

Summary of Motions
Ad Hoc Committee on Police Policy
Date of report: 4/8/21

Key: The motion prefix indicates the origin of the motion

AHCPP = Ad Hoc Committee on Police Policy

CO = Community Oversight subcommittee

UF = Use of Force subcommittee

BWC = Body Worn Cameras subcommittee

HT = Hiring and Training subcommittee

IIP = Independent Investigation and Prosecution subcommittee

Full Ad Hoc Committee

Motion	Approved by AHCPP	Decision date	Status and Description
AHCPP-111	✓	4/7/21 YES 9 NO 2 ABSTAIN 4	<p>APPROVED BY AHCPP: To coincide with the recommendation that the EPD demilitarize and reduce show of force, we propose that the City of Eugene become a “no open carry” zone, and that City officials work with State officials to enact stronger gun control laws.</p> <p>Make the City of Eugene a no open carry zone within the State of Oregon:</p> <ul style="list-style-type: none"> •No person or organization in any public space within the City of Eugene city limits shall possess or control any firearm, unless the person or organization holds a valid concealed handgun license, issued by Lane County Sheriff, for the firearm. Concealed carry licenses issued by other jurisdictions are not valid. •All streets and walkways will be considered public spaces. •Any business establishment that is open to the public will also be considered public spaces. •If this is deemed too expansive, then at the very least the no open carry zone should include all of the downtown activity zone as defined in section 4.871 of the City Code. •Resident gun owners can transport guns within their private vehicles to transport them outside of the city limits, as in for hunting, but these firearms must be unloaded while in transport. •Firearms, even if unloaded, cannot be carried openly or displayed in public, for example at public demonstrations. <p>Encourage the State of Oregon to enact stricter gun control laws:</p> <ul style="list-style-type: none"> •Require a permit to purchase a firearm. The permit can also serve as registration and license. Permit must be acquired before purchase can be completed. Require fingerprinting and background checks before issuing the permit. •Require firearms to be registered. Registration database should include the owner’s name, address, and the serial number of the firearm. Police should have access to the registration database. Registration can occur with the permit to purchase. •Remove state preemption. Allow counties and municipalities to pass strictly gun laws than the state. •Create magazine capacity restrictions. •Place restrictions on gun owners traveling through Oregon with their firearms. Require the firearm be unloaded, in a locked box, or out of the driver’s reach when they are in the vehicle. •Restrict the sale and possession of assault weapons. Require that all assault weapons be registered. <p>Ban all NFA weapons in the State of Oregon.</p>
AHCPP-110	✓	3/31/21 YES 17 NO 1	<p>APPROVED BY AHCPP: Motion regarding creating public database: The Eugene Ad Hoc Committee on Police Policy recommends that the Eugene Police Department create a publicly searchable database that includes all stops, including these fields: 1) Date of stop; 2) Purpose of stop; 3) Arrests and charges; 4) Use of force, if any; 5) protected class(es) of people involved; and 6) proportion of Eugene population represented by said protected class(es); 7) proportion of Eugene’s population that is “white.”</p> <p>The data in above publicly searchable database must be aggregated and anonymized to ensure we register protected class, so that long-term trends of potential biases can be tracked.</p>
AHCPP-109	✓	3/17/21 YES 20 NO 0	<p>APPROVED BY AHCPP: Motion to give Civilian Review Board adjudication authority: Move that the City of Eugene endow the civilian Police Auditor and the Civilian Review Board with the authority to override the Police Chief’s adjudication in response to investigations of misconduct or policy violations. In cases when the Police Auditor and the Chief do not agree on the adjudication the Civilian Review Board will review the case and vote on whether they concur with the Auditor’s adjudication. If the CRB votes to concur with the Auditor’s adjudication, then the Auditor’s adjudication is final.</p>

