathering, and risk assessment functions during certain critical incidents including: hostage incidents, armed barricaded subjects, suicidal incidents, high-risk block searches and high-risk warrant service missions. The Crisis Negotiation Team also serves as a 24/7 resource to patrol providing consultation and limited deployment support during patrol-level crisis response incidents. The third function of the Crisis Negotiation Team is to develop and provide instruction to all levels of the Police Bureau’s response system including Critical Incident Command, Special Emergency Response Team, Enhanced Crisis Intervention Team, Bureau of Emergency Communications and patrol.

Preparing for these events requires specialized training. The Crisis Negotiation Team trains regularly, including joint trainings with the Special Emergency Response Team. Procedural Justice is incorporated throughout each training, specifically within the “voice” and communications portions of each. The following is the Crisis Negotiation Team’s current training plan for 2020.

| Crisis Negotiation Team (CNT) - Anticipated 2020 Trainings | | | | |
|---|--|------------------|----------------------|--------------------------|
| Training Title/Topic | Purpose | Date | Training Category | Estimated Training Hours |
| Western States Hostage Negotiators Association (WSHNA) Regional Crisis/Hostage Negotiation Competition Preparation Scenario Day | Nationally recognized speakers on CNT-specific topics will share instructional blocks and incident de-briefs to keep teams abreast of best practices and emerging trends. A day-long competition-style scenario provides stress-induced training under the critique of trained evaluators, providing valuable “outsider” feedback on the team’s performance and operations. | Jan. 22 | Job Specific / Other | 9 |
| CNT Assessment Center Development and Preparation | Maintaining a highly professional CNT requires vigorous testing and selection standards. Involving the entire team in the development of these tests and processes serves to raise the expectations and training exposure of current team members. | Feb. 12 | Job Specific / Other | 9 |
| CNT Assessment Center - Applicant testing | Implementation of the assessment center process builds greater commitment to the team and its mission as well as leading to the selection of the most qualified applicants. | Ma. 9 to 11 | Job Specific / Other | 29 |
| Regional crisis negotiation seminar and competition hosted by the Western States Hostage Negotiators’ Association (WSHNA) - CANCELLED DUE TO COVID 19 | Regional speakers on CNT-specific topics will share instructional blocks and incident de-briefs to keep team abreast of best practices and emerging trends. A day-long competition-style scenario provides stress induced training under the critique of training evaluators, providing valuable external feedback on the team’s performance and operations. Portland Police Bureau’s CNT will fill facilitator and assessor roles for this event, leading to greater expertise. | April 19 to 22 | Job Specific / Other | 36 |
| CNT Assessment Center Development and Preparation | Maintaining a highly professional CNT requires vigorous testing and selection standards. Involving the entire team in the development of these tests and processes serves to raise the expectations and training exposure of current team members. | April 10 | Job Specific / Other | 10 |
| Regional crisis negotiation seminar and competition hosted by the Western States Hostage Negotiators’ Association. | Regional speakers on CNT-specific topics will share instructional blocks and incident de-briefs to keep team abreast of best practices and emerging trends. A day-long competition-style scenario provides stress induced training under the critique of training evaluators, providing valuable external feedback on the team’s performance and operations. Portland Police Bureau’s CNT will fill facilitator and assessor roles for this event, leading to greater expertise. | April 27 - May 1 | Job Specific / Other | 40 |
| CNT Assessment Center - Applicant testing | Implementation of the assessment center process builds greater commitment to the team and its mission as well as leading to the selection of the most qualified applicants. | May 22 - 23 | Job Specific / Other | 20 |
| Tri-County CNT training event | Training with adjoining agencies builds interoperability between teams useful for joint operations or handling incident response for a team when needed. This joint training will include an incident debrief presentation as well as rotating skill builder exercises hosted by members from all three teams (Washington County, Clackamas County, Portland Police). | July 10 | Job Specific / Other | 10 |
| Special topics instruction: Negotiating with members of the LGBTQ Community | Members of the LGBTQ community experience increased rates of mental health and life stressors. Development of curriculum on assisting individuals from this community in crisis provides an opportunity for CNT to gain understanding and perspective. | Aug. 21 | Job Specific / Other | 10 |
| Navigating Homicide/Suicide Situations | Unrelated to the above topic, homicide-suicide situations create increased and specific safety concerns for third party citizens as well as law enforcement. Recognizing the indicators and identifying common subject mindsets can lead to more effective de-escalation. | TBD | TBD | TBD |

