



City of Eugene Police Commission



FY 2025 Annual Report and FY 2026 and FY 2027 Work Plan

October 13, 2025

Presented by Chair Emeilia Foulkes and Vice chair John Bradley

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Police Commission Mission Statement



The Police Commission recommends to the city council, the city manager, the police department, and the people, the resources, preferred policing alternatives, policies, and civilians' responsibilities needed to achieve a safe community. We strive to create a climate of mutual respect and partnership among people and between people and the police department that helps to achieve safety, justice, and freedom for all people.



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Police Commission Members

Current Members

Emelia Foulkes, *Chair*
John Bradley, *Vice Chair*
Clay Neal, *CRB Liaison*
Katie Wilgus
Alan Leiman

Jack Rady
Martha Espinosa-Blank
Kierstin Dunavant
Joshua Bertrand

Randy Groves, *Councilor Liaison*
Jennifer Yeh, *Councilor Liaison*

Former Members (FY2025)

Jensina Hawkins
Jacy Price
William Parham

Sean Shivers
Tina Thorson
Dr. Silky Booker

Alan Zelenka, *Councilor Liaison*



Police Commission members from left to right (front row): Jensina Hawkins, Councilor Jennifer Yeh, Councilor Randy Groves, Emelia Foulkes, and Clay Neal. Back row, left to right: Alan Leiman, Sean Shivers, Jack Rady and Chief Chris Skinner (guest of the commission)



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Police Commission Work Plan FY24/25

Order	FY 2024 & 2025 Commission Community Issues and Priorities	Weighted
Top 10		
1.	Virtual Policing – overview of new software program	8
2.	Mutual Aid (Policy 107) – review and discuss	7
3.	Downtown Safety – staffing and presence	7
4.	Discipline Matrix – employee retention	7
5.	Recruitment and Retention (DEI) – promotional development	6
6.	Ad Hoc Committee on Police Policy – update	5
7.	Communications with Persons with Disabilities (Policy 370) – review and discuss	5
8.	Employee Performance Evaluations – how often are they being done? Are lateral police officer candidates' prior performance evaluations reviewed during the hiring/background phase?	5
9.	Strike and Labor Disputes (Policy 313) – review and discuss	4
10.	Emergent technology – review and discuss	4



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Police Commission Work Plan FY24/25

Order	FY 2024 & 2025 Commission Community Issues and Priorities	Weighted
Parking lot items		
11.	Internal EPD budget review – funding for recruitment and employee wellness	3
12.	Limited English Proficiency Services – diversity, equity, and inclusion	3
13.	Employee Assistance Program – law enforcement mental health and wellness	3
14.	Mental Health Crisis Response (Policy 418) –review and discuss	3
15.	Welfare checks –review and discuss	3
16.	Qualified Immunity –review and discuss	3
17.	Uniforms (DPSST Numbers) –review and discuss	3
18.	Officer Response to Calls (Policy 416) –review and discuss	3
19.	Searches and Inventories of Detained Persons (Policy 702) –review and discuss	3



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Police Commission Work Plan FY24/25

Order	FY 2024 & 2025 Commission Community Issues and Priorities	Weighted
Potential items to discuss as time allows		
20.	Hate Crimes –review and discuss	2
21.	No Stop Citations –alternatives to [traffic] and stopping individuals	2
22.	Call Center Policy and Procedure Prioritization –reviewing appropriate response level and how it is determined during calls for service	2
23.	Gender Inclusivity (DEI) –promotions and recruitment	2
24.	EPEA Contract Review	2
25.	Flexible Restraint Devices (Policy 806) –review and discuss	2
26.	Storage of Prisoner Property (Policy 703) –review and discuss	2
27.	Non-criminal Detox (Policy 311) –review and discuss	1