AHCPP-108	✓	3/17/21 YES 20 NO 0	APPROVED BY AHCPP (AS AMENDED): Motion to create a disciplinary matrix: Move that the City of Eugene establish and bargain for a disciplinary matrix <i>based on community values with direct community input and approval</i> for EPD that determines the range of disciplinary action for <i>sustained proven</i> misconduct or policy violations.
AHCPP-107	✓	3/17/21 YES 20 NO 0	APPROVED BY AHCPP (AS AMENDED): Motion regarding creating officer evaluation metrics: Move that EPD create <i>implement</i> metrics of success for officers based on community values, <i>and with direct community input and approval</i> , such as de-escalation, and then proactively evaluate officers based on those metrics during documented, annual (or more frequent) performance reviews. These reviews should be conducted for all officers, of every rank and tenure. Additional reviews should be conducted based on complaints, but these should not replace the routine reviews. Those who train new officers or act as Field Training Officers should have a demonstrated record of positive performance reviews. Supervisors should be evaluated on their timely and thorough completion of these reviews and EPD should present a public annual report of compliance rate for timely reviews and thematic analysis of strengths and weaknesses of the department according to the metrics.
AHCPP-106	✓	1/20/21 YES 23 NO 0	APPROVED BY AHCPP: How abstentions will be counted: All votes going forward shall allow for abstentions to be counted as a non-vote rather than a vote against. If a member abstains, they will be treated as “not present” for the vote and a majority shall consist of half of all those voting
AHCPP-105	✓	11/30/20 YES 23 NO 0	APPROVED BY AHCPP: Approved Jason Mak to Hiring and Training Subcommittee. Approved members of the Body Worn Cameras Subcommittee
AHCPP-101	✓	3/2/21 YES 20 NO 2	APPROVED BY AHCPP: The AHCPP requests that the City Council approve that the AHCPP has at least two additional meetings, if that is sufficient, in which it could consider and vote on all remaining motions referred to it by Subcommittees and any miscellaneous motions presented by members prior to the March 31 meeting.
AHCPP-100	✓	2/17/21 YES 21 NO 1 ABSTAIN 1	APPROVED BY AHCPP: Allow Marianne Dugan to provide testimony regarding her experiences in calling for CAHOOTS and Eugene Police responded to the call
AHCPP-99	✓	11/10/20 YES 22 NO 1	APPROVED BY AHCPP: The final draft of the AHCPP report shall be considered approved only if no less than 70% of the committee members present at the meeting at which the report is considered, vote in favor of approval
AHCPP-98	✓	11/10/20 YES 19 NO 3	APPROVED BY AHCPP: The AHCPP set aside no less than 45 minutes during the Feb. 17 meeting to hear from citizen complainants about the process they undertook with the Police Auditor and Civilian Review Board. Video testimony in lieu of attending the meeting is permitted
AHCPP-97	✓	11/10/20 YES 24 NO 0	APPROVED BY AHCPP: Motion tabling CRB Subpoena motion
AHCPP-96	✓	11/10/20 YES 23 NO 3	APPROVED BY AHCPP: Calling for a second meeting of the Community Oversight Subcommittee
AHCPP-95	✓	11/10/20 YES 23 NO 0	APPROVED BY AHCPP: Approved appointments to the Use of Force, and Hiring and Training Subcommittees
AHCPP-94	✓	10/27/20 YES 18 NO 5	APPROVED BY AHCPP: Authorizing the creation of subcommittees
AHCPP-93	✓	10/27/20 YES 23 NO 3	APPROVED BY AHCPP: Asking City Council to extend the AHCPP timeline by three months
AHCPP-92	✓	10/6/20	APPROVED BY AHCPP: Revised group agreement to include the phrase: Limit the use of the chat function to informational and procedural points only

