



Eugene City Council

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www.eugene-or.gov

EUGENE CITY COUNCIL AGENDA

February 9, 2022

12:00 p.m. CITY COUNCIL WORK SESSION

As the state and community recover from the COVID-19 pandemic, City Council meetings will continue to be held remotely using virtual meeting technology. Information about online or other options for access and participation will be available at <https://www.eugene-or.gov/3360/Webcasts-and-Meeting-Materials>

**Meeting of February 9, 2022;
Her Honor Mayor Lucy Vinis Presiding**

Councilors

Claire Syrett, President

Mike Clark

Randy Groves

Jennifer Yeh

Matt Keating, Vice President

Greg Evans

Emily Semple

Alan Zelenka

12:00 p.m. CITY COUNCIL WORK SESSION

1. WORK SESSION: Ad Hoc Committee on Police Policy Update

For the hearing impaired, an interpreter can be provided with 48 hours' notice prior to the meeting. Spanish-language interpretation will also be provided with 48 hours' notice. To arrange for these services, contact the receptionist at 541-682-5010. City Council meetings are telecast live on Metro Television, Comcast channel 21, and rebroadcast later in the week.

El consejo de la Ciudad de Eugene agradece su interés en estos asuntos de la agenda. El lugar de la reunión tiene acceso para sillas de ruedas. Se puede proveer a un intérprete para las personas con discapacidad auditiva si avisa con 48 horas de anticipación. También se puede proveer interpretación para español si avisa con 48 horas de anticipación. Para reservar estos servicios llame al 541-682-5010. Las reuniones del consejo de la ciudad se transmiten en vivo por Metro Television, Canal 21 de Comcast y son retransmitidas durante la semana.

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EUGENE CITY COUNCIL

AGENDA ITEM SUMMARY



Ad Hoc Committee On Police Policy Update

Meeting Date: February 9, 2022
Department: Central Services
www.eugene-or.gov

Agenda Item Number: 1
Staff Contact: Sarah Medary
Contact Telephone Number: 541-682-5010

ISSUE STATEMENT

This work session is an opportunity for the City Council to receive a progress update on work that supports the recommendations of the Ad Hoc Committee on Police Policy (AHCPP). In this work session, staff will present updates to existing policies, a simplified project management matrix and a recommendation for next steps for the City Council to consider.

BACKGROUND

Eugene City Council created the Ad Hoc Committee on Police Policy (AHCPP) in July 2020 to review current police policies related to Campaign Zero's outlined policy solutions and the President's Task Force on 21st Century Policing and prepare and submit a report to council recommending policy changes to current police policy. The City Council received that report on May 17, 2021 and directed the City Manager, Police Auditor and Municipal Judge (Policy Team) to work together and give a joint recommendation on a path forward. During that meeting, City Council expressed a strong desire to understand the criteria or buckets and path before proceeding with individual recommendations.

In July, 2021, the City Council approved the criteria, matrix, timeline and project approach proposed by the City Manager, Municipal Judge and Police Auditor. The original matrix is included as Attachment A. Key to that work was the establishment of a City Council sounding board and Staff sorting team. The purpose of the sounding board is to provide feedback and guidance to the City Manager/Municipal Judge/Police Auditor in their continued development of a recommended path forward. The sounding board members include Jennifer Yeh, Alan Zelenka and Greg Evans. The purpose of the sorting team is to review recommendations from the AHCPP, complete the matrix and provide additional information for Council consideration. The sorting team is made up of the City Manager, Police Auditor, City Attorney, Police Chief and a representative of the Employee Resource Center. The sorting team met multiple times to complete this work and consulted with the sounding board to adjust and simplify the matrix to improve clarity.

The updated matrix (Attachment B) removes many of the check boxes and focuses on the path and direction needed to advance the recommendation. For example, instead of having several columns about where the authority lies to change something such as County/Federal/State, there is now a path that clarifies the recommendation has an Intergovernmental Relations (IGR) path. An additional example includes items that are internal policies. For those items, there is often a Police

Commission review and steps needed with the Eugene Police Employees Association. Those steps are more easily communicated and understood in a Direction/Status narrative.

