

5/6/21, Springfield Police Advisory Committee Minutes

Location: Zoom virtual meeting

Committee Members Present

Joe Pishioneri-Councilor, Brittney de Alicante – Cultural Minority Community, Barry Lind – Faith Community & Committee Chair, Teresa Dillon – Neighborhood At-Large (3), Johnny Kirschenmann – Neighborhood At-Large (4) & Committee Vice-Chair, Jenna McCulley – School District 19, Eric Adams – Willamalane Parks

Absent: Michael Bean – Local Business, Isa Aviad – Neighborhood At-Large (1), Jack Martin – Neighborhood At-Large (2),

1. Welcome and Call to Order at 6:01pm.
2. Roll Call- Complete.
3. Minutes Approval for April 1st, 2021 Meeting – Terri Dillon motioned to approve as stated, Joe Pishioneri seconded. All approved.
4. Business From the Audience.
 - a. Elizabeth Utterback – Ward 3. Asked about the discrepancy in number of dog deployment numbers. The use of force report identified about 30 dog deployments and reference to canine deployments in the amount of approximately 800 deployments was referenced in a separate meeting.
 - b. Mary Bell – Advised she would yield her time and send a written statement instead.
5. Committee Response
 - a. Lieutenant George Croll responded to Elizabeth Utterback's question regarding dog deployment numbers. Use of force report dog deployments is intended to identify the number of deployments with the intent to capture a suspect. The 800 total dog deployments includes every time a dog is taken from the vehicle for a capture a suspect, as well as any time they are out of the vehicle to track an article or a general area and be controlled on a leash.
6. Business from Springfield PD
 - a. SPD Update: Projects, Hiring, Training
 - i. Hiring update: Lieutenant Croll shared four hiring processes are active for different positions within the department, including: Police Officer, Communications & Records Specialist, Corrections Officer, and Community Information Officer.
 - Lt. Croll had shared the department has 9-10 Police officer openings. Barry Lind asked if that many openings is usual. Lt. Croll advised it is not typical. The number of openings are due to several factors, including some staff opting for an earlier than anticipated retirement and continued challenges in recruitment. Lt. Croll stated COVID-19 continues to create challenges in community outreach and in-person recruitment.
 - Brittney de Alicante asked for more information about the background process, specifically if they are performed internally. Lt. Croll advised that SPD or third-party background investigators conduct applicant background investigations. Investigators contact family, friends, neighbors, prior employers and others to learn about applicants. Applicants also complete a medical and psychological exam within the background process.

- Terri Dillon asked if people who apply and don't get selected can apply again. Lt. Croll confirmed that applicants can reapply for a position. He acknowledged sometimes applicants can improve in future hiring processes.
- Joe Pishioneri asked how long the current field training officers (FTOs) have been in that designation. Lt. Croll advised current FTOs vary from 6 years or 20+ year of experience. The sergeant overseeing FTOs has quarterly meetings with them and recently did a selection process for new and existing FTOs to reapply for the designation. Recruits are asked for feedback on their FTOs and can request their name not be associated with FTO feedback.
- Joe Pishioneri inquired if the department develops a hiring list. Lt. Croll confirmed the department does create a list for an approximate six month hiring opportunity.

ii. Training update:

- Oregon State Police came to the department and provided in-person crowd control training. It was positive training that shared best practice information.
- Body-worn camera training is planned for the end of May, which will consist of in-person instruction by the vendor on equipment operation and by department personnel for policy and process topics.
- In line with review of use of force policy review, as well as the Kenney Settlement OIR report recommendations, use of force instructors are scheduled for in-person training on appropriate force.
 - Joe Pishioneri asked if supervisors will be trained on the new IA Pro software that is coming to track use of force. Lt. Croll confirmed training will be provided.
 - Joe suggested that SPAC be provided a demonstration of IA Pro when it's available. Lt. Croll indicated there may be a demonstration video available and will follow up on that.
- The department is researching new training options and technology that provides virtual scenario training. A model that is being reviewed includes use of force and de-escalation training.

iii. Project/Other update:

- Lt. Croll has been meeting with Eugene-Springfield Fire to discuss cooperative business processes and interaction to improve communication and service between the two agencies.
- Springfield will host the Olympic race walk event and SPD is actively involved in preparation.

b. Policy Discussion

i. #1.5.1 Use of Force, Final

- Lt. Croll confirmed that the use of force policy changes are completed.

ii. #26.1.1 Code of Conduct, Final

- Lt. Croll summarized the change to the policy regarding providing business cards and shared the policy was implemented a few weeks ago. The change was incorporated in part because of a request from the community.