Community Oversight Subcommittee


Motion	Approved by AHCPP	Decision date	Status and Description
CO-104	✓	2/2/21 YES 16 NO 1	<p>APPROVED BY AHCPP: Omnibus motion to send all the outstanding motions from the Community Oversight Subcommittee to the Independent Investigation and Prosecution Subcommittee for revision.</p> <p>Community Oversight motions CO-94, CO-95, CO-96, and CO-97 as described in the information packet will be sent to the Independent Investigation and Prosecution subcommittee for revision and reintroduction to the Ad Hoc Committee at a later date (NOTE CO-94 AND CO-96 ARE THE SAME MOTION)</p> <p>CO-95: The expiration period for a complaint after the incident shall be extended to one year for non-lethal cases and two years for cases involving lethal use of force. The CRB may also reach out to victim's families to inform them about and guide them through the process.</p> <p>CO-96: Once the CRB substantiates an allegation of police misconduct, the board's finding of fact will be binding on the Chief of Police who will then determine discipline based on those facts and guided by a pre-negotiated disciplinary matrix. This matrix will have a range of disciplinary actions for each policy violation.</p> <p>CO-97: The CRB shall be able to consider the entire event, not just the immediate events leading up an incident of possible misconduct, including specifically whether the officer(s) involved initiated or escalated the incident.</p>
CO-103			
CO-102	✓	1/5/21 YES 12 NO 1 A 6	<p>APPROVED BY AHCPP: <i>If the motion #9 in the packet is approved, then</i> the CRB shall have the power to request and obtain additional evidence (documents, medical records, surveillance footage, and other materials) relevant to a case before the CRB and to request and obtain statements from witnesses and participants in the case.</p> <p><i>Text of motion #9 in the packet (CO-94):</i> Once the CRB substantiates an allegation of police misconduct, the board's finding of fact will be binding on the Chief of Police who will then determine discipline based on those facts and guided by a pre-negotiated disciplinary matrix. This matrix will have a range of disciplinary actions for each policy violation</p>
CO-101	✓	1/5/21 YES 16 NO 2 A 1 11/30/20 YES 21 NO 1 12/16/20 Y 5 N 0	<p>APPROVED BY AHCPP (AS AMENDED): <i>If the Civilian Review Board becomes a fact-finding body,</i> then if a body-worn camera recording is recklessly, intentionally or negligently destroyed or unavailable, officer testimony on the events contained in the recording should not be admissible in any Citizen Review Board (CRB) fact finding process</p> <p>SENT BACK TO CO SUBCOMMITTEE</p> <p>APPROVED BY CO SUBCOMMITTEE: : If a body-worn camera recording is recklessly, intentionally or negligently destroyed or unavailable, officer testimony on the events contained in the recording should not be admissible in any Citizen Review Board (CRB) fact finding process.</p>
CO-100	✓	1/5/21 YES 17 NO 0 A 2	<p>APPROVED BY AHCPP: Omnibus motion regarding the Civilian Review Board and the Police Commission:</p> <ul style="list-style-type: none"> (CO-89) Motion regarding the Civilian Review Board (CRB): A minimum of a quorum of members of the CRB shall be nominated by groups representing marginalized people (CO-88) Motion regarding the Civilian Review Board (CRB): No member of the CRB should be a current or former employee of the police department that the board oversees, and a majority of board members should not have a law enforcement background (CO-87) Motion regarding the Civilian Review Board (CRB): CRB <i>and Police Commission</i> members shall receive a stipend for their work (CO-86) Motion regarding Police Commission: If the Chief of Police rules against a policy recommendation of the Police Commission, the Commission shall have the right to appeal that decision to the City Council, by a majority vote, who shall decide on the policy in a public meeting. The City Council's decision shall be final

