



Eugene City Council

125 E. 8th Ave., 2nd Floor

Eugene, OR 97401-2793

541-682-5010 • 541-682-5414 Fax

www.eugene-or.gov

AMENDED AGENDA EUGENE CITY COUNCIL

October 31, 2018

**12:00 p.m. MEETING OF THE EUGENE CITY COUNCIL
Harris Hall, 125 East 8th Avenue
Eugene, Oregon 97401**

**Meeting of October 31, 2018;
Her Honor Mayor Lucy Vinis Presiding**

Councilors

Mike Clark, President
Greg Evans
Emily Semple
Jennifer Yeh

Betty Taylor, Vice President
Chris Pryor
Claire Syrett
Alan Zelenka

Note: This agenda has been amended to reflect the addition of Item 1.

**12:00 p.m. MEETING OF THE EUGENE CITY COUNCIL
Harris Hall, 125 East 8th Avenue
Eugene, Oregon 97401**

- 1. DISCUSSION: County Proposed Partnership – Highway 99 Temporary Site**
- 2. WORK SESSION: Human Rights Commission FY 2019 Work Plan and FY 2018 Annual Report**
- 3. WORK SESSION: Annual Report from Police Commission**

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EUGENE CITY COUNCIL AGENDA ITEM SUMMARY



Work Session: Human Rights Commission FY 2019 Work Plan and FY 2018 Annual Report

Meeting Date: October 31, 2018
Department: Central Services
www.eugene-or.gov

Agenda Item Number: 1
Staff Contact: Katie Babits
Contact Telephone Number: 541-682-5277

ISSUE STATEMENT

The Human Rights Commission's enabling ordinance, adopted in December of 1990, requires that it develop a work plan for City Council review and approval and annually report on work plan progress. Attached is a report on the Fiscal Year 2018 Work Plan and the Proposed Fiscal Year 2019 Work Plan.

BACKGROUND

FY 2018 Work Plan Report

The HRC was very active during FY 2018 contributing hundreds of hours of volunteer time beyond business meetings, serving the community by hosting and attending community events, providing input to Council on human rights and social justice issues, and engaging in collaborative work with other Boards and Commissions, City staff, and community partners. The attached FY 2018 Annual Report provides specifics on the group's achievements and commitments in achieving its work plan goals over the past year.

FY 2019 Work Plan Details

The HRC held an all-day work planning retreat in August and unanimously approved the FY 2019 plan in October.

The three proposed work plan goals are:

- Goal 1: Take a leadership role in fostering respect for social equity, civil rights and human rights in the community by engaging in education, outreach, listening and collaboration.
- Goal 2: Maintain strategic HRC liaisons and engage in cooperative endeavors with the community and with City of Eugene advisory groups that support civil and human rights and social equity.
- Goal 3: Study and recommend actions on civil and human rights and social equity issue areas of concern to the community and City organization.

The specific objectives and strategies identified to implement these goals are described in more detail in the attached Human Rights Commission FY 2019 Work Plan.

RELATED CITY POLICIES

Eugene Code

2.280 Human Rights Commission – Work Plan and Task Groups.

- (1) The Commission shall create a work plan that is reviewed by the City Manager and approved by the Mayor and City Council.
- (3) The Commission shall present its work plan accomplishments and work plan status annually to the City Council.

COUNCIL OPTIONS

The council could:

1. Approve the proposed FY2019 Work Plan as presented
2. Approve the work plan with changes
3. Request changes to the work plan before approval

CITY MANAGER'S RECOMMENDATION

The City Manager recommends approving the Human Rights Commission FY2019 Work Plan as presented.

SUGGESTED MOTION

Move to approve the Human Rights Commission FY2019 work plan.

