



# CITY OF PORTLAND POLICE ACCOUNTABILITY COMMISSION

Sub-Committee on Transition Plan

June 26, 2023



## LOGISTICAL ANNOUNCEMENTS

### LANGUAGE INTERPRETATION

We have both Spanish-language interpretation and ASL interpretation available through Zoom for today's meeting.

### PUBLIC MEETING

Subject to City Administrative Code and conducted under the provisions of Oregon Public Meetings Law (ORS 192.610-690).

### ZOOM CHAT FUNCTION

Chat transcript will be included in meeting record for this meeting.

### ZOOM Q&A FUNCTION

For **questions** only, not comment. Not all questions will be answered. If answered, both questions and responses will be included in meeting records for this meeting.

Other questions will be included in agenda planning for future PAC and sub-committee meetings.



## COMMUNITY AGREEMENTS PART 1

The Police Accountability Commission agrees to approach its work with honesty, openness, and willingness to work together to develop and achieve shared goals. The Commission will work with each other, city staff support, and external support to address issues as they arise, communicate openly, and meet each other's needs as part of working to meet the city's needs as a Commission. All Commission members, as well as city staff support and external support, will abide by these agreements as we perform the duties and mandates of the Commission.

Our expectations of ourselves, and of each other, include:

Keep the needs and concerns of the local community and the larger region at the forefront of the work.

Always confront oppression.

Keep focus on the objectives of the meetings and individual agenda items; utilize facilitators to note additional topics for discussion.

Arrive on time and prepared (to the best of your ability).

Give notice if you are unable to attend a meeting.

Keep multi-tasking to a minimum.

Contribute to the overall success of the group by finding ways to participate that best meet your needs.

Allow those who participate in different ways, or have types of participation or tasks they are responsible for, to fulfil their roles.

Model appropriate behavior, treating everyone with dignity and respect, and promoting an ethical, equitable, and inclusive culture free from all forms of harassment.



## COMMUNITY AGREEMENTS PART 2

Wholeheartedly uplift and support the Commission, our colleagues, and our collaborators, and portray them positively rather than casting them in an unfavorable light.

Act with awareness that our actions could harm our colleagues and collaborators, who have the right to be free from being unfairly criticized or cast unfavorably.

Provide space for minority viewpoints and legitimate concerns about decisions and actions, as well as complaints about conduct, without reprisal.

Listen without agenda and refrain from interruptions.

Be polite, courteous, and thoughtful.

Keep in mind that everyone has their own truth.

Assume good intentions from our colleagues and collaborators. Challenge ideas rather than individuals. Approach different opinions with curiosity. Seek to understand.

Use “I” statements.

Affirm other speakers. Do not use violent words; instead, say something positive about the previous speaker and simply add your own thoughts.

Respect privacy. Everything shared in confidence needs to be kept in confidence.

Honor the decisions of the group, even if they are not your preferred outcome. You might not personally agree with every decision.

Do not overstate or mischaracterize the work, level of agreement, or progress of the commission.

Accept non-closure.



## COMMUNITY AGREEMENTS

If you notice that a conversation is coming close to violating a community agreement, please call your fellow commission members in gently and with compassion. If you are called in, please take a moment to consider how you can best participate in the space while still respecting the community agreements and making space for everyone.

Do we all commit to following the Community Agreements for today's meeting, and to gently calling in our colleagues and collaborators if needed?



# TIMELINE

FIRST FOUR PHASES  
(DECEMBER 2021-  
MAY 2023)

From December 2021-March 2022, the PAC worked through its Organizational Phase, followed by its Fact-Finding Phase from April-October 2022.

The PAC developed agreements on the functions of the new system in its Powers and Duties Phase from October 2022-February 2023, and on the form of the new system in its Structure and Details Phase from February-May 2023.

TRANSITION PLAN AND  
BROADER SYSTEM PHASE  
(MAY-EARLY JULY 2023)

**Following the Agenda and Scope document, the PAC is developing the Name of the Board and Bureau, and two documents:**

- Transition Plan
- Areas of Agreement on Broader System (how the new system will interact with county / state / federal governments, and how it will interact with, change, or replace parts of the current City systems)

CONCLUDING PHASE  
(JULY-AUGUST 2023)

The final phase of the PAC's work will include reviewing previous documents with legal counsel, community input, and Council feedback, and converting agreements into City Code text recommendations.

It will also include drafting reports to accompany the recommendations, and continued community engagement.

COUNCIL CONSIDERATION  
(2023)

The Commission will present proposed City Code to the City Council for their consideration and approval.

Council approval starts the transition process from the IPR to the new system.

# TIMELINE FOR THE POLICE ACCOUNTABILITY COMMISSION

# TRANSITION PLAN AND BROADER SYSTEM PHASE: OUTCOME DOCUMENTS

## **1. TRANSITION PLAN**

## **2. AREAS OF AGREEMENT ON BROADER SYSTEM**

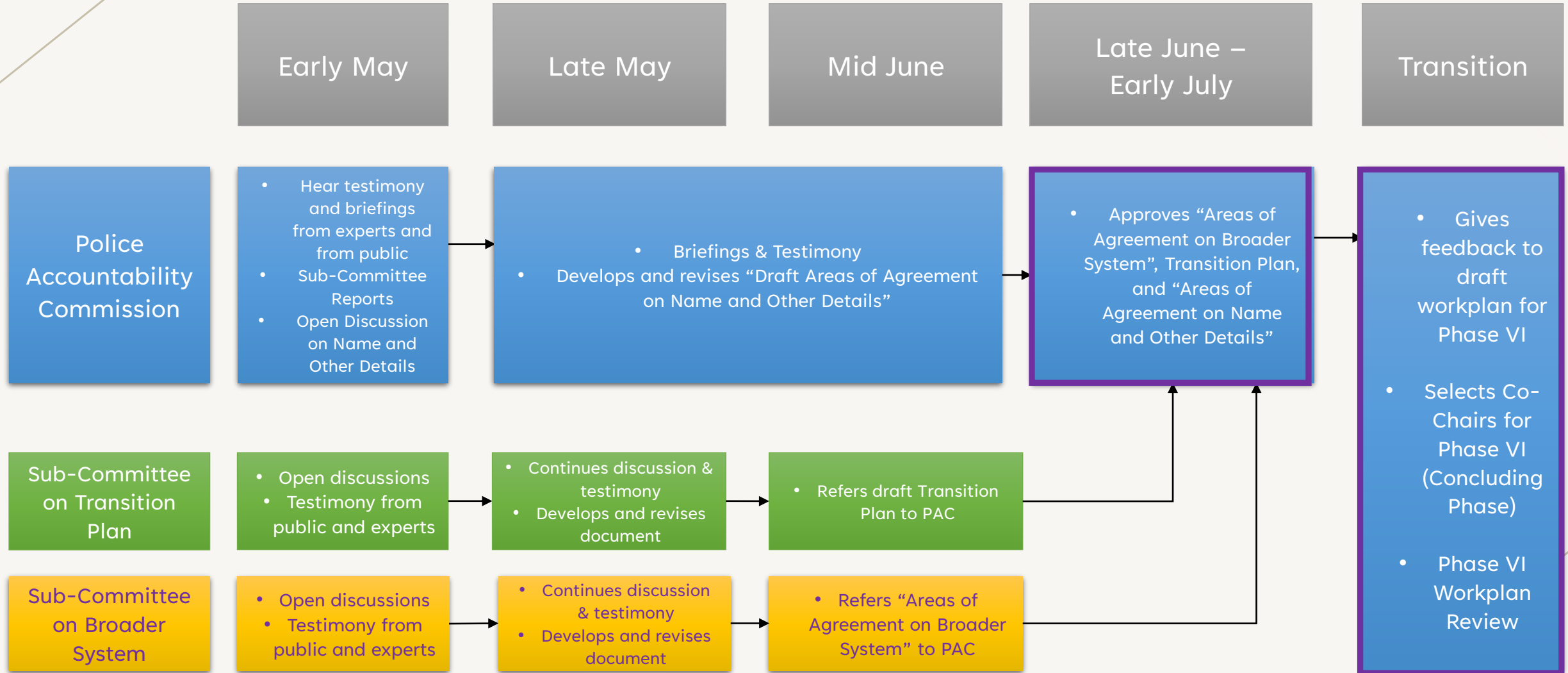
These two documents will be developed in their respective sub-committees, before being referred by the sub-committee to the full commission and eventually approved by the full commission.

