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PORTLAND POLICE BUREAU
Training Advisory Council
Training Division

Meeting Date: 05/08/2024

CASTLE: All right. Good evening, everyone. It's 6:35. My name is Nathan Castle. I'm the Chair of the TAC. I call this meeting to order. I'm going to go ahead and share my screen so you can see the agenda (inaudible). In a few moments, I'm going to share my screen. In the meantime, I heard we have a special announcement?

RODRIGUEZ: Hi, everyone. My name is Dr. Rebecca Rodriguez. For those of you who are brand new, I'm the Director of Police Education here at the Training Division. You'll (inaudible). However, we wanted to just briefly - I asked Nathan permission to do this, so (inaudible). But just wanted to recognize Nathan for the end of his time as Chair for TAC. And so, I just wanted to read a quick letter that our captain has provided for Nathan on behalf of TAC - sorry, our partnership with TAC and Training Division and then also the Training Division (inaudible). And so, if that's okay just to share with you guys. So, "Dear Nathan Castle, on behalf of the Training Division it's with great pleasure that we bid our heartfelt recognition to you for your exceptional dedication and outstanding service as a Training Advisory Council Chair. Your unwavering commitment has been instrumental in the success (inaudible) training program (inaudible). Through your tenure as chair, you consistently demonstrated exemplary leadership, steadfast commitment, and unparalleled dedication in your goal. Your tireless efforts have not only contributed to the advancement of our training initiatives but also (inaudibly). We extend our sincere gratitude for the invaluable time, talent, expertise you have generously shared with us, and your profound contributions have significantly enhanced the quality and elements of our training program thereby fostering a safer (inaudible). Your innovative ideas, insightful input (inaudible) has been instrumental in driving positive change and fostering (inaudible). We are immensely grateful for the continuous conversations you facilitated and the invaluable guidance you provided throughout your two years of service. Once again, we express our deepest appreciation for your unwavering commitment and dedication as the Training Advisory Council Chair." Just thank you so much (inaudible).

CASTLE: Thank you. It's been an honor to serve as chair. Thank you. Yeah. It really has - I believe this is a - you know, as you know, I'm leaving as chair, and there's an opportunity to step up and become chair of TAC. I think it's a great opportunity for whoever wants to replace me in this role. You know, I had a lot of fun doing it, but it's also, I think, really meaningful and impactful. So, thank you. That was really (inaudible). All right. I'm going to go ahead and get our meeting started. Welcome again. The first thing on our agenda is reading the mission. The mission of the TAC is to

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52 provide ongoing advice to the Chief of Police and the Training
53 Division in order to continuously improve training standards,
54 practices, and outcomes through the examination of training
55 philosophy, content, delivery, tactics, policy, equipment, and
56 facilities. The mission of the Portland Police Bureau is to reduce
57 crime and the fear of crime by working with all citizens to preserve
58 life, maintain human rights, protect property, and promote
59 individual responsibility and community commitment. All right. The
60 next thing on our agenda is approving the meeting minutes. These
61 have been posted for the March 13th meeting. Are there any
62 corrections to the minutes?

63 **NEWMAN:** No. I would move to accept.

64 **CASTLE:** All right. They're accepted. Thank you. We have our
65 community agreements. Please take a moment to review these. As
66 always, they're posted on the back of the agenda. Listen deeply,
67 step up, step back, be mindful of your privileges, share
68 responsibility, intent to impact, self-disclosure is self-decided,
69 and address ideas not people. And I have some announcements to read.
70 As you know, we're going to be doing elections today for chair and
71 steering committee. I have not heard from a candidate for chair yet.
72 If you're interested in running for chair, please think about that
73 now. Later on in the meeting, I'll go through that, but, you know,
74 percolate in the background if you think that may be something
75 you're interested in. One of the responsibilities or expectations of
76 TAC members is that they'll participate in one ride-along a year.
77 There are plenty of new members. At some point within the next year,
78 consider - I strongly recommend signing up for a ride-along. When
79 you do, you'll sign up for a shift at a precinct, and you'll send
80 that request to our lieutenant in the Training Division, and she'll
81 help facilitate that. Speaking of which, we have some new bureau
82 partners. If you want to take a moment to introduce yourself. Sorry
83 to put you on the spot. We have a new captain, a new lieutenant. Do
84 you want to go ahead and introduce yourselves?

85 **BUTCHER:** Hello, everyone. I'm Kristie Butcher. I was promoted to
86 Lieutenant at the end of last month, and so I'm happy to be out
87 here. I've been with the police bureau for 20 years. I've held a
88 variety of jobs to include DNI and Air Support, and I just left the
89 Human Trafficking Unit as their supervisor. So, very happy to meet
90 all of you, and I look forward to working with you.

91 **ROBINSON:** Good afternoon or evening as it is. Tim Robinson. I'm the
92 captain of training here. This is my 25th year in the bureau, 29th
93 year in law enforcement. I've had various assignments from Gang
94 Enforcement to Narcotics to Detectives now here, so I'm very excited
95 to be here and look forward to all the work that's being done, and
96 thank you for working with us. We appreciate it.

97 **CASTLE:** Thank you. I also want to recognize Chief Davis is here
98 tonight. Thank you so much for being here. (Inaudible) really

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99 excited to meet you in person. I know the TAC members have been
100 eager to hear from you. So, we have some time on the agenda if you
101 want to introduce yourself, share your vision, anything else you
102 want to talk about, and then maybe if you're willing to take some
103 questions from members.

104 **DAY:** Yeah. So, thank you. Thanks for your service. Thanks for being
105 here. And I saw I had 20 minutes, and I could fill that in my sleep.
106 So, I will do my best to give you concise idea, but I'm happy to
107 take questions, and, you know, I don't need to dominate, but I am
108 here. I want to be available to you folks. I do really appreciate
109 your service. Because of the unique schedule you hold, it's hard to
110 get out there and to connect, so I'm glad this worked out. But just
111 recently - I mean, I've worked for the police bureau from 1990-2019.
112 I worked in the Training Division on four different occasions during
113 that tenure as an officer, as a sergeant, and twice as a captain of
114 the division. So, I've told, you know, the staff before, like, the
115 thing that's in their favor is I'm passionate about training, and
116 I'm the chief of police. But it's also not in their favor that I'm
117 passionate about training and the chief of police because I'll try
118 and stay out of their business, but I have strong feelings about the
119 importance and significance of it including this council. So, once
120 again, thanks so much. Retired in 2019 as the deputy chief. I spent
121 the last four and a half years doing some consulting training,
122 spending time in the social justice/racial justice space of law
123 enforcement as well as community, and then also working on projects
124 around behavioral health and its intersection with the criminal
125 justice community working with private sector leaders and public
126 sector leaders. Last fall when Chief Lovell decided to make a
127 transition, I met with him and met with the mayor, and the mayor
128 asked if I would come on board last October and lead the
129 organization through 2024 and into 2025 as we know there's going to
130 be a significant change in city government, and the mayor is not
131 running for reelection. So, I'm back now in this role and very
132 grateful for it. And I tell people that (inaudible) be here and
133 truly hopeful and believe there was a reason and a purpose to be
134 here. You know, the city obviously has been through some challenging
135 times as has the police bureau in 2020 and 2021. And the experiences
136 of the city and the community and for police are something we have
137 to be aware of, but I'm also pretty passionate about being forward
138 thinking. And I said earlier at a presentation today there's a
139 reason the windshield is bigger than the review mirror. It doesn't
140 mean that we don't learn from the past and we're not going to ignore
141 what has happened. I absolutely want to be mindful of that, but I
142 also want us to be looking ahead in anticipation of the
143 opportunities that I see that lie before us. I've outlined three
144 primary goals for the organization that I'm striving towards. And
145 the first one is titled, you know, *Transforming the dynamic between*

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146 *the police and the people we serve.* And I use those words
147 intentionally. The criminal justice system is truly based upon the
148 trust that's given to us by the community. I mean, that's the basis
149 of how the whole thing is supposed to work. And I've worked for 13 -
150 12-13 chiefs in my first 29 years. I've known several chiefs, and
151 most chiefs stand up in front of the community and the organization
152 on day one and say, "We're going to build trust with the community."
153 And I've never heard a chief say, "We've successfully built trust
154 with the community." I think it's hard to measure, hard to
155 understand. Is trust built? Is it earned? Is it given? With that
156 being said - so, I fully understand that the system is based on
157 trust, but chose my wording when it came to prioritizing the
158 community first as transforming the dynamic between the police and
159 community we serve, the people we serve, because I believe we need
160 to be active. We need to be engaged. Dynamic implies moving forward.
161 It requires energy. It requires sacrifice. It requires some impetus,
162 and that's what I want to be about in this relationship. You're
163 going to hear me talk a lot. I talk about one bureau, one city. You
164 know, we are one bureau, but we need to be operating as one city.
165 I'm trying to get away from police and community and talk about
166 community because the police are part of the community. And when the
167 police take action, it has impact. We had an officer-involved
168 shooting on Monday night. That has impact on the community. We need
169 to be able to talk about that. We need to recognize that. It has
170 also impacted on the police bureau members and the organization. And
171 when I was out there and the press conference, I was asked to give a
172 statement. The first thing I led with was, you know, the sanctity of
173 life and the tragedy of the loss of life that we experienced as a
174 community Monday night. Even though it was at the hands of law
175 enforcement, and there will be a whole process that will review
176 that, but the reality is that happened, and we need to be able to
177 hold that truth and understand that and understand that impact. So,
178 primary goal is around transforming the dynamic between the police
179 and the people we serve. Second primary goal is reducing crime and
180 the fear of crime. And this is actually an area where we're pretty
181 effective. Crime in a lot of categories is going down. We're seeing
182 reduced calls for service. There is success being made. Last year we
183 started our stolen vehicle operations, just as an example, working
184 with OHSU using a data-driven approach for identifying stolen cars.
185 We've been running those missions the last half of 2023. In January
186 of '23, we had almost 1,000 cars stolen in the month of January,
187 nine hundred and something. Excuse me. We started doing those
188 missions in the end of '23, and in January of this year, we had
189 about 350-360 cars stolen. So, we had about - I'm not a
190 mathematician - 50-60% reduction roughly. These are broad numbers.
191 They're on our website. But since this in 2023, we've been able to
maintain 20, 30, 25% reduction in stolen cars from the year before.

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193 So, we're pretty good about reducing crime when we have the
194 opportunity to focus on that. It's a far greater challenge to reduce
195 the fear of crime. We cannot not deny our - we cannot not believe
196 our experiences. We have to believe our experiences. And I know that
197 many of you in this room, many of us and others, have either
198 experienced being the victim of a crime or know somebody who has,
199 and those are real. And so, we're needing to work on changing the
200 experience for community and police. And we do that by tying back
201 into goal number one which is transforming the dynamic of the police
202 and people we serve. So, creating opportunities like this, creating
203 opportunities for our Community Academy, and creating opportunities
204 like we did a walking beat mission around holidays where officers
205 were just out and about, myself included, just engaging with people.
206 Not enforcement oriented, just literally being present and
207 connecting and relating. So, that ties in with reducing the fear of
208 crime. And then the third goal, and this is where you folks have
209 such a significant role, is around organizational growth and
210 development. I'm unapologetically passionate about focusing on the
211 organization and in the wellbeing. And sometimes I will hear from
212 community (inaudible) you're supposed to be focused on the
213 community. Absolutely understand that. But the fact is that if the
214 members of the Portland Police Bureau aren't well trained, well
215 equipped with good leadership, good morale, good wellness, it really
216 doesn't matter how I show up. Last year, the police bureau responded
217 to between 215-220,000 - these are broad numbers, don't quote me -
218 but about 215-220,000 calls for service. I could go to a lot of
219 meetings like this every day for this year, and I'm not going to
220 touch 200,000 people. So, we need to have a membership that's well
221 trained, well equipped, that's healthy because that's the face and
222 the experience the community has with police. And so, those are
223 really my three primary goals where I'm trying to focus. I think
224 training is foundational to that. We know that when we see lawsuits
225 and tort claims oftentimes against law enforcement, two things they
226 talk about: Failure to supervise, failure to train. Those are two
227 of the very common issues that are addressed when there's civil
228 litigation involving law enforcement. So, I'm really grateful for
229 your service. It's an important role that you have. And, you know,
230 as the mission statement says, you know, you make recommendations to
231 the office of the chief of police, and I look forward to seeing
232 those and having that, you know, dialogue and that back and forth
233 about, you know, about what your observations are. I have a lot of
234 confidence in the team that's in place out here. Director Rodriguez
235 is a new assignment since I came onboard, but I have a lot of
236 confidence in the folks out here, so I'm excited to see where we're
237 going to end up. That gives you however much time you want, Nathan.
238 I'm here. I'm pretty open, so if somebody has questions or thoughts,
239 I'm happy to take them.