- Brittney de Alicante asked about the policy language where a supervisor can provide an exception for an officer to provide a business card. Lt. Croll advised there could be an active scene or investigation where officer or community safety is a priority over citizen interaction and request for a business card.
- iii. #36.1.1 Body-Worn Camera, Final
 - Brittney de Alicante shared that she did meet with Lt. Croll the day before. She was able to talk through her questions and looks forward to having similar discussions on other policies during future SPAC meetings.
- iv. Lt. Croll confirmed the in-car video and relationship policy are still in-progress.
 - Brittney de Alicante asked if SPAC would be able to review the relationships policy. Jessica Crawford confirmed the policy is on the list for future SPAC review.

7. Business from the Committee

a. Policy Review Work Plan Subcommittee Update

- i. Jenna McCulley, Brittney de Alicante, and Terri Dillon made up the subcommittee, with SPD staff support by Jessica Crawford.
- ii. Jenna McCulley summarized the subcommittee recommendation to formalize a SPAC policy review process, which was outlined on a supporting document. The subcommittee proposal formalizes how and when SPAC will review SPAC selected policies and make the review of those policies more predictable for community input. The SPAC policy review process includes:
 - A subcommittee will be formed annually, with numbers than a quorum, to identify policies that will be reviewed by SPAC the following year. Policy review would provide an opportunity to better understand policies and ask questions.
 - SPAC members will review SPD policies biennially.
 - A schedule for policy review will be developed and shared with the public.
 - Jenna noted that the intent is to acknowledge that SPAC is not an approving body, but can facilitate community input and understanding. Jenna noted that policy development is multifaceted and includes legal review, council input, best practice, statutory and other considerations.
- iii. Brittney de Alicante shared that she prepared the list of recommended policies for review in the upcoming year based on her review of City Council meetings and the recent Brazier report recommendations.
 - Jenna noted that the planned policy review is not intended to prevent the department's request community input on other policies.
 - Jenna noted that the policy review tracking form will help keep the committee organized and know what policies have been reviewed in the past.
- iv. Joe Pishoneri asked to clarify if the intent of the policy review was to recommend change to policy. Jenna advised that there is no intent to request or suggest change to policy, but to provide a venue for policy discussion in the community. The proposal from the subcommittee tried to acknowledge that SPD firmly has the purview of adopting and governing policy. There would not be an expectation of policy change.

- v. Eric Ward thanked the subcommittee for their work. Asked what staff involvement is anticipated regarding policy review and comparison to other jurisdiction best practices that may not be in alignment with current SPD policy.
 - o Jenna advised that did not come up with the subcommittee, but is a good question. She shared that hopefully scheduling policy review could help mitigate the amount of staff support necessary throughout the year.
- vi. Barry asked about next steps to this recommendation.
 - o Barry asked if an official vote necessary. Jessica advised that decisions on conducting business requires a simple majority vote. This proposal is a business process that the committee would be agreeing to follow. There is no change to the charge or bylaws being proposed.
 - o Approval for incorporating this process into SPAC was gathered via thumbs up from all members.
 - o Joe Pishioneri asked that the City Attorney review the proposal to ensure it is acceptable to the level of authority of the committee. Jessica will follow up with the City Attorney's office and report back if SPAC can establish this committee process.
 - o The first step will be development of a calendar of the proposed policy.
- b. Member Information Share
 - i. Barry confirmed that Lt. Crollly will look into having a demonstration video for the IA Pro software made available to the committee. Possibly by the next meeting.
 - ii. Lt. Crollly shared his appreciation of SPAC's interest in policy review as a whole. He noted special thanks for the interest in the Employee Wellness policy as it is very important to him and the department.
 - iii. Next meeting is scheduled for June 3, 2021. The status of the July 2021 meeting will be discussed as well.

Meeting adjourned 7:21pm.