## **3. AREAS OF AGREEMENT ON NAME AND OTHER DETAILS**

This document will be developed and approved by the full Police Accountability Commission.



# TRANSITION PLAN & BROADER SYSTEM PHASE FLOWCHART



# POLICE ACCOUNTABILITY COMMISSION UPCOMING MEETINGS AND EVENTS

Day, Date, Time	Meeting and Location
<b>PAC Meetings Break</b> <b>June 30-July 9</b>	
<b>Monday, July 10</b> <b><u>6:30</u>-9 PM</b>	<b>Police Accountability Commission Meeting</b> (Zoom)
<b><u>Tuesday, July 11</u></b> <b><u>6-8 PM</u></b>	PAC Community Information Session (In-Person; Location TBD)

Day, Date, Time	Meeting and Location
<b>Thursday, July 13</b> <b><u>6:30</u>-9 PM</b>	<b>Police Accountability Commission Meeting</b> (Zoom)
<b>Concluding Phase</b> (Phase 6 of 6) begins week of July 17-23	
<b><u>Wednesday, July 26</u></b> <b><u>6-8 PM</u></b>	PAC Community Information Session (In-Person; Location TBD)



# TODAY'S MEETING



## OVERVIEW OF TODAY'S MEETING

### BRIEFING WITH PORTLAND POLICE COMMANDING OFFICERS ASSOCIATION (PPCOA)

The PAC will have a briefing tonight with Casey Hettman, President of the Portland Police Commanding Officers Association (PPCOA), which represents supervisors in the Portland Police Bureau. This will include member Q&A and public comment.

### DISCUSSIONS

The PAC will hold discussions on 2-4 topics during tonight's meeting, including:

- The City Council's letter to the PAC, following the May 23 Council Work Session
- Draft Areas of Agreement on Name and Other Details (which will aim to determine finalist name options for the names of the oversight board and of the bureau)
- Draft Areas of Agreement on Broader System (time permitting) – referred to the PAC on June 20
- Draft Transition Plan (time permitting) – referred to the PAC earlier this week

### PHASES OF WORK TRANSITION TASKS

The PAC will begin the process of approving full commission co-chairs for its sixth and final phase (Concluding Phase).

### PUBLIC COMMENT

There will be public comment at the end of the meeting, as well as during the briefing with Lt. Hettman. There will also be public comment prior to any final decision on documents by the Commission.



## UPDATES:

- SUB-COMMITTEE ON BROADER SYSTEM
- SUB-COMMITTEE ON TRANSITION PLAN
- STAFF (COMMUNITY ENGAGEMENT)



**BRIEFING:**

**CASEY HETTMAN,**

**PRESIDENT OF THE**

**PORTLAND POLICE**

**COMMANDING**

**OFFICERS**

**ASSOCIATION (PPCOA)**

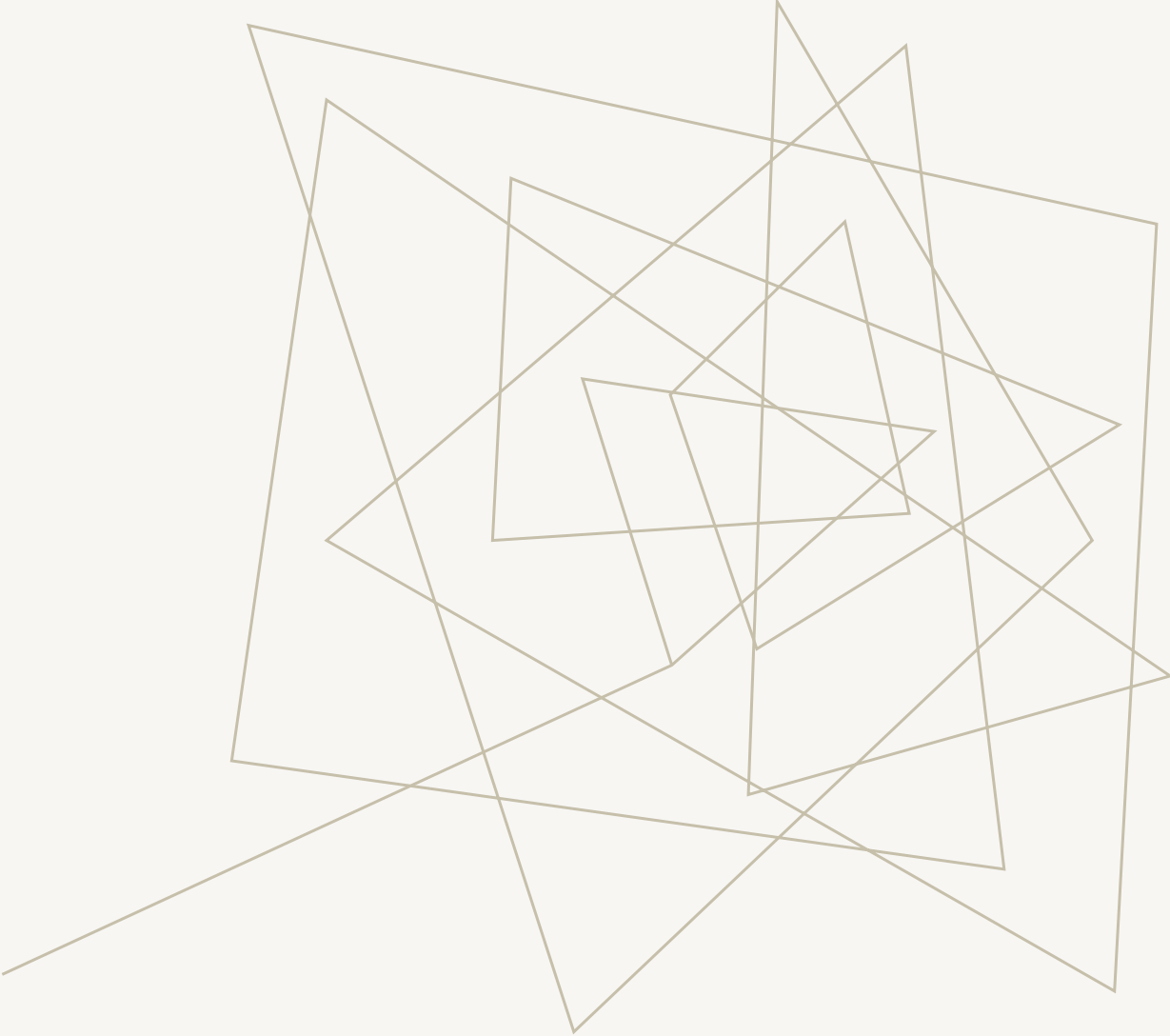


**MEMBER Q&A  
WITH PPCOA**



**PUBLIC COMMENT  
AND Q&A  
WITH PPCOA**





**BREAK**



**DISCUSSION:**

**CITY COUNCIL  
LETTER TO THE PAC  
FOLLOWING  
MAY 23 COUNCIL  
WORK SESSION**

# DISCUSSIONS

## BE BRIEF

Anyone can speak multiple times, but should take no more than two minutes each time they speak. Our second facilitator will help everyone stick to this time so more people have an opportunity to speak.