Many of the recommendations have been completed, partially completed or are currently under review. Because of the nature of the work and the breadth of the recommendations, some will continue to be updated over time as services continuously adapt to industry standards, state law, etc. The updated matrix will be a living document that City Council, Staff and Community can access to check status and next steps. For those items that are marked “Internal Policy”, staff will continue to provide updates to the City Council as resources are assigned to evaluate and analyze the recommendation.

Additionally, there are a set of recommendations that need further review and direction from the City Council. The majority of those items fall into two main categories. A path forward is provided for each category:

1. Intergovernmental items to potentially add to the City’s legislative priorities.

Path Forward: Direct additional review, analysis and information prior to setting the City’s legislative priorities for the 2023 long session. This work could occur over the spring and summer and be provided to City Council in the fall.

2. Changes to the Civilian Oversight System and the Civilian Review Board (CRB).

Path Forward: Schedule Work Session on purpose, history and current status and conditions of the oversight system and CRB.

Based on previous Council direction, staff will continue to provide quarterly updates to the City Council and will schedule a one year check in and status update with the Ad Hoc Committee members and agencies in May of 2022.

PREVIOUS COUNCIL DIRECTION

On July 20, 2020 the Council approved the following motion:

Move to create an ad hoc council committee to review current police policies related to Campaign Zero’s outlined policy solutions and the President’s Task Force on 21st Century Policing and prepare and submit a report to council recommending policy changes to current police policy.

This work shall be completed by January 31, 2021, after which time the ad hoc committee will dissolve. The ad hoc committee shall be comprised of 30 members to include two representatives from the Civilian Review Board, Police Commission, Human Rights Commission, Black Unity, Centro Latino Americano, LULAC, NAACP, Blacks in Government, Transponder, the 15th Night Youth Advisory Committee, Asian/Pacific Islander Community Action Team, Eugene Islamic Center, and a community Indigenous Peoples group. In addition to the 30 committee members, councilors can join the committee as non-voting participants. City Council members will serve as participants for the purpose of listening, learning, and

asking questions to better understand the community concerns and the recommendations that come from the committee.

Each group will select two representatives to serve on the ad hoc committee and must notify the Council of the selected representatives no later than September 1, 2020. The group's notification to Council of the group's two selected representatives serves as the appointment of those two people to the ad hoc committee until the committee dissolves. No proxies will be allowed for appointed members. Any seat on the ad hoc committee not filled by September 1, 2020, shall remain vacant for the duration of the committee and quorum shall be determined by number of filled committee seats. The Mayor will appoint four members of the ad hoc committee. [July 20, 2020 Council WS](#)

On September 14, 2020 City Council adopted a motion concerning compensation for ad hoc committee members. [September 14, 2020 Council WS](#)

On 9th November 2020, the Council adopted a motion to extend the AHCPP to March 31st 2021 and to allow compensation for subcommittee meeting hours. [November 9, 2020 Council WS](#)

At its work session on March 8, 2021, the Council adopted a motion to extend the AHCPP to April 30, 2020. [March 8, 2021 Council WS](#)

At its work session on May 17, 2021, the Council adopted a motion directing the City Manager, Police Auditor and Municipal Judge to recommend a path forward prior to their 2021 summer break. [May 17, 2021 Council WS](#)

At its work session on July 26, 2021, the Council adopted a motion to approve the criteria, matrix, timeline and project approach as outlined in the agenda item summary for evaluating the work of the Ad Hoc Committee on Police Policy. [July 26, 2021 Council WS](#)

COUNCIL OPTIONS

The City Council will receive a progress update on work that supports the recommendations of the Ad Hoc Committee on Police Policy (AHCPP) and have an opportunity to provide feedback and direct additional work in support of the AHCPP recommendations.

COUNCIL MOTIONS

Move to direct the City Manager to provide additional review, analysis and information on all items marked for intergovernmental action on Attachment B prior to setting the City's 2023 legislative priorities.

Move to schedule a work session on the history and status of the City's current civilian oversight system prior to July 17, 2022.

