



Portland Police Bureau

2019 Annual Training Plan

December 2018

PPB TRAINING DIVISION 2019 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. Training is 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, tactical planning, organizational planning, effective use of force, reporting, decision making, law and policy, investigations, critical incident management, interviewing, crisis intervention, 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 2019. It focuses on training which all sworn Bureau members receive, training for all sworn supervisors, training for the Enhanced Crisis Intervention Team and Behavioral Health Unit, weapons qualifications for all sworn Bureau members, training for AR-15 and Less Lethal operators, 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.

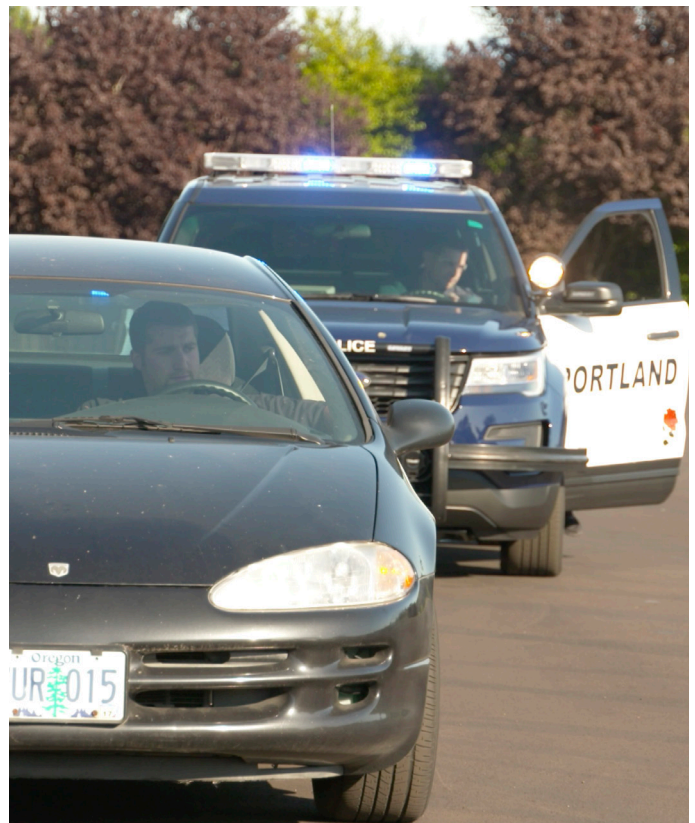
2019 IN-SERVICE

Tenured law enforcement officers obtain many of the officers' state maintenance certification and OSHA requirements, the maintenance of perishable skills, training on new equipment, and 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.

In 2019, the Training Division plans on covering the following topics during In-service: active shooter response, ethics, conducted electronic weapon, control tactics, crisis intervention, firearms, CPR / first aid, and police vehicle operations. In addition, the Training Division will be further integrating the topic areas of policy, leadership, ethics, equity, procedural justice, and officer wellness into scenario training and/or other training curriculum. All of the training needs are reflected in the 2018 Training Needs Assessment and are critical for meeting the organizational mission of reducing crime and the fear of crime in the safest possible manner for both community members and law enforcement officers. Trainings are debriefed through the lens of procedural justice when appropriate, with emphasis on the four elements of voice, neutrality, respect, and trustworthiness.

The need for more active shooter response, control tactics, firearms, and leadership training has been particularly apparent through the needs assessment and evaluation processes. The Portland Police Bureau provided training in updated active shooter response procedures to some members in 2013 and 2014. However, to date approximately half of patrol officers have not received this training which is critical for saving lives and having effective interagency responses at mass casualty events, which have been increasing over the years. Active Shooter or Mass Casualty Incident (MCI) Training has changed over the years as Law Enforcement has learned from the many incidents nationwide. After the 1999 Columbine High School shooting, Law Enforcement has learned not to wait for specialty units to respond, but to train all sworn members to immediately respond to the Active Shooter or MCI. The first officer on the scene makes entry to try to stop the threat. On average an Active Shooter situation lasts 12.5 minutes. Most specialty units (SERT) take a minimum of 45 minutes to respond to a scene. Due to the high risk and possibility of a large number of casualties, officers are trained to make an immediate response.

Many control tactics and 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.

The need for stronger leadership skills arose in several areas of the needs assessment process and has been noted in observations related to members' performance during scenario training. The Training Division is taking a proactive approach to this topic by exploring ways to strengthen leadership at all levels of the organization. Leadership trainings will be delivered through a stairstepped approach, with the same concepts taught regardless of rank, but tailored to the specific roles of each position.

Anticipated 2019 In-Service Trainings				
Training Title/Topic	Purpose	Date	Training Category	Estimated Training Hours
Patrol Procedures: Active Shooter	Advanced Active Shooter training, which includes critical incident response, citizen rescue, building searches, firearm backstop awareness, and interagency response.	Fall	Job Specific / Other	18
Conducted Electronic Weapon	Classroom and skills training in Conducted Electronic Weapon topics such as manipulation of the X2, accuracy in probe placement under stress, and utilizing the CEW within effective distances.	Fall	Use of Force	2
Control Tactics	Control Tactics training on ground control and range drills.	Fall	Use of Force	2
Firearms	Firearms skills training. Topic areas include shotgun handling, accuracy, reloads, correcting malfunctions, use of cover, weapon transitions, and rendering medical aid.	Fall	Use of Force	4.5
Police Vehicle Operations	Police Vehicle Operations skills training on topics such as spike strips, backing, vehicle inspection, ABS braking, and collision avoidance.	Fall	Job Specific / Other	4.5
CPR / First Aid	CPR and First Aid training.	Spring*	Job Specific / Other	1
Patrol Procedures: Additional Scenario Training	Patrol Procedure scenario training incorporating communications, procedural justice, conducted electronic weapons or less lethal use, and crisis intervention.	Fall	Job Specific / Other; CIT / Mental Health	3.5
Ethics / Procedural Justice	Ethics will be incorporated within many of the above In-service sessions. Procedural Justice will be incorporated into scenario training and some of the other sessions above such as conducted electronic weapon and police vehicle operations training.	Fall	Job Specific / Other	3 (incorporated throughout In-service)

*The delivery method for this training is to be determined. The current plan is to deliver this curriculum partially online in 2019.