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240 **CASTLE:** We've got plenty of time if you want to raise hands.
241 **DAY:** Yes?
242 **RAUTIO:** My name is Jan Rautio. This is my first time here.
243 **DAY:** Welcome.
244 **RAUTIO:** Thanks. I'm interested in finding out your training manual.
245 Will we be getting a copy of that or a policies and procedures
246 manual so that we can understand what each officer is charged with
247 doing and the expectations of the officers?
248 **DAY:** So, I know that all the policies - you know, the bureau
249 policies that direct behavior are online and called directives. The
250 training piece, I don't have idea, and I don't know what's provided.
251 I'm not familiar with what's provided.
252 **FEMALE:** First I'll kind of (inaudible) orientation material that
253 you'll get (inaudible) stuff.
254 **CASTLE:** Yeah. So, just for some background, normally we do an
255 orientation before the first meeting. It's a little bit deferred. We
256 wanted to give the new steering committee an opportunity and new
257 chair to put their twist on things. But, yeah, as Chief Day said,
258 all of the directives are online, and there's actually quite a lot
259 of materials that the bureau publishes that aren't sort of super
260 well known. The annual training plans, those are all online. Various
261 reports, evaluation reports, are published online, and the
262 directives, there's actually a cool - I mean, I think it's cool.
263 People have their (inaudible) - but there's a process where the
264 bureau periodically reviews and then gives the community a chance to
265 write feedback. In my experience, that feedback is generally taken
266 seriously, so that's a really great opportunity. And another way the
267 TAC members get to learn about the training that's done is
268 periodically the Training Division will invite TAC members to
269 observe and give feedback on training that's in progress, and that's
270 another great way to learn some of the basics. And then also
271 periodically at TAC meetings - and this is up to the steering
272 committee, Training Division (inaudible) invite members of the
273 community to walk through (inaudible) process, and that will
274 specifically be some of the (inaudible) to learn about those
275 (inaudible) processes. Does that answer the question?
276 **RAUTIO:** Yeah. I (inaudible) what's the site I would go to Portland
277 Police Bureau?
278 **CASTLE:** Yeah. If you go to Portland Police, there's a Training
279 Division section. You can find it that way. I'll send an email out.
280 You know, I periodically I send an email (inaudible) resources, so
281 I'll (inaudible). And then do you want to add anything else?
282 **RODRIGUEZ:** No. I'll just share that we have curriculum documents
283 that we'll kind of talk about as you get into TAC.
284 **RAUTIO:** Okay.
285 **GRANT:** Seth Grant, also first meeting. Given this morning's
286 (inaudible) news out of the mayor's office, do you know if there's

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287 any collateral plans to expedite any off-street use of tiny homes
288 (inaudible) camping? I just saw that we got this media, and it's not
289 even (inaudible).

290 **DAY:** Right. Yeah. You're talking about the new time (inaudible)
291 restrictions placed on camping, daytime camping? No. I'm not
292 familiar with all the backend support. I've been mainly focused on
293 organizational preparedness for that, you know, making sure that we
294 can actually enforce some of those things when necessary. It has a
295 very extensive warning process. We're going to have some officers
296 that are qualified and trained in it, initially our Neighborhood
297 Response Team, but I'm hoping that we'll be able just to continue to
298 work with the city bureau's that are already in place that are
299 primarily addressing the issue and that it won't resolve in an
300 enforcement (inaudible). But I don't know what's prepared on the
301 backend to receive people that are going to be moved.

302 **NICHOLS:** First, I want to say I appreciate the opportunity to be
303 here. This is also my first meeting. My name is John Nichols. One
304 thing that I kind of wanted to ask a little bit about was, like, do
305 you think the cat's kind of like out of the bag, right, like, where
306 we got rid of, like, camping and, like, you know, like, open-air
307 drug use and all that. You know, I live over in northwest Portland,
308 and I kind of still see people doing it a lot, you know, even
309 though, like, technically, like, they're not supposed to be doing
310 it. Do you think, like, maybe we've gone, like, a little bit too far
311 where people, like, don't believe, like, hey, I'm actually going to
312 be held accountable for, like, doing drugs, like, just out in the
313 open?

314 **DAY:** Well, the revision of Measure of 110 - Measure 110 was state
315 law that allowed for primary use of small quantities of hard drugs
316 that has been repealed under House Bill 4002, but that repeal
317 doesn't go into effect until September 1st. So, we're still operating
318 under the rule that, you know, people who are smoking fentanyl or
319 using heroin or cocaine in a public place is still legal. Excuse me,
320 not legal. That's not the right term. It's a violation, so it's not
321 something that a person can be arrested for. They can received a
322 citation for it. So, you know, September 1st there's going to be a
323 change in that process. There might be more arrests. I don't know,
324 you know, what to expect come September 1st. We'll have to see. In
325 the meantime, there's an expectation that the county will create
326 what's called a deflection program so that when people are arrested
327 for simply possession, they have an opportunity to take a different
328 route that court or jail to, you know, hopefully connect with
329 services. So, a lot of that is still being built out, and it largely
330 falls on the county's shoulders. They are the licensed mental health
331 authority, so we'll see if they're able to create something that
332 appropriately responds to the enforcement that (inaudible) in
333 September. But overall, you know, I continue to be very hopeful for

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334 the city, and one of the reasons for that is, you know, my 35 years
335 of being here, there is such a robust desire and interest by so many
336 folks to see Portland thrive again. And, you know, safety means a
337 lot of different things to different people. What it means to be
338 safe is different to everybody. But a sense of safety I think is
339 critical to us as a community that there would be a sense of
340 consistency. I would like to say that, you know, the law provides a
341 level of consistency or predictability. When I drove here today down
342 Sandy, I didn't just randomly pick some side of the road to drive
343 on. I drove on a particular side of the road because if we all do
344 that appropriately, it's going to allow for proper travel, safe
345 travel, et cetera. So, we can certainly understand, and I recognize
346 that the law has not always been applied fairly and equitably in
347 this country, and that's worthy of discussion and really of
348 recognition, but we do have to have something in place that provides
349 that certainty for us to be able to enjoy public spaces. And, you
350 know, it's a constant challenge to manage the needs and the
351 expectations. And every community is different. That's why you have
352 18,000 police departments in the United States, and, you know, they
353 all do things differently because they all serve different
354 constituents. They all serve different communities. And so, it's
355 really, you know, unique to each community, and it's hard to say,
356 "Well, they do it this way here. You should do it this way here,"
357 because community (inaudible) going back to my statement about
358 trust, what those expectations are. So - but I think we're - you
359 know, I feel confident and hopeful that we're moving in the right
360 direction not only as a bureau but really as a city.

361 **SCHURR:** So, there's been a movement - and thank you very much for
362 being here. I appreciate it. I'm Sarah Schurr. It's not my first
363 meeting but my third year now on the TAC.

364 **DAY:** Thank you.

365 **SCHURR:** There's been a movement in this country for the last few
366 years among many communities of avoid involving the police whenever
367 possible because of that trust situation.

368 **DAY:** Right. Right.

369 **SCHURR:** And I see it as sort of like - I'm wondering where you see
370 the - like, it's great that communities take care of each other and
371 they don't have to call us all the time because we're busy, and,
372 gee, I wish they trusted us enough to call.

373 **DAY:** Right. Right.

374 **SCHURR:** So, I'm wondering kind of how that all feels to you.

375 **DAY:** Well, one of the things that I've been on a journey on, a
376 personal journey on, the last couple years is recognizing that, you
377 know, two things can be true at the same time. You know, ten years
378 ago, if you'd asked me that, I would have told you absolutely not.
379 You know, having an attitude (inaudible) right or wrong, and it's
380 usually the way that I see the world is the right. You know, I

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381 recognize now that that's not always the case, right. So, two things
382 can be true at the same, and you just articulated that really well.
383 That - sort of that tension that exists. The - you know, my belief
384 is that first of all there is a far number of things that we send
385 the police to that we should not. I have a phrase that I've used
386 over the years. I think we have relied on the police to suppress
387 problems that we've been unwilling to really address and fix in
388 society. And, I mean, this goes back - we can get real history
389 oriented, but if you go back to the war on poverty, you come out of
390 the civil rights era, you get into the next end on the war on drugs,
391 to (inaudible). There was just such a heavy emphasis on we'll just
392 have the police do it. We'll just have the police do it. And because
393 the challenges that we face as a society are expensive, they're
394 difficult, they're complicated, and it's just easier to send the
395 police because they're available 24/7. But, you know, some studies
396 show as high as 60% of what law enforcement go to does not require a
397 firearm. We go now to so many complex situations that have we have
398 really no business entering into. The flip side of that is that, you
399 know, it's also challenging for communities when you have a family
400 member that's in a behavioral health crisis or, you know, some
401 situation that warrants, you know, a response of help and support.
402 You know, we're certainly very aware of that in other examples. And
403 we're in this tension about whether we call the police or don't.
404 What's going to be the result? Last week with Portland State is a
405 great example. You know, there was a tremendous amount of hesitancy
406 and fear by the staff of Portland State University that if we call
407 the Portland Police Bureau and ask them to help us, they're going to
408 come in and beat our students, right? And, you know, when I heard
409 that, I understand that. That doesn't surprise me. That doesn't
410 shock me. But then I can sit down with the president and say, "Let's
411 talk about this. Let's see what this means. What are your
412 expectations? Where are - how do we show up?" So, you know, I think
413 the key for the bureau, but I also would like to challenge the
414 community in this, is how do we have that conversation about why we
415 can't have the conversation? How do we hold these two truths, these
416 two things, at the same time? You know, really, it's leadership and
417 change happens in the dissidence. It happens in the middle. It's
418 easy on the edges. I'm right. I'm right. Whatever that might be. But
419 when we have things that are complex - and I use that term
420 intentionally. A recent book I read called the *Non-Anxious Presence*,
421 we talked about how it used to be a complicated world and we're now
422 in a complex world. A complicated world could be kind of solved
423 systematically. You just pick one plus one plus one plus one and you
424 get to three. But in a complex world which is where we are today,
425 we're more connected, we're more crowded, the problems are more
426 difficult, we need to be adaptable. Not just efficient like we would
427 in a complicated world, but adaptable. So, you know, I love what you

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428 identified. I love that challenge. I don't shy away from it. I don't
429 have an answer. I would look to this group and others. But all I
430 would ask is that we be open to these competing points of view and
431 hold them and then look for maybe understanding, not even look for
432 agreement. We may not come to agreement, but if we can have some
433 understanding, then maybe we can find a pathway forward.

434 **COMNES:** So, my name is Alan. I'm also new. Glad to be here. There
435 are a lot of advisory councils and committees in the city, you know,
436 various police and others, but this one is actually called out in
437 the DOJ settlement or consent decree. And so, I'm - and I'm sure as
438 part of my training, I'll learn more about the details of the
439 consent decree or whether it's called that or a settlement
440 agreement.

441 **DAY:** Right.

442 **COMNES:** But I like your perspective on it. Like, is that, like, a
443 state of - is that something you're going to be with for the rest of
444 time, or is that something you're going to get through and policing
445 with occur without the need of, you know, a federal -

446 **DAY:** Right, oversight,

447 **COMNES:** (Inaudible) oversight?

