



# Portland Police Bureau

2023 Annual Training Plan

December 2022

## PPB TRAINING DIVISION 2023 Annual Training Plan

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

### Training Values

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

### INTRODUCTION

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

The training needs for tenured members are addressed through a variety of sources, such as in-service trainings, online trainings, weapons qualifications, unit specific trainings, external trainings and conferences, and specialty certifications. This report provides an overview of the training planned to be offered to members during 2023. It focuses on training, which all sworn Bureau members receive, training for all sworn supervisors, training for the Enhanced Crisis Intervention Team and the Behavioral Health Unit, weapons qualifications for all sworn Bureau members, training for crowd management, and unit specific training. This report is meant to provide a high-level overview of training topics, while the specific details of each training will be provided in lesson plans developed by the training staff and instructors.

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# 2023 ANNUAL TRAINING PLAN

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## IN-SERVICE

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

The 2023 In-Service plans focus on several components of crowd management, active threat, decision-making, legal updates, active bystanders for law enforcement (ABLE), firearms, police vehicle operations, Use of Force reporting procedures, conducted electrical weapon, managing encounters in and around vehicles, and scenario training. The need for these trainings have been identified through the needs assessment and evaluation processes, as well as changes made to State law and certification requirements.

Since 2020, there have been several changes in law, directives, and national trends pertaining to crowd management. In 2021, the Bureau began conducting a formal training needs assessment process for responding to mass demonstrations. The training planned for 2023 incorporates this information, as well as additional research, for best managing these situations.

In 2023, the Police Bureau will continue the ABLE training that began in 2021. This is a part of the Georgetown University Law Center’s certification process.

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

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

The following are the anticipated In-Service trainings for 2023.



| 2023-1 In-Service - Anticipated Trainings   |   |               |                      |                          |
|---|---|---------------|----------------------|--------------------------|
| Training Title/Topic  | Purpose/Reason for the Training   | Date          | Training Category    | Estimated Training Hours |
| Introduction-Chiefs Updates   | Discussion and updates from the Chief's Office.   | January - May | Job Specific / Other | 0.5                      |
| City Attorney Office (CAO) Legal Updates  | The City Attorney's Office will provide legal updates to members specific to crowd management such as HB2928, HB 4008, HB 3355, closures.   | January - May | Job Specific / Other | 2                        |
| Crowd Theory  | This will include information regarding crowd dynamics, crowd psychology, and academic models for crowd management.   | January - May | Job Specific / Other | 1                        |
| MFF Formations  | This class will provide instruction of crowd management and crowd control principles to Bureau members in order to prepare them for deployment as part of a Mobile Field Force. The course material will include Directives, Crowd Management Case Law, Oregon Revised Statutes (ORS), Mobile Field Force (MFF) equipment and tools, and Mobile Field Force formations and tactics. | January - May | Job Specific / Other | 0.75                     |
| APR Gas mask  | This class will cover topics related to the Portland Police Bureau's Air Purifying Respirator (APR), commonly referred to as a gas mask.  | January - May | Job Specific / Other | 0.75                     |
| Formations/Movements exercises-Gas Mask & Fit testing                             | This session will provide members an opportunity to practice the Mobile Field Force procedures.   | January - May | Job Specific / Other | 2.75                     |
| Wellness: Basic Sleep Course  | This class introduces officers to core concepts related to sleep science, the consequences of poor sleep and strategies to improve sleep. Participants will discuss challenges and strategies related to sleep specific to police officers.   | January - May | Job Specific / Other | 1                        |
| Crowd Mgmt. Police Role and Guidelines  | This class will provide instruction of crowd management and crowd control principles to Bureau members in order to prepare them for deployment as part of a Mobile Field Force. The course material will include Portland Police Bureau Directives, crowd theory, constitutional law, procedural justice, and Mobile Field Forces (MFF) Roles and guidelines.                       | January - May | Job Specific / Other | 1                        |
| Mobile Field Force Operations-responding to planned vs spontaneous demonstrations | This class will provide instruction regarding procedural differences for responding to planned vs spontaneous demonstrations.   | January - May | Job Specific / Other | 1                        |
| Arrest Teams/Field Arrest/Mass Arrest Procedures                                  | The Portland Police Bureau respects the right to free speech and the right to gather during demonstrations. Arrests during a demonstration may at times be necessary and this training will cover definitions, procedures, and requirements during Mass Arrest.   | January - May | Job Specific / Other | 0.5                      |
| Force Inspector-Crowd Management FDCR Reporting and After Actions                 | This course will provide an update to all members and supervisors on directive revisions related specifically to force and crowd control events.  | January - May | Job Specific / Other | 1                        |
| Internal Affairs  | Work in a mobile field force may result in complaints of misconduct and require members to provide interviews at Internal Affairs (IA) as a witness or involved. This class is designed to help members prepare for these situations.   | January - May | Job Specific / Other | 1                        |
| Scenarios   | The scenarios will provide members an opportunity to apply the crowd management directives, theories, and procedures under various crowd situations.  | January - May | Job Specific / Other | 3                        |
| Crowd Management tools & Use of Force-Baton/40mm/OC                               | This course will provide members with training and knowledge to safely and effectively utilize the baton when assigned to a Mobile Field Force for Public Order events.   | January - May | Use of Force         | 1                        |

## 2023 ANNUAL TRAINING PLAN

| 2023-2 In-Service - Anticipated Trainings                    |   |      |   |                          |
|--|---|------|---|--------------------------|
| Training Title/Topic   | Purpose/Reason for the Training   | Date | Training Category                           | Estimated Training Hours |
| ABLE and Ethics  | This program focuses on awareness of the importance of active bystandership and provides early intervention strategies for situations that may lead to officer, community member, and/or agency harm. This program utilizes leadership, ethics, and wellness principles for increasing understanding for the need of peer intervention as well as how to successfully address these challenging situations. | TBD  | Ethics                                      | TBD                      |
| Control Tactics  | This session focuses on updated control tactics techniques for managing encounters in and around vehicles as safely as possible.  | TBD  | Use of Force                                | TBD                      |
| Conducted Electrical Weapon                                  | The Conducted Electronic Weapon training covers topics such as operation of the X2, drills focusing on decision-making, weapon transitions, combining CEW and custody skills, and scenario training.  | TBD  | Use of Force                                | TBD                      |
| Firearms   | This firearms skills training includes the following topic areas: utilizing different sight foci, transitioning between focus types based on distance and other factors, low light conditions, close-quarter encounters, and trigger control techniques.  | TBD  | Use of Force                                | TBD                      |
| Active Threat  | This Patrol Procedures session provides refresher training on the skills necessary to respond to active threat situations.  | TBD  | Job Specific / Other                        | TBD                      |
| Patrol Scenarios   | This scenario training provides members an opportunity to practice the application of patrol procedures teachings, and will incorporate a refresher on crisis intervention skills and procedural justice principles.  | TBD  | CIT / Mental Health<br>Job Specific / Other | TBD                      |
| Police Vehicle Operations                                    | Police Vehicle Operations skills training focused on the Pursuit Intervention Technique (PIT) maneuver and post-PIT procedures.   | TBD  | Use of Force                                | TBD                      |
| New reporting process for the Force Data Collection Reports. | The session provides members and management an opportunity to review and discuss the new reporting process for the Force Data Collection Reports.   | TBD  | Job Specific / Other                        | TBD                      |

## ONLINE TRAINING

The Online Training Program continues to evaluate the program needs and research methods for enhancing the program. In 2022, the Online Training Program was able to incorporate community voices and perspectives into online trainings when applicable and troubleshoot some additional technical issues to ease the process of online learning. The program is continuing to seek ways for enhancing the design of the online trainings to increase learning and effectiveness for different learning styles.

The following are the anticipated online training sessions for 2023.

| Online Training Program - Anticipated Trainings |  |          |                      |                          |
|---|--|----------|----------------------|--------------------------|
| Training Title/Topic                            | Purpose/Reason for the Training  | Date     | Training Category    | Estimated Training Hours |
| Terminator Tire Deflation Device                | The bureau is distributing a new tire deflation device to patrol. This training explains how the device works, when it can be used, and safety considerations.   | January  | Job Specific / Other | 0.25                     |
| Nuclear Reactor Response Video                  | This video covers safety and response protocols for Reed College's nuclear reactor. It is a required refresher training.   | February | Job Specific / Other | 0.25                     |
| CPR/First Aid                                   | This is the video and knowledge check portion of CPR/First Aid training and is required to maintain CPR/First Aid certification.   | March    | Job Specific / Other | 1                        |
| Language & Culture - Policy Recap               | This will be a review of the information presented in previous language and culture videos as they align with the new policy. It will be distributed at the same time the Language Policy is released. | April    | Job Specific / Other | 0.25                     |
| Policy Review Process                           | The policy team will explain the policy review process and show members how they can get involved and participate.   | May      | Job Specific / Other | 0.25                     |
| Bloodborne Pathogens (City Learner)             | Update/refresher on OSHA required training related to blood borne pathogens.   | June     | Job Specific / Other | 1                        |
| Axon Taser Update                               | This is material required as part of the user license agreement with Axon. It provides refresher training on the use of the Taser.   | August   | Use of Force         | 1                        |
| Naloxone Administration                         | Naloxone is being added to patrol IFAKs and precincts. This video from Multnomah County Sheriff's Office shows how to distribute Naloxone.   | TBD      | Job Specific / Other | 0.25                     |
| PPS Post Active Threat                          | Portland Public Schools would like to work with us to create and deliver a training to officers that outlines their post active threat procedures.   | TBD      | Job Specific / Other | 0.25                     |

### **COMMAND IN-SERVICE**

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

Due to staffing and budget limitations, there are currently no plans for a full Command In-Service for 2023. Command staff will continue to attend In-Service training with officers, and receive Supervisor's In-Service, and online training sessions.

