



Attachment: A

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## CITY OF EUGENE

### POLICE COMMISSION

### FY 2014 & FY 2015 ANNUAL REPORTS

#### Police Commission Members

Bob Walker, Chair  
Tamara Miller, Vice Chair  
Mike Clark, City Councilor  
Jim Garner  
Edward Goehring  
Jesse Lohrke

James Manning  
George Rode  
Claire Syrett, City Councilor  
Joe Tyndall  
Raquel Hecht  
Bill Whalen

*[www.eugene-or.gov/policecommission](http://www.eugene-or.gov/policecommission)*

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## **Background**

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The Eugene Police Commission is a twelve-member volunteer body that acts in an advisory capacity to the City Council, the Chief of Police and the City Manager on police policy and resource issues. The Commission's enabling ordinance, adopted in December of 1998, requires that it develop a work plan for City Council review and approval. In 2013, the Commission moved to a biannual work plan. Major accomplishments over the past five years include the following highlights:

- Recommendations on several significant policies including Mental Health Crisis Response and Communication with People with Disabilities (FY 2009)
- Developed recommendations on all force-related policies including the Taser policy (FY 2011)
- Reviewed and made recommendations on the downtown exclusion zone ordinance (FY 2011)
- Worked with community around closure of Monroe Street Public Safety Station (FY 2012)
- Conducted community survey to determine public perception of the Eugene Police Department (FY 2012)
- Reviewed and made recommendations on police policies related to search and seizure, use of canine, vehicle pursuits and holding facilities (FY 2012)
- Developed Outreach Toolkit to document efforts taken with closure of Monroe Street Station, and to provide a template to facilitate community outreach on subsequent projects (FY 2012)
- Conducted an anonymous survey of EPD employees to ascertain the Department's understanding of the Police Commission and its work (FY 2013)
- Held State of Public Safety Forum for the community (FY 2013)
- Initiated the bias-based policing data collection project in (FY 2014)
- Reviewed and made recommendation on the Professional Police Contacts policy to govern the new Stops Data Collection (FY 2014) which the State of Oregon Law Enforcement Contacts and Data Review Committee (LECC) claims is the most comprehensive stop system for the rest of the state to follow (FY 2015)
- Reviewed and made recommendation for a downtown Closed Circuit Television (CCTV) pilot project and policy (FY 2015)
- Responded to public concern and formed a policy for Citizen's Filming Police (FY 2015)

The end of FY 2015 marks the first successful completion of a biannual work plan for the Police Commission. After two successive Police Commission annual retreats in FY2012 and FY2013, the Commission discussed and ultimately decided to develop a biannual work plan, covering the next two fiscal years. A two-year plan was submitted to the City Council for review, comment and approval. Consistent with Ordinance 20398, the Police Commission will continue to submit to the City Council an annual report, drawn from the biannual report created every two years.



The FY 2014-FY 2015 work plan identified several shifts in focus and practice for the Police Commission. One of these shifts was to focus more on the issues related to the Police Department that are of the greatest community concern. At its retreat in May 2013, a list of issues was raised that are of great community concern. To allow for the most meaningful issues to be addressed by the Commission, the Commission has periodically reviewed its upcoming work and selected items from its list of community issues to address. This has allowed the Commission to have more in-depth conversations about topics of interest to and with the community. This list is included on the next page and is titled: FY 2014-FY 2015 Work Plan Identified Community Topics.

The other change made by the Commission was to eliminate two standing committees. This was done to address staffing capacity issues, and to allow substantive policy discussions that had previously occurred in a committee of five. Now the full commission and community members are included in the discussion.

### **FY 2014-FY 2015 Work Plan Identified Community Topics**

Below is the preliminary list of items the Police Commission used when forming their monthly agendas. All topics were worked on in addition to other emerging issues.

- 1) Information on police contacts with different demographics and the data needed to assess
- 2) Serving immigrant populations
- 3) Services and public safety issues related to homelessness
- 4) Police services in light of budget
- 5) Crime reduction in light of jail, prison and court cuts
- 6) Use of force
- 7) Constitutional privacy – drones and automatic license readers
- 8) Eugene Police Department policies
- 9) Advocacy for public safety resources
- 10) Police budget allocation and grants
- 11) Strategy public safety funding
- 12) Police training manual
- 13) Responding to emerging issues



## **Work Completed in FY 2014**

The Police Commission completed review of the policies related to Civil Disputes, Videotaping Events, Bias-Free Policing. The Commission began a review of policies related to emerging technologies, such as body cameras, closed circuit video recording, and recognition software. This review continued into FY 2015. The Bias-Free Police Policy had been anticipated by the community and Commission for a long time, and the Commission's discussion and community input were robust and lengthy, covering a seven month period.

In addition to these EPD policy discussions, the Commission conducted the following work in FY 2014:

Designed, conducted and reviewed an anonymous employee survey of EPD employees: The intent of this project was to determine the employees' understanding and support of the work of the Police Commission.

