

City of Eugene
Ad Hoc Committee on Police Policy
Information Packet

Meeting Date: November 30, 2020

Meeting Time: 6:00 – 8:00 pm

Location: Zoom

AGENDA
AD HOC POLICE POLICY COMMITTEE
Monday, November 30, 2020
Zoom meeting*
6:00 p.m. – 8:00 p.m.

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| 6:00 – 6:10p.m. | 1. Welcome/Opening remarks: Update on subcommittee scheduling/update on ad hoc member status/Introduce 3-Question format for recommendations and motions
(Kevin Alltucker, staff) |
| 6:10 – 6:20 p.m. | 2. Presentation Follow-up (to prerecorded presentations) Hiring and Training
(Lt. San Miguel and Lt. Tinseth from Eugene Police Department, Nicole Dalke and Stacy Sandy from City of Eugene Employee Resource Center) |
| 6:20 – 7:20 p.m. | 3. Questions/Answers on Hiring and Training presentations, Directions for the Hiring & Training subcommittee
(Mo Young, Facilitator; Lt. San Miguel and Lt. Tinseth, Eugene Police Department; Nicole Dalke and Stacy Sandy, City of Eugene Employee Resource Center) |
| 7:20 – 7:40 p.m. | 4. Consider previously submitted motions from Community Oversight Subcommittee
(Mo Young, Facilitator) |
| 7:40 – 7:45 | 5. Process for paying committee members
(Kaz Zaidi, Facilitator) |
| 7:45 – 7:50 p.m. | 6. Consider filling vacancies on Hiring and Training and Body Worn Cameras subcommittees
(Mo Young, Facilitator) |
| 7:50 – 8:00 p.m. | 7. Next steps (Proposal for structuring subcommittee meetings, discussion of revised work plan that reflects the new deadline)
(Kaz Zaidi, Facilitator) |
| 8:00 p.m. | 8. Adjourn |

*Due to Governor Kate Brown’s Stay Home, Save Lives Executive Order to combat the spread of Covid-19, this meeting will be held remotely using virtual meeting technology. Information about online or other options for access and participation will be available at <https://www.eugene-or.gov/3360/Webcasts-andMeeting-Material>

Agenda Item #1: Welcome/Opening remarks/Update on subcommittee scheduling/Update on ad hoc committee member status/3-Question format for recommendations and motions (Kevin Alltucker, staff)

1. Scheduling the subcommittee meetings for Use of Force (meeting #1) and Community Oversight (meeting #2) has been challenging to find dates that work for subcommittee members and policy/content experts. For the Use of Force subcommittee, we simply made a judgement call to hold off and try to find another time when more subcommittee members could participate. Moving forward, we will strive for as many participants as possible but recognize now it is just as important to get dates calendared with a quorum even if it means some members and some policy/content experts may not be able to attend.
2. Ad hoc committee member Joshua Purvis has resigned from the committee
3. Doodle polls will be sent soon to schedule dates in December for the Use of Force, Community Oversight, and Hiring and Training subcommittees
4. Proposed format for recommendations and motions as suggested by Councilor Zelenka and discussed at Council meeting on 11/16/20. The facilitation will be working with Councilor Zelenka to better understand his proposal.
5. Invitation to participate in Community Safety Initiative workshops

Agenda Item #2: Presentation Follow-up (to prerecorded presentations) Hiring and Training

Lt. San Miguel and Lt. Tinseth from Eugene Police Department, Nicole Dalke and Stacy Sandy from the City of Eugene Employee Resource Center, will have the opportunity to provide a brief follow-up to their prerecorded presentations.