## **SUPERVISORS IN-SERVICE**

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

At the time of this reporting, the plans for the 2023 Supervisors In-Service are still in progress. The Training Division is considering the following topics: critical incident management, supervisory level public order training, Police Review Board processes: assessing policy violations and mitigation considerations, crime scene management involving crowds, and an officer involved shooting case study.

This training plan will continue to be developed.

# 2023 ANNUAL TRAINING PLAN

## Sergeants Academy

The Sergeants Academy provides management specific training to all new Sergeants. Sergeants have a critical role in the success of the Bureau’s leadership and management processes, as front line supervisors. The Sergeants Academy is essential for providing Sergeants guidance regarding their role in communicating the organizational goals, managing daily operation and administrative functions, and ensuring incidents (from routine to critical) are effectively overseen to ensure the best outcomes.

The Academy includes a diverse set of skills such as leadership, utilizing performance metrics, labor and employment law adherence, handling complaints and supervisors investigations, successful allocation of patrol resources (e.g. Enhanced Crisis Intervention Team, less lethal, Focused Intervention Team), and decision making for ensuring command and control. The training concludes with a full day of scenario training to provide the sergeants an opportunity to apply the training material to practical, real world situations.

The training plans have yet to be finalized. The following is a list of currently planned training classes.

| Sergeants Academy - Anticipated Schedule |   |   |                   |                          |
|--|---|---|-------------------|--------------------------|
| Training Title/Topic                     | Purpose/Reason for the Training   | Date  | Training Category | Estimated Training Hours |
| Leadership                               | The training is planned to include the following leadership classes: Leadership in Policing, Motivating & Empowering Your Team, Working in Groups & Teams, Knowing & Managing Yourself, and Ethical Leadership. These classes provide general leadership skills for increasing effectiveness at leading a team, improving motivation, and aligning unit goals with the organization’s mission, values, and principles. These classes combine the use of classroom presentations, discussion, table top and problem-solving exercises, and a formal leadership behavior inventory to enhance learning. | May*<br>June<br><br>* Metro Sergeants Academy training day. | Leadership        | 22.5                     |
| Stress Management: EAP Resources         | This class will highlight areas in law enforcement that emotionally impact the job, such as stress, Post-Traumatic Stress Disorder, and traumatic incidents. Each of these areas will be discussed as to what the causes could be, what the symptoms could look like, and as a Sergeant, how to help officers work through the issues they are having before they become a more serious problem.  | May - June  | Leadership        | 1                        |
| Wellness                                 | The Wellness training is planned to include the following topics: physical fitness, sleep, financial planning, yoga, and wellness for supervisors. These classes are designed to highlight the importance of employee wellness, increase the wellness of Bureau supervisors, and provide guidance regarding how supervisors can support employee wellbeing.   | May - June  | Other / General   | 8                        |
| Basic Presentations                      | Sergeants are expected to present information to a variety of audiences in venues such as roll call, community meetings and mission briefings. This class will teach new Sergeants how to develop and convey information through a presentation or lecture. Each Sergeant will be required to give a short presentation to self-assess and receive peer feedback on their personal strengths and areas for development.   | May - June  | Leadership        | 3.5                      |



| Sergeants Academy - Anticipated Schedule      |   |            |                   |                          |
|---|---|------------|-------------------|--------------------------|
| Training Title/Topic                          | Purpose/Reason for the Training   | Date       | Training Category | Estimated Training Hours |
| Reasonable Suspicion                          | This class describes reasonable suspicion requirements and prohibitions for PPB employees related to drugs, alcohol, and prescription medications. The course explains reasonable suspicion testing procedures, and Sergeant responsibilities for members suspected of being impaired at work or suspected of violating other sections of the policy. The class also involves tabletop exercises to apply the policy to specific and unique circumstances.  | May - June | Leadership        | 1                        |
| Annual Evaluations / Performance Reviews      | This class will focus on educating Police Bureau supervisors to evaluate the last calendar year of work that an Officer has performed. This course will give guidance on where to locate necessary information to give feedback and direction to Officers. These reviews are important for giving direction and reinforcement of how Officers should work, behave and conduct themselves.   | May - June | Leadership        | 2                        |
| HRAR 2.02 for Supervisors                     | This class will meet the city and state training requirements on supervisory responsibility in preventing and reporting workplace harassment, discrimination and retaliation. It will emphasize a Sergeant's role in promoting a fair and equitable workplace and refresher information on prohibited actions and the Portland Police Bureau reporting process.   | May - June | Leadership        | 2                        |
| Labor and Employment Laws                     | This class provides new Sergeants an understanding of how to supervise Officers within the legal parameters of employee Constitutional rights and state/federal statutes. It will include a discussion on employee protections and legal considerations new Sergeants will use when addressing Officers' performance.   | May - June | Leadership        | 1.5                      |
| PPA Collective Bargaining Agreement           | This class will provide an understanding of how to supervise Officers within the legal parameters of Collective Bargaining Agreements and state labor organization laws. It will include a discussion on pertinent Articles of the PPA/City of Portland Labor Agreement new Sergeants will use when addressing Officers' performance.   | May - June | Leadership        | 1                        |
| Employee Information System (EIS)             | This block of instruction will inform PPB supervisors of EIS updates and reinforce the policy, philosophy, and intent of EIS. It will focus on the supervisor's responsibilities under Directive 345.00 and Professional Standards Division SOP 44 with the intent to give supervisors the necessary information and training to; 1) know how to review EIS records, 2) know how to review and process an alert, 3) how best to intervene with an officer to improve their overall performance, 4) Build confidence in the EIS System and dispel the myths of false positives.              | May - June | Leadership        | 1                        |
| Complaint Process & Supervisor Investigations | This class will train supervisors on the complaint process and Supervisory Investigations. The class will be conducted through lecture supported by slide show and directed discussion. Important sections of city code and internal policies will be highlighted in the slide show. Special attention will be given to those areas in which there have been recent changes or historical deficiencies.   | May - June | Leadership        | 1.5                      |
| Procedural Justice for Supervisors            | As new supervisors, focusing on internal legitimacy is essential to the success of the class participants, the officers they will lead, and the Bureau. This class is intended to review the tenants of Procedural Justice and introduce the concepts of Organizational Justice as it pertains to the interactions between officers and their supervisors. The class includes: a review of the four tenants of Procedural Justice, an introduction to additional tenants of Organization Justice, and a discussion on ways supervisors can incorporate these tenants into their daily work. | May - June | Leadership        | 1                        |

## 2023 ANNUAL TRAINING PLAN

| Sergeants Academy - Anticipated Schedule    |   |            |                   |                          |
|---|---|------------|-------------------|--------------------------|
| Training Title/Topic                        | Purpose/Reason for the Training   | Date       | Training Category | Estimated Training Hours |
| Performance Management / Tableau            | This class introduces Sergeants to the Patrol Activity Dashboard produced by the Strategic Services Division. Supervisors overseeing patrol officers can use this as a tool to manage patrol staff and holistically evaluate their levels of performance using bureau, precinct, and shift comparisons.   | May - June | Leadership        | 1                        |
| Uniform Daily Assignment Roster (UDAR)      | This training will assist new Sergeants in becoming proficient with the use of the Uniform Daily Assignment Rosters (UDAR).   | May - June | Leadership        | 1                        |
| Family Medical Leave Act / Officer Injuries | This class will help new sergeants understand their responsibilities to comply with the requirements of the Family and Medical Leave Act (FMLA), Oregon Family Leave Act (OFLA) and City policy for family medical leave. Supervisors serve a critical role to ensure the City is in compliance with the laws and City policy.  | May - June | Leadership        | 1                        |
| Community Engagement                        | This class will provide an overview of a Community Engagement Strategic Plan developed by the Office of Community Engagement (OCE) in adherence to the Department of Justice (DOJ) Agreement and the City of Portland Portland Committee on Community-Engaged Policing (PCCEP) recommendations. It highlights avenues for creating sustainable and meaningful community-police partnerships as a model for addressing public safety livability issues, fostering trust, and accountability while increasing socio-cultural competency and awareness. This class will illustrate a roadmap for fostering mutual understanding and mitigating conflict while interacting with the public. | May - June | Leadership        | 1                        |
| MRE / RMS for Supervisors                   | Supervisors should be familiar with the Records Management System (RMS) in RegJIN. The RMS can be used to approve or reject officer reports. Case Management of open cases are needed on a daily basis, especially at the precinct level. This course will introduce members to what steps are needed to manage reports and cases within the RMS. This course is important for the overall management of criminal and non-criminal cases written by Portland Police Bureau officers.  | May - June | Leadership        | 1                        |
| Report Review & Approval                    | This training was established to assist newly promoted Sergeants in becoming proficient in functional report approval.  | May - June | Leadership        | 1.5                      |
| Critical Incident Management and Scenarios  | This course is designed to assist Sergeants in prioritizing, allotting resources and making decisions to effectively manage critical incidents. The training includes a review of the fundamental components of critical incident response, the Sergeants' role in managing critical incidents, and scenario training to practice these skills.   | May - June | Leadership        | 7                        |
| Crime Scene Response Management             | This course will teach general Detective Division protocols and response procedures to new Sergeants. Members will learn specific investigative methods for Crime Scene Response and Management, Homicide and Officer Involved Shooting processes, Command Center Briefings, Missing Persons investigations, Phone Consults and call out procedures/criteria.   | May - June | Leadership        | 1                        |
| Traffic Major Crash Team Callouts           | This training will cover information for understanding the appropriate call-out procedures and protocols for a major traffic related crash situation; which would include fatal vehicle involved crashes as well as Measure 11 vehicle assault crashes.   | May - June | Leadership        | 1                        |
| SERT Activations                            | This class will provide knowledge on the Special Emergency Reaction Team (SERT) capabilities and support to tactical operations. It will emphasize actions required by patrol Sergeants before, during and after a SERT consult or activation.  | May - June | Leadership        | 2                        |

