



Portland Police Bureau

2022 Annual Training Plan

December 2021

PPB TRAINING DIVISION 2022 Annual Training Plan

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

Training Values

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

INTRODUCTION

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

The training needs for tenured members are addressed through a variety of sources, such as in-service trainings, online trainings, weapons qualifications, unit specific trainings, external trainings and conferences, and specialty certifications. This report provides an overview of the training planned to be offered to members during 2022. It focuses on training, which all sworn Bureau members receive, training for all sworn supervisors, training for the Enhanced Crisis Intervention Team and the Behavioral Health Unit, weapons qualifications for all sworn Bureau members, training crowd management, and unit specific training. This report is meant to provide a high-level overview of training topics, while the specific details of each training will be provided in lesson plans developed by the training staff and instructors.

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2022 IN-SERVICE

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

The 2022 In-Service plans focus on Patrol Procedures fundamentals and decision-making training, legal updates, active bystandership for law enforcement (ABLE), airway and circulatory anatomy, firearms, Use of Force policy, and scenario training. The need for these trainings have been identified through the needs assessment and evaluation processes, as well as changes made to State law and certification requirements.

In 2021, new Oregon law was created (HB 2513) that requires all police officers in Oregon to be trained in airway and circulatory anatomy and physiology. These new training requirements begin in 2022.

In 2022, the Police Bureau will continue the ABLE training that began in 2021. In addition, the scenario training will emphasize concepts of procedural justice, crisis communication, and de-escalation skills.

Firearms skills are used infrequently and are highly perishable skills. While there is still a lot of research to be done regarding the retention rates of these skills, it is generally recommended that many of these skills need to be practiced correctly on a weekly or monthly basis in order to utilize them effectively during a high-risk encounter. This is critical for ensuring the least amount of force is needed for managing the situation and increasing cognitive capacity for processing the nuances of the scene, which is imperative for effective decision-making.

In addition to the In-Service training sessions, other training curriculum will be delivered to sworn members throughout the year via training videos, tips and techniques bulletins, and other online training methods.

The following are the anticipated In-Service trainings for 2022.



In-Service - Anticipated 2022 Trainings				
Training Title/Topic	Purpose/Reason for the Training	Date	Training Category	Estimated Training Hours
Firearms (Skills Training)	Firearms skills training including the following topic areas: utilizing different sight foci, transitions between focus types based on distance and target type, and use of cover.	January - June	Use of Force	3
Firearms Scenarios	These scenarios will allow members to practice the new firearms techniques in real world scenarios, using paint marking rounds. These different scenarios will include subjects that are moving, static, and using force.	January - June	Use of Force	1
Legal Updates	The City Attorney's Office will provide legal updates to members.	January - June	Job Specific / Other	1
Patrol Procedures Classroom	This class will cover the Patrol Procedures principles, a standard framework for dealing with different complex situations, and review core critical incident response components.	January - June	Use of Force / De-escalation/ Procedural Justice/ Job Specific / Other	1.5
Patrol Procedures Scenario	This scenario will incorporate components of critical incident response, Patrol Procedures principles, procedural justice, crisis communication, and de-escalation skills.	January - June	Use of Force / Mental Health / CIT/ De-escalation/ Procedural Justice	2
ABLE	This program focuses on awareness of the importance of active bystanders and provides early intervention strategies for situations that may lead to officer, community member, and/or agency harm. This program utilizes leadership, ethics, and wellness principles for increasing understanding for the need of peer intervention as well as how to successfully address these challenging situations.	TBD	Job Specific / Other	2
Circulatory anatomy/physiology	Maintenance training in Airway and Circulatory Anatomy and Physiology per HB 2513.	TBD	TBD	2
Directive updates: 1010.00 Use of Force 635.10 Crowd Management (tentatively)	This training will provide members with updates to the Use of Force, and potentially the Crowd Management, directives.	TBD	Use of Force	TBD

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2022 ONLINE TRAINING

The Online Training Program continues to evaluate the program needs and research methods for enhancing the program. In 2021, the Training Division was able to hire an additional videographer position with an expertise in design work, and a new LMS manager with an expertise in online training design.

Currently, the general goals for the Online Training Program are to further:

Enhance the design of the online trainings to increase learning and effectiveness for different learning styles.

Utilize the video format to incorporate community voices and perspectives into online trainings when applicable.

Troubleshoot technical issues as applicable to ease the process of online learning.

Assess and refine, as needed, logistical procedures for taking the online trainings (particularly for those on patrol).

The following are the anticipated online training sessions for 2022.

Online Training Program - Anticipated 2022 Trainings				
Training Title/Topic	Purpose/Reason for the Training	Date	Training Category	Estimated Training Hours
Chief's Introduction to DIR 640.38, Interacting with Members of the LGBTQIA2S+/Queer Community	This training will provide members with an introduction to the new directive.	January	Job Specific / Other	0.25
New Helmets	This training will orient members to the new helmet equipment.	January	Job Specific / Other	0.25
DIR 650.00 Consent Search Information Cards	This training will inform members about changes to Directive 650.00, specifically, the introduction and use of new Consent Search Information Cards, printed in multiple languages.	February	Job Specific / Other	0.25
Equity: Vocabulary regarding DIR 640.38, Interacting with Members of the LGBTQIA2S+/Queer Community	The Police Equity and Inclusion Office is working with the Training Division to produce a series of equity trainings pertaining to the application of this directive.	February	Job Specific / Other	0.25
Employee Assistance Program: Crisis Planning	This training will provide members with information for individual crisis planning, such as will preparation.	February	Job Specific / Other	0.25
Nuclear Reactor Response Video	This video covers safety and response protocols for Reed College's nuclear reactor. It is a required refresher training.	February	Job Specific / Other	0.25
Axon Taser Update	This is material required as part of the user license agreement with Axon. It provides refresher training on the use of the Taser.	March	Use of Force	1
UDAR	This training will help members understand the UDAR reporting process, the different types of overtime, and explain how to view overtime tracking and reporting.	TBD	Job Specific / Other	0.25