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 technique bulletins, and other online training methods. In 2019, the Training Division plans on delivering Bloodborne Pathogens and legal updates through the online learning management system. Directive updates and related knowledge checks will continue to be delivered through the learning management system. This mode of delivery will also be used throughout the year as needed to deliver unanticipated and supplemental training curriculum that cannot be delivered at In-service. As with the In-service classes, trainings are delivered through the lens of procedural justice and its core elements whenever possible.

2019 DETECTIVES IN-SERVICE

In 2019, the Training Division will re-establish a Detectives In-service. The Detectives In-service will provide investigator specific training to all detectives. These topics include: case law, interviewing techniques, law, investigations, mentoring and coaching, crime scene management, and report writing. The Training Division will partner with the Detectives Division in identifying training needs and developing curriculum for this in-service, with the Detectives Division having the lead role.

In 2019, the Detectives In-service will focus on search and seizure, case law, and case debriefs. The specifics for this in-service are currently in development. In addition to the Detectives In-service, components of the general In-service program will be tailored for investigators.

Anticipated 2019 Detectives In-Service Trainings				
Training Title/Topic	Purpose	Date	Training Category	Estimated Training Hours
Search and Seizure / Case Law	To be determined: Current updates and challenges in search and seizure and case law will be provided.	TBD	Job Specific / Other	5
Case Debriefs	To be determined: The Detectives Division will select and provide case debriefs.	TBD	Job Specific / Other	5

2019 SUPERVISORS IN-SERVICE

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

In 2019, the Training Division plans on focusing this in-service session on general leadership and management skills, crowd control management, procedural justice, and critical incident management. These topic areas are reflected in the 2018 Training Needs Assessment and, particularly the first two, have been a priority to the community. At the time of this reporting, the specifics of what will be covered within these topic areas are still in development. The Training Division has established a lead trainer position who is conducting program research and development pertaining to leadership training, and an additional lead trainer position focused on the specifics of procedural justice training. These individuals will have a lead role in vetting the priorities for the 2019 Leadership / Supervisor training.

The Training Division has scheduled a January 2019 training on Active Shooter Incident Management, provided by C3 Pathways. This training is intended for instructors and supervisors who will then subsequently instruct all Bureau supervisors during Critical Incident and Large Scale Incident Management training later in 2019.

Anticipated 2019 Supervisors In-Service Trainings				
Training Title/Topic	Purpose	Date	Training Category	Estimated Training Hours
Leadership / Supervisor Training	Training on leadership and employee supervision. Topics may include officer wellness, accountability, training and mentoring subordinates, self assessment and development goals, and organizational change strategies.	March/April 2019	Leadership	4
Internal Procedural Justice	A focus on building internal procedural justice within the organization will be integrated into the Leadership / Supervisor training session, as well as other applicable components of the Supervisors In-service.	TBD	Leadership	(Incorporated throughout Supervisors In-service)
Active Shooter Incident Management - Train the Trainer	Training for instructors and supervisors on commanding large scale Active Shooter and Mass Casualty Incidents. Instructors will then train additional supervisors at Critical Incident and Large Scale Incident Management training later in 2019.	January 2019	Leadership	4
Critical Incident and Large Scale Incident Management	Training for rapidly evolving situations, which may include cases in which the Incident Commander has little information when assuming command, high risk encounters, active shooter incidents, terrorist attacks, or earthquakes.	TBD	Leadership	4
Crowd Control Management Strategies	Crowd control training, which may include when to take action, crowd control strategies, the expectations of the various roles in a crowd control event, and effectively managing an event prior to Rapid Response Team arrival.	TBD	Leadership	1-2

2019 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 in their work to the rest of the organization.

In 2019, the Training Division plans on focusing this in-service session on leadership skills, procedural justice, labor laws, and union contracts. These training topics were developed from the 2018 Training Needs Assessment and the Training Division's new Leadership Program. These training sessions are intended to strengthen the leadership principles in the organization, accountability at all levels of the organization, and enhance organizational health.

Anticipated 2019 Command In-Service Trainings				
Training Title/Topic	Purpose	Date	Training Category	Estimated Training Hours
Leadership and Procedural Justice	The Training Division recently established two lead trainer positions who will be developing the specifics for this training. Topics may include organizational leadership principles, transformational leadership, and self assessment and development goals.	April 2019	Leadership	TBD
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	Leadership	TBD
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	Leadership	TBD

AR-15 AND LESS LETHAL

The Training Division provides AR-15 and 40mm less lethal weapon programs. The AR-15 can be utilized at a greater distance than a handgun in situations where force is being considered. The Training Division utilizes time and distance as methods to avoid or lessen the use of force whenever possible, to include maintaining distance from a subject to allow the individual time to de-escalate. The 40mm less lethal system provides members with a less lethal impact option with a standoff capability to keep members at a safe distance from a threat. Decision-making is a significant component of both AR-15 and Less Lethal courses, with an emphasis on the Critical Decision Making Model utilized by the Portland Police Bureau to inform when, how, and why each tool should be deployed.