ATTACHMENTS

- A. Original Matrix from July 2021
- B. Updated Matrix and Information

FOR MORE INFORMATION

Staff Contact: Sarah Medary
Telephone: 541-682-5010
Staff E-Mail: smedary@eugene-or.gov

AHCPP RECOMMENDATION MATRIX - Original Version

			Implements		Decision Making Authority					What Needs To Change								Current Status						Updates and Comments	Review Team
AHCPP Ref	Policy Area	Recommendation	CZ	21st	Executive	City Council	County	State	Federal	City Code	Collective Bargaining Agreement	Training/Personnel	EPD Policy Manual	City Charter	Case Law	State Law	Federal	In Progress	Unknown Implementation Path	Under Review	Approved and In Process	Complete	No Further Action		
UF-112	Use of Force	Overhaul EPD crowd control policy																							
UF-100	Use of Force	Revise "Duty to Intercede" policy																							
UF-101	Use of Force	Revise "De-escalation" policy																							
UF-102	Use of Force	Create an "Unreasonable force" policy																							
UF-103	Use of Force	Revise existing use of deadly force policy																							
UF-105	Use of Force	Track all threats of the use of force																							
UF-106	Use of Force	Institute regular training on updated use of force policies																							
UF-107	Use of Force	Give community members input when vetting new technologies																							
UF-108	Use of Force	Expand non-sworn response services																							
UF-109	Use of Force	Demilitarize EPD uniforms and equipment																							
UF-110	Use of Force	Limit the use of chemical weapons																							
AHCPP-111	Use of Force	Limit "Open Carry" firearms																							
HT-100	Hiring and Training	Evaluate EPD training programs from a diversity, equity and inclusion perspective																							
HT-101	Hiring and Training	Review EPD engagement with marginalized groups																							
HT-102	Hiring and Training	Review EPD hiring practices																							
HT-103	Hiring and Training	Review EPD policies and practices for fostering an inclusive workplace																							
HT-104	Hiring and Training	Improve bias assessment and anti-bias training																							
HT-105	Hiring and Training	Hire an equity-focused staff member into EPD																							
AHCPP-107	Hiring and Training	Review officer evaluation metrics																							
CO-95	Community Oversight	Extend the expiration period for complaints																							
CO-96	Community Oversight	Make Civilian Review Board findings of fact binding on the Chief of Police																							
CO-97	Community Oversight	Allow the CRB to consider the entire event when looking at police misconduct																							
CO-102	Community Oversight	Give the CRB power to obtain additional evidence																							
CO-101	Community Oversight	Limit officer testimony if body-worn camera footage is lost or destroyed																							
CO-89	Community Oversight	A minimum of a quorum of CRB members be from marginalized groups																							
CO-88	Community Oversight	No current or former EPD employee should be a member of the CRB																							
CO-87	Community Oversight	CRB members receive a stipend																							
CO-86	Community Oversight	Give council final say on police policy proposals																							
CO-93	Community Oversight	The city council should engage community in evaluating civilian oversight structures																							
CO-92	Community Oversight	Increase accountability during police stops																							
CO-91	Community Oversight	Give the CRB subpoena power																							
CO-90	Community Oversight	Drug test officers after an incident that results in serious injury or death																							
AHCPP-110	Community Oversight	Create a public database of police stops																							
AHCPP-109	Community Oversight	Give the CRB adjudication authority																							
AHCPP-108	Community Oversight	Create a disciplinary matrix																							
BWC-106	Body-Worn Camera	Prohibit muting/editing of body-worn camera footage																							
BWC-105	Body-Worn Camera	Create a disciplinary matrix for body-worn camera policy																							
BWC-104	Body-Worn Camera	Prevent officers from reviewing footage before completing incident																							
BWC-103	Body-Worn Camera	Reports/statements																							
BWC-102	Body-Worn Camera	Lobby the state legislature to make body and dash cam footage public record																							
BWC-101	Body-Worn Camera	Require justification in court for the denial of FOIA requests for body/dash cam footage																							
BWC-100	Body-Worn Camera	Body/dash cam footage should be stored externally to EPD																							
BWC-100	Body-Worn Camera	Reaffirm the right to film police																							

Version No Longer In Use

IIP-115	Independent In	Give the CRB its own investigative team																	
IIP-114	Independent In	Give the CRB investigative powers																	
		No police union officials or committee																	
IIP-107	Independent In	members should serve on IDFIT teams																	
		Civilian prosecutors should handle cases of																	
IIP-106	Independent In	potential criminal misconduct by police																	
		Lobby for the removal of disciplinary matters																	
IIP-105	Independent In	from collective bargaining																	
		Lobby for changes to state law to make the																	
IIP-104	Independent In	civilian complaints process more transparent																	
		Lobby for changes to state law to allow																	
		civilian investigators to interrogate officers																	
IIP-103	Independent In	within 48 hours of a deadly force incident																	
		Incorporate procedural justice into the																	
IIP-102	Independent In	internal disciplinary process																	