Online Training Program - Anticipated 2022 Trainings (continued)				
Training Title/Topic	Purpose/Reason for the Training	Date	Training Category	Estimated Training Hours
Post Shooting Response	This training will review post shooting response procedures, including the importance of handcuffing as it relates to the safety of paramedics and others.	April	Use of Force	0.25
Tactical Emergency Medical Care (TECC)/IFAK Case Study	Update/refresher on Tactical Emergency Medical Care, including IFAKs.	May	Job Specific / Other	0.25
Performance Breathing	This video explains breathing techniques that help activate the Parasympathetic nervous system and lower stress.	May	Job Specific / Other	0.25
Bloodborne Pathogens (City Learner)	Update/refresher on OSHA required training related to blood borne pathogens.	June	Job Specific / Other	1
TIP - Trauma Intervention Program	This training will explain what TIP is, as well as how and when to utilize them.	TBD	Job Specific / Other	0.25
Language & Culture - Informal Interpreters	This is a continuation of the trainings being conducted in partnership with the Community Engagement Officer to provide members guidance on the use of interpreters.	TBD	Job Specific / Other	0.25
Language & Culture - Interpreters in Investigations	This is a continuation of the trainings being conducted in partnership with the Community Engagement Officer. This training will focus on the use of interpreters for investigations.	TBD	Job Specific / Other	0.25
Vocabulary (pronouns) regarding DIR 640.38, Interacting with Members of the LGBTQIA2S+/Queer Community	The Police Equity and Inclusion Office is working with the Training Division to produce a series of equity training sessions pertaining to the application of this directive.	TBD	Job Specific / Other	0.25
Scenarios regarding DIR 640.38, Interacting with Members of the LGBTQIA2S+/Queer Community	The Police Equity and Inclusion Office is working with the Training Division to produce a series of equity training sessions pertaining to the application of this directive.	TBD	Job Specific / Other	0.25

2022 COMMAND IN-SERVICE

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

Due to staffing and budget limitations, there are currently no plans for a full Command In-Service for 2022. However, the Bureau is planning to provide them with a class regarding how to properly prepare findings for cases that could involve discipline. This may be delivered during a breakout session of the 2022 Supervisors In-Service or as a stand alone training.

Command staff will continue to attend In-Service training with officers, and receive Supervisor's In-Service, online, and crowd management training sessions.

2022 SUPERVISORS IN-SERVICE

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

In 2022, the Training Division would like to focus on leadership with an emphasis on the Portland Police Bureau’s (PPB) Strategic Plan (if complete) and how the PPB’s mission and values influence leadership. The Training Division would also like to build on the 2021 Critical Incident Management training with more applied training experience, conduct training on the Bureau’s Public Information (PIO) efforts and how supervisors can support them, and provide training on how to conduct investigations pertaining to use of force or citizen complaints.

The following is a tentative schedule for the 2022 Supervisors In-Service training. This training plan will be refined during the early 2022 as more is known regarding the status of the Bureau’s Strategic Plan and Public Information needs.

Supervisors In-Service - Anticipated 2022 Trainings				
Training Title/Topic	Purpose/Reason for the Training	Date	Training Category	Estimated Training Hours
Leadership in Policing (tentative)	Material for leadership may include a discussion of the PPB’s Strategic Plan (if complete) and start a discussion on how mission and values influence leadership.	TBD	Leadership	2
PIO (tentative)	An identified need for training on how sergeants can support PIO and Bureau messaging.	TBD	Leadership	1-2
Outlook (tentative)	An identified need on how to utilize MS Outlook to improve productivity/tracking of time.	TBD	Job Specific / Other	1
Critical Incident Management (tentative)	This training will build off of the 2021 Critical Incident Management training, with the inclusion of scenarios. The training will incorporate Critical Incident Command components and decision-making in critical incidents.	TBD	Leadership	2-3
Bureau of Human Resources: 2.02 for Supervisors	Updated refresher training on Human Resources rules.	TBD	Job Specific / Other	2
Use of Force and Complaint investigations for supervisors	How to conduct use of force investigations for after actions, as well as investigations on citizen complaints that come in as service improvement opportunities.	TBD	Leadership	2

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2022 CROWD MANAGEMENT TRAINING

Crowd management is a critical and complex topic that requires a vast array of knowledge and skillsets. This training includes, but is not limited to, the following topics: Incident Command System, crowd psychology, public order methodology (including the Madison Method, Enhanced Social Identity Model, the RDFC 'Reasonable, Disarming, Focused, and Consistent' Interaction Model), tactical procedures, related laws and legal considerations, reporting requirements, officer safety, and equipment.

At the time of this reporting, the Bureau has just completed a comprehensive training needs assessment for its crowd management efforts, which outlines the related topics planned for future training. Some of the training topics, such as those for building the Bureau's Incident Command System base of knowledge, have associated training plans currently in place. Several other topics are pending critical decisions from the Attorney General, City Attorney's Office, Legislation, and other key decision makers.

The following provides information for the Incident Command System trainings currently planned for 2022. In addition, the Bureau plans on conducting additional training pertaining to crowd management. The planning for this training is in process and will further develop as areas of policy, law, and procedures currently in discussion are resolved. The Bureau anticipates that some of the training offered will be rank-specific. For instance, the Bureau is looking into the possibility of providing Crowd Management Incident Command training for all Bureau command staff. Other training topics, such as those regarding policy and direct-response procedures, are being planned for all sworn members.

FEMA / Incident Command - Anticipated 2022 Trainings				
Training Title/Topic	Members to Attend	Date	Training Category	Estimated Training Hours
IS-100: Introduction to Incident Command System	All Bureau Members	Self-paced online training	Job Specific / Other	2
IS-700: National Incident Management System	All Bureau Members	Self-paced online training	Job Specific / Other	3.5
IS-200: Basic Incident Command System for Initial Response, ICS-200	All Sergeants, Lieutenants, PIOs, and Professional Staff Supervisors	Self-paced online training	Job Specific / Other	4
IS-800: National Response Framework, An Introduction	All Sergeants, Lieutenants, PIOs, and Professional Staff Supervisors	Self-paced online training	Job Specific / Other	3
ICS-300: Intermediate Incident Command System for Expanding Incidents	All Sergeants and above, PIOs, and Professional Staff Supervisors	TBD	Job Specific / Other	21
G0191: Emergency Operations Center/Incident Command System Interface	All Lieutenants and above	TBD	Job Specific / Other	7
ICS-400: Advanced Incident Command System for Command and General Staff Complex Incidents	All Lieutenants and above, and PIOs	TBD	Job Specific / Other	15
ICS-402: Emergency Management Director Briefing	Chief, DC, AC's	TBD	Job Specific / Other	4
IS-29: Public Information Officer Awareness	All Bureau and IMT PIO staff	Self-paced online training	Job Specific / Other	7
G0290: Basic Public Information Officer	PIO Sergeants and Professional Staff Supervisors	TBD	Job Specific / Other	14

2022 QUALIFICATIONS & ADVANCED SHOTGUN TRAINING

Generally, sworn members qualify once per a year with the conducted electronic weapon (CEW) and three times per year for firearms. The CEW qualification includes the re-certification requirements from Taser International. All sworn members qualify with the shotgun and any handgun they carry on the job three times per year. Sworn members who are AR-15 and 40mm less lethal operators also qualify with those weapons. These firearm qualifications exceed those required by Oregon State Law.

