

**PORTLAND POLICE BUREAU**  
**Training Advisory Council**  
**Training Division**

**Meeting Date: 01/13/2021**

**CAMPBELL:** Whatever reason, and apparently this is going to hold true for Zoom meetings as well. So, if anyone is worried that the Zoom world is any different than the real world, I think we don't have to worry too much. All right. If everybody is good, then we'll go ahead and get started. We'll continue letting people in as they come in. I do know that there has been some people with internet issues today because of the flash flooding and bad weather from last night, so we might be missing a few due to that. All right. And Caitlyn feel free to speak up if other people join just so I can keep track on the roster.

**ATWOOD:** Will do.

**CAMPBELL:** All right. I call this meeting to order. Would anybody like to read the mission statement? Jim.

**KAHAN:** The mission of 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, Jim. All right. Approval for - oh, actually, have we started recording, Caitlyn?

**ATWOOD:** Yes.

**CAMPBELL:** Oh, perfect. I see that up there. Okay. Next, we'll do approval of the prior meeting minutes. Because of last time, because of a technical issue, we didn't record the meeting minutes as we usually do, we had to write them out by hand. Thank you very much to Sylvia for putting in the time and effort to do that for us. Can we get a motion to accept the previous minutes? They have been posted on the website. Is that a motion from you, Sheri?

**ANDERSON:** That is, yes, a motion from me to approve.

**CAMPBELL:** Perfect. Do we have a second? We've got a second from Jim. Anybody opposed to the minutes?

**ALL:** (None Heard)

**CAMPBELL:** All right. Then the minutes are accepted. Let's go ahead and start out with the agenda. We have a good agenda tonight. I don't think - we might not have to take up all of our time because we're kind of in a transition period right now, but we will go ahead - Captain Stewart, Captain David Abrahamson - I cannot pronounce his last name right.

**STEWART:** Abrahamson.

**CAMPBELL:** Abrahamson. Is he with us tonight?

**STEWART:** No. I thought he was joining us. He may, and I wonder if he's having - I don't know. I just texted him. My impression was that he was joining us, but since he's not here, maybe I will just take a little bit of his time and let the group know a little bit about just the transition to his leadership if that -

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55 **CAMPBELL:** Yep. That would be fine.

56 **STEWART:** Just so everybody is up to speed, we're getting a new  
57 captain in the division. Dave Abrahamson is coming to the division  
58 from - he was formally at our traffic unit or traffic division. They  
59 just shut that division down, so he is going to come over and help -  
60 you know, help get our training division going. He's been here, oh,  
61 probably 3 or 4 days now, and it's been really nice to get him. He  
62 was formally an adjunct for the chief's office, so he has a real good  
63 understanding of kind of that end of the bureau and is, I think,  
64 going to be really helpful for us in terms of effectively  
65 communicating sort of the needs of the Training Division to them, so.  
66 And I apologize. Like I said, I thought he was going to be here, but  
67 he's not, so.

68 **CAMPBELL:** All right. Well, excellent. Well, I will say on behalf of  
69 the TAC, Lieutenant - soon-to-be Lieutenant Stewart again - thank you  
70 very much for your time serving in charge of the Training Division. I  
71 know for a while there, it seemed like everybody in leadership  
72 positions in the bureau were acting this and acting that, and I'm  
73 sure that you're looking forward to going back down to the role with  
74 - where you're not quite running around as much as you were for a  
75 while there, but it is appreciated, your time, that you did spend  
76 leading the Training Division.

77 **STEWART:** Thank you very much.

78 **CAMPBELL:** All right. Just catching up real quick here on seeing who  
79 else is here to add them in. All right. Next item on the agenda is a  
80 recruitment update. Recruitment update is on January 1<sup>st</sup>. We  
81 officially started our recruitment for the TAC. Currently, we have a  
82 total of nine open seats, and I expect that's about going to be the  
83 number that we hit on that's going to be permanent. I still have to  
84 hear from one other person whose term is up in March whether or not  
85 they would like to extend, but I will reach back out to them after  
86 this meeting to find out. Give me a second here, and I will put - for  
87 anyone who would like it, I will put the recruitment page in the  
88 chat. It would probably help if I sent it to everyone and not just a  
89 single person there. There we go. So, the goal of the TAC with this  
90 recruitment period is to try and increase our diversity, especially  
91 with populations that, due to geography and other areas, have a lot  
92 of interaction with the police, and because we feel like those are  
93 obviously voices that need to be heard in these conversations. We  
94 have - as the TAC, we have reached out to many different  
95 organizations that deal with populations such as the African  
96 American, Latino, Native American, and LGBTQ, and houseless  
97 populations to try to bring more voices from those groups. I highly  
98 encourage if anybody knows anyone who would be interested in the TAC  
99 to send this information out to individuals or groups, and we'll see  
100 how many we can get. We're going to be closing recruitment on  
101 February 28<sup>th</sup> with the hope of filling the seats, getting people  
102 through all of the background checks and everything by March, and

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103 having people seated and voting by the May meeting. Is there any  
104 questions about any of the recruitment work that's being done so far?

105 **RAINISH:** So, I have a question real quick.

106 **CAMPBELL:** So, at TAC -

107 **RAINISH:** It's Barb.

108 **CAMPBELL:** Hi, Barb. At TAC meetings, what we normally do is we have  
109 a public comment period at the end, but until then, we tend to just  
110 only allow work within the group that are part of the TAC. But I will  
111 be glad to answer questions at that time if you'd like.

112 **MARSCHKE:** Shawn, if it's about recruitment, if she's interested in  
113 joining, we might want to entertain it just for everybody's

114 education, because there might be other people who want her answer.

115 **CAMPBELL:** Okay, that seems fair. Barb, what's your question? Barb?

116 **RAINISH:** Yeah, this is why I'm on here twice. It's really a simple  
117 question, and I know I'm echoing. It's what's the process if you have  
118 more than nine people interested?

119 **CAMPBELL:** If we have more than nine people interested, we have the  
120 steering committee make selections. Everything is done by blind  
121 review, so we do not know the names of the applicants, identifying  
122 information is removed, but it's basically based off of a  
123 standardized form that the Office of Civic Life basically requires  
124 most of these advisory groups to use and the information we have on  
125 that. We usually base it upon connections to the communities that we  
126 don't have good connections with currently as well as people with  
127 experience in training or other background that seems like they would  
128 be helpful in the training sphere. Does that answer your question,  
129 Barb?

130 **RAINISH:** Yes. Wherever I am.

131 **CAMPBELL:** All right. Thank you. Any other questions about the  
132 recruitment?

133 **MARSCHKE:** So, Shawn, this is Gary Marschke. I have a question.

134 **CAMPBELL:** Yes.

135 **MARSCHKE:** I'm wondering since having been over many, many moons  
136 interested in or recruited by organizations where I've wanted to know  
137 more about them, is there an opportunity for people who might be  
138 considering joining, besides just visiting a meeting, to talk with  
139 existing members? I mention that because I'm certain willing,  
140 especially as one of the senior members on the group, to talk to  
141 anybody who might be interested and want to talk to someone who can  
142 provide some perspective as a member on, you know, the good, bad, and  
143 the ugly so to speak. So, I'm offering myself and I'm also wondering  
144 if there is a pool or if there is a process or procedure that I'm not  
145 aware of that would put someone on the committee in touch with, or  
146 give them permission at least, to get in touch with someone else who  
147 is on the committee.

148 **CAMPBELL:** Yeah, Jim. You have a -

149 **KAHAN:** Yeah, that's a great idea, Gary. My suggestion is that those  
150 who are willing to talk with people, let Shawn know, and as people  
151 come in and ask, he can put a one on one to make it happen, and that

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152 way he rotates through us, and we're not all - we don't have  
153 everybody talking with everybody or one person stuck with everybody.  
154 **CAMPBELL:** Any other -  
155 **MARSCHKE:** So, add my name to the list.  
156 **ZINGESER:** Okay.  
157 **CAMPBELL:** Yeah, I really like that idea - does anybody else -  
158 **ZINGESER:** I would be willing to talk with people.  
159 **KAHAN:** Sheri, can I talk you into being open there?  
160 **ANDERSON:** Oh, sure.  
161 **KAHAN:** Thank you.  
162 **CAMPBELL:** Perfect. And if anybody else wants to be involved, please  
163 let me know via email or in the chat, or you can let me know however  
164 you see fit. Thank you very much. I think that's a good idea. It's  
165 one of the things that we often miss in our recruitment. All right.  
166 Any other comments or discussion in the recruitment area? Going once.  
167 All right. Let's - next, we have updates from the current task  
168 forces. The good news is the Education Task Force, we're actually  
169 going to be voting on their recommendation later in this meeting, so  
170 we don't need an update from them. Thank you very much to the  
171 Education Task Force for getting their valuable work done. That  
172 leaves the Leadership Task Force. I think you're muted, Jim.  
173 **KAHAN:** That's me, and I had - I sent a PDF to the members of the  
174 group, and I have put that which will be at the very top of the chat  
175 for those of you who are coming in, and you can see it there. And my  
176 - I'm not interested in going through - reading all of this, but I  
177 was hoping that people would read it, and then if they had any  
178 questions, ask me, but I will give you the elevator speech version of  
179 it here because there's some people who haven't had a chance to read  
180 it yet. This was the sequence with people who are captain and above,  
181 and we had two. We had Commander Erica Hurley who used to run the  
182 Training Division, and we had Captain Jay Bates who is currently  
183 leading Family Services, and we had a very, very nice conversation  
184 with the two of them as well as Sergeant Tackett representing the  
185 Training Division. And we asked them some questions, and the focus  
186 was on what do senior leaders need, and what we learned is that they  
187 need a lot, but they need to be able to reach out upwards, sideways,  
188 and downwards to get a feel for how people are thinking. Hurley said  
189 that she needs all three as mentors to keep her grounded, basically -  
190 that's my words not hers - and that there's - there are - Portland is  
191 too small to have courses for leaders, but they can get what they  
192 need by going to other places that exist. That's the good news. The  
193 bad news is getting the time and being able to pay for it can be  
194 somewhat of a challenge, and that would be - I would certainly look  
195 forward to our group making a recommendation that somehow the funds  
196 be found. If you think somebody is good enough to promote, you should  
197 be able to send them some place so that they can get this training  
198 and climb up the curve more quickly. For the rest of it, I'll  
199 entertain questions if anybody wants to ask any.

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200 **CAMPBELL:** Thank you, Jim. And we also have a request, if you could  
201 put that attachment in again so it shows up at the bottom of the chat  
202 for people to see.

203 **KAHAN:** Okay. I will see what I can do to do that. Yeah. Okay.

204 **CAMPBELL:** As we're doing that, are there any questions for the  
205 Leadership Task Force about the work they have been doing?

206 **MARSCHKE:** So, Jim, this is Gary Marschke, having been on one of the  
207 other task forces, well, more than one, in the past, I'm just  
208 curious, did you feel as though you got the input, the support, the  
209 perspectives that you wanted in order to make the kind of  
210 recommendations that you felt were needed?