Version No Longer In Use

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ATTACHMENT B

Ref. #	AHCPP Ref.	Recommendation	Path	Direction/Status	Notes	Info/Resources
1	UF-112	Overhaul EPD crowd control policy.	Internal Policy	Policies have been <u>updated</u> with involvement of the Police Commission.	October 2021 Police Commission Meeting. November 2021 Police Commission Meeting	Eugene Police Department Policy 316 (Public Assemblies and Demonstrations) and Policy 317 (Civil Disturbance) both updated on October 15, 2021; Policy 804 (PepperBall Projectiles) updated on October 28, 2020.
2	UF-110	Limit the use of chemical weapons.	Internal Policy	Policies have been <u>updated</u> with involvement of the Police Commission.	October 2021 Police Commission Meeting November 2021 Police Commission Meeting	Eugene Police Department Policy 316 (Public Assemblies and Demonstrations) and Policy 317 (Civil Disturbance) both updated on October 15, 2021; Policy 804 (PepperBall Projectiles) updated on October 28, 2020.
3	UF-105	Track all threats of the use of force.	Internal Policy	Policy has been <u>updated</u> to track all shows of force as well as all uses of force.		Eugene Police Department Policy 801 (Force Response Reporting) updated on June 14, 2021.
4	BWC-101	Body/dash cam footage should be stored externally to EPD.	Internal Policy	<u>No action is needed</u> to prevent videos from being altered.	Body and dash cam footage currently stored in the cloud. Eugene employees are unable to purge or edit the videos, and all access to the videos (for viewing) is tracked.	Eugene Police Department Policy 1203 (Body-Worn Video) and Policy 1202 (Audio and Video Recordings) .
5	BWC-100	Ban seizure of any cell phone without warrant or consent.	Internal Policy	<u>No action is needed</u> to prevent seizure of a cell phone without a warrant or consent.	Currently, the contents of phones cannot be searched without a warrant or the person's consent.	Eugene Police Department Policy 322 (search and seizure) .

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Ref. #	AHCPP Ref.	Recommendation	Path	Direction/Status	Notes	Info/Resources
6	UF-107	Give community input into vetting new technologies.	Internal Policy	<u>No action is needed</u> to allow for community input into new technologies.	Community members, through the Police Commission, currently provide input on new technologies.	
7	CO-97	Allow the CRB to consider the entire event when looking at police misconduct.	City Code	<u>No action is needed</u> . The CRB is currently provided all documents.		EC 2.244(2)(b) ("All materials concerning the completed investigations of cases the civilian review board has selected to review shall be made available to members for their confidential review.")
8	UF-108	Expand non-sworn response services.	Budget Action	<u>In progress</u> : Expansion of the CSO program underway. Alternative Response Study Funded and being initiated.	December 2021 Supplemental Budget CSI allocation. December 2021 Supplemental Budget CSI allocation.	Eugene City Council Action December 13, 2021. Eugene City Council Action December 13, 2021.
9	HT-105	Hire an equity-focused staff member into EPD.	Internal Policy	<u>In progress</u> , position description and scope of work currently being prepared.		
10	UF-109	Demilitarize EPD uniforms and equipment.	Internal Policy	CSO uniforms and equipment currently <u>under review</u> . EPD does not participate in military surplus program.		

