Ad Hoc Committee on Police Policy Recommendation Status – Updated February 9, 2022

Ref. #	AHCPP Ref.	Recommendation	Path	Direction/Status	Notes	Info/Resources
1	**UF-112**	Overhaul EPD crowd control policy.	Internal Policy	Policies have been updated 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 updated 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 updated 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	No action is needed 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	No action is needed 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).

Ad Hoc Committee on Police Policy Recommendation Status – Updated February 9, 2022

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6	**UF-107**	Give community input into vetting new technologies.	Internal Policy	No action is needed 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	No action is needed. 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	In progress: 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	In progress, position description and scope of work currently being prepared.		
10	**UF-109**	Demilitarize EPD uniforms and equipment.	Internal Policy	CSO uniforms and equipment currently under review. EPD does not participate in military surplus program.		

Ad Hoc Committee on Police Policy Recommendation Status – Updated February 9, 2022

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11	**CO-92**	Increase accountability during police stops.	Internal Policy	Policy under review 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.Ps, Statistical Transparency of Policing).
12	**BWC-106**	Prohibit muting/editing of body-worn camera footage.	Internal Policy	Muting policy is currently under review; 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 under review; 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 under review and pending. Anticipated involvement of the Police Commission.		
15	**UF-100**	Revise "Duty to Intercede" policy.	Internal Policy	Under review 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	Analysis needed; potential coordination with existing Police Commission workplan item.	November_2021 PoliceCommission Meeting Police Commission working with EPD Hiring and Recruitment Team from a	

Ad Hoc Committee on Police Policy Recommendation Status – Updated February 9, 2022

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	Analysis needed; 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 analysis needed; 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.

Ad Hoc Committee on Police Policy Recommendation Status – Updated February 9, 2022

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	Analysis needed; anticipated coordination with existing Police Commission workplan item.		
20	**HT-104**	Improve bias assessment and anti-bias training.	Internal Policy	Analysis needed; 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	Analysis needed 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.Ps, Statistical Transparency of Policing).
22	**UF-106**	Institute regular training on updated use of force policies.	Internal Policy	Analysis needed 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

Ad Hoc Committee on Police Policy Recommendation Status – Updated February 9, 2022

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	Analysis needed 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	Analysis needed; 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.		

Ad Hoc Committee on Police Policy Recommendation Status – Updated February 9, 2022

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	Analysis needed, 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	Analysis needed, 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	Analysis needed, awaiting state required uniform standards to be		ORS 243.808 - 243.812 (Conduct and discipline of law enforcement

Ad Hoc Committee on Police Policy Recommendation Status – Updated February 9, 2022

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	Analysis needed, 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	Analysis needed; 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	

Ad Hoc Committee on Police Policy Recommendation Status – Updated February 9, 2022

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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

Ad Hoc Committee on Police Policy Recommendation Status – Updated February 9, 2022

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						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	

Ad Hoc Committee on Police Policy Recommendation Status – Updated February 9, 2022

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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).

Ad Hoc Committee on Police Policy Recommendation Status – Updated February 9, 2022

Ref. #	AHCPP Ref.	Recommendation	Path	Direction/Status	Notes	Info/Resources
					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)

Ad Hoc Committee on Police Policy Recommendation Status – Updated February 9, 2022

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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, ..."

Ad Hoc Committee on Police Policy Recommendation Status – Updated February 9, 2022

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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)