| Crisis Negotiation Team (CNT) - Anticipated 2020 Trainings (continued) | | | | |
|---|--|--------------|----------------------|--------------------------|
| Training Title/Topic | Purpose | Date | Training Category | Estimated Training Hours |
| Camp Rilea Skills Week | CNT will conduct various rotating communication and intelligence gathering exercises as well as receive instruction on a new technology applicable to CNT response. | September 16 | Job Specific / Other | 10 |
| Camp Rilea Skills Week | Three 2-hour joint SERT/CNT/EDU scenarios will expose new team members and Critical Incident Commanders to various aspects of team operations. Debriefs following each scenario will provide opportunity to improve performance and discuss ideas for future training. | September 17 | Job Specific / Other | 10 |
| Camp Rilea Skills Week | CNT will conduct an intelligence gathering and integration exercise which will require creativity, agility, technical skills pertinent to critical incident response, accurate analysis, and problem solving. This exercise is designed to test the negotiators’ skills with regard to intelligence in a non-traditional setting. | September 18 | Job Specific / Other | 10 |
| Risk/Threat Assessment - Critical Incident Applications | CNT members have been working with the FBI and educators to develop a risk assessment tool useful during critical incidents. It is expected this project will be complete in time to develop a training block to familiarize CNT members with the effective use of this emerging tool, leading to clearer, more evidence-based recommendations during actual events. | October 23 | Job Specific / Other | 10 |
| Joint CNT Training: CNT response to uses of force during forward negotiations | Maintain consistency with Bureau Directives, Oregon State Law, Federal Law, Oregon Tactical Officer Association and National Tactical Officer Association Standards. Joint training to increase understanding of team roles and to increase efficiency during activations. | November 6 | Job Specific / Other | 10 |
| CNT End-of-Year overview and future training planning | CNT will review all team activations and training events from the previous twelve months, discussing lessons learned to re-enforce learning points as well as identify training, personnel and equipment needs for the following year. From this meeting a yearly CNT strategic plan will be written to serve as a road map for the following year’s training and team activities. | December 11 | Job Specific / Other | 10 |

Explosive Disposal Unit

The Portland Metropolitan Explosive Disposal Unit (MEDU or EDU) is made up of 7 local Law Enforcement agencies that cover 7,000 square miles, serving over 2 million community members. The Portland Police Bureau's Explosive Disposal Unit manages the 15 team members that respond to improvised explosive devices, suspicious items and packages, hazardous chemicals, recovered explosives, and military ordinance. MEDU responds to all SERT/SWAT calls to provide technical support along with robots that aid in the negotiations with people in crisis. MEDU processes and destroys all confiscated ammunition and fireworks throughout the region and responds to chemical and radiological incidents.

The Metropolitan Explosive Disposal Unit's Bomb Technicians maintain a national certification and team accreditation. Team members attend weekly local training, regional exercises, and national training events to maintain their certifications.

| Explosives Disposal Unit - Anticipated 2020 Trainings | | | | |
|---|---|-----------|----------------------|--------------------------|
| Training Title/Topic | Purpose | Date | Training Category | Estimated Training Hours |
| Weekly EDU Skills Training | These fulfill a part of the requirements set by the National Bomb Squad Advisory Board (NABSCAB) and FBI Hazardous Devices School (HDS). The topic areas include robot driving skills, equipment maintenance, radiation threat response, Direct Action Devices, chemical/biological threat response, explosives live fire training, large vehicle bomb countermeasures, first aid, IED construction and render safe. | Recurring | Job Specific / Other | 468 |
| To Be Determined: National EDU Trainings | The National Bomb Squad Advisory Board (NABSCAB) and FBI Hazardous Devices School (HDS) require a set amount of training hours in various EDU related topic areas in a ten year period of time. These courses include Hazmat Technicians course, Electronic Countermeasures, Advanced Explosives Disposal Training, Mass Casualty Incident Training, Advanced Medical Training, and Large Vehicle Bomb Countermeasures. | TBD | Job Specific / Other | TBD |

Gun Violence Reduction Team

The Gun Violence Reduction Team's mission is to reduce criminal activity related to gun violence and to heighten community awareness through the coordination of law enforcement efforts, community partnerships, education, and prevention strategies. The Gun Violence Reduction Team partners with other units within the Portland Police Bureau, as well as with external entities such as the Federal Bureau of Investigation, the United States Attorney's Office, the Multnomah County District Attorney's Office, and the Portland Public School District. Procedural justice is used daily by this unit in community contacts, making them well equipped to train other units on incorporating its elements. This was demonstrated when they helped instruct the 2018 In-Service Procedural Justice course.