| Sergeants Academy - Anticipated Schedule                 |   |            |                   |                          |
|--|---|------------|-------------------|--------------------------|
| Training Title/Topic                                     | Purpose/Reason for the Training   | Date       | Training Category | Estimated Training Hours |
| Patrol Resources   | This class provides Sergeants with information critical to their role for activating specialty units/support such as: Crisis Negotiation Team, Special Emergency Reaction Team, K-9, Less Lethal, and Air Support Unit. This information includes when to activate the services, procedures, and considerations for deployment.   | May - June | Leadership        | 5                        |
| After Action Report (AAR)/ Table Top                     | Portland Police Bureau Sergeants are the primary responders and authors of After Action Reports (AAR). This class will instruct Sergeants when they will prepare AAR, how they will investigate events for AAR preparation, how they will write the AAR, and what responsibilities they have for notifications and documentation upon completion of the AAR.  | May - June | Leadership        | 3                        |
| Decision Making Model                                    | This class will teach Sergeants a step by step breakdown of the decision making model to help them make, explain and analyze decisions better. The class will also discuss different types of risk and how the decision making model helps to identify and mitigate risk. The bureau has adopted a decision making model based on a model from the United Kingdom College of Policing known there as the "National Decision Modeling". This model is suitable for all decision making and helps ensure that when making decisions, a person looks at the situation holistically.  | May - June | Leadership        | 2                        |
| Public Order: Command, Control, and Legal Considerations | This class provides Sergeants with insights regarding public order/crowd management, HB 2928, and legal authority with regard to protest events. The class includes information on the following topics: Mobile Field Force Formations, movements and communication, command and control, and crowd theory.   | May - June | Leadership        | 3                        |
| Active Threat Incident Mangement                         | This class will provide instruction for supervisors who may respond to and manage an active shooter incident. This class will enable supervisors to determine their proper role when they arrive on scene. The determination of which role to fill will be based on the totality of the circumstances. Emphasis is placed on supervisors filling a supervisor roll as early as possible.<br><br>This class will provide specific instruction on the roles of the incident commander and the assigned roles of tactical, staging, perimeter and intel. The primary focus of this class will be the proper management and deployment of the resources that will be responding to an active shooter event. | May - June | Leadership        | 3.75                     |
| Supervising Calls Scenarios                              | The scenarios provide an opportunity for supervisors to practice their role in managing critical incidents. This includes demonstrating proper critical incident management techniques (Containment, Custody plan, Communication plan, Contingencies), threat assessment, intel verification, and implementing procedural justice skills.   | May - June | Leadership        | 4.5                      |
| Pursuit Mangement  | The purpose of this class is to prepare Sergeants for effectively managing pursuits. The class will review and discuss pursuit policy, ongoing physical and audio observations during pursuits, risk vs. benefits, intervention strategies and governmental interest. Sergeants will be given guidelines as to the best overall approach for handling pursuits.   | May - June | Leadership        | 4.5                      |
| Mentor Sergeant Panel                                    | This class will outline expectations of new Sergeants during the interactions with their assigned mentor/coaches. It will include a panel of Sergeants who perform duties as mentors/coaches to discuss tips, techniques and resources to support their leadership development during probation.  | May - June | Leadership        | 1                        |
| FEMA Incident Command System 300                         | This class prepares members for functioning in a Command or General Staff position within an Incident Management Team. These skills help prepare Sergeants for responding to mass demonstrations as well as other complex incidents.  | May - June | Leadership        | 27                       |

## 2023 ANNUAL TRAINING PLAN

### CROWD MANAGEMENT TRAINING

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

In 2023, the Bureau plans to provide training to all sworn members through In-Service, continue the Federal Emergency Management Agency (FEMA) trainings on the Incident Command System and emergency management, provide crowd management specific training to patrol less lethal operators who may need to deploy during a mass demonstration, and bike training for public order. In addition, other practical application opportunities are being developed for members to gain more proficiency in crowd management skills. For instance, a daylong functional exercise is being planned for Incident Management Team members with less incident management experience.

More specifics regarding the In-Service and 40mm less lethal training plans can be found in those sections of this report. The following provides information for the Incident Command System trainings in progress, the bike trainings, and trainings for the Emergency Management Unit. As well as being beneficial for crowd management, the Incident Command System and emergency management trainings apply to other types of incidents and emergencies.

| Incident Command System - Anticipated Trainings   |  |                            |                      |                          |
|---|--|----------------------------|----------------------|--------------------------|
| Training Title/Topic  | Purpose/Reason for the Training  | Date                       | Training Category    | Estimated Training Hours |
| IS-100: Introduction to Incident Command System   | To provide all Bureau members with an introduction to the Incident Command System and foundation for more advanced Incident Command System trainings.                                    | Self-paced online training | Job Specific / Other | 2                        |
| IS-700: National Incident Management System   | To provide all Bureau members with an introduction to the National Incident Management System and foundation for more advanced emergency management trainings.                           | Self-paced online training | Job Specific / Other | 3.5                      |
| IS-200: Basic Incident Command System for Initial Response, ICS-200                       | To provide Bureau supervisors and Public Information Officers (PIO) with additional training pertaining to applying the Incident Command System during initial emergency responses.      | Self-paced online training | Job Specific / Other | 4                        |
| IS-800: National Response Framework, An Introduction                                      | To provide Bureau supervisors and Public Information Officers (PIO) with more detailed training pertaining to applying managing emergency responses.                                     | Self-paced online training | Job Specific / Other | 3                        |
| ICS-300: Intermediate Incident Command System for Expanding Incidents                     | To provide Bureau supervisors and Public Information Officers (PIO) with additional training pertaining to applying the Incident Command System during more complex emergency responses. | TBD                        | Job Specific / Other | 21                       |
| G0191: Emergency Operations Center/Incident Command System Interface                      | To provide command staff more advanced training regarding establishing an Incident Command/Unified Command and Emergency Operations Center.  | TBD                        | Leadership           | 7                        |
| ICS-400: Advanced Incident Command System for Command and General Staff Complex Incidents | To provide command staff more advanced training pertaining to implementing the Incident Command System during complex incidents.   | TBD                        | Leadership           | 15                       |
| ICS-402: Emergency Management Director Briefing   | To provide senior command staff with training specific to their role in supporting incident management within the National Incident Management System.                                   | TBD                        | Leadership           | 4                        |

| <b>Incident Command System - Anticipated Trainings</b> |   |                            |                          |                                 |
|--|---|----------------------------|--------------------------|---------------------------------|
| <b>Training Title/Topic</b>                            | <b>Purpose/Reason for the Training</b>  | <b>Date</b>                | <b>Training Category</b> | <b>Estimated Training Hours</b> |
| IS-29: Public Information Officer Awareness            | To provide Bureau Incident Management Team and Public Information Officers (PIO) with basic training specific to communications during emergencies. | Self-paced online training | Job Specific / Other     | 7                               |
| TEEX 314 ICS 300 course for sergeants                  | Provide sergeant(s) with practical application of ICS for larger incidents.   | Various                    | Job Specific / Other     | 24                              |
| G0290: Basic Public Information Officer                | To provide professional staff supervisors and Public Information Officers (PIO) with training specific to communications during emergencies.        | TBD                        | Job Specific / Other     | 14                              |

| <b>Public Order Bike Training - Anticipated Trainings</b> |   |             |                          |                                 |
|---|---|-------------|--------------------------|---------------------------------|
| <b>Training Title/Topic</b>                               | <b>Purpose/Reason for the Training</b>  | <b>Date</b> | <b>Training Category</b> | <b>Estimated Training Hours</b> |
| Public Order Bike Training                                | To prepare and certify members for working in bike squads during mass demonstrations. | TBD         | Job Specific / Other     | 40                              |

| <b>Emergency Management Unit - Anticipated Trainings</b> |   |             |                          |                                 |
|--|---|-------------|--------------------------|---------------------------------|
| <b>Training Title/Topic</b>                              | <b>Purpose/Reason for the Training</b>  | <b>Date</b> | <b>Training Category</b> | <b>Estimated Training Hours</b> |
| E-0050 - Control and Simulation course                   | This course is designed to introduce you to the fundamentals of Exercise Control and Simulation. Completion of this course will help prepare you to design and conduct exercises consistent with the HSEEP doctrine.  | TBD         | Job Specific / Other     | 13.5                            |
| E-0139 – Design and Development course                   | This course is designed to expand knowledge of exercise design and development consistent with the Homeland Security Exercise and Evaluation Program (HSEEP) doctrine.  | TBD         | Job Specific / Other     | 13.5                            |
| FEMA Master Exercise Practitioner Program                | The Master Exercise Practitioner Program is a series of two classroom courses focusing on advanced program management, exercise design and evaluation practices in each phase of the Homeland Security Exercise and Evaluation Program (HSEEP). No recertification. | TBD         | Job Specific / Other     | 55                              |