ATTACHMENTS

- A. Human Rights Commission FY 2018 Report
- B. Human Rights Commission FY 2019 Work Plan

FOR MORE INFORMATION

Staff Contact: Katie Babits
Telephone: 541-682-5277
Staff E-Mail: kbabits@eugene-or.gov



City of Eugene
Human Rights Commission
FY 2018 Work Plan Report

Summary

This is the report from the Human Rights Commission FY 2018 Work Plan. The work plan was approved by City Council in October of 2017.

Below are highlights from the past year, followed by detailed charts of progress on implementing the work plan.

Highlighted Work

Events

To help raise awareness, foster respect, create community dialogue, and increase education on human rights issues the Human Rights Commission (HRC) hosted, assisted with organization, or had members participate in several events:

- International Human Rights Day Celebration
- City of Eugene Police Chief Recruitment Process
- Anti-Semitism Training
- Islamophobia Training
- Forum on Hate Crimes
- Oregon Coalition on Housing and Homelessness Conference

Funding and other support was also provided for community events organized by community groups. The HRC supported 15 community events with endorsement, sponsorship, and/or volunteer work:

- The Archaeology Channel International Film Fest
- Martin Luther King Jr. Awards
- Blacks in Government (BIG) dinner
- NAACP Freedom Fund Dinner
- We Are Neighbors Series
- Film Screening – SURJ: Mass Incarceration 13th Discussion
- CALC Anti-Semitism Training
- CALC Islamophobia Training
- Winnemem Wintu Wild Salmon Run
- Our Bodies, Our Voices, Our Open Mic
- Veteran's Affairs Celebrating Success
- Lunch Match

Key Partnerships

The HRC has actively worked to increase communication and collaboration with other City Boards and Commissions, staff, and community groups over the past year to promote human rights and social equity.

Boards and Commissions

- **Police Commission:** The HRC has a permanent seat on the Police Commission and so shares one voting member.
- **Civilian Review Board (CRB):** The HRC has a liaison assigned to and from the CRB to share information and highlight issues of mutual concern.
- **Community Development Block Grant (CDBG):** The HRC has one member on the CDBG Committee that focuses on housing and related issues. The HRC liaison participates in the annual competitive process where applicants seek funding for specific projects.
- **Equity and Human Rights Board (EHRB):** The HRC participates on the City's EHRB that focuses on leadership and organizational commitment to diversity and equity to ensure services are accessible, inclusive and equitably provided in a work environment that supports all employees. This year the EHRB's work has continued on the development of the Equity and Human Rights Strategic Plan development and city wide implementation process.
- **Moving Ahead Transportation Panel:** The HRC monitors this collaboration between the Lane Transit District (LTD) and the City of Eugene for its dedication to accessibility.
- **Vision Zero Task Force:** The HRC has a permanent member on the Task Force to provide input in achieving the goal set by City Council.
- **Housing Policy Board:** The HRC is a recent liaison to the Housing Policy Board, giving voice to community issues related to affordable housing.
- **Boards and Commission Recruitment:** The HRC actively promoted participation in the board and commissions recruitment process and made recommendations on filling vacancies on the HRC.

Department Collaborations

- **Police Chief Recruitment Process:** The Human Rights Commission played an integral role in the recruitment for the City of Eugene's new Police Chief. The HRC received updates from the Assistant City Manager on the process, and represented the community with several members participating in the Community Panel and Community Forum.
- **Hate and Bias Prevention and Response Toolkit:** Members of the HRC work group, Whole Eugene Community United (WeCU) provided feedback and insight to the Office of Human Rights and Neighborhood Involvement in the creation on the Hate and Bias Prevention and Response Toolkit.
- **Affordable Housing:** Received updates and requests for input and to stand as liaison on groups discussing affordable housing, Community Development Block Grants and Housing Policy Board.

Community

- Awarded the MLK Jr. Community Leadership Award at the conclusion of the NAACP Martin Luther King Jr. Day march.
- Progress from the report *Marginalized Voices in Eugene* evolved into the work group Whole Eugene Community United (WeCU) and worked to promote recommendations in Marginalized Voices report through community outreach and holding culturally inclusive events such as the International Human Rights Day Celebration.