In 2020, the Gun Violence Reduction Team plans on receiving refresher trainings in surveillance, using DNA in investigations, building searches, and warrants.

| Gun Violence Reduction Team - Anticipated 2020 Trainings | | | | |
|--|---|------|----------------------|--------------------------|
| Training Title/Topic | Purpose | Date | Training Category | Estimated Training Hours |
| Annual Surveillance Training course | Refresher on surveillance skills to include classroom and practical exercises. | TBD | Job Specific / Other | TBD |
| Annual DNA re-certification course | Re-certification and/or refresher of skills learned in prior DNA certification. | TBD | Job Specific / Other | 2.5 |
| Annual building search/warrant service entry course | Review of basic search warrant techniques and tactics. | TBD | Job Specific / Other | 10 |
| Annual active shooter refresher course | Refresh/build upon skills officers learned during prior advanced active shooter training. | TBD | Use of Force | 2 |

Rapid Response Team

The Rapid Response Team specializes in responding to crowd control events, natural disasters, and other emergency situations. These events can impact a large portion of the community, be unpredictable, and escalate to civil disturbances. The Rapid Response Team serves to aid the community in managing these events to minimize potential violence, injury, or damage to property. Procedural justice is incorporated during the response to large scale events, by the officers assigned to reach out and work with community groups prior to and throughout the duration of an event.

Training is provided to Rapid Response Team members throughout the year. The following provides the anticipated topic areas to be covered in 2020.

| Rapid Response Team - Anticipated 2020 Trainings | | | | |
|---|---|-----------------|----------------------|------------------------------|
| Training Title/Topic | Purpose | Date | Training Category | Estimated Training Hours |
| State of Oregon Basic Crowd Control School | Basic training in crowd management and crowd control theory, skills, tactics, and equipment for newly appointed Rapid Response Team (RRT) members. | April 15th-17th | Use of Force | 24 hrs |
| Bi-Annual Regional Team Training Spring 2020 | Conduct joint training with regional partners to ensure consistency in tactics and equipment and to ensure inter-operability. | May 19th-22nd | Use of Force | 40 hrs |
| RRT Grenadier Certification Course | To certify new RRT Grenadiers and Supervisors in the use of less lethal specialty munitions and Riot Control Agents. | March/April | Job Specific / Other | 30 hrs |
| Wide Area Search Course | To certify RRT Urban Search and Rescue Cadre members in wide area search techniques and procedures. | TBD | Job Specific / Other | 24 hrs |
| Semi-Annual Communications Cadre In-Service | To maintain proficiency in communications equipment and to receive updates on communications equipment/technologies. | April 28th | Job Specific / Other | 10 hrs spring 10 hrs fall |
| Semi-Annual Field Force Extrication Team In-Service | To maintain proficiency in extrication equipment and techniques and to receive updates on case law and best practices surrounding protester devices. | TBD | Job Specific / Other | 10 hrs spring 10 hrs fall |
| Semi-Annual Chemical Biological Radiological Nuclear and Explosive (CBRNE) Cadre In-Service | To maintain proficiency in the use and deployment of Chemical, Biological, Radiological, Nuclear, and Explosive protective equipment and to maintain interoperability with Portland Fire and Rescue during haz-mat incidents. | TBD | Job Specific / Other | 10 hrs spring 10 hrs fall |

Special Emergency Response Team

The Special Emergency Response Team is utilized for high-risk, and often complex situations, such as hostage situations, active shooter events, sniper situations, and high-risk search/arrest warrants. They are also utilized to de-escalate situations and to devise and implement re-engagement plans on other call types, after reasonable efforts have been undertaken to resolve an incident. The resources provided by the Special Emergency Response Team are critical for ensuring these high risk incidents are resolved in the safest possible manner for both police officers and community members.

Preparing for these events requires extensive training. The Special Emergency Response Team receives two days of training bi-weekly, as well as additional training opportunities. The following is the Special Emergency Response Team's current training plan for 2020.