448 **DAY:** Yeah. So, next Wednesday the 15th, Thursday the 15th, I don't
449 know. Whatever day of the week the 15th is, we're going to be before
450 Judge Simon and the U.S. federal court in suggesting that he adopt
451 the new monitor. So, you know, Portland Police Bureau has been under
452 a consent decree now for, settlement agreement, for about 10 years
453 and managed by the Department of Justice. A whole lot of information
454 you're going to get on that I'm sure as you (inaudible) in here.
455 Excuse me. But we're not transitioning to a monitor which is a
456 different form of oversight, and I don't - I won't go into too much
457 of the detail, but the monitor -

458 **MALE:** So, like (inaudible)?

459 **DAY:** What's that? (Inaudible). So, the monitor will then take over
460 responsibility with the goal of, you know, in a couple years we may
461 be able to fulfill the requirements that are still remaining.
462 There's about 50 percent of the settlement agreement that still is -
463 needs to be fulfilled. So, stay tuned. That's going to be a
464 significant change for us, significant change for the bureau and the
465 city and the community. So, that court appearance is next week, and
466 then July 1 I think is a hopeful start date. And, you know, that's
467 going to require just a lot of adjustment for all of us to figure
468 out is the new monitor. But the agreement itself still stays intact
469 as a guiding principle. You know, it's been difficult to be under
470 the settlement agreement, but I can point to a lot of examples where
471 it's benefitted us. This, once again, is certainly things we don't
472 agree with, and, you know, that's just the nature of the world, but
473 there are things that we are better today because of it and - but we

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474 are striving to complete the requirements so that we don't have the
475 (inaudible). Do you have a question?

476 **ALEXANDER:** Yes. My name is Patrick Alexander. I've been on the TAC
477 now for three years.

478 **DAY:** Thank you.

479 **ALEXANDER:** The question I'm going to kind of go back to you said
480 about having that difficult conversation. So, are you saying are you
481 trying to be that chief that is willing to have that conversation
482 with people if they're willing to come to the table, then if so,
483 what type of people in leadership would you involve in that
484 conversation?

485 **DAY:** Yeah, so - yes, I'd like to think I'm that type of chief,
486 Patrick. I'm not - you know, it's a bold thing say. It's another
487 thing to do.

488 **ALEXANDER:** Yeah.

489 **DAY:** But, you know, I'm giving you permission to challenge me on
490 that. I would ask that when people come though that they do come
491 with that ability to understand that this is a complex world with
492 complex problems and - but I actually really learn and benefit, and
493 I'm curious about people's experiences and trying to find, you know,
494 understanding around that. (Inaudible) a lot of personal examples I
495 could use that have literally changed my life because of it. So, I
496 do absolutely welcome that and hope that there are those that, you
497 know, will be taking me up on that and also that you would have
498 those conversations here. In regards to leadership that we would
499 bring to the table, you know, I'm kind of wide open on that. I mean,
500 you know, I'd probably need to think about it a little bit. You
501 know, whether it'd be city leaders, whether it'd be bureau leaders,
502 you know, I'd have to think about who else we would want at that
503 table. But, you know, maybe it's just you and I going to have a cup
504 of coffee and starting there and figuring out, you know, how we
505 build it from there. You know, maybe it's more here or somewhere
506 else. I'm not really sure. I've got to think that through a little
507 bit, but I'm open to that.

508 **ALEXANDER:** So am I.

509 **DAY:** Good. Thanks.

510 **FEMALE:** I just have one other I guess it's an observation since
511 you're here. And I don't understand - I - Portland's been my home
512 practically my whole life, and I don't understand why we still seem
513 to be in the old fix (inaudible). We don't have body cams yet. We
514 haven't for some reason been able to implement what was suggested in
515 the consent agreement years ago. And I'm sitting here, and as I
516 watch this on the news, I said, "What takes so long?"

517 **DAY:** Yeah.

518 **FEMALE:** And what I'm concluding is that Portland has not grown up
519 yet. The people in the city of Portland have not realized we're a

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520 big city now. We're not, you know, some little town anymore on the
521 coast.

522 **DAY:** Yeah. I mean, I think there's a definite truth to that. I do
523 believe that, you know, we are a process-oriented community. Like,
524 we really value our community input. We really value everybody's
525 perspectives. We have a high level of inclusivity in this town, and,
526 you know, whether that's a positive or a negative, I do think that
527 that impacts some of the ability to move things through at a quicker
528 pace than you might see in other communities, larger or smaller. I
529 would agree with you. You know, we have grown. I mean, when I
530 started my career in 1990, the population I'm estimating was about
531 420,000. Today, we're, what, 650-700 more or less. So, you know,
532 once again, just using broad numbers, but it's significant for us to
533 recognize that, you know, the world has changed, and there are
534 expectations with that growth that, you know, we may have to absorb.
535 I do think it's - it's just unacceptable that we're rolling out the
536 body worn camera program this summer when it's something that we
537 should have had - and I was in conversations with many, many years
538 ago. Once again though, a lot of competing points of view, a lot of
539 opinions. Some of that has to do with the form of government that
540 we've been under for, you know, a number of years and the way things
541 get done. So - but on the other hand, you know, we are going to have
542 cameras. We are moving forward. This position of the monitor. I
543 think we're poised at a unique time, and I think each of you and
544 your roles are really fortunate to be in a place where I think your
545 voice and opportunity for influence will grow in the coming months
546 and years as we begin to make some of these changes that I think
547 we've been needing to for a long time. Yes?

548 **MALE:** Other than replacing training vehicles, do you have any,
549 like, high-priority objectives for the Advanced Academy or changes
550 or, you know, (inaudible) in the current period?

551 **DAY:** Yeah. So, I haven't taken as deep a dive into that as, you
552 know, I would probably like to say that, you know, (inaudible)
553 director and I have had some conversations. I know Tim and Kristine
554 are new out here. I had some conversations with prior leadership. A
555 couple of things that, you know, I'm passionate about regarding
556 training just, you know, in general. The training that happens down
557 at DPSST is obviously state mandated. It's required. Every police
558 officer has to go through it. It's very extensive. It's 16 weeks,
559 and one of the things that I'm passionate about is that we build
560 upon that. We can't just disregard that training but - and I do
561 believe that it's not enough for what we do up here at the city with
562 the expectation that our community has of our officers. So, the
563 Advanced Academy is a critical program. Where policing is going is
564 we're constantly evaluating the demand and the need for so many
565 things we can train for and how do you prioritize what those might
566 be. And I've often said in training we train for possibilities

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567 versus probabilities which is unusual for most jobs. Most jobs you
568 train and focus on what's most probable, not what's possible,
569 because if you train for what's possible, you're training for
570 everything, and then you're not going to really do anything very
571 well. So, you know, what I'm asking of, you know, our recruits is
572 that we're building upon what has already been established at the
573 academy but that we're making sure that behaviors and the
574 performance and the values and the goals and the expectations are
575 consistent with the city of Portland, the police bureau, and the
576 community that we serve and that, you know, we're emphasizing those
577 priorities overall. In terms of what, you know, class-
578 specific/curriculum-specific, no. I know we've done some things
579 since I've left. We've changed the length of it. We've added a few
580 things. Students are getting bicycle trained now. There's some
581 things that are happening, but I don't have a, you know, a plan in
582 place for that. I certainly look forward to ongoing conversations
583 with training leadership. But like I said, the program itself, the
584 Training Division as we know it, this division is the only division
585 that touches every member of the Portland Police Bureau all year
586 long. Like, nobody else touches every member of the Portland Police
587 Bureau, but everybody comes to the Training Division at some point
588 throughout the year. So, therefore, the opportunity to message, the
589 opportunity to influence is really, really significant.

590 **JONES:** Albyn Jones. So, I've been on TAC for I think three years
591 now, and I've noticed that we have new captains and lieutenants
592 every year. I was - I mean, maybe people get tired of being out here
593 or something, but if not, why not let people stay for a while so
594 they learn the job and learn what the issues are and develop some
595 expertise rather than moving people through every year.

596 **DAY:** Yeah. You - you know, you're spot on. I mean, you know, I
597 worked for, I think, 12 or 13 chiefs in my 29 years. I think I'm the
598 seventh chief under Mayor Wheeler. He's been in office eight years.
599 You know, that lack of stability and consistency is harmful both for
600 the organization and for the community. And when I came onboard in
601 October, I was really committed to trying to just keep any kind of
602 changes to a minimum because I recognize exactly what you're saying,
603 you know, the disruption that occurs. The problem is is that we have
604 a finite amount of resources in our leadership and in our
605 membership, and so there's limited amount of things you can do when
606 you move people and when you create new assignments. And, you know,
607 I felt like I needed to make some changes and make some adjustments.
608 So, it weighed on me very heavily to decide to do that, but I moved,
609 you know, upwards of 20 some-odd different positions a couple weeks
610 ago. I'd like to say that, you know, we're settled, we can
611 (inaudible) where we need to be, but I - you know, I don't have a
612 great answer for that. I do know that it - one of the things that,
613 you know, I've been speaking with Chuck Lovell about who oversees

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614 our community engagement - and I've said this for years, right, like
615 we come and go, and the community remains, right? You know, if
616 you've been on TAC three years, you've probably worked with three or
617 four different captains, right? You remain and we come and go, and
618 we just change out and we just - you know, you have to adjust, and
619 it's just - it's so difficult because there's so much ongoing
620 transition in the organization that it just - yeah, I don't have an
621 answer for you. I wish I did, but just know that it's top of mind
622 for me. Know that, you know, I'm doing my best to put people in
623 positions of leadership that I have confidence in that they're going
624 to be able to respond appropriately and, you know, continue to build
625 upon the work that's already being done. But the disruption of it is
626 not lost on me.

627 **LEVINSON:** Phil Levinson. I think I'm finishing three years on this
628 track.

629 **DAY:** Yeah.

630 **LEVINSON:** When you're talking about continuity and continuous
631 change in leadership, it would be nice to have some mechanism in
632 place where if a - like, you're here, and if you start moving in a
633 certain direction and things are moving well in that direction,
634 there needs to be a mechanism for maintaining that continuity so
635 that the officers who are working in the bureau don't have to shift
636 gears immediately and totally begin to take a totally different
637 approach to their job.

638 **DAY:** Yeah.

639 **LEVINSON:** And I think when those things happen, it messes up
640 morale, and it destroys the confidence that the community has in the
641 police bureau.

642 **DAY:** Yeah. Yeah. You know, one of the things that I am working on
643 is succession planning, right, and leadership development. I
644 mentioned at the end of that three goals of organizational growth
645 and development, you know. The police bureau doesn't have a
646 strategic plan, right. I mean, we formed one, you know, many, many,
647 many years ago. We don't have a current strategic plan. We don't
648 have succession planning. We don't have a pathway for leaders. If
649 you come into the organization today and say, "I want to be a
650 sergeant someday," there's no place to go and say, "How do I and
651 what do I need to do to prepare to be a supervisor?" There's nothing
652 in place, you know, when change chiefs. As I said, you know, I'm
653 seven or eight in the last eight years, right? So, I'm really
654 passionate about trying to figure out a way to develop some metrics
655 or some guidelines I should say and some pathways for people to be
656 able to look at and understand if this happens then this happens. If
657 this happens then this happens. You know, what are the expectations?
658 What are the standards? And I haven't - you know, I haven't done a
659 great job of that six months in. I need to do a better job of that
660 (inaudible) leader of the organization, but it is top of mind for me

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661 in terms of the priority because what we saw in the last three to
662 four years with the exodus of personnel, you know, we lost a lot of
663 really good people. And then we had vacancies, and we had to promote
664 folks who quite frankly didn't have the time and skill and the
665 mentorship and the training to fulfill some of those roles, so then
666 it just becomes self-fulfilling. So, I'm with you. And I'm open to
667 suggestions about what that looks like and how that works, but I'm
668 very much aware of that. And I don't - you know, it's something that
669 I would love to see in place, you know, before I leave. It's like I
670 like that term. They talk about planting trees where you may never
671 enjoy the shade. I don't necessarily say that I have to stay here to
672 see that all the way to fruition, but if we could establish - and I
673 say "we" because I'm including all of us. If we could establish some
674 processes and some understanding around that, I think that would be
675 a huge, huge success.