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Ref. #	AHCPP Ref.	Recommendation	Path	Direction/Status	Notes	Info/Resources
11	CO-92	Increase accountability during police stops.	Internal Policy	Policy <u>under review</u> for new state law compliance; policy updates will involve the Police Commission.	Existing policy ensures EPD compliance with HB 2355. Eugene Police Department reports to the State (Oregon Criminal Justice Commission)	Eugene Police Department Policy 402 (Police S.T.O.P.s, Statistical Transparency of Policing) .
12	BWC-106	Prohibit muting/editing of body-worn camera footage.	Internal Policy	Muting policy is currently <u>under review</u> ; policy update is imminent.	The current system does not allow for videos to be edited by officers. EPD in discussion with labor committee regarding establishing muting restrictions in the policy.	Eugene Police Department Policy 1203 (Body-Worn Video) and Policy 1202 (Audio and Video Recordings) .
13	UF-101	Revise “De-escalation” policy.	Internal Policy	Policy currently <u>under review</u> ; Police Commission to review proposed revisions.	Policy review will include any changes needed for compliance with ORS 161.195 & 161.275.	Eugene Police Department Policy 820 (De-escalation) .
14	UF-102	Create an “Unreasonable force” policy.	Internal Policy	Further analysis and policy update <u>under review</u> and pending. Anticipated involvement of the Police Commission.		
15	UF-100	Revise “Duty to Intercede” policy.	Internal Policy	<u>Under review</u> for consistency with newly adopted state law (HB 2929); policy update will include Police Commission involvement.	Updates underway to bring Eugene Police Department consistent with HB2929.	Eugene Police Department Policy 800 (Use of force) ; HB 2929 Policy 1020, Policy 1028, Policy 103
16	HT-100	Community evaluation of EPD training programs from a diversity, equity and inclusion perspective.	Internal Policy	<u>Analysis needed</u> ; potential coordination with existing Police Commission workplan item.	November 2021 PoliceCommission Meeting Police Commission working with EPD Hiring and Recruitment Team from a	

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Ref. #	AHCPP Ref.	Recommendation	Path	Direction/Status	Notes	Info/Resources
					diversity, equity and inclusion perspective.	
17	HT-101	Review EPD engagement with marginalized groups.	Internal Policy	<u>Analysis needed</u> ; anticipated coordination with existing Police Commission workplan item.	A gender inclusive and diverse language policy review was a priority identified by the Police Commission during its May 15, 2021, biennial planning retreat. In October 2021, a two-year recommendation was outlined by the Police Commission for all police policies to be reviewed and edited for a diversity, equity and inclusion perspective. October 2021 Police Commission Meeting	
18	HT-102	Review EPD hiring practices.	Internal Policy	Additional <u>analysis needed</u> ; coordination with Police Commission related to a workplan item is underway.	The Police Commission set a priority to review hiring and recruitment practices and procedures as part of their FY 2022 & FY 2023 workplan. At the Police Commission's November 2021 meeting they met the hiring and recruitment team and began a discussion of the hiring and recruitment process and new strategies.	HB 2936 and SB 561 – Eugene Police Department and ERC in compliance.

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Ref. #	AHCPP Ref.	Recommendation	Path	Direction/Status	Notes	Info/Resources
					November 2021 Police Commission Meeting	
19	HT-103	Review EPD policies and practices for fostering an inclusive workplace.	Internal Policy	<u>Analysis needed</u> ; anticipated coordination with existing Police Commission workplan item.		
20	HT-104	Improve bias assessment and anti-bias training.	Internal Policy	<u>Analysis needed</u> ; anticipated coordination with existing Police Commission workplan item.	Bias Policing training offered to Eugene Police Department yearly.	Eugene Police Department Policy 208 (Department Training)
21	AHCPP-110	Create a public database of police stops.	Internal Policy	<u>Analysis needed</u> to determine additional access (and searchability) of Eugene-specific STOPS data; not yet staff resourced.	Existing policy ensures EPD compliance with HB 2355. Eugene Police Department reports to the State STOPS (Statistical Transparency of Policing) data is available on the Criminal Justice Commission's website .	Eugene Police Department Policy 402 (Police S.T.O.P.s, Statistical Transparency of Policing) .
22	UF-106	Institute regular training on updated use of force policies.	Internal Policy	<u>Analysis needed</u> to determine whether current training schedule is out of step with policy updates.	Trainings regarding updates to use of force policies are provided twice a year as part of EPDs regular training curriculum. Per Eugene Police Department policy: A rolling, two-year training plan for the Department is developed by the training manager in conjunction with the lieutenant of the Office of	Eugene Police Department Policy 208 (Department Training) https://www.eugene-or.gov/ArchiveCenter/ViewFile/Item/4298

