Office of the Independent Police Auditor

2020 ANNUAL REPORT

Annual Report Overview

2020 Accomplishments

- Community Impact Case Investigation and Review
- Deadly Force Investigations
- Ad Hoc Committee on Police Policy Support
- Staff Support for Civilian Review Board
- Community Outreach

Areas of Focus 2020-21

- Accessibility
- Diversity, Equity, and Inclusion
- Improvement of Deadly Force Investigations
- Recommendations of the Ad Hoc Committee on Police Policy
- Early Intervention
- COVID-related challenges
- Personnel changes

2020 Complaint and Commendation Statistics

2020 Progress and Results

Community Impact Case Investigation and Review

- Largest investigation in history of our office
- EPD provided significant staff support; CRB contributed enormous volunteer labor
- Final portion reviewed by CRB June 2020; Final Report will be published July 2020

Deadly Force Investigations

- EPD had three deadly force incidents in 2020; an additional use of force was designated for review by a Use of Force Board
- The Board has met for two of those reviews

Support for Community Meetings

- Assisted with support for Ad Hoc Committee on Police Policy
- Supported CRB through review of community impact case, nine investigations into allegations of misconduct, and three incident reviews; also supported CRB subcommittees on bylaws and meeting process

Community Outreach

INFORMATION DISTRIBUTION

- Bilingual Support for Emergency Operations Center and Auditor's Office
  - Translation of City Manager Weekly Updates
  - COVID-19 Community Updates
  - Holiday Farm Fire Updates
  - Curfew information and ongoing updates on the Community Impact Case
- Aqui en la Ciudad Language Access Project
  - Partnership with HRNI office
  - Weekly Spanish online news segment with La E-Kiss

VIRTUAL COLLABORATIONS AND OUTREACH

- Hispanic Heritage Month joint bilingual video with Mayor Vinis
- #WeCountOregon 2020 Census Participation Video
- City Club of Eugene featured Auditor Mark Gissiner and CRB member Michael Hames-Garcia
- Regular Attendance at LatinX Outreach Network, Immigrant Integration Network, and other community groups

2021-2022 Goals and Challenges

Accessibility

- Website update to community portal
- Continued regular updates on ongoing cases

Diversity, Equity, Inclusion

- Continue outreach to establish trust and meaningful community relationships
- Establish DEI Officer position, housed in Auditor's Office but with full access to EPD, to analyze and report on DEI trends in public safety and collaborate on solutions

Deadly Force Investigations

- Work to improve administrative investigations following uses of deadly force to consistently provide accurate, thorough, and transparent results
- Advocate for improvement to IDFIT system

2021-2022 Goals and Challenges

Recommendations of the AHCPP

- Collaborate with City Manager and Municipal Court Judge to review AHCPP recommendations and provide path forward
- Strengthen the City's role as a leader in community oversight

Covid-Related Challenges

- Requires evolution of our community engagement strategy
- Planning for return of Public Safety Forums in early 2022

Personnel Changes

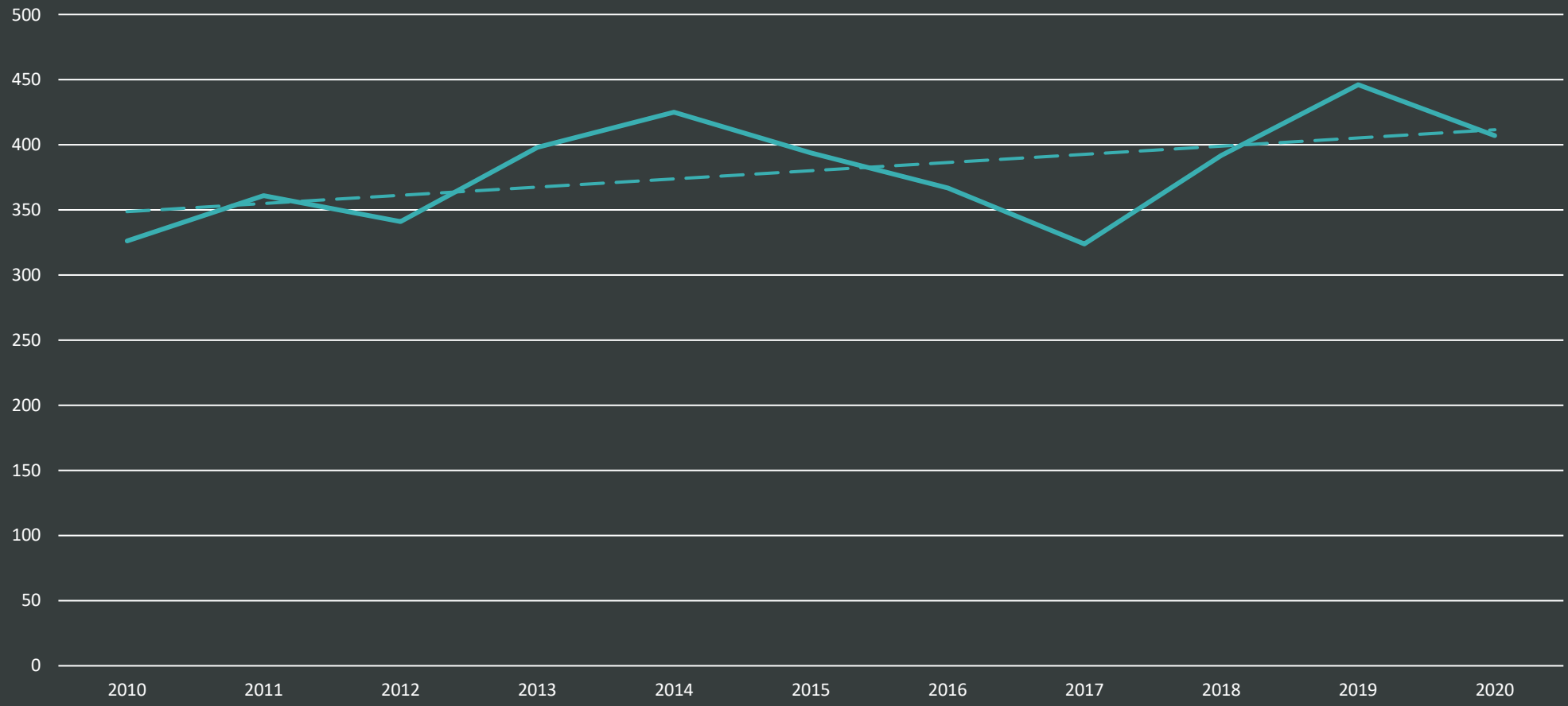
- Bringing on new team members during Covid
- Training of new team members