211 **KAHAN:** My answer to that is that it's - am I on? I'm not muted?

212 **CAMPBELL:** We can hear you.

213 **KAHAN:** Thank you. Still a work in progress. I'd still like to get a  
214 couple more interviews under our belts, but we're definite - my  
215 feeling at this point is that we're definitely over the halfway.  
216 We're on the downhill slope, and it's my hope that we could have a  
217 draft that we could discuss maybe in May, take reactions, and  
218 finalize if we're really lucky at our July meeting.

219 **CAMPBELL:** Any other questions? All right. Well, thank you very much,  
220 Jim. We look forward to seeing the results. Stuff the task force has  
221 come out with so far has been very impressive, and we're excited to  
222 see the results.

223 **KAHAN:** Thank you.

224 **STEWART:** Shawn, I don't know if we have time, but if we did, it  
225 might be nice for some of the people who are considering joining if  
226 Jim could talk a little bit - they put a lot of work into that task  
227 force, and I didn't know if it would be good for perspective  
228 interested people to kind of hear about how that went just because  
229 they did do a lot of work, and they - it might be nice for people who  
230 are joining to know what these task forces look like, and that's just  
231 more a question than a statement. I'll leave it to you to decide if  
232 that's worthwhile.

233 **ZINGESER:** I think that's (inaudible).

234 **KAHAN:** Okay. Elevator speech time again. Six people. most we've ever  
235 had on an interview is three. Only one person has been at every  
236 interview which means that I'm sort of the task group leader because  
237 I'm that person. We have interviewed sergeants. We have interviewed  
238 people thinking of becoming sergeants. We have interviewed an officer  
239 who was in the Training Division who teaches leadership, Officer  
240 Bruner-Dehnert, and we have talked to the commander and the captain  
241 most recently. Each time, it's been an open conversation. I got the  
242 impression they are - we are comfortable speaking with them. They are  
243 comfortable speaking with us. I've got no sense that anybody is  
244 hiding anything. They're very open conversations, and we're getting  
245 the same story multiple times which gives me some confidence that  
246 we're onto something that's reasonably robust. And it's also my  
247 impression that the kind of recommendations that we're going to make  
248 are the kind certainly that the previous commander of the Training

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249 Division would be very happy to see because she was telling us that  
250 she needs this stuff in that we're going to recommend it. So, I'm  
251 looking forward to a very productive report, and not much pushback  
252 from the bureau. And the real question, of course, is that all of  
253 this takes assets, and the budget is really tight both in terms of  
254 money and people, and the questions is, "When can you get it done,"  
255 but that's certainly above the pay grade of everybody on this Zoom.  
256 **CAMPBELL:** And I'll say as well whenever the TAC does make  
257 recommendations because it has to deal with training, we always think  
258 in kind of a long term. There's really nothing with training where  
259 you expect results and change within the bureau to happen  
260 immediately. It's just kind of the nature of the beast.  
261 **STEWART:** Thanks.  
262 **CAMPBELL:** All right. If there's nothing else with recruitment, we'll  
263 move onto the next part of the agenda which is an update from the  
264 Training Division on their activities.  
265 **STEWART:** Yeah. I was telling Shawn beforehand we just started our  
266 2021 In-Service.  
267 **CAMPBELL:** Uh, oh. Did you - you're locking up a little bit on us,  
268 Greg.  
269 **STEWART:** (Inaudible) kind of liken it to a play -  
270 **CAMPBELL:** Hey, Greg, you're breaking up a little bit.  
271 **STEWART:** Where a lot of front-end preparation goes in, but you never  
272 really have - am I -  
273 **CAMPBELL:** Yeah, you were breaking up on us there.  
274 **STEWART:** Am I coming through now?  
275 **CAMPBELL:** Yes. If it happens again, try turning off your video  
276 maybe. Sometimes that helps.  
277 **STEWART:** I will just preemptively turn it off. What I wanted to say  
278 is we've started In-Service. It's kind of a little bit like a play  
279 where we prepare and prepare, but you never really know how it's  
280 going to go until you do it. We did our first full two-day session  
281 Monday and Tuesday, so we're on our second sessions. We anticipate  
282 having 34 sessions which will run between now and May. This In-  
283 Service is making up for a lot of the material that only part of the  
284 bureau received last year due to COVID. While we're releasing this  
285 In-Service, we are also doing an online In-Service. So, normally, we  
286 do 3-4 days of In-Service annually, so 30-40 hours because we work  
287 10-hour days. This year, we're splitting it up between - well, part  
288 of it is being delivered online which is more the classroom material,  
289 and then part of it's being delivered in person which is the skills  
290 material. So, we've kind of got that going. And anecdotally, we'll  
291 get a - within a week or two, our evaluation team will give us sort  
292 of some early - it's not really the full data, but it's kind of,  
293 like, they'll do a quick analysis on the front end to make sure that  
294 there's no big areas of confusion and that we're on the right track.  
295 And at least so far, the anecdotal feedback I've received is good,  
296 and I anticipate that we will probably get some good feedback from  
297 our evaluation team as we go forward. So, those are kind of - that's

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298 the single biggest thing we're doing right now. The other thing that  
299 I know this group is interested in is we talked a little bit about  
300 the Active Bystandership for Law Enforcement or ABLE Training, and  
301 that's the training that teaches officers how to intervene in  
302 situations. We have selected two officer-level trainers for that, and  
303 they have both received train the trainer training from - it's put on  
304 by Georgetown University. And then we also - Sergeant Tackett took  
305 the training as a trainer, and then one of our assistant chiefs  
306 received the training as a trainer. So, we'll have a nice range of  
307 ranks and individuals. We anticipate delivering that training to  
308 everybody in the organization in the second half of this year. So,  
309 that's kind of the big things that we've had on tap sort of in moving  
310 towards right now. Is there any questions from anyone that I can  
311 answer?

312 **CAMPBELL:** Jim.

313 **KAHAN:** Yeah. There was an article in today's paper about some  
314 training that has to be delivered that was not delivered last year  
315 that has to be delivered to everybody this year. Are you in position  
316 to be able to comply with it?

317 **CAMPBELL:** Well, we'll comply with it if it's - yes. I mean, we will.  
318 The training, there's kind of - I mean, that's still, I think, being  
319 worked out in terms of, like, the legal end of things, but the  
320 training that would be more impactful for the Training Division would  
321 be the three hours of training delivered bureau wide. My  
322 understanding is that training is going to be built off of some of  
323 the lessons learned and some of the information that's going be out  
324 of, like, the court proceedings. I think some of that (inaudible).

325 **MARSCHKE:** Turn off your video, sir.

326 **STEWART:** It will be a big lift. Any time you -

327 **CAMPBELL:** You're breaking up a little bit again there, Greg.

328 **STEWART:** Anyways, we will deliver it if we have - if we're told to  
329 deliver it, we will deliver it. The specifics of it still need to be  
330 worked out because I believe there may be some direction from the  
331 courts on what exactly that will look like. But I also don't want to  
332 undersell the challenge. Any time we deliver a bureau-wide training,  
333 it's a big lift. I mean, that's running 850 people through a  
334 training, so it will be a lift, but we will figure out how to do it.

335 **CAMPBELL:** Any other questions from the group about the current  
336 activities of the Training Division?

337 **MARSCHKE:** Actually, I do if I can, Shawn.

338 **CAMPBELL:** Of course.

339 **MARSCHKE:** Gary Marschke. So, this is typically a curiosity of mine  
340 anyway. Are you finding that the union is an ally or an obstacle in  
341 this particular endeavor when it comes to trying to get the extra  
342 time that you need to do the trainings that you're mandated to do?

343 **STEWART:** Generally, I would say they're an ally. I mean, I think  
344 they want - the union generally wants their members to receive more  
345 training, so - and even when we've been at odds with stuff, a lot of  
346 times, it's been sort of constructive. Like, they'll want to make

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347 sure that we have all of our ducks in a row in terms of policy and  
348 different things. So, I personally have not had a lot of trouble  
349 working with the union when it comes to training. So, yeah. So, far  
350 at least, it's been - they've been either sort of benign and  
351 uninvolved or helpful.

352 **CAMPBELL:** Any other questions or comments from anybody? Greg, I have  
353 a question. Obviously, COVID-19 has shifted how we have to do some  
354 things right now. Could you go into, briefly, some of the differences  
355 that the Training Division has had to do to adapt to that?

356 **STEWART:** Yeah.

357 **CAMPBELL:** (Inaudible) In-Service.

358 **STEWART:** COVID has been really difficult for us. I'm actually really  
359 proud of how our - the members of our division have handled it. And  
360 just to kind of take a couple steps back, when COVID started in  
361 March, DPSST, it was either March or April, shut down, and basically,  
362 most of the state was not training. In fact, I think at one point, we  
363 might have been the only agency in the state actually delivering  
364 training. Everybody had been sent back from the basic, and for us  
365 that was really problematic because we knew we had some big  
366 retirements coming up. So, we converted the classroom portions of our  
367 advanced academy to an online format and delivered multiple weeks of  
368 online training to all of our basic recruits, and we were the only  
369 people in the state able to do that including the state academy. And  
370 what that did was it allowed our recruits to stay in their training  
371 tempo, their advancement through phases to stay on track so that we  
372 would have more people entering the phase when they could work by  
373 themselves to help handle these big - the big retirements that were  
374 coming. And then, later on, despite sort of all the protests and the  
375 budget cuts and the ongoing issues with COVID, we were able to  
376 deliver our supervisors training and convert that to a fully online  
377 format to keep our officers - I'm sorry, to keep our supervisors  
378 aligned with the state. We did have to shut down our - we had to shut  
379 down the In-Service last year, but even that, we converted half of  
380 it, the classroom portion, to an online format which mitigated the  
381 amount of training we needed to make up on, and then coming into this  
382 year, built a whole online training curriculum. And even on little  
383 things like the state - the metro academy which historically is where  
384 we've trained our sergeants, they haven't had one of those in over a  
385 year now because of COVID. So, we - Todd - and I want to throw out  
386 Todd and Amy Bruner-Denhert built and delivered our own sergeant's  
387 academy. So, again, we're the only agency in the metro area whose  
388 sergeants have received that training. So, all of this was kind of  
389 done, in addition to being kind of the on fly, on a pretty shoestring  
390 budget, because we were continually having our budget cut and even  
391 having people removed from the division. So, when you kind of look at  
392 the total - the totality of what we were dealing with, I was super  
393 proud with the division's ability to improvise, use technology, and  
394 kind of overcome a bunch of challenges. And the other part about that  
395 that I really want to kind of highlight for the group that I think

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396 was really neat too was the role - we have a large professional staff  
397 in the division that works behind the scenes. So, people like Caitlyn  
398 on our - you know, on our evaluation side. Dr. Gerritsen, who many of  
399 you know, was hugely important in helping our trainers adapt to  
400 training via Zoom. So, a lot of this stuff went on. I thought the  
401 division really stepped up, and again, at a time when most other  
402 agencies in the state have been basically at a standstill for  
403 training, we were able to kind of slog forward. So, that was - yeah,  
404 I was really pleased with how the division handled it. In terms of  
405 COVID itself, it's just tough. You know, we had to switch up a couple  
406 iterations of what we were going to do at In-Service because we had  
407 to make it sort of COVID compliant. You know, right now, we're  
408 teaching people, you know, doing classrooms and kind of - we have  
409 those - we have these big bays, so we'll bring them out into the bays  
410 for a lot of the training and have the doors up, and people are cold  
411 and, you know, you're trying to wear safety glasses, and glasses are  
412 getting fogged up. So, it's - there's just a lot of little challenges  
413 that we're having to overcome, but again, everybody in the division  
414 has been just great about kind of sort of stepping up and doing what  
415 needs to be done. So, I've been real proud of the folks who work  
416 here.