These programs certify officers to carry and utilize the AR-15 and 40mm less lethal weapons, as well as provide ongoing refresher trainings to officers. In 2019, the Training Division plans on offering certification and in-service trainings for AR-15 operators and instructors, a 40mm less lethal certification training, and tentatively a 40mm less lethal armorer course.

AR-15 - Anticipated 2019 Trainings				
Training Title/Topic	Purpose	Date	Training Category	Estimated Training Hours
AR-15 - Instructor Certification Training	This training prepares officers to become instructors for the AR-15 program. The training includes a review of the main components of the AR-15 Instructor Certification curriculum, instructor development, and opportunities to practice delivering the curriculum.	TBD: 1 Session	Use of Force	50
AR-15 - Operator Certification Training	This training certifies officers to be an AR-15 operator. The training includes an orientation to the AR-15 rifle, a policy review, marksmanship, malfunction drills, weapon transition drills, positional training, decision making, and scenario training.	TBD: 1-2 Sessions	Use of Force	60
AR-15 - Instructor In-Service	The in-service training for AR-15 instructors will cover the 2019 AR-15 Operator In-service curriculum and prepare the instructors for teaching the curriculum.	TBD: 1 Session	Use of Force	10
AR-15 - Operator In-Service	The in-service training for AR-15 operators includes a 100 yard qualification course, policy refreshers, skills course(s), and other areas determined to be needed.	TBD: 1 Session	Use of Force	10

Less Lethal - Anticipated 2019 Trainings				
Training Title/Topic	Purpose	Date	Training Category	Estimated Training Hours
40 mm Less Lethal Certification	This training certifies officers to carry the 40mm Less Lethal Certification. It includes a combination of classroom, range, and scenario training and includes a focus on policy, equipment manipulation, operator skills (e.g. accuracy, target areas), and decision making.	TBD: 2-3 Sessions	Use of Force	20
Tentative: 40mm Less Lethal Armorer Course	Armorer class on disassembly, reassembly, identification of mechanical deficiencies, and related corrections for the 40 mm Less Lethal weapon.	TBD	Other	TBD

ALL TERRAIN AND UTILITY TERRAIN VEHICLES

The Training Division provides All Terrain Vehicle (ATV) and Utility Terrain Vehicle (UTV) certification programs. These certifications allow officers to utilize ATVs and UTVs on the job. These vehicles provide officers the ability to reach otherwise difficult to access areas, in order to respond to calls for service and support special events. This includes, but is not limited to, supporting crowd management, conducting off-road rescues, and patrolling areas inaccessible by vehicle. Elements of procedural justice are woven into the training whenever applicable, including communicating with citizens and members of the public about the purpose and use of ATVs, paying mind to the impact caused by ATVs and UTVs on trail systems accessed by the public, and utilizing safe driving/maneuvering techniques to protect both citizens and Portland Police Bureau members alike.

In 2019, the Training Division plans on offering ATV and UTV certification courses to members. The number of courses is currently undetermined and will depend on the demand for the course.

ATV and UTV - Anticipated 2019 Trainings				
Training Title/Topic	Purpose	Date	Training Category	Estimated Training Hours
All-Terrain Vehicle (ATV) Certification Training	This training certifies officers to operate ATVs on the job. The training includes related Oregon laws, basic operation of the ATV, and skills for safely managing turns, obstacles, and angles.	TBD	Job Specific / Other	24
Utility-Terrain Vehicle (UTV) Certification Training	This training certifies officers to operate UTVs on the job. The training includes related Oregon laws, basic operation of the UTV, and skills for safely managing turns, obstacles, and angles.	TBD	Job Specific / Other	9

WEAPONS QUALIFICATIONS

All sworn members qualify with the conducted electronic weapon (CEW) once a year and three times a year for firearms. The CEW qualification is typically conducted during In-service training and 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 three times per year. These firearm qualifications fulfill the Oregon State Law Enforcement firearm qualification requirements.

2019 Weapons Qualifications				
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 qualification focuses on a function check and accuracy at five feet to twenty yards. Qualifications with primary handguns are 50 round courses and secondary handguns are 25 rounds courses.	Spring Fall Winter	Use of Force	.5 (per handgun)
Shotgun	All sworn must pass the shotgun qualification course with the shotgun. This qualification focuses on a function check and accuracy at seven to twenty yards.	Spring Fall Winter	Use of Force	.5
Conducted Electronic Weapon	All sworn must pass the conducted electronic weapon (CEW) qualification course. This qualification is done at In-service and focuses on general CEW operation skills, providing verbal warnings, and deploying cartridges in the preferred target zone.	Fall	Use of Force	2 (in In-service)
AR-15	All AR-15 Operators must pass the AR-15 qualification course. This qualification focuses on accuracy at seven to twenty yards.	Spring Fall Winter	Use of Force	.5
40mm Less Lethal	All 40mm Less Lethal Operators must pass the less lethal qualification course. This qualification focuses on accuracy at seven to 18 yards and deploying within the prescribed target areas.	Spring Fall Winter	Use of Force	.5

PRECINCTS AND UNIT SPECIFIC TRAINING

In addition to trainings offered by the Training Division, 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.

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 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 2019 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.