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Ref. #	AHCPP Ref.	Recommendation	Path	Direction/Status	Notes	Info/Resources
					Professional Standards. The training plan will at a minimum address the following areas: a. State-mandated training (DPSST, OSHA, etc.) b. City-mandated training c. Legislative changes and case law updates d. Bi-annual firearms and EVOC training e. Changes to Eugene Police Department or City Policy that affect members f. Training covering current critical issues in law enforcement or other perishable skills g. Prison Rape Elimination Act	
23	CO-90	Drug test officers after an incident that results in serious injury or death.	Internal Policy	<u>Analysis needed</u> to determine whether deviation from the reasonable standard is allowable; not yet staff resourced.	Existing policy provides that an employee may be tested if the department has reasonable suspicion (as defined by Oregon law) that an employee has violated department policy regarding alcohol and controlled substances.	Eugene Police Department Policy 103 (Standards, Duties, and Conduct) , Section 103.5.18, Intoxicants: Alcohol and Controlled Substances)
24	UF-103	Revise existing use of deadly force policy.	Multi-jurisdictional Policy	<u>Analysis needed</u> ; Multi-jurisdictional		
25	IIP-107	No police union officials or committee members should serve on IDFIT teams.	Internal and Multi-	IDFIT: Multi-jurisdictional. Internal: No action needed.		

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Ref. #	AHCPP Ref.	Recommendation	Path	Direction/Status	Notes	Info/Resources
			jurisdictional Policy			
26	BWC-105*	Create a disciplinary matrix for body-worn camera policy - links to AHCPP-108.	Internal Policy	<u>Analysis needed</u> , awaiting state required uniform standards to be established by the state's Commission on Statewide Law Enforcement Standards of Conduct and Discipline; Commission's deadline for Rule adoption October 1, 2022.		ORS 243.808 - 243.812 (Conduct and discipline of law enforcement officers). Adopted in 2021 via HB 2930, requires law enforcement agencies and arbitrators to comply with uniform standards established by Commission on Statewide Law Enforcement Standards of Conduct and Discipline when making decisions regarding law enforcement disciplinary matters.
27	AHCPP-107	Review officer evaluation metrics.	Internal Policy	<u>Analysis needed</u> , awaiting state required uniform standards to be established by the state's Commission on Statewide Law Enforcement Standards of Conduct and Discipline; Commission's deadline for Rule adoption October 1, 2022.		ORS 243.808 - 243.812 (Conduct and discipline of law enforcement officers). Adopted in 2021 via HB 2930, requires law enforcement agencies and arbitrators to comply with uniform standards established by Commission on Statewide Law Enforcement Standards of Conduct and Discipline when making decisions regarding law enforcement disciplinary matters.
28	AHCPP-108*	Create a disciplinary matrix.	Internal Policy	<u>Analysis needed</u> , awaiting state required uniform standards to be		ORS 243.808 - 243.812 (Conduct and discipline of law enforcement

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Ref. #	AHCPP Ref.	Recommendation	Path	Direction/Status	Notes	Info/Resources
				established by the state's Commission on Statewide Law Enforcement Standards of Conduct and Discipline; Commission's deadline for Rule adoption October 1, 2022.		officers). Adopted in 2021 via HB 2930, requires law enforcement agencies and arbitrators to comply with uniform standards established by Commission on Statewide Law Enforcement Standards of Conduct and Discipline when making decisions regarding law enforcement disciplinary matters.
29	IIP-102	Incorporate procedural justice into the internal disciplinary process.	Internal Policy	<u>Analysis needed</u> , awaiting state required uniform standards to be established by the state's Commission on Statewide Law Enforcement Standards of Conduct and Discipline; Commission's deadline for Rule adoption October 1, 2022.		ORS 243.808 - 243.812 (Conduct and discipline of law enforcement officers). Adopted in 2021 via HB 2930, requires law enforcement agencies and arbitrators to comply with uniform standards established by Commission on Statewide Law Enforcement Standards of Conduct and Discipline when making decisions regarding law enforcement disciplinary matters.
30	BWC-104	Prevent officers from reviewing footage before completing incident reports/statements.	Internal Policy	<u>Analysis needed</u> ; not yet staff resourced.		
31	CO-93	The city council should engage community in evaluating civilian oversight structures.	Motion/Work Session		2/9/22 City Council Work Session	