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Progress at a Glance

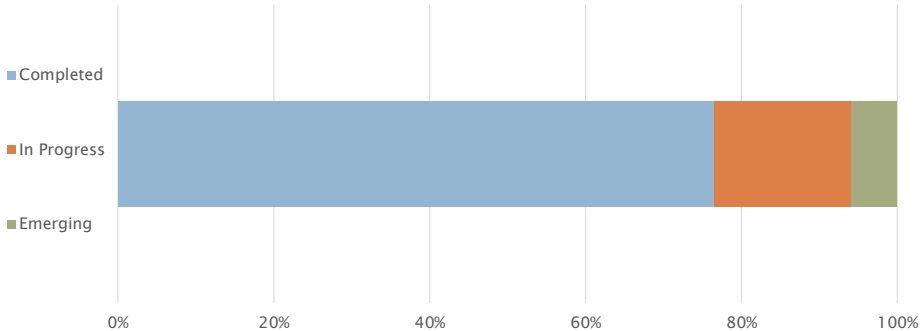
Commission tracked 10 priority issues, plus parking-lot and emergent topics

Core Workstreams:

- Policy review
- DEI & recruitment
- Mental-health response
- Tech and Transparency

Results:

- 13 Completed
- 3 In Progress
- 1 Emerging



Key Work: Operational Updates

Topic/Policy	Outcomes
<i>Virtual Policing (MyPDConnect)</i>	Orientation on virtual reporting system
<i>Mutual Aid (Policy 107)</i>	Policy understanding on deployment and coordination protocols clarified for Commission
<i>Discipline Matrix</i>	Reviewed EPD discipline matrix; gained shared understanding of framework
<i>Downtown Safety and Presence</i>	Reviewed co-responder model, “Yellow Jackets,” new incident commander



Key Work: Equity, Inclusion, and Accessibility

Topic/Policy	Outcomes
<i>Recruitment and Retention</i>	Multi-meeting review of hiring, promotion, and retention; process clarified for the Commission; recommendation to Council to pursue independent cultural audit
<i>Special Teams, Ad Hoc, AIC Assignments (Policy 1015)</i>	Reviewed and discussed <i>POM 1015</i>
<i>Communications with Persons with Disabilities (Policy 370)</i>	Received input from <i>Mobility International USA</i> ; final edits approved Jan 2025
<i>Limited English Proficiency (Policy 368)</i>	Reviewed DEI alignment; minor revisions approved



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Key Work: Crisis Response

Topic/Policy	Outcomes
<i>Mental Health and Crisis Response (Policy 418)</i>	CIT SME briefing; review of co-responder program; minor policy revisions pending
<i>Welfare Checks (Policy 307)</i>	Oregon community caretaking case law reviewed; approved with gender neutral language
<i>Naloxone Procedure (12.18)</i>	Commission recommended each officer carry 2+ doses; store at safe temperatures (68-77 degrees F)
<i>Storage of Prisoner Property (Policy 703)</i>	Further review pending
<i>Searches and Inventories of Detained Persons (Policy 702)</i>	Further review pending



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Key Work: Technology

Topic/Policy	Outcomes
<i>Safety Cameras (Policy 1210)</i>	Recommended edits: eye-level signage required, facial recognition prohibited, 90-day retention limit
<i>Emerging Technology (Policy 1206)</i>	Initial review completed; edits in draft stage
<i>Drones and First Responders (Policy 908)</i>	SME briefings; initial review of policy; on hold pending likely state-level legislation changes



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Key Work: Governance and Oversight

Topic/Policy	Outcomes
<i>Bylaws and Mission</i>	Updated to align with COE ordinances
<i>Independent Police Auditor</i>	Briefing on personnel complaints
Policy Process and Accreditation	Commission received overview



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Other Work: LEMHW Subcommittee

Purpose: Develop policies that promote officer mental, emotional, and physical wellbeing.

Activity: Seven (7) public meetings; chaired by Jensina Hawkins then Jack Radey; studied wellness programs across 6 police departments.

Progress:

Drafted new *Policy 1021* – Law Enforcement Mental Health and Wellness to unify existing programs (PSRT, EAP, chaplain, support dog, fitness, education)

Explored creation of an EPD-employed mental health professional

Evaluated administrative leave options for critical or cumulative stress recovery



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Noteworthy Presentations and Guests



Sgt. Barrong presented how EPD policies are developed and accredited through the Northwest Accreditation Alliance.