Central Precinct - Anticipated 2019 Trainings				
Training Title/Topic	Purpose	Date	Training Category	Estimated Training Hours
NW Leadership Conference	Presentations that provide a variety of dynamic, educational experiences and valuable, practical skills for members to improve their leadership skills.	March 6-8	Leadership	20
Problem Oriented Policing (POP) Conference	Problem solving for 21st Century Community Policing Officers.	October 19	Ethics/Equity/Procedural Justice/Community Policing	20
Remington 870 Field Shotgun Armorer Course	Remington's Armorer School which includes training on service, inspection, troubleshooting, repair, factory authorized modification, disassembly, and reassembly of shotguns.	TBD	Use of Force: Firearms	20
AR-15 Armorer Course	Colt's Armorer class on disassembly, reassembly, identification of mechanical deficiencies, and related corrections for the AR-15.	TBD	Use of Force: Firearms	40
Drug Training - Oregon Narcotics Enforcement Association	Updates on narcotics enforcement, trends, and investigations.	July 19	Job Specific / Other	24
Naloxone Certification	Training on opiate overdose treatment and Naloxone training protocol.	TBD	Job Specific / Other	1
Bike Certification	Hands-on and classroom certification training for bike officers.	February	Job Specific / Other	40

East Precinct - Anticipated 2019 Trainings				
Training Title/Topic	Purpose	Date	Training Category	Estimated Training Hours
Police Traffic Safety Conference	Updated training and case law on DUII and DRE investigations.	January 29-30	Job Specific / Other	16
NW Leadership Conference	Presentations that provide a variety of dynamic, educational experiences and valuable, practical skills for members to improve their leadership skills.	March 6-8	Leadership	25
Sex Trafficking	Various speakers covering a variety of law enforcement related sex trafficking issues.	May 19	Job Specific / Other	16
Problem Oriented Policing (POP) Conference	Problem Solving for 21st Century Community Policing Officers.	October 19	Ethics/Equity/Procedural Justice/Community Policing	25
JuST Conference	Training on skill-building and best practices for investigating sex trafficking.	October 19	Job Specific / Other	16

North Precinct - Anticipated 2019 Trainings				
Training Title/Topic	Purpose	Date	Training Category	Estimated Training Hours
Street Crimes Seminar	Self-initiated policing seminar that covers tactics and techniques that officers can use on the street.	February 11-13, April 8-10	Job Specific / Other	24
NW Leadership Conference	Presentations that provide a variety of dynamic, educational experiences and valuable, practical skills for members to improve their leadership skills.	March 6-8	Leadership	20
Problem Oriented Policing (POP) Conference	Problem solving for 21st Century Community Policing Officers.	October 19	Ethics/Equity/Procedural Justice/Community Policing	20
Composite Drawing: Facial Reconstruction / Unknown Remains	This class is on two to three dimensional facial reconstruction, postmortem drawings, and image modifications is part of a Certified Forensic Artist course.	TBD	Job Specific / Other	40

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Tactical Operation Division

The Tactical Operations Division encompasses several specialized units: Air Support Unit, Canine Unit, Crisis Negotiation Team, Explosive Disposal Unit, Gang Enforcement Team, Rapid Response Team, 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 2019.

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 2019 Trainings				
Training Title/Topic	Purpose	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 Federal Aviation Administration certification standards and Airborne Public Safety Association (APSA) best practice guidance.	Recurring monthly	Job Specific / Other	120
Metro Air Support Teams - Regional Tactical Flight Officer Ground School	This training is required by the Airborne Public Safety Association for all Tactical Flight Officers within one year of joining the unit. This training covers topics such as photography, infrared and thermography, safety management, investigative support, legal considerations, airport operations, and emergency procedures.	January 14-17	Job Specific / Other	40
Spring Safety Stand Down	Safety of operations and safety related training for all Air Support Unit members.	April 16	Job Specific / Other	10
Certified Flight Instructor Training	Licensing of an additional flight instructor with certification from Federal Aviation Administration and Airborne Public Safety Association.	April 1 - September 30	Job Specific / Other	2000
Airborne Public Safety Association Conference	National level training for Air Support Unit members in new practices and standards.	July 15-20	Job Specific / Other	60
Fall Safety Stand Down	Safety of operations and safety related training for all Air Support Unit members.	September 10	Job Specific / Other	10

Canine

The Canine Unit provides specialized support to the Patrol and Investigative branches of the Bureau. The Unit provides 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.

Canine Unit - Anticipated 2019 Trainings				
Training Title/Topic	Purpose	Date	Training Category	Estimated Training Hours
Weekly Unit Skills Training in Tracking, Area searches, Building searches, obedience, and bitework for K9 teams	Maintain consistency with Bureau Directives, Oregon State Law, Federal Law, and Oregon Police Canine Association Standards.	Recurring weekly	Job Specific / Other	16 hrs / per team per month
Oregon Police Canine Association 2019 Spring Training Seminar	Serves as a K9 Inservice to ensure ongoing professional development and maintain internal and statewide training goals. The training includes topics such as tracking, building and area searches, obedience and bitework training.	April	Job Specific / Other	16
Oregon Police Canine Association 2019 Fall Training Seminar	Serves as a K9 Inservice to ensure ongoing professional development and maintain internal and statewide training goals. The training includes topics such as tracking, building and area searches, obedience and bitework training.	September	Job Specific / Other	24
To be determined: Out of state K9 training such as the HITS conference and Police/Military K9 Magazine conference.	Ongoing professional development, ensures national best practices related to patrol K9 work.	TBD	Job Specific / Other	TBD



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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 barricades, 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 Response 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 2019.

