

DRAFT - January 2022
Springfield Police Advisory Committee
Annual Report

Executive Summary:

The following report is respectfully submitted covering the activity of the Springfield Police Advisory Committee (SPAC) for the timeframe of August 2020 through December 2021.

The SPAC annual report subcommittee identified the importance of expanding the traditional calendar year report, as a significant amount of activity occurred within the identified 18-months and no report had been prepared in multiple years.

Found within this report, are the highlights of the activity, public comment and policy discussions held by the committee, the Springfield Police Department and our Springfield community. Reflected in the activity of the committee is a deep respect for the moment in time and the climate both nationally and locally in which we are currently living.

Community interest/involvement in the Springfield Police Department, and its operations were elevated during the time frame captured in this report. The committee would be remiss in not acknowledging the following pivotal incidents that significantly impacted the context in which we engaged with the community. Leadership changes, high-profile lawsuits, and politically charged incident responses all brought a level of scrutiny to the department and subsequently the SPAC as the community searched for an outlet to share their concerns.

Items that the committee would like to specifically call attention to that reflect our commitment to fostering greater understanding and transparency around police operations and community connection are as follows:

- The frequency of SPAC meetings moved from quarterly meetings to monthly meetings in response to the great desire of our community to have a voice and provide feedback on police activity, current challenges and hopes for the future. Including hosting more than 360 community viewers, live at online meetings, throughout the reporting period. This was a significant increase in public participation beyond previous years.
- For the first time in recent history SPAC hosted public comment in response to the outpouring of community interest in sharing feedback with the police department. While receiving public comment was entirely new to the committee coupled with the challenges of the ongoing health crisis that required the new online meeting format, the committee successfully provided an outlet for community voice to as many individuals as possible.
- In addition to department identified policy review, SPAC worked closely with staff to develop an annual process to identify committee requested police policy to review and discuss in the public forum of our meetings throughout the year.
- The appointment of a Cultural Minority Community member, Brittney de Alicante in an effort to support Council, Department and Springfield Community values of diverse representation.

Finally, the SPAC would like to highlight the accomplishment of Chief Shearer and his staff for their work to update online access to police policy, community comment submissions, as well as increasing public access to SPAC information and activities on the department website.

SPAC Goals for 2022:

- Continue the process of reviewing the five remaining policies scheduled for review this year. Honoring the commitment to ask policy-related questions to help the community understand policies and daylight concerns.
- Long range plan - assist chief in development of Long Range Plan per SPAC bylaws by end of 2022.
- Provide community voice and support involvement in permanent chief selection and recruitment process.
- Establish and implement Committee community outreach goals for feedback with a focus on engaging BIPOC, LGBTQ+, and other historically minoritized communities.
- Continue to provide a venue for SPD to transparently engage in public follow-up regarding cases/complaints.
- Provide input and receive clarity on council's desire for police oversight and feedback on what structures might compliment SPACs role.

Monthly SPAC Activity Reports:

August 2020 Meeting:

Highlights: 103 Public Viewers

Public was extremely engaged and eager to give feedback to SPAC and public comment was approved, which was previously not a regular part of SPAC operations

- Confusion on SPAC's role began to foment
- Community expressed a lot of hurt and broken trust over handling of Black Unity protest in Thurston

Public Comment: 11 Speakers

- Concerns over Thurston protests expressed by the public.
 - Poor planning from SPD
 - Excessive use of force
 - Very emotional for many people from across the community. Speakers voiced a concern of trust being broken.
 - Concerns that enforcement is not equally applied to people with different beliefs
- Confusion over SPAC role
 - A lot of of folks think SPAC can provide oversight
- Complaint process
 - No response from committee was problematic per some community members

Department updates

- Chief gave monthly updates on commendations, use of force, and allegations of misconduct. This was the last time these types of updates were given to SPAC
- Chief provided extensive overview on how SPD had handled previous protests

- Chief also detailed SPD interpretation of Thurston/Black Unity Protest
 - Did not address any areas for improvement on SPD conduct
 - Confirmed an external investigation was underway when a committee member inquired about this
- Long range plan discussed
 - This was the last time long range plan was discussed with SPAC

Policy Updates:

- Use of force policy updated in a number of ways, including changing use of vascular neck restraints and de-escalation techniques. Policy was not yet shared with committee
- Duty to intervene policy being updated

Business from the Committee:

- Nothing to report from committee

September 2020 Meeting:

Highlights: 42 Public Viewers

- Public comment was not on the SPAC agenda
 - It was shared that leadership had requested the SPAC hold public comment in August in response to specific incidents