676 **LEVINSON:** I'm glad you're open to be nudged.

677 **DAY:** Yeah. Thank you. Nathan, am I taking over your meeting here? I
678 don't want to -

679 **CASTLE:** So, we're a little over time. I want to give you an
680 opportunity to answer questions and, you know, TAC members an
681 opportunity to ask. I think maybe if there's any last questions, we
682 can allow that. Otherwise, I think it would be good to move on. And
683 thank you again so much for being here. I really appreciate it, and
684 I know TAC members appreciate it. It's so great to see you in person
685 and welcome you today.

686 **DAY:** Well, once again thank you, and thank you for your service. I
687 - you know, I'm pretty passionate about this opportunity. And, you
688 know, people say, you know, what keeps me up at night, and what
689 keeps me up at night is really my love for the organization and love
690 for this city and desire to see us continue to grow and move
691 forward. So, you know, please don't hesitate to reach out, to send
692 information, you know, my way. Obviously, there's a lot of competing
693 interest for my time, and that's why, you know, it's take me a while
694 to get out here, but, you know, don't be shy about utilizing me as a
695 resources if I can be available, and I'm serious about that coffee,
696 and, you know, let's see what we can do to maybe to move us in the
697 right direction, right. Thank you very much.

698 **MULTIPLE:** Thank you.

699 **CASTLE:** All right. Next item on our agenda is Training Division
700 updates. I'll turn over the floor to Lieutenant, Captain, and
701 director.

702 **ROBINSON:** I'm Tim Robinson. Like I said before, I'll give some of
703 the updates that (inaudible). It's her last meeting. (Inaudible) 15
704 vehicles were damaged. I know there was a question about what was
705 the cost of that. Right now they're still working through that, and
706 so (inaudible). Then we have to talk about the damage done to the
707 asphalt. And so, I'm guessing over the next three months after

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708 insurance gets done doing their assessment, we'll get a true number
709 of what the cost was. You know, but there's also the cost of time.
710 This happened just before Sheldon. It's our trip that we take our
711 Advanced Academy out for driving. So, everybody did a great job.
712 Sworn and non-sworn and other bureau's worked together so we could
713 make that trip happen. So, just replacing some vehicles, supplies,
714 and other things. So, the cost will be more than what it definitely
715 should have been. As I said before, I'm Tim Robinson, the new
716 captain. We have two new lieutenants: Lieutenant Hank Hayes and
717 Kristine Butcher. We are very happy to have her here. And then we
718 have added a new analyst that will help with surveys, reports, and
719 the Advanced Academy and our online learning, and I'll let Director
720 touch on that. In closing, we have 117 officers in FTEP. Our sworn
721 capacity is at 809 right now. Since February 15th, we've hired 32
722 officers. We anticipate in June maybe 10 more. There's an In-Service
723 going on right now that ends the 16th of this month, and then we have
724 24 officers who will get out of the Advanced Academy on the 15th and
725 go to patrol to do their rotations. And then we anticipate 25
726 officers in the Advanced Academy starting tomorrow, and then we have
727 pre and post academy. So, that's kind of the update on that. I will
728 turn it over to the director if she might have better information.
729 **RODRIGUEZ:** Just in addition to that the - for those that have been
730 on TAC for a couple of years in reference to Advanced Academy, the
731 new analyst hired will be assigned (inaudible) evaluation
732 (inaudible) Academy. So, one of the gaps we've been trying to fill
733 for a couple years because of the (inaudible). The personnel
734 shortage in that area for program evaluation was to do, you know, a
735 full program evaluation for the full academy curriculum. And so,
736 looking at pre and post (inaudible) a little bit more, we'll have
737 full personnel for that, so that's great. And then also for the
738 online learning program, we'll have a personnel FTE dedicated to
739 really dive into that which (inaudible). Caitlyn has been actually
740 doing that work (inaudible) full-time work. So, for those of you who
741 are interested in the analysis part of the training outcomes, that
742 will be really great. Yeah. Just (inaudible) nothing else. I will
743 just say the other thing to the quick one question. We have - at the
744 last meeting we had, we did announce (inaudible) second full-time
745 curriculum instruction design specialist. And so, now that we have
746 two full-time people here doing our annual review of the curriculum
747 (inaudible) more information to share. So, we have available
748 (inaudible) to describe curriculum that (inaudible) all of our
749 training. Yeah.
750 **FEMALE:** What kind of interpersonal communication skills do your
751 recruits have to have before they're allowed to come on board?
752 **RODRIGUEZ:** So, our - so, again, I think you'll get a lot of
753 information - I can speak to some of this right, but once you get
754 oriented, you'll probably kind of get - I mean, (inaudible), like,

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755 what they receive before they even come to Portland, they get 648
756 hours down at DPSST. There's a whole crisis intervention sort of
757 module down there, and then they get the additional hours here
758 through our Crisis Intervention Program. We have, you know, again,
759 if you want to break down the curriculum week by week, we could do
760 that. But I'm just saying as you get to know the curriculum, it will
761 probably sort of break that out. I'll just say, like, right now, the
762 (inaudible) or the concept to know is that all of our recruits who
763 come to our academy already have (inaudible) foundational knowledge
764 of crisis intervention, active listening, right. Deescalation is a
765 core concept. At DPSST in their core 640 hours before they even
766 enter the 13 weeks here at Portland, and then they get additional
767 training (inaudible) knowledge. Thank you.

768 **MALE:** Is mental health included in that?

769 **RODRIGUEZ:** Yes, it is.

770 **CASTLE:** Great. Any other updates or questions?

771 (None heard)

772 **CASTLE:** Okay. Thank you for that. Moving on. The next item on our
773 agenda is New Member Introductions, so, you know, I'm actually
774 thinking since there's, you know - there's new members, and existing
775 members are also new to the new members. Maybe we should just all do
776 introductions. So, I guess I'll go ahead and start, and we can go
777 around the room and just share, you know, name, why you're on TAC,
778 you know, (inaudible) basic details you want to share about
779 yourself. So, again, I'll start. My name is Nathan Castle, Chair
780 currently for about an hour. I joined TAC a few years ago, you know,
781 very interested both in learning. One of my favorite things about
782 TAC is you get to learn in quite a lot of detail about some of the
783 other various aspects of public safety. (Inaudible) great
784 opportunity. And so, I was interested in both learning and, you
785 know, trying to serve the community. That time was a great
786 opportunity to do that. And then once I found that I liked it,
787 moving onto chair was natural fit. Yeah. What else? I live in
788 Central Portland. That's (inaudible) about me. Do you want to
789 introduce yourself, or do you want to skip?

790 **ATWOOD:** I'm Caitlyn Atwood. To all the new members, I'm the one
791 that you emailed with. I'm kind of the liaison that works with the
792 TAC, and I help set stuff up on the administrative backside. In my
793 normal day job, I'm the training analyst as Rebecca referenced. So,
794 I do evaluation analysis here on a few of our programs so - but I'll
795 dedicate our time to (inaudible).

796 (Inaudible)

797 **CASTLE:** I'll just interrupt quickly. The camera is far away, so the
798 farther away you are from the camera, you might have to speak up a
799 little bit louder just to make sure everyone can hear you. Sorry. Go
800 ahead.

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801 **RILEY:** My name is Earle Riley. I'm (inaudible). I did this
802 (inaudible) community and mostly a student (inaudible), so that's
803 kind of why (inaudible).

804 **GUZMAN:** My name is Loretta Guzman. (Inaudible) community
805 (inaudible) to be able to talk to people and be able to communicate
806 with people (inaudible).

807 **GRANT:** My name is Seth Grant, also a new guy. I think with Loretta,
808 I work in a lot of vulnerable communities. I've been military for a
809 long while, did emergency medicine for a while, and now the training
810 manager for the homeless shelter (inaudible). So, being able to see
811 some of the insight (inaudible) report back, I get a lot of issues.
812 (Inaudible) spoke about very on point about how there's a lot of
813 trepidation around calling law enforcement. That's a big issue we
814 deal with, so just trying to figure out how to navigate some of this
815 (inaudible).

816 **MARICK:** My name is Tony, and this is my - end of my first year with
817 TAC. Professionally, I do a lot of (inaudible), so part of my
818 involvement is lending my expertise to the Advanced Academy and my
819 experience. And then, you know, another part is just giving back to
820 the community that I live in as well.

821 **NICHOLS:** My name is John. You guys can call me Jack. Recently
822 separated from the Army. I had the privilege of serving in the
823 Pacific 5th Ranger regiment. Always been fascinated by law
824 enforcement and kind of wanted to, like, learn the ins and outs of
825 it and maybe help the community while I'm here. Thank you.

826 **DAVENPORT:** I am Latoya Davenport, born and raised in Portland,
827 Oregon. I left for about 15 years, and I came back, and I didn't
828 recognize my city. So, when I - I reached out to a (inaudible)
829 organization that connected me with the chief, Chief Lovell, and
830 then he connected me with Rebecca and Liesbeth. I'm currently
831 writing my dissertation on police interaction with African American
832 Women and how that interaction trickles down to how we raise our
833 children. So, this is - I can't wait to talk to Caitlyn about some
834 analysis. So, I'm grateful to be here, and it's so nice to see all
835 different faces, and everyone looks like they're happy to be here
836 and (inaudible).

837 **RAUTIO:** My name is Jan. Rangers lead the way. My nephew just got
838 in. You might know him (inaudible) 75th. We'll talk about it later.
839 Most of my career has been in accounting and auditing as a CPA and
840 accountant controller in various businesses around Portland. And in
841 fact my first job out of college was to be on the audit of the city
842 of Portland back in 1978. I've been here quite a while, and I'm
843 really interested in analysis. I've crunched a lot of numbers, but
844 I'm also really interested - some of the interactions - I live
845 across the street from David Douglas High School, and there hasn't
846 been a police presence in that area that I'm aware where a lot of
847 the shootings on Division and so forth are just down the street from

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848 us. And what I wanted to do is find out what kind of training police
849 have for actually interacting with a community member. I had a
850 couple experiences where I've told the guy in charge who came by my
851 house, you know, "I'm not going to help you just focus on black
852 people in my neighborhood." I know that doesn't sound very good, but
853 that's why I wanted to come and find out what kind of training y'all
854 are helping with and see if I can be of help.

855 **URSIN:** I've been on the TAC for three years. I guess what keeps me
856 here is passion for officer wellness and officer-community
857 perceptions. (Inaudible).

858 **LEVINSON:** I'm Phil Levinson. I'm a retired speech pathologist, and
859 I'm on TAC because I think it's my - it's been my third year. I just
860 think it's really critical to give back to the community. And the
861 things that I'm interested in are use of body-worn camera analytics
862 to make the police proactive rather than reactive. And that really
863 involves the use of data and really involves making sure that
864 officers are safe as well as community members.

865 **JONES:** I'm Albyn Jones. I've been on TAC for three years, I guess,
866 and I'm a retired statistician, not so recently separated from the
867 military. It was about 50 years ago. And like so many others, I'm
868 thinking I owe a bit to the community. So, I'm retired. I have the
869 time (inaudible).

870 **PRYOR:** I'm Bill Pryor. I'm starting my second year on TAC on the
871 Advanced Academy team. I hope we'll stay together. I'm a retired
872 probation officer.

873 **ALEXANDER:** My name is Patrick Alexander. I've been on the TAC now
874 for three years. I got on the TAC just for the simple fact of seeing
875 how - what was going on in the community and how it affected me.
876 Also, within my personal life, I am a mentor for the tri counties:
877 Washington County, Multnomah County, and Clackamas County, and also
878 I work (inaudible) development office.