## 2023 ANNUAL TRAINING PLAN

### QUALIFICATIONS & ADVANCED SHOTGUN TRAINING

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

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

The Bureau anticipates being able to offer an Advanced Shotgun Operator training for current operators and a certification training for new operators during 2023. The following provides some additional information.

| Advanced Shotgun Training - Anticipated Trainings |   |                            |                   |                          |
|---|---|----------------------------|-------------------|--------------------------|
| Training Title/Topic                              | Purpose   | Date                       | Training Category | Estimated Training Hours |
| Advanced Shotgun Operator (ASO) In-Service        | The class includes the new 20 yard (25 round) and the new 50 yard (10 round slug) qualifications, shotgun patterning, positional shooting, shooting from barricades, exigent slug loads, transition to pistol, and various shooting drills. | April - May<br>12 sessions | Use of Force      | 10                       |
| Advanced Shotgun Operator (ASO) Certification     | The class includes the new 20 yard (25 round) and the new 50 yard (10 round slug) qualifications, shotgun patterning, positional shooting, shooting from barricades, exigent slug loads, transition to pistol, and various shooting drills. | Fall<br>5 sessions         | Use of Force      | 20                       |

## 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 2023, the Training Division plans on offering certification and in-service trainings for AR-15 operators and instructors, a 40mm less lethal certification training, and a 40mm less lethal In-Service training.

| AR-15 - Anticipated 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:<br>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:<br>3 Sessions  | Use of Force      | 60                       |
| AR-15 - Instructor In-Service             | The in-service training for AR-15 instructors will cover the AR-15 Operator In-Service curriculum and prepare the instructors for teaching the curriculum.  | TBD:<br>4 Sessions  | 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:<br>15 Sessions | Use of Force      | 10                       |

| Less Lethal - Anticipated 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 device. It includes a combination of classroom, range, and scenario training and a focus on policy, equipment manipulation, operator skills (e.g. accuracy, target areas), and decision making. | TBD:<br>3 Sessions     | Use of Force      | 20                       |
| 40 mm Less Lethal In-Service        | This training is anticipated to include a review of operations and have a focus on procedures specific to crowd management.  | TBD:<br>20-24 Sessions | Use of Force      | 10                       |

## 2023 ANNUAL TRAINING PLAN

### PRECINCTS AND UNIT SPECIFIC TRAINING

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

At the time of this reporting, some of the Divisions and Units do not anticipate any training for 2023.

#### *Precincts*

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

The following provides a brief overview of the current 2023 anticipated training opportunities for precinct members. These training opportunities are in addition to the In-service, online learning, and other training opportunities offered by the Training Division directly. Due to budget and staffing uncertainty, the format and extent of these trainings is yet to be determined.

| Central Precinct - Anticipated Trainings   |  |      |                      |                          |
|--|--|------|----------------------|--------------------------|
| Training Title/Topic   | Purpose/Reason for the Training  | Date | Training Category    | Estimated Training Hours |
| To be determined: All-Terrain Vehicle (ATV) Training                                   | This training provides officers skills for operating ATVs on the job. The training includes topics such as related Oregon laws, basic operation of the ATV, and skills for safely managing turns, obstacles, and angles. | TBD  | Job Specific / Other | TBD                      |
| To be determined: Bike Certification   | Hands-on and classroom certification training for bike officers.   | TBD  | Job Specific / Other | TBD                      |
| To be determined: Leadership training such as classes offered by the FBI-LEEDA Program | Provide members with advanced training in leadership skills.   | TBD  | Leadership           | TBD                      |
| Customer service class for front desk staff  | Provide front desk staff with basic knowledge and concepts of customer service skills.   | TBD  | Job Specific / Other | TBD                      |
| Leadership classes FBI LEEDA   | Provide leadership classes for front line supervisors.   | TBD  | Leadership           | 40                       |



| North Precinct - Anticipated Trainings |   |            |                      |                          |
|--|---|------------|----------------------|--------------------------|
| Training Title/Topic                   | Purpose/Reason for the Training   | Date       | Training Category    | Estimated Training Hours |
| Finger Printing/Dusting                | The Forensic Evidence Unit is now limited in their response due to high call volume, major crimes, and staffing. This is a skill that Patrol Officers can attain and be effective at. | November 3 | Job Specific / Other | TBD                      |
| Warrant Writing Class                  | Warrant writing would help patrol make entry into legally protected spaces when there is a need to solve a crime, as well as take some case load volume off of of Detectives.         | November 3 | Job Specific / Other | TBD                      |

## 2023 ANNUAL TRAINING PLAN

### Specialized Resources Division

The Specialized Resources Division encompasses several specialized units: Air Support Unit, Canine Unit, Crisis Negotiation Team, Explosive Disposal Unit, Narcotics and Organized Crime Unit, Critical Incident Command, Focused Intervention Team, Traffic Unit, 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 2023.

#### 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 Trainings                        |   |   |                      |                          |
|---|---|---|----------------------|--------------------------|
| Training Title/Topic  | Purpose/Reason for the Training   | Date  | Training Category    | Estimated Training Hours |
| Monthly Pilot, Tactical Flight Officer (TFO), and Crew Training | Recurring monthly training covering topics required for knowledge, skill, and job specific proficiencies. All training based on FAA certification standards and Airborne Public Safety Association (APSA) accreditation guidance.   | Recurring monthly/Specific dates are scheduled monthly based on detached members RU schedule. | Job Specific / Other | 11 / member / month      |
| Instrument Pilot Training                                       | Intermediate pilot training for one member to allow flight in instrument conditions. Air Support Unit crews routinely fly in poor weather conditions that are extremely hazardous to non-instrument rated pilots. Instrument rated is achieved at conclusion of training. | January   | Job Specific / Other | 220                      |
| Spring Safety Stand Down  | Safety of Operations and Safety related training for all Air Support Unit (ASU) members.  | March   | Job Specific / Other | 11                       |
| Commercial Pilot Training                                       | Commercial Pilot certificates are required for all ASU pilots. This would complete advanced pilot training for one member.  | April   | Job Specific / Other | 100                      |
| New TFO Training Course   | Send newly selected TFOs to Airborne Public Safety Association TFO training course.   | July  | Job Specific / Other | 30                       |
| Fall Safety Stand Down  | Safety of Operations and Safety related training for all ASU members.   | October   | Job Specific / Other | 11                       |
| Upset recovery training   | Maintain upset prevention and recovery skills.  | Any   | Job Specific / Other | 30                       |

**Canine**

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

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

| K9 - Anticipated Trainings   |   |                  |                      |   |
|--|---|------------------|----------------------|---|
| Training Title/Topic   | Purpose/Reason for the Training   | Date             | Training Category    | Estimated Training Hours                    |
| Weekly Unit Skills Training to include tracking, area searches, building searches, bite work, and obedience work for K9 teams. | K9 teams are expected to maintain a high level of control over their canine partners at all times. Weekly training emphasizes these standards to ensure teams are operating consistent to Bureau Directives, Oregon State Law, Federal Law, Oregon Police Canine Association Standards and best practices.  | Recurring Weekly | Job Specific / Other | Minimum of 16 hrs training per team / month |
| K9 HITS Conference   | This is a national K9 conference that is intended to provide up to date instruction on a variety of topics related to the field of working with police canines. Conferences such as this are instrumental in assuring that we are staying current with best practices and trends within our profession.   | March 7-9        | Job Specific / Other | 16  |
| Oregon Police Canine Association 2023 Spring Training Seminar  | Serves as a K9 In-Service training to ensure ongoing professional development is utilized. It allows for the building of relationships within the state to ensure our unit and agency are keeping up with best practices both locally and nationally. The training generally includes both classroom and field training to include; courtroom testimony, K9 Liability management, K9 control and aggression, building searching and area searching. | April 16-19      | Job Specific / Other | 24  |
| Oregon Police Canine Association 2023 Fall Training Seminar  | Serves as a K9 In-Service training to ensure ongoing professional development is utilized. It allows for the building of relationships within the state to ensure our unit and agency are keeping up with best practices both locally and nationally. The training generally includes both classroom and field training to include; courtroom testimony, K9 Liability management, K9 control and aggression, building searching and area searching. | September        | Job Specific / Other | 24  |
| K9 Unit Basic K9 School  | Basic training program for new K9 handlers and / or new canines assigned to the K9 Unit. This course is aimed at providing new canines and their handlers the time to learn the necessary skills prior to being deployed to take calls.   | TBD              | Job Specific / Other | 400   |

## 2023 ANNUAL TRAINING PLAN

### *Crisis Negotiation Team*

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

Preparing for these events requires specialized training. The Crisis Negotiation Team trains regularly, including joint trainings with the Special Emergency Response Team. Procedural Justice is incorporated throughout each training, specifically within the "voice" and communications portions of each. The following is the Crisis Negotiation Team's current training plan for 2023.