| Special Emergency Response Team - Anticipated 2020 Trainings | | | | |
|--|--|-------------|----------------------|--------------------------|
| Training Title/Topic | Purpose | Date | Training Category | Estimated Training Hours |
| Bi-Weekly Skills Training | Maintain consistency with Bureau Directives, Oregon State Law, Federal Law, Oregon Tactical Officer Association and National Tactical Officer Association Standards. Training is aimed at stress inoculation, improving rapid cognition and decision making. Some sessions will be conducted jointly with Crisis Negotiation Team. | Recurring | Use of Force | 260 |
| Bi-Weekly Range Training | Maintain physical firearm skills with assigned weapons, consistent with Bureau Directives, Oregon State Law, Federal Law, Oregon Tactical Officer Association and National Tactical Officer Association Standards. | Recurring | Use of Force | 260 |
| Breaching Group Training Day | Maintain proficiency in the latest breaching technologies and practices, including manual, mechanical and explosive methods. | Quarterly | Job Specific / Other | 40 |
| Long Range Group Training | Maintain long range shooting skills and capabilities at distances greater than 300 yards. Also to qualify on the .50 Caliber and .338 Lapua. | May 5 - 7 | Use of Force | 30 |
| Ropes Group Training | Maintain high angle rescue and deployment skills. | April 7 - 9 | Job Specific / Other | 30 |
| Camp Rilea Skills Week | Maintain consistency with Bureau Directives, Oregon State Law, Federal Law, Oregon Tactical Officer Association and National Tactical Officer Association Standards. Also to promote synergy between the Special Emergency Response Team, Crisis Negotiation Team, and the Critical Incident Commanders. | Sept. 13-18 | Job Specific / Other | 60 |

Other Specialty Units

Behavioral Health Unit and Enhanced Crisis Intervention Team

The Behavioral Health Unit has a critical role in achieving our organizational goals pertaining to those living with mental illness. It oversees four tiers of police response: providing crisis intervention training to all officers, the Behavioral Health Response Teams (BHRT), the Service Coordination Teams (SCT), and the Enhanced Crisis Intervention Team (ECIT). Some of these efforts focus on ensuring calls for service involving those with mental illness are handled in the safest and most effective manner possible and others assist in connecting individuals with longer term coordination of mental health services. The Behavioral Health Unit trainings heavily emphasize procedural justice elements such as voice, respect, and trustworthiness, specifically catered to the populations this unit interacts with.

The Behavioral Health Unit plans on providing opportunities for some members to attend conferences pertaining specifically to crisis intervention and threat assessment. These conferences are beneficial for staying up to date on the latest research and various program efforts pertaining to these topic areas.

The Behavioral Health Unit also plans on conducting an initial training for new Enhanced Crisis Intervention Team members and an in-service training for current ECIT members. The Bureau is still working towards meeting the demands for ECIT services. This initial training will help fill that gap with the addition of new members to the team. The ECIT In-service training is utilized to provide refresher training, updates in policy and services, and more advanced crisis intervention related training to existing ECIT members.

| Enhanced Crisis Intervention Team - Anticipated 2020 Trainings | | | | |
|--|---|-------------------|---------------------|--------------------------|
| Training Title/Topic | Purpose | Date | Training Category | Estimated Training Hours |
| Enhanced Crisis Intervention Team Training (ECIT) | This is the initial training for ECIT Officers. It consists of multiple training modules involving classroom work, site visits to local mental health facilities, panels of family members and people with lived experience (consumers/peers), and scenario-based practical exercises. | Fall | CIT / Mental Health | 40 |
| Enhanced Crisis Intervention Team In-Service Training | This training provides refresher and advanced training for established ECIT officers. This training may include additional training surrounding "suicide by cop," data points related to ECIT calls, excited delirium and meth, extreme risk protection orders (ERPOs), and Multnomah County Crisis Line. | TBD (Summer/Fall) | CIT / Mental Health | 10 |