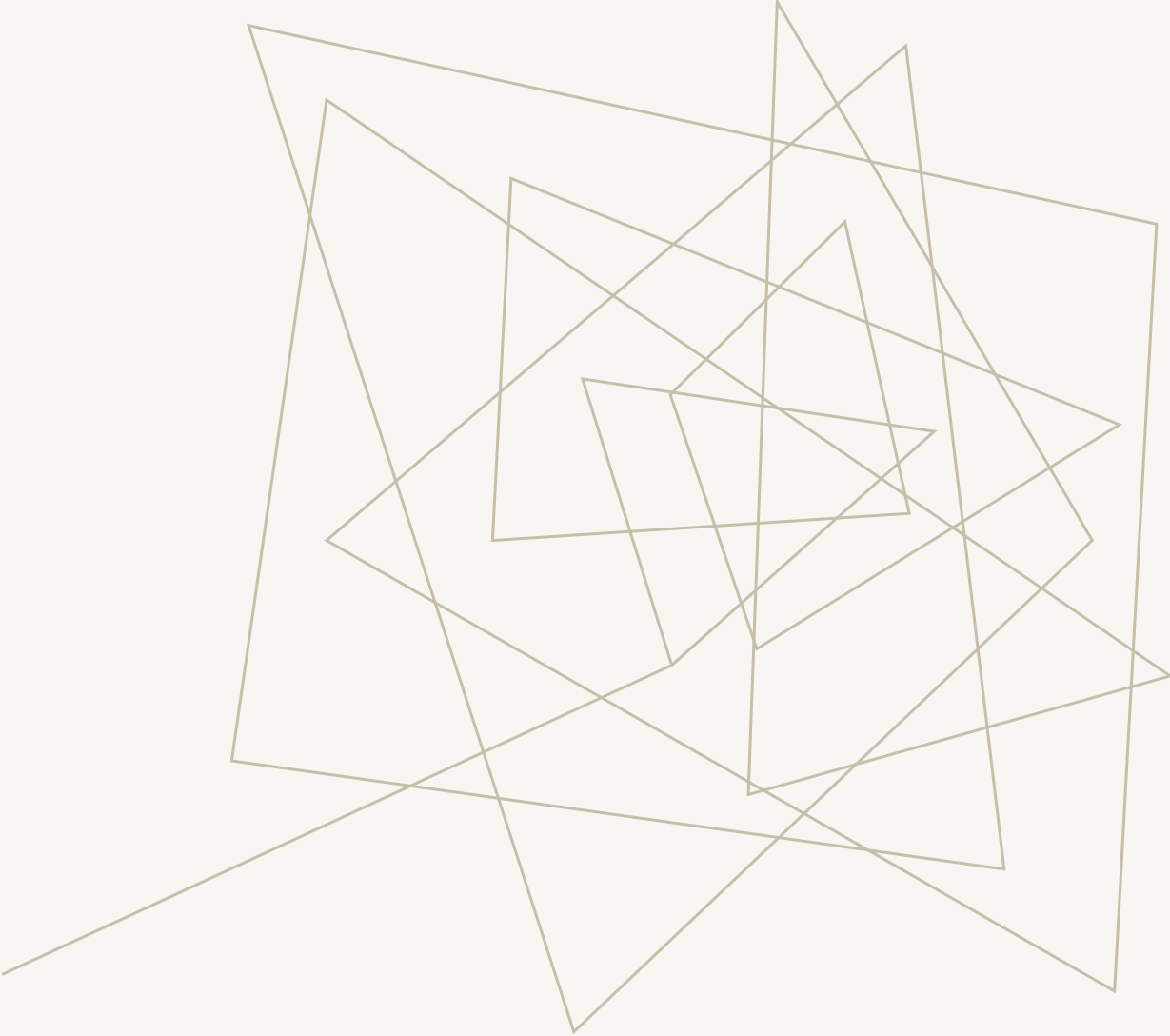
## BE FACILITATED

Raise hands on Zoom and allow the facilitator to call on people in a way that promotes conversation, keeps things moving, and allows everyone to speak.

Please remember that facilitators use a weighted stack and will not always call on the first person to raise their hand.

## BE CONSTRUCTIVE

Look forward and discuss how to make the commission's work more successful in the future on each question.