Weapons Qualifications/Certifications - Anticipated 2022 Trainings				
Training Title/Topic	Purpose	Date	Training Category	Estimated Training Hours
Handgun(s)	All sworn must pass the handgun qualification course with each handgun they carry on the job. This includes; a function check, and accuracy at three feet to twenty yards. Primary/secondary handguns use a 50 round courses, back-up/off-duty handguns may use a 25 rounds course. The qualification course for 2022 has been further updated to be more in line with what research shows officers face in real world deadly force encounters.	Spring Winter Fall	Use of Force	.5 (per gun/per qualification)
Shotgun	Shotgun qualification focuses on safety, a function check, and accuracy. The function check is required for all officers. Officers who carry shotguns must demonstrate proficiency in all aspects of the qualification, including firing buckshot and slugs at ranges out to 20 yards.	Spring Winter Fall	Use of Force	.5 (per qualification)
Conducted Electronic Weapon	All sworn must pass the conducted electronic weapon (CEW) qualification course. Classroom will conducted via LMS. There will be a live portion at the fall qualification. Together this training focuses on general CEW operation skills, providing verbal warnings, and deploying cartridges in the preferred target zone.	Fall	Use of Force	1 (LMS)/ .05
AR-15	All AR-15 operators must pass the AR-15 qualification course, which focuses on accuracy at seven to twenty yards.	Spring Winter Fall	Use of Force	.5 (per qualification)
40mm Less Lethal Operators Qualification	Training certifies officers to carry the 40mm Less Lethal Certification. This training includes a combination of classroom, range time, scenario training, policy, equipment manipulation, operator skills (e.g., accuracy, target areas), and decision making.	TBD: 2-3 Sessions	Use of Force	TBD

The Bureau anticipates being able to offer an Advanced Shotgun Operator training for current operators during 2022. The following provides some additional information.

Advanced Shotgun Training - Anticipated 2022 Trainings				
Training Title/Topic	Purpose	Date	Training Category	Estimated Training Hours
Advanced Shotgun Operator (ASO) In-Service	The class includes the new 20 yard (25 round) and the new 50 yard (10 round slug) qualifications, shotgun patterning, positional shooting, shooting from barricades, exigent slug loads, transition to pistol, and various shooting drills.	TBD	Use of Force	18

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PRECINCTS AND UNIT SPECIFIC TRAINING

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

At the time of this reporting, some of the Divisions and Units do not anticipate any training for 2022 due to staffing and budget limitations.

Precincts

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

The following provides a brief overview of the current 2022 anticipated training opportunities for precinct members. These training opportunities are in addition to the In-service, online learning, and other training opportunities offered by the Training Division directly. Due to budget and staffing uncertainty, the format and extent of these trainings is yet to be determined.

North Precinct - Anticipated 2022 Trainings				
Training Title/Topic	Purpose/Reason for the Training	Date	Training Category	Estimated Training Hours
Association of Threat Assessment Winter Conference	This conference provides presentations on addressing major targeted violence such as active threat situations, domestic violence, and assassinations.	February	Job Specific / Other	32
FEMA ICS 950: NIMS ICS All-Hazards Position Specific Incident Commander	Training on the duties and responsibilities of the Incident Commander during major events.	TBD	Job Specific / Other	30
FEMA ICS 958: NIMS ICS All-Hazards Position Specific Operations Section Chief	Training on the duties and responsibilities of the Operations Section Chief during major events.	TBD	Job Specific / Other	22
Critical Incident Response, Use of Force/De-Escalation	Training on responding to critical incident events, and related use of force and de-escalation techniques.	March	Job Specific / Other	8

Central Precinct - Anticipated 2022 Trainings				
Training Title/Topic	Purpose/Reason for the Training	Date	Training Category	Estimated Training Hours
To be determined: All-Terrain Vehicle (ATV) Training	This training provides officers skills for operating ATVs on the job. The training includes topics such as related Oregon laws, basic operation of the ATV, and skills for safely managing turns, obstacles, and angles.	TBD	Job Specific / Other	TBD
To be determined: Bike Certification	Hands-on and classroom certification training for bike officers.	TBD	Job Specific / Other	TBD
To be determined: Leadership training such as classes offered by the FBI-LEEDA Program	Provide members with advanced training in leadership skills.	TBD	Job Specific / Other	TBD

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Specialized Resources Division

The Specialized Resources Division encompasses several specialized units: Air Support Unit, Canine Unit, Crisis Negotiation Team, Explosive Disposal Unit, Narcotics and Organized Crime Unit, Critical Incident Command, and the Special Emergency Response Team. The following pages provide a brief description of the services these units provide and their anticipated training schedules for 2022.

Air Support Unit

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

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

Air Support Unit - Anticipated 2022 Trainings				
Training Title/Topic	Purpose/Reason for the Training	Date	Training Category	Estimated Training Hours
Monthly Pilot, Tactical Flight Officer (TFO), and Crew Training	Recurring monthly training covering topics required for knowledge, skill, and job specific proficiencies. All training based on FAA certification standards and Airborne Public Safety Association (APSA) accreditation guidance.	Recurring monthly/Specific dates are scheduled monthly based on detached members RU schedule.	Job Specific / Other	11 / member / month
Instrument Pilot Training	Intermediate pilot training for a member, to allow flight in instrument conditions. Air Support Unit (ASU) crews routinely fly in poor weather conditions that are extremely hazardous to non-instrument rated pilots. Instrument rated at conclusion of training.	January	Job Specific / Other	220
Pilot transition training	A member has completed his Private Pilot license and will transition to the pilot seat in a Air Support Unit aircraft.	January - June	Job Specific / Other	150
Newly Selected TFO initial training	Preflight procedures, post flight procedures, Just Safety Culture familiarization, educational tasks related to FLIR/Geography/TFO job description.	Feb-March	Job Specific / Other	80
Spring Safety Stand Down	Safety of Operations and Safety related training for all ASU members.	Mar 22	Job Specific / Other	11
Commercial Pilot Training	Commercial Pilot certificates are required for all ASU pilots. This would complete advanced pilot training for a member.	April	Job Specific / Other	100
Instrument Pilot Training	Intermediate pilot training for a member, to allow flight in instrument conditions. ASU crews routinely fly in poor weather conditions that are extremely hazardous to non-instrument rated pilots. Instrument rated at conclusion of training.	May	Job Specific / Other	220
New Tactical Flight Officer (TFO) Training Course	Send newly selected TFOs to Airborne Public Safety Association TFO training course in Reno, Nevada.	July	Job Specific / Other	30
Fall Safety Stand Down	Safety of Operations and Safety related training for all ASU members.	Oct 11	Job Specific / Other	11