417 **CAMPBELL:** Thank you, Lieutenant Stewart. Any other questions or  
418 comments on the activities of the Training Division before we move  
419 forward in the agenda?

420 **ALL:** (None Heard).

421 **CAMPBELL:** All right. Moving forward. The next item on the agenda is  
422 previous response updates. So, at our last meeting in November, we  
423 sent to the bureau a recommendation concerning the training of public  
424 safety support specialists. This was the second recommendation we've  
425 made in that area building off of our earlier recommendation in July  
426 of expanding that program. For members of the audience who might not  
427 be aware, the public safety support specialist program is a program  
428 that involves specialists who are unarmed and do not have arrest  
429 authority handling lowerpriority calls and helping with the  
430 reporting of crimes and issues such as that. Further information can  
431 be found within the recommendations itself which, I believe, can be  
432 found on our website. I will put up the link. As part of the  
433 agreement with the bureau, they are to respond to our recommendations  
434 within 60 days which in this case they did. So, thank you very much  
435 to the bureau for making sure that got done. And I've put the link up  
436 in the chat. To kind of give an overview of the response by the  
437 bureau, basically, everything was in agreement with our  
438 recommendations or at least a partial agreement. Really, the only  
439 area where there was any level of disagreement was on one of the  
440 recommendations, specifically a recommendation regarding the system  
441 for dispatching PS3s needs to be better developed in order to improve  
442 their efficiency and better focus the use on their trained  
443 capabilities. The Training Division responded by just requesting more  
444 information. They haven't heard that there has been any issues yet

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445 with the dispatching of PS3s, and so if we've heard anything, it's an  
446 opportunity for us to respond to that in some way. I'll leave that up  
447 to further discussion with the PS3 Task Force that worked on the  
448 recommendation. If they want, we can communicate outside of this  
449 meeting and see if we would like to put together a response to see if  
450 the TAC would like to push that forward. Otherwise, basically, every  
451 other recommendation regarding changes in how PS3s are trained were  
452 accepted by the bureau. So, as usual, they will be implemented over  
453 time, I imagine, but overall, thank you very much to the task force  
454 putting together an excellent recommendation that obviously clicked  
455 the right buttons and found good areas of common agreement. Is there  
456 any questions or comments from anybody concerning the bureau's  
457 response to this recommendation? Yes, Jim?

458 **KAHAN:** My reaction to their comments was generally I could  
459 understand where they were coming from, but one conclusion I come up  
460 with is that the PPB is very risk averse with respect to putting the  
461 PS3s in harm's way. And I think that that's in part real and in part  
462 because they're new. They're not quite comfortable with what the  
463 boundaries are, and with experience, that there will be more ballots.  
464 So, it didn't disturb me to hear that. Indeed, there was - in a way,  
465 it felt good that they were that concerned, and I really believe the  
466 program will be successful, and with time, there will be a better  
467 idea of how this thing is working out.

468 **ZINGESER:** I agree.

469 **CAMPBELL:** I agree as well. In fact, as part of this - as chair of  
470 the TAC, I was recently, earlier this week, asked to speak to the  
471 Portland Safety Action Coalition which is a lobbying group for  
472 businesses and other groups in the Downtown and Central East Side  
473 specifically to tell them about our recommendations that we've been  
474 making concerning the PS3 program, and they're making it one of their  
475 central focus areas of lobbying the city to expand the program based  
476 upon the recommendations that we have made. So, it's one of those  
477 things where there's growing support for this type of work being done  
478 where we have somebody who isn't necessarily an armed officer  
479 handling every type of call that are currently going to the police.  
480 Personally, I think that's very exciting.

481 **ZINGESER:** Yeah. Great.

482 **CAMPBELL:** Any other questions or comments from anybody?

483 **MARSCHKE:** So, this is Gary Marschke again. I was on the - I was  
484 honored to be on the PS3 Task Force, and I - the question I have  
485 regarding expressing response to Jim's comment about them being risk  
486 averse. Is part or all of that risk based on the limited amount of  
487 training that the PS officers would get with regard to handling those  
488 types of more dangerous conflict?

489 **CAMPBELL:** I'll let Jim answer, and then I'll give my opinion.

490 **KAHAN:** I can't read the minds of the people who wrote that. I'll ask  
491 Lieutenant Stewart if he has any insights.

492 **STEWART:** I guess I would, and I think Jim kind of hit the nail on  
493 the head. When we created the program, we knew that the volume of

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494 work that the number of PS3s would be able to handle was small. I  
495 mean, they just - there's only - well, there's 11 - there's 12  
496 authorized and 11 right now, and they've tens of thousands of calls,  
497 but it's still small compared to the total sort of volume of work.  
498 So, when we built it, we kind of created a matrix that if you can  
499 think of maybe four quadrants. We had high-risk and low-risk  
500 activities and easy to train and difficult to train activities. And  
501 because their volume of work would be sort of sufficiently small, we  
502 kept it in the easy to train and low risk quadrant intentionally with  
503 the idea that as we learned more about the program and gained more  
504 experience, we - and then we got more PS3s, there was always the  
505 option of expanding that. And I don't want to jinx myself, but what I  
506 will say is now we're up to the point where they've taken tens of  
507 thousands of calls. We've had no real serious injuries, and hopefully  
508 that will continue. I feel a little nervous even saying that. We've  
509 had no uses of force, really very few - no serious bad outcomes. I  
510 think about one of the worst outcomes was them actually finding  
511 somebody accidentally who was stealing a car, and it created a little  
512 bit of a need to get officers there. But, I mean, on the whole, we've  
513 kind of had a program vision, and we've stuck to that. As the program  
514 expands, we would be open - certainly open to expanding it. One thing  
515 I will say though, and I say this both as a trainer - I think I  
516 mentioned to the group, my wife is a mental health clinician who  
517 helped pilot a co-responder model with police in other jurisdictions.  
518 And so, I've have not a small amount of learning that I've received  
519 at her hands as she kind of helped build that program up. And you do  
520 want to be careful as you go into these things because there is no  
521 100 percent training that is going to keep people safe all of the  
522 time. And when you're introducing people who don't have, you know,  
523 all the tools they might potentially need, you want to be really  
524 careful about what you introduce them into. So, I would still always  
525 err on the side of safety. In this case, we really try to keep them  
526 away from, you know, anything that's going to put them in an  
527 adversarial relationship with anyone. It's really more about helping  
528 people who aren't in such a great state of crisis or need. So, they  
529 mostly go and help, like, victims of stolen cars or that kind of  
530 thing.

531 **CAMPBELL:** I'd say when the recommendations were crafted, both the  
532 expansion and this training one, one of the things that we kind of  
533 put forward was the understanding that we'd like to see the envelope  
534 pushed, but we want to see it done responsibly and in a way that does  
535 ensure the safety of these people because we are risking putting  
536 people in bad situations that they're aren't necessarily equipped or  
537 trained to handle. And obviously, we have to train people in a way  
538 where sworn officers and PS3s are just two tools in the same toolbox  
539 that know how to interact with each other and know when to back out  
540 and let the other one move in when needed. Any other questions or  
541 comments on that area? All right. Moving forward. The next thing that  
542 we have on the agenda is an update on work with other police advisory  
543 groups. As the TAC, currently we have two groups that we work with

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544 regularly or two kind of coalitions that we work with regularly. One  
545 is a 3-way coalition with us; the CRC, Citizen Review Committee; and  
546 the PCCEP. This group, we work with the mayor's office fairly  
547 regularly. We are meeting monthly with them as well as  
548 representatives of the different city commissioners' offices just to  
549 kind of keep everybody up to date. And the primary focus with this  
550 group right now is we are looking at how we as the public can be  
551 involved in some type of review of the crowd control situations that  
552 happened over this last summer and fall with the understanding that  
553 this is a huge event that's happened in our city's history. It's an  
554 unprecedented event in our city's history, and if we don't give a  
555 thorough review to examine where things went wrong and how we can  
556 improve, it would be a major failing of both basically the city and  
557 us as police advisory groups. Currently, we are still working through  
558 what that's going to look like including gathering data. At some  
559 point, the expectation will be that we will likely create a task  
560 force to look into that area if that's what the TAC chooses to do,  
561 but so far, we're still working just kind of through the details and  
562 how - what kind of access to data and other information we'll have in  
563 order to do that type of work. There is also some discussion of  
564 bringing in an outside group that's professionally trained to do  
565 these types of reviews, though that is kind of more of a long shot at  
566 this time due to the budgetary constraints in the city. The other  
567 coalition that we work with is the coalition of advisory groups which  
568 is made up of the different police advisory groups that are housed  
569 within the police bureau. These include groups that represent the  
570 LGBTQ, African American, Slavic, Muslim, Latino communities as well  
571 as the behavioral health unit advisory council. And this group,  
572 currently, the main thing that we've been working on collectively as  
573 a group has been creating a directive concerning community advisory  
574 groups and their role in the police bureau with the idea that  
575 basically a lot of the stuff that happens now with the input of  
576 community advisory groups is based upon whoever is in leadership  
577 positions within the bureau, so kind of the influence of community  
578 advisory groups fluctuates over time. And the idea would be this  
579 directive would try to end that fluctuation and make input from  
580 community advisory groups an important part of the policy creation  
581 that happens within the bureau. Currently, we are working with the  
582 bureau. They're reviewing kind of the request the coalition put out  
583 to them, and we're still kind of working in that negotiation back and  
584 forth of what that directive will look like. Are there any questions  
585 about any of that work with either of these kinds of coalitions we're  
586 doing work with?

587 **ANDERSON:** I think that sounds very, very positive, Shawn.

588 **CAMPBELL:** Yeah. I'd say that one of the most positive things that  
589 has come out over the last year as far as with the police advisory  
590 groups is historically there is a lot of siloing that happens, and we  
591 used to never talk to each other, and now all of these different  
592 groups are talking to each other, and so we kind of know where to

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593 align, where we can work together, and just knowing what the other  
594 groups are doing and interested in have created a huge amount of  
595 opportunity. Any other questions or comments on that agenda item? All  
596 right. Moving forward. The next item on the list is the officer  
597 education requirement recommendation. There is a link in the agenda,  
598 but I will put a link up here. Sylvia, would you like to speak to  
599 that recommendation, or would you like me to?

600 **ZINGESER:** Oh, I've got kind of a - why don't you. I've got a little  
601 bit of a cough right now.

602 **CAMPBELL:** All right. No worries.

