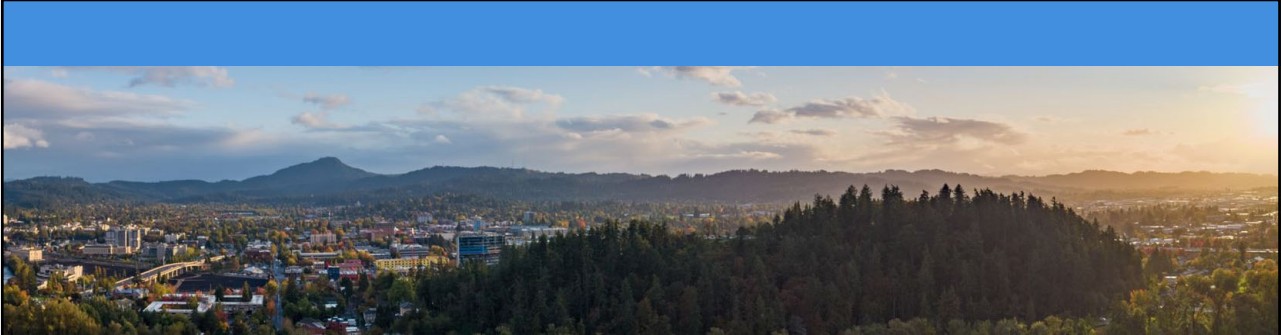




City of Eugene Police Commission



FY 2023 Annual Report FY 2024 and 2025 Biennial Work Plan

July 19, 2023

Presented by Chair Dallas Boggs and Vice-chair Jensina Hawkins

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Police Commission Members

- 8 Community Members:
 - Dallas Boggs, *Chair*
 - Jensina Hawkins, *Vice-Chair*
 - Dr. Silky Booker
 - Vi Huynh
 - Bonnie Dominguez
 - Sean Shivers
 - Ian Winbrock
 - Silver Mogart
- 2 City Councilor Liaisons:
 - Jennifer Yeh
 - Alan Zelenka
- 1 Human Rights Commission Liaison:
 - Scott Lemons
- 1 Civilian Review Board Liaison:
 - Alan Leiman
- City of Eugene Police Commission Analyst:
 - Holly Mathews (*AIC*)



Back row, left to right: Sean Shivers, Councilor Alan Zelenka, Councilor Jennifer Yeh, Dallas Boggs, Scott Lemons, Dr. Silky Booker, Jensina Hawkins, and Vi Huynh. Front row, left to right: Ian Winbrock and Bonnie Dominguez



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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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Review: FY 2022 – 2023 Highlights

□ ISSUE:

Officer Wellness and Mental Health

- Policy and procedure review, resulting in EPD Peer Support and Resilience Team (PSRT) updates



Order	FY 2022 & 2023 Commission Community Issues and Priorities	Weighted
	Top 14	
1	Officer Wellness and mental health – Explore steps that are being done to prioritize officer wellness.	10
2	Call center policy procedure and prioritization – Reviewing appropriate response level and how it is determined during calls for service.	10
3	Gender inclusive and diverse language review – Opportunities to update policy.	9
4	Discipline matrix policy and procedure – to monitor and manage how discipline is conducted.	8
5	Diversity, Equity, and Inclusion (DEI) – quarterly informational sessions	8
6	Community outreach and Civic engagement in police policy and input – how does Eugene Police use social media and user-friendly graphics to accomplish this outreach and engagement.	8
7	Stops threshold – threshold at which a voluntary encounter becomes a detainment.	7
8	Pepper Ball projectiles – Considering it as a default response as opposed to firearms.	7
9	Hiring and recruitment – ensuring that Eugene Police is actively recruiting and hiring quality candidates to include those of diverse and ethnic backgrounds.	6
10	Domestic violence and sexual assault – review reporting of such incidents	6
11	Downtown Safety – ensure that downtown is a safe and inviting place to visit for all walks of life.	6
12	Supervisor accountability – training and evaluation review.	6
13	Data review of stops and use of force – monitoring for demographic disparities.	3
14	Review of contractors and local non-profit Cahoots, St. Vinnies – Present on activities.	3

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Review: FY 2022 – 2023 Highlights

ISSUE:

Gender Inclusive and Diverse Language Review

- Policy and procedure review, resulting in revisions to include DEI language across all policies and procedures



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FY 2023 Emerging Topic

TOPIC:

Chemical Incapacitants (805) and Impact Weapons (807)

- Civilian Review Board (CRB) requested review of Handcuffing and Control Holds Policy (808)
- Incorporation of HB 4208 – clarification of use of chemical incapacitants
- Creation of policies 805 and 807



- Received presentations from subject matter experts

POLICY 805
Eugene Police Department

Chemical Incapacitants
805.1 PURPOSE AND SCOPE

This policy provides guidelines for the use and maintenance of Chemical Incapacitants. The use of chemical incapacitants, kinetic impact projectiles, and sound devices will be used in accordance with ORS 181A.708 and Policy 800 – Use of Force.

805.2 DEFINITIONS

Crowd management – A public security practice in which crowds are managed to prevent the outbreak of crowd crushes, affrays, fights, or riots, or in which an assembly, protest or demonstration is dispersed.

Kinetic impact projectiles – All non-lethal, less-lethal or semi-lethal projectiles, including but not limited to rubber and plastic bullets, beanbag rounds, sponge rounds and pellet rounds. (See Policy 807 – Impact Weapons.)

Pre-tear gas – Any chemical irritant that takes part at any stage in the production by whatever method of a toxic chemical, including any key component of a binary or multicomponent chemical system.

Tear chemical – Any chemical through its chemical action on biological processes can cause death, temporary pain, irritation, disruption of vital processes, incapacitation, temporary disability or permanent harm to humans or animals.