Canine

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

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

K9 - Anticipated 2022 Trainings				
Training Title/Topic	Purpose/Reason for the Training	Date	Training Category	Estimated Training Hours
Weekly Unit Skills Training to include tracking, area searches, building searches, bite work, and obedience work for K9 teams.	K9 teams are expected to maintain a high level of control over their canine partners at all times. Weekly training emphasizes these standards to ensure teams are operating consistent to Bureau Directives, Oregon State Law, Federal Law, Oregon Police Canine Association Standards and best practices.	Recurring Weekly	Job Specific / Other	Minimum of 16 hrs training per team / month
K9 Unit Basic K9 School	Basic training program for new K9 handlers and / or new canines assigned to the K9 Unit. This course is aimed at providing new canines and their handlers the time to learn the necessary skills prior to being deployed to take calls.	January	Job Specific / Other	400
Oregon Police Canine Association 2022 Spring Training Seminar	Serves as a K9 In-Service training to ensure ongoing professional development is utilized. It allows for the building of relationships within the state to ensure our unit and agency are keeping up with best practices both locally and nationally. The training generally includes both classroom and field training to include; courtroom testimony, K9 Liability management, K9 control and aggression, building searching, and area searching.	April	Job Specific / Other	24
K9 Unit Basic K9 School	Basic training program for new K9 handlers and / or new canines assigned to the K9 Unit. This course is aimed at providing new canines and their handlers the time to learn the necessary skills prior to being deployed to take calls.	Spring/Summer 2022	Job Specific / Other	400
Oregon Police Canine Association 2022 Fall Training Seminar	Serves as a K9 In-Service training to ensure ongoing professional development is utilized. It allows for the building of relationships within the state to ensure our unit and agency are keeping up with best practices both locally and nationally. The training generally includes both classroom and field training to include; courtroom testimony, K9 Liability management, K9 control and aggression, building searching, and area searching.	September	Job Specific / Other	24

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Crisis Negotiation Team

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

Preparing for these events requires specialized training. The Crisis Negotiation Team trains regularly, including joint trainings with the Special Emergency Response Team. Procedural Justice is incorporated throughout each training, specifically within the "voice" and communications portions of each. The following is the Crisis Negotiation Team's current training plan for 2022.

Crisis Negotiation Team (CNT) - Anticipated 2022 Trainings				
Training Title/Topic	Purpose	Date	Training Category	Estimated Training Hours
CNT Assessment Center Development and Preparation	Maintaining a highly professional CNT requires vigorous testing and selection standards. Involving the entire team in the development of these tests and processes serves to raise the expectations and training exposure of current team members.	January 12	Job Specific / Other	9
CNT Assessment Center	Implementation of the assessment center process builds greater commitment to the team and its mission as well as leading to the selection of the most qualified applicants.	February 22 - 24 (This training session may be two to three days dependent upon the number of applicants.)	Job Specific / Other	27
Regional Crisis/Hostage Negotiation Scenario	A day-long competition-style scenario provides stress-induced training under the critique of trained evaluators, providing valuable "outsider" feedback on the team's performance and operations. Training with adjoining agencies builds interoperability between teams useful for joint operations or handling incident response for a team when needed. This joint training will include an incident debrief presentation as well as rotating skill builder exercises hosted by members from all three teams (Washington County, Clackamas County, Portland Police).	March 9	Mental Health/ CIT/ De-escalation/ Job Specific / Other	9
SPECIAL TOPICS INSTRUCTION: Forward & High Elevation Negotiations	Maintain proficiency in negotiations during forward and high elevation negotiations. During forward and high elevation negotiations CNT members will work closely with SERT members in dynamic and potentially chaotic situations. CNT members will learn SERT's expectations and plans during forward negotiation incidents. CNT members will be familiarized with SERT's rope cadre and physically move to a high elevation location in SERT's rope equipment. Maintain consistency with Bureau Directives, Oregon State Law, Federal Law, Oregon Tactical Officer Association and National Tactical Officer Association Standards. Joint training to increase understanding of team roles and to increase efficiency during activations.	April 6	Use of Force/Mental Health/ CIT/ De-escalation/ Job Specific / Other	9

Crisis Negotiation Team (CNT) - Anticipated 2022 Trainings (continued)				
Training Title/Topic	Purpose	Date	Training Category	Estimated Training Hours
Joint CNT/ SERT/ MEDU Training	Two three-hour joint SERT/CNT/EDU scenarios will expose team members and Critical Incident Commands (CIC) to various aspects of team operations with special focus on forward negotiations. Debriefs following each scenario will provide opportunity to identify performance deficiencies as well as proficiencies and discuss ideas for future training. Maintain consistency with Bureau Directives, Oregon State Law, Federal Law, Oregon Tactical Officer Association and National Tactical Officer Association Standards. Joint training to increase understanding of team roles and to increase efficiency during activations.	April 7	Use of Force/Mental Health/ CIT/ De-escalation/ Job Specific / Other	9
Western States Hostage Negotiator's Association Competition and Conference (WSHNA)	Regional speakers on CNT-specific topics will share instructional blocks and incident de-briefs to keep team abreast of best practices and emerging trends. A day-long competition-style scenario provides stress induced training under the critique of training evaluators, providing valuable external feedback on the team's performance and operations. Portland Police Bureau's CNT will fill facilitator and assessor roles for this event, leading to greater expertise.	May 1 - 4	Mental Health/ CIT/ De-escalation/ Job Specific / Other	36
SPECIAL TOPICS INSTRUCTION: Negotiation with Specific Populations: * Youth * Gang Impacted Persons * Persons with psychosis and personality disorders	This training day will be split into three three-hour blocks trainings with separate guest speakers from the community who will present on the juvenile mind and mindset, gang impacted persons and persons with specific mental health disorders. Recognizing the indicators and identifying common subject mindsets can lead to more effective de-escalation.	June 8	Mental Health/ CIT/ De-escalation/ Procedural Justice Job Specific / Other	9
CNT Bus Driving Course/ Refresher and Equipment Familiarization/ Re-Familiarization	All CNT Members are expected to be proficient in driving the CNT bus and operating all CNT equipment when responding to callouts and during non-emergency response settings. This training may incorporate a State of Washington first responder driving certification block, dependent upon an amendment to allow non-Oregon driver's to operate the NOC. Equipment breakdown/troubleshooting will be incorporated for computer systems and communication equipment, increasing operational readiness.	July 13	Job Specific / Other	9
Scenario Building	Maintaining a highly professional CNT requires vigorous scenario standards. Teams of negotiators will build involved, information rich, and complex scenarios in collaboration with SERT members. The scenarios will be a focal point of training during the month of September.	August 17	Mental Health/ CIT/ De-escalation/ Procedural Justice Job Specific / Other	9
Rilea Skills Week	CNT will conduct various rotating communication and intelligence gathering exercises as well as receive instruction on a new technology applicable to CNT response. Maintain consistency with Bureau Directives, Oregon State Law, Federal Law, Oregon Tactical Officer Association and National Tactical Officer Association Standards. Joint training to increase understanding of team roles and to increase efficiency during activations.	September 19	Job Specific / Other	10