Recommendations to Policy Makers

Correspondence on the following topics was submitted to local, state and national policy makers during FY 2018.

City Council

- **Inclusive Place Naming – Councilor Ortiz and Dr. Coleman:** The HRC voted to support naming local places after influential people of color in Eugene to provide more inclusive consideration when naming sites after people.
- **DACA Funding:** The HRC moved fast and worked in collaboration to secure funding for DACA recipients to reapply for DACA when rulings changed on a national level.
- **Declaration on Human Rights and Climate Change:** Voted to support the Declaration and urged City Council to adopt the Declaration and become the second municipality in the country to sign on to the Declaration.
- **Recommendations to fill HRC vacancies:** Supported recruitment of applicants to apply for HRC Vacancies, reviewed applications and recommended top candidates to Council to develop a diverse commission.

Members Who Served

We are deeply grateful to all of the commissioners who served during this work plan and would like to recognize their service.

Councilor Emily Semple: 1/2017 – present

Andrew Thomson: 6/2011– 6/2018

Edward McGlone: 7/ 2015 – 6/2018

Bonnie Souza: 7/ 2015 – present

Aria Seligmann: 7/2016 – present

Julia Johnson: 7/2016 – present

Aimee Walsh: 7/2016 – present

Joel Iboa: 7/2016 – present

Ib Hamide: 7/2017 – present

Ibrahim Coulibaly: 7/2017 – present

Ela Kubok: 7/2017 – present

The Human Rights Commission relies on the generous contribution of time from commissioners and also many engaged community members that collaborate on HRC related work. In total more than 500 hours were logged by commissioners alone over the past year.



City of Eugene
Human Rights Commission
FY 2019 Work Plan

Eugene Human Rights Commission FY 2019 Roster

Office of Human Rights & Neighborhood Involvement | 99 W. 10th Avenue, Suite 116, Eugene, OR 97401
541.682-5177 | www.eugene-or.gov/hrc | hrni@ci.eugene.or.us

Position	Name	Date Appointed	Term Expires
Position 1	Bonnie Souza	7/1/2015	6/30/2021
Position 2	Ibrahim Coulibaly	7/1/2017	6/30/2020
Position 3	Ela Kubok	7/1/2017	6/30/2020
Position 4	Ibrahim Hamide	7/1/2017	6/30/2020
Position 5	Aria Seligmann	7/1/2016	6/30/2019
Position 6	Julia Johnson	7/1/2016	6/30/2019
Position 7	Aimee Walsh	7/1/2016	6/30/2019
Position 8	Serena Markstrom	7/1/2018	6/30/2021
Position 9	Joel Iboa	7/25/2016	6/30/2019
Position 10	Rick Guerra	7/1/2018	6/30/2021
Position 11	Councilor Emily Semple	1/2017	

Human Rights Commission

FY 2019 Work Plan Goals

Goal 1

Take a leadership role in fostering respect for social equity, civil rights, and human rights in the community by engaging in education, outreach, listening and collaboration.

Goal 2

Maintain strategic HRC liaisons and engage in cooperative endeavors with the community and with City of Eugene advisory groups that support civil and human rights and social equity.

Goal 3

Study and recommend actions on civil and human rights and social equity issues in areas of concern to the community and City organization.

Whole Eugene Community United (WeCU)	
Objective 1: Identify and implement strategies to enhance inclusion of marginalized communities into the larger Eugene community and to help deter or respond to hate, bias and discrimination, including systemic and individual racism, heterosexism, transphobia, anti-Semitism, Islamophobia and ableism.	
Lead: B. Souza; Supporting Leads: I. Hamide, I. Coulibaly , S. Markstrom, J. Johnson	
Action 1.1	Present Marginalized Voices report and recommendations to Mayor and City Council in work session. Follow up on WeCU's three asks regarding: 1) liaison position (primary ask); 2) rapid response policy; and 3) planning committee for multicultural center.
Action 1.2	Input to Budget Committee regarding creation of Marginalized Communities Liaison staff position.
Action 1.3	Organize 70th Anniversary celebration of International Human Rights Day on Sunday, December 9, 2018.
Action 1.4	Consult on cultural equity plans, competencies and diversity in City Departmental Equity Strategic Plans (support and advocate for the internal plans that City staff are instructed to use to direct their policies for increased access and equity within the organization and in interactions with the public).
Action 1.5	Monitor and contribute to efforts that assist marginalized communities in Eugene.