**DRAFT AREAS OF  
AGREEMENT ON  
NAME AND OTHER  
DETAILS**



# CO-CHAIRS' PRESENTATION OF DRAFT



# DISCUSSION

# DISCUSSIONS

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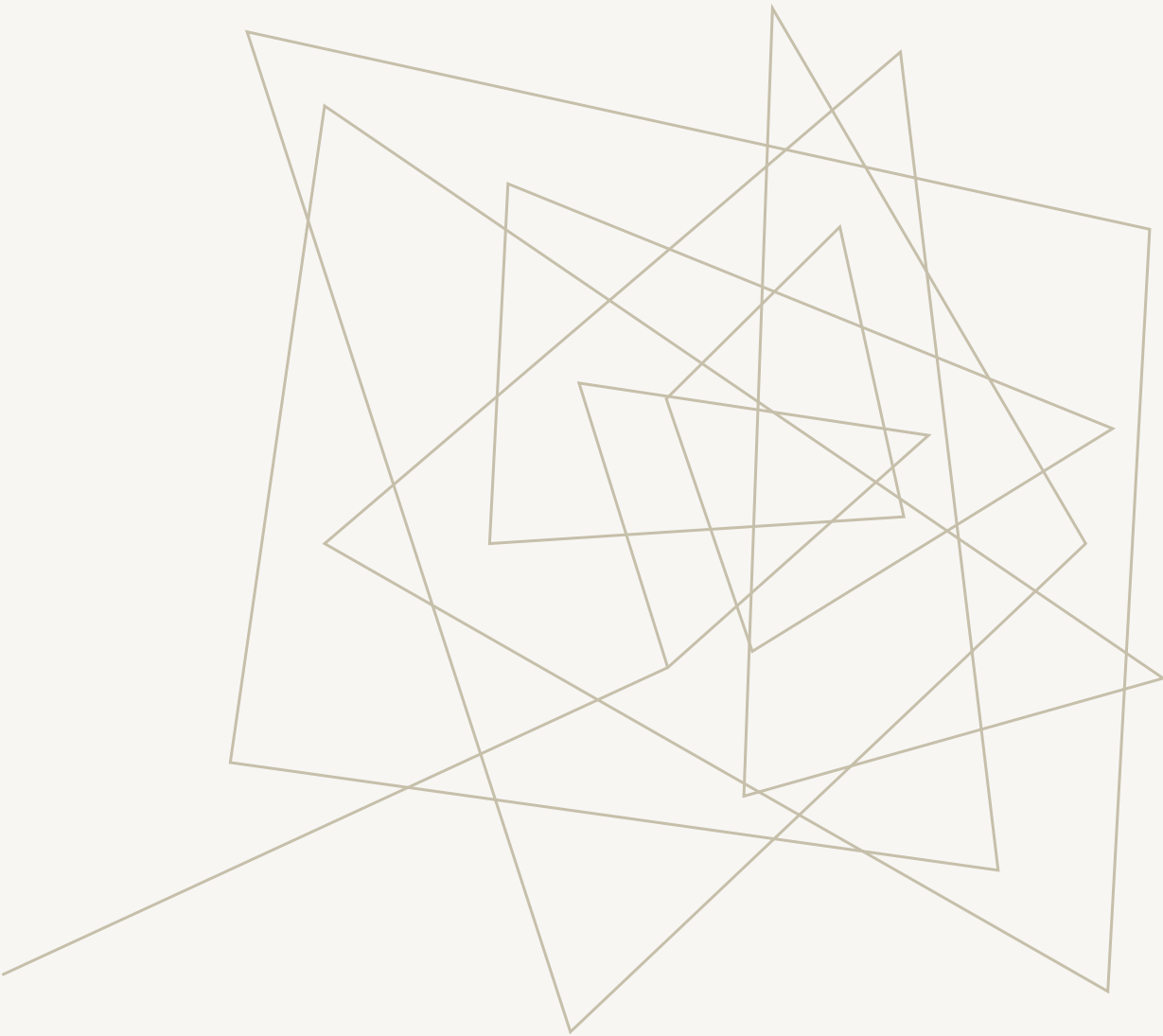
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**POTENTIAL  
APPROVAL OF  
FINALIST  
NAME OPTIONS**