Crisis Negotiation Team (CNT) - Anticipated 2019 Trainings				
Training Title/Topic	Purpose	Date	Training Category	Estimated Training Hours
Texas State University-hosted National Crisis/Hostage Negotiation Competition and Seminar	Nationally recognized speakers on CNT-specific topics will share instructional blocks and incident de-briefs to keep teams abreast of best practices and emerging trends. 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.	January 7-10	Job Specific / Other	32
CNT Bus driving course, equipment familiarization/practice	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 incorporates a State of Washington first responder driving certification block.	January 16	Job Specific / Other	10
Joint CNT 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.	February 13 June 19	Job Specific / Other	20
Special topics instruction: Negotiating with Violent True Believers and Handling Demands	Training on the characteristics of violent true believers, and related interview and investigative approaches.	March 13	Job Specific / Other	10
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.	April 10	Job Specific / Other	10
Regional crisis negotiation seminar and competition hosted by the Western States Hostage Negotiators' Association.	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.	April 27 - May 1	Job Specific / Other	40
CNT Assessment Center - Applicant testing	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.	May 22 - 23	Job Specific / Other	20
Tri-County CNT training event	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).	July 10	Job Specific / Other	10
Special topics instruction: Negotiating with members of the LGBTQ Community Navigating Homicide/Suicide Situations	Members of the LGBTQ community experience increased rates of mental health and life stressors. Development of curriculum on assisting individuals from this community in crisis provides an opportunity for CNT to gain understanding and perspective. Unrelated to the above topic, homicide-suicide situations create increased and specific safety concerns for third party citizens as well as law enforcement. Recognizing the indicators and identifying common subject mindsets can lead to more effective de-escalation.	August 21	Job Specific / Other	10

Crisis Negotiation Team (CNT) - Anticipated 2019 Trainings (continued)				
Training Title/Topic	Purpose	Date	Training Category	Estimated Training Hours
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.	September 16	Job Specific / Other	10
Rilea Skills Week	Three 2-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.	September 17	Job Specific / Other	10
Rilea Skills Week	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.	September 18	Job Specific / Other	10
Risk/Threat Assessment - Critical Incident Applications	CNT members have been working with the FBI and educators to develop a risk assessment tool useful during critical incidents. 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.	October 23	Job Specific / Other	10
Joint CNT Training: CNT response to uses of force during forward negotiations	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.	November 6	Job Specific / Other	10
CNT End-of-Year overview and future training planning	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.	December 11	Job Specific / Other	10

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Explosive Disposal Unit

The Portland Metropolitan Explosive Disposal Unit (MEDU) 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 2019 Trainings				
Training Title/Topic	Purpose	Date	Training Category	Estimated Training Hours
Weekly 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, explosives live fire training, large vehicle bomb countermeasures, first AID, IED construction and render safe.	Recurring	Job Specific / Other	468
To be determined: National EDU Trainings	The National Bomb Squad Advisory Board (NABSCAB) and FBI Hazardous Devices School (HDS) require a set amount of training hours in various EDU related topic areas in a ten year period of time. These courses include Hazmat Technicians course, Electronic Countermeasures, Advanced Explosives Disposal Training, Mass Casualty Incident Training, Advanced Medical Training, and Large Vehicle Bomb Countermeasures.	TBD	Job Specific / Other	TBD

Gang Enforcement Team

The Gang Enforcement Team's mission is to reduce criminal activity related to street gang violence and to heighten community awareness through the coordination of law enforcement efforts, community partnerships, education, and prevention strategies. The Gang Enforcement Team partners with other units within the Portland Police Bureau, as well as with external entities such as the Federal Bureau of Investigations, the United States Attorney's Office, the Multnomah County District Attorney's Office, and the Portland Public School District. Procedural justice is used daily by this unit in community contacts, making them well equipped to train other units on incorporating its elements. This was demonstrated when they helped instruct the 2018 In-Service Procedural Justice course.

In 2019, the Gang Enforcement Team plans on receiving refresher trainings in surveillance, DNA, building searches, and warrants.

Gang Enforcement Team - Anticipated 2019 Trainings				
Training Title/Topic	Purpose	Date	Training Category	Estimated Training Hours
Annual Surveillance Training course	Refresher on surveillance skills to include classroom and practical exercises.	March 12	Job Specific / Other	TBD
Annual DNA re-certification course	Re-certification and/or refresher of skills learned in prior DNA certification.	May 28	Job Specific / Other	2.5
Annual building search/warrant service entry course	Review of basic search warrant techniques and tactics.	September 24	Job Specific / Other	10
Annual active shooter refresher course	Refresh/build upon skills officers learned during prior advanced active shooter training.	November 13	Use of Force	2

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Rapid Response Team

The Rapid Response Team specializes in responding to crowd control events, natural disasters, and other emergency situations. These events can impact a large portion of the community, be unpredictable, and escalate civil disturbances. The Rapid Response Team serves to aid the community in managing these events to minimize potential violence, injury, or damage to property. Procedural justice is incorporated during the response to large scale events, by the officers assigned to reach out and work with community groups prior to and throughout the duration of an event.

Training is provided to Rapid Response Team members throughout the year. The following provides the anticipated topic areas to be covered in 2019.