Education, Outreach and Public Engagement	
Objective 2: Develop and implement strategies to promote education, outreach and public engagement.	
Leads: A. Walsh, E. Kubok, R. Guerra, I. Hamide, J. Johnson	
Action 2.1	Raise awareness for outcomes of Human Rights Commission meetings and work.
Action 2.2	Expand human rights outreach to educational partners and community groups.
Action 2.3	Promote and support human rights events and efforts in the community.

Advisory Work	
Objective 3: Maintain an introspective view of human rights issues in Eugene as they arise and develop advisory communication and recommendations to City Council to respond to and support human rights in Eugene.	
Leads: J. Iboa, I. Coulibaly, E. Kubok	
Action 3.1	Develop and maintain relationships with representatives of marginalized communities in Eugene.
Action 3.2	Discuss issues surrounding human rights as they arise, and bring recommendations forth to City Council to address needs in community.
Action 3.3	Continue to foster and build on relationship with Mayor and City Council to promote a safe and welcoming community.

Housing and Homelessness	
Objective 4: Propose policy recommendations to the Eugene City Council on issues related to homelessness.	
Leads: A. Seligmann	
Action 4.1	Monitor, advise and advocate for ways for the city to respond to homelessness.
Action 4.2	Monitor and advocate for civil and human rights of people who are homeless.
Action 4.3	Advocate for expansion of shelter and other housing options and access to resources and services city wide.

Name of Group	Description	Time Commitment	Currently Held By and When Appt.
LIAISONS FROM HRC TO OTHER BOARDS, COMMITTEES OR COMMISSIONS			
Community Development Block Grant	<p>Info: Eugene receives federal funds which are awarded to agencies that support a variety of community needs related to housing and other issues. During an annual competitive process, applicants vie for CDBG funding for specific projects.</p> <p>https://www.eugene-or.gov/281/CDBG-Program</p>	2 hour monthly meetings typically during 6 months out of the year, when they are working on funds distribution and projects. Additional meetings and trainings throughout the year as necessary. 1 year term with possibility to serve 3 terms.	<p>Aimee Walsh</p> <hr/> <p>Back up: Aria Seligmann</p>
Moving Ahead Transportation Panel	<p>The Moving Ahead Transportation Panel is a collaboration of the City of Eugene and the Lane Transit District (LTD) working with the community to prioritize corridors for near-term enhancements that serve people using transit, biking, walking, and mobility devices.</p> <p>http://www.movingahead.org/</p>	Meetings as scheduled	<p>Aimee Walsh</p> <hr/> <p>Back up: Ela Kubok</p> <hr/>
Vision Zero Task Force	<p>The Vision Zero Task Force will guide the Eugene Vision Zero Action Plan. Members will work together to guide the development of the Plan's goals, policies, actions and performance measures. Individuals serving on the Task Force will act as liaisons to the communities, organizations, and agencies they represent.</p> <p>https://www.eugene-or.gov/3320/Community-Engagement</p>	Meets monthly	<p>Aimee Walsh</p> <hr/> <p>Back up: Rick Guerra Back up: Serena Markstrom</p>
Police Commission	<p>Mission: The Police Commission mission is to recommend to the City Council, the City</p>	Meets monthly 2 nd Thursday, 5:30 – 8:30 p.	<p>Joel Iboa</p> <hr/>