| Behavioral Health Unit - Anticipated 2020 Trainings | | | | |
|--|---|--------------------|---------------------|--------------------------|
| Training Title/Topic | Purpose | Date | Training Category | Estimated Training Hours |
| Northwest Law & Mental Health Conference | The Northwest Law & Mental Health Conference brings together dozens of expert speakers with legal, clinical, and lived experience to discuss the confluence of law and mental illness. | March 13 | CIT / Mental Health | 8 |
| National Counterterrorism Center - Terrorism Prevention Practitioner's Conference | Panels, keynote speakers, breakout groups and table-top exercises focusing on terrorism prevention activities at both the federal and local level. | March 5-6 | CIT / Mental Health | 16 |
| Western Regional Joint Threat Assessment Training | Conference presentations on topics such as stalking, threat assessment and homeland security. | June 29 - July 1 | CIT / Mental Health | 20 |
| Association of Threat Assessment Professionals Threat Management Conference | Conference presentations on topics such as stalking, threat assessment and homeland security. | August 8 - 11 | CIT / Mental Health | 30 |
| Crisis Intervention Team (CIT) International Conference | Various workshops where speakers share ideas regarding crisis intervention programs to assist people living with mental illness or addictions in crisis. | August 23 -26 | CIT / Mental Health | 30 |
| NW Regional CIT Conference | Presentations and breakout sessions on crisis intervention programs to assist people living with mental illness or addictions in crisis. Discussions and updates surrounding best practices in crisis intervention training. | November 2 - 6 | CIT / Mental Health | 40 |
| *TBD* Oregon Psychiatric Physicians Association (OPPA) - Public Safety/Mental Health Collaboration | OPPA Conference which facilitates a dialog and education around mental health issues and advocacy issues as it pertains to intersections between public safety professionals and medical professionals. | July 31 - August 2 | CIT / Mental Health | 20 |
| Applied Suicide Intervention Skills Training (ASIST) | The emphasis is on teaching suicide first-aid to help a person at risk stay safe and seek further help as needed. Participants learn to use a suicide intervention model. | TBD | CIT / Mental Health | 16 |
| Trauma Informed Care (TIC) Training | Training within a framework that involves understanding, recognizing, and responding to the effects of all types of trauma. It also emphasizes physical, psychological and emotional safety for both consumers and providers. | TBD | CIT / Mental Health | 20 |
| Oregon Involuntary Commitment Program Training | Training regarding the overall structure and implementation of the State of Oregon's civil commitment statutes and procedures. | TBD | CIT / Mental Health | 20 |
| Salem-Keizer Threat Assessment Model Training | Training in the Salem-Keizer threat assessment/mitigation model. | TBD | CIT / Mental Health | 30 |

Family Services Division

The Family Services Division works closely with several law enforcement agencies, social service agencies and community-based organizations throughout the metropolitan area in order to combat crime and violence against children, seniors and vulnerable adults, and families. Through these collaborative efforts, we are able to coordinate investigations and provide a comprehensive system of care.

This work requires a wide range of skills and training including, but not limited to: domestic violence, child abuse, elder abuse, sexual assault, physical assault, fraud, and threat assessment.

| Family Services Division - Anticipated 2020 Trainings | | | | |
|---|--|-------------|---|--------------------------|
| Training Title/Topic | Purpose | Date | Training Category | Estimated Training Hours |
| Child Abuse and Family Violence Summit | Regional summit with classes on topics such as strangulation, children present at domestic violence scenes, and social media investigations. | April 21-24 | Job Specific / Procedural Justice / Other | 28 |
| Regional domestic violence trainings, Metro area | Continuing education on current domestic violence issues. | TBD | Job Specific / Procedural Justice / Other | 12 |
| Interview and Interrogation presented by Third Degree Communication | Interview and Interrogation training for new members of the unit. | Sept. 15-17 | Job Specific / Other | 24 |
| Oregon Department of Justice Elder Crimes Statewide Summit | Regional summit with classes on preventing and investigating various elder crimes such as financial exploitation, physical abuse and abandonment, and seclusion and restraint. | Oct. 26-28 | Job Specific / Procedural Justice / Other | 20 |
| Oregon Association of Certified Fraud Examiners Annual Conference | Conference presentations on topics such as insurance fraud, cybercrimes, unethical behavior in corporations, cryptocurrency, and cybersecurity. | TBD | Job Specific / Other | 10 |
| Association of Threat Assessment Professionals Threat Management Conference | Conference with topics such as threat management in domestic violence, stalking, workplace violence, and learning pre-violence indicators. | Aug. 11-14 | Job Specific / Other | 28 |
| International Conference on Sexual Assault, Domestic Violence, and Violence Across the Lifespan | International Conference with topics including strangulation, sexual assault, gun dispossession in restraining order cases, reducing intimate partner homicides, and intersections of DV, housing, and homelessness. | April 13-16 | Job Specific / Procedural Justice / Other | 32 |

Forensic Evidence Division

The Forensic Evidence Division works closely with the detectives and patrol units to aid in the investigations of crimes where the collection of physical evidence is needed, such as in burglaries, homicides, and shooting cases. They provide services pertaining to the collection and processing of fingerprints, DNA, and blood spatter. They also assist in collecting photographic evidence of crime scenes.