Here are the links to the pre-recorded presentations:

1. Eugene Police Training presentation by Eugene Police Lt. San Miguel:
<https://vimeo.com/480544058/6c106e596a>
Video length: 28 minutes (PLEASE WATCH BEFORE THE MEETING)
2. Recruiting and Hiring presentation by Eugene Police Lt. Ron Tinseth and Officer Kara Williams, City of Eugene Employee Resource Center Manager Nicole Dalke, and City of Eugene Employee Resource Center Analyst Stacy Sandy:
<https://vimeo.com/483306514/184e54521e>
Video length: 24 minutes (PLEASE WATCH BEFORE THE MEETING)

Agenda Item #3: Questions/Answers on Hiring and Training presentations, Directions for the Hiring & Training subcommittee

Eugene Police Lt. San Miguel and Lt. Tinseth, and Nicole Dalke and Stacy Sandy from the City of Eugene Employee Resource Center, will be available to answer questions regarding their presentations and the hiring/training policies currently in place.

Agenda Item #4 Consider previously submitted motions from Community Oversight Subcommittee*

* Please note that the full Ad Hoc committee can consider Motions #2 and #3 on Nov. 30. Motions #1 and #4 have been tabled pending review of the Community Oversight subcommittee

1. **Motion on giving CRB Subpoena Power (Motion passed 4-1) TABLED BY FULL COMMITTEE pending a 2nd meeting of the community oversight subcommittee**
Proposed: Brian Michaels

Seconded: Daniel Borson
That the CRB should have power of subpoena

2. Motion on Drug Testing Officers After a Violent Incident (Motion passed 5-0)

Proposed: Brian Michaels

Seconded: Betsy Davis

Officers should be drug tested at the close of the event for any use of force incident that results in serious injury or death.

3. Motion on Spoliation (Motion passed 4-1)

Proposed: Brian Michael

Seconded: Daniel Borson

If a body worn camera recording is recklessly, intentionally or negligently destroyed or unavailable, officer testimony on the events contained in the recording should not be admissible.

4. Motion on Making the Citizen Review Board an Investigative Body (Motion passed 5-0) TABLED BY PROPOSER pending a 2nd meeting of the community oversight subcommittee

Proposed: Daniel Borson

Seconded: Rick Rosetta

The CRB should adjudicate cases involving excessive use of force, abuse of authority, unlawful arrest unlawful stop, unlawful searches, discourtesy or disrespectful behavior use of offensive language, theft and discriminatory behavior.

CRB should have the authority to conduct independent investigations and at the heart of such authorities must be the ability to subpoena witnesses and documents including internal police disciplinary documents, medical records, surveillance footage and other materials relevant to an investigation. Once the CRB's professional staff completes its thorough investigation and the board substantiates an allegation of misconduct the board's findings of fact will be binding on the head of the police department who will then determine discipline based on those facts and guided by a pre-negotiated disciplinary matrix.

5. Motion on Reviewing Civilian Oversight Structures (Motion passed 5-0)

Proposed: David Saez

Seconded: Daniel Borson

Recommend that the city council engage community in evaluating the existing form and structure of civilian oversight and defining the appropriate system for this community.

Agenda Item #5: Process for paying committee members

Kaz will provide information on the progress to pay ad hoc committee members for time spent participating on the committee and subcommittees. On Nov. 9 the Council approved paying committee members in three lump sums.

Agenda Item #6: Consider filling vacancies on Hiring and Training and Body Worn Cameras subcommittees

Currently there are six people (taking into consideration Joshua Purvis's resignation) on the Hiring and Training subcommittee:

1. Midas Well
2. Alai Reyes Santos
3. Justin Meyer
4. Dee Dent

5. Leah Edelman
6. Sandra Shotridge
- 7.

This leaves availability for one additional member to join the Hiring and Training subcommittee

Currently there are two people on the Body Worn Cameras subcommittee:

1. Emz Avalos
2. Joel Iboa
- 3.
- 4.
- 5.
- 6.
- 7.

This leaves availability for up to five additional members to join the Body Worn Camera subcommittee

Agenda Item #7: Next steps (Proposal for structuring subcommittee meetings, discussion of revised work plan that reflects the new deadline)

- A. Several committee members have come to us with suggestions on how the subcommittees should structure their work, based on their feedback we have drawn up the following proposal:

Each subcommittee requires two meetings. The first meeting should be to address the following:

1. Framing the issue and deciding which to discuss further. This could be done in advance through an online survey or through discussion in the meeting
2. Discussing each of the top priorities, in order of importance, up to the time allotted for this process. Included in this discussion would be a brainstorming of the criteria that solutions to these issues would need to meet if they are to be effective at addressing the problems. (For example, prioritizing de-escalation in any use of force policy.)