Received update and held discussion on EPD Budget: The EPD finance manager provided an overview of the Department's budget. The Commission requested that more detailed information be brought back and discussed prior to the conclusion of budget discussions.

Held a joint meeting with the Civilian Review Board (CRB): At this meeting, the CRB provided an overview of how a case is reviewed, what is considered, and the result of their recommendations. This meeting provided the Police Commission a useful understanding of the work undertaken by the CRB and the places where the work of the two bodies is complementary.

Reviewed and received updates on EPD's advisory committee on Stop Data Collection: EPD is implementing new records software that contains the ability to collect more demographic information about traffic stops. An advisory committee has been established to advise the department on how the software should be implemented and how reporting should occur. The Commission received numerous reports from staff as well as the Chair of that committee.

Community issue: homelessness and policing: This was the first community issue addressed by the Commission. The process began with a thoughtful discussion about the issues, and what was desired as a result. The Commission held a panel which included a person experiencing homelessness, police officer, business owner, resident, and a pastor. Each panelist shared their experiences of homelessness and the police. After the presentations, the Commissioners were able to ask questions of the panelists. Commissioners expressed appreciation for a deeper understanding of the complex issues surrounding homelessness and policing, and offered to assist the City in further policy or outreach work related to this issue. During these discussions, the Commission also reviewed the following laws and policies affecting people experiencing homelessness, including public consumption of alcohol, public urination/defecation, trespassing, prohibited camping, downtown activity zone, right angle street crossing, and park rules.

Community issue: bias based policing: In addition to reviewing the proposed EPD policy related to Bias Free Policing, the Commission engaged in a multi-faceted community discussion about bias-based policing. After a discussion about the goals and desired outcomes of this conversation, the Commission held two significant events. The first was a community panel, including representatives from the advocacy community, people personally impacted by police stops, a national expert on racial profiling, an immigration attorney, the chair of the Stops Data Committee, and a police officer. After presentations from each panelist, the Commissioners were able to ask questions. This panel took place at a regular Police Commission meeting, so public comments about the panel were received at the end of the meeting. After this community panel, the Commission also hosted a public forum for members of the public to provide comments directly to the Police Commission.



## **Work Completed in FY 2015**

The Police Commission will have met twelve times in FY 2015 in addition to commission work and outreach through public forums, attending webinars, special events, and appointed committees. They have discussed more than seventeen topics.

As FY 2015 began, the Commission developed a scope of work for a discussion about constitutional privacy including the use of drones and automatic license readers. The commission quickly progressed to suggest recommendations for an Emerging Technology Policy. A policy that could not have been better timed... after its completion the Commission put it to work and recommended that this new tool be used in the development of a Closed Circuit Television (CCTV) Proposal. The Commission intends to follow up on EPD's progress with the CCTV in FY 2016/ FY 2017 Work Plan.

CCTV would not be the last emerging technology issue of the year and before CCTV deliberations ceased, the Commission requested EPD staff return to them with policy examples for guiding officer interactions with those that film them. Deliberations for this topic have been fruitful resulting in the formation of the Recording Police Activities by the Community policy that is scheduled for a fifth discussion in May.

Other policies that the Police Commission reviewed include the Vehicle Impound and Mental Health Crisis policies.

In addition to these EPD policy discussions, the Commission conducted the following work in FY 2014.

Received update and held discussion on EPD Budget: The EPD finance manager provided an overview of the Department's budget. Focused on the community issue of 'Strategic Public Safety Funding' the Commission requested a follow-up on the breakdown of court overtime. The Assistant Chief presented the breakdown and both citizens and commissioners remarked at the great improvements the Department has made since the last presentation.

Received update from EPD's advisory committee chair on Stops Data Collection: EPD expects to launch data collection after January 2016. In the meantime the Department will be developing the pilot project to test and evaluate the initiative. The Governor's Law Enforcement Contacts and Data Review Committee (LECC) states it is the most comprehensive stop system and recommends it as the model that other agencies in Oregon can follow.

Formed joint resolution with the Human Rights Commission (HRC): The Police Commission collaborated with the HRC to support a joint resolution. They endorsed a code revision to intimidation in the second degree to include transgender people.

Deadly Use of Force Training: In response to Commission inquiries, EPD offered the Police Commission an opportunity to go behind the scenes and experience the training simulator that officer's use when training on when to use deadly force. A documentary on the Interagency Deadly Use of Force Investigations Team was returned for the whole commission to review. Commissioners also reviewed the carotid restraint policy and handcuffing, control holds, & impact weapons.

Public Outreach on Recording Police Activities by the Community: The Police Commission had decided to pursue public outreach regarding the development of this policy when Commissioner Tyndall discovered that the Civil Liberties Defense Center (CLDC) was already initiating a public forum. Four of the commissioners responded to the CLDC's call and joined the community to hear their input. The Commissioners offered up this feedback in their future deliberations.