Rapid Response Team - Anticipated 2019 Trainings				
Training Title/Topic	Purpose	Date	Training Category	Estimated Training Hours
Grenedier Training	Annual Certification and refresher training.	January	Use of Force	10
CBRNE Training	Maintain skills and readiness. Orientation with Portland Fire Bureau Haz-Mat.	February 4	Use of Force	10
Communications Cadre	Continue to build capabilities and learn sound truck equipment.	February 5	Job Specific / Other	10
Spring Full Team RRT Training	Provide updates and refresh training for upcoming deployments.	March 9	Job Specific / Other	10
RRT Basic School	Certify new Rapid Response Team / Mobile Response Team members in the State of Oregon.	April 2-5	Job Specific / Other	30
Field Force Extraction training with EDU	Combined group training for updates and equipment checks.	April 24	Job Specific / Other	10
Fall RRT Full Team Training	Combined training with Rapid Response Team / Mobile Response Team agencies from across OR/WA/Military.	September 24-27	Job Specific / Other	40
Field Force Extraction training	Ongoing training and updates with equipment checks.	October 23	Job Specific / Other	10
FEMA Radiological Training	Training and updates to safely respond to incidents.	TBD	Job Specific / Other	10

Special Emergency Response Team

The Special Emergency Response 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 Response 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 Response Team receives two days of training bi-weekly, as well as additional training opportunities. The following is the Special Emergency Response Team's current training plan for 2019.

Special Emergency Response Team - Anticipated 2019 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. Training is aimed at stress inoculation, improving rapid cognition and decision making. Some sessions will be conducted jointly with Crisis Negotiation Team.	Recurring	Use of Force	260
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	260
Breaching Group Training Day	Maintain proficiency in the latest breaching technologies and practices, including manual, mechanical and explosive methods.	March 12 April 18 July 11 October 17	Job Specific / Other	40
Long Range Group Training	Maintain long range shooting skills and capabilities at distances greater than 300 yards. Also to qualify on the 50 Cal and 338 Lapua.	April 9	Use of Force	10
Ropes Group Training	Maintain high angle rescue and deployment skills	May 7	Job Specific / Other	10
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 the Special Emergency Response Team, Crisis Negotiation Team, and the Critical Incident Commanders.	September 15-20	Job Specific / Other	60
Oregon State Police 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	50
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	55
Breacher's Circle	Maintain proficiency in the latest breaching technologies and practices. Including manual, mechanical and explosive methods.	TBD	Job Specific / Other	40

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Other Specialty Units

Behavioral Health Unit and Enhanced Crisis Intervention Team

The Behavioral Health Unit has a critical role in obtaining 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, the Service Coordination Teams, 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 and an in-service training for current ECIT 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. The ECIT In-service training is utilized to provide refresher training, updates in policy and services, and more advanced crisis intervention related training to existing ECIT members.

Behavioral Health Unit - Anticipated 2019 Trainings				
Training Title/Topic	Purpose	Date	Training Category	Estimated Training Hours
To be determined: Idaho Threat Assessment Conference	Conference presentations on topics such as stalking, threat assessment, and homeland security.	June	CIT / Mental Health	30
Annual Threat Management Conference	Conference presentations on topics such as stalking, threat assessment, and homeland security.	August	CIT / Mental Health	40
CIT International Conference	Various workshops where speakers share ideas regarding crisis intervention programs to assist people living with mental illness or addictions in crisis.	August	CIT / Mental Health	24
NW Regional CIT Conference	Presentations on crisis intervention programs to assist people living with mental illness or addictions in crisis.	October	CIT / Mental Health	24

Enhanced Crisis Intervention Team - Anticipated 2019 Trainings				
Training Title/Topic	Purpose	Date	Training Category	Estimated Training Hours
Enhanced Crisis Intervention Team Training (ECIT)	This is the initial training for ECIT Officers. It consists of multiple training modules involving classroom work, site visits to local mental health facilities, panels of family members and people with lived experience (consumers/peers), and scenario-based practical exercises.	Fall	CIT / Mental Health	40
Enhanced Crisis Intervention Team In-Service Training	This training provides refresher and advanced training for established ECIT officers. The training may include additional training in mental health, crisis intervention techniques, and/or updates in policy, services and/or procedures.	TBD	CIT / Mental Health	10

Drugs and Vice Division

The Drugs and Vice Division's 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 2019, the Drugs and Vice Division currently plans on providing the following trainings and conference opportunities to members.

Drugs and Vice Division - Anticipated 2019 Trainings				
Training Title/Topic	Purpose	Date	Training Category	Estimated Training Hours
Oregon Police Canine Seminar	Required skills training for all K9 certified officers.	Spring	Use of Force	16
Oregon Police Canine Association	Required skills training for all K9 certified officers.	September	Use of Force	24
National Technical Investigators Association NW Chapter	Classroom and hands-on technology training for investigators.	February	Job Specific / Other	10
National Technical Investigators Association	Classroom and hands-on technology training for investigators.	July	Job Specific / Other	40
Oregon Narcotics Enforcement Association	Updates on narcotics enforcement, trends, and investigations.	July	Job Specific / Other	24
California Narcotics Officers Association	Updates on narcotics enforcement, trends, and investigations.	November	Job Specific / Other	40
International Narcotics Interdiction Association	Attend presentations on topics such as parcel investigations, financial investigations, drug cartels and global distribution, fentanyl awareness, canine investigations, and officer safety.	June	Job Specific / Other	28
Entry / Slow Clear Training	Building entry / clear training from the Special Emergency Response Team or Training Division, with specific applications to the Drugs and Vice Division.	April	Use of Force	4
Tactical Range Training	Firearms training from the Special Emergency Response Team or Training Division, with specific applications to the Drugs and Vice Division.	TBD	Use of Force	4
State / Federal Drug Law Legal Updates	Drug law legal updates provided from the District Attorney and Federal Attorney's Office.	TBD	Job Specific / Other	2

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Family Services Division

The Family Services Division is charged with investigating crimes perpetrated against vulnerable populations within our community. This includes domestic violence and other victimization within families, child abuse, and elder abuse. The Family Services Division utilizes a collaborative approach, working closely with several law enforcement agencies, social service agencies, and community-based organizations to address these crime issues.