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Ref. #	AHCPP Ref.	Recommendation	Path	Direction/Status	Notes	Info/Resources
32	IIP-103	Lobby for changes to state law to allow civilian investigators to interrogate officers within 48 hours of a deadly force incident.	IGR legislative priorities	Motion passed 2/9/22 directing additional review, analysis and information prior to setting the City's 2023 legislative priorities.	2/9/22 City Council Work Session City Council typically sets legislative priorities in Nov/Dec prior to legislative session the following year. Anticipated to return to City Council Fall 2022	ORS 8.660 ("The district attorney shall . . . conduct, on behalf of the state, all prosecutions for such offenses therein.")
33	IIP-104*	Lobby for changes to state law to make the civilian complaints process more transparent.	IGR legislative priorities	Motion passed 2/9/22 directing additional review, analysis and information prior to setting the City's 2023 legislative priorities.	2/9/22 City Council Work Session City Council typically sets legislative priorities in Nov/Dec prior to legislative session the following year. Anticipated to return to City Council Fall 2022	ORS 181A.674 (disclosure of information about a personnel investigation of a public safety employee of the public body if the investigation does not result in discipline of the employee) and ORS 192.345(12) (conditional exemption for personnel discipline action, or materials or documents supporting that action, when discipline is imposed).
34	IIP-105	Lobby for the removal of disciplinary matters from collective bargaining.	IGR legislative priorities and potentially amend City Charter	Motion passed 2/9/22 directing additional review, analysis and information prior to setting the City's 2023 legislative priorities.	2/9/22 City Council Work Session City Council typically sets legislative priorities in Nov/Dec prior to legislative session the following year. Anticipated to return to City Council Fall 2022	ORS 243.808 - 243.812 (Conduct and discipline of law enforcement officers). Adopted in 2021 via HB 2930, removes discipline guide or discipline matrix as mandatory subject of bargaining; Eugene

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Ref. #	AHCPP Ref.	Recommendation	Path	Direction/Status	Notes	Info/Resources
						Charter Section 25 (Collective Bargaining).
35	IIP-106	Civilian prosecutors should handle cases of potential criminal misconduct by police.	IGR legislative priorities	Motion passed 2/9/22 directing additional review, analysis and information prior to setting the City's 2023 legislative priorities.	2/9/22 City Council Work Session City Council typically sets legislative priorities in Nov/Dec prior to legislative session the following year. Anticipated to return to City Council Fall 2022	ORS 8.660 ("The district attorney shall . . . conduct, on behalf of the state, all prosecutions for such offenses therein.")
36	BWC-103	Lobby the state legislature to make body and dash cam footage public record.	IGR legislative priorities	Motion passed 2/9/22 directing additional review, analysis and information prior to setting the City's 2023 legislative priorities.	2/9/22 City Council Work Session City Council typically sets legislative priorities in Nov/Dec prior to legislative session the following year. Anticipated to return to City Council Fall 2022	ORS 192.345(40) conditionally exempts body worn camera video from disclosure. Dash cam video of a pending criminal investigation may be conditionally exempt pursuant to ORS 192.345(3) .
37	AHCPP-111*	Work with State for stronger gun control laws.	IGR legislative priorities	Motion passed 2/9/22 directing additional review, analysis and information prior to setting the City's 2023 legislative priorities.	2/9/22 City Council Work Session City Council typically sets legislative priorities in Nov/Dec prior to legislative session the following year. Anticipated to return to City Council Fall 2022	

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Ref. #	AHCPP Ref.	Recommendation	Path	Direction/Status	Notes	Info/Resources
38	BWC-102	Require justification in court for the denial of FOIA requests for body/dash cam footage.	IGR legislative priorities	Motion passed 2/9/22 directing additional review, analysis and information prior to setting the City's 2023 legislative priorities.	2/9/22 City Council Work Session City Council typically sets legislative priorities in Nov/Dec prior to legislative session the following year. Anticipated to return to City Council Fall 2022 The statutorily established appeal process provides for judicial review if a public records request is denied. Changes to the public records appeal process would require state statutory changes.	ORS 192.415 (Procedure to review denial of right to inspect other public records).
39	CO-87	CRB and Police Commission members should receive a stipend.	Resolution or City Code	Motion passed 2/9/22 to schedule a work session on the history and status of the City's current civilian oversight system prior to July 17, 2022.	2/9/22 City Council Work Session	
40	CO-88	No current or former EPD employee should be a member of the CRB.	City Code	Motion passed 2/9/22 to schedule a work session on the history and status of the City's current civilian oversight system prior to July 17, 2022.	2/9/22 City Council Work Session Current City of Eugene employees are already prohibited from joining CRB,	Eugene Code 2.242 (CRB qualifications and appointments).