Attachment: B

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## CITY OF EUGENE

### POLICE COMMISSION

#### FY 2016 – FY 2017 WORK PLAN

#### Police Commission Members

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### **Police Commission Mission Statement**

The Eugene Police Commission recommends to the City Council, the City Manager, the Eugene Police Department, and the people, the resources, preferred policing alternatives, policies and citizens' responsibilities needed to achieve a safe community. We strive to create a climate of mutual respect and partnership between the community and the Eugene Police Department that helps achieve safety, justice and freedom for all people in Eugene.

### **Police Commission Goals**

As outlined in Ordinance 20398, the objectives of the Eugene Police Commission are to:

- 1) Increase communications between police and the community, leading to a greater understanding of the preferred policing alternatives for this city;
- 2) Identify police policy and resource issues related to preferred policing alternatives;
- 3) Decrease misunderstandings regarding the nature of adopted police policies, practices and approaches;
- 4) Provide input on police policies and procedures that reflect community values; and
- 5) Assist the City Council in balancing community priorities and resources by advising on police resource issues.

### **Moving Forward with the Police Commission Work Plan**

#### **Annual to Biannual Work Plan**

The end of FY 2015 marks the first successful completion of a biannual work plan for the Police Commission. After two successive Police Commission annual retreats in FY2012 and FY2013, the commission discussed and ultimately decided to develop a biannual work plan, covering the next two fiscal years. A two year plan was submitted to the City Council for review, comment and approval. Consistent with Ordinance 20398, the Police Commission will continue to submit to the City Council an annual report, drawn from the biannual report created every two years.

#### **Work in Progress**

In FY 2015, three topics were identified that could not be completed within the current fiscal year:

- 1) Closed Circuit Television (CCTV) Proposal: The Police Commission reviewed a proposal to install cameras for an 18 month temporary trial in the downtown area. Deliberations continued for over six months including the development of a policy to govern the implementation of the trial. Once and if the project begins, the downtown lieutenant will be responsible for reporting the impact of the CCTV system at 6 months, 12 months and 18 months after implementation. After 18 months, the results of the program will be presented to the Police Commission for discussion before it is determined if the project should be continued, discontinued or expanded.
- 2) Stops Data Collection: EPD is implementing a new records software that contains the ability to collect more demographic information about traffic stops. An advisory committee has been established to advise the department on how the software should be implemented and how reporting should occur. The Commission received numerous reports from staff as well as the chair of the committee. The data collection is anticipated to start in FY 2016.



### **Community Issues to be Considered**

Below is a preliminary list of issues to be considered by the Police Commission for further work. Ten Commissioners identified twenty-three issues and each member had ten votes. After all 100 votes were cast; the issues were prioritized by count. General consensus was that the agenda's will be worked on in order of weight, however issue three "Everyday concerns regarding police" and issue five "Emerging issues" provided plenty of flexibility for the Commission to respond to immersing issues within the community.

The Commission intends further details will be developed as the items are scheduled and a more thorough work plan is developed.

<b>Order</b>	<b>FY 2016 &amp; 2017 Commission Community Issues and Priorities</b>	<b>Weighted</b>
<b>Top 10</b>		
1	Mental Health Crisis (policy 418)	12
2	Review and/or discussion of President's committee on policing	12
3	Everyday concerns regarding police (public outreach)	7
4	Outreach for target groups for modified police academy (civilian)	7
5	Emerging issues (police community)	6
6	Police Uniform and Appearance (policies 1001.1 & 1001.2)	6
7	Discussion on social legitimacy	6
8	Civil forfeiture (policy 606)	6
9	Medical aid to suspects policy	5
10	Civil disturbances, unrest (not domestic dispute)	5
<b>Second 10</b>		
11	Handcuffing & Control Holds (policy 308)	4
12	Citizens filming crime/crime scene (and seizure of recording device)	4
13	Annual healthy & wellbeing assessment (mental & physical)	4
14	Ticketing for no D.L./insurance	3
15	Recruiting/outreach to focus on diversity in Police Commission vacancies	3
16	Presentation on how sworn personnel are evaluated and promoted	3
17	Body worn video recording review	2
18	Fees for release of public record	2
19	Medical marijuana (new for recreational, policy 452)	2
20	Communication review (policy 370)	1
<b>Parking Lot</b>		
21	Homelessness	0
22	Outside employment (policy 201.1)	0
23	Parade permit process/ fees	0

Quarterly, the Police Commission will discuss these issues and any emerging issues and determine which issue will be addressed next, what the specific goal for the Commission's involvement will be, and a work plan to accomplish the goals for each work item.

Attached to this work plan is a report of the Commission's activities and achievements. The Commission met the goal of working on each of the identified community topics for FY 2014 and FY 2015.