



City of Eugene Police Commission



FY 2024 Annual Report

October 16, 2024

Presented by Chair Jensina Hawkins and Vice chair Sean Shivers

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Police Commission Mission Statement



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



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Police Commission Members

8 Community Members:

- Jensina Hawkins, *Chair*
- Sean Shivers, *Vice chair*
- Alan Leiman
- William Parham
- Emeilia Foulkes
- Jacy Price
- Jack Radey
- Tina Thorson

2 City Councilor Liaisons:

- Jennifer Yeh
- Alan Zelenka

1 Human Rights Commission Liaison:

- Dr. Silky Booker

1 Civilian Review Board Liaison:

- Clay Neal

City of Eugene Police Commission Staff Liaison:

- Holly Mathews (AIC)



FY 2024 Police Commission members from left to right: Alan Leiman, Chair Jensina Hawkins, Councilor Jennifer Yeh, and Scott Lemons. Not pictured are Bonnie Dominguez, Dr. Silky Booker, Vi Huynh, William Parham, Silverio Mogart, Sean Shivers, and Councilor Alan Zelenka

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In Memoriam—Dallas Boggs

FRIEND AND COMMUNITY LEADER:

Honoring Dallas

- On March 5, 2024, the Police Commission suddenly lost an endearing and well-respected member and chair, Dallas Boggs.
- Dallas served on the police commission from June 27, 2020, until his passing, and was chair of the commission for three consecutive terms.



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FY 2024 – 2025 Work Plan

TOP 10 Issues and Priorities:

- Identified and defined during the May 6, 2023, Work Retreat

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

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FY 2024 – 2025 Work Plan

Parking Lot Issues and Priorities:

- Items not a considered a priority but equally important to discuss

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

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FY 2024 – 2025 Work Plan

□ Potential items to discuss as time allows:

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

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Review: FY 2024 Highlights

□ AREA OF FOCUS:



Virtual Policing

- Listed as number one on the FY 2024-FY 2025 Work Plan.
- The commission received an overview and demonstration of MyPDConnect.

Eugene Police Department Online Reporting

We are here to help and serve. Our online reporting system will allow you to provide us information about your situation and connect you with a live officer at a scheduled time to ensure we are providing you the best service possible.

Please select your desired language below:

[English](#)
[Español](#)
[Français](#)
[Deutsch](#)
[한국어](#)
[中文](#)
[日本語](#)

Crime In Progress
If the crime is currently in progress or involves other incident types please call the non-emergency line (541) 682-5111.

Emergency
If this is an Emergency please call 911.

Please select a report type below.

Eugene Police Department's Online Reporting System, MyPDConnect

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Review: FY 2024 – Highlights

□ AREA OF FOCUS:

Downtown Safety (staffing and presence)

- Listed as number three on the FY 2024 and FY 2025 Work Plan.
- Overview of the Downtown Safety Model, Yellow Jackets, the Co-responder Model; and the responsibilities of the Downtown Incident Commander and Downtown Team.



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Review: FY 2024 – Highlights

□ AREA OF FOCUS:

Public Safety Cameras

- Reviewed Policy 1210 Public Safety Cameras.
- Recommendation to update the policy to reflect current community needs while not infringing on people's privacy.
- **Key recommendations:**
 - Signage will be posted conspicuously at eye level to inform the public the area is being observed.
 - Public safety cameras will not be used in conjunction with any facial recognition software.
 - Each camera will system will store up to 90 days of rolling data.



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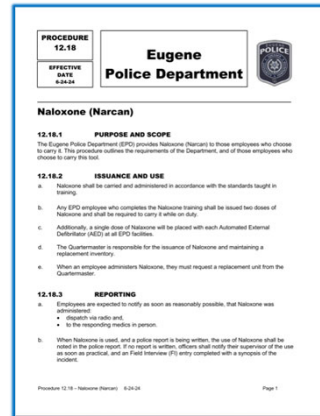
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FY 2024 Emerging Topics

□ TOPIC:

Naloxone (Narcan)

- Concerned community member notified a commissioner about an incident where it was believed EPD officers did not administer Narcan to an individual suspected of overdosing.
- EPD investigated the incident, and the Independent Police Auditor's Office was notified for follow up. As a result, it was learned EPD did in fact administer two doses of Narcan.
- Reviewed Procedure 12.18 Naloxone (Narcan).
- **Key Recommendation:**
 - Naloxone (Narcan) will be stored in officers' on-duty bags during their shift to ensure proper storage at recommended temperatures.