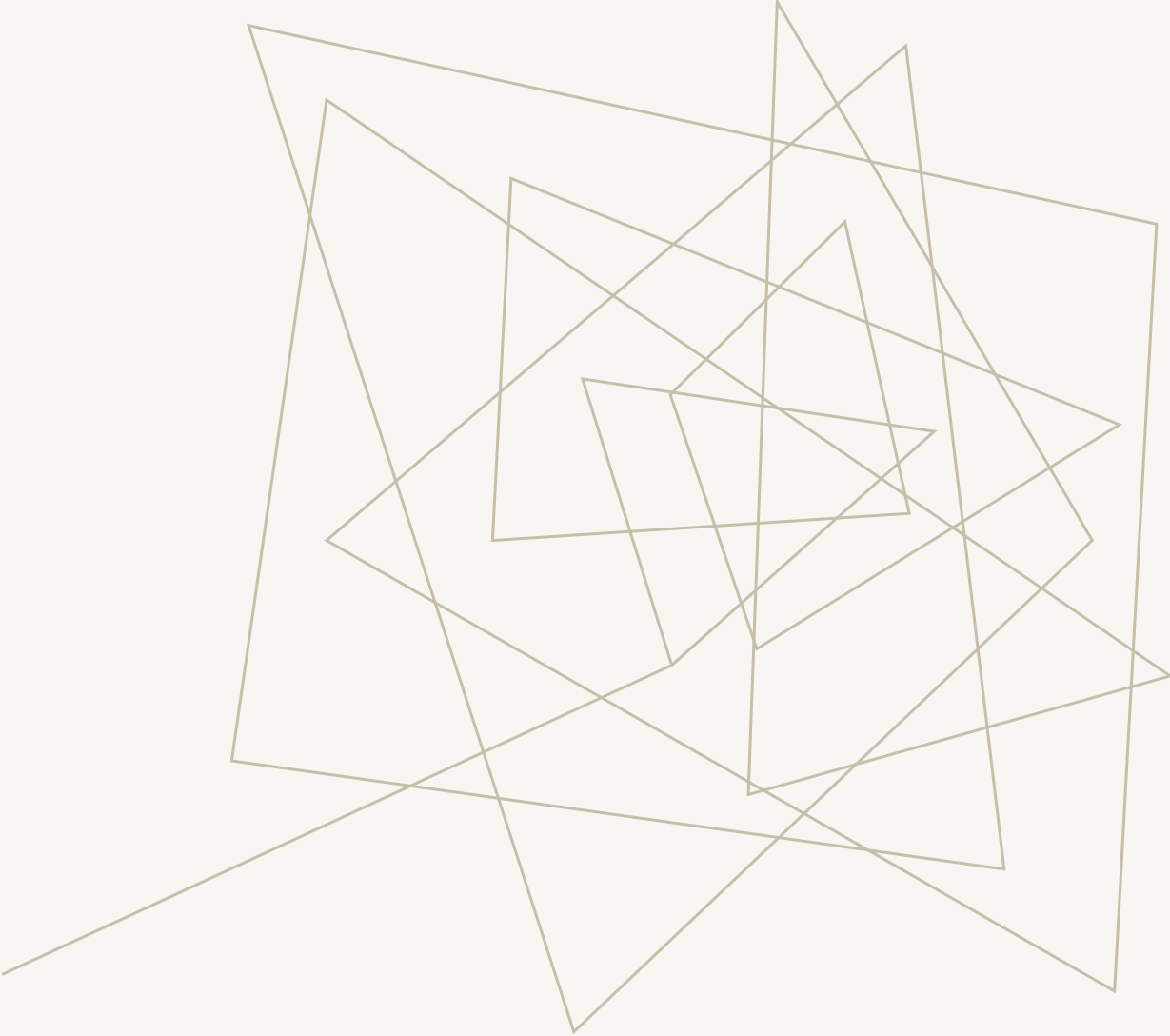
**DRAFT AREAS OF  
AGREEMENT ON  
BROADER SYSTEM**



**CO-CHAIRS’  
PRESENTATION OF  
DRAFT**



# REVIEW OF VALUES AND GOALS



# DISCUSSION

# DISCUSSIONS

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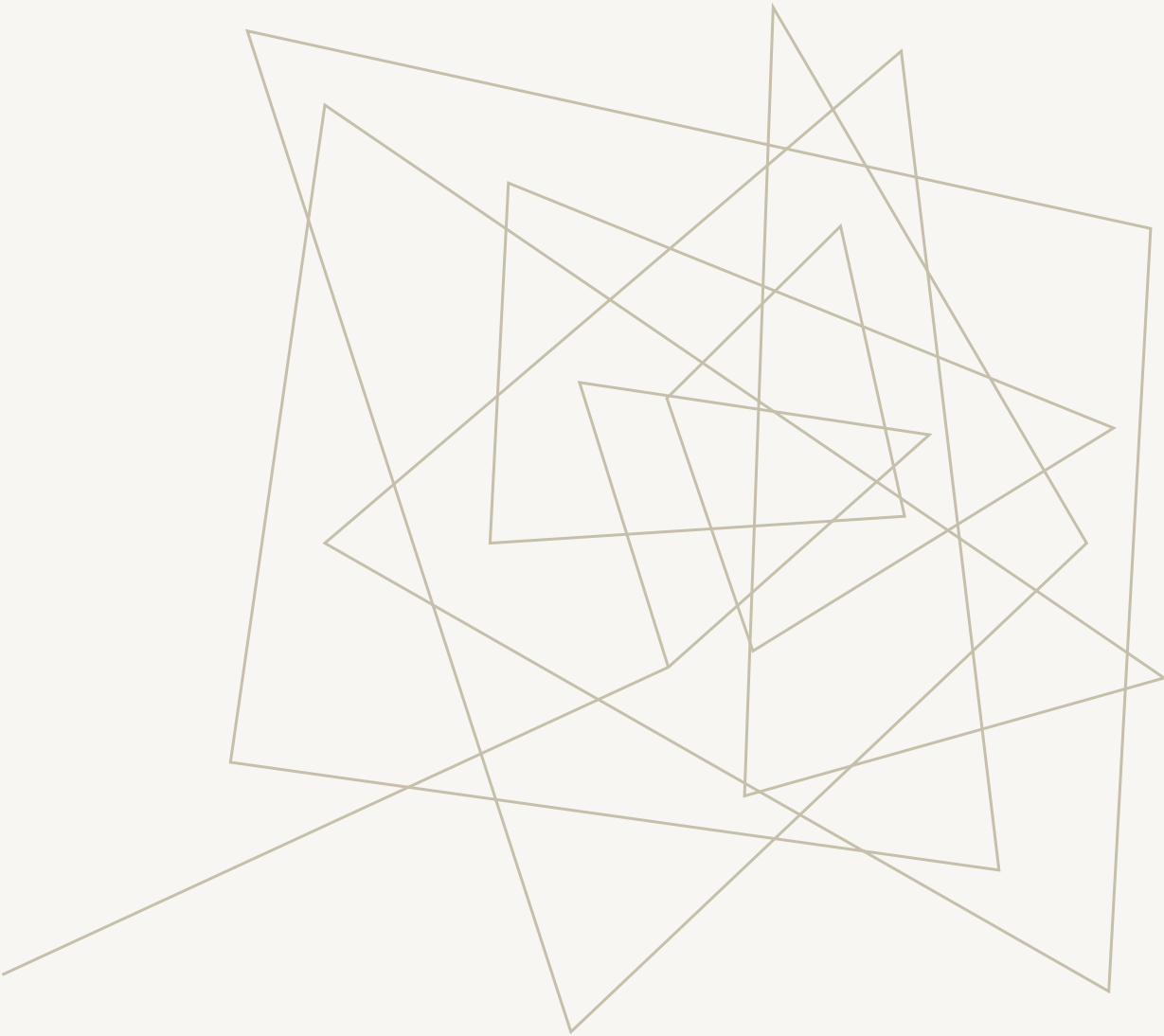
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POTENTIAL APPROVAL  
OF DRAFT AREAS OF  
AGREEMENT ON  
BROADER SYSTEM

