

Springfield Police Advisory Committee Agenda

Thursday, November 4, 2021, 6:00 p.m. – 7:30 p.m.

Committee Attendance:

Present: Brittney de Alicante – Cultural Minority Community, Barry Lind – Faith Community & Committee Chair, Michael Bean – Local Business, Teresa Dillon – Neighborhood At-Large & Committee Vice-Chair (3), Jenna McCulley – School District 19, Eric Adams – Willamalane Parks

Absent: Joe Pishioneri-Councilor,

Vacant: Neighborhood At-Large (1), Neighborhood At-Large (2), Neighborhood At-Large (4),

Staff present: Chief Shearer, Jessica Crawford, Lieutenant Crolly, Sergeant Humphreys

1. Welcome and Call to Order at 6:00pm
 - a. Roll call completed. Michael Bean joined at 6:02pm.
2. Minutes Approval for October 7, 2021 Meeting.
 - a. Terri Dillon motioned to approve as written. Eric Adams seconded. All approved as written.
3. Business From the Audience. No audience members requested to speak.
4. Committee Response. No committee response required.
5. Business from Springfield PD
 - a. SPD Update
 - i. Chief Shearer shared department organization structure changes that will take place Monday, November 15th, 2021. The changes are intended to provide an enhanced level of support for non-sworn professional staff, more equitable balance of personnel among different divisions, and create a Business Services Manager as a non-sworn professional staff position within the senior executive staff of the department. In the new structure there are four divisions: Operations Division, Operations Support Division, Detention Division, and Business Services Division. The Business Services Division will include oversight of the dispatch and records units. Jessica Crawford applied for and was selected for the Business Services Manager position.
 - b. SPD Proposed Policy Review
 - i. First Review of final policy, Policy 1.5.1, Use of Force. Chief Shearer shared there were significant changes to the policy earlier in the year. Recent additional changes were intended to provide further clarification.
 - o Lt. Crolly provided a summary explanation of recent policy changes to:
 - Section V which incorporated simplified language,
 - Section VII which included a title update,
 - Section VIII with clarified roles and definitions,
 - Section IX included updated definitions, roles and processes related to a use of deadly force incident. Some items included are related to recommendations from the OIR Group.
 - o Michael Bean asked whether members of the Use of Force Committee receive ongoing CIT training in addition to the minimum 40 hours initial training. Lt. Crolly shared that all employees receive ongoing training, but 40 hours of CIT training is the minimum requirement.

- Brittney asked if there were opportunities for the public to learn of Use of Force Committee findings or would they be included in the annual Use of Force Report. Chief Shearer advised the department wants to be as transparent as possible. Depending on the situation, information may require Attorney approval to be released.
 - Michael Bean asked what “reasonable time” means regarding section XII reference to the Chief of Police providing “...a written statement of findings within a reasonable time”. Chief Shearer advised timing will depend upon the complexity of the situation.
- ii. First Review of draft policy, Policy 1.6.1, Authorized Weapons and Their Use
- Lt. Crollly provided a summary explanation of draft policy changes, including:
 - Updated reference to industry standard term ‘conducted electrical weapon’.
 - Limits to the number of CEW applications and number of members deploying a CEW at any given time.
 - Documentation regarding each CEW cycle in use of force reports.
 - Supervisor role in sharing CEW analysis with an IDFIT supervisor, as necessary.
 - Michael Bean asked if there is a limit on the device to the number of times a CEW can be activated and is there a tracker on the taser. Lt. Crollly advised there is no device limit to the number of times a CEW can be activated. Device analytics, including the number of times a device is deployed, can be downloaded from the device itself.
 - Michael asked how lethal CEWs are. Lt. Crollly advised that he is not an expert. Industry standards do not consider CEWs as lethal force.
 - Jenna McCulley asked if the proposed limit on the number of CEW cycles will be a significant difference from past practice? Lt. Crollly advised the limit on the number CEW cycles is not anticipated to be a significant change in practice. Lt. Crollly shared that the policy changes will be incorporated into upcoming CEW training. Chief Shearer shared that new IA Pro software will assist with identifying trends specific to Use of Force information.
 - Terri Dillon asked if all officers have CEWs. Lt. Crollly advised all officers who are trained to use CEWs are issued devices. Chief Shearer clarified that if officers work patrol and have received training, they are expected to carry a CEW.
 - Michael asked if CEWs are worn on the belt and what color they are? Lt. Crollly shared SPD uses bright yellow CEWs and advised officers can wear them on their belt or leg holsters.