879 **SCHURR:** I'm Sarah Schurr. I'm a lifelong Portlander. My careers
880 have been in social work and ministry, so I'm really into the
881 community and how we take care of each other. I'm not one of those
882 people who wants to eliminate the police, but I am one of those
883 people who wants them to be different. I think there have been some
884 problems. I want to be a part of the solution.

885 **ZINGESER:** (Inaudible) shout, and I have worked with Phil and Albyn
886 on the continuous quality improvement, which is our QA program,
887 Quality Assurance program. And so, that's kind of where my heart is
888 is developing a program where we can take measurements on certain
889 aspects of police work and (inaudible) use that data in a lot of
890 different ways. I'm here as a community member.

891 **COMNES:** My name is Alan Comnes. This is my first TAC meeting, so
892 I'm looking forward to participating. I've lived in Portland for
893 about 25 years, and in the last few years, I've been fortunate to be
894 able to work out of my house. I think what I want - I think like a

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895 lot of people that the police seem to - I mean, in some good ways,
896 we've taken them out of the equation in certain things, but I also
897 think the whole interaction with the community has gone way down. I
898 don't think that's going to end well. I think if we can figure out
899 how to get police interacting (inaudible) comfortable with the
900 police (inaudible) community. So, that was a motivation for me. I
901 raised my hand for this. But I'm mostly doing this because I want to
902 give back to the community. I know my way around a spreadsheet, but
903 I'm not really an expert on training (inaudible). I'm looking
904 forward to learning.

905 **RODRIGUEZ:** As I mentioned earlier, I'm Director Rodriguez. This is
906 - I think next month will be one year here at the Training Division
907 and with the bureau. In a previous life, this is now my 24th year in
908 social work/education. For 19 years, I've been a clinical social
909 worker, so I bring that mental health background. But also I would
910 say I also bring a tandem experience of training and educating high
911 stress professions and also I came in a previous life from George
912 Fox University as a professor. So, teaching adults has been a good
913 chunk of my career before I got here. So, I look forward to talking
914 with you about training and how we educate our members and having
915 (inaudible) when we're training, we've got to think about best
916 practices and how we get that information to the members in the best
917 way we can, so just looking forward to collaboration.

918 **TACKETT:** My name is Todd Tackett. I've been with the police bureau
919 for 20 years. I'm a sergeant out here assigned to the Training
920 Division. I've been out here about five years. I oversee various
921 programs throughout my five years out here but right now focusing on
922 our Employee Assistance program, our Wellness program, Procedural
923 Justice, New Sergeants' Academy. There's a bunch of stuff that we
924 are lucky to get to do out here, and so we get to touch on a lot of
925 it. There's a few of us out here, so - but excited to be welcomed to
926 the new (inaudible) out here and excited to work with you and
927 (inaudible) can to help.

928 **BUTCHER:** I'm Kristine Butcher. I already introduced myself earlier,
929 but what I didn't say is I was born and raised in the metro area and
930 happy to be a part of this community.

931 **ROBINSON:** Tim Robinson. I have my introduction earlier, so I will
932 pass it onto Gregg.

933 **GRIFFIN:** So, I'm Gregg Griffin. I have been on the TAC team for -
934 TAC committee - for the last three years. I'm most known in the
935 community (inaudible) CREM, and I'm here because I want to actually
936 make a better way for us to all have communication with the police
937 and with our citizens and that we can all feel safe and all get home
938 at the end.

939 **CASTLE:** Thank you. And I'll pass it to some of the members joining
940 online. Barry, if you want to go ahead introduce yourself,

941 **NEWMAN:** Yeah, hi. Barry Newman. Can you hear me okay?

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942 **CASTLE:** Yes.

943 **NEWMAN:** Okay. I've been noticing that you've been staring at my
944 ugly mug on the monitor I think probably because I'm the only one
945 who has my camera on, so you actually have been stuck seeing me for
946 the last at least 40 minutes or so. In any case, I'm a practicing
947 surgeon on the far west side which is where I live. Still within the
948 city limits of Portland but just about at the edge. I won't bore you
949 with the long history of where I've been because I've probably -
950 everyone - you know, Albyn, Bill, you know, people I've worked with
951 have as long-standing and interesting histories as I have. My
952 interest in being on the TAC, I kind of got in through the back
953 door. I was working in the Portland Net Program, and when they were
954 soliciting members, I applied, and after the second year somehow, I
955 guess they ran out of choices, so they selected me to be on the TAC.
956 In any case, you know, contrary to I think a lot of the perception
957 of the police that seems to be extent here in Portland and in other
958 parts of the country, every survey that's been done, 95% of people
959 who are in law enforcement join law enforcement to serve the
960 community. They're certainly not doing it for the pay. They're
961 certainly not doing it for the glory. And I think that having more
962 police who are accountable and well trained is really in the benefit
963 of everyone. They can't do it as they are understaffed right now,
964 but I think that, you know, I'm continually impressed by the quality
965 of the people who I meet and work with the on the TAC, you know, the
966 people in the Portland Police Bureau, and I think we should start
967 with, you know, giving the police the benefit of the doubt but
968 working with them to make things better, and that's why I'm here.
969 I've been on the steering committee for the last couple of years
970 actually, also because when they asked for volunteers, I don't think
971 I stepped back fast enough. So - and I don't know if Nathan got
972 enough people to volunteer for the steering committee. I volunteered
973 to serve again if in fact they did not have an adequate number of
974 people. So, if I'm still one of the candidates, you just heard my
975 candidate speech, so I won't bore you with repeating it again
976 because that's my view on things. So, thank you, and thank you to
977 all of you for being here, and I'm sorry that I couldn't make it,
978 but I live too far away and have too much other stuff to be able to
979 get over there in a timely manner. So, I'm glad that we're still
980 able to do this in a hybrid manner. And it's very nice to meet all
981 of you, and hopefully someday many I'll meet many or most of you in
982 person.

983 **CASTLE:** Thanks, Barry. Kwame, do you want to introduce yourself? If
984 you're speaking, you're muted. I'll move on. We'll come back. David?
985 Moving on again. Chris? Oh, wait. Never mind. David?
986 (None heard)

987 **CASTLE:** Moving on again. Chris? Oh, wait. Never mind. David?

988 **FLEISHCER:** Hi. Does this work now?

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989 **CASTLE:** Yep.

990 **FLEISHCER:** Great. Hello, I'm David. I live on the east side of
991 Portland, the way side of Portland like 148th, and I've been on the
992 TAC for a year now and happy to be involved with the future of
993 Portland police. Thanks.

994 **CASTLE:** Thank you. Chris?

995 **ROSSI:** Hey, everybody. Chris Rossi. I've been on the TAC for a few
996 years now. I have worked on a couple of the work groups, currently
997 on the Advanced Academy task group. I've been in the city of
998 Portland in Northwest for about nine years. Spent a previous life
999 working in public safety and emergency management and want to
1000 continue giving back to the community that I live in. So, good to
1001 meet everybody virtually and send regards for not being able to make
1002 it in person with some late meetings. So, hope to see you all soon
1003 in person.

1004 **CASTLE:** Thank you. Kwame, one last chance.
1005 (None heard)

1006 **CASTLE:** All right. There's some technical difficulties. I'll move
1007 on, and if you do figure it out (inaudible) unmute yourself
1008 (inaudible) jump in. But for now, moving on. The next item on our
1009 agenda is the steering committee and chair elections which we're a
1010 tiny bit behind schedule, but that's fine. I think this will get -
1011 the way it goes. So, I'll share my screen again briefly. Now we go
1012 through the awkward (inaudible) situation. We've got six candidates
1013 for steering committee. There are five positions. And we have zero
1014 candidates for chair. One convenient way to resolve this would be if
1015 one of the steering committee - one or two of the steering committee
1016 members decided to run for chair instead. The numbers work out with
1017 some, you know, folks volunteering to run for steering committee if
1018 there's not enough. So, I guess I'm just going to try to make my
1019 pitch for why you want to run for TAC chair. I'm going to share -
1020 what I'll do is just give an overview of what the position entails.
1021 And so, I shared my screen. I don't know if folks can see this.
1022 (Inaudible). So, when I took over as chair, we had an amazing chair
1023 that came before me, but there wasn't a lot of, like, formal
1024 documentation. A lot of it was sort of in their head, which is fine,
1025 but one of the - there were a few things I wanted to do as chair and
1026 sort of "leave a legacy," and one of those things was really solid
1027 documentation so that, you know, theoretically if I get hit by a
1028 bus, meteor, whatever, the next chair can take over. Now, this isn't
1029 saying that whoever takes over as chair is going to be left on their
1030 own. You're going to have all the supporting documentation, and, of
1031 course, I'm also going to make myself available for a couple months
1032 to help out so I don't leave anyone in a lurch. But I've written
1033 down everything that the TAC chair does in the form of checklists
1034 that you can review and some various resources for recruiting,
1035 document management, et cetera with the hope of making the

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1036 mechanical operations of TAC as easy as possible, and it's pretty
1037 detailed. And so, that's that. In terms of what the TAC does, I
1038 mean, it's sort of in here in the checklist. TAC chair helps
1039 facilitate recruiting. That is done as a team effort with the
1040 steering committee so it's not all on your shoulders. Help with
1041 onboarding of new members. Typically - and this didn't happen this
1042 year. Typically, there is an onboarding meeting that happens just
1043 before the May meeting. We were going to do that, but then it turns
1044 out Training Division is really busy, so the scheduling didn't quite
1045 work out, so it go bumped to July. Maintain the membership records.
1046 That's easy. That's a once-a-year thing. (Inaudible) TAC chair whole
1047 meeting. Steering committee: Some of this stuff is a little bit in
1048 flux. Forming task groups - and this is good information for the
1049 members. Obviously, we meet every other month and stuff happens,
1050 typically information stuff and occasionally voting on things. The
1051 beef of the - I know I said beef. The core work of the TAC is often
1052 done in task groups that meet outside of the main meetings. And so,
1053 every year, we have to form those task groups. I realize this boring
1054 for these team members but sorry. So, July form the task groups, and
1055 the TAC chair usually facilitates that along with the steering
1056 committee as part of the regular meeting. And then periodically
1057 update the TAC website with the yearly schedule and then member
1058 information. The TAC chair is largely an administrative type of
1059 role, administration and then also facilitating meetings. I don't
1060 know if I've mentioned this already, but the TAC chair can be done
1061 as one person as I'm currently doing or as a team of two people. All
1062 right. I feel like my, like, lecture/monologue is getting pretty
1063 boring, but just scrolling through, it's documented in pretty high-
1064 level detail which is great. So, let's go back to the candidates. I
1065 wish I had more of, like, a selling energy today. I'm not good at
1066 selling things. I'm not a good salesperson. But I know this is
1067 (inaudible) so much. (Inaudible). Is there anyone who after hearing
1068 this explanation is like, "Wow. I wish I'd sign up to run for TAC
1069 chair?" I'm making it sounds, like, not as fun as it really is. It's
1070 a good opportunity. You get to meet people, et cetera.

1071 **MALE:** How much time during the week did you have to commit to the
1072 TAC chair?

1073 **CASTLE:** That's a great question. It typically - it varies a little
1074 bit. Most of the time, I try to ideally send out an email to members
1075 about once a week with any updates, not quit that often but up to
1076 that often, and that's really driven by sort of outside, like, what
1077 happens. So, like, if Training Division needs volunteers for some
1078 event, then I will sort of process that, send out a request, and
1079 then organize, and then there's a process for selecting volunteers,
1080 and that whole process typically takes at most about an hour a week.
1081 And then every month, there's the steering committee meeting, so
1082 that's another hour for the meeting and then maybe an hour of prep

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1083 at the most. So, adding that up, you know, 2-3 hours a week at most.
1084 And then I like to come to steering - not the steering committee
1085 meeting - the TAC full meeting a little bit early just to set up,
1086 and then there's a little bit of prep work in between. If you want
1087 to do more, you can do more. If you want to do less, you can do
1088 less. When it was first getting started, it was a little bit more
1089 but that's because I was choosing to go out of my way to do some of
1090 these things like setting up spreadsheets and what not. I'm really
1091 bad at taking, like, short questions and turning them into
1092 monologues, especially when I'm tired. So, short answer is 2-3 hours
1093 a week at most.