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CO-99		<p>1/5/21 YES 5 NO 5 ABSTAIN 9</p> <p>12/16/20 YES 4 NO 1</p> <p>12/16/20 YES 2 NO 1 ABSTAIN 2</p> <p>11/4/20 YES 5 NO 0</p>	<p>NOT APPROVED BY AHCPP: AMENDED Motion regarding the Civilian Review Board (CRB): The CRB should adjudicate cases involving excessive use of force, abuse of authority unlawful arrest, unlawful stop, unlawful searches, discourtesy or disrespectful behavior, use of offensive language, theft and discriminatory behavior. The CRB shall review all complaints filed by residents. The CRB's ruling on the facts of such cases shall be the final adjudication of that case</p> <p>APPROVED BY CO SUBCOMMITTEE: AMENDED Motion regarding the Civilian Review Board (CRB): The CRB should adjudicate cases involving excessive use of force, abuse of authority unlawful arrest, unlawful stop, unlawful searches, discourtesy or disrespectful behavior, use of offensive language, theft and discriminatory behavior. The CRB shall review all complaints filed by residents. The CRB's ruling on the facts of such cases shall be the final adjudication of that case</p> <p>NOT APPROVED BY CO SUBCOMMITTEE: AMENDED Motion regarding the Civilian Review Board (CRB): The CRB should adjudicate cases involving excessive use of force, abuse of authority, unlawful arrest, unlawful stop, unlawful searches, discourtesy or disrespectful behavior, use of offensive language, theft and discriminatory behavior. The Police Auditor's Office will continue to accept, store, and organize complaints from residents and assign those cases to the CRB to be investigated. The CRB's ruling on the facts in a case shall be the final adjudication of that case. Yes = 2, No = 1, Abstention = 2, (Not Approved)</p> <p>APPROVED BY CO SUBCOMMITTEE: Motion regarding the Civilian Review Board (CRB): The CRB should adjudicate cases involving excessive use of force, abuse of authority, unlawful arrest, unlawful stop, unlawful searches, discourtesy or disrespectful behavior, use of offensive language, theft and discriminatory behavior. The CRB has the authority to conduct independent investigations, and at the heart of the search ability must be the ability to subpoena witnesses and documents including internal police disciplinary documents, medical records, surveillance footage and other materials relevant to an investigation. Once the CRB's professional staff completes its thorough investigation, the board's substantiates and allegations of misconduct, the Board's finding of fact will be binding on the head of the police department who will then determine discipline based on those facts and guided by a predetermined disciplinary matrix.</p>
CO-98	✓	<p>3/31/21 YES 18 NO 0</p> <p>3/23/21 YES 5 NO 0</p> <p>12/16/20 YES 5 NO 0</p> <p>11/4/20 YES 5 NO 0</p>	<p>APPROVED BY AHCPP: The CRB shall have the power to request and hear testimony from witnesses and participants at the time that they hear the case and shall allow any complainant who wishes to appear and give testimony.</p> <p>APPROVED BY IIP SUBCOMMITTEE (AS AMENDED): The CRB shall have the power to request and hear testimony from witnesses and participants at the time that they hear the case <i>and shall allow any complainant who wishes to appear and give testimony.</i></p> <p>APPROVED BY CO SUBCOMMITTEE TO TABLE MOTION FOR FURTHER DISCUSSION: The CRB shall have the power to request and hear testimony from witnesses and participants at the time that they hear the case.</p> <p>APPROVED BY CO SUBCOMMITTEE: The CRB shall have the power to request and hear testimony from witnesses and participants at the time that they hear the case.</p>
CO-97	✓	<p>3/31/21 YES 18 NO 0</p> <p>3/23/21 YES 5 NO 0</p> <p>2/2/21 YES 16 NO 1</p> <p>12/16/20 YES 3 NO 2</p>	<p>APPROVED BY AHCPP (AS AMENDED): The CRB shall be able to consider the entire event <i>when making their decision</i>, not just the immediate events leading up to an incident of possible misconduct, including specifically whether the officer(s) involved initiated or escalated the incident. The CRB may also reach out to victim's families to inform them about and guide them through the process.</p> <p>APPROVED BY IIP SUBCOMMITTEE (AS AMENDED): The CRB shall be able to consider the entire event, not just the immediate events leading up an incident of possible misconduct, including specifically whether the officer(s) involved initiated or escalated the incident. <i>The CRB may also reach out to victim's families to inform them about and guide them through the process.</i></p> <p>INCORPORATED INTO OMNIBUS MOTION CO-104 APPROVED BY AHCPP ON 2/2/21 TO SEND CO-95, CO-96, AND CO-97 TO THE INDEPENDENT INVESTIGATION & PROSECUTION SUBCOMMITTEE</p> <p>APPROVED BY CO SUBCOMMITTEE: The CRB shall be able to consider the entire event, not just the immediate events leading up an incident of possible misconduct, including specifically whether the officer(s) involved initiated or escalated the incident.</p>