6. Business from the Committee

a. SPAC Requested Policy Review

- i. Policy 41.8.1, Canine Unit. Sergeant Humphreys oversees the Canine Unit and was present to answer questions from the committee.
 - Michael Bean commented that canine officers commit to the role for multiple years and are limited to certain specific shifts. Sgt. Humphreys shared that the canine officer role is a highly sought after position. Canine officers are asked to

- commit to the position for the time their assigned dog is working effectively for the department. Canine officer scheduling does give consideration to ensure there is a canine available after 4pm, seven days a week. With the current schedule structure, there is more flexibility to allow canine officers on day shifts.
- Brittney de Alicante asked if there is guidance on when to use dogs in relation to use of force. Sgt. Humphreys shared that the handler of each dog knows the behavior and demeanor of the dog better than anyone else; each handler has the authority to determine when to engage in a particular interaction. Canines are primarily used for their olfactory system for tracking, building searches and a locating tool. Involvement in force is secondary. Canines fall under use of force when used to grab an individual or take someone down. Canines have been equated to have similar force as an impact weapon.
 - Jenna McCulley asked if it is common for canines to be identified within use of force policies to communicate where use of a canine falls in the level of use of force. Sgt. Humphreys shared the canine policy cross references the department's use of force policy. He further shared that court decisions are typically referenced when determining level of force in relation to other force options.
 - Michael Bean commented that he was impressed with the amount of training canine officers participate in and their certification requirements. Sgt. Humphreys shared that SPD officers exceed national average training hours of 16 hours per month and provided additional information on the certification process and state standards.
- b. Committee Council Communication Planning. Barry Lind reminded the committee that at the previous meeting a required joint meeting between SPAC and City Council was mentioned and asked Jessica Crawford to bring the committee up to speed on this topic. Jessica reference the following documents during the discussion.
- i. 2020 Council Operating Policies and Procedures, Section 6
 - ii. SPAC Bylaws, Article VII

Jessica shared that review of the 2020 Council Operating Policies and Procedures and SPAC Bylaws identified three action items for the committee.

1. Council Operating Policies and Procedures, Section 6.4 requires a joint meeting between SPAC and City Council at least every two years. Jessica shared she had been working with the City Manager's Office to schedule a joint meeting in February 2022 without realizing the meeting was to fulfill a specific requirement.
2. Council Operating Policies and Procedures, Section 6.1 indicates each committee should identify one member to serve as liaison with the City Council. SPAC does not currently have a committee council liaison identified.
3. SPAC Bylaws, Article VII require SPAC submit an annual report to City Council. Jessica had prepared an optional template for the annual report.

Committee discussion included:

- Barry Lind asked if the entire committee must be present at the joint SPAC- City Council meeting. Jessica advised she would ask and inform the committee.
- Jenna McCulley asked when the open committee vacancies will be filled. Jessica shared the applications are due November 5th, with appointments anticipated in early December.

- Conversation regarding the committee council liaison:
 - Brittney de Alicante asked if clarification of multiple council liaisons is possible.
 - Michael Bean suggested the committee proceed with selecting committee council liaisons at the current meeting.
 - Barry Lind asked if anyone was interested in the liaison role. Terri Dillon expressed interest. Michael Bean recommended representation of the BIPOC community and asked if Brittney may be interested. Brittney de Alicante conveyed her willingness to be a liaison.
 - Multiple members supported having multiple committee council liaisons.
 - Jenna McCulley suggested Terri due to her role as vice-chair and built in succession planning and structure.
 - Eric Adams suggested a primary and back up liaison role.
 - Eric moved that vice-chair be the committee council liaison with co-election of an alternate liaison be identified in their absence. Jenna seconded.
 - Barry Lind asked for discussion.
 - Brittney shared her interest in co-liaisons rather than an alternate liaison.
 - Michael Bean suggested the committee proceed with co-liaisons.
 - Eric withdrew his motion.
 - Michael moved to submit co-liaisons from SPAC to City Council. Jenna seconded. All approved.
 - Michael moved for Brittney de Alicante and Terri Dillon be co-liaisons. Eric Adams seconded. All approved.
 - Jessica shared February 2022 joint meeting date/time options. Jessica suggested that she follow up with meeting options and committee members respond with preferences to coordinate the joint meeting date and time.
 - Michael Bean suggested a sub-committee to prepare the SPAC annual report as it has been a politically charged year with a lot of citizen input that should be communicated.
 - Eric Adams asked if this could be an opportunity for City Council to discuss the charge and purpose of the committee.
 - Michael's vision for the report includes summary review of minutes to demonstrate where the committee has been and the future plan.
 - Barry Lind asked if Michael would lead the sub-committee. Jenna McCully and Brittney de Alicante volunteered to assist. Jessica will support the sub-committee in a staff capacity.
 - The goal will be for a draft report be available to the committee prior to the joint meeting in February 2022.
- c. Member Information Share Opportunity
- i. Michael Bean asked about the status of the updated SPAC bylaws. Jessica will follow up and have an answer at the next meeting.
 - ii. Terri Dillon asked for an updated committee roster. Jessica will send an updated roster to the committee.
 - iii. Brittney de Alicante mentioned she listened to Chief Shearer's October 25th presentation at City Council. She asked for more information regarding his comments that the PD is including members of the public within employee hiring panels. Chief

- Shearer shared there is no formal process yet, but that it is an active effort by the department. Brittney and Terri Dillon expressed interest in sitting on a future panel.
- iv. Michael Bean asked what Chief Shearer thought of his first few months at SPD and the Chief provided a response.

Meeting adjourned 7:22pm.