1094 **NEWMAN:** Yeah, the good news is that if you're the chair, you don't
1095 have to be - you don't have to work on any of the task forces.

1096 **CASTLE:** That's true. The chair typically does not serve on a task
1097 force. That's a really good point. You know, that is - you know, the
1098 chair doesn't serve on a task force, but the idea is that the chair
1099 is available to help all task forces at request. Most recently, I
1100 haven't seen that really happening. There is sort of a - and it's
1101 sort of up to the chair how active they want to be, but there's a
1102 sort of, you know, motivational effort at trying to remind task
1103 forces to get going and stay on task if they haven't. Unfortunately,
1104 I don't like doing that so much because you're volunteers. You're
1105 going to do what you do, but I've seen previous chairs be a little
1106 more activist like - that's not true (inaudible).

1107 **MALE:** So, I think you were trying to do this through email, but a
1108 lot of us are new. Would it help to ask either people that want to
1109 be on the steering committee or really anyone if they would be
1110 interested - if they were co-chair at least?

1111 **SCHURR:** There's bylaws (inaudible).

1112 **MALE:** They do allow for that. I was at the last meeting where that
1113 happened.

1114 **FEMALE:** There are bylaws?

1115 **MALE:** Maybe that will get some (inaudible). Just suggesting other
1116 people who want to - asking if there are any people who want to co-
1117 chair.

1118 **MALE:** I'd be willing to co-chair, but I don't think I have the time
1119 to do the whole (inaudible).

1120 **CASTLE:** Yeah. So, I think if we have one other person who wants to
1121 run for co-chair, I think that works. And there is some context I
1122 realize that I should share for background. We have a member who is
1123 not here tonight. We have another former member who were going to
1124 run for co-chair. One of them is moving away so cannot serve as co-
1125 chair unfortunately. And so, that's just the situation we're in.

1126 **SCHURR:** Is the other half of the group able to co-chair still?

1127 **CASTLE:** Potentially. You know, they seemed extremely hesitant in
1128 the past, and also they're not here tonight, so they can't really
1129 run, and they also said they're not interested.

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1130 **NEWMAN:** Nathan, this is Barry again. You know, if two people who
1131 are candidates for the steering committee, if two of those people
1132 decided to opt - to run for co-chairs, you can stick my name back in
1133 there unless nobody wants me on there which is okay with me. But if
1134 we need five people and two people step away, we can fill that spot.
1135 I'll just put that out there for what it's worth.

1136 **CASTLE:** Okay. I'm wondering if any of the candidates for steering
1137 committee are interested in potentially being co-chair. And, again,
1138 you're not going to be left in a lurch. I'm going to help you for
1139 the first month if you want, but I'm going to do it intendedly.
1140 It's, of course, an option (inaudible).

1141 **FEMALE:** May I ask what the steering committee does?

1142 **CASTLE:** Yeah. So, the steering committee meets once a month, and
1143 the steering committee - typically, the agenda is sharing basic
1144 updates, planning the agenda for the next full meeting, coordinating
1145 with any task group issues, showing updates, identifying any
1146 blockers and working through that, and generally addressing any
1147 other needs that come up, but that's typically most of it. Every
1148 once in a while if there's an issue that needs to be worked on, you
1149 know, perhaps new bylaw changes before we bring it to the full TAC,
1150 stuff like. Sometimes that will be worked out in steering committee
1151 as well.

1152 **FEMALE:** So, it's kind of like an executive committee on
1153 (inaudible).

1154 **CASTLE:** Pretty much, yeah. That's exactly it.

1155 **FEMALE:** Okay.

1156 **CASTLE:** And, again, that's an hour once a month. Not a huge -

1157 **SCHURR:** I'm capable of chairing - of running a meeting, but I stink
1158 at details, and I think the person who is on chair in this position
1159 needs to be really good at administratia. I mean, that's important
1160 to this. I don't think I could do that part.

1161 **MALE:** (Inaudible).

1162 **MALE:** Like I said, for me it's just the time.

1163 **CASTLE:** The time.

1164 **MALE:** I could co-chair. It's just the time strain.

1165 **SCHURR:** That's what it comes to.

1166 **MALE:** I'm already chairing something else.

1167 **MALE:** Are steering committee meetings live or virtual?

1168 **CASTLE:** They've been conducted exclusively virtual, and the
1169 steering committee meeting, it's not under public records law or
1170 whatnot. It's not considered a public meeting, so it's not - it
1171 doesn't have to be in person. It can be totally virtual.

1172 **FEMALE:** Is this considered a public meeting?

1173 **CASTLE:** This is considered a public meeting.

1174 **SCHURR:** That's what you should know - all these things. It's all
1175 public that we're here and what was said. Just know that.

1176 **FEMALE:** Okay.

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1177 **SCHURR:** Nothing bad about it. Just it's (inaudible).
1178 **CASTLE:** Are there any other questions about the role? About
1179 steering committee?
1180 **MALE:** (Inaudible) can't do it again.
1181 **MALE:** Barry?
1182 **NEWMAN:** Are you talking to me?
1183 **MALE:** Yeah.
1184 **NEWMAN:** Yeah, no. I can't - I have the time - I'm already like -
1185 we're talking about bandwidths. I'm running three different task
1186 forces in my professional life in addition to my day job which puts
1187 me on call pretty much every other day. So, I would have to demur. I
1188 wouldn't mind doing it, but I just - I really literally don't have
1189 the time. I don't just - you know. Even doing the, yeah, the
1190 steering committee is a little bit of a stretch right now, but I
1191 would be willing to do it, but I can't do a co-chair thing.
1192 **SCHURR:** It sounds like we already have too many steering committee
1193 people.
1194 **CASTLE:** Yeah. So - what's that?
1195 **SCHURR:** If you need me to quit steering committee, I will take one
1196 for the team. As much as I - I mean, I enjoy the steering committee,
1197 but I'm also hearing that, you know, somebody needs to make room.
1198 **CASTLE:** Not necessarily. One thing I'm wondering about if - and it
1199 sounds like we have - Patrick is considering running for co-chair.
1200 One option is one of the new members wants to - new candidates for
1201 steering committee wants to run for co-chair with Patrick. That
1202 could solve our problems.
1203 **MALE:** What's the time constraint for co-chair?
1204 **CASTLE:** Co-chair, it's all typically, like, how it's split up
1205 between the co-chairs. Like I said, max 2-3 - I mean, 3 hours on,
1206 like, a bad week, but max probably 1 hour a week in addition to,
1207 like, showing up for the meetings. Yeah.
1208 **MALE:** I do college fulltime. I'm just kind of curious.
1209 **CASTLE:** Yeah. I think - yeah, just, like, my day-to-day typically
1210 and, like, the way I structure the time, I check the TAC email,
1211 like, in the morning, and that's not even, like, a checking thing.
1212 It's just I either get notifications or I don't. If it's something I
1213 have to respond to, I respond to it. That's typically, like, a 5-
1214 minute (inaudible)-type thing. And then I usually have, like, a to-
1215 do list item for Sunday, like, do TAC admin stuff, and that is
1216 typically wrapped up in about an hour. Most often it's like 20
1217 minutes; sometimes it's a full hour depending on what's going on
1218 that. Like I said, sometimes there's, like, a call for volunteers
1219 for training. So, typically, what I'll do is I'll say, like, "Hey,
1220 everyone. Who wants to run - who wants to go for this?" And if
1221 there's more than one, then I do the selection process on that
1222 Sunday (inaudible).

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1223 **FEMALE:** (Inaudible) questions, and is has to do with (inaudible).
1224 Are you using a MacIntosh right now?
1225 **CASTLE:** I am.
1226 **FEMALE:** An Apple product? Okay. I am still unable to print on my
1227 Epson printer from your emails, and I want to makes sure that
1228 whatever technology bridge needs to happen, it's done. I'm not - I
1229 really like to print out things and write on them, and I know a lot
1230 of people are using their phones and everything, but that's not what
1231 I use my phone for. So, I'm kind of bewildered.
1232 **CASTLE:** Yeah. I can sort of go into some of that. This is a good
1233 question. I'm used to Mac. I can use a PC. It's not - just for the
1234 context. All the TAC stuff currently is in a Google Drive, and so
1235 that -
1236 **FEMALE:** A what?
1237 **CASTLE:** A Google Drive.
1238 **FEMALE:** Oh, a Google Drive.
1239 **CASTLE:** So, it should work on any system that has web browsers
1240 which should be fine. In terms of the printing thing, I think - were
1241 you having issues with the form and filling out the form or
1242 (inaudible) printing it?
1243 **FEMALE:** Yes. And I also had several printing - you know, every
1244 email I got from you, I wanted to print it out and keep in my
1245 notebook. You know what, I have a consultant that I can use for my
1246 stuff.
1247 **CASTLE:** Okay.
1248 **FEMALE:** But if other people don't have that technology or that
1249 bridge or whatever it is -
1250 **CASTLE:** Yeah. Most of the documents I send out are PDF format, so
1251 hopefully any system should be able print it out. But then it's -
1252 sometimes it's not that simple, and it's hard to know without seeing
1253 it what exactly the issue is. All right.
1254 **ATWOOD:** I mean, without dedicating the time tonight, maybe at the
1255 next meeting, you can bring your laptop, and then we can look at -
1256 **FEMALE:** Well, I don't have a laptop because I enjoy my desktop
1257 keyboard.
1258 **ATWOOD:** Okay.
1259 **FEMALE:** No, but I'll get it fixed, and when I - and when my
1260 consultant - then I can bring instructions that if anybody else
1261 needs help, they can use them.
1262 **CASTLE:** (Inaudible) position. It's a good position. You know, it's
1263 (inaudible) trying to leave it but -
1264 **FEMALE:** Patrick, what are you good at?
1265 **ALEXANDER:** (Inaudible).
1266 **FEMALE:** Well, are you a detail man, or are you 25,000-foot thinker?
1267 **ALEXANDER:** I am a detailed person?
1268 **FEMALE:** Oh, you are?
1269 **ALEXANDER:** Yes.

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1270 **MALE:** Does that mean you want to? Patrick?
1271 **SCHURR:** Do you like to run meetings?
1272 **ALEXANDER:** Yeah. That's what I do for -
1273 **SCHURR:** Oh, so, yes. I don't want to get in the way (inaudible).
1274 But it does feel like you're just, like, the perfect guy.
1275 **FEMALE:** Shall we have a unanimous vote?
1276 **ALEXANDER:** Yeah. Like I said, it just really is just the time. I
1277 mean, I mapped it out. You're looking at about 32 hours really a
1278 month like you said just on that but -
1279 **FEMALE:** 32 hours a month?
1280 **ALEXANDER:** Yeah. Two to three - like he said, 2-3 hours a day -
1281 **MALE:** No, a week.
1282 **ALEXANDER:** A week. Yeah. Two to three hours a week.
1283 **MALE:** About 12-14.
1284 (Inaudible conversation)
1285 **CASTLE:** Okay. So, potential solution here. I hear a proposal, and I
1286 just want to confirm, Meg and Patrick running as a team for chair?
1287 (None heard)
1288 **CASTLE:** Okay. And then that would bring us to five candidates for
1289 steering committee. All right. Is there anyone now that we have a
1290 candidate suddenly going to jump in and say they want to run?
1291 **FEMALE:** I move that Patrick be our chairman this year.
1292 (Inaudible conversation)
1293 **FEMALE:** Patrick and Meg. Sorry.
1294 **MALE:** Second.
1295 **CASTLE:** All right.
1296 **MALE:** Nathan, do you need, like, an alternate?
1297 **CASTLE:** No. (Inaudible) at this point.
1298 **SCHURR:** One of the things I want to make sure of (inaudible) is
1299 that - are you guys good with working with each other?
1300 **ROBINSON:** Never met him.
1301 **SCHURR:** Is this (inaudible)?
1302 **ALEXANDER:** Yeah.
1303 **SCHURR:** Okay. Last thing I want to do is (inaudible) and then put
1304 you (inaudible).
1305 **MALE:** You've got my vote, but (inaudible).
1306 **MALE:** Jack, all you have to do is just say, "I'll step in. Call me
1307 if you ever need anything."
1308 **NICHOLS:** That's perfect. There we go.
1309 **NEWMAN:** Can I ask a quick question? So, did we vote for the
1310 steering committee candidates yet?
1311 **FEMALE:** No.
1312 **NEWMAN:** Should we vote for them? Do we need to make a motion to
1313 vote on that ticket of five people for the steering committee?
1314 **CASTLE:** Yeah. Barry, what I think I'm going to do is just do a
1315 verbal vote because all of the positions are uncontested basically.