Department updates

- Community outreach plan discussed
 - Narrative around public perception of SPD is around “communication.” Wrongdoing or misconduct not acknowledged by SPD
- Body worn cameras project update provided
- Staff provided update on funding for new CAHOOTS van and upfit

Policy Updates:

- Code of conduct policy updated - added language on “duty to intervene”

Business from the Committee

- Committee shared updates (mostly criminal) from their neighborhoods/agencies

October 2020 Meeting:

Highlights: 39 Public Viewers

- Public comment agenda item approved

Public comment: 8 Speakers

- Concerns SPAC heard from committee in August 2020 continued including:
 - Selective enforcement
 - Failure to follow up on public comment/concerns
 - Need to rebuild trust

Department Updates:

- Chief Lewis shared desire and plan to coordinate community dialogue with much support from the committee

Policy Updates:

- Business card update provided

November 2020:

Highlights: 27 Public Viewers

- The community continued to be actively engaged in police activity and share concern around police department culture and policy.
- The committee desired greater clarity on role and guidance on response to community inquiries.

Public Comment: 6 Speakers

1. Protocols & procedures of SPD – concerns around culture
2. Use of Force questions
3. SPAC long-range planning role, and communication from committee
4. SPD resistant to change
5. Use of Force questions and concerns with open carry
6. Use of Force questions

Business from Springfield Police:

1. “8 Can’t Wait” Campaign recap of briefing to Springfield City Council
2. Use of Force policy updates still in draft incorporating law changes and recommendations stemming from Kinney settlement
3. Summary of open positions and hiring updates
4. Two applicants applied for the SPAC cultural minority community position.

Policy Reviews:

None

Business from the Committee:

1. Committee requested an update to the independent investigation into the SPD protest response.
 - a. City Manager’s Office overseeing investigation
 - b. Councilor Pishioneri shared more community dialogue expected prior to the end of the investigators contract.
2. Committee requested a work session or guidance to better understand the SPAC’s role in long-range planning and parameters regarding responses to public inquiries and questions from the City Attorney’s office.

December 2020

Highlights: 19 Public Viewers

- City attorney provided clarity on SPAC bylaws and an update from the City Council on boards, commissions and committees. Provided guidance on supporting community inquiries through directing them to the City Council or the committee as a whole.
- In follow-up to questions around SPAC’s role in long-term planning, Chief Lewis shared an update around the desire to have a community survey in 2021 to provide a foundation for long-term planning. Council Pishioneri suggested a high-level approach to long-range planning in response to anticipated changes at the council level to further clarify the committee’s charge.

Public Comment: 2 Speakers

1. Concerns around the different treatment by SPD personnel when dealing with white nationalist groups and BIPOC community
2. Clarifying questions on Use of Force reporting

Business from Springfield Police:

1. Announcement of new SPAC cultural minority community representative appointment in January 2021.
2. Following the committee request, additional education on use of force and simulation device will be offered at a later date as COVID restrictions are eased.
3. Independent investigator will be hosting a virtual community forum and SPAC and community invited to attend.

Policy Review:

1. Use of Force – draft policy introduced
 - a. De-escalation specifically included and committee inquired about training
 - b. Chief Lewis provided clarity on definition of “reasonable” as noted in policy
2. Body-Worn Camera – draft policy introduced

Business from the Committee:

1. Committee shared concern around perceived disconnect between the community and the police department and desires to help bridge the gap

February 2021

Highlights: 24 viewers

- Committee welcomed newly appointed member Brittney de Alicante.
- Barry Lind was selected as Chair, and Johnny Kirschenmann was selected as Vice Chair. The Police Department’s policies were posted online for public access.

Public Comment: 4 Speakers

1. Inquiries on recent policy updates: body-worn cameras, use of force, business cards
2. Facemask enforcement and concerns around white supremacy activity in Springfield
3. National incidents involving white supremacy raise local concerns
4. Questions around SPD’s role in investigating white nationalists locally

Business from the Springfield Police:

1. Policies posted online
2. Updated complaint process and materials online in both English and Spanish
3. SPD recruiting a Community Information Coordinator to assist with public information related duties
4. Presented State of Oregon STOP report summary
5. Updated budget proposals including elimination of two vacant positions

Business from the committee:

1. Committee acknowledged concerns that there are populations in the community that continue to feel unsafe and the perception of favoritism to white nationalists.