	Manager, the Police Department, and the people, the resources, preferred policing alternatives, policies and citizens' responsibilities needed to achieve a safe community. We strive to create a climate of mutual respect and partnership between the community and the Police Department that helps achieve safety, justice and freedom for all people in Eugene.	This has a term of 4 years or as long as a single commissioner term - typically 3 years.	Back up: A. Seligmann
Council Liaison	City Councilor Liaison from HRC to City Council	1 year, appointed by Mayor	Councilor Semple
Meet with City Manager and Mayor	Mayor and City Manager meet with HRC Chairs and Equity and Human Rights staff	2 hours quarterly	Chair and Vice Chair
Civilian Review Board	To increase transparency and public confidence in the police complaint process. We evaluate the work of the independent Police Auditor, from a civilian perspective, about whether the complaint was handled fairly and with due diligence.	Meets monthly, 2 nd Tuesday, 3 hours	<div>Bonnie Souza</div> <hr/> <div>Back up: Serena Markstrom</div>
E&HR Board	Help guide the work of the DESP	2 hour meetings every other month - daytime	<div>Rick Guerra</div> <hr/> <div>Back up: Ibrahim Coulibaly</div>
Housing Policy Board	<p>The Intergovernmental Housing Policy Board (HPB) acts as a forum for public input into the community issues related to affordable housing. It reviews low-income housing issues and makes policy, funding, and other recommendations regarding affordable housing to Eugene and Lane County governments. The mission of the HPB is to increase the availability of decent, affordable housing for low and very low income families and individuals in Lane County.</p> <p>https://www.eugene-or.gov/838/Housing-Policy-Board</p>	1.5 hour meeting, 1 st Monday of the month unless it falls on a holiday, then on following Friday	<div>Ib Hamide</div> <hr/> <div>Back up: Ibrahim Coulibaly</div>

Triple Bottom Line	Aid City staff in assessing impact of social equity, environmental and economic lenses as projects arise.	Meeting times will be determined as projects arise.	1. Ela Kubok Back up: Joel Iboa
Housing Tools and Strategies	Providing input as the City addresses implementing changes from state government addressing accessory dwelling units.	Member is part of scheduling times	1. Aimee Walsh Back up: Ela Kubok

Reports are expected from liaisons to keep the full HRC updated on any issues with the groups you are working with. You are representing the Commission in these meetings, please check in with the group.

HUMAN RIGHTS COMMISSION | 2018-2019 CALENDAR

4 Independence Day
No HRC meeting this month

JULY 2018						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
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JANUARY 2019						
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27	28	29	30	31		

15 HRC Meeting
21 Dr. Martin Luther King, Jr. Day

11 Eugene/Springfield Pride
21 HRC Retreat

AUGUST 2018						
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FEBRUARY 2019						
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19 HRC Meeting

- Blacks In Government Annual Black History Month Banquet
- NAACP Freedom Fund Dinner
- Asian Celebration

3 Labor Day
18 HRC Meeting
21 International Day of Peace

SEPTEMBER 2018						
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MARCH 2019						
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31						

19 HRC Meeting

8 Indigenous Peoples' Day
16 HRC Meeting

OCTOBER 2018						
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APRIL 2019						
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16 HRC Meeting

- DisOrient Asian American Film Festival

11 Veterans Day
20 HRC Meeting
20 Transgender Day of Remembrance

NOVEMBER 2018						
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MAY 2019						
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26	27	28	29	30	31	

21 HRC Meeting
27 Memorial Day

10 International Human Rights Day
No HRC meeting this month

DECEMBER 2018						
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JUNE 2019						
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30						

18 HRC Meeting

EUGENE CITY COUNCIL AGENDA ITEM SUMMARY



Work Session: Annual Report from Police Commission

Meeting Date: October 31, 2018
Department: Police Department
www.eugene-or.gov

Agenda Item Number: 2
Staff Contact: Jeremy Cleversey
Contact Telephone Number: 541-682-5852

ISSUE STATEMENT

Biannually, the City Council meets with the Police Commission to review its past work and to discuss its upcoming work plan. The Police Commission met with council last year as part of their normal cycle, this year they have elected to meet council off cycle because of the City's efforts to develop Community Safety System packages that they would feel remiss not to weigh in on.