2022 ANNUAL TRAINING PLAN

Crisis Negotiation Team (CNT) - Anticipated 2022 Trainings (continued)				
Training Title/Topic	Purpose	Date	Training Category	Estimated Training Hours
Rilea Skills Week	<p>Three two-hour joint SERT/CNT/EDU scenarios will expose new team members and CICs to various aspects of team operations. Debriefs following each scenario will provide opportunity to improve performance and discuss ideas for future training.</p> <p>Maintain consistency with Bureau Directives, Oregon State Law, Federal Law, Oregon Tactical Officer Association and National Tactical Officer Association Standards. Joint training to increase understanding of team roles and to increase efficiency during activations.</p>	September 20	Job Specific / Other	10
Rilea Skills Week	<p>CNT will conduct an intelligence gathering and integration exercise which will require creativity, agility, technical skills pertinent to critical incident response, accurate analysis, and problem solving. This exercise is designed to test the negotiators' skills with regard to intelligence in a non-traditional setting.</p>	September 21	Mental Health/ CIT/ De-escalation/ Job Specific / Other	10
Risk Assessment Tool and 2023 Training Topics and Objectives	<p>CNT members have been working with the FBI and educators to develop a risk assessment tool useful during critical incidents. While it was anticipated this project would be completed in 2021, there were multiple unforeseen factors that have created delays. It is expected this project will be complete in time to develop a training block to familiarize CNT members with the effective use of this emerging tool, leading to clearer, more evidence-based recommendations during actual events.</p> <p>CNT will review 2022 activations and training events, discussing lessons learned to re-enforce learning points as well as identify training, personnel and equipment needs for the following year. A strategic plan for 2023 will be created to serve as a road map for 2023's training and team activities.</p>	October 19	Job Specific / Other	9
<p>PRESENTATIONS:</p> <p>Risk versus Threat Assessments in Critical Incidents</p> <p>&</p> <p>SERT and CNT Individual Roles, Responsibilities, and Objectives During Critical Incidents</p>	<p>A member of CNT who is familiar with the risk assessment tool and a member of the Multnomah County Threat Advisory Team (MCTAT) will present on the goals and objectives of both models. Similarities and differences will be presented regarding both models.</p> <p>Retired members of SERT and CNT will layout what individual members of both teams do pre, during and post activation. The presenters will debrief an activation of their choosing.</p>	November 16	Job Specific / Other	9
Joint CNT/ SERT/ MEDU Training	<p>Two three-hour joint SERT/CNT/EDU scenarios will expose team members and CICs to various aspects of team operations. Debriefs following each scenario will provide opportunity to identify performance deficiencies as well as proficiencies and discuss ideas for future training.</p> <p>Maintain consistency with Bureau Directives, Oregon State Law, Federal Law, Oregon Tactical Officer Association and National Tactical Officer Association Standards. Joint training to increase understanding of team roles and to increase efficiency during activations.</p>	November 17	Use of Force/Mental Health/ CIT/ De-escalation/ Job Specific / Other	9

Crisis Negotiation Team (CNT) - Anticipated 2022 Trainings (continued)				
Training Title/Topic	Purpose	Date	Training Category	Estimated Training Hours
CNT Scenario and CNT End-of-Year Overview	One five-hour CNT scenario focusing on negotiations and use of newly identified equipment or methods involved in negotiations, intelligence gathering or communication. A Debrief will follow the scenario and identify performance deficiencies as well as proficiencies and discuss ideas for future training.			
	Maintain consistency with Bureau Directives, Oregon State Law, Federal Law, Oregon Tactical Officer Association and National Tactical Officer Association Standards. Joint training to increase efficiency during activations.	December 14	Mental Health/ CIT/ De-escalation/ Job Specific / Other	9
	CNT will review all team activations and training events from the previous twelve months, discussing lessons learned to re-enforce learning points as well as identify training, personnel and equipment needs for the following year. From this meeting a yearly CNT strategic plan will be written to serve as a road map for the following year's training and team activities.			

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Explosive Disposal Unit

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

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

Explosives Disposal Unit - Anticipated 2022 Trainings				
Training Title/Topic	Purpose	Date	Training Category	Estimated Training Hours
Weekly Explosive Disposal Unit (EDU) Skills Training	These fulfill a part of the requirements set by the National Bomb Squad Advisory Board (NABSCAB) and FBI Hazardous Devices School (HDS). The topic areas include robot driving skills, equipment maintenance, radiation threat response, Direct Action Devices, chemical/biological threat response, home made explosives, first AID, breaching, and scenario training. The current plans include some training with SERT and the Crisis Negotiation Team on crisis negotiation scenarios.	Recurring	Job Specific / Other	468

Narcotics and Organized Crime

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

In 2022, the Narcotics and Organized Crime Unit currently plans on providing the following trainings and conference opportunities to members.

Narcotics & Organized Crime Unit - Anticipated 2022 Trainings				
Training Title/Topic	Purpose/Reason for the Training	Date	Training Category	Estimated Training Hours
<u>For High Intensity Drug Task Force (HITDA) Staff</u>				
Washington State Narcotics Investigations (WSNIA) Conference	Drug Investigator Training, updates on laws, trends, and investigations.	April 24 - 28	Job Specific / Other	40
Oregon Narcotics Enforcement Association (ONEA) Conference	Drug Investigator Training, updates on laws, trends, and investigations.	July	Job Specific / Other	40
California Narcotics Officers Association Conference	California Narcotics Officers Association Conference, updates on laws, trends, and investigations on National Level.	November	Job Specific / Other	40
Federal Task Force Officers credential recertification	Recertification requirements for Task Force Officers.	TBD	Job Specific / Other	20
Cellebrite Recertification	Once every two years recertification requirements.	TBD	Job Specific / Other	10
California Narcotics Officers Association	Supervisor training specifically for managing these specialized units.	TBD	Leadership	40
<u>For Tehnical Operations Unit Staff</u>				
National Technical Investigators Association (NATIA) National Conference	National Technical Investigators Association-training for technical officers.	July 23 - 28	Job Specific / Other	40
NATIA Chapter Meeting	Technical Officer Training	October	Job Specific / Other	24
HVE Recertification	High Voltage Environment Safety Recertification	TBD	Job Specific / Other	10
<u>For Administrative Staff</u>				
Oregon Narcotics Enforcement Association (ONEA) Conference	Training for our Financial Investigator assigned to NOC in regards to drug investigations.	July	Job Specific / Other	40
HIDTA PMP Training	Yearly Performance Management Training.	TBD	Leadership	10
<u>For K9 Unit</u>				
K9 Maintenance Training	Complies with nationally, court established "Best Practices".	Continuous	Job Specific / Other	4
OPCA Conference	K9 skills conference held twice a year.	TBD	Job Specific / Other	20
CNCA Certification Test	Annual California Narcotics K9 Association certification test.	TBD	Job Specific / Other	10

2022 ANNUAL TRAINING PLAN

Special Emergency Reaction Team

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

Preparing for these events requires extensive training. The Special Emergency Reaction Team receives training weekly, as well as additional training opportunities. The following is the Special Emergency Reaction Team's current training plan for 2022.