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					as are immediate family members of current police employees.	
41	CO-89	A minimum of a quorum of CRB members be from marginalized groups.	City Code	Motion passed 2/9/22 to schedule a work session on the history and status of the City's current civilian oversight system prior to July 17, 2022.	2/9/22 City Council Work Session	Eugene Code 2.242 (CRB qualifications and appointments).
42	CO-95	Extend the expiration period for complaints.	City Code	Motion passed 2/9/22 to schedule a work session on the history and status of the City's current civilian oversight system prior to July 17, 2022.	2/9/22 City Council Work Session	EC 2.456(1)(K) and (L) (Establishing filing deadlines for complaints).
43	AHCPP-111*	Make Eugene a "no open carry" zone.	City Code, Ch.4	Motion passed 2/9/22 directing additional review, analysis and information prior to setting the City's 2023 legislative priorities.	2/9/22 City Council Work Session	ORS 166.370 (Possession of firearm or dangerous weapon in public building or court facility).
44	CO-86	Give Council final say on police policy proposals if there is a disagreement between the Police Commission and Police Chief.	City Code and potentially Charter			Eugene Code 2.655 (Police Department – Chief); Eugene Charter Section 16 (City Manager); Eugene Code 2.368 (Police Commission)

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45	IIP-104*	Give CRB authority to recommend officers with history or repeat offenses be removed from force.	City Code and potentially Charter	Motion passed 2/9/22 to schedule a work session on the history and status of the City's current civilian oversight system prior to July 17, 2022.	2/9/22 City Council Work Session Would require significant changes to Collective Bargaining Agreement as well.	ORS 243.808 - 243.812 (Conduct and discipline of law enforcement officers). Adopted in 2021 via HB 2930, requires law enforcement agencies and arbitrators to comply with uniform standards established by Commission on Statewide Law Enforcement Standards of Conduct and Discipline when making decisions regarding law enforcement disciplinary matters.
46	CO-91	Give the CRB subpoena power over EPD personnel and documents.	Charter	Motion passed 2/9/22 to schedule a work session on the history and status of the City's current civilian oversight system prior to July 17, 2022.	2/9/22 City Council Work Session	Recommendation is predicated on the CRB being given authority to investigate allegations. Eugene Charter Section 15-A (External Review of the Police).
47	CO-96	Make Civilian Review Board findings of fact binding on the Chief of Police.	Charter	Motion passed 2/9/22 to schedule a work session on the history and status of the City's current civilian oversight system prior to July 17, 2022.	2/9/22 City Council Work Session	Eugene Charter Section 15-A (External Review of the Police).
48	CO-101	Limit officer testimony if body-worn camera footage is lost or destroyed.	Charter	Motion passed 2/9/22 to schedule a work session on the history and status of the City's current civilian oversight system prior to July 17, 2022.	2/9/22 City Council Work Session	Recommendation predicated by "If the Civilian Review Board becomes a fact-finding body, . . ."

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						Eugene Charter Section 15-A (External Review of the Police).
49	CO-102	Give the CRB power to obtain additional evidence.	Charter	Motion passed 2/9/22 to schedule a work session on the history and status of the City's current civilian oversight system prior to July 17, 2022.	2/9/22 City Council Work Session	Eugene Charter Section 15-A (External Review of the Police).
50	IIP-114	Give the CRB investigative powers.	Charter	Motion passed 2/9/22 to schedule a work session on the history and status of the City's current civilian oversight system prior to July 17, 2022.	2/9/22 City Council Work Session	Eugene Charter Section 15-A (External Review of the Police).
51	IIP-115	Give the CRB its own investigative team.	Charter	Motion passed 2/9/22 to schedule a work session on the history and status of the City's current civilian oversight system prior to July 17, 2022.	2/9/22 City Council Work Session	Eugene Charter Section 15-A (External Review of the Police)
52	AHCPP-109	Give the CRB adjudication authority.	Charter	Motion passed 2/9/22 to schedule a work session on the history and status of the City's current civilian oversight system prior to July 17, 2022.	2/9/22 City Council Work Session	Eugene Charter Section 15-A (External Review of the Police)