603 **ZINGESER:** Sorry.

604 **CAMPBELL:** Nope. No worries at all. All right. So, this group - this  
605 recommendation was put together by our Education Task Force which was  
606 tasked with looking at the education requirements for officers as  
607 well as the education opportunities for officers outside of the  
608 internal training that the bureau gives. Let me just open it up here  
609 so I can make sure to give you the right information. As a group, the  
610 Education Task Force put forward the following recommendations for  
611 the bureau. And now I've got a little cough. Hold on. Let me get a  
612 drink of water. The first recommendation is that the bureau raise its  
613 minimum education requirement for new sworn officers back from a high  
614 school diploma or GED to an associate degree or a completed term of  
615 military service. The secondary recommendation is the bureau should  
616 establish an alternative recruitment path for recruits who do not  
617 meet this education requirement wherein they can enter officer  
618 training after serving as a PS3 for two years. The third  
619 recommendation is the bureau should increase the amount of training  
620 received by both PS3s and sworn officers focused on writing and  
621 preparing reports. And the final recommendation is the bureau should  
622 partner with local community colleges and universities to develop a  
623 community policing degree focused on the skills needed to succeed as  
624 a public safety officer in the 21<sup>st</sup> century. Is there any questions  
625 or comments about the recommendations being put forth by the  
626 Education Task Force? Yes, Jim.

627 **KAHAN:** When I read the recommendations, I had an inside baseball  
628 reaction. My wife's former husband, he passed away, ran such a  
629 program as you're recommending in the 70s, 80s, and into the 90s out  
630 of Cascadia, Portland Community College. And so, there is a wheel  
631 there that's been invented, and maybe somebody took that wheel and  
632 stole it and it's not around anymore, but it would be helpful to know  
633 - it would be helpful for both the PPB and us to know what's out  
634 there in the community. And if there's a way of saying that, that  
635 somebody should figure out what's available already, it might be low-  
636 hanging fruit that could make most of the rest of the - just all of  
637 the rest of the recommendations easier to implement. And if you could  
638 tell the powers that be that this is easy to implement, they're more  
639 likely to approve it.

640 **CAMPBELL:** Agreed. I know in the notes, the reference section of  
641 that, there is some links to different community college criminal

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642 justice degrees to kind of act as a starting point hopefully to kick  
643 off what would be considered that next step. Any other questions or  
644 comments? Leslie?

645 **BRUNKER:** Yes. I'm just actually reading the Portland Cop Watch  
646 question, and it's actually a little bit of a concern of mine as well  
647 about allowing military service to serve as education when I really  
648 think that the military is a different role than police's role. And  
649 so, I have a little concern about that substitute.

650 **CAMPBELL:** Sylvia or Jim? Sylvia, do you want to speak?

651 **ZINGESER:** Well, I understand what Leslie's concern is because I do -  
652 I am concerned about what people coming out of the military bring to  
653 the police department where we're trying to do community policing.  
654 And I don't know how we would address that, and I don't know if  
655 Captain Stewart can comment on what the line of thinking - I mean, I  
656 understand the line of thinking is that you've already got people who  
657 are trained that's been in the service. They've already learned how  
658 to follow orders, how to use equipment such as guns and other things  
659 that they might have to use in a police force when things go awry  
660 such as what we're seeing now and throughout our country. So, I can  
661 see that, but I also am concerned about having that mentality be the  
662 basis for community policing. So, I understand that piece of it. And  
663 so, I don't know if it's something that we would want to address as  
664 to why that should be - what happens - I think what people don't  
665 understand is that they give - veterans who come out of the service  
666 are considered first to be vetted for becoming police officers  
667 because that's something that has been promised to people who go into  
668 the service that when they come out there are certain jobs that they  
669 can apply for. So, that's one of the issues. So, you know, going on  
670 from here, I'm not exactly - what we can do as TAC is to maybe make a  
671 comment about making sure that people who come from the military have  
672 good writing skills, for instance, and have a better - have  
673 connections with community and what they would actually be doing with  
674 the community. Should they have a certain kind of training that's a  
675 little bit different in that they've come out of the military and  
676 that we would have to train them about what community policing is  
677 about, maybe a classroom for that.

678 **CAMPBELL:** Jim, you had a comment?

679 **KAHAN:** Yeah. I share the reservations of Leslie and especially of  
680 Dan on this. I do see one silver lining in this statement, and that  
681 is without using the A word by making that requirement, we're not  
682 going to get anybody who is 18 years old, A for age, but they will  
683 have had more life experience because they've been in the military,  
684 not coming straight out of high school or a GCD. And there is some  
685 value of having had that kind of life experience. That said, all of  
686 the concerns that have been raised I think are absolutely valid  
687 concerns, and we can't just take somebody off the Marine Corps, throw  
688 them on the police force, and think they're going to know what to do.

689 **ZINGESER:** Right.

690 **KAHAN:** It takes a special kind of training.

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691 **STEWART:** I do want to point out too that we don't generally count  
692 military training as some sort of "in lieu of" police training. There  
693 are certain aspects of military training - the military is, I think  
694 Jim probably knows better than me, does a great job in their  
695 leadership training, and the military also is a lot more diverse than  
696 policing generally. So, as we've tried to diversify our police force,  
697 it's been a really good place for us to look for potential diverse  
698 recruits which is helpful. And then also, when you talk about some of  
699 the barriers to education, an associate degree, while I'm a big fan  
700 of education, I also worry that that could have sort of the opposite  
701 effect if we don't allow alternate paths or consider sort of  
702 alternate, you know, alternate ways of getting to be 22, 23, 24, and  
703 have developed skills. That would be my - sort of my thoughts.

704 **CAMPBELL:** Sarah, it looked like you had something.

705 **SUNIGA:** Yeah, I'm appreciating this discussion and wondering if we  
706 can - if there is room in the recommendation for, like, a contextual  
707 note or a caution or something like that around this particular  
708 matter because I - I mean, I have a bit of a bias as an Army veteran  
709 where a part of me is, like, "Oh, I like the idea of preparing our  
710 service members when they get out to have a pathway to integrate into  
711 the community" which doesn't show up in other sectors of employment.  
712 So, I do appreciate that. I can appreciate that our service members  
713 understand a command structure and all of those things. And I do want  
714 to caution the idea too though on the flip of military folks being  
715 monolithic because the different branches of service, right? There's  
716 different jobs. Maybe your job was as a cook your whole time, you  
717 know, not military - like, I was in there as a psychologist, and so  
718 that was my job, but - okay, so what am I saying? Maybe there's some  
719 contextual notes you can put in there. Maybe a caution too that,  
720 like, there - even though someone has been in the military, they do  
721 have extra skillsets that the Portland Police Bureau can build on,  
722 but they may also need some additional training about that kind of -  
723 seeing folks as combatants perspective. That is going to need some  
724 recalibration of some sort.

725 **ZINGESER:** That's good. That's good. Yeah. That's great.

726 **MARSCHKE:** Yeah. This is Gary if I might just build on that. You  
727 know, I was thinking the same thing in terms of what my real concern  
728 would be would be more about what they need to unlearn as opposed to  
729 what they need to learn. We can - I think there's no question that  
730 they can learn, especially having been in the military, the things  
731 they needs to know in order to technically be a good police officer.  
732 I would just be cautious and concerned about their ability to unlearn  
733 some of the approaches and philosophies and things that they put into  
734 practice as - in the military.

735 **CAMPBELL:** Jim?

736 **KAHAN:** I want to second Greg's comment on diversity, and it does  
737 refer to some research that I've done, and that is that the armed  
738 services were unwillingly integrated by President Truman in 1948, and  
739 they hated it, but over time, they have learned to accept that. And I

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740 was doing some very extensive focus groups with serving officers and  
741 non-commissioned officers, and these were some good old southern boys  
742 who never actually had five words with a black man before they came  
743 in, and they learned a little bit, "Oh, this is somebody who is a  
744 human being, and if he's doing his job, I want him in the fox hole  
745 with me rather than some white guy who is not doing his job." And  
746 this was a tremendous learning experience, and they came out with  
747 this spontaneously. We didn't have to ask them for it. They said it.  
748 They said they shocked themselves. In other words, they were  
749 astounded to learn this, and this happened in basic training. And  
750 let's face it, Portland's pretty lily white.

751 **ZINGESER:** Yes.

752 **KAHAN:** And so, somebody who comes from - who has had career  
753 experience in a more diverse environment might be able to contribute  
754 some stuff on this. So, thank you, Greg, to bringing that to my  
755 memory.

756 **ZINGESER:** Yeah. That's great. That's (inaudible).

757 **CAMPBELL:** Yeah. I would like to build on that. My two kind of off-  
758 the-cuff thoughts with this discussion where I can understand that  
759 concerns with the combat mindset, but as Sarah points out, in the  
760 modern military, actually, the majority of people who serve in the  
761 military actually are not in combat roles. They're -

762 **KAHAN:** Ninety percent.

763 **CAMPBELL:** They're in support roles. Ninety percent people in the  
764 military today are in support roles, not combat roles, though most  
765 are trained to be able to do combat if they have to do it. The other  
766 thing that I think we need to be cognizant of is the military is one  
767 of the primary sources of gaining new skills available to lower-  
768 income people in this country at this time. And as a result, you see  
769 a lot of people who were military recruits coming from lower-income  
770 households from across this country, and I think that's something we  
771 need to be cognizant of when having this discussion because  
772 obviously, one of the goals that we should have is how do we get more  
773 police officers who come from lower income backgrounds since those  
774 communities tend to be much - have a much larger rate of interaction  
775 with the police and therefore a much larger negative impact when  
776 things in policing go wrong. And I don't really want to see us  
777 cutting off a way of bringing in people with those type of  
778 experiences. I think it's important to remember as well that  
779 regardless of background, people in the military are not considered  
780 lateral. It's not like they have police experience and they're being  
781 brought in with less training such as if you bring in someone from  
782 another police bureau. They have to go through the exact training  
783 from the start as anybody else in the police bureau. And on top of  
784 that, when we say associate degree, that's not necessarily an  
785 associate degree in criminal justice. I mean, you can get an  
786 associate degree in accounting, and that still counts towards that  
787 requirement or any other field. So, in many ways, it's still a  
788 skillset being brought in, though I think it is fair to be cognizant