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1316 Just all in favor appointing these people as chair, co-chair, and
1317 steering committee members. Are there any objections?
1318 **MALE:** (Inaudible) names of the steering committee votes (inaudible)
1319 - oh, I'm sorry.
1320 **SCHURR:** So, basically, we're just going to vote affirmative to the
1321 slate.
1322 **CASTLE:** Affirmative to affirmative to the slate. What's that?
1323 **FEMALE:** Can you make that bigger?
1324 **CASTLE:** Of course.
1325 **FEMALE:** So we can read it.
1326 **SCHURR:** Well, I vote - I move that we affirm the slate.
1327 **MALE:** Second.
1328 **CASTLE:** All right. All in favor of appointing Gregg, Sarah, Earle,
1329 Alan, and Jan to the steering committee.
1330 **MULTIPLE:** Aye.
1331 **SCHURR:** And Meg and Patrick too.
1332 **CASTLE:** We'll do that separate -
1333 **SCHURR:** Oh, sorry.
1334 **CASTLE:** For process. All opposed?
1335 (None heard)
1336 **CASTLE:** Abstentions?
1337 (None heard)
1338 **CASTLE:** All right. It's unanimous. Congratulations and welcome to
1339 the steering committee and then -
1340 **NEWMAN:** Congratulations or condolences?
1341 **CASTLE:** Congratulations for sure. I just want to be clear about
1342 that. Candidates for chair are Patrick and Meg. Do I hear a motion
1343 to move to accept?
1344 **NEWMAN:** I so move.
1345 **CASTLE:** All right. All in favor of electing Patrick and Meg to
1346 chair.
1347 **MULTIPLE:** Aye.
1348 **CASTLE:** All opposed?
1349 (None heard)
1350 **CASTLE:** Abstentions?
1351 (None heard)
1352 **CASTLE:** Hearing none. Patrick and Meg are the new co-chairs.
1353 **NEWMAN:** Condolences again.
1354 **CASTLE:** Congratulations and thank you for stepping up to do this. I
1355 really appreciate it. All right. If you can believe it, we are right
1356 on time with the agenda, and I almost can't believe it. I'm going to
1357 share my screen.
1358 **SCHURR:** Wow.
1359 **CASTLE:** Yeah. (Inaudible). All right. So, the next item on the
1360 agenda is task group updates. (Inaudible) run through these quick
1361 just to get updates from folks. You know, ideally, we're either
1362 planning to continue work or planning on sharing an update or final

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1363 report maybe for the July meeting. So, I'm going to share my screen
1364 again. All right. So, I going to just (inaudible) here. But Advanced
1365 Academy and Instructional Design, I left the last month's update and
1366 strikethrough (inaudible) context from (inaudible). Does anyone from
1367 the Advanced Academy work group want to share an update?

1368 **MARICK:** Yeah, this is Tony. We had (inaudible) -

1369 **MALE:** (Inaudible) describe what Advanced Academy means to you.

1370 **MARICK:** So, our task group really focuses on, like, curriculum of
1371 the Advanced Academy specifically and making recommendations and
1372 suggestions to the curriculum in general plus we also participate in
1373 observations and making recommendations for instructors. Also, like,
1374 you know, there's special needs that like say Rebecca is interested
1375 in, you know, (inaudible) especially since I've got a learning
1376 development background. (Inaudible) so -

1377 **FEMALE:** What is the Advanced Training training for?

1378 **MARICK:** No, this Advanced Academy.

1379 **FEMALE:** Excuse me. Advanced Academy training for?

1380 **ATWOOD:** Yeah. So, again, you'll get a full orientation to this, but
1381 just a high-level overview, this is the 13-week additional training
1382 (inaudible) earlier that police will get after their DPSST training.
1383 So, in terms of full curriculum -

1384 **FEMALE:** So, this is before you go out on the street?

1385 **ATWOOD:** Correct.

1386 **FEMALE:** Okay. All right. Thank you.

1387 **MARICK:** We like to think of Advanced Academy having a couple
1388 components. One of it is, like, very tactical training, so things
1389 like first aid, medical procedures, shooting range, things like
1390 that. Really (inaudible). It's very procedural, you know, this is
1391 the process. Then there's other parts of it like community
1392 engagement where we have a little bit more flexibility on all this
1393 (inaudible) standards and topics. So, you know, we kind of look at
1394 that. We did come up with a list of recommendations. Did Corrine
1395 share those with you, Rebecca, yet?

1396 (None heard)

1397 **MARICK:** Okay. So, I can go over it like at a very high level. These
1398 are still in draft mode but - so, some things that we're talking
1399 about is the community engagement, moving that to the end of the
1400 academy (inaudible) into a couple sessions; recommending longer time
1401 for the office of community engagement, the (inaudible) so we can be
1402 more (inaudible) - Might as well overshoot, you know. Also, stipend
1403 to community volunteers who are involved in trainer, the elevator
1404 because we always have to mention the elevator.

1405 **FEMALE:** Oh, yes.

1406 **FEMALE:** What's the elevator?

1407 **MARICK:** An elevator is code. We can expand the training facility
1408 use, but they need an elevator for ADA, ADA accessibility. And then
1409 just to (inaudible) some increased focus on topics of increasing

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1410 concern like human trafficking, (inaudible) sex, sex abuse, child
1411 abuse, culturally specific engagement of the houseless community.
1412 These are just high-level draft. We haven't narrowed down or
1413 consolidated, but it at least gives you a little bit of idea as
1414 you're planning your curriculum for the upcoming year.
1415 **RODRIGUEZ:** Yeah. That would be great, and then once we get those,
1416 we'll - like, I said, leadership will look at those and have great
1417 conversations when we meet with our Advanced Academy sergeant and
1418 talk about how to kind of take those all into account. So, it would
1419 be great to get that.
1420 **MARICK:** Since you asked for (inaudible) like, since you (inaudible)
1421 curriculum now before July, did you want, like, something finalized
1422 before - you know, like, what's the order?
1423 **RODRIGUEZ:** Well, so we do annual review of all of our curriculum.
1424 So, again, we try to do this well in advance, so we're really
1425 looking at really kind of, you know, I mean, by 2025. So, if we
1426 could get those recommendations relatively soon knowing that this
1427 work group has been working on this, you know, so I would say in the
1428 next, you know 2-3 weeks even if it's just high-level bullets. Even
1429 if it's just - I think I have access to (inaudible) - but just
1430 bullet points, high-level recommendations would be great.
1431 **MARICK:** Okay. Before doing, like, the July final recommendations?
1432 **RODRIGUEZ:** If possible.
1433 **MARICK:** Yeah. I mean, you know, we'll still caveat draft.
1434 **RODRIGUEZ:** Sure, sure, sure.
1435 **MARICK:** (Inaudible). That would be pretty even close to
1436 (inaudible).
1437 **RODRIGUEZ:** Even this is helpful.
1438 (Inaudible conversation)
1439 **CASTLE:** Any other updates?
1440 (None heard)
1441 **CASTLE:** All right. Thank you. Restorative Justice. I think this -
1442 **SCHURR:** It's been closed.
1443 **CASTLE:** Okay. Officer-Community Relationships and Perceptions.
1444 **FEMALE:** We had some next steps set up with one of our team members
1445 (inaudible), so (inaudible) that we need to start drafting
1446 (inaudible).
1447 **FEMALE:** So, this is the plan that you're developing now for the
1448 fiscal year ending June 30, 2025?
1449 **CASTLE:** Is this about what we're (inaudible) here?
1450 **FEMALE:** Yeah.
1451 **CASTLE:** Yeah. So, just for context, the - around this time last
1452 year, maybe around July, TAC split up members into task groups to
1453 investigate specific topic areas of interest. And then during each
1454 meeting, just to try to keep momentum going and stay updated, we
1455 write down updates for each task group. And so, that's what we're

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1456 doing now. And so, all of these task groups are ideally approaching
1457 wrapping the work and then producing a plan of recommendation.
1458 **FEMALE:** So, is there - fiscal year for the city is from July 1st
1459 through June 30th?
1460 **CASTLE:** Mhm.
1461 **FEMALE:** So, is there a deadline or something that - okay.
1462 **CASTLE:** No. The fiscal year doesn't really impact us in any
1463 meaningful way. And then ultimately, members are volunteers, so, you
1464 know, the work gets -
1465 **FEMALE:** When I asked if there is a budget, it really - what I was
1466 interested in knowing is these recommendations that you're making
1467 for training and things, if somebody has to change something, that
1468 costs money -
1469 **FEMALE:** (Inaudible) budget (inaudible) recommendations that go that
1470 go to the chief (inaudible).
1471 **FEMALE:** Okay.
1472 **FEMALE:** And (inaudible) may need to add to our (inaudible) things
1473 (inaudible) Officer Wellness Program expansion (inaudible)
1474 conversation those police officers are occurring at Central
1475 (inaudible) learn about the Community Academy, continue new funding,
1476 and then we're looking at additional opportunities for the
1477 (inaudible) city government (inaudible) potentially something like
1478 (inaudible) city (inaudible).
1479 **CASTLE:** Okay. Thank you for the update. CQI?
1480 **MALE:** Got it. We're continuing to look at body-worn cameras. As
1481 background information, typically, less than 1 percent of the data
1482 coming off body-worn cameras in police bureaus has ever been used,
1483 and it's typically used for forensics or protecting an officer
1484 that's been accused of something. But the analytics from our
1485 impression and what we're looking at can be used to make the bureau
1486 proactive instead of reactive by identifying specific problems
1487 areas, looking at the data, and building training around fixing
1488 those. But the amount of data that comes in is huge. So, one of the
1489 things we're looking at and talking about is essentially narrowing
1490 down what the bureau initially begins to look at using Use of Force
1491 data because you've got a very limited framework. There's specific
1492 things that you're looking at, and as that data is analyzed, it may
1493 pick up things that officers do that create the need for use of
1494 force. It may be things that the subject does to create uses of
1495 force. But trying to figure out how to identify what the problems
1496 are in use of force and then build the training mechanisms to modify
1497 those situations so there is a reduction in the use of force, and it
1498 may be that you have to look at specific use-of-force situations
1499 because there may be - there's a huge number of things that count as
1500 use of force. And we think that this will, one, generate ideas and
1501 information to make the bureau proactive saying - and able to say to
1502 the community, we've identified this as a problem, and here's what

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1503 we're doing to fix it. It also promotes officer safety, and we also
1504 think it promotes better relationships between the community and the
1505 bureau if the bureau is saying, "Hey, this is a problem, and here's
1506 what we're doing." So, that's where we're at.

1507 **CASTLE:** Thank you. And Data Analysis Regarding Use of Force project
1508 group?

1509 **MALE:** I'm here for that. We haven't had meetings in a while for
1510 that, and also last time we talked about, they gave us some
1511 statistics and data that we were looking at, but then (inaudible)
1512 and how to break it down. They said that they were willing to show
1513 up, but nothing has ever come to (inaudible) for that.