Special Emergency Response Team - Anticipated 2022 Trainings				
Training Title/Topic	Purpose	Date	Training Category	Estimated Training Hours
Bi-Weekly Skills Training	Maintain consistency with Bureau Directives, Oregon State Law, Federal Law, Oregon Tactical Officer Association and National Tactical Officer Association Standards. Additionally this training is aimed at stress inoculation, improving rapid cognition and decision making. By exposing officers to life-like scenario training, we are able to improve their performance during real life incidents. Some of the training includes joint training to increase understanding of team roles and to increase efficiency during activations.	Recurring	Use of Force	270
Bi-Weekly Range Training	Maintain physical firearm skills with assigned weapons, consistent with Bureau Directives, Oregon State Law, Federal Law, Oregon Tactical Officer Association and National Tactical Officer Association Standards.	Recurring	Use of Force	162
Breaching Group Training Day	Maintain proficiency in the latest breaching technologies and practices. Including manual, mechanical and explosive methods.	January 18	Job Specific / Other	9
Bi-Weekly Skills Training	Maintain physical firearm skills with assigned weapons, consistent with Bureau Directives, Oregon State Law, Federal Law, Oregon Tactical Officer Association and National Tactical Officer Association Standards.	February 3	Use of Force	9
Bi-Weekly Skills Training	Maintain physical firearm skills with assigned weapons, consistent with Bureau Directives, Oregon State Law, Federal Law, Oregon Tactical Officer Association and National Tactical Officer Association Standards.	February 17	Use of Force	9
Bi-Weekly Skills Training	Maintain proficiency in the latest breaching technologies and practices. Including manual, mechanical and explosive methods.	March 10	Use of Force	9

Special Emergency Response Team - Anticipated 2022 Trainings				
Training Title/Topic	Purpose	Date	Training Category	Estimated Training Hours
Breaching Group Training In-service	Maintain proficiency in the latest breaching technologies and practices. Including manual, mechanical and explosive methods.	March 15-17	Job Specific / Other	27
Ropes Groups Training	Maintain proficiency in the latest high angle technologies and practices. Maintain high angle rescue and deployment skills.	March 22	Job Specific / Other	9
Long Range Group Training	Maintain long range shooting skills and capabilities at distances grater than 300 yards. Also to qualify on the 50 Cal and 338 Lapua.	April 5-7	Use of Force	27
Quarterly Breaching Training	Maintain proficiency in the latest breaching technologies and practices. Including manual, mechanical and explosive methods.	April 19	Job Specific / Other	9
Ropes Groups Training	Maintain proficiency in the latest high angle technologies and practices. Maintain high angle rescue and deployment skills.	May 10-12	Job Specific / Other	27
Ropes Groups Training	Maintain proficiency in the latest high angle technologies and practices. Maintain high angle rescue and deployment skills.	June 7	Job Specific / Other	9
Bi-Weekly Skills Training	Maintain consistency with Bureau Directives, Oregon State Law, Federal Law, Oregon Tactical Officer Association and National Tactical Officer Association Standards.	June 23	Use of Force	9
Quarterly Breaching Training	Maintain proficiency in the latest breaching technologies and practices. Including manual, mechanical and explosive methods.	July 19	Job Specific / Other	9
Ropes Groups Training	Maintain proficiency in the latest high angle technologies and practices. Maintain high angle rescue and deployment skills.	September 6	Job Specific / Other	9
Rilea Skills Week	Maintain consistency with Bureau Directives, Oregon State Law, Federal Law, Oregon Tactical Officer Association and National Tactical Officer Association Standards. Also to promote synergy between SERT,CNT, and the CICs.	September 18-19	Job Specific / Other	18
Rilea Skills Week	Maintain consistency with Bureau Directives, Oregon State Law, Federal Law, Oregon Tactical Officer Association and National Tactical Officer Association Standards. Joint training to increase understanding of team roles and to increase efficiency during activations.	September 20	Job Specific / Other	9
Rilea Skills Week	Maintain consistency with Bureau Directives, Oregon State Law, Federal Law, Oregon Tactical Officer Association and National Tactical Officer Association Standards. Also to promote synergy between SERT,CNT, and the CICs.	September 21-23	Job Specific / Other	27

2022 ANNUAL TRAINING PLAN

Special Emergency Response Team - Anticipated 2022 Trainings				
Training Title/Topic	Purpose	Date	Training Category	Estimated Training Hours
Quarterly Breaching Training	Maintain proficiency in the latest breaching technologies and practices. Including manual, mechanical and explosive methods.	October 18	Job Specific / Other	9
Ropes Groups Training	Maintain proficiency in the latest high angle technologies and practices. Maintain high angle rescue and deployment skills.	December 6	Job Specific / Other	9
Breacher's Circle	Maintain proficiency in the latest breaching technologies and practices. Including manual, mechanical and explosive methods.	TBD	Job Specific / Other	TBD
OSP Long Range Rifle Training	Maintain long range shooting skills and capabilities at distances greater than 300 yards. Also to qualify on the 50 Cal and 338 Lapua.	TBD	Use of Force	TBD
Basic SWAT School	Each new member of the team is mandated to attend Basic SWAT School prior to completing their first year on the team. This course is designed to provide an orientation to new officers on tactics, tools, and legal updates.	TBD	Use of Force	TBD

Critical Incident Command - Anticipated 2022 Trainings				
Training Title/Topic	Purpose/Reason for the Training	Date	Training Category	Estimated Training Hours
Introduction to Critical Incident Command	Introduction to Critical Incident Command Program, directives, policy, terminology, equipment.	January	Leadership	32
California Association of Tactical Officers (CATO) SWAT Commander	Course to address duties and responsibilities as the Tactical Team Commander.	Various	Leadership	40
CATO Tactical Operations Liability	Course to emphasize skills specific to tactical incidents to maximize success and reduce liability.	Various	Leadership	16
CNT/HNT Basic School	Entry level course required to work as part of a coordinated negotiation team and handle a variety of crisis situations.	Various	Job Specific/Other	40
Quarterly Critical Incident Command Training / Camp Rilea	On going training with SERT and CNT, reviewing and implementing tactical and communication skills.	Quarterly	Job Specific/Other	70

The Critical Incident Command trainings are for those that provides on-call command response to all SERT and CNT activations, high-risk warrants, and any other event designated by the Chief of Police or designee.

Other Specialty Units

Behavioral Health Unit and Enhanced Crisis Intervention Team

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

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

The Behavioral Health Unit also plans on conducting an initial training for new Enhanced Crisis Intervention Team members. The Bureau is still working towards meeting the demands for ECIT services. This initial training will help fill that gap with the addition of new members to the team.