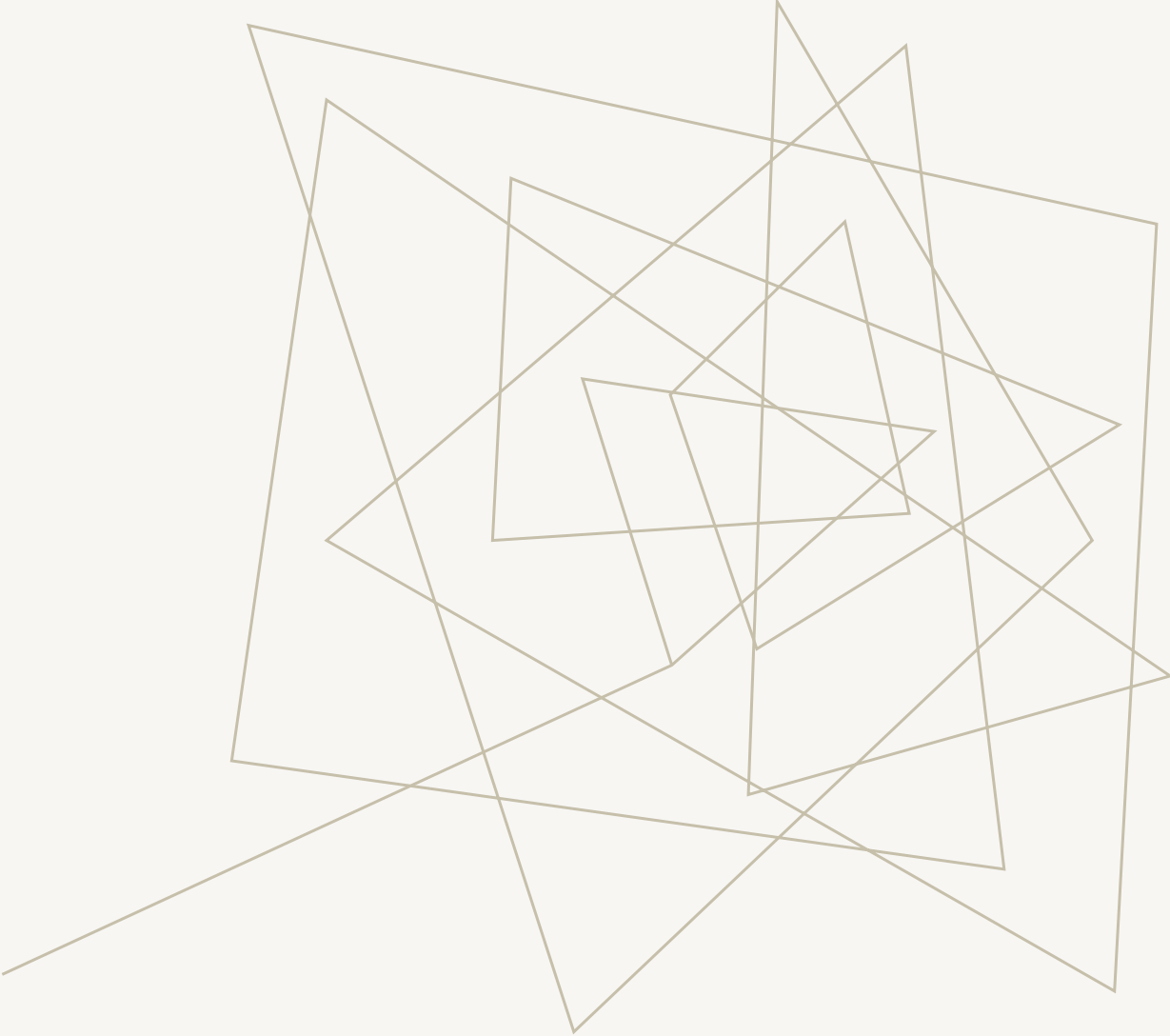


**PUBLIC COMMENT  
ON DRAFT  
DOCUMENT**



**DRAFT  
TRANSITION PLAN**





**CO-CHAIRS’  
PRESENTATION OF  
DRAFT**



# REVIEW OF VALUES AND GOALS



## DISCUSSION

# DISCUSSIONS

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POTENTIAL APPROVAL  
OF DRAFT  
TRANSITION PLAN



**PUBLIC COMMENT  
ON DRAFT  
DOCUMENT**

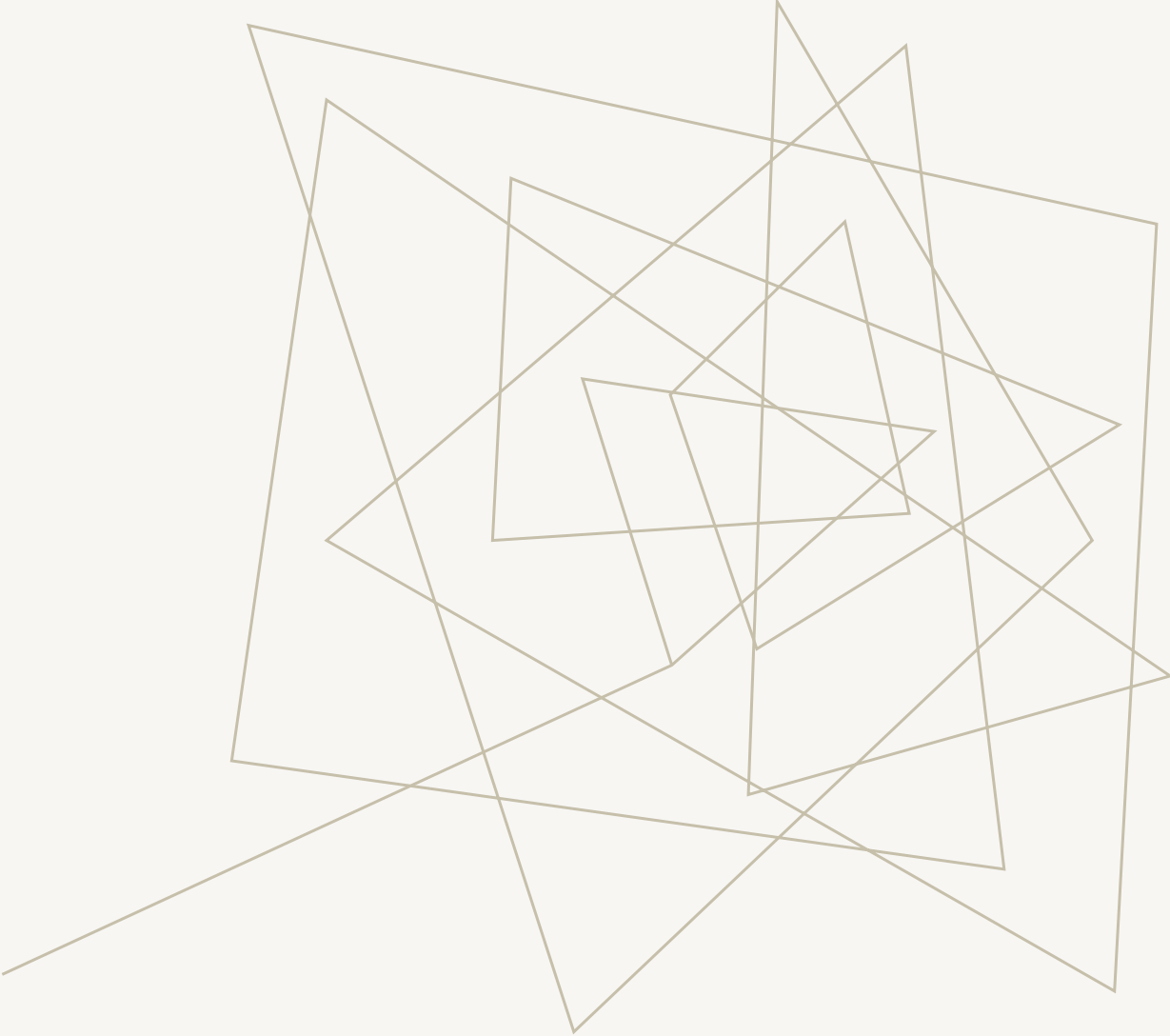


**GENERAL  
PUBLIC COMMENT**

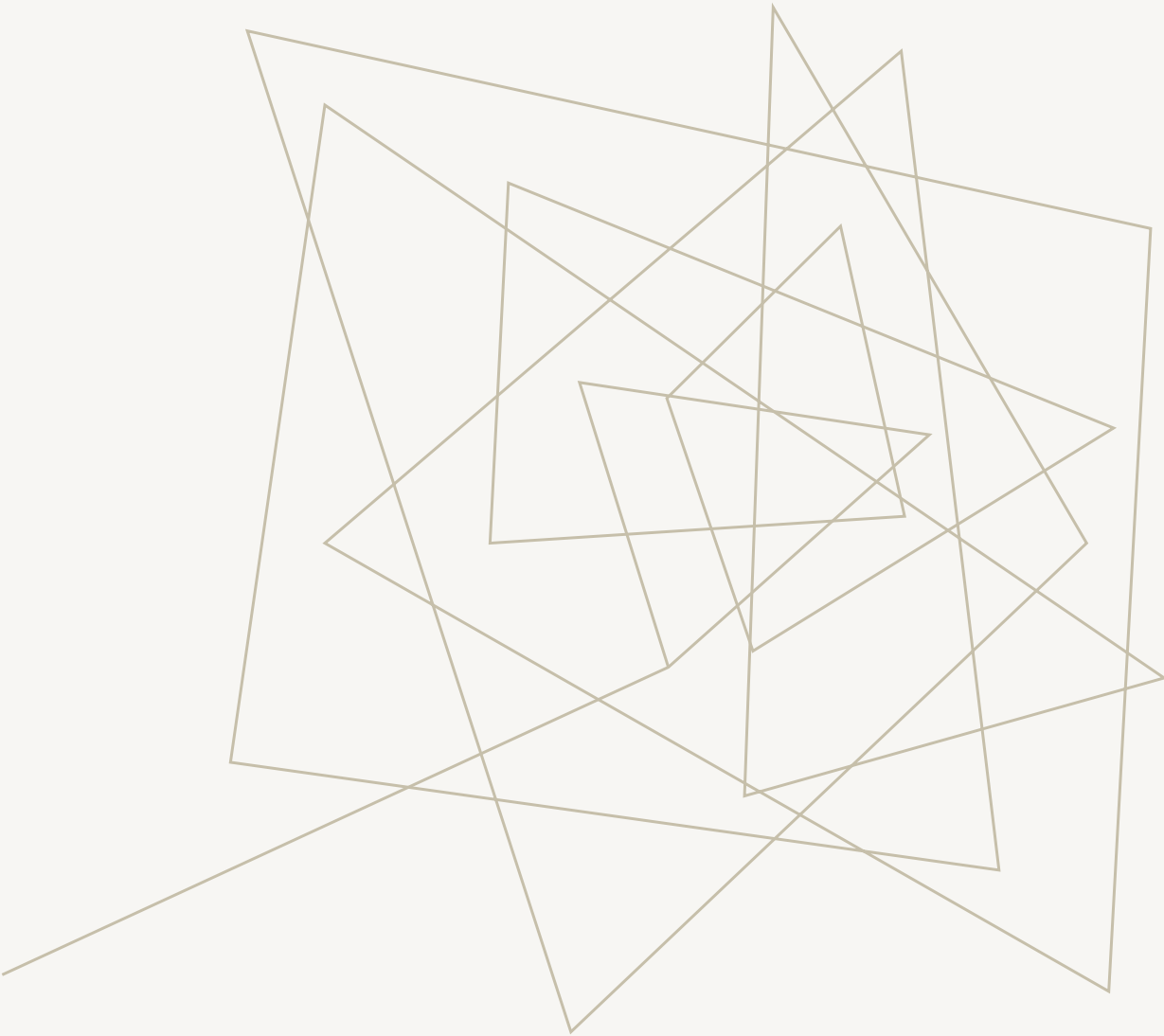


## NEXT STEPS





# PHASES OF WORK TRANSITION TASKS



# GARDEN PLOT RECAP



The Police Accountability Commission now accepts Advance Public Comment in three ways:

