

Portland Police Bureau Training Advisory Council

Date: March 10, 2021

From: Shawn Campbell
Chair, Training Advisory Council

To: Chief of Police Chuck Lovell

Subject: Response to Chief's Comments Regarding PS3 Training Recommendation

On behalf of the Portland Police Bureau's (PPB) Training Advisory Council (TAC), I am writing to respond to the questions posed regarding Recommendations #4 and #9 of the TAC's Public Safety Support Specialist (PS3) Training Recommendation, which can be viewed along with the PPB's response via the link:

<https://www.portlandoregon.gov/police/article/780183>

Regarding Recommendation #4, you ask if the TAC is aware of any evidence-based training mechanism that is proven to improve one's ability to multitask. It is understood that this has been a challenging area for the Training Division, with it being not uncommon for sworn officer recruits to not pass the field training portion of their training due to multitasking issues. Given this is the last phase of police training, this represents a significant loss in investment. While the TAC at this time is not prepared to recommend a specific training course or protocol, it is aware that this is not a unique issue to policing, and that robust training mechanisms meant to improve the ability to multitask do exist in many industries. In addition to reaching out to other police bureaus to query about effective training related to multitasking, the TAC recommends the PPB discuss the issue with Portland Fire and Rescue (PFR) and the Bureau of Emergency Communications (BOEC), to ascertain if any specific training strategies utilized by either bureau could be adapted to PPB's use. Furthermore, the PPB should discuss with these two bureaus any screening protocols they use on new recruits to ascertain a minimum ability in multitasking prior to beginning training.

Regarding this issue, the TAC also believes that an expanded PS3 program could create opportunities for sworn officer recruits who have reached the field training stage, but then fail to pass for various reasons, such as an inability to multitask. Rather than losing such recruits, and the money and time invested in them, they could instead serve in the PS3 program for a period of time, giving them much needed on the job experience, allowing them to better develop needed skills in a lower impact environment.

Regarding Recommendation #9, you ask for further clarification regarding the TAC's assessment of any issues with the current PS3 dispatching protocol, which involves the PS3s knowing which

calls they are able to handle and self-dispatching themselves appropriately. While the TAC supports this model, given our belief that this program should be expanded, we would like to see a more formalized protocol structure put into place. Preferably, this would be a hybrid model where BOEC dispatchers flag relevant calls for PS3 response, but PS3s are also encouraged to take initiative by self-dispatching when available. This would aid in the collection of data that would be relevant to both expanding and effectively utilizing the PS3 program. It is our understanding that a similar hybrid model is utilized by Enhanced Crisis Intervention Training (ECIT) officers.

Thank you for this opportunity to respond to your questions. If you need to contact me, you can do so via email at ppbtac@gmail.com.

Yours Truly,

Shawn Campbell
TAC Chair

About the Training Advisory Council:

The TAC was created in 2012 as a police bureau advisory body by city resolution 36912. The TAC is a citizen's group with the mission of providing ongoing advice to the Chief of Police and the bureau's 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 TAC is also tasked by Section 86 of the DOJ settlement agreement with the City of Portland to identify and report to the Chief of Police any patterns in the bureau's use of force.