BACKGROUND

The City Council approved the FY 2018- FY 2019 Work Plan at its October 9, 2017, biannual meeting. The Police Commissions efforts have been focused in four areas: to provide input on policies that reflect community values, identify police policy and resource issues related to preferred policing alternatives, increase communications between the community and the police, decrease misunderstandings regarding nature of adopted police policies, and assist City Council and the City Manager in balancing priorities and resources by advising on police resource issues.

RELATED CITY POLICIES

Eugene Code 2.368(4) requires the Police Commission to submit its yearly work plan and proposed mission for review and approval by the City Council.

COUNCIL OPTIONS

No council action or recommendations are suggested.

CITY MANAGER'S RECOMMENDATION

This item is informational only.

SUGGESTED MOTION

No council action or motions are suggested. This item is informational only.

ATTACHMENTS

A. Police Commission FY 2018 Work Plan Review

FOR MORE INFORMATION

Staff Contact: Jeremy Cleversey

Telephone: 541-682-5852

Staff E-Mail: jcleversey@eugene-or.gov



CITY OF EUGENE

POLICE COMMISSION

FY 2018 Work Plan Review

Police Commission Members

Bill Whalen, Chair	Silver Mogart
Scott Nowicki, Vice Chair	Edward Goehring
Jennifer Yeh	Terry Robertson
Will Davie	Claire Syrett
Edward McGlone	Sean Shivers
Steve McIntire	Marshall Wilde

www.eugene-or.gov/policecommission

For more information on the Eugene Police Commission, please contact:

Jeremy Cleversey, Police Commission Analyst

Phone: (541) 682-5852

jeremy.d.cleversey@ci.eugene.or.us

Background

The Eugene Police Commission is a twelve-member volunteer body that acts in an advisory capacity to the City Council, the Chief of Police and the City Manager on police policy and resource issues. The Commission's enabling ordinance, adopted in December of 1998, requires that it develop a work plan for City Council review and approval. In 2013, the Commission moved to a biannual work plan. Major accomplishments over the past five years include the following highlights:

- Initiated the Bias-based policing data collection project in (FY 2014)
- Reviewed and made recommendation on the Professional Police Contacts policy to govern the new Stops Data Collection (FY 2014)
- Reviewed and made recommendation for a downtown Closed Circuit Television (CCTV) pilot project and policy (FY 2015)
- Responded to public concern and formed a policy for Citizen's Filming Police (FY 2015)
- Reviewed and made recommendations related civil disturbance policy (FY 2016)
- Reviewed 21st Century Policing Report, and discussed incorporating concepts of Police Legitimacy into Police Department (FY 2016)
- Review code of conduct policy (FY 2017)
- Implemented plan to increase communications between community and police, created a subcommittee to set goals for outreach, and created monitoring tools (FY2018)
- Continued recommending 21st Century Policing concepts be incorporated into policy including guardian mentality and de-escalation (FY 2018).

Police Commission Mission Statement

The Eugene Police Commission recommends to the City Council, the City Manager, the Eugene Police Department, and the people, the resources, preferred policing alternatives, policies and citizens' responsibilities needed to achieve a safe community. We strive to create a climate of mutual respect and partnership between the community and the Eugene Police Department that helps achieve safety, justice and freedom for all people in Eugene.

Police Commission Goals

As outlined in Ordinance 20398, the objectives of the Eugene Police Commission are to:

- 1) Increase communications between police and the community, leading to a greater understanding of the preferred policing alternatives for this city;
- 2) Identify police policy and resource issues related to preferred policing alternatives;
- 3) Decrease misunderstandings regarding the nature of adopted police policies, practices and approaches;
- 4) Provide input on police policies and procedures that reflect community values; and
- 5) Assist the City Council in balancing community priorities and resources by advising on police resource issues.