- 1. Online Webform:** Community members can send public comment to the Police Accountability Commission and/or specific sub-committees at <https://tinyurl.com/portlandpaccomment>.
- 2. Voicemail:** Leave a voicemail at **503-823-3346**.
- 3. Postal Mail:**

Police Accountability Commission  
City of Portland, Community Safety Division  
**PO Box 9065**  
Portland OR 97207

Public comment received by Tuesday at 8:00 AM is circulated in advance of the Thursday PAC meetings. Public comment received by Friday at 8:00 AM is circulated in advance of the following Monday's PAC meetings.

ADVANCE  
PUBLIC  
COMMENT

# THANK YOU!



Thank you for your contributions today!

Thank you also to the interpreters supporting access to meetings of the Police Accountability Commission and its sub-committees for all Portlanders.

Thank you to the members of the public for being here and contributing your questions and thoughts. You can give written public comment in advance of future meetings at [tinyurl.com/pacpubliccomment](https://tinyurl.com/pacpubliccomment)

Please sign up for email updates on the Police Accountability Commission at: [tinyurl.com/portlandpacupdates](https://tinyurl.com/portlandpacupdates)



## REFERENCE SLIDES

DRAFT THE LANGUAGE OF THE CODE CHANGE (AND SETTLEMENT AGREEMENT AMENDMENT) PROPOSAL TO THE CITY COUNCIL W/ASSISTANCE FROM CITY ATTORNEY'S OFFICE AND/OR OUTSIDE COUNSEL

SHARE FINAL DRAFT PROPOSAL WITH EXPERTS AND AFFECTED PARTIES AND CREATE COMMUNITY SUPPORT, INCLUDING TAKING PUBLIC TESTIMONY

FINAL COMMISSION VOTE(S) ON CODE PACKAGE

DEVELOP REPORT(S)

AGENDA AND SCOPE  
DEFINITION –  
CONCLUDING PHASE

**FINAL CODE CHANGE PACKAGE**

**(FINAL SETTLEMENT AGREEMENT  
AMENDMENT PACKAGE)**

**FINAL REPORT(S) OF POLICE  
ACCOUNTABILITY COMMISSION**

**OUTCOMES –  
CONCLUDING PHASE**

TIMELINESS OF OVERALL PROCESS

COMPLETING ASSIGNED SCOPES OF WORK

FULFILLING THE PAC'S COMMITMENTS:

- VALUES AND GOALS
- COMMUNITY ENGAGEMENT FRAMEWORK
- COMMUNITY AGREEMENTS

ENSURING PAC INTENT IS REFLECTED IN  
LEGAL DRAFTING PROCESS

ENSURING LEGALITY OF  
RECOMMENDATIONS TO CITY COUNCIL

EQUITY OF MEMBER CONTRIBUTIONS  
INTO THE PROCESS AND FINAL TEXTS

PURPOSE OF  
STRUCTURE

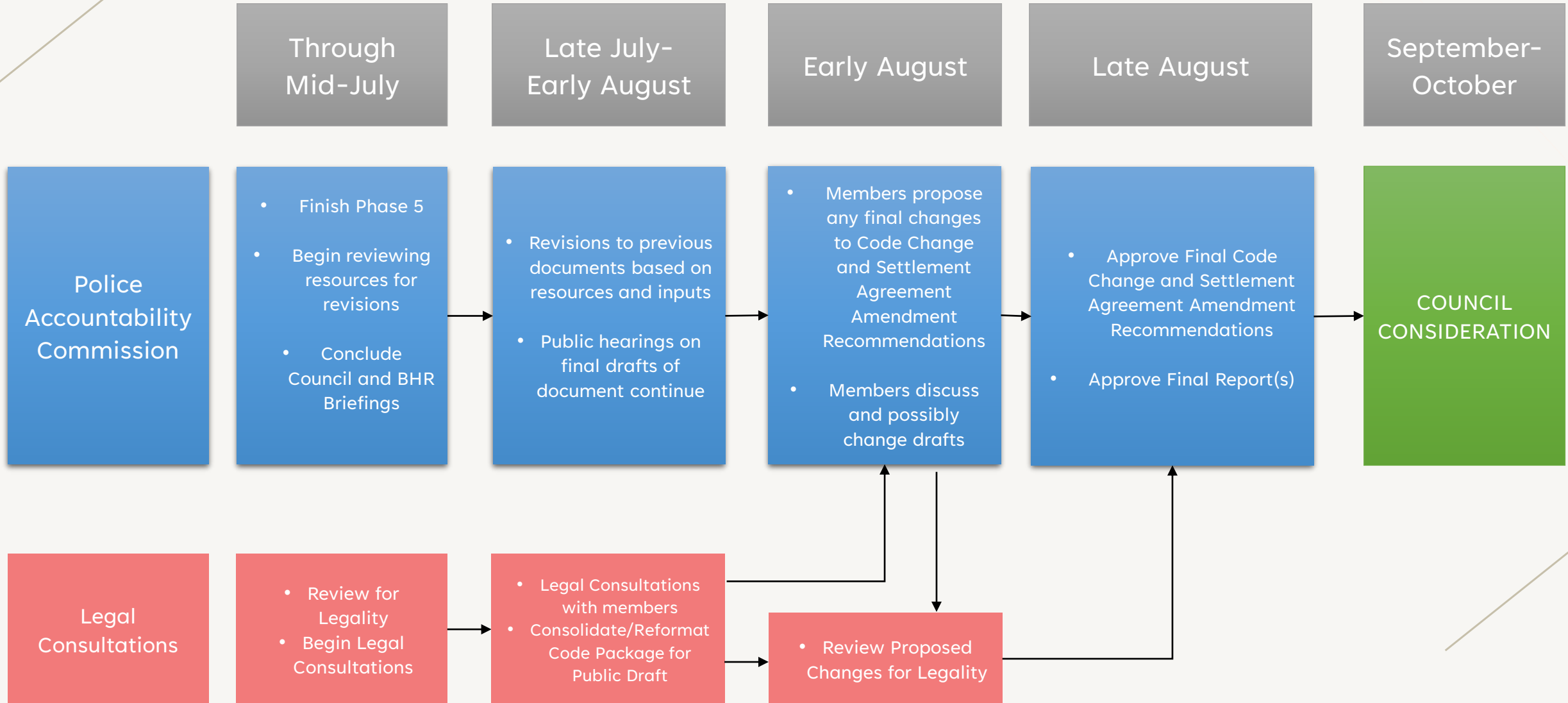


# POLICE ACCOUNTABILITY COMMISSION TENTATIVE CALENDAR FOR CONCLUDING PHASE

Day, Date, Time	Meeting and Location
Prior to, and including, Week of July 10-16	Completing Phase 5, Council and BHR Briefings, Reviews and Input
Week of July 17-23	Public hearings, legal consultations, listening sessions, Council feedback
Week of July 24-30	Public hearings, legal consultations, listening sessions, Council feedback
Week of July 31- August 6	Final draft of Code / SA recommendations released, public hearings continue