In 2019, the Family Services Division currently plans on providing the following training opportunities to its members.

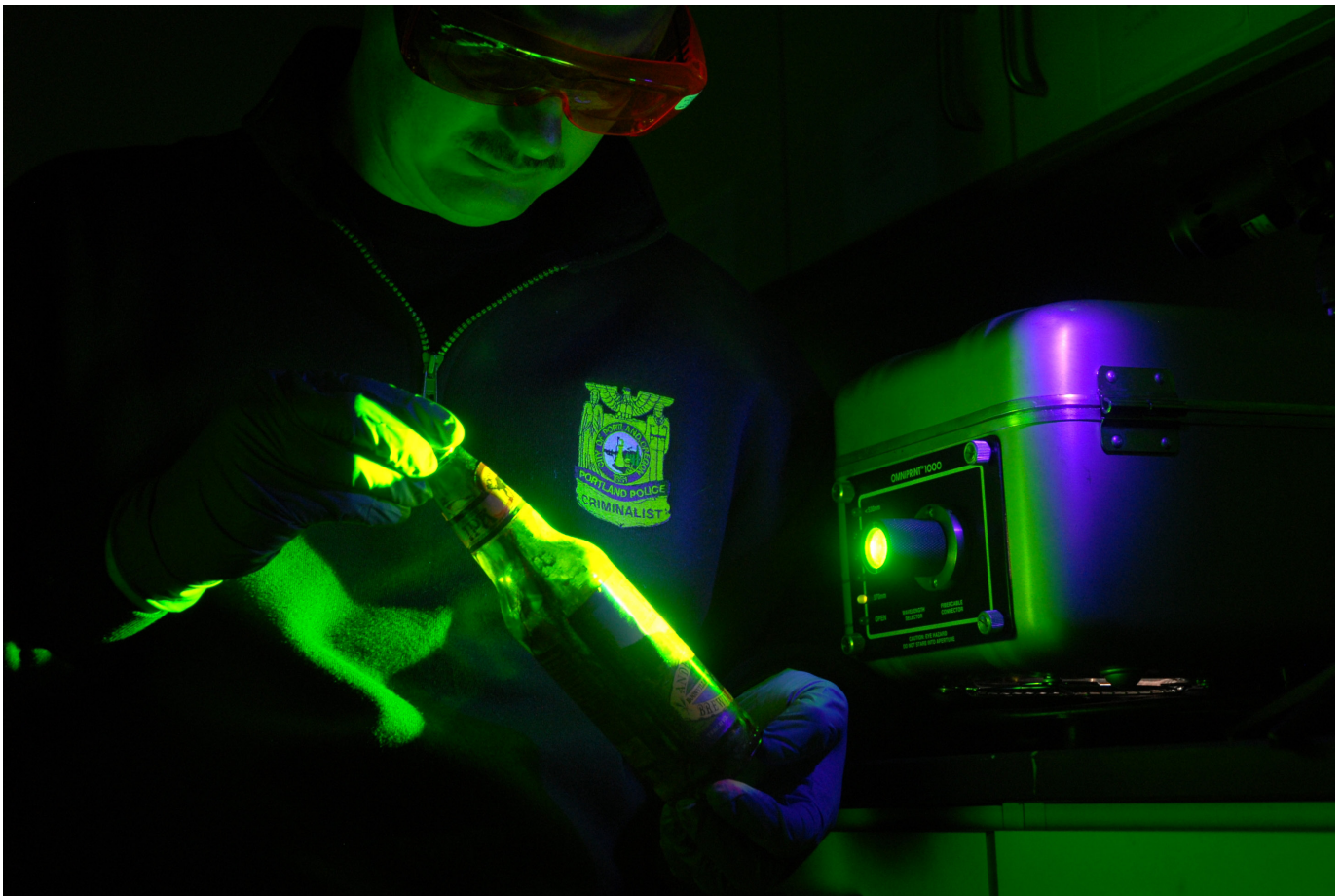
Family Services Division - Anticipated 2019 Trainings				
Training Title/Topic	Purpose	Date	Training Category	Estimated Training Hours
Annual Child Abuse and Family Violence Summit	Regional summit with classes on topics such as strangulation, children presence and impact during family violence, and social media investigations.	April 16-19	Job Specific / Other	26
Regional domestic violence trainings hosted in Washington and Marion County	Continuing education on domestic violence issues.	TBD	Job Specific / Other	26
Interview and Interrogation presented by Third Degree Communications	Interview and interrogation training for new members of the unit.	TBD	Job Specific / Other	10
Oregon DOJ Elder Crimes Statewide Summit	Regional summit with classes on preventing and investigating various elder crimes such as financial exploitation, physical abuse and abandonment, and seclusion and restraint.	November 8-9	Job Specific / Other	16
Oregon Association of Certified Fraud Examiners Annual Conference	Conference presentations on topics such as insurance fraud, cybercrimes, unethical behavior in corporations, cryptocurrency, and cybersecurity.	TBD	Job Specific / Other	10
Cellebrite Training	Cell phone forensics training.	TBD	Job Specific / Other	40
Internet Crimes Against Children Conference	Training conference on combating child exploitation, with an emphasis on internet crimes.	October 10-12	Job Specific / Other	24
Child Abuse Conference	Interactive conference presentations covering topics related to crimes against children.	August 12-15	Job Specific / Other	26

Forensic Evidence Division

The Forensic Evidence Division 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 splatter. They also assist in collecting photographic evidence of crime scenes.