Behavioral Health Unit - Anticipated 2022 Trainings				
Training Title/Topic	Purpose/Reason for the Training	Date	Training Category	Estimated Training Hours
Trauma Informed Care (TIC) - Portland, OR	This class teaches students about the tenets of Trauma Informed Care. TIC recognizes the presence of trauma symptoms and acknowledges the role trauma may play in an individuals life.	TBD	CIT / Mental Health	16
Applied Suicide Intervention Skills Training (ASIST) - Portland, OR	This two-day intensive, interactive workshop provides participants with the skills to assist in suicide intervention. The class is composed of lectures, small group discussions, and interactive exercises.	TBD	CIT / Mental Health	16
Involuntary Commitment Program Training - Portland, OR	This class provides the student with an overview of the Involuntary Commitment Program in Multnomah County.	TBD	CIT / Mental Health	16
Willamette Valley Threat Assessment Training - Salem, OR	This training is designed to provide participants with an overview of threat assessment and threat management concepts as well as assist in developing campus and community teams.	TBD	CIT / Mental Health	24
NW Regional Association of Threat Assessment Professionals Conference - Location TBD	This conference is designed to address major issues surrounding mass shooting and other public attacks, workplace violence, school/campus violence, domestic violence, assassination of public figures and other situation involving the prevention of targeted violence. A variety of nationally recognized speakers will give presentations on current information, research and techniques relating to the industry.	TBD	CIT / Mental Health	20

2022 ANNUAL TRAINING PLAN

Behavioral Health Unit - Anticipated 2022 Trainings (continued)				
Training Title/Topic	Purpose/Reason for the Training	Date	Training Category	Estimated Training Hours
NW Leadership Seminar - Portland, OR	NWLS brings together some of the best and brightest, seasoned and emerging leaders to exchange ideas, network and learn, from a variety of expert speakers.	March 2-4	Leadership	20
NW Regional CIT Conference - Seaside, OR	This conference is designed to bring together criminal justice and mental health professionals from around the Pacific Northwest. It specifically focuses on best practices and techniques in regard to Crisis Intervention.	May 23-26	CIT / Mental Health	32
Idaho Threat Assessment Conference (ITAC) -Boise, ID	This conference will include topics regarding the planning stages of mass attacks, violent rhetoric and radicalization. K-12 mental health, and ethics of threat management.	June 21-23	CIT / Mental Health	24
Association of Threat Assessment Professionals Threat Management Conference (ATAP) Anaheim, CA	This conference is designed to address major issues surrounding mass shooting and other public attacks, workplace violence, school/campus violence, domestic violence, assassination of public figures and other situation involving the prevention of targeted violence. A variety of nationally recognized speakers will give presentations on current information, research and techniques relating to the industry.	August 9-12	CIT / Mental Health	32
International CIT Conference - Pittsburgh, PA	This conference is designed to bring together criminal justice and mental health professionals from around the world. It specifically focuses on best practices and techniques in regard to Crisis Intervention.	August 29-31	CIT / Mental Health	24

Forensic Evidence Unit

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

Many of the skills for providing these services require specialized training from external resources; others are provided by in house instructors.

Forensic Evidence Division - Anticipated 2022 Trainings				
Training Title/Topic	Purpose/Reason for the Training	Date	Training Category	Estimated Training Hours
Examination of Simultaneous Impressions	Required skillset for Criminalists.	March	Job Specific / Other	24
Shooting Incident Reconstruction	Required skillset for Criminalists.	March	Job Specific / Other	40
Fundamentals of Crime Scene Examination	Required skillset for Criminalists.	March	Job Specific / Other	40
Blood Pattern Analysis I	Required skillset for Criminalists.	May	Job Specific / Other	40
Digital Video Evidence Recovery	Required skillset for photolab techs.	June	Job Specific / Other	24
SANS Digital Forensics Courses TBD	Credits needed for DFU member recertification.	TBD	Job Specific / Other	40
Various classes taught by Secret Service	Credits needed for DFU member recertification.	TBD	Job Specific / Other	40-120
International Association for Identification (IAI) Crime Scene Investigator Certification Test	Required per Standard Operating Procedure at 2 year mark.	TBD	Job Specific / Other	40
LEICA Hexagon Conference	Specific training related to Leica used at homicides/officer-involved shootings.	TBD	Job Specific / Other	40

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Property and Evidence Division

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

In 2022, the Property and Evidence Division currently plans on providing the following trainings and conference opportunities to members.

Property Evidence Division - Anticipated 2022 Trainings				
Training Title/Topic	Purpose/Reason for the Training	Date	Training Category	Estimated Training Hours
Leadership / Supervisor Training	Training on leadership and employee supervision. Topics may include wellness, accountability, training and mentoring subordinates, self assessment and development goals, and organizational change strategies.	TBD	Leadership	4
Labor Laws	Training on labor laws, common misunderstandings, how to appropriately apply the laws as a manager, and potential impacts of misapplication. Topics may include the Fair Labor Standards Act, American Disabilities Act, Equal Employment Opportunity Commission, and Oregon Labor Laws.	TBD	Job Specific / Other	2.5
Union Contracts	Training on components of the Portland Police Bureau's sworn and non-sworn union contracts that are most pertinent to managing employees' on-the-job performance.	TBD	Job Specific / Other	TBD
NW Leadership Seminar	Presentations that provide a variety of dynamic, educational experiences and valuable, practical skills for members to improve their leadership skills.	March 2-4	Leadership	22
IAPE Evidence and Property Room Management	Training in "Best-Practices" For Evidence & Property Room Management. Taught by current and former law enforcement officials with extensive real-world experience in management of property and evidence. All training topics address best business practices and professional standards.	April 26-27	Job Specific / Other	16
Crisis Intervention Training	Full or condensed training in mental health, crisis intervention techniques, and procedures so that Property Evidence Division staff are better prepared to assist our customers.	TBD	CIT / Mental Health	2

Traffic Unit

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

The following provides a summary of the current and anticipated trainings for this unit.

Traffic Division - Anticipated 2022 Trainings				
Training Title/Topic	Purpose/Reason for the Training	Date	Training Category	Estimated Training Hours
Annual Division Training	DUII refresher, Division wide training	January 4	Job Specific / Other	8
Monthly Motor Training	Improve / maintain motor skills	February 9	Job Specific / Other	8
Monthly Motor Training	Improve / maintain motor skills	March 8	Job Specific / Other	8
At-Scene Crash Investigation	Train new TIU Fatal Crash Investigator	March 14-25	Job Specific / Other	80
Monthly Motor Training	Improve / maintain motor skills	April 5	Job Specific / Other	8
Advanced traffic Crash Investigation	Train new TIU Fatal Crash Investigator	April 11-22	Job Specific / Other	80
PPB Motor School	Improve / maintain motor skills	Apr 25 - May 6	Job Specific / Other	80
Monthly Motor Training	Improve / maintain motor skills	May 9-12	Job Specific / Other	8
NAMOA Conference	Improve / maintain motor skills	May 11-13	Job Specific / Other	20
Traffic Cash Reconstruction	Train new TIU Fatal Crash Investigator	May 16-27	Job Specific / Other	80
Emergency Management: E0050 & E0139	Control and simulation course and exercise and development course.	June 20-23	Job Specific / Other	32
Monthly Motor Training	Improve / maintain motor skills	June 21	Job Specific / Other	8
Monthly Motor Training	Improve / maintain motor skills	July 6-8	Job Specific / Other	8
Monthly Motor Training	Improve / maintain motor skills	August 9	Job Specific / Other	8
Monthly Motor Training	Improve / maintain motor skills	Sept 12-15	Job Specific / Other	8
Monthly Motor Training	Improve / maintain motor skills	October 11	Job Specific / Other	8
Monthly Motor Training	Improve / maintain motor skills	November 8	Job Specific / Other	8
Monthly Motor Training	Improve / maintain motor skills	December 13	Job Specific / Other	8

Addendum to the Portland Police Bureau: 2022 Annual Training Plan report

This addendum was created in December 2021 to provide information regarding the training plans for the Bureau's new Focused Intervention Team.