| Crisis Negotiation Team (CNT) - Anticipated Trainings                              |  |   |                      |                          |
|--|--|---|----------------------|--------------------------|
| Training Title/Topic   | Purpose/Reason for the Training  | Date  | Training Category    | Estimated Training Hours |
| Crisis Negotiation Team (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 expectation and training exposure of current team members.  | January 11  | Job Specific / Other | 9                        |
| Monthly Training   | Maintain high level proficiency in communication techniques and skills to include but not limited to active listening, motivational interviewing, interview and interrogation, and trauma informed care. Review and practice skills related to intelligence gathering, which includes law enforcement databases along with open source information. Maintenance and practice with CNT specific equipment and tools. CNT will review previous month's activations and training events. Discussing lessons learned to re-enforce learning points as well as identifying training, personnel and equipment needs. | March 15<br>April 12<br>July 12<br>August 16<br>October 18<br>December 13 | Job Specific / Other | 9 / session              |
| Western States Hostage Negotiator's Association (WSHNA) Competition and Conference | Regional speakers on CNT-specific topic will share instructional blocks and incident de-briefs to keep the team abreast of best practices and emerging trends. A day-long competition-style scenario provides stress induced training under the critique of training evaluators, providing valuable external feedback on the team's performance and operations. Portland Police Bureau's CNT will fill facilitator and assessor roles for this event, leading to greater expertise.  | May 1-3   | Job Specific / Other | 32                       |

| Crisis Negotiation Team (CNT) - Anticipated Trainings |  |                              |                      |                          |
|---|--|------------------------------|----------------------|--------------------------|
| Training Title/Topic                                  | Purpose/Reason for the Training  | Date                         | Training Category    | Estimated Training Hours |
| Monthly Training                                      | Maintain high level proficiency in communication techniques and skills to include but not limited to active listening, motivational interviewing, interview and interrogation, and trauma informed care. Review and practice skills related to intelligence gathering, which includes law enforcement databases along with open source information. Maintenance and practice with CNT specific equipment and tools. CNT will review previous month's activations and training events. Discussing lessons learned to re-enforce learning points as well as identifying training, personnel and equipment needs. Joint scenarios with SERT/CNT/EDU will expose team members and Critical Incident Command to various aspects of team operations. Debriefs following scenarios will provide opportunity to identify performance deficiencies as well as proficiencies and discuss ideas for future trainings. | June 21-22<br>November 15-16 | Job Specific / Other | 18                       |
| Rilea Skills Week                                     | CNT will conduct various rotating communication and intelligence gathering exercises. Two three-four 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. Maintain consistency with Bureau Directives, Oregon State Law, Federal Law, Oregon Tactical Officer Association and National Tactical Officer Association Standards. Joint training to increase understanding of team roles and to increase efficiency during activations.   | September 18-21              | Job Specific / Other | 40                       |
| Crisis Systems Management (CSM) Level I               | New CNT members will attend this training within a year of appointment to the team. Level I (Basic) addresses the fundamental tasks of a successful crisis negotiator. This course will prepare new negotiators to work as part of a coordinated negotiation team and handle a variety of crisis situations including those involving hostage takers, barricaded subjects, and potential suicide victims.<br><br>New negotiators will learn the nation's best practices as they relate to a team-oriented approach to crisis negotiation as well as gain a thorough understanding of duties for each member of the team. Active listening skills and the development of rapport serve as the foundation of successful crisis negotiation; these are topics which are presented in detail and reinforced throughout the course.   | TBD                          | Job Specific / Other | 40                       |

## 2023 ANNUAL TRAINING PLAN

| Crisis Negotiation Team (CNT) - Anticipated Trainings |   |      |                      |                          |
|---|---|------|----------------------|--------------------------|
| Training Title/Topic                                  | Purpose/Reason for the Training   | Date | Training Category    | Estimated Training Hours |
| Crisis Systems Management (CSM) Level II              | CNT members who have not received this level of certification will attend. This is an intermediate course that builds upon the basic course. Strategic Communication, Deliberate Strategy, Using Third-party Intermediaries and Interpreters, High Element Negotiation and Tactical Considerations are among the intermediate topics. This includes developing strategies which leverage factors present in an incident (including the subject's capacity to empathize with others, the subject's character traits, and the scene dynamics), in-depth discussion of risk assessment, and structured brainstorming and decision-making as they relate to crisis negotiation. Included in this block is a dynamic table-top exercise that challenges teams to consider critical elements in developing a meaningful team-oriented strategy. | TBD  | Job Specific / Other | 40                       |
| Crisis Systems Management (CSM) Level III             | This is an advanced course which builds upon the intermediate and basic course. Any CNT member who have not been to a level III will attend. Level III (Advanced) prepares negotiators for the most complex and challenging aspects of crisis negotiation, such as leading crisis negotiation teams and managing crisis incidents. Topics include: policy development, recruiting, selecting, and training crisis negotiation teams, and managing legal risk.   | TBD  | Job Specific / Other | 40                       |
| CNT Assessment Center                                 | Implementation of the assessment center process builds greater commitment to the team and its mission as well as leading to the selection of the most qualified applicants  | TBD  | Job Specific / Other | 27                       |

***Narcotics and Organized Crime***

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

In 2023, the Narcotics and Organized Crime Unit currently plans on providing the following trainings and conference opportunities to members.

| <b>Narcotics and Organized Crime Unit - Anticipated Trainings</b>         |   |             |                          |                                 |
|---|---|-------------|--------------------------|---------------------------------|
| <b>Training Title/Topic</b>   | <b>Purpose/Reason for the Training</b>  | <b>Date</b> | <b>Training Category</b> | <b>Estimated Training Hours</b> |
| <b><u>For High Intensity Drug Task Force (HITDA) Staff</u></b>            |   |             |                          |                                 |
| Washington State Narcotics Investigations (WSNIA) Conference              | Drug Investigator Training, updates regarding laws, trends, investigations, and technologies.   | April       | Job Specific / Other     | 40                              |
| Oregon Narcotics Enforcement Association (ONEA) Conference                | Drug Investigator Training, updates regarding laws, trends, investigations, and technologies.   | July        | Job Specific / Other     | 40                              |
| California Narcotics Officers Association Conference                      | California Narcotics Association Conference, updates regarding laws, trends, investigations and technologies. This training helps keep the unit updated on national best practices. | November    | Job Specific / Other     | 40                              |
| Federal Task Force Officers credential recertification                    | Recertification requirements for Task Force Officers.   | TBD         | Job Specific / Other     | 20                              |
| International Narcotics Investigators Association Conference and Training | Training regarding national and international trends of narcotics investigations, legal updates, and technologies.  | TBD         | Job Specific / Other     | 40                              |
| Cellebrite Recertification  | Once every two years recertification requirements.  | TBD         | Job Specific / Other     | 10                              |
| California Narcotics Officers Association Supervisor Training             | Training for NOC Supervisors regarding the supervision of Narcotics Units and Investigations.   | TBD         | Leadership               | 40                              |
| <b><u>For Technical Operations Unit Staff</u></b>                         |   |             |                          |                                 |
| National Technical Investigators Association Chapter Meeting              | Technical Officer Training  | October     | Job Specific / Other     | 24                              |
| FLETC/NCIB technical Training   | Training with HAM Radio, Advanced Electronics, WIFI, and networking.  | TBD         | Job Specific / Other     | 40                              |
| National Technical Investigators Association Conference and Training      | Training fo NOC TECH personnel regarding updates, trends, and technologies.   | TBD         | Job Specific / Other     | 40                              |
| High Voltage Environment Safety Recertification                           | Training/recertification for operating and investigations involving a high voltage environment.   | TBD         | Job Specific / Other     | 10                              |
| <b><u>For Administrative Staff</u></b>                                    |   |             |                          |                                 |
| Oregon Narcotics Enforcement Association Conference                       | Training for the financial investigator assigned to NOC for narcotics investigations.   | July        | Job Specific / Other     | 40                              |
| HIDTA PMP Training  | Yearly Performance Management Training.   | TBD         | Leadership               | 10                              |
| <b><u>For K9 Unit</u></b>   |   |             |                          |                                 |
| K9 Maintenance Training   | Training for compliance with national best practices established by courts.   | Continuous  | Job Specific / Other     | 4 / week                        |
| OPCA Conference   | K9 Skills conference held twice a year.   | TBD         | Job Specific / Other     | 20                              |
| CNCA Certification test   | Annual California Narcotics K9 Association Certification Test.  | TBD         | Job Specific / Other     | 10                              |
| CNCA Conference   | Annual California Narcotics K9 Association Training. This training helps keep the unit updated on national best practices.  | TBD         | Job Specific / Other     | 32                              |

## 2023 ANNUAL TRAINING PLAN

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### *Explosive Disposal Unit*

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

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

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



**Special Emergency Reaction Team**

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

Preparing for these events requires extensive training. The Special Emergency Reaction Team receives training weekly, as well as additional training opportunities. The following is the Special Emergency Reaction Team’s current training plan for 2023.

| Special Emergency Response Team - Anticipated Trainings |  |  |                      |                          |
|---|--|--|----------------------|--------------------------|
| Training Title/Topic                                    | Purpose/Reason for the Training  | Date   | Training Category    | Estimated Training Hours |
| Recurring Skills Training                               | Maintain consistency with Bureau Directives, Oregon State Law, Federal Law, Oregon Tactical Officer Association and National Tactical Officer Association Standards. Additionally this training is aimed at stress inoculation, improving rapid cognition and decision making. By exposing officers to life-like scenario training, we are able to improve their performance during real life incidents. | Recurring  | Use of Force         | 315                      |
| Recurring 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         | 144                      |
| Breaching Group Training In-service                     | Maintain proficiency in the latest breaching technologies and practices. Including manual, mechanical, and explosive methods.  | March 14-16                                      | Job Specific / Other | 27                       |
| Ropes Groups Training                                   | Maintain proficiency in the latest high angle technologies and practices. Maintain high angle rescue and deployment skills.  | March 21<br>May 9<br>June 6-8<br>October 17      | Job Specific / Other | 54                       |
| Long Range Group Training                               | Maintain long range shooting skills and capabilities at distances grater than 300 yards. Also to qualify on the 50 Cal and 338 Lapua.  | April 4-6  | Use of Force         | 27                       |
| Quarterly Breaching Training                            | Maintain proficiency in the latest breaching technologies and practices. Including manual, mechanical, and explosive methods.  | January 17<br>April 18<br>July 18<br>December 19 | Job Specific / Other | 36                       |
| 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 17-22                                  | Job Specific / Other | 54                       |
| Breacher's Circle                                       | Maintain proficiency in the latest breaching technologies and practices. Including manual, mechanical, and explosive methods.  | TBD  | Job Specific / Other | TBD                      |
| OSP Long Range Rifle Training                           | Maintain long range shooting skills and capabilities at distances grater than 300 yards. Also to qualify on the 50 Cal and 338 Lapua.  | TBD  | Use of Force         | TBD                      |
| Basic SWAT School                                       | Each new member of the team is mandated to attend Basic SWAT School prior to completing their first year on the team. This course is designed to provide an orientation to new officers on tactics, tools, and legal updates.  | TBD  | Use of Force         | 55                       |