1514 **NEWMAN:** Yeah, I would - this is Barry. I would add on this one that
1515 basically this is going to require a bit of analytics on our part.
1516 There was substantial pushback from the analytics team in the
1517 Portland Police Bureau in terms of changing any of the paradigms
1518 that they were currently using for how force - how use of force is
1519 analyzed and reported, and that was the entire issue that gave rise
1520 to this, you know, this working group was that the data that we were
1521 being given was not really - we didn't really feel it was really
1522 helpful. And we kind of put things a little bit on a back burner
1523 because it turns out - we were a little bit concerned of how the
1524 transition to a monitor from the judicial oversight for the
1525 settlement agreement was going to change how things were either
1526 reported or evaluated. So, we were kind of waiting for a little bit
1527 more clarity on that before we put extensive work into looking at
1528 how this data is - because we had a nice meeting, and we were - it
1529 was explained to us how the data was collected and then how it was
1530 being put together. But, again, you know, that was one of our issues
1531 was we didn't feel that how it was being reported to us was an
1532 effective means of really looking at use of force. So, that's
1533 currently on a back burner, and I think that once there's some
1534 clarity with the switch to the monitor, hopefully we can, you know,
1535 kind of get looking at that again.

1536 **MALE:** I would add that I have actually looked at the public
1537 database, and because it's kind of complicated and I'm very lazy, I
1538 haven't gone any deeper into it.

1539 **FEMALE:** What is the database?

1540 **MALE:** Well, it's a record of every incident that is entered into -
1541 every use-of-force incident - and what kinds of force are used in -
1542 well, you know, details about the - whatever is recorded from one of
1543 these incidents.

1544 **MALE:** And it's online.

1545 **FEMALE:** Yeah, that's what I wanted to find out.

1546 **MALE:** Well, I don't have the URL memorized but I -

1547 **NEWMAN:** Yeah, it's - you know what, if you go to Portland Police
1548 Bureau online, it should be under the data. There's a link there,
1549 and I think that the Use of Force dashboard, that's the dashboard,

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1550 but there is - if you go there, there is something that you can
1551 click on and download the entire database of, you know, current
1552 database of statistics.
1553 **MALE:** It's the dashboard.
1554 **FEMALE:** Do you know what language it is in? What computer language
1555 it is?
1556 **MALE:** It's a database. It's not a language.
1557 **FEMALE:** Okay. So, is this something that someone could download to
1558 Excel and manipulate?
1559 **MALE:** Yes.
1560 **NEWMAN:** Yep.
1561 **FEMALE:** Okay. Thank you,
1562 **NEWMAN:** Yep. It will be (inaudible). It will be a very large - it's
1563 a very large database, so. Yeah, and if you want to do logistic
1564 regressions, you can probably figure something out. What we were
1565 interested in doing is because - it's kind of better to discuss it
1566 offline rather than tie this up because we're going to run out of
1567 time very quickly here, but basically, the way that this data gets
1568 presented to us on a quarterly basis is that every institute of the
1569 use of force. So, in other words, if there's, like, five officers
1570 and one incident with one person, the - and five officers use two or
1571 three uses of force, each one of those gets reported as a separate
1572 instance, okay. So, there's no way of differentiating between are
1573 those five instances of use of force on one person at one instant
1574 and/or were - you know, were these are all on separate individuals,
1575 for example. So, we were looking at trying to come up with some type
1576 of index, you know, that, like, X numbers of use of force, you know,
1577 would be a level one use of force. You know, if you had, you know,
1578 two uses of force on one person, that would be a different level. If
1579 you had five uses of force on one person whether it was from three
1580 officers or one officer or six officers, then that would be a level
1581 of use of force, but we never quite got there because, again, you
1582 know, things were put on a back burner when the announcement of
1583 switching to a monitor was coming around. And, you know, the
1584 analytics team had already established their protocols for how this
1585 gets reported and were not really interested in working on, you know
1586 - on working on changing it. They said if you want to come up with
1587 something, that's great. So, we were going to see if there was
1588 something that we could come up, but, again, put on a back burner.
1589 (Inaudible conversation)
1590 **CASTLE:** I do want to step in try to wrap this up. We're getting
1591 close to time.
1592 **NEWMAN:** Yeah. So, Crowd Management briefly -
1593 **SCHURR:** Yes (inaudible), Barry.
1594 **NEWMAN:** I'm sorry?
1595 **SCHURR:** I said, "Tell them, Barry." But I do want to quickly - I
1596 don't see Corrine's name. Is there a (inaudible)?

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1597 **CASTLE:** Yeah. She's left.
1598 **SCHURR:** Oh, too bad. Thank you for letting me know.
1599 **NEWMAN:** Was that Corrine? Is that was - Corrine left?
1600 **SCHURR:** Yeah. Corrine is not on our team anymore.
1601 **NEWMAN:** Yeah, no. She - he erased - I saw that he erased her from
1602 the other team. Yeah, that's too bad. Corrine was good. Did she - is
1603 she the one who moved away?
1604 **CASTLE:** Yeah.
1605 **NEWMAN:** Yeah. Well, good luck for her. I wish her the best. She was
1606 really - she was great, and I thought she would have made a great
1607 new chair, but if she's gone, it doesn't help anybody. So, in any
1608 case, the - we actually - we had an initial meeting, and we're
1609 discussing how to proceed. It turns out that one of the things that
1610 delayed this task force was that Portland Police Bureau still hadn't
1611 figured out exactly what they were doing. They finally decided -
1612 between the city government and the Portland Police Bureau, it was
1613 decided that they were going to actually reestablish a public order
1614 team a la the Rapid Response Team that used to be present in that
1615 function. I don't know if they're going to call it that or come up
1616 with a new name. But they were also in the process - in addition to
1617 that, all the regulations had not yet been written. We had kind of
1618 requested that information from, you know, the leaders of the team,
1619 but there was also a state training, a formal training, that was
1620 being established, and nobody wanted to take ownership of that, so
1621 the Oregon State Police are now taking over. And we asked for the
1622 lesson plans and the information, you know, the curriculum, et
1623 cetera, and the Portland Police Bureau said that they cannot give us
1624 that because it's being kept proprietary by the Oregon State Police,
1625 and that in order to get it, we have to put in a formal record
1626 request. So, we have a formal record - I sent in a formal record
1627 request, you know, under the Freedom of Information Act to the
1628 Oregon State Police to get a hold of their training materials. So,
1629 we're still - that was sent in last week by me, so hopefully we'll
1630 get some response from them shortly. And once we can get that, I
1631 think hopefully we'll be able to start moving along.
1632 **SCHURR:** But I think it is worth noticing that the Portland police
1633 were happy to work with us, that they said we're actually using the
1634 state curriculum, but then the state wouldn't give it to us. We have
1635 to say any old citizen can ask for this, but we're not going to give
1636 it to you special because you're on the TAC. So, that was of note.
1637 **NEWMAN:** Yeah. No, no. I know. It seemed a little bit unusual to me
1638 that we couldn't get access through the PPB but - and it wasn't that
1639 - I think they felt that they were constrained by their -
1640 **SCHURR:** I believe PPB would have given it to us.
1641 **NEWMAN:** So, in any case - so, we're still waiting to hear from the
1642 Oregon State Police, so that's that.
1643 **CASTLE:** Thanks Barry. Alan?

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1644 **COMNES:** Yeah, (inaudible). It may just be a part of our onboarding,
1645 but a lot of stuff is just going a little over my head. So, these
1646 working groups have materials to read - like, I mean, I heard, you
1647 know, an earlier report about how far he'd gotten with the data
1648 analysis (inaudible) -
1649 **SCHURR:** (Inaudible).
1650 **COMNES:** Right. So, do you point the new members to that
1651 (inaudible)?
1652 **CASTLE:** Yeah. I'll send a follow-up email with, you know,
1653 everything I have for the new members. I realize there's a lot of
1654 stuff, and sometimes I forget how much is not common knowledge, and
1655 it's just - it's (inaudible). I'll send an email and try to get
1656 everything that could be an interest. And some of this stuff isn't -
1657 like, you know, some of it's going to become clear once the task
1658 groups put out their reports, and that's when you really get a good
1659 picture. I do want to move on. Thanks, everyone, for the updates. We
1660 are three minutes past time for the meeting, so I do want to give a
1661 chance for public comment. I suspect we have at least one, and then
1662 we can go ahead and wrap this up. Dan, do you want to go ahead and
1663 share your comment?
1664 **HANDELMAN:** Am I unmuted?
1665 **CASTLE:** You are.
1666 **HANDELMAN:** Oh, wonderful. Hello. Good evening, everybody. My name
1667 is Dan Handelman. I use he/him pronouns. I'm a member of a group
1668 called Portland Cop Watch. I'm also a member of a group, the same
1669 group - it's a different task force per se - called the Flying Focus
1670 Video Collective. So, just so you know, the new people especially,
1671 that I record all of these meetings and sometimes produce shows
1672 about your group. So, I'm glad that a couple of you brought up stuff
1673 that I was going to bring up. The chief brought up the officer-
1674 involved shooting that happened Monday, and one of you talked about
1675 the revolving door in the captain seat here. It's very frustrating
1676 for us in the community as well as you all and the bureau. However,
1677 this claim that the police are part of the community, an article was
1678 done several years ago where they found that only about 30 percent
1679 of police live in Portland, so that's a debatable assertion. There
1680 was - somebody was talking about the lawsuits, what goes into the
1681 lawsuits when they get filed against the police. The - a recent jury
1682 found that the Portland police were liable in the death of a man who
1683 was in mental health crisis who was carrying a screwdriver. The city
1684 attorney argued that even if that person on the scene had been
1685 trained in Enhanced Crisis Intervention that the same thing probably
1686 would have happened which I think is a question that your group
1687 needs to look at. Why is the training for Enhanced Crisis
1688 Intervention team allow them to shoot people and kill them? The
1689 thing about the Needs Assessment that was mentioned by Dr.
1690 Rodriguez, you're all supposed to be giving input into that on an

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1691 annual basis, and I didn't see that in the chair's document, so I
1692 just want to make sure that you realize that's one of the few
1693 benefits you have as a training advisory council that the rest of
1694 the community doesn't get to really have input into that. I'm a
1695 little concerned that I heard the idea of putting community
1696 engagement at the end of the training in the Advanced Academy
1697 because it seems like that if we're trying to transform the way the
1698 police interact with the community, that should be one of the first
1699 things they do because it's not adequately taught in Salem. And I
1700 have a bunch of other comments, but I'll send them in writing. I
1701 just want you to know too that Portland Cop Watch puts out a
1702 newsletter three times a year. We recently published our 92nd issue,
1703 and there's always an article about the Training Advisory Council in
1704 there, and I've posted the link in the chat. For those of you who
1705 have access to that, hopefully that will get circulated to all of
1706 you so you can read about the last couple meetings in the first
1707 quarter. Yeah, I guess, you know, I will hold more comments because
1708 I know you're already running late. Thank you.

1709 **CASTLE:** Thanks, Dan. Any other public comment?

1710 **ZINGESER:** Nathan?

1711 **CASTLE:** Sylvia?

1712 **ZINGESER:** It's Sylvia. This is Sylvia Zingesser, and I just want to
1713 thank the Training Division for accepting me as a TAC member. I have
1714 served for a long time, so I kind of timed out. There is a time
1715 limit that we found out, and I just appreciate working with all of
1716 the TAC members over the years, and I really appreciate this
1717 opportunity (inaudible). Thank you, all of you and Nathan and our
1718 TAC members. Thanks.

1719 **CASTLE:** Thank you, Sylvia. All right. If there's no more public
1720 comment, I think we can call the meeting adjourned. Thanks,
1721 everyone, for staying the extra seven minutes. I appreciate it and
1722 thank you all for being here.

1723

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1725 Transcribed 05/22/24 @ 10:36 p.m. Elice Turnbull (0617et01)