

POLICE BUREAUWIDE ADVISORY COMMITTEE

REGULAR MEETING

Meeting Summary

Wednesday, February 16, 2022

6:00 – 8:00 p.m.

ATTENDEES:

PBAC Members:

|                                    |                  |
|------------------------------------|------------------|
| David Komejii, Vice Chair          | Margaret Vining  |
| Don Levine                         | Anamaria Perez   |
| Doug Blauer                        | Debra Kidney     |
| Karin Branch                       | Ana Brophy       |
| Nirel Jackson Wardwell, PBAC Chair | Harrison Osbourn |

PPB Staff:

Ken Lee, BSD Division Manager  
Lauren Rosenstein, Equity Coordinator  
Lizzy Dreyer, PBAC Liaison  
Mike Leasure, Assistant Chief  
Nathan Leamy, BSD Ops Manager  
Tori Rohrbach, BSD Admin Support  
Pamela Neronha, Hatfield Resident Fellow

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(Lizzy) Reads the Land Acknowledgement, Portland, Oregon on behalf of PBAC

**The Portland Metro area rests on traditional village sites of the Multnomah, Wasco, Cowlitz, Kathlamet, Clackamas, Bands of Chinook, Tualatin, Kalapuya, Molalla, and many other tribes who made their homes along the Columbia River.**

**Indigenous people created communities and encampments to harvest and enjoy the plentiful natural resources of the area for the last 11,000 years.**

**We recognize that Portland today is a community that includes diverse Native peoples who continue to live and work here. We respectfully acknowledge and honor all Indigenous communities-past, present, future.**

**We also acknowledge the systemic policies of genocide, relocation – [Indian Removal Act & forced encampments] – and practices of assimilation that still impact First Nation families today.**

As settlers and [co-] stewards on these lands, we pledge to make ongoing efforts to recognize their knowledge, creativity, and resilience; and to that end, pledge to work together to develop accords of equity, community, collaboration, and reconciliation.

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**AGENDA**

**(6:00 pm) Welcome** - Nirel Jackson Wardwell, PBAC Chair  
David Komeiji, Vice-Chair

First half of meeting

**(6:05 pm) Mike's Minutes**

(AC Leisure) Capacity: 882 sworn; Current: 780 sworn; Vacancies: 102.  
Vacancies in Professional Staff: 70  
New contract needs to be ratified. There is a vote on 2/24/22. There is a new Discipline Guide, but it needs to be ratified first.

**Suggestions:** None

**Questions:**

1. Is 102 sworn adequate?

(AC Leisure) It has to do with what is expected of us. We were last fully staffed in 2018. It would be good to get back to that point first, but these 102 vacancies are actually less.

2. How many officers should there be per capita?

(AC Leisure) We look at comparables to the cities of Seattle and San Francisco. With increases in personnel and a Dean of Education in place, we can begin to "reimagine."

3. We should check the city charter; isn't there a per capita ratio?

(AC Leisure) Policy salaries and jurisdictions differ. The capacity to hire fluctuates.

4. What did you think of the recommendations?

(AC Leisure) Very thoughtful and inclusive of a lot of perspectives.

5. Does DPSST have the capacity to keep up with the hiring schedule? Also, are there enough trainers to keep up?

(AC Leasure) We need to continue to be creative with training if we run into capacity issues.

6. How will the expansion of 15 officers affect all of this.
7. What are police core functions? (This will come from the Strategic Plan).

**References:**

1. Slide: *Authorized vs. Actual FTE-Sworn Positions, FY 2005-FY 2020.*
2. Slide: *Annual Budget Cycle*
3. Slide: *CBO and Council Office Questions*
4. Slide: *Changes to Sworn Staffing*
5. Slide: *Expansion: 15 officers per month hired into the future: July 2022 – June 2025.*
  - a. Less available officers for patrol
  - b. Increase in trainees over time
  - c. Decrease in sworn vacancies
6. Slide: *FY 2022-23 Budget Development Calendar*
  - a. 3/10/22 – Public Safety Work Session
  - b. Council Work Sessions
    - i. *Acting with Urgency – Unprecedented Challenges in Community Safety*
    - ii. *Re-envisioning Community Safety*
  - c. See [portland.gov/council-clerk/events](http://portland.gov/council-clerk/events)

**DIRECT ASKS:** None

**Action Items (Next Steps):**

1. Vision and Strategic Plan; Metrics and Measures (PBAC needs to be more engaged with this process through the subcommittees); Health and Wellness; Training; Community Engagement – all 5 have helped inform the decision packages.
2. RFP soon for a “Call Allocation Study” for emergency and non-emergency.

Second half of meeting

(AC Leasure leaves the meeting) (Recording stopped)

**(7:00 pm) Grounding Activity Session** - Nirel Jackson Wardwell, PBAC Chair

**Suggestions:**

1. We need Intentional Bias Training and look at the gaps in experience needs on PBAC.
2. We need appropriate representation.
3. We could assign “slots” from the community to increase diverse membership.

**Questions:**

1. How do we make sure we don't bring on people who are like us?
2. What value do we bring to the PPB with these meetings?
  - a. The Survey was an attempt to do this, but we need to accelerate the process and make it more effective.
3. Why does the first paragraph in the Charter refer to the fact that PBAC members have no "power" over the activities of the PPB, i.e., giving direction to staff?
  - a. This might be considered language referencing accountability standards.

**References:**

1. See [portlandoregon.gov/fire/article/796661](http://portlandoregon.gov/fire/article/796661)
2. Ana Brophy's additions to Charter from Word doc.
3. Lizzy has the 2020 recruitment questions and will share them.
4. See Ken for the process used to build PBAC the first time around (September 2020).
5. Commissioners Rubio and Hardesty did not support the mayor's memo on homelessness approach.

**DIRECT ASKS:**

1. Announcement of Notice of Intent to stay on PBAC or submit a resignation this summer.
2. Do you want to be more involved in the recruitment process?
3. Does anyone have suggestions for topics for presentations?
  - a. Line officers (patrol) to share their experiences
  - b. PS3's
  - c. Training and recruitment processes
  - d. Revision of the REP (see Marlon Marion, Equity Manager)
  - e. HR – recruitment and retention
  - f. SSD
  - g. BSD (Ken)
  - h. PPA
  - i. DPSST State of Oregon training
  - j. The Culture: Chief's Book Club and Race Talks attendance
  - k. Experience with other Advisory Groups
  - l. Central City Concern
  - m. Portland Street Response
4. How can the BSD facilitate this?
5. Should we take July or August off this year?
6. To all members: Please let us know what your expectations were in joining PBAC? Do you believe we are getting closer to them now? Do we need to do anything different?
  - a. We went from BAC to PBAC, I thought it was just about the Budget recommendations. We need more of the restorative justice approach.

**Action Items (Next Steps):**

1. David will return to the committee with a process for recruitment.
2. Utilize a “consensus process” with other advisory bodies and affinity groups to give voice to all the groups representing the community. (Do this over the next few months).
  - a. Develop a consensus building process with extended communities centered around the PPB.
3. Regarding the functions of PBAC: We need an action-oriented Work Plan, and perhaps focus on three priority projects per year in order to implement and obtain metrics from a project’s effectiveness and efficiency in delivery.

**(7:50 pm) Closing**