Many of the skills for providing these services require specialized training from external resources. The Forensic Evidence Division is submitting requests for providing training to its members through the International Association for Identification in 2020.

| Forensic Evidence Division - Anticipated 2020 Trainings | | | | |
|---|--|--------------|----------------------|--------------------------|
| Training Title/Topic | Purpose | Date | Training Category | Estimated Training Hours |
| Introduction to FFMPEG (software) | Sponsored training for digital evidence techniques - FFMPEG is a multimedia framework used to decode/play a wide range of multimedia programs. | Jan. 30-31 | Job Specific / Other | 16 |
| Digital Video Processing Techniques | Sponsored training for digital video processing techniques. | Jan. 28-29 | Job Specific / Other | 16 |
| Digital Video Evidence Recovery Workshop | Sponsored training for digital video recovery techniques. | Mar. 17-19 | Job Specific / Other | 16 |
| Introduction to Science Friction Ridge Examination | Sponsored training for identification and evidence handling toward International Association for Identification (IAI) Certification. | Jan. 27-31 | Job Specific / Other | 40 |
| Death Investigations | Sponsored and accredited training for identification and evidence handling. | Feb. 2-7 | Job Specific / Other | TBD |
| TRI-TECH Shooting Incident Reconstruction | Continued education for IAI Crime Scene Certification maintenance. | Jan. 12-17 | Job Specific / Other | TBD |
| Essential Quality Practices for Finger Print Examiners | Continued education for TenPrint Recertification. | Jan. 27-31 | Job Specific / Other | TBD |
| International Association for Identification (IAI) Crime Scene Certification Prep Class | Preparatory class for Crime Scene Certification. | Mar. 09-13 | Job Specific / Other | TBD |
| Pacific Northwest Division for the IAI - Conference | Continued education for IAI Crime Scene Certification maintenance. | June | Job Specific / Other | 16 |
| SysAdmin Audit Network Security (SANS) Institute Digital Forensic & Incident Response (DFIR) - Summit | Computer forensic analysis for re-certification. | April & June | Job Specific / Other | 16 |
| MAGNET FORENSICS User Summit | Computer forensic analysis for re-certification. | May | Job Specific / Other | 16 |
| Secret Service Electronic Crimes Task Force Annual TAC Meeting & Forensic Examiner Summit | Computer forensic analysis for re-certification. | July | Job Specific / Other | TBD |
| International IAI Conference | Continued education for IAI Crime Scene Certification maintenance. | August | Job Specific / Other | TBD |
| SANS FOR578 Cyber Threat Intel Course/Certification | SANS Institute / Global Information Assurance Certification (GIAC) ongoing training. | June 15 - 20 | Job Specific / Other | TBD |
| SANS DFIR Summit EU and SANS FOR500 Windows Forensics Analysis Training | Computer forensic training focusing on Windows forensic analysis. | Oct. 04 -10 | Job Specific / Other | TBD |
| Open Source Digital Forensic Conference | Forensics Conference focusing on open source material. | Oct. 20 -21 | Job Specific / Other | TBD |

2020 ANNUAL TRAINING PLAN

Narcotics and Organized Crime

The Narcotics and Organized Crime Division's three main functions for reducing crime and improving neighborhood livability are to: disrupt and dismantle drug trafficking organizations, investigate all cases of lethal drug overdoses, and provide investigative support to patrol precincts to aid in solving neighborhood livability issues. This requires specialized training in narcotics identification, investigations, interdictions, and law.

In 2020, the Narcotics and Organized Crime Division currently plans on providing the following trainings and conference opportunities to members.

| Narcotics and Organized Crime - Anticipated 2020 Trainings | | | | |
|--|---|------------|----------------------|--------------------------|
| Training Title/Topic | Purpose | Date | Training Category | Estimated Training Hours |
| Drug Case Legal updates | Updates on legal issues/case law regarding drug investigations. | February | Job Specific / Other | 2 |
| Crowd Under-Cover Surveillance | Formalize under-cover crowd surveillance operations. | May | Job Specific / Other | 2 |
| Concealed handgun training | Maintain shooting proficiency from concealed holsters. | July | Use of Force | 2 |
| Building clearing | Maintain building clearing proficiency. | September | Job Specific / Other | 2 |
| Oregon Police Canine Association Spring Seminar | Drug work K9 training/certifications. | April | Job Specific / Other | 16 |
| Oregon Police Canine Association Fall Seminar | Drug work K9 training/certifications. | September | Job Specific / Other | 24 |
| Hits K-9 Conference | Drug work K9 training/certifications. | August | Job Specific / Other | 32 |
| National Technical Investigators' Association Training | Certification maintenance/tech updates. | July 11-16 | Job Specific / Other | 40 |
| Advanced Internet Protocol Course | Technology training/updates related to investigations. | December | Job Specific / Other | 16 |
| National Technical Investigators' Association Chapter | Technology updates/updates related to investigations. | April | Job Specific / Other | 8 |
| Broadband Routing/Switching Training | Expand capabilities to utilize broadband for cameras/streaming. | TBD | Job Specific / Other | 32 |
| Skynarc Interdiction Conference | Drug interdiction updates. | May 10-14 | Job Specific / Other | 32 |
| Oregon Narcotics' Enforcement Association | Narcotics enforcement updates/certifications for Oregon. | July 6-9 | Job Specific / Other | 32 |
| California Narcotics Officers' Association | Narcotics enforcement updates/certifications for California. | November | Job Specific / Other | 32 |
| Washington State Narcotics Investigators' Association | Narcotics enforcement updates/certifications for Washington. | March | Job Specific / Other | 28 |