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789 of we do not - we want to be careful with people, especially ones who  
790 have combat experience, to make sure that that combat experience  
791 mindset doesn't affect the way they do their police work.  
792 **ZINGESER:** Right. So, Shawn, should we develop another - should we  
793 think about developing another task force that maybe is not real big  
794 but that would kind of clarify that? Because this discussion is  
795 really good.  
796 **CAMPBELL:** I think we - I don't know if we need a task force. I guess  
797 the question would be to the group right now, is this something that  
798 where we can add something short to this recommendation -  
799 **ZINGESER:** That would work.  
800 **CAMPBELL:** In order to move it forward now, or is it something where  
801 we need to send it back and kind of have some revisions done so then  
802 we can vote on it in March?  
803 **ZINGESER:** Yeah, that would work. I think that would - I would vote  
804 for that is to add that piece to it, and maybe we can make this not  
805 just with the task force that we have but maybe get everybody's input  
806 on it.  
807 **BRUNKER:** It could be a footnote really, you know, but I think it's  
808 good to address it in the document.  
809 **ZINGESER:** Yes. I agree. Thank you, Leslie. I really appreciate that.  
810 **CAMPBELL:** Karen, you had something?  
811 **DANIELS:** So, how - when they changed - dropped the requirement that  
812 you didn't have to have a degree, did the recruitment numbers change  
813 at all?  
814 **CAMPBELL:** Can you answer that, Greg?  
815 **STEWART:** I honestly do not know. I don't know if Todd knows. I know  
816 the goal was to increase recruitment, and the goal was to - I mean, I  
817 do think there was a thought that some - like, the college-end of  
818 things was excluding candidates who might not otherwise be qualified  
819 and was particularly negatively impacting people of color. You know,  
820 that was a thought. I don't know what the outcome was. Todd, are you  
821 aware or Caitlyn? Have either of you heard anything on that?  
822 **TACKETT:** No, I'm not aware. I know that we were one of the few  
823 agencies, if not the only in the metro area, to actually require any  
824 type of higher education beyond high school. So, I think we more  
825 aligned now with most agencies within at least the state of Oregon.  
826 **ATWOOD:** And I don't have any information besides anecdotal  
827 information that I've heard from others.  
828 **CAMPBELL:** And as a note, I believe the lowered education requirement  
829 came into effect on July 2019. So, within nine months of that, we had  
830 COVID hit which obviously makes analysis of how effective some of  
831 these changes were very difficult to measure because that's a pretty  
832 extreme extenuating circumstances, on top of it now the current  
833 recruiting limitations. It's very difficult to tell what's the  
834 differences happening? Jim?  
835 **KAHAN:** I think the reported task group covered the guts of that  
836 particular issue very well because you have to learn how to write a  
837 report, and people coming in with a GCD or a high school education,

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838 you don't know whether or not they can write reports yet, and the  
839 report was really very, very strong on that particular point,  
840 justifying the need for either getting the education very quickly or  
841 coming with it already. Something's got to be done about that because  
842 it's a serious weak link in the chain.

843 **CAMPBELL:** All right. To kind of move this forward, something I can  
844 suggest is we can vote on this recommendation to accept it under the  
845 caveat that we will develop a little note about the military training  
846 to address those concerns, and that will be shared with the group  
847 before it gets sent to the chief, or we can do the same thing and  
848 wait to vote on it in March. What are people more comfortable with  
849 doing in this situation? If we want to go the direction of voting on  
850 it now, some people need to make a motion; otherwise, we can just  
851 basically table it without a motion and then delay it until March to  
852 make some needed changes.

853 **KAHAN:** Greg, what are the consequences of option A and option B from  
854 the Division's point of view?

855 **ZINGESER:** Oh, that's a good question?

856 **STEWART:** I don't know that we - I mean, I honestly don't know that  
857 there is a need to rush it because I don't see us - we did just post  
858 for - you know, they just put out to create a new list, but I don't  
859 see the bureau hiring with the current budget issues in the super  
860 near future. So, I don't know that there is a real pressing timeline,  
861 honestly. So, I think whatever the group is comfortable with from the  
862 bureau's perspective would work. Thank you for asking.

863 **CAMPBELL:** All right. Any opinions on this?

864 **ZINGESER:** I can go either way. Sorry.

865 **CAMPBELL:** That's all right.

866 **ZINGESER:** I can make an executive decision and say let's, you know,  
867 let's not vote on it until we put the notation in. I think maybe that  
868 would - yeah, I think that would be easier, wouldn't you, Leslie?

869 **BRUNKER:** Yeah, because it's best that we know what we're voting on,  
870 and since there's not a hurry. I would have pushed for it if, you  
871 know, if it seemed like this was needed immediately, but thanks for  
872 that information, Greg.

873 **ZINGESER:** Let's do that then, and Leslie, then maybe our task force  
874 can, and Jillian, the three of us can get together. I think Kwame is  
875 not - I think he's out of the country at this point, so - but he  
876 wants to kind of stay involved and know what we do, so we can let him  
877 know. But it will just be the three of us, so can I get in touch with  
878 the two of you? Yeah.

879 **BRUNKER:** Yeah. We put this together pretty quickly.

880 **ZINGESER:** Okay. Okay. All right. Sounds great. Let's do that, Shawn.  
881 Let's just wait until March.

882 **CAMPBELL:** All right. Perfect. If there's nobody with any opposition,  
883 that's what we'll do. We'll table it with the plans of having that  
884 extra bit added, and then we will vote on it in the March meeting.

885 **ZINGESER:** Okay. Sounds good.

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886 **CAMPBELL:** All right. So, the next section here is - let's see. We're  
887 running a little bit behind, so we're going to probably skip over the  
888 next item so we can have room for discussion. Basically, all the next  
889 section was an update on kind of some long-term challenges being  
890 faced by the bureau and kind of the long-term trends that we've seen  
891 in the bureau. We've received this kind of information before. I just  
892 wanted it available so people could kind of use it to consider as we  
893 talk about the next item, but it's also online through that link. So,  
894 feel free to peruse it on your own. Is that all right with everybody  
895 if we move onto the next agenda item that I think is a little more  
896 important to get done tonight?

897 **ZINGESER:** Okay. I agree.

898 **CAMPBELL:** All right. So, the last item on the agenda is - before I  
899 get to that, I'm going to get a little more water. I'm getting a  
900 little hoarse. One second. All right. Sorry about that. So, as we've  
901 been moving forward over this past year, we've really been focusing  
902 on a lot of different areas. The PS3 has obviously been a big focus  
903 area as have the education and leadership task forces. And now we're  
904 starting to get to where these task forces are rolling up their work,  
905 and it's becoming more time to move on. And so, I kind of wanted to  
906 open up for discussion about where we kind of move from here. Where  
907 do we want to start focusing on in this coming year? Obviously, by  
908 May, we're going to have a lot of new members involved in the TAC  
909 which is going to be good because new members always bring some new  
910 energy to the group which is good. But, you know, last time when we  
911 did this about this time last year, we were still meeting in person  
912 which meant we kind of got to get together in breakout groups and  
913 brainstorm, and obviously, that's going to be not really happening  
914 with the Zoom format right now. But I just kind of wanted to have a  
915 discussion with everybody about this. I talked some with Captain -  
916 sorry, soon-to-be Lieutenant Stewart again. I'm going to have to get  
917 used to that. Sorry about that Greg - about some of the things that  
918 we have coming up both in the short term and the long term. In the  
919 long term, obviously, if we want to pursue it, there's working in the  
920 area of recommendations about training around crowd control. That  
921 would be related to the work with PCCEP and CRC, though at this time,  
922 that's still kind of churning its way, so I'm not sure if it's right  
923 to start a task force in that area yet before we know where it's  
924 going to go. Another area that's more long term that we're looking at  
925 is one of the things that's coming up is recently the DPSST, which is  
926 the Oregon state Basic Academy for police officers, has redone some  
927 of their training and refocused some of their training, and because  
928 of that, the Portland Police Bureau is then going to be relooking at  
929 some of their training for the Advanced Academy. And this is a huge  
930 opportunity for the Training Advisory Council, I think, to look at  
931 what's currently being trained in the Advanced Academy and make  
932 recommendations of kind of changes we'd like to see, but that's going  
933 to be a big lift too, and we're probably not going to start on that  
934 until later in this year just because of how the timing works. One of

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935 the things that makes this more possible is the fact that because of  
936 the recruitment freeze in the bureau, they're not going to have as  
937 many advanced academies this year, so it creates the opportunity to  
938 really focus in and look at how these advanced academies work and  
939 think about changes so there's actually time to implement these  
940 changes too before they start the normal recruitment cycle. So, those  
941 are a little bit more of some of the long term. In the short term,  
942 some of the things we're looking at is there are currently two big  
943 items in the Portland policing world that are being reviewed by the  
944 public. One of these is currently the PCCEP is undergoing a review of  
945 core patrol services done by the bureau. This is one of the mayor's  
946 19-point plan - part of the mayor's 19-point plan, and they're  
947 opening up public comment on basically what do different groups in  
948 the public think should be changed about core patrol services. A lot  
949 of our recommendations within the PS3 program would fit into this  
950 area as well as a lot of the other recommendations and work we've  
951 done over the years, and one of the things I hope is that we can  
952 basically create - we could basically create not really a  
953 recommendation so much as a policy stand - what was the word that you  
954 used, Jim, that I really liked, not the policy paper but - you're  
955 muted, Jim.

956 **KAHAN:** And now I'm unmuted. Basically, not quite a white paper but a  
957 position that outlines what the role of training would be in managing  
958 these issues. So, for example, if we're talking about the upcoming  
959 accountability thing, that's an external accountability thing that -  
960 organization that is being built. So, in some sense, the Training  
961 Advisory Council for the PPB doesn't have anything to say about that  
962 except that there is no such thing as external accountability without  
963 thinking about internal accountability and vice versa, and we have  
964 been working - what?

965 **CAMPBELL:** We haven't touched that part yet, Jim. I was just trying  
966 to think -

967 **KAHAN:** (Inaudible) thought that's what you want.

968 **CAMPBELL:** I'm sorry. I was trying to think of the correct term which  
969 his "position statement."

970 **KAHAN:** Okay.

971 **CAMPBELL:** So, basically, it would be something that we could do, and  
972 it would have to be done fairly quickly because the public comment  
973 period ends in March, of a position statement of the TAC of as a  
974 group that is a public advisory group, this is what our opinion on  
975 and how we'd like to see the bureau shift core patrol services over  
976 time, for instance, by expanding the PS3 program.

977 **KAHAN:** Exactly. And we have another number of other recommendations  
978 that we can cite as having demonstrated that we have work - we have  
979 done work on this and what the implications are of those, emotional  
980 intelligence, for example, and taking care of yourself - officers  
981 taking care of themselves, on how patrol takes place. So, we have a  
982 track record on this.

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983 **CAMPBELL:** Correct. And then the other area that's going to have  
984 public comment most likely this coming spring is in the area of  
985 police accountability where with the initiative that passed in  
986 November, there's going to be a new police accountability body  
987 created. And basically, before that happens, they're first going to  
988 name a commission to create the body which will then have to work  
989 with the public to create the body that will replace the Independent  
990 Police Review and the CRC. And again, this is something because some  
991 of this accountability does affect training, it seems like an area  
992 where we as the TAC could create a policy statement of what we think  
993 are some important things that shouldn't be forgotten in this  
994 discussion. So, kind of the thoughts that I'm having are short term,  
995 we kind of focus in on creating these policy statements where they're  
996 not really task forces but more just where anybody who would like to  
997 have input on them, we'd send out some meeting links so people could  
998 meet and make sure that we don't miss anything in creating them and  
999 then try to vote on them. And then longer term, two of the items that  
1000 I hope we look at are the crowd control training as well as the  
1001 training that happens in the Advanced Academy. What are some thoughts  
1002 from the people in the group about this?

