

POLICE BUREAUWIDE ADVISORY COMMITTEE

SPECIAL EDITION

Meeting Summary

Wednesday, January 5, 2022

6:00 – 7:30 p.m.

ATTENDEES:

PBAC Members:

Ana Brophy
David Komejii, Vice Chair
Don Levine
Doug Blauer
Karin Branch
Harrison Osbourne
Nirel Jackson Wardwell, Chair

PPB Staff:

Chuck Lovell, Chief
Ken Lee, BSD Division Manager
Lauren Rosenstein, Equity Coordinator
Lizzy Dreyer, PBAC Liaison
Marlon Marion, Equity Manager
Mike Frome, Deputy Chief
Mike Leasure, Assistant Chief
Nathan Leamy, BSD Ops Manager
Pamela Neronha, Hatfield Resident Fellow

AGENDA

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

This is a Special Meeting of PBAC welcoming the Chiefs of Police. This meeting is an opportunity for the PBAC to present their recommendations to the Chiefs.

First half of meeting with the Chiefs present

(Chief Lovell) Rebuild background investigators to help build the agency; work in collaboration with Mike Meyers and his CSD team; wellness ask is important.

Suggestions:

1. PBAC priorities: Add Back Package; crime analysts; digital forensics; convert criminalists to ongoing; see page 24 of the slide deck – items that were not included.
2. The Strategic Plan is 3 years old.
 - a. PPB and the city should collaborate on this as it “is a force multiplier.”
 - b. Priorities once we have a Strategic Plan update
 - i. Metrics
 - ii. health and wellness
 - iii. community engagement
 - iv. training
 - c. We need a metrics approach to better support requests.
3. Consensus building process; need an incentive – 2% bump for a BA degree is not enough.
4. Health and Wellness: shared examples that the Portland Public Schools use as incentives, including the Community College system. *Shared Training_S+A.docx (need document)*.
5. Training Subcommittee: We need an aspirational change of culture for the agency.
6. PPB needs a template for the Strategic Plan.

Questions: None

References:

1. Slide deck regarding the Mayor’s Guidance for the General Fund since the December 2021 PBAC Meeting.
2. Mayor’s office proposed
 - a. Add Back Package \$3,985,371. plus Back Funds Cost = \$9,000,776.
 - b. Officer + PS3 Expansion: 67 police officers and 33 PS3s
3. There were 5 priorities shared by the Chiefs in November 2021; sub-committee members weighed in.
4. CBO October 2020 – training of metrics development; budget has been developed from a historical perspective.

5. See Word doc. (need link); also see “PBAC Organizational and Training Change Recommendations.” (Ana Brophy)
6. Need to look at the Discipline Guide and understand it before commenting.
7. Lizzy has the draft copies of the Discipline Guide.
 - a. A lot of the recommendations are very aspirational.

(DC Frome) The Discipline Guide needs to be bargained; former DC Davis drafted this.

(AC Leasure) We are looking at a restorative model instead of taking just a disciplinary approach.

(DC Frome) **Here are some of the limiting factors:**

1. Negotiations/labor contracts
2. Money
3. Short-termism planning
4. Some people are not ready to embrace change suggestions. Their mindset might be that they were hired to catch the bad guys and they do not want anything that gets in the way of accomplishing that goal.

(Chief Lovell) **From the Chief’s office we need a long-term plan of community-policing.** Officers need time to build these relationships in the community.

1. Facilities
2. Other partners and stakeholders need to be considered within the landscape that we operate in.
3. We just started offering Rosetta Stone to officers to learn a language used in the community.
4. There is now a Book Club in the Chief’s office, to talk about race and injustice.

(DC Frome) We need the Chiefs to be in their positions for the long-term; a 5-year term is typical around the country.

1. *How do you ensure having your senior leadership stay longer?*

(Chief Lovell) **Teamwork is necessary.**

1. **There is a need for retirement and succession planning.**

(DC Frome) For example, in Operations and Investigations they see things from their own perspectives. We are negotiating currently with PPA; all the stakeholders need to be at the table.

(DC Frome) **Strategic Plan** – it is a “hint” of where we are going.

1. *How do we see ourselves working with Emergency Management?*

DIRECT ASKS:

1. *What are the limiting factors to effecting change and accomplishing these goals?*
2. *How do you ensure having your senior leadership stay longer?*
3. *How does the Strategic Plan tie to Public Safety bureau-wide?*
4. *How do we see ourselves working with Emergency Management (the PPB)?*

Action Items (Next Steps):

1. Meet with Standards and Accountability, and Bureau of Human Resources.
2. We need to not only look at the Budget, but also at Programming and Policy.
3. We need to define the scope, address consolidations to get more efficiencies, and start with the “low-hanging fruit.”
 - a. Relationship-building
 - b. Trust
 - c. Working with the Chiefs
4. Centralized CSD Goal: a decision package with one-time funding for a public safety strategic plan, but we don’t know the scope yet: just the 4 or more?
 - a. This is a 1.5-to-2-year process; hiring a consultant; including all the stakeholders in the process.
 - b. There are also misalignments; there is preliminary work that needs to be done.

Second half of meeting after the Chiefs exit

(7:12 pm) Decision Package Update – Nathan Leamy, BSD

Suggestions:

1. Health and Wellness should be for both sworn and non-sworn personnel. All PPB employees.
 - a. \$100,000 should go towards the program
2. Reinforce “all” staff in our documentation, including contractors with PPB.
3. We need to include changes in the Training section, even if they are aspirational.
4. Perhaps staff can be a PS3 prior to becoming an officer.

Questions: None

References:

1. See Mellody Hobson video on the concepts of being “color-blind” vs. “color-brave.”
https://www.ted.com/talks/mellody_hobson_color_blind_or_color_brave?language=en

DIRECT ASKS: None

Action Items (Next Steps):

1. Invite Captain Gjovick to do training.
2. Lauren Rosenstein is presenting to TAC the following:
 - a. LMS (video training; creating equity-based modules; racism; race; implicit bias) for the first module.
 - b. The second module is related to LGBTQ – 4 videos.
 - a) Chiefs are supporting the policy.
 - b) There needs to be internal and external stakeholder review for the vocabulary in relation to policing; transgender and pronoun usage; state and federal paperwork.
 - c) It will take 4 months for all training modules/videos to be released, between January and April.
 - c. Then, there will be “inter-sectionality” modules
 - d. Review of lesson plans through an equity-lens
 - e. Training in “cultural humility”
 - f. Advanced Academy – Racial Equity 101
 - a) generational and community trauma
 - b) the immigrant community and their challenges
 - c) poverty and policing.
 - g. Training the FTOs (field training officers) in having “difficult conversations.”

(7:42 pm) Closing