2020 ANNUAL TRAINING PLAN

Property and Evidence Division

The Property and Evidence Division supports the Portland Police Bureau by maintaining property and evidence in a manner consistent with federal law, state law and best practices. Training for this division's work is unique and wide-ranging. Training needs include leadership, labor and union issues, best practices in property and evidence management and a number of other specialized trainings.

In 2020, the Property and Evidence Division currently plans on providing the following trainings and conference opportunities to members.

| Property and Evidence Division - Anticipated 2020 Trainings | | | | |
|---|---|-----------|----------------------|--------------------------|
| Training Title/Topic | Purpose | Date | Training Category | Estimated Training Hours |
| Leadership / Supervisor Training | Training on leadership and employee supervision. Topics may include wellness, accountability, training and mentoring subordinates, self assessment and development goals, and organizational change strategies | TBD | Leadership | 4 |
| Labor Laws | Training on labor laws, common misunderstandings, how to appropriately apply the laws as a manager, and potential impacts of misapplication. Topics may include the Fair Labor Standards Act, American Disabilities Act, Equal Employment Opportunity Commission, and Oregon Labor Laws. | TBD | Job Specific / Other | 2.5 |
| Union Contracts | Training on components of the Portland Police Bureau's sworn and non-sworn union contracts that are most pertinent to managing employees' on-the-job performance | TBD | Job Specific / Other | TBD |
| NW Leadership Conference | Presentations that provide a variety of dynamic, educational experiences and valuable, practical skills for members to improve their leadership skills | March 4-6 | Leadership | 22 |
| International Association for Property & Evidence Training | Training in "Best-Practices" For Evidence & Property Room Management. Taught by current and former law enforcement officials with extensive real-world experience in management of property and evidence. All training topics address best business practices and professional standards. | Nov. 9-10 | Job Specific / Other | 16 |
| Trailer Class | Class on the proper way to use a trailer - hookup, towing, backing. | TBD | Job Specific / Other | TBD |
| Crisis Intervention Training | Full or condensed training in mental health, crisis intervention techniques, and procedures so that PED staff are better prepared to assist our customers. | TBD | Mental Health / CIT | 2 |

Traffic Division

The Traffic Division is charged with the specific duties of traffic enforcement, serious injury collision investigation, DUII enforcement, traffic complaints, and major traffic crime investigations. The Traffic Division is committed to providing enforcement and raising awareness regarding traffic safety for vehicles, bicyclists, and pedestrians. These collisions can deeply impact those involved, their families, and other community members.

The following provides a summary of the current 2020 anticipated trainings for this division.