1003 **ZINGESER:** So, Shawn, we need to have this pulled together for - to  
1004 make a statement of what we would support? Is that what you're  
1005 saying?

1006 **CAMPBELL:** Yeah. If we wanted to do a policy statement for the core  
1007 patrol services review by the PCCEP, it would need to be done some  
1008 time before March because that's when they close up the public  
1009 comment, and want to have our comments actually be integrated the  
1010 sooner the better kind of thing.

1011 **ZINGESER:** So, that -

1012 **CAMPBELL:** The police accountability could be pushed off a little bit  
1013 more, but it would be good to get it done as well. And then with the  
1014 idea, then we would be able - when we get into May when have the  
1015 influx of new members, we can concentrate on these longer-term, more  
1016 task force recommendations in these other areas.

1017 **ZINGESER:** Okay. So, would we put these in two separate groups, and  
1018 then we would try to maybe get together and talk about it before  
1019 March, before the March meeting? Is that - and so, would that - would  
1020 that include, like, maybe a Zoom meeting at the end of February or  
1021 maybe the third week of February?

1022 **CAMPBELL:** So, probably for with core patrol services, what I would  
1023 suggest is we basically have a vote to agree that we want to do a  
1024 policy statement with the understanding that we'll hold some meetings  
1025 where basically the link will be sent out. We'll hold it in the  
1026 evening where anyone can come from the group to comment and make sure  
1027 their input is put in. And because that needs to be done before the  
1028 next meeting, it will be with the understanding that it will be sent  
1029 out repeatedly to make sure there is no disagreement so that it can  
1030 be sent in, and it will be - and basically, the idea is it won't be  
1031 adding anything new that we haven't already put through, resolutions

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1032 or recommendations, in the past. This isn't trying to reinvent  
1033 something. It's just looking at what we've done in the past to say,  
1034 "These are the things the TAC thinks are important when we're  
1035 discussing this issue based upon our past recommendations."  
1036 **ZINGESER:** Does this need to have a motion to do this or can -  
1037 **CAMPBELL:** Yes.  
1038 **ZINGESER:** Okay.  
1039 **CAMPBELL:** Before we get to that phase though, let's hear from  
1040 anybody else that has any comments or thinks that we're missing an  
1041 area that's important that we should be focusing in on at some point.  
1042 **ZINGESER:** Yeah.  
1043 **CAMPBELL:** Anybody else?  
1044 **ANDERSON:** It sounds like we - if we believe in what we've just done  
1045 on the three task forces, then we really ought to do something that  
1046 says, "Here's what we've put together. Here's our recommendations.  
1047 This is where we want to go," in the position statement that you're  
1048 suggesting. And for us not to do that kind of takes the teeth out of  
1049 what we've been doing.  
1050 **ZINGESER:** Right.  
1051 **CAMPBELL:** Yeah. I'm proud of the work we've done, and I think the  
1052 TAC has put together some very solid recommendations in the past two  
1053 years. And I think it's important for us to assert ourselves into the  
1054 public conversation to make sure that these recommendations aren't  
1055 lost in the shuffle because the stuff that the PCCEP does will go  
1056 straight to the mayor's office, and some of the things will likely go  
1057 before City Council, so for us not to have a voice in that seems  
1058 counterproductive.  
1059 **ZINGESER:** Yeah. No. No. We need to have - I feel, personally, that  
1060 we need to have a voice in this, a strong voice in it or at least an  
1061 equal voice in it.  
1062 **CAMPBELL:** Any other comments or questions? Don't everybody speak at  
1063 once. Is there any opposition to moving forward in this way?  
1064 **KAHAN:** Question.  
1065 **CAMPBELL:** Yes, Jim?  
1066 **KAHAN:** Are we talking just about the patrol stuff right now, or are  
1067 we talking about both issues?  
1068 **CAMPBELL:** I'd say both issues.  
1069 **KAHAN:** Okay. I see a big difference between the issues. With respect  
1070 to patrol, the Training Advisory Council has done a hell of a lot of  
1071 work over the past many years, and this gives us a very strong  
1072 standing in terms of how we're going to look at what's appropriate  
1073 for patrol practices and procedures, and that should be exploited to  
1074 the extent possible. With respect to accountability, this new  
1075 organization is tasked with external accountability, and our role is  
1076 different because as the TAC, we don't have much to say about what  
1077 should an external accountability organization look like? Now, I  
1078 personally have some fairly strong opinions about what they should  
1079 look like, but TAC doesn't have it. What we do have is we have had an  
1080 experience working with the police training division about internal

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1081 responsibility, and I think we can make a valid point that any  
1082 organization that is going to be involved with external  
1083 accountability has to look at internal accountability, respond to it,  
1084 identify what's working and what's not working, and have mechanisms  
1085 in place so that they just don't get into turf wars but instead try  
1086 and work together and act as oversight. If you're doing well, we'll  
1087 tell you you're doing it well. If you're screwing it up, we're going  
1088 to tell you you're screwing it up. But we need to be able to  
1089 communicate, know exactly what's happening now, and what's in the  
1090 works. If you're an external board, you need to know what the  
1091 internal people are doing intimately before you can really do your  
1092 job, and I think we can make a statement in that direction.

1093 **ZINGESER:** Sounds good.

1094 **CAMPBELL:** I'd agree with that, and one of the good things on the  
1095 accountability end is at this point, the commission hasn't even been  
1096 formed, and when it does, it's going to have 18 - there's going to be  
1097 18 months before it has to put out basically what it wants to see  
1098 done to create the new accountability group. The one argument that I  
1099 would make on the other end of that is if you want to have a loud  
1100 voice in these types of things even for just asserting what Jim  
1101 brought up with how the TAC's role would be more not on the external  
1102 accountability, because obviously that is outside of our purview, but  
1103 more on the internal, the earlier you put in things, the more likely  
1104 you are to have an influence on how things turn out. There's kind of  
1105 that - people have a foundational mindset, and then they build off of  
1106 that, and the sooner you can become part of that foundational  
1107 mindset, it's helpful for getting the things done you'd like to see  
1108 done.

1109 **KAHAN:** I'd like to give an example about that from something I  
1110 talked about earlier today which was the interview we had with  
1111 Commander Hurley and Captain Bates. At one point, we asked the  
1112 question - Mark, it was your question - "How about crowd control? How  
1113 are you guys doing?" And the reaction we got from the commander and  
1114 the captain was Portland is at the top of the league tables in the  
1115 United States in terms of crowd control stuff. They come to us to  
1116 learn what's happening. My reaction when I heard that was stark  
1117 terror because I believe that they believe it, and what that's  
1118 telling us is that the whole damn country is in deep doo doo.

1119 **ZINGESER:** Yes.

1120 **KAHAN:** If by any chance they're right. But we have to accept that  
1121 the leaders are receiving these things from other jurisdictions, and  
1122 somebody believes Portland is doing it right, and we have to look  
1123 very carefully and what is it that Portland is doing, and are they  
1124 sending the right lessons out to the rest of the world. And that is  
1125 an example of the interactivity between internal accountability and  
1126 external accountability. And I didn't want to take them on and say,  
1127 "Well, you think you're doing a great job. You're doing a lousy job,"  
1128 because they may be right. They may be world class, the best in the  
1129 country, but that doesn't mean that they're as good as they can be.

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1130 **ZINGESER:** Yeah.

1131 **KAHAN:** And maybe there are systematic things that have to be  
1132 learned. So, if we can approach it with an open mind accepting that  
1133 they believe that and there might be some evidence for belief in that  
1134 and then saying, "Given that that's true, how can we go forward and  
1135 just make accountability large both internal and external,  
1136 interactive, and therefore better," that's a position that we can  
1137 take.

1138 **ZINGESER:** Agree.

1139 **CAMPBELL:** Other thoughts and discussion from the group? All right.  
1140 If everyone is comfortable with this kind of plan in moving forward,  
1141 what I would suggest is we would need a motion to basically start the  
1142 process of creating a policy statement around core patrol services.  
1143 That would be shared with the bureau - sorry, shard with the TAC, the  
1144 full TAC membership, for comment, and include - and have the  
1145 accessibility for the full TAC membership to partake in the creation  
1146 of with the goal of putting it in by mid-February.

1147 **BURKE:** I so move (1:22)

1148 **CAMPBELL:** Do we have a second?

1149 **SCHORR:** I'll second.

1150 **CAMPBELL:** We have a second from Mark.

1151 **SCHORR:** Mark S.

1152 **CAMPBELL:** Sorry. Mark S. Yeah. All right. We'll do our usual Zoom  
1153 voting motif here.

1154 **ZINGESER:** Right.

1155 **CAMPBELL:** So, Sheri, because you have the Anderson last name which  
1156 works in the alphabetical here, we'll start with you.

1157 **ANDERSON:** I vote yes.

1158 **CAMPBELL:** Leslie.

1159 **BRUNKER:** Yes.

1160 **CAMPBELL:** Jillian.

1161 **BURKE:** Yes.

1162 **CAMPBELL:** Shawn is a yes. Karen.

1163 **DANIELS:** Yes.

1164 **CAMPBELL:** Jim.

1165 **KAHAN:** Yes.

1166 **CAMPBELL:** Gary.

1167 **MARSCHKE:** Yes.

1168 **CAMPBELL:** Mark M.

1169 **MILINSKI:** Yes.

1170 **CAMPBELL:** Chris.

1171 **ROSSI:** Yes.

1172 **CAMPBELL:** Mark S.

1173 **SCHORR:** Yes.

1174 **CAMPBELL:** Sarah.

1175 **SUNIGA:** Yes.

1176 **CAMPBELL:** And Sylvia.

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1177 **ZINGESER:** Yes.

1178 **CAMPBELL:** Excellent. It passes with 12 yeses, no abstains, and no  
1179 nos. Basically, moving forward on that, I'll send out an email, and  
1180 we'll try to lock down the first date. Like I said, we're going to  
1181 probably shoot for evenings just to make it easier for people and  
1182 probably in the next week or after that to really hammer out a lot of  
1183 this stuff.

1184 **ZINGESER:** Fantastic.

1185 **CAMPBELL:** If we want to, we can also do a similar vote for an  
1186 accountability on the subject of accountability with the  
1187 understanding that this one would be moving slower. Any discussion on  
1188 whether or not we should be doing that at this time. Jim, it looks  
1189 like you have a comment.

1190 **KAHAN:** So, moved.

1191 **CAMPBELL:** So, moved from Jim. Do we have a second?

1192 **ZINGESER:** I second.

1193 **CAMPBELL:** Second from Sylvia. So, to clarify again, this will be to  
1194 have - basically start up some side meetings to create a policy  
1195 statement around the creation of an accountability body and the  
1196 importance of internal work to ensure that the bureau keeps itself  
1197 accountable. Let's start opposite here so we don't pick on Sheri all  
1198 of the time. Sylvia.

1199 **ZINGESER:** Yes.

1200 **CAMPBELL:** Sarah.

1201 **SUNIGA:** Yes.

1202 **CAMPBELL:** Mark S.

1203 **SCHORR:** Yes.