2. Requested update on when the independent investigators report will be made available to the public.
3. Inquiries around the implementation of Oregon's measure 110

April 2021

Highlights: 33 Public Viewers

- Lt. George Croll replaces Chief Lewis as SPAC sworn liaison; Lt. Matt Neiwert served as the acting Chief of Police

Public Comment:

1. SPD Lawsuits
2. Police Misconduct
3. SPD Officer Training need-formalize
4. Body Camera procedures need to be clarified & made public
5. Latest incident Sexual impropriety & culture that supports it.

Business from the Springfield Police

1. Chief Lewis had noted some of the 38 recommendations made in the recent independent report had been implemented.
2. Independent Assessment of Thurston Demonstration – Lt. Croll stated that due to active lawsuits, multiple attorneys advised not to speak in detail on this topic, but he can share some generalized information.
3. Training is identified as result assessment: ICM and NIMS (federal incident management system) training needs had been identified.
4. Mr. Brazil's report independent recommends new Review of Use of Force Policy

Policy Review

1. Commissioner Pishioneri Would like this board to provide input on recommended policy change and convey the recommendations to City Council.
2. Body-Worn Camera policy & project update – Lt. Croll confirmed the policy had been finalized, the department website has been updated to include FAQs,
3. Use of Force – draft version currently under City Attorney review.
4. Requested information regarding policies on relationships between supervisors and subordinates.

May 2021

Public Engagement: 11 Public Viewers

1. Use of force report discrepancy in number of canine deployments: (Ans) Not all canine deployment is use of force.

Business from Springfield Police

1. SPD Update: Projects, Hiring, Training

2. Training update: OSP gave in-person crowd control training.
3. Body-worn camera training is planned for the end of May
4. 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.
5. The department is researching de-escalation training.

Policy Review:

1. Policy Discussion : Use of Force Policy, Final Lt. Croll confirmed that the Use of Force Policy changes are completed. Not reviewed by SPAC
2. 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.
3. Body-Worn Camera, Final
4. iv. Lt. Croll confirmed the in-car video and relationship policy are still in-progress.
5. Jessica Crawford confirmed relationship & in-car video policies are on the list for future SPAC review

Business from the Committee

1. **Policy Review Work Plan Subcommittee: recommendation to formalize a**
 - a. **SPAC policy review process.**
2. **SPAC is not an approving body, but can facilitate community review & input and understanding of Policies.**
3. Policy development is multifaceted and includes legal review, council input, best practice, statutory and other considerations
4. **Calendar of the proposed policies reviews to be developed**

June 2021

Highlights: 25 Public Viewers

- Welcome interim Chief Andrew Shearer

Public Engagement

1. Complaint filed was investigated by an officer that was on scene of the incident being reviewed.
2. News blackout on Sunday shooting, May 30 : R: District Attorney's Office currently oversees what information is available to the public.

Business from the Springfield Police:

1. De-escalation has been incorporated into the new Use of Force policy implemented just prior to his arrival at SPD.
2. Body camera footage can be shared.
3. OIR report and the associated IDFIT ; Chief Shearer advised review of the 32 recommendations & is meeting with the DA for further review & what is implemented.

Policy Review

1. Springfield City Attorney Mary Bridget Smith and confirmed the proposed policy review process was acceptable within SPAC's charge.
2. Policy review process is intended to provide a forum for better community understanding and the opportunity for feedback on department policy, with no expectation that the committee has oversight or decision-making ability.
3. Policy 26.3.1 – Uniform Policy reviewed.
4. Policy 26.1.1 – Code of Conduct, Section XXI – Personal Appearance

August 2021

Highlights: 15 Viewers

Public Engagement

1. Suggested community outreach other than Coffee with a Cop to reach other sections of the community.

Business from the Springfield Police:

1. Shared update on additional hiring efforts and processes.
2. Provided updates on National Night Out (NNO) events and multiple locations
3. IDFIT (Interagency Deadly Force Investigation Team) Discussion with Assistant D.A. Chris Parosa
 - a. Mr. Parosa shared a status update after review of Mr. Gennaco's independent review report. The DA's office determined several recommendations for changes to IDFIT policy made sense. A work group to evaluate recommendations and modifications to current IDFIT policy and protocols was developed.

Business from the committee

1. Are there repercussions for officers not following IDFIT protocols? A: there are no policies or processes for officers/agencies not following protocols.
2. Committee Vacancies – Three upcoming vacancies

September 2021

Highlights: 4 Public Viewers

Business from the Springfield Police:

1. Citizen Survey: looking to contract with a 3rd party (?)

Business from the Committee:

1. Committee Vacancies Update