Biannual Work Plan

Consistent with Ordinance 20398, the Police Commission will continue to submit to the City Council an annual report, drawn from the biannual report created every two years.

The following items were identified during the May 6, 2017 Police Commission Retreat as possible areas of focus for the next two year work plan. The items are not in priority order, but rather sorted by the Council-approved goals of the Police Commission. The below spreadsheet is an attempt to capture work completed by the Police Commission in FY2018 from that plan.

FY 2018-19 Police Commission Work Plan			Date	Work Performed
Complete	Provide input on policies that reflect community values			
✓	1	Use of Force – de-escalation	12/14/2017	Policy review: De-Escalation (803)
			1/11/2018	Policy review: De-Escalation (803)
			4/1/2018	Presentation and discussion on de-escalation
	2.	Firearms training & de-escalation	12/14/2017	Policy review: Armed Barricaded Subjects (804)
			1/11/2018	Policy review: Armed Barricaded Subjects (804)
✓	3	Professional police stops policy and biased based policing	3/18/2018	Presentation of Stops Program and discussion
✓	4.	Drone policy (Unmanned Aerial Device)	12/14/2017	Policy review: Unmanned Aerial Device (1208)
			1/11/2017	Policy review: Unmanned Aerial Device (1208)
			2/8/2017	Policy review: Unmanned Aerial Device (1208)
✓	5.	Code of Conduct	6/8/2017	Policy review: Standards, Duties, Conduct (1001)
			7/13/2017	Policy review: Standards, Duties, Conduct (1001)
	6.	Encourage policies and technology that are “force multipliers”	12/14/2017	Policy review: Unmanned Aerial Device (1208)
			1/11/2017	Policy review: Unmanned Aerial Device (1208)
			2/8/2017	Policy review: Unmanned Aerial Device (1208)
	7	Review video policy (1202) and impact of video and phone recording on police actions and policy	11/9/2017	Policy review, Body Worn Camera (1203)
				Not Yet Completed: Audio Video Recordings (1202)
	8.	Parade permitting process		
Complete	Identify police policy and resource issues related to preferred policing alternatives			
✓	9.	Change mentality to guardian from warrior	10/12/2017	Reviewed materials from 21st Century Policing Report
✓	10.	Downtown crime enforcement	7/13/2017	Presentation and discussion
	11	Downtown monitoring		
	12.	Supervisor evaluation and training	11/9/2017	Eugene Police Strategic Plan Review
✓	13	Police legitimacy and procedural justice	2/8/2018	Presentation and discussion
	14.	Review prohibited car camping program and effectiveness		
	15	Societal issues affecting police		
	16.	Citation for no driver's license or insurance		
Complete	Increase communications between community and police			
	17	Assess what public wants regarding police services, including guardian mentality		
	18.	Outreach to minority communities	4/26/2018	TRANS*ponder
	19	Feedback to public for police response and provide explanations about response time, case status, etc.		

Additional Work Completed from the FY2018 work plan.

FY 2018-19 Police Commission Work Plan			Date	Work Performed
Complete	Decrease misunderstandings regarding nature of adopted police policies			
	20	Address or make recommendations regarding gap between public expectations and reality		
Complete	Assist City Council in balancing priorities and resources by advising on police resource issues			
?	21	Review and recommend policy regarding body worn cameras and recommend to city council the resources to implement	11/9/2017	Presentation and discussion
	22.	Increase police staffing	12/14/2017	Unfunded Needs Assessment, Presentation and discussion
			2/8/2018	Procedural Justice, Presentation and discussion
✓	23.	Develop method to increase communication with city manager's office and city council	9/14/2017	Communication with City
			10/12/2017	Communication with City Manager
			1/11/2018	Quarterly Meeting with City Manager Established