1204 **CAMPBELL:** Chris.

1205 **ROSSI:** Yes.

1206 **CAMPBELL:** Mark M.

1207 **MILINSKI:** Yes.

1208 **CAMPBELL:** Gary.

1209 **MARSCHKE:** Yes.

1210 **CAMPBELL:** Jim.

1211 **KAHAN:** Yes.

1212 **CAMPBELL:** Karen.

1213 **DANIELS:** Yes.

1214 **CAMPBELL:** Myself is a yes. Jillian.

1215 **BURKE:** Yes.

1216 **CAMPBELL:** Leslie.

1217 **BRUNKER:** Yes.

1218 **CAMPBELL:** And Sheri.

1219 **ANDERSON:** Yes.

1220 **CAMPBELL:** Motion passes unanimously with 12 yeses, no nos, and no  
1221 abstains. Excellent. In the same - that will be longer before we kind  
1222 of reach out to everybody on that one, but we will be following the  
1223 same process, and likely with that one because we have more time,  
1224 we'll actually have a vote on whatever comes out with an actual TAC

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1225 meeting. All right. That is everything that we have on the agenda  
1226 tonight. We're actually getting done a little ahead of time which is  
1227 a little different, but you know, no one should ever complain about  
1228 having a little extra time. Yeah, Jim?

1229 **KAHAN:** I would highly recommend that anybody who is interested in  
1230 either/both of these to vote with your feet to participate. The more  
1231 people that are involved, the better.

1232 **CAMPBELL:** I fully agree, and I think it's important to note as well  
1233 that I'll be sending when they open up public comment. Anyone who as  
1234 an individual would like to put up public comment is more than free  
1235 to do so as well. We're just creating something that will be as the  
1236 body that's the TAC. That doesn't stop anybody as individuals putting  
1237 something out, whatever they would like. That's your business. All  
1238 right. If there's nothing else to put before the TAC, we will move  
1239 into public comment. All right. As any members of the public, would  
1240 anybody in the public like to speak with the TAC. Go ahead and put  
1241 your name in the chat function. It looks like we have Portland Cop  
1242 Watch first. Dan?

1243 **HANDELMAN:** Hi. Yes, thank you Chair Campbell. I'm a little woozy. I  
1244 was at the - this is Dan Handelman with Portland Cop Watch. Sorry. I  
1245 was at the Police Association negotiation this morning starting at  
1246 8:30 a.m. which is not my preferred hour to start looking at things.  
1247 So, I'm a little out of it, but I think I can get through these  
1248 comments. So, first of all, I kind of posted in the chat while you  
1249 were talking an illustration we did about PS3s where we took the box  
1250 from a Play Station 3 video game and put it on the PPB badge and then  
1251 had the two officers on the side give kind of rock and roll gestures  
1252 to show that we really should say P-S-S-S and not PS3 because it  
1253 makes it sound like a game, and if we really seriously want these  
1254 unarmed officers to take on more responsibility, I think we should  
1255 stop using the term that is the same as a game console.

1256 **ZINGESER:** Okay. Yeah. Yeah.

1257 **HANDELMAN:** So, you know, I raised a concern about military and  
1258 police having different roles, and you seized on the main meaning of  
1259 what I had in mind which is the fact that they have a combat  
1260 mentality which we don't want on the streets of Portland. You know,  
1261 we have a whole movement about demilitarizing the police going on. On  
1262 the flip side though, I do want to say just for, especially for the  
1263 veterans on your group, that there was an officer in West Virginia  
1264 who got fired for not shooting at somebody because he recognized that  
1265 they were not actually posing a threat to the officers at the time,  
1266 and because of his military training, he was able to recognize  
1267 whether the person was a threat or not. It was a person in mental  
1268 health crisis if you didn't guess that. And also, the military is  
1269 banned from using gas on crowds by international law whereas the  
1270 police use gas very liberally on crowds. So, you know, there's some  
1271 positives to military training. We talked about how low-income people  
1272 have an opportunity by going through the military, and that's called  
1273 a poverty draft. You know, it used to be everybody in the Vietnam era

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1274 had to go to military service whether or not - whether you were a  
1275 rich person or a poor person, although rich people found ways out of  
1276 it like saying they had bone spurs. But, you know, it's a poverty  
1277 draft and that's - you know, I don't like to think of it as an  
1278 opportunity. I think of it as, you know, kind of a way for them to  
1279 find more cannon fodder. So, I - that's kind of a concerning  
1280 analysis, I guess. I brought up concerns when you had Lieutenant  
1281 Besner working in the Training Division and about Sergeant Stewart  
1282 when he was still sergeant coming in, and I also would tell you that  
1283 in our newsletter, we have at least two mentions of Captain  
1284 Abrahamson. One is a case where a security guard hit a person in the  
1285 head in Pioneer Courthouse Square with their own skateboard - not the  
1286 security guard's skateboard, the civilian's skateboard - and  
1287 Abrahamson at first didn't write a report about it because it made  
1288 the security guard look bad. He eventually wrote the report. And we  
1289 had another thing on our website where we found then Officer  
1290 Abrahamson, I think, without - oh, no, he was a sergeant at the time  
1291 - without a name tag at a protest, and this was long before it was  
1292 okayed by anybody to not have your nametags at protests. So, just so  
1293 you know, that's - those are some of our experiences. I don't know if  
1294 anybody on this group, on the council, knew about the program. I did.  
1295 I'm also - another group I'm with is called Flying Focus Video  
1296 Collective, and I actually recorded the three previous meetings that  
1297 you had on Zoom and put them on - you know, edited versions of them,  
1298 on a one-hour program on Flying Focus Video Collective's show.  
1299 They're not on the web. They streamed live at the time. We may  
1300 eventually put them on the web, but if you didn't see them, I thought  
1301 they were very interesting. And kind of on that note, the new Cop  
1302 Watch newsletter, The People's Police Report, number 82, is  
1303 available. I will paste the link in the chat in a second when I'm -  
1304 after I make my last comment here which is that in the Citizen Review  
1305 Committee, their rule about public comment is that they allow public  
1306 comment just before a vote as well as at the end of the meeting, and  
1307 I know you have a jam-packed agenda, and you only meet once every two  
1308 months, I thought - you know, I was very, I guess, honored that  
1309 several people responded to the comments I made in the chat before  
1310 you voted on the recommendation about military recruitment of  
1311 officers, and I wonder if you could create some kind of rule, while  
1312 you're on Zoom anyway, that says, you know, "We'll take public  
1313 comment before a vote, but it has to be, you know, limited to one or  
1314 two sentences. So, you put it in the chat. We're not going to let  
1315 anybody chime in." Because I also thought, you know, you were able to  
1316 respond to Barbara's question when it was an appropriate thing. So,  
1317 just maybe if there is some way to have public comment before you  
1318 take your vote so that we have an influence instead of after you're  
1319 done which is a lot less effective. And thank you for your time. So,  
1320 I'll paste that in the chat now about the new newsletter.  
1321 **CAMPBELL:** Thank you very much, Dan. Jim, so you have something  
1322 short? We still have several other public comments.

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1323 **KAHAN:** Very short in reply to Dan. I think he's found the mechanism  
1324 there. If you actually as a member of the public have a comment that  
1325 is germane to what's going on, feel free to chat. We, in our turn,  
1326 are free to either accept it and ask you to tell us to clarify or  
1327 just say thank you or ignore it, but that way you at least get some  
1328 voice.

1329 **CAMPBELL:** Thank you, Jim. Okay, next we'll have Barb and then Bob  
1330 and then Lisa. Barb?

1331 **RAINISH:** Hi there. I'm going to turn my video off only because I  
1332 think I might break up like other people are doing. I have, like,  
1333 three or more things to say real quickly. One is that with all this  
1334 extra "Portland's great at this. We're the - whatever," you know, it  
1335 concerns me that Portland gets stuck spending time, thus money, with  
1336 training other places. That's one thing I've noticed. I want to tell  
1337 you guys that the January meeting for PCCEP, the Portland Committee  
1338 on Community Engaged Policing, is Tuesday, January 26<sup>th</sup> from 5:00 to  
1339 8:00, and the reason I'm telling you this is because they're planning  
1340 to have a vote, which will probably be positive, to have the core  
1341 patrol, and they're call it an ad hoc committee. So, my guess is that  
1342 community members, i.e. TAC members, if they're interested probably  
1343 will be welcome to be on the committee rather than have to be the  
1344 public. I'm not totally sure, but that's basically what it's looking  
1345 like. The core patrol officers - wait. No, no, no. Before that. The  
1346 PSSSSs, I'm curious about their uniform and how that is different or  
1347 the same. And then finally what I want to say is that for the PS3s, I  
1348 don't know if any of them have cars. I don't know what the car  
1349 situation is within the Portland Police Bureau, but from listening to  
1350 the scanner, there's a lot of times that the police are called in to  
1351 block the road, block the road for the fire, block the road because  
1352 there's a car in the way, whatever, but that seems like something  
1353 that should be able to be added to one of their jobs because it  
1354 doesn't take somebody with a lot of training to put a car there and  
1355 their hands up.

1356 **CAMPBELL:** Thank you, Barb. Just to clarify for you, the PS3s wear a  
1357 polo shirt with the logo on it. They don't wear a badge or police  
1358 uniform. And they drive a van with the City of Portland logo on it as  
1359 opposed to a police car, like a - I can't remember. The short vans. I  
1360 can't remember what they call those.

1361 **DANIELS:** The transit vans.

1362 **CAMPBELL:** Thank you. Thank you, Karen. Up next, Bob.

1363 **FISCHER:** Thank you, Shawn. Hey, listen, I've been - haven't been a  
1364 part of this pack for a while, but I left a little bit of my heart  
1365 with you, and I'm glad to be able to join you tonight and hear what's  
1366 going on and say hello to Sheri and Sylvia and Sarah. Listen, Shawn,  
1367 I don't know whether Greg wants to respond to this or not, but when I  
1368 look at an organization and look at the importance of the  
1369 organization or the unit in the organization, kind of the stability  
1370 of the leadership in that organization means something to me. When I  
1371 - I'm sensing that this pack or, I'm sorry, that the Training

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1372 Division has become kind of a rotating thing for people to pass  
1373 through, and I - I don't see a strong, sustained leadership there.  
1374 This is not criticizing Greg at all. I mean, Greg has been there and  
1375 has been a real stable part of it, but he keeps having people come  
1376 through. I think some looks should be taken at what is the importance  
1377 of the training bureau for the police department so they put some  
1378 stable, committed leadership there. Again, Greg, I'm not criticizing  
1379 you. I know that you've been hanging in there, and you are an  
1380 extraordinarily dependable part of the training bureau as far as the  
1381 TAC is concerned. I don't know whether this is something you want to  
1382 comment on, but I'm just really impressed by the turnover that does  
1383 not, to me, say something important. Thank you.

1384 **CAMPBELL:** Jim, if you have a short response, we'll allow it.

1385 **KAHAN:** Yes, Bob, what you're describing is not true of the Training  
1386 Division but just about everywhere in the Portland Police Bureau.