The Commission reviewed 2023 Internal Affairs and Independent Police Auditor annual reports

Mayor Knudson joined the FY26-27 retreat to outline City priorities and guide future work planning

Mayor Knudson (seated on the right between former Chair Jensina Hawkins and Commissioner Jack Radey), attending the May 8, 2025, Police Commission Work Retreat



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FY 2025 Community Outreach

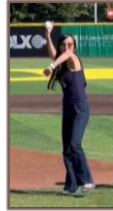
The Eugene Police Commission attended several community events including the Asian Celebration, PRIDE in the Park, National Night Out (former Chair Hawkins was selected to throw out the first pitch), Black Cultural Festival, MLK Jr. March



National Night Out. Left to right: Janina Rager, Community Engagement Specialist, and Chair Jensina Hawkins



Asian Celebration. Left to right: Chair Jensina Hawkins and Commissioner Jack Radey



National Night Out. Chair Jensina Hawkins throwing out the first pitch.



PRIDE in the Park. Left to right: Councilor Jennifer Yeh and Chair Jensina Hawkins



MLK, JR. March and Celebration. Left to right: Chair Jensina Hawkins, Community Engagement Specialist Janina Rager, and Demond Hawkins, President of Eugene Springfield NAACP.



Black Cultural Initiative event. Left to right: Commissioner Silky Booker and Chair Jensina Hawkins



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FY 2025 Educational Opportunities

Commissioners Hawkins and Foulkes completed the **Bystander/Upstander Workshop** on safe intervention in bias incidents.

Both attended the 10-week **Citizens Police Academy** (Mar-May 2025) to learn EPD operations and community policing practices.

Training covered de-escalation, crisis intervention, and tactical exercises, including EVOC driving, range training, and jail tour



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Looking Ahead: FY26/27 Biennial Work Plan

Order	FY 2026 & 2027 Commission Community Issues and Priorities	Weighted		
	Top 10		Parking lot items	
1.	<i>Immigration Law (Policy 305)</i> – review and discuss	12	11. <i>Searches and Inventories of Detained Persons (Policy 702)</i> —review and discuss	2
2.	<i>Police STOPS (Policy 402)</i> – review and discuss	9	12. <i>Storage of Prisoner Property (Policy 703)</i> – review and discuss	2
3.	<i>Sexual Assault (Procedure 3.4) and Stalking Incidents (Procedure 3.6)</i> – review at the request of public	9	13. <i>Control Holds and Handcuffing (Policy 808)</i> – review and discuss	2
4.	<i>Trespass Letter of Consent (Policy 411)</i> – Housing Support Officer process	6	14. <i>Yearly Mental Health Evaluations for Officers</i> —discuss	2
5.	<i>Non-criminal Detoxification (Policy 311)</i> – review and discuss	5	15. <i>Community Safety Payroll Tax</i> —discuss	2
6.	<i>Special Teams, Ad-hoc, AIC Assignments (Policy 1015)</i> –review and discuss	5	16. <i>Arrests (Policy 300)</i> –review and discuss	1
7.	<i>Domestic Violence and Restraining Orders (Policy 320)</i> – review at the request of public	4	17. <i>Edged Weapons (Policy 813)</i> –review and discuss	1
8.	<i>DUII (Procedure 4.11)</i> —review and discuss	3	18. <i>Audio/Video (Policy 1202)</i> —review and discuss	1
9.	<i>Auditor Discipline Outcomes</i> – discuss	3	19. <i>Spit Hoods (Policy 811)</i> —review and discuss	1
10.	<i>Flexible Restraint Device (Policy 806)</i> – review and discuss	3	20. <i>License Plate Readers (Policy 1204)</i> —review and discuss	1



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Acknowledgements

The Police Commission appreciates the support of the City Council, Mayor, City Manager, and the Chief of Police, and looks forward to addressing police policies and procedures that reflect a healthy, transparent, and safe balance between the Eugene Police Department and the community.



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