2020 Complaints by Classification

- 407 complaints received in 2020
- 8.7% decrease from all-time high in 2019
- Allegations of misconduct increased by about 15%
- Incident reviews more than doubled; service complaints decreased by about a third
- Walk-ins dropped from 14% of complaints to 3% (office closed to walk-ins in March 2020); email complaints increased in a similar proportion (from 5% to 14%)

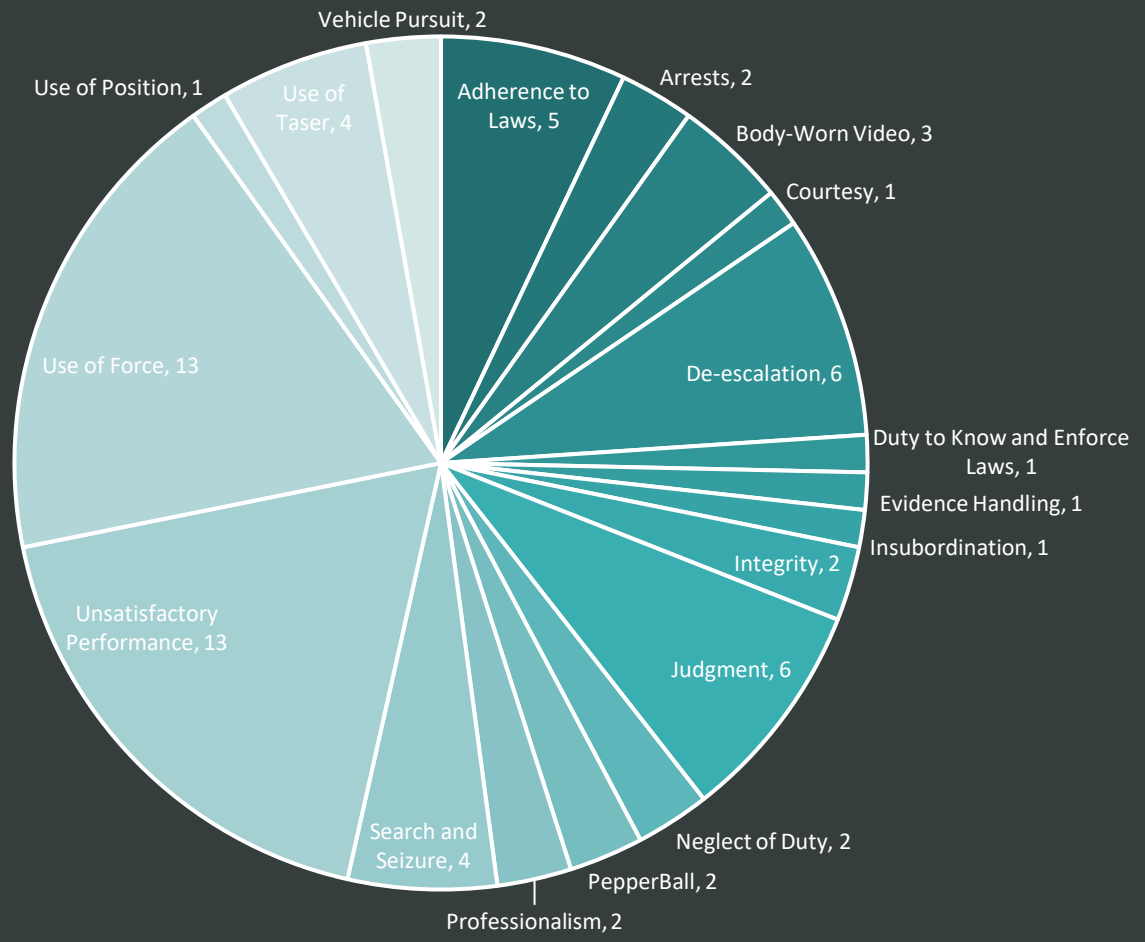
Classification	2018	2019	2020
Allegation of Misconduct	21	28	33
Allegation of Criminal Conduct	3	4	3
Incident Review	18	14	31
Respectful Work Environment	1	4	1
Inquiry	135	143	132
Policy Complaint	34	49	58
Service Complaint	181	208	145