Day, Date, Time	Meeting and Location
Week of August 7-13	Members discuss/develop proposed changes to Code/SA Recommendations
Week of August 14-20	<b>Final votes on Code Change and Settlement Agreement Amendment Package</b>
Week of August 21-27	Final votes on Report(s)
Week of August 28- August 31	Extra Week

# TENTATIVE CONCLUDING PHASE FLOWCHART



NO PHASE 6 SUB-COMMITTEES

INSTEAD, LEGAL CONSULTATIONS WITH LEGAL COUNSEL TO REVIEW DRAFT CODE TEXT AND ENSURE CONSISTENCY WITH PREVIOUS PAC DOCUMENTS

CONTINUED COORDINATION ON COMMUNITY ENGAGEMENT EVENTS, WITH EVENTS MORE FOCUSED ON REVIEW AND INPUT ON DOCUMENTS

PAC DECIDES ON CODE AND SETTLEMENT AGREEMENT RECOMMENDATIONS

PAC ISSUES FINAL REPORT OF THE COMMISSION, AND MAY ISSUE MINORITY REPORT

CHANGES TO  
STRUCTURE

# FLOWCHART OF REVISION/UPDATE PROCESS

PAC Approved Texts (Phases 3, 4, 5)

Filters and Sources of Input for Revision

PAC Updated Agreements

PAC Updated Agreements

Review for most appropriate type of recommendation

Text for Legal Recommendations (Code, Settlement Agreement)

Report Text (Context, Reasoning, Recommendations)

Text for Legal Recommendations (Code, Settlement Agreement)

Legal Consultations

Draft Recommendation Text for Code and for Settlement Agreement

Text for Legal Recommendations (Code, Settlement Agreement)

Report Text (Context, Reasoning, Recommendations)

Members Review and Propose Changes

PAC decides on proposed changes

PAC approves final Code Change and Settlement Agreement amendment proposal

PAC approves final report(s)

BASED ON PRIOR PAC DOCUMENTS, THE PAC CAN REVISE AND UPDATE DOCUMENTS BASED ON SEVERAL TYPES OF INPUT.

THESE ACT AS “FILTERS” THROUGH WHICH THE RECOMMENDATIONS WILL BE DEVELOPED PRIOR TO THE DRAFTING OF LEGAL TEXT.

- GARDEN PLOT (ITEMS PAC MEMBERS FLAGGED TO DISCUSS IN REVISIONS)
- COUNCIL FEEDBACK (WORK SESSION + MEMO)
- COMMUNITY INPUT (INPUT TRACKER)
- EQUITY LENS (PAC VALUES AND GOALS)
- LEGAL COUNSEL FEEDBACK (LEGALITY)
- STAFF MAY ALSO NOTE GAPS OR CONTRADICTIONS

REVISIONS AND  
“FILTERS”

## LEGAL CONSULTATIONS:

- PRIOR TO MEETINGS, ALL TEXT IS EVALUATED THROUGH SEVERAL “FILTERS” FOR POTENTIAL REVISIONS, AND PAC MAY REVISE PREVIOUS DOCUMENTS
- PRIOR TO MEETINGS, LEGAL COUNSEL REVIEWS PAC AREAS OF AGREEMENT AND DRAFTS CODE CHANGES AND SETTLEMENT AGREEMENT AMENDMENTS, OR TEXT GOES TO REPORT RECOMMENDATIONS

LEGAL CONSULTATIONS

- PAC SCHEDULES LEGAL CONSULTATIONS WITH LEGAL COUNSEL TO REVIEW AND UPDATE PROPOSED CHANGES TO CODE OR TO SETTLEMENT AGREEMENT, TO ENSURE THEY REFLECT PAC INTENT
- CONSULTATIONS OCCUR WITH COUNSEL BASED ON SCHEDULING, PRIORITIZING SCHEDULES OF MEMBERS ON THE ORIGINAL SUB-COMMITTEE

EXAMPLE: SUB-COMMITTEE ON OFFICER ACCOUNTABILITY MEMBERS' SCHEDULE PRIORITIZED FOR CONSULTATION ON COMPLAINT PROCESS CODE AND AMENDMENTS

LEGAL CONSULTATIONS

# POLICE ACCOUNTABILITY COMMISSION UPCOMING MEETINGS AND EVENTS

Day, Date, Time	Meeting and Location
Sunday, July 16- Sunday, July 30	<b>Legal Consultations</b> with Outside Legal Counsel
Monday, July 17 <b>6:30</b> -9 PM (tentative)	<b>Police Accountability Commission Meeting</b> (Zoom)
Thursday, July 20 <b>6:30</b> -9 PM (tentative)	<b>Police Accountability Commission Meeting</b> (Zoom)
Monday, July 24 <b>6:30</b> -9 PM (tentative)	<b>Police Accountability Commission Meeting</b> (Zoom)

Day, Date, Time	Meeting and Location
<b><u>Wednesday, July 26</u></b> <b>6-8 PM</b>	<b>PAC Community Information Session</b> (In-Person; Location TBD)
Thursday, July 27 <b>6:30</b> -9 PM (tentative)	<b>Police Accountability Commission Meeting</b> (Zoom)
Monday, July 31 <b>6:30</b> -9 PM (tentative)	<b>Police Accountability Commission Meeting</b> (Zoom)
Thursday, August 3 <b>6:30</b> -9 PM (tentative)	<b>PAC Presentation of Complete Draft</b> (Zoom)



# POLICE ACCOUNTABILITY COMMISSION UPCOMING MEETINGS AND EVENTS

Day, Date, Time	Meeting and Location
Monday, August 7 <b>6:30-9 PM</b> (tentative)	<b>Police Accountability Commission Meeting</b> (Zoom)
Thursday, August 10 <b>6:30-9 PM</b> (tentative)	<b>Police Accountability Commission Meeting</b> (Zoom)
<b><u>Saturday, August 12</u></b> <b>6-8 PM</b> (tentative)	PAC Community <b>Information Session</b> (In-Person; Location TBD)
Monday, August 14 <b>6:30-9 PM</b> (tentative)	<b>Police Accountability Commission Meeting</b> (Zoom)
Thursday, August 17 <b>6:30-9 PM</b> (tentative)	<b>Projected Decision Date: City Code and Settlement Agreement Proposal</b>

Day, Date, Time	Meeting and Location
Monday, August 20 <b>6:30-9 PM</b> (tentative)	<b>Police Accountability Commission Meeting</b> (Zoom)
<b><u>Tuesday, August 22</u></b> <b>6-8 PM</b> (tentative)	PAC Community <b>Information Session</b> (Zoom)
Thursday, August 24 <b>6:30-9 PM</b> (tentative)	<b>Projected Decision Date: Final Report of the PAC</b>
Monday, August 27 <b>6:30-9 PM</b> (tentative)	<b>Police Accountability Commission Meeting</b> (Zoom)
Thursday, August 31 <b>6:30-9 PM</b> (tentative)	<b>Police Accountability Commission Meeting</b> (Zoom)