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FY 2024 Emerging Topics

□ TOPIC:

Women in Policing and Eugene Police Culture

- Recruitment and retention is listed as number five on the FY 2024 and FY 2025 Work Plan.
 - Presentation on police recruitment, retention, and promotion development\
 - Reviewed Policy 1015 Special Teams, Ad-hoc, AIC Assignments
- Email to the Police Commission from a former female EPD police officer stating EPD has a toxic work culture to include sexism and sexual harassment. And that EPD does not protect or support women in policing.
- Discussion of culture audit of EPD.
- **Key recommendation:**
 - During the May 9, 2024, Police Commission meeting, the commission passed a motion by Commissioner Lemons to recommend to City Council: The Eugene Police Department seek out an RFP (request for proposal) to have an independent cultural audit from a consulting firm specialized in bias and workplace conduct that also has experience with police. The Police Commission recommends the contract for this audit be executed by December 31, 2024.



- Culture audit underway by EPD



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FY 2024 – Other Work Performed

□ NOTEWORTHY PRESENTATIONS:

- Throughout FY 2024, the Police Commission received noteworthy presentations from City of Eugene staff to local and state dignitaries.

□ HIGHLIGHTS:

- 2022 Independent Police Auditor's Annual Report with Leia Pitcher
- 2022 Professional Standards Annual Report with Cindy Coleman, Professional Standards Manager
- Mr. Demond Hawkins, NAACP Lane County President
- 2022 Hate and Bias Crimes Annual Report with Drae Charles, City of Eugene Office of Equity and Community Engagement
- Constantin Severe, Public Safety Advisor with the State of Oregon
- EPD provided numerous subject matter experts to speak on various topics.

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FY 2024 – Other Work Performed

□ COMMUNITY OUTREACH:

- *The Asian Celebration*
- *The Black Cultural Festival*
- *Suddenly Sleepy 5k*
- *MLK Jr. March*
- *NAACP Freedom Fund Dinner*



Left to right: Current Chair Jensina Hawkins, Community Engagement Specialist Janina Rager, and Sergeant Naivasha Tester at the MLK Jr. March, February 19, 2024

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FY 2024 – Other Work Performed

□ LAW ENFORCEMENT MENTAL HEALTH AND WELLNESS SUBCOMMITTEE:

TOPICS:

- Return to duty with Pat Bentley, LMFT, leader of LEMHW Program for Kern County, California.
- Overview of Peer Support and Resiliency Team (PSRT)
 - Reviewed Procedure 11.23 Peer Support Team
- Police officer hiring and background Process
 - High-level overview of police officer hiring process to include testing, interview, background (including psychological), and final interview with the Chief of Police.
 - Overview of pre-employment mental health screening process to include grounds for disqualification and process to submit findings to EPD with Dr. Ryan Roberts with Public Safety Psychological Services.
 - New Subcommittee Chair William Parham
 - Subcommittee identifying next steps for FY 2025
 - Looking for additional opportunities

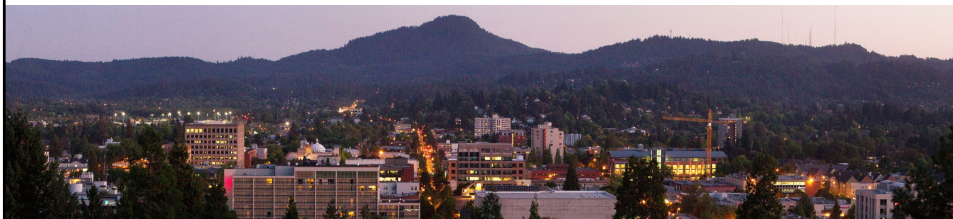


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Acknowledgements

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



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