## 2023 ANNUAL TRAINING PLAN

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

## Focused Intervention Team

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

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

The following is the Focused Intervention Team’s current training plan for 2023.

| Focused Intervention Team (FIT) - Anticipated Trainings |   |             |                      |                          |
|---|---|-------------|----------------------|--------------------------|
| Training Title/Topic                                    | Purpose/Reason for the Training   | Date        | Training Category    | Estimated Training Hours |
| Vehicle Assisted Rescues/Street Level Rescues           | This training provides Officers with tactical options for providing life saving rescues during critical incidents. Officers will practice using vehicles and other tools to safely approach, remove victims from harms way and then provide medical aid. These tactics may be used to save citizens as well as officers.  | January 18  | Job Specific / Other | 10                       |
| Emergency Entries/Medium Risk Traffic Stops             | Provide members with the tactics and skills necessary to make emergency entry into a structure. Medium Risk Traffic Stop will address tactics and threats to consider in the realm of a 'medium-risk' traffic or subject stops. The intent of this class is to expand an officer's thoughtfulness, tactics, abilities, and safety when dealing with such stops.   | February 15 | Use of Force         | 10                       |
| Foot Pursuits/Traffic Stops                             | The purpose of this training is to review foot pursuit policy and prepare officers to assess real world scenarios through the foot pursuit lens. A discussion of foot pursuits versus tactical apprehensions will be the focus. Provide members with training on tactical apprehension strategies. The traffic stops portion will address tactics and threats to consider in the realm of traffic and subject stops. The intent of this class is to expand an officer's thoughtfulness, tactics, abilities and safety when dealing with such stops. | March 15    | Job Specific / Other | 10                       |

## 2023 ANNUAL TRAINING PLAN

| Focused Intervention Team (FIT) - Anticipated Trainings |   |              |                      |                          |
|---|---|--------------|----------------------|--------------------------|
| Training Title/Topic                                    | Purpose/Reason for the Training   | Date         | Training Category    | Estimated Training Hours |
| Firearms (Skills Training)                              | Firearms Skills Training including the following topic areas: Utilizing different sight foci, transitions between focus types based on distance and target type, and use of cover.  | April 19     | Use of Force         | 10                       |
| TECC/ Firearms  | TECC training prepares officers to render life-saving aid under a direct threat in order to maximize a person's chances of survival. Skills derived from this training can be applied to officers, civilians and suspects. Firearms skills training include the following topics: utilizing different sight foci, transitions between focus types based on distance and target type, and use of cover.                | May 17       | Job Specific / Other | 10                       |
| Ballistic Shield/HRVS                                   | Provide members with training on use of shields, movement with shield, and use during high risk custody situations. High Risk vehicle Stop refresher training and adapting to different situations.   | June 21      | Job Specific / Other | 10                       |
| PVO   | Patrol Vehicle Operations training focused on high emergency response driving and use of Pursuit Intervention Techniques.   | July 19      | Job Specific / Other | 10                       |
| Firearms (Skills Training)                              | Firearms Skills Training including the following topic areas: Utilizing different sight foci, transitions between focus types based on distance and target type, and use of cover.  | August 16    | Use of Force         | 10                       |
| Critical Incident Management/Medium Risk Traffic Stops  | Provide members with training in critical incident management around tactics and decision making to safely and effectively manage critical incidents. Medium Risk Traffic Stop will address tactics and threats to consider in the realm of a 'medium-risk' traffic or subject stops. The intent of this class is to expand an officer's thoughtfulness, tactics, abilities, and safety when dealing with such stops. | September 20 | Job Specific / Other | 10                       |
| Surveillance/Follows                                    | Skills training for surveillance/follow missions. This training will focus on the basics of covert vehicle surveillance and follows.  | October 18   | Job Specific / Other | 10                       |
| Active Threat   | Refresher training for responding to active shooter incidents. Initial response options, breaching techniques, and procedures for addressing various potential characteristics of an active threat incident.  | November 15  | Job Specific / Other | 10                       |
| Firearms (Skills Training)                              | Firearms Skills Training including the following topic areas: Utilizing different sight foci, transitions between focus types based on distance and target type, and use of cover.  | December 20  | Use of Force         | 10                       |

**Traffic Unit**

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

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

| Traffic Division - Anticipated Trainings                             |  |                  |                      |                          |
|--|--|------------------|----------------------|--------------------------|
| Training Title/Topic   | Purpose/Reason for the Training  | Date             | Training Category    | Estimated Training Hours |
| All Hands Division Training  | DUII refresher training and Traffic specific training. This is division-wide training and may include other courses such as emotional trauma.  | January 3        | Job Specific / Other | 8                        |
| Motor Training   | Slopes, surfaces, curbs and city patterns.   | February 7       | Job Specific / Other | 8                        |
| Motor Training   | Cone/challenge course work.  | March 7          | Job Specific / Other | 8                        |
| Motor Training   | Cone/challenge course work, pre-qualifications.  | April 4          | Job Specific / Other | 8                        |
| Spring Motor School  | Basic Motor School for new motor officers. The last few days of the school will also host semi-annual certifications for tenured motor officers.   | April 24 - May 5 | Job Specific / Other | 80                       |
| Spring Motor In-service  | Semi-annual motor qualifications.  | May 4-8          | Job Specific / Other | 8                        |
| North American Motor Officer Association (NAMOA) Training Conference | Annual Motor Officer Training for the Pacific Northwest.   | May 15-19        | Job Specific / Other | 24                       |
| Motor Training   | Group riding, formations, pairs practice.  | June 20          | Job Specific / Other | 8                        |
| Annual ODOT Motor Training   | This is in depth Law Enforcement motorcycle training. The training will include, curve negotiation, braking, shooting, scenarios, patterns, high-speed riding on the track.  | July 5-7         | Job Specific / Other | 16                       |
| Motor Training   | Cone/challenge course work, pre-qualifications.  | August 8         | Job Specific / Other | 8                        |
| Fall Motor School  | Basic Motor School for new motor officers. The last few days of the school will also host semi-annual certifications for tenured motor officers.   | September 4-15   | Job Specific / Other | 80                       |
| Fall Motor In-service  | Semi-annual motor qualifications.  | May 14-15        | Job Specific / Other | 8                        |
| Motorcade Training   | This is annual motorcade training for PPB Traffic members as well as area traffic officers. The training includes refresher and updates to motorcade training techniques, rules, and practices.  | October 10       | Job Specific / Other | 8                        |
| Motor Training   | This training is to help prepare officers for fall/winter riding and includes cone/challenge course work, pairs, group riding.   | November 7       | Job Specific / Other | 8                        |
| Traffic Division Monthly Training                                    | This training day will include a variety of topics meant for the entire division and depending on weather may include some motorcycle riding. Classes will include topics such as Major Crash Team callouts, crash investigations, search warrants, etc. | December 12      | Job Specific / Other | 8                        |

## 2023 ANNUAL TRAINING PLAN

### Other Specialty Units

#### *Behavioral Health Unit and Enhanced Crisis Intervention Team*

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

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

The Behavioral Health Unit also plans on conducting an initial training for new Enhanced Crisis Intervention Team members.

| Behavioral Health Unit - Anticipated Trainings     |   |               |                     |                          |
|--|---|---------------|---------------------|--------------------------|
| Training Title/Topic                               | Purpose/Reason for the Training   | Date          | Training Category   | Estimated Training Hours |
| Association of Threat Assessment Winter Conference | This conference is designed to address major issues surrounding mass shooting and other public attacks, workplace violence, school/campus violence, domestic violence, assassination of public figures, and other situation involving the prevention of targeted violence. A variety of nationally recognized speakers will give presentations on current information, research, and techniques relating to the industry. | February 7-10 | CIT / Mental Health | 32                       |
| NW Leadership Seminar (NWLS)                       | NWLS brings together some of the best and brightest, seasoned and emerging leaders to exchange ideas, network and learn, from a variety of expert speakers.   | May 1-3       | Leadership          | 20                       |
| NW Regional CIT Conference                         | This conference is designed to bring together criminal justice and mental health professionals from around the Pacific Northwest. It specifically focuses on best practices and techniques in regard to Crisis Intervention.  | May 23-25     | CIT / Mental Health | 32                       |
| National Co-Responder Conference                   | The International Co-Responder Alliance is a non-profit corporation focused on: co-responder programs, crisis response, program development and program evaluation, developing best practices and interventions to capitalize on the unique partnerships in an area, promoting diverse co-response models across Fire, EMS, and Law Enforcement.  | June 12-14    | CIT / Mental Health | 25                       |