| Traffic Division - Anticipated 2020 Trainings | | | | |
|---|---|--------------------------|----------------------|--------------------------|
| Training Title/Topic | Purpose | Date | Training Category | Estimated Training Hours |
| Advanced Roadside Impaired Driver Enforcement (ARIDE), Standardized Field Sobriety Test (SFST), FARO 3D Laser Scanner, TRIMBLE Survey Refresher, OREGON DOJ Legal Updates | Training includes topics of impaired driving, analyzing crash scenes, crash reconstruction, and legal updates. | Jan. 8th | Job Specific / Other | 10 |
| Cone Course set up | Refresher training on motorcycle driving for safe maneuvering of obstacles and lane changes. | Mar. 11th | Job Specific / Other | 8 |
| Spring Motor Qualification | Qualification on motorcycle skills and related policy. | April 13th-16th | Job Specific / Other | 32 |
| North American Motor Officer Association (NAMOA) Prep / Challenge patterns | Motorcycle skills training in a simulated traffic environment. | May 6th | Job Specific / Other | 8 |
| North American Motor Officer Association(NAMOA) Rider Symposium | Training includes cone courses, slow courses, barrel courses, and advanced training in motorcycle riding. | May 19th-22nd | Job Specific / Other | 24 |
| Unusual Slopes and Surfaces, Group Riding Practice | Training on Motorcycle driving for safe maneuvering on various slopes and surfaces. | June 17th | Job Specific / Other | 4 |
| Department of Public Safety Standards and Training Track Training | Curve negotiation, emergency braking, and challenge patterns. | TBD (Possibly July 15th) | Job Specific / Other | 10 |
| Cone Course Set Up | Refresher training on motorcycle driving for safe maneuvering of obstacles and lane changes. | Aug. 12th | Job Specific / Other | |
| Fall Motor Qualification | Qualification on motorcycle skills and related policy. | Sept. 7th-10th | Job Specific / Other | 32 |
| Wintertime Riding Training -Upright and controlled Maneuvering | Training on motorcycle driving for safe maneuvering during winter road and traffic conditions or Possible range shooting day. | Oct. 7th | Job Specific / Other | 8 |
| Open Training Date (weather dependent) | TBD | TBD (Possibly July 15th) | Job Specific / Other | TBD |

Transit Division

The Transit Police Division provides police resources for the metro area public transportation system. They provide patrol services on the public bus and Max lines, respond to calls for service, and conduct initial investigations on crimes occurring on public transportation vehicles and transit centers.

The Transit Police Division currently plans on providing the following training opportunities to its members in 2020.

| Transit Division - Anticipated 2020 Trainings | | | | |
|--|---|------------|----------------------|--------------------------|
| Training Title/Topic | Purpose | Date | Training Category | Estimated Training Hours |
| NW Leadership Conference | Public sector leadership training. | March | Leadership | 20 |
| Transit Quarterly Ethics | Ethics training requires for supervisors. | Quarterly | Ethics | 1 |
| Explosive K9 Handler | TSA Certification for new K9 handler. | Jan.-April | Job Specific / Other | 480 |
| Oregon Executive Development Institute - Spring Session | Leadership development and training. | March | Leadership | 40 |
| Oregon Department of Transportation (ODOT) Traffic Safety Conference | Accident investigation training/certifications. | Jan. 29-30 | Job Specific / Other | 16 |
| Hop Fastpass Device Training | Required training on TriMet's Hop payment system. | TBD | Job Specific / Other | 1 |
| MAX Tunnel Orientation | Provides Transit first responders an initial overview of MAX tunnel and walkthrough of facility layout to include emergency entry or exiting. Includes review of the emergency operations center. | TBD | Job Specific / Other | 3 |
| Police Mt. Bike Certification | Certification for officers/deputies to patrol on bicycles. | TBD | Job Specific / Other | 40 |
| TECC / First Aid Training | Familiarization with PPB Individual First Aid Kit (IFAK). | TBD | Job Specific / Other | 4 |
| Transit Orientation for Emergency Responders | Video to be reviewed by all new TPD members during their onboarding process. Provides rules and regulations for emergency responders working within a transit environment. | TBD | Job Specific / Other | 0.5 |



Youth Services Division

The Youth Services Division works closely with the local school districts and other community partners to provide services to local youth. This division provides school districts with School Resource Officers and is involved in several community outreach programs, including a youth summer camp. Procedural Justice is a fundamental component of the work of the Youth Services Division, it is used daily in their interactions with young citizens as well as parents, community groups, and school administrators.

The Youth Services Division currently plans on providing the following training opportunities to its members in 2020.

| Youth Services Division - Anticipated 2020 Trainings | | | | |
|--|---|---------------------------|----------------------|--------------------------|
| Training Title/Topic | Purpose | Date | Training Category | Estimated Training Hours |
| Youth Services Division In-service | Provides refresher training to members on topics pertaining to law enforcement services with youth. Also serves as a primer for the upcoming school year on recent trends and events. | August | Job Specific / Other | 20-30 |
| Restorative Justice Training | Community based training that brings law enforcement and community members together to discuss restorative practice and school based diversion practices. All members attend and are certified. | January | Procedural Justice | 20 |
| Association of Threat Assessment Professional (ATAP) - Regional Training | Threat assessment training for current ATAP members. critical infrastructure and threat management training | Jan. 28-30 and TBD/August | Mental Health / CIT | 60 |
| ATAP NW Regional Training | Threat assessment training including behavior analysis, targeted violence, and site management. Training provided by FBI Special Agents and public policy directors from around the country. | June 29-July 2 | Mental Health / CIT | 30 |