Between the first and second meetings, the members would work on drafting specific motions for policy changes that would address the highest priority issues. Those proposed policy changes would also meet the agreed-upon criteria. There would also be the option of soliciting feedback from subject-matter experts

The second subcommittee meeting would be devoted to members bring forth those motions, discussing them and offering amendments, and then voting on them.

- B. The facilitation team has created the following work plan for the ad hoc committee based on the March 31 deadline approved by Council:

Proposed date of Ad Hoc Committee meeting	Proposed Time	Proposed Topic
AHCPP #6: Jan. 5	6:00 – 8:00 pm	Body Worn Cameras
AHCPP #7: Jan. 20	6:00 – 8:00 pm	Independent Investigation and Prosecution
AHCPP #8: Feb. 2	6:00 – 8:00 pm	End Broken Windows Policing*
AHCPP #9: Feb. 17	6:00 – 8:00 pm	Community Representation* (and Testimony from community members, per motion approved 11/10)
AHCPP #10: March 2	6:00 – 8:00 pm	Demilitarize Police

AHCPP #11: March 17	6:00 – 8:00 pm	End For-Profit Policing/Fair Union Contracts
AHCPP #12: March 31	6:00 – 8:00 pm	Review and approval of Final Report

*The committee might consider combining these topics into one meeting if it was determined that a sufficient amount of discussion could take place

Additional Information Items

Here is the attendance and decision summary from the Ad Hoc Committee meeting on Nov. 10:

In Attendance

Emz Avalos, Daniel Borson, Betsy Taylor, Maisie Davis, Dee Dent, Leah Edelman, Abdulrahman Eissa, Lindsey Foltz, Ib Hamide, Rick Hamilton, Ericka Lincango, Jason Mak, Brian Michael, Silverio Mogart, Guadalupe Quinn, Quentin Reynolds, Rick Roseta, David Saez, Sandra Shotridge, Midas Well, Marty Wilder, Joel Iboa

Decisions

Motion Calling for a Supermajority of Committee Members to Approve Final Report (Motion Passed 22-1)

Proposed: Emz Avalos
Seconded: Marty Wilder

Motion Calling for Testimony from Citizen Complainants (Motion did not carry 11-11)

Proposed: Brian Michael
Seconded: Ib Hamide

Motion Calling for Testimony from Citizen Complainants (Motion passed 19-3)

Proposed: Marty Wilder
Seconded: Brian Michael

Motion on Process for Police Stops (Motion passed 24-0)

Proposed: Midas Well
Seconded: Rick Roseta

Motion on CRB Testimony (Motion passed 22-0)

Proposed: Lindsey Foltz
Seconded: David Saez

Motion asking for CRB To Be Granted Subpoena Power (This motion was tabled until the next meeting)

Proposed: Silverio Mogart
Seconded: Joel Iboa

Tabling motion for CRB Subpoena Motion (Motion Passed 24-0)

Proposed: Emz Avalos
Seconded: Joshua Purvis

Motion Calling For a Second Meeting of the Community Oversight Sub-Committee (Motion Passed 20-3)

Proposed: Brian Michael
Seconded: Emz Avalos

Motion approving appointments to Use of Force and Hiring and Training Sub-Committee (Motion Passed 23-0)

Proposed: Silverio

Seconded: Ib Hamide

Actions

Action	Request From	Lead	Outcome
Schedule Use of Force Sub-Committee	Full Committee	Facilitation team	Incomplete
Schedule 2 nd Community Oversight Sub-Committee	Full Committee	Facilitation team	Incomplete