1387 **ZINGESER:** Right. Yep.

1388 **KAHAN:** It's a problem that every one of our leadership groups has  
1389 discussed explicitly as problematic no matter where they are.

1390 **CAMPBELL:** And Bob, I'll say on a personal level, it's good to hear  
1391 from you again. You were a long-term member of the TAC, and you  
1392 served on the steering committee several times, and so it's always  
1393 good to hear from. And I'd say, in general, I agree. Leadership  
1394 turnover is a concern in the bureau considering that I've been in the  
1395 TAC for five years and have had experience with five chiefs at this  
1396 point.

1397 **ZINGESER:** Yep.

1398 **CAMPBELL:** Greg, did you want to say anything to that real quick  
1399 before we move onto Lisa?

1400 **STEWART:** Just I was going to mention. Yeah. Jim notes it in his  
1401 report, and I'm in complete agreement with Bob on this. It is an  
1402 organizational issue in terms of - it's particularly bad the last  
1403 couple years because of all of the retirements. It's even worse than  
1404 normal. One thing that I don't want to advocate for, but I will say  
1405 at one point, the Training Division was headed by a commander instead  
1406 of a captain which is sort of one rank higher. And at that point,  
1407 there was a little bit more stability because one of the things is we  
1408 tend to get really good captains in the division. Like, they tend to  
1409 - they don't send - well, I mean, obviously if they promote somebody  
1410 to captain, they think that they're good, but of the people that  
1411 they've promoted that we've received, I've always thought we get  
1412 really good people. But lots of times they tend to then get promoted  
1413 again to commander and run a precinct or something whereas if the  
1414 division itself was a commandership, that might overcome some of  
1415 that. But, again, that's kind of an organizational thing above my pay  
1416 grade.

1417 **FISCHER:** I just want to say that I apologize to you guys there that  
1418 I have not gotten into this beard thing. Greg, you looked a lot  
1419 better when you didn't have a beard. Anyway.

1420 **CAMPBELL:** Thank you, Bob. Lisa. You're still muted, Lisa.

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1421 **WILLIAMS:** I think I have to unmute from the bottom. Okay. Hello.  
1422 Thank you, Shawn, and thanks for the invite, and for those who don't  
1423 know, I posted earlier that I was part of the first cohort of the  
1424 Training Advisory Council, and so I'm glad to just be here and see  
1425 some of the amazing things that have happened. But one of the things  
1426 I just had a question about, and that was, I think, my primary focus  
1427 when I initially joined, and a few folks have said and spoke upon it,  
1428 including Sarah, with regards to just the psychological aspect, but  
1429 my question was with regards to the hiring application and how they  
1430 are recruiting folks onto the bureau because there are those  
1431 difference between soft skills, you know, and the hard skills. And I  
1432 think when I first initially started with TAC, and that just came out  
1433 training advisory, but as years have progressed and we see that  
1434 people need to come with more personal attributes that enable them  
1435 to, you know, interact, you know, with people, training should - you  
1436 know, the word *training* can have a different connotation, and it  
1437 consistently can be associated with, and that's why even some of the  
1438 turnover and so forth with even TAC members or even in the police  
1439 bureau because it's all about training, and some of this is not just  
1440 with training because people have to have innate abilities to come in  
1441 to function on a more personal attribute level before they can even  
1442 be trained on something. And so, now - even now more so that we're  
1443 moving into this pandemic and the - we're talking about just a  
1444 pandemic. We haven't gotten to the aftermath of this and the  
1445 psychological aspect it's going to have not only on the community but  
1446 also even on the officers and people who are doing their work. So, my  
1447 question, I know, and it's lengthy, but I did want to know was there  
1448 anything that has been discussed about - because I think when I first  
1449 started with about the Training Advisory Council name change or a  
1450 hiring process that kind of gives a more - not soft, taking away from  
1451 training, but it also gives some more humanity to it, like I said  
1452 with soft skills, that we're looking for also within officers and  
1453 training advisory committee members. If that makes sense.

1454 **CAMPBELL:** Yeah. I'll let anyone else speak up too, but to start,  
1455 I'll say that we haven't focused entirely on the hiring process  
1456 within our PS3 expansion recommendation made in July. One of the  
1457 things we called for was transitioning over time to where basically  
1458 anyone who wants to be a sworn officer first has to serve as a PS3  
1459 because there's a much higher focus on soft skills in that job  
1460 compared to a sworn officer as well it gives the bureau time to see  
1461 how people handle that type of job before we give them the ability to  
1462 use force and the ability to take people into custody. Though it's -  
1463 we hope that it's basically more like an apprenticeship program in  
1464 the long term that would then allow us to maybe weed out some people  
1465 that might not have the correct skills to be officers before they  
1466 actually have the power to be officers if that makes sense. Anybody  
1467 else like to comment on that before we close?

1468 **ZINGESER:** Shawn, I just want to say hello to Lisa because I haven't  
1469 seen her for a long time. I'm glad she joined us tonight.

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1470 **CAMPBELL:** Yes. Thank you very much for joining us, Lisa. It's always  
1471 good to meet someone who is on this ground floor on this operation.  
1472 **ZINGESER:** Yeah.  
1473 **CAMPBELL:** Sarah, do you have something?  
1474 **SUNIGA:** Yeah. I just wanted to express appreciation to Lisa, one for  
1475 your service already to TAC, but also the excellent point, I think,  
1476 about the personality traits and the soft skills that people bring in  
1477 addition to the, like, on-paper competencies. And I know we've talked  
1478 here in TAC of also how training also impacts culture, and that one  
1479 is also harder to kind of quantify but is also important, so thank  
1480 you, Lisa.  
1481 **MARSCHKE:** And Shawn, Gary Marschke, also part of the original  
1482 cohort. Welcome back, Lisa. I also wanted to mention the emotional  
1483 intelligence task force and the recommendations that we made. Sylvia,  
1484 you might even want to chime in about that too, because we did do a  
1485 great deal of research not only around best practices and  
1486 incorporating emotional intelligence and those soft skills that - the  
1487 department hates to use that term for it - but that incorporates  
1488 those into all the training. And so, what we saw was that there were  
1489 some challenges with time being able to be devoted, but what we  
1490 really found was that the - there were a lot of elements of emotional  
1491 intelligence already built into some of the training, and there was  
1492 an open willingness to incorporate more. So, I think that that really  
1493 helped push the bar up a lot higher when it comes to what the  
1494 Training Division does to introduce a little bit more humanity into  
1495 the training element.  
1496 **ZINGESER:** I - Gary, thanks for bringing that up. I think it was  
1497 Captain Hurley. I think that they - that she had already incorporated  
1498 some of the emotional intelligence and yoga and, I think, mindfulness  
1499 into some of the training that officers were getting.  
1500 **CAMPBELL:** I think it's worth mentioning -  
1501 **ZINGESER:** I don't know - the other thing is I don't know if they're  
1502 still doing that based on everything that's been happening with COVID  
1503 and having to train online and what have you and not being able to be  
1504 - you know, I - it would be nice to touch base with Greg about that,  
1505 with Lieutenant Stewart.  
1506 **CAMPBELL:** And I'd just like to add further in that vein, we have  
1507 focused over the last few years on areas including procedural justice  
1508 training, (inaudible) combat, implicit biases, and also to train  
1509 officers how to give people voice so that they can be more open to  
1510 seeing how situations are beyond their own biases as well as even  
1511 officer wellness training with the recommendation that officers who  
1512 are in better mental health are more likely to be able to apply and  
1513 utilize the soft skills training that they're given to better help  
1514 the community. It's still a lot of work to go, but I feel very  
1515 confident it's moving forward. Especially now, we've even overseen  
1516 and helped with the hiring of an equity training specialist who will  
1517 make sure that a lot of these things are not just check-the-box-type  
1518 trainings but rather integrated into all types of training throughout

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1519 the bureau to help with the overall culture change. Jim let's have  
1520 you, and then we'll close.

1521 **KAHAN:** Okay. I want to second what everybody was saying about Lisa.  
1522 And we've talked occasionally, sometimes a lot, about culture change  
1523 within the bureau, and I believe that the PSSS, which is one of the  
1524 reasons I'm going to stick with PS3 because there is a tendency to  
1525 pronounce whatever the acronym is, is a way to learn - become part of  
1526 the culture in a nonconfrontational way because that's what you've  
1527 got to do when you're in that position, and you'll develop habits  
1528 that will carry over when you become a sworn officer. And that's one  
1529 of the little ways in which the culture changed to not be looking at  
1530 the confrontational solution to be established. So, it's a - that  
1531 just - that program by itself is a positive step in that direction in  
1532 addition to what Sarah and Lisa have been talking about.

1533 **ZINGESER:** Right.

1534 **CAMPBELL:** All right. Well, thank you everybody. Is there anymore  
1535 public comment before we close?

1536 **STEWART:** I just real quick wanted to comment and let folks know that  
1537 this In-Service, we are having another mindfulness training.

1538 **ZINGESER:** Good.

1539 **STEWART:** We had mindfulness training in the last one, and that  
1540 actually received really high marks from the officers in our internal  
1541 evaluations. They really liked the training. And so, this time,  
1542 because of COVID, we couldn't do it in person, but we have the same  
1543 trainer producing an online version of it, and we'll be doing it as  
1544 part of the online. And then we're also focusing on the procedural  
1545 justice at our sort of grand finale scenario to this year's training  
1546 where one of the things we're evaluating explicitly from a procedural  
1547 justice perspective is how the officers interact with the victim of  
1548 the call. And that's been something we've been working on sort of  
1549 going back two or three In-Services. We started with the, if people  
1550 remember, the veteran who was upset with the officers. We ran that  
1551 scenario, and then it's been kind of this recurring theme. So, we're  
1552 continuing that in this one and are hoping to use information we  
1553 glean from it to - at our upcoming supervisors academy. So, we'll  
1554 talk to the supervisors about what we saw at that event and things  
1555 they need to keep in mind when supervising people. So, we're trying  
1556 to kind of have both sort of these recurring - we're trying to  
1557 integrate it sort of continually into our scenarios and then revisit  
1558 it in other settings.

1559 **CAMPBELL:** Thank you, Lieutenant Stewart. Anything else before we  
1560 close?

1561 **ALL:** (None heard).

1562 **CAMPBELL:** All right. Can I have a motion to adjourn?

1563 **All:** (None heard).

1564 **CAMPBELL:** Really? No motion to - oh, Sheri? I see Sheri's finger up.

1565 **MARSCHKE:** I'll second.

1566 **BRUNKER:** Okay.

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1567 **CAMPBELL:** Okay. We'll say Mark and Leslie together. I couldn't tell  
1568 who was first on that one. Is anybody opposed to adjourning?  
1569 **ALL:** (None heard).  
1570 **CAMPBELL:** All right. Well, this meeting is adjourned. Thank you very  
1571 much everybody for joining, and I hope you have a wonderful night.  
1572 **ZINGESER:** Thank you.  
1573  
1574 TAC 1-13-2021.doc  
1575 Transcribed 02/08/2021 @ 9:57 p.m. Elice Turnbull (0202et01)