Total Complaints 2010-2020

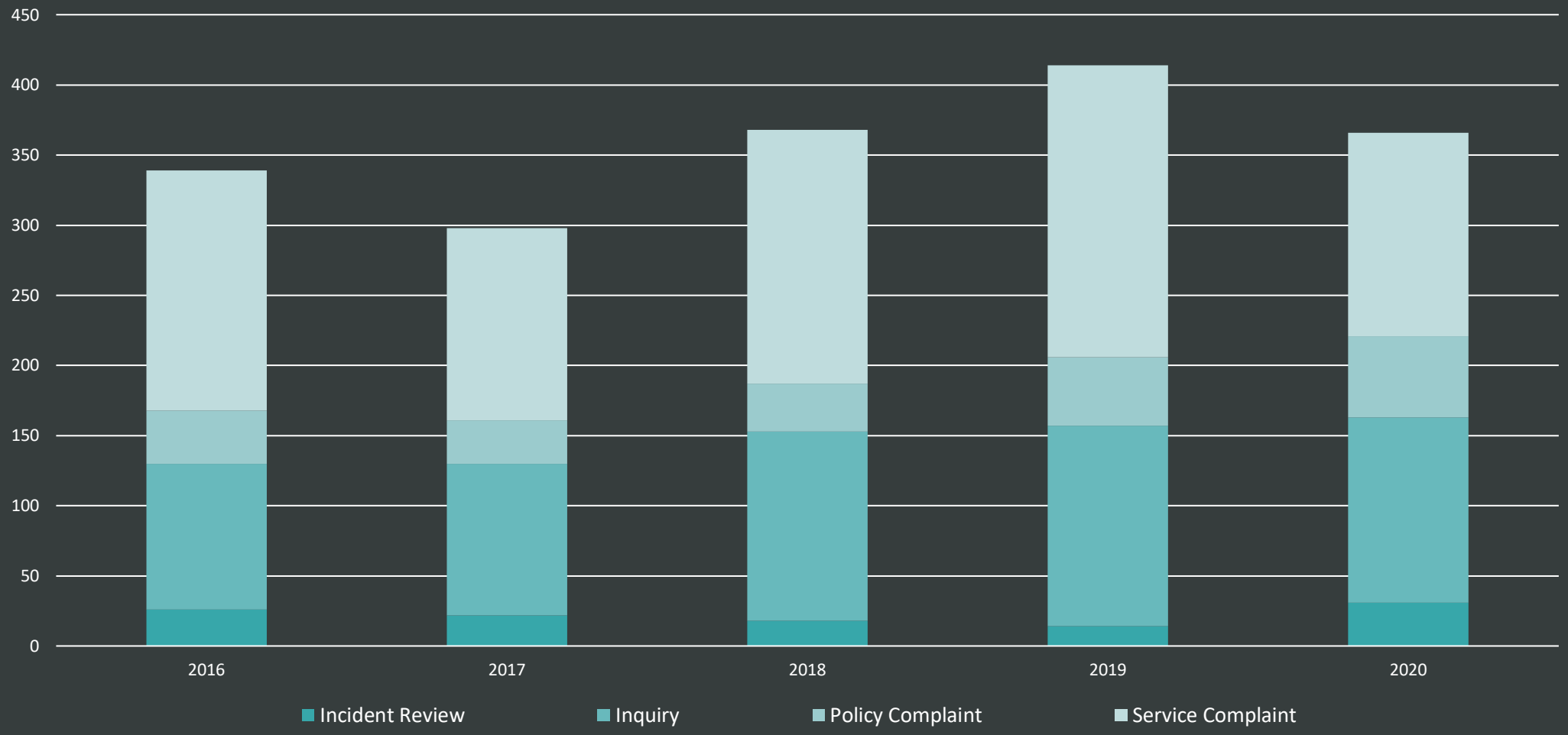


2020 Allegations of Misconduct and Criminal Conduct

- 33 allegations of misconduct and 3 allegations of criminal conduct
- 71 specific allegations against 34 EPD employees
- 21 of 33 investigations into alleged misconduct resulted in a sustained allegation against one or more employees
- 21 employees were found to have committed the 33 specific sustained allegations



Incident Reviews, Inquiries, Policy and Service Complaints



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Thank You