| Behavioral Health Unit - Anticipated Trainings                                     |   |              |                      |                          |
|--|---|--------------|----------------------|--------------------------|
| Training Title/Topic   | Purpose/Reason for the Training   | Date         | Training Category    | Estimated Training Hours |
| International CIT Conference   | This conference is designed to bring together criminal justice and mental health professionals from around the world. It specifically focuses on best practices and techniques in regard to Crisis Intervention.  | August 14-16 | CIT / Mental Health  | 24                       |
| Clinical Licensure Renewal   | Continuing education units (CEU) are required to maintain licensure. There will be clinicians who will be required to maintain licensure and renew as part of this State of Oregon mandate.   | TBD          | Job Specific / Other | TBD                      |
| Addiction Certification Renewal  | Continuing education units (CEU) are required to maintain licensure. There will be certified alcohol and drug counselors who will be required to maintain licensure and renew as part of this State of Oregon mandate.  | TBD          | Job Specific / Other | TBD                      |
| Law & Mental Health Conference: Civil Commitment                                   | The Law & Mental Health Conference is the premiere online educational event dedicated to the intersection of law and mental illness. Since 2000 the Conference has brought together expert speakers and teachers with legal, clinical, and lived experience.  | TBD          | CIT / Mental Health  | 14                       |
| Trauma Informed Care (TIC)   | This class teaches students about the tenets of Trauma Informed Care. TIC recognizes the presence of trauma symptoms and acknowledges the role trauma may play in an individuals life.  | TBD          | CIT / Mental Health  | 16                       |
| Applied Suicide Intervention Skills Training (ASIST)                               | This intensive, interactive workshop provides participants with the skills to assist in suicide intervention. The class is composed of lectures, small grouped discussions, and interactive exercises.  | TBD          | CIT / Mental Health  | 16                       |
| Involuntary Commitment Program Training  | This class provides the student with an overview of the Involuntary Commitment Program in Multnomah County.   | TBD          | CIT / Mental Health  | 16                       |
| Willamette Valley Threat Assessment Training                                       | This training is designed to provide participants with an overview of threat assessment and threat management concepts as well as assist in developing campus and community teams.  | TBD          | CIT / Mental Health  | 24                       |
| Association of Threat Assessment Professionals Threat Management Conference (ATAP) | This conference is designed to address major issues surrounding mass shooting and other public attacks, workplace violence, school/campus violence, domestic violence, assassination of public figures and other situation involving the prevention of targeted violence. A variety of nationally recognized speakers will give presentations on current information, research, and techniques relating to the industry.  | TBD          | CIT / Mental Health  | 32                       |
| NW Regional Association of Threat Assessment Professionals Conference              | This conference is designed to address major issues surrounding mass shooting and other public attacks, workplace violence, school/campus violence, domestic violence, assassination of public figures, and other situation involving the prevention of targeted violence. A variety of nationally recognized speakers will give presentations on current information, research, and techniques relating to the industry. | TBD          | CIT / Mental Health  | 20                       |

## 2023 ANNUAL TRAINING PLAN

| Behavioral Health Unit - Anticipated Trainings |   |      |                      |                          |
|--|---|------|----------------------|--------------------------|
| Training Title/Topic                           | Purpose/Reason for the Training   | Date | Training Category    | Estimated Training Hours |
| Idaho Threat Assessment Conference (ITAC)      | This conference will include topics regarding the planning stages of mass attacks, violent rhetoric, and radicalization. K-12 mental health, and ethics of threat management.   | TBD  | CIT / Mental Health  | 24                       |
| NW Institute of Addiction Studies Conference   | Maintain continuing education credits for addiction services.   | TBD  | CIT / Mental Health  | 17                       |
| National Conference on Ending Homelessness     | <p>The National Conference on Ending Homelessness brings together service providers, system leaders, advocates, people with lived experience of homelessness, and others to learn from each other, discuss best practices, and share new innovations in the field.</p> <p>The conference will have plenaries and workshops focused on long-standing and emerging issues in the homelessness field, including race equity, creative housing solutions, peer support, older adult homelessness, unsheltered homelessness.</p> | TBD  | Job Specific / Other | 20                       |
| California Narcotic Officers' Association      | This conference will host over 1700 attendees from local, state and federal agencies, along with out-of-state and international attendees. Unique workshops will be offered covering various topics such as Evolving Drug Trends, Butane Hash-Oil Investigations, Human Trafficking, Informant Management, Social Media Investigations.   | TBD  | Job Specific / Other | 20                       |



***Property and Evidence Division***

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

In 2023, the Property and Evidence Division currently plans on providing the following trainings and conference opportunities to members.

| <b>Property Evidence Division - Anticipated Trainings</b>                                |   |             |                          |                                 |
|--|---|-------------|--------------------------|---------------------------------|
| <b>Training Title/Topic</b>  | <b>Purpose/Reason for the Training</b>  | <b>Date</b> | <b>Training Category</b> | <b>Estimated Training Hours</b> |
| NW Leadership Seminar  | Presentations that provide a variety of dynamic, educational experiences and valuable, practical skills for members to improve their leadership skills.   | March 1-3   | Leadership               | 22                              |
| International Association for Property & Evidence: Evidence and Property Room Management | Training in “Best-Practices” For Evidence & Property Room Management. Taught by current and former law enforcement officials with extensive real-world experience in management of property and evidence. All training topics address best business practices and professional standards. | April 18-19 | Job Specific / Other     | 16                              |
| Leadership / Supervisor Training   | Training on leadership and employee supervision. Topics may include wellness, accountability, training and mentoring subordinates, self assessment and development goals, and organizational change strategies.   | TBD         | Leadership               | 4                               |
| Labor Laws   | Training on labor laws, common misunderstandings, how to appropriately apply the laws as a manager, and potential impacts of misapplication. Topics may include the Fair Labor Standards Act, American Disabilities Act, Equal Employment Opportunity Commission, and Oregon Labor Laws.  | TBD         | Job Specific / Other     | 2.5                             |
| Union Contracts  | Training on components of the Portland Police Bureau’s sworn and non-sworn union contracts that are most pertinent to managing employees’ on-the-job performance.   | TBD         | Job Specific / Other     | TBD                             |
| Crisis Intervention Training   | Full or condensed training in mental health, crisis intervention techniques, and procedures so that staff are better prepared to assist our customers.  | TBD         | CIT / Mental Health      | 2                               |

## 2023 ANNUAL TRAINING PLAN

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### ***Detectives Division***

The Detectives Division encompasses several specialized units, such as: Forensic Evidence, Sex Crimes, Homicide, Digital Forensic, Family Services, Property Crimes, Person Crimes. The following pages provide a brief description of the services some of these units provide and their anticipated training schedules for 2023.

### ***Sex Crimes Unit***

This unit is charged with investigating sex crimes perpetrated against community members within our community. The Sex Crimes Unit employs a Victim Centered approach when investigating sexual assaults. The mental and physical wellbeing of the victim shall be the priority during sexual assault investigations.

In 2023, this unit currently plans on providing the following training opportunities to its members.

| <b>Detectives: Sex Crimes and Human Trafficking Units - Anticipated Trainings</b> |   |                    |                          |                                 |
|---|---|--------------------|--------------------------|---------------------------------|
| <b>Training Title/Topic</b>   | <b>Purpose/Reason for the Training</b>                        | <b>Date</b>        | <b>Training Category</b> | <b>Estimated Training Hours</b> |
| Anti-Trafficking Conference   | Increase awareness of trafficking impacts and trends.         | January - February | Job Specific / Other     | 12                              |
| EVAWI Conference  | Sexual Assault, Interpersonal Violence, Stalking, HT training | April              | Job Specific / Other     | 30                              |
| Crimes Against Women Conference   | Relevant to sexual assault investigators.                     | May                | Job Specific / Other     | 30                              |
| California Gang Conference  | Relevant to trafficking investigations.                       | July               | Job Specific / Other     | 40                              |
| California Gang Investigators Association Conference                              | Relevant to trafficking investigations.                       | July - August      | Job Specific / Other     | 30                              |
| Third Degree Communications   | Suspect interview and interrogation training.                 | September          | Job Specific / Other     | 24                              |
| FETI (Forensic Experiential Trauma Interviewing)                                  | Trauma-informed victim interviewing.                          | TBD                | CIT / Mental Health      | TBD                             |
| Surveillance/Follow   | Refresher on surveillance techniques and safety.              | TBD                | Job Specific / Other     | 20                              |
| Trauma Informed Care by Trauma Informed Oregon                                    | Important for investigators and advocates.                    | TBD                | Job Specific / Other     | 2                               |
| Nighthawk Digital Data Exploitation   | Training on data analytics tool for detectives.               | TBD                | Job Specific / Other     | 30-40                           |