Tear Gas – Chloroacetophenone or Ortho-chlorobenzylmalononitrile, or other similar chemicals meant to accomplish the same effect (also known as CN). These chemicals are designed to produce temporary physical discomfort or can result in permanent injury. Tear Gas, or CN, is not maintained in EPD inventory or deployed by EPD.

Tear Gas Weapon – Any shell, cartridge, or bomb capable of being discharged or exploded, when the discharge or explosion will cause or permit the release or emission of tear gas or oleoresin capicum.

Chemical Incapacitant Munition – Any shell, cartridge, or bomb capable of being discharged or exploded, when the discharge or explosion will cause or permit the release or emission of CS (Ortho-Chlorobenzylmalononitrile).

POLICY 807
Eugene Police Department

Impact Weapons and Kinetic Impact Systems
807.1 PURPOSE AND SCOPE

The purpose of this policy is to provide guidelines to sworn members of the Eugene Police Department (EPD) in the use of impact weapons, control devices, and kinetic impact systems.

No policy, however specific, can substitute for good decision-making during use of force events. There is no way to specify the exact amount or type of force to be applied in a given situation. However, every member of the Eugene Police Department is expected to use this policy as a guideline for making well-informed and sound decisions in a professional and impartial manner, that are in accordance with Policy 800 – Use of Force.

807.2 DEFINITIONS

Active Aggression – A threat or overt act of an assault (through physical or verbal means), coupled with the present ability to carry out the threat or assault, which reasonably indicates that an assault or injury to any person is about to happen, unless intervention occurs.

Passive Resistance – Nonviolent opposition to authority, especially a refusal to cooperate with legal requirements. (Examples include: interlocking arms with one another, sitting in a static position with arms hidden as to prevent one from being detained in handcuffs.)

Less Lethal Weapons – Weapons designed and intended to apply less lethal force. These weapons include, but are not limited to, Taser, impact weapons, aerosol restraints.

Impact Weapon – An impact weapon or control device is any item which can be readily utilized to inflict blunt trauma upon another. Department issued impact weapons include ASP baton, PR-24, and straight baton.

Extended Range Launching Systems – These systems are designed to move a projectile through open air with the aid of a propellant. Extended range launching systems currently utilized by the Eugene Police Department consist of Pepperball Launchers and 40mm Launchers.

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FY 2023 – Other Work Performed

□ TRAINING:

Citizen's Police Academy

- Commissioners Bonnie Dominguez and Ian Winbrock
- Attended the 10-week program to gain a better understanding of police operations



Commissioner Ian Winbrock, seated in the front row, second to right. Vice-chair Bonnie Dominguez not pictured.



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FY 2023 – Other Work Performed

□ COMMUNITY OUTREACH:

Asian Celebration in July

Black Cultural Festival in August



Commissioner Vi Huynh staffing a booth at the 2022 Asian Celebration



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FY 2023 – Other Work Performed

□ SUBCOMMITTEE CREATION:

Law Enforcement Mental Health and Wellness Subcommittee

- Listed as Priority #1 on the FY 2023 Work Plan
- Created during the February 2023 Police Commission Meeting
- Provided Letter of Support for EPD's grant application requesting funding for Law Enforcement wellness program
- Requesting extension of the subcommittee beyond the 6-month time limit, per ordinance (20398)



April 13, 2023

Department of Justice
Office of Community Oriented Policing Services
145 N Street NE
Washington, DC 20530

Dear Award Committee,

On behalf of the City of Eugene's Police Commission, I am writing in their support of the City's application for federal funding under the Office of Community Oriented Policing Services FY 2023 Law Enforcement Mental Health and Wellness Act (LEMHWA) Implementation Projects (opportunity no. O-COPS-2023-171540).

The Eugene Police Commission believes that healthy officers are a pillar in the foundation of a fair and equitable criminal justice system and are an integral part of a healthy and inclusive community. Public distrust in the police, coupled with the organizational and occupational stressors of law enforcement, create a context in which the risk of harm to officers' wellbeing is intensified. Stress has been shown to amplify the probability of officer errors in judgment and emotional regulation. Continued failure to treat these systemic factors erodes community support for law enforcement and perpetuates the cycle of public distrust and declining officer wellness.

Recently, the commission founded the officer mental health and wellness sub-committee and has been working in collaboration with the Eugene Police Department (EPD) to advance our goal to improve delivery of and access to mental health and wellness services for law enforcement personnel. The actions proposed in this application will be a step toward addressing this important measure of community-oriented policing.

The Police Commission fully endorses the Eugene Police Department's efforts to seek federal funding and will continue to support efforts to improve officer wellness.

Sincerely,

Dallas Boeggs
Dallas Boeggs
Chair of the Eugene Police Commission

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



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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.	<i>Hate Crimes</i> —review and discuss	2
21.	<i>No Stop Citations</i> —alternatives to [traffic] and stopping individuals	2
22.	<i>Call Center Policy and Procedure Prioritization</i> —reviewing appropriate response level and how it is determined during calls for service	2
23.	<i>Gender Inclusivity (DEI)</i> —promotions and recruitment	2
24.	<i>EPEA Contract Review</i>	2
25.	<i>Flexible Restraint Devices (Policy 806)</i> —review and discuss	2
26.	<i>Storage of Prisoner Property (Policy 703)</i> —review and discuss	2
27.	<i>Non-criminal Detox (Policy 311)</i> —review and discuss	1



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Action Items

- Seeking Council's Consent and Approval:
 - *FY 2024-2025 Work Plan*
 - *Law Enforcement Mental Health and Wellness Subcommittee extension*



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Acknowledgements

The 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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