Many of the skills for providing these services require specialized training from external resources. The Forensic Evidence Division is submitting requests for providing training to its members through the International Association for Identification in 2019.

Forensic Evidence Division - Anticipated 2019 Trainings				
Training Title/Topic	Purpose	Date	Training Category	Estimated Training Hours
Tentatively: International Association for Identification (IAI) certification and re-certification	Sponsored and accredited training to maintain certification standards for identification and evidence handling.	TBD	Job Specific / Other	TBD



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Traffic Division

The Traffic Division is charged with the specific duties of traffic enforcement, serious injury collision investigation, DUI enforcement, traffic complaints, and major traffic crime investigations. The Traffic Division 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 2019 anticipated trainings for this division.

Traffic Division - Anticipated 2019 Trainings				
Training Title/Topic	Purpose	Date	Training Category	Estimated Training Hours
ARIDE, SFST, FARO, TRIMBLE Refresher, Oregon DOJ Legal Updates	Training includes topic of impaired driving, analyzing crash scenes, crash reconstruction, and legal updates.	January 9	Job Specific / Other	11
Cone course set up	Refresher training on motorcycle driving for safe maneuvering of obstacles and lane changes.	March 13	Job Specific / Other	8
Tentatively: Spring motor qualification	Qualification on motor cycle skills and related policy.	April 8-11	Job Specific / Other	32
Tentatively: Motor School	Initial police motorcycle operator training. This training includes motorcycle nomenclature, motorcycle maintenance, skills for maneuvering the motorcycle safely under various circumstances, and a qualification cone course, braking course, and extended road ride.	April 15-26	Job Specific / Other	80
NAMOA Prep / Challenge Patterns	Motorcycle skills training in a simulated traffic environment.	May 8	Job Specific / Other	8
North American Motor Officer Association (NAMOA) Rider Symposium	Training includes cone courses, slow courses, barrel courses, and advanced training in motorcycle riding skills.	May 15-17	Job Specific / Other	24
Unusual Slopes and Surfaces, Group Riding Practices	Training on motorcycle driving for safe maneuvering of various slopes and surface types.	June 19	Job Specific / Other	4
Motorcade Training	Training includes motorcycle safety, surface appraisal, precision riding, lane slowdowns, lane choices, group riding, and motorcade deployments.	July 17	Job Specific / Other	8
Cone course set up	Refresher training on motorcycle driving for safe maneuvering of obstacles and lane changes.	August 14	Job Specific / Other	8
Fall motor qualification	Qualification on motor cycle skills and related policy.	September 11-14	Job Specific / Other	32
Wintertime Riding Training - upright and controlled maneuvering	Training on motorcycle driving for safe maneuvering during winter road and traffic conditions.	October 9	Job Specific / Other	8

Transit Division

The Transit Police Division provides police resources for the metro area public transportation system. They provide patrol services on the public bus and max lines, respond to calls for service, and conduct initial investigations on crimes occurring on public transportation vehicles and transit centers.

The Transit Police Division currently plans on providing the following training opportunities to its members in 2019.

Transit Division - Anticipated 2019 Trainings				
Training Title/Topic	Purpose	Date	Training Category	Estimated Training Hours
Transit Orientation for Emergency Responders	Video to be reviewed by all new Transit members during their indoctrination process. Provides rules and regulations for emergency responders working within a transit environment.	TBD (with new employee scheduling)	Job Specific / Other	.5
MAX Tunnel Orientation	Provides Transit first responders an initial overview of MAX tunnel and walkthrough of facility layout to include emergency entry or exiting. Includes review of the emergency operation center.	TBD (with new employee scheduling)	Job Specific / Other	3
Active Threat Training	Classroom and field exercises focusing on first line responders engaging active threats in a dynamic transit environment.	TBD	Use of Force	4
HOP Device Training	Required training on TriMet's HOP payment system using an Ingenico scanner.	Quarterly (currently on hold)	Job Specific / Other	1



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Youth Services Division

The Youth Services Division works closely with the local school districts and other community partners to provide services to local youth. This division provides school districts with School Resource Officers and is involved in several community outreach programs, including a youth summer camp. Procedural Justice is a fundamental component of the work of the Youth Services Division, used daily in their interactions with young citizens as well as parents, community groups, and school administrators.

The Youth Services Division currently plans on providing the following training opportunities to its members in 2019.

Youth Services Division - Anticipated 2019 Trainings				
Training Title/Topic	Purpose	Date	Training Category	Estimated Training Hours
Youth Services Division In-Service	Provides refresher training to members on topics pertaining to law enforcement services with youth.	TBD	TBD	TBD
National Association of School Resource Officers Conference	Conference presentations on topics such as threat assessment, active shooter response, and social media safety, as well as core National Association of School Resource Officers courses.	June 23-28	Job Specific / Other	TBD
Oregon School Resource Officers Association Conference	Conference presentations on topics such as law enforcement and school district partnerships, medical response, drug recognition, ALICE Training, and security systems.	TBD	Job Specific / Other	TBD



PORTLAND POLICE BUREAU
TRAINING DIVISION

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