**Forensic Evidence Unit**

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

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

| Detectives: Digital Forensic Unit - Anticipated Trainings |  |      |                      |                          |
|---|--|------|----------------------|--------------------------|
| Training Title/Topic                                      | Purpose/Reason for the Training  | Date | Training Category    | Estimated Training Hours |
| Cellebrite CCO/CCPA                                       | Required for obtaining CCME per Mobile SOP. This is required for new Digital Forensic Examiners (DFE). | TBD  | Job Specific / Other | 40                       |
| Cellebrite CASA   | Required for obtaining CCME per Mobile SOP (Required for new DFE).                                     | TBD  | Job Specific / Other | 40                       |
| Cellebrite CCME (Exam)                                    | Required exam per Mobile SOP (Required for new, and 2 yr recert for existing DFE).                     | TBD  | Job Specific / Other | 8                        |
| SANS Digital Forensics Courses TBD                        | Windows Forensic needed for new DFE, possibly others for CE for existing DFE.                          | TBD  | Job Specific / Other | 40                       |
| Various classes taught by Secret Service NCFI             | Free training for DFE.   | TBD  | Job Specific / Other | 40-120                   |
| Magnet Axion training (various)                           | Initial training recommended due to extensive use of Magnet Software in lab.                           | TBD  | Job Specific / Other | 40-80                    |
| Greyshit Greykey Operator                                 | Required for operating Greykey software (only for new DFE).  | TBD  | Job Specific / Other | 8                        |
| BERLA   | To advance PPB's forensics abilities and obtain the skills for conducting vehicle forensics.           | TBD  | Job Specific / Other | 40                       |
| Sumuri MFSC- 101  | To train a few DFE on Mac iOS specific forensics.  | TBD  | Job Specific / Other | 40                       |
| Sumuri MFSC-201   | To train a few DFE on Mac iOS specific forensics.  | TBD  | Job Specific / Other | 40                       |
| NW3C: DF320 ADFA-Mac                                      | Free training to be completed over time, particularly by new DFE.                                      | TBD  | Job Specific / Other | 32                       |
| NW3C: DF310 ADFA-Win                                      | Free training to be completed over time, particularly by new DFE.                                      | TBD  | Job Specific / Other | 32                       |
| NW3C: DF330 ADFA-Mobile I                                 | Free training to be completed over time, particularly by new DFE.                                      | TBD  | Job Specific / Other | 32                       |
| NW3C: DF201 IDFA-AFT                                      | Free training to be completed over time, particularly by new DFE.                                      | TBD  | Job Specific / Other | 32                       |
| NW3C: DF205 IDFA-SQLite                                   | Free training to be completed over time, particularly by new DFE.                                      | TBD  | Job Specific / Other | 32                       |
| NW3C: DF202 IDFA-WinFS                                    | Free training to be completed over time, particularly by new DFE.                                      | TBD  | Job Specific / Other | 32                       |

## 2023 ANNUAL TRAINING PLAN

| Detectives: Digital Forensic Unit - Anticipated Trainings |  |      |                      |                          |
|---|--|------|----------------------|--------------------------|
| Training Title/Topic                                      | Purpose/Reason for the Training  | Date | Training Category    | Estimated Training Hours |
| Cellebrite CCO/CCPA                                       | Required for obtaining CCME per Mobile SOP. This is required for new Digital Forensic Examiners (DFE). | TBD  | Job Specific / Other | 40                       |
| Cellebrite CASA   | Required for obtaining CCME per Mobile SOP (Required for new DFE).                                     | TBD  | Job Specific / Other | 40                       |
| Cellebrite CCME (Exam)                                    | Required exam per Mobile SOP (Required for new, and 2 yr recert for existing DFE).                     | TBD  | Job Specific / Other | 8                        |
| SANS Digital Forensics Courses TBD                        | Windows Forensic needed for new DFE, possibly others for CE for existing DFE.                          | TBD  | Job Specific / Other | 40                       |
| Various classes taught by Secret Service NCFI             | Free training for DFE.   | TBD  | Job Specific / Other | 40-120                   |
| Magnet Axiom training (various)                           | Initial training recommended due to extensive use of Magnet Software in lab.                           | TBD  | Job Specific / Other | 40-80                    |
| Greyshit Greykey Operator                                 | Required for operating Greykey software (only for new DFE).  | TBD  | Job Specific / Other | 8                        |
| BERLA   | To advance PPB's forensics abilities and obtain the skills for conducting vehicle forensics.           | TBD  | Job Specific / Other | 40                       |
| Sumuri MFSC- 101  | To train a few DFE on Mac iOS specific forensics.  | TBD  | Job Specific / Other | 40                       |
| Sumuri MFSC-201   | To train a few DFE on Mac iOS specific forensics.  | TBD  | Job Specific / Other | 40                       |
| NW3C: DF320 ADFA-Mac                                      | Free training to be completed over time, particularly by new DFE.                                      | TBD  | Job Specific / Other | 32                       |
| NW3C: DF310 ADFA-Win                                      | Free training to be completed over time, particularly by new DFE.                                      | TBD  | Job Specific / Other | 32                       |
| NW3C: DF330 ADFA-Mobile I                                 | Free training to be completed over time, particularly by new DFE.                                      | TBD  | Job Specific / Other | 32                       |
| NW3C: DF201 IDFA-AFT                                      | Free training to be completed over time, particularly by new DFE.                                      | TBD  | Job Specific / Other | 32                       |
| NW3C: DF205 IDFA-SQLite                                   | Free training to be completed over time, particularly by new DFE.                                      | TBD  | Job Specific / Other | 32                       |
| NW3C: DF202 IDFA-WinFS                                    | Free training to be completed over time, particularly by new DFE.                                      | TBD  | Job Specific / Other | 32                       |

***Homicide, Assault and Robbery Crimes Unit***

This unit is charged with investigating major crimes perpetrated against community members and businesses within our community. This includes investigations of homicides, assaults, and robberies.

In 2023, the Homicide, Assault, and Robbery Unit currently plans on providing the following training opportunities to its members.

| <b>Detectives: Homicide, Assault, and Robbery - Anticipated Trainings</b> |   |             |                          |                                 |
|---|---|-------------|--------------------------|---------------------------------|
| <b>Training Title/Topic</b>   | <b>Purpose/Reason for the Training</b>  | <b>Date</b> | <b>Training Category</b> | <b>Estimated Training Hours</b> |
| National Robbery Conference   | The conference includes attendees from agencies throughout the United States as well as Canada and Australia and is instrumental in building the necessary cross-jurisdictional camaraderie needed to investigate suspects that travel not only from city to city but from state to state. It also provides attendees with new investigative techniques, strategies, legal updates, and major case analysis.  | June        | Job Specific / Other     | 20                              |
| California Homicide Investigators Association Conference                  | This event provides notable case presentations and training seminars. In addition, the conference provides a fertile environment for networking, individual case evaluations and discussions regarding the latest investigative techniques and technologies with some of the top investigators and prosecutors in the country. The annual training conference attracts upwards of 800 homicide detectives, coroner investigators, crime scene technicians and prosecutors from across the nation. | August      | Job Specific / Other     | 30                              |
| Oregon Homicide Investigators Conference                                  | Annual conference where case studies are presented by investigators and attendees are able to network with major crimes investigators from throughout the State of Oregon. PPB Detectives have also been presenters at this conference.   | September   | Job Specific / Other     | 20                              |
| Interview and Interrogation Training                                      | Interview and Interrogation training offers comprehensive practical, psychological, and emotional insight into the dynamics of interpersonal communication.   | November    | Job Specific / Other     | 24                              |
| Southeast Homicide Investigators Association (SEHIA) Conference           | The goals of this conference are as follows: enhance the dialogue between members of law enforcement investigating serious and impactful life events faced by members of society, present lessons learned through experience during the diverse homicide investigations necessary to bring closure to such cases, and assist members and attendees in solving current and cold case homicides by providing educational and networking opportunities.  | November    | Job Specific / Other     | 32                              |
| DPSST/HIDTA: Snapchat Investigations Course                               | The course will cover the basics of how to use Snapchat, the information needed for preservation letters and search warrants, how to submit court orders to Snapchat, and how to decipher the information returned from Snapchat and locate evidence. It will also provide investigators with the techniques to capture information being posted on a suspect's Snapchat account, the language and lingo used for drugs, and a case study of an investigation.                                    | TBD         | Job Specific / Other     | 4                               |
| DPSST/HIDTA: Mobile Vehicle and Foot Surveillance Training                | This class will consist of classroom lecture and outdoor practical exercises deploying surveillance tactics into planning a drug buy, collecting surveillance evidence, briefings, surveillance reports, vehicle follows, and end of mission debriefings.   | TBD         | Job Specific / Other     | 24                              |

## 2023 ANNUAL TRAINING PLAN

### *Family Services Unit*

The Family Services Unit 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 Unit utilizes a collaborative approach, working closely with several law enforcement agencies, social service agencies, and community-based organizations to address these crime issues.

In 2023, the Family Services Unit currently plans on providing the following training opportunities to its members.

| <b>Detectives: Family Services Unit - Anticipated Trainings</b>                       |  |             |                          |                                 |
|---|--|-------------|--------------------------|---------------------------------|
| <b>Training Title/Topic</b>   | <b>Purpose/Reason for the Training</b>   | <b>Date</b> | <b>Training Category</b> | <b>Estimated Training Hours</b> |
| International Conference on Sexual Assault, Domestic Violence and Fighting for Change | Training, trends, and best practices related to domestic violence and sexual assault investigations.                   | April       | Job Specific / Other     | 30                              |
| Dallas Crimes Against Children Conference   | Training, legal updates, and best practices for those that investigate crimes against children.                        | August      | Job Specific / Other     | 40                              |
| NW Internet Crimes Against Children Conference  | Training, legal updates, and trends to increase the capacity to combat technology facilitated crimes against children. | October     | Job Specific / Other     | 24                              |
| DOJ Elder Abuse Conference  | Statewide legal updates, training, and trends for elder abuse investigations.  | October     | Job Specific / Other     | 15                              |
| International Conference on Abusive Head Trauma                                       | Training, trends, and best practices for those that investigate abusive head trauma and shaken baby syndrome.          | October     | Job Specific / Other     | 30                              |
| Oregon Coalition Against Domestic and Sexual Violence Annual Conference               | Statewide training and trends for those that investigate and work with survivors of domestic and sexual violence.      | November    | Job Specific / Other     | 30                              |