Focused Intervention Team

In the fall of 2021, the Portland City Council and Police Bureau established a new program, the Focused Intervention Team (FIT), with the goal of reducing gun violence. The goal of this team is to de-escalate and lower the tensions in the community which may be contributing to the high gun violence. This work will be done in collaboration with a community oversight group, which already meets weekly. The Focused Intervention Team will also work in collaboration with the Enhanced Community Safety Team to investigate shootings when needed.

The Focused Intervention Team is planned to be fully established near the beginning of January 2022. Many of the sworn members assigned to this team are Enhanced Crisis Intervention Team officers or have received other additional training in de-escalation skills. In addition to having strong de-escalation and interpersonal skills, it is critical that these members have proficient knowledge and skills in the local criminal gangs and related resources, tactical skills, and managing violent situations when needed. The Focused Intervention Team members will receive an additional 60 hours of specialized training prior to being deployed to the street. This training will include rendering life-saving aid, criminal gang indicators and trends, use of force, equity, collaborating agencies for preventing gang violence, crime scene management, and emergency entries.

The training plans are currently being finalized and have been created in collaboration with the community oversight group. The following is a list of training classes known to be included.

Focused Intervention Team - Anticipated 2022 Trainings				
Training Title/Topic	Purpose/Reason for the Training	Date	Training Category	Estimated Training Hours
Firearms	Firearms skills training including the following topic areas: utilizing different sight foci, transitions between focus types based on distance and target type, and use of cover.	January	Use of Force	4
Police Vehicle Operations	The purpose of this class is to remind officers how to put policy (630.05) into practice. It will also talk about our four Pursuit Intervention Strategies and remind officers how and when to use those strategies. There will be time for members to have a discussion and make sure that they have a good decision-making model when surrounding Pursuits and Intervention Strategies.	January	Job Specific / Other	1
Foot Pursuits	The purpose of this class is to review foot pursuit policy and prepare officers to assess real world scenarios through the foot pursuit policy lens. This class will assist officers in determining the best course of action when a suspect flees on foot. A discussion of foot pursuits versus tactical apprehensions will be the focus of this class.	January	Job Specific / Other	1
Tactical Emergency Casualty Care	This training prepares officers to render life-saving aid under a direct threat in order to maximize a casualty's chances of survival. Training acquired by officers can be applied to officers, civilians, and suspects.	January	Job Specific / Other	2

Focused Intervention Team - Anticipated 2022 Trainings (continued)				
Training Title/Topic	Purpose/Reason for the Training	Date	Training Category	Estimated Training Hours
Portland Criminal Street Gangs	This class will provide members with advanced training, tactics and skills in regards to criminal street gangs in the city of Portland. This course is designed to familiarize members with indicators of gang involvement, history of gangs in Portland, current trends, and crime stats.	January	Job Specific / Other	4
K9	The purpose of this class is to discuss specific tactics and ways to use K9 in police operations. Specific topics will include the use of K9 in tactical apprehensions, establishing perimeters, and a discussion of policy relating to searches for potentially armed suspects.	January	Job Specific / Other	2
Air Support (ASU)	This class is an operational overview of the Air Support Unit for the newly formed Focused Intervention Team (FIT). The class will give the team an understanding of how ASU operates and how FIT can utilize ASU.	January	TBD	2
Medium Risk Traffic Stops (2 sessions)	This class will address tactics and threats to consider in the realm of a 'medium-risk' traffic or subject stop. This curriculum delves in to the many considerations that members need to take when working in the area somewhere between a traditional high-risk vehicle stop and the common traffic stop. The intent of this class is to expand an officer's thoughtfulness, tactics, abilities and safety when dealing with such stops.	January	TBD	8
Search and Seizure	The purpose of this class is to review relevant law and case law in regards to search and seizure. This class will be presented by a Multnomah County District Attorney and will prepare FIT officers for their upcoming jobs as street level gun violence investigators.	January	Job Specific / Other	4
Gang Violence Partners: P/P (parole probation), JDH (Juvenile Detention Hall), OYA (Oregon Youth Authority), OVP (Office of Violence Prevention)	This class will serve as an introduction to some of the many partners that FIT officers will be working with to accomplish the goal of preventing gun violence. The focus of the presentation will be on learning how each organization can best serve and support the goal of FIT. FIT officers will learn who to call when a specific need or request arises.	January	Job Specific / Other	4
Equity	This class will instruct Bureau members of the importance of the Equity Lens. It will ensure that they know how to use the lens and are able to formally and informally articulate equity concerns and considerations.	January	Job Specific / Other	4
Crime Scene Management	This class will focus on processing crime scenes for evidence to include protocols and procedures specific to gun violence. This class provides an opportunity for Gun Violence Detectives to specifically instruct FIT officers on the best practices for gun violence investigations.	January	Job Specific / Other	2
DNA	This class is presented by the Oregon State Police crime laboratory. The focus of this class is learning the best practices for the collection of touch DNA from firearms and firearm related evidence. Additionally, FIT officers will learn how to collect DNA samples from people.	January	Job Specific / Other	2

Addendum to the Portland Police Bureau: 2022 Annual Training Plan report

Focused Intervention Team - Anticipated 2022 Trainings (continued)				
Training Title/Topic	Purpose/Reason for the Training	Date	Training Category	Estimated Training Hours
Control Tactics	This class will instruct FIT officers on force options when encountering uncooperative subjects. This class will focus on team tactics, suspect control, de-escalation techniques, and use of force decision making.	January	Use of Force	2
WSIN (Western States Information Network)	This presentation covers registration and familiarization with WSIN as an investigative tool. The primary purpose of this presentation is to familiarize FIT officers with the deconfliction process for police operations.	January	Job Specific / Other	2
Emergency Entries	This class will cover the fundamentals of planning a patrol level emergency entry, the elements necessary to be successful, when they should be considered, and some basic tactical considerations to increase our likelihood of success.	January	Use of Force	4