Motion	Approved by AHCPP	Decision date	Status and Description
CO-96		2/2/21 YES 16 NO 1 12/16/20 YES 4 NO 1	INCORPORATED INTO OMNIBUS MOTION CO-104 APPROVED BY AHCPP ON 2/2/21 TO SEND CO-95, CO-96, AND CO-97 TO THE INDEPENDENT INVESTIGATION & PROSECUTION SUBCOMMITTEE APPROVED BY CO SUBCOMMITTEE: Once the CRB substantiates an allegation of police misconduct, the board's finding of fact will be binding on the Chief of Police who will then determine discipline based on those facts and guided by a pre-negotiated disciplinary matrix. This matrix will have a range of disciplinary actions for each policy violation.
CO-95	✓	3/31/21 YES 17 NO 1 3/23/21 YES 5 NO 0 2/2/21 YES 16 NO 1 12/16/20 YES 3 NO 1 ABSTAIN 1	APPROVED BY AHCPP: The expiration period for a complaint after the incident shall be extended to one year for non-lethal cases and two years for cases involving lethal use of force. The CRB may also reach out to victim's families to inform them about and guide them through the process. APPROVED BY IIP SUBCOMMITTEE: The expiration period for a complaint after the incident shall be extended to one year for non-lethal cases and two years for cases involving lethal use of force. The CRB may also reach out to victim's families to inform them about and guide them through the process. INCORPORATED INTO OMNIBUS MOTION CO-104 APPROVED BY AHCPP ON 2/2/21 TO SEND CO-95, CO-96, AND CO-97 TO THE INDEPENDENT INVESTIGATION & PROSECUTION SUBCOMMITTEE APPROVED BY CO SUBCOMMITTEE: The expiration period for a complaint after the incident shall be extended to one year for non-lethal cases and two years for cases involving lethal use of force. The CRB may also reach out to victim's families to inform them about and guide them through the process.
CO-94		12/16/20 YES 4 NO 1	<u>NOTE: (CO-94) AND (CO-96) ARE THE SAME MOTION:</u> Once the CRB substantiates an allegation of police misconduct, the board's finding of fact will be binding on the Chief of Police who will then determine discipline based on those facts and guided by a pre-negotiated disciplinary matrix. This matrix will have a range of disciplinary actions for each policy violation
CO-93	✓	3/2/21 YES 20 NO 0 11/30/20 YES 21 NO 1 12/16/20 YES 5 NO 0	APPROVED BY AHCPP: Recommend that the city council engage community in evaluating the existing form and structure of civilian oversight and defining the appropriate system for this community. SENT BACK TO CO SUBCOMMITTEE APPROVED BY CO SUBCOMMITTEE: Recommend that the city council engage community in evaluating the existing form and structure of civilian oversight and defining the appropriate system for this community
CO-92	✓	11/10/20 YES 24 NO 0 11/4/20 YES 3 NO 2	APPROVED BY AHCPP: Police stops: For all stops police officers should be required to give their name, badge number, the reason for the stop and a card with this information and with instructions for filing a complaint. APPROVED BY CO SUBCOMMITTEE: For all stops, police officers be required to give their name, badge number, the reason for the stop, and a card with this information on it and instructions for filing a complaint.
CO-91	✓	3/2/21 YES 18 NO 3 11/4/20 YES 4 NO 1	APPROVED BY AHCPP (AS AMENDED): The Civilian Review Board (CRB) should have subpoena power <i>over Eugene Police personnel and documents</i> as it investigates or reviews cases. APPROVED BY CO SUBCOMMITTEE: The Civilian Review Board (CRB) should have subpoena power as it investigates or reviews cases.
CO-90	✓	3/2/21 YES 20 NO 0 11/4/20 YES 5 NO 0	APPROVED BY AHCPP: Officers should be drug-tested at the close of the event for any use of force incident that results in serious injury or death. APPROVED BY CO SUBCOMMITTEE: Officers should be drug-tested at the close of the event for any use of force incident that results in serious injury or death.

Motion	Approved by AHCPP	Decision date	Status and Description
CO-89	✓	1/5/21 YES 17 NO 0 A 2 12/16/20 YES 5 NO 0	INCORPORATED INTO OMNIBUS MOTION CO-100 APPROVED BY AHCPP ON 1/5/21 APPROVED BY CO SUBCOMMITTEE: A minimum of a quorum of members of the CRB shall be nominated by groups representing marginalized people.
CO-88	✓	1/5/21 YES 17 NO 0 A 2 12/16/20 YES 5 NO 0	INCORPORATED INTO OMNIBUS MOTION CO-100 APPROVED BY AHCPP ON 1/5/21 APPROVED BY CO SUBCOMMITTEE: No member of the CRB should be a current or former employee of the police department that the board oversees, and a majority of board members should not have a law enforcement background
CO-87	✓	1/5/21 YES 17 NO 0 A 2 12/16/20 YES 4 NO 0 A 1	INCORPORATED INTO OMNIBUS MOTION CO-100 APPROVED BY AHCPP ON 1/5/21 (AS REVISED): CRB <i>and</i> Police Commission members shall receive a stipend for their work APPROVED BY CO SUBCOMMITTEE: CRB members shall receive a stipend for their work
CO-86	✓	1/5/21 YES 17 NO 0 A 2 12/16/20 YES 4 NO 0 A 1	INCORPORATED INTO OMNIBUS MOTION CO-100 APPROVED BY AHCPP ON 1/5/21 APPROVED BY CO SUBCOMMITTEE: If the Chief of Police rules against a policy recommendation of the Police Commission, the Commission shall have the right to appeal that decision to the City Council, by a majority vote, who shall decide on the policy in a public meeting. The City Council's decision shall be final.
CO-85		12/16/20 YES 5 NO 0	APPROVED BY CO SUBCOMMITTEE: That after the Subcommittee has voted on these motions, all passing motions shall be combined into one motion to present to the Ad Hoc Committee.

Use of Force Subcommittee

<p>UF-113</p>		<p>2-2-21 YES 16 NO 2</p>	<p>APPROVED BY AHCPP OMNIBUS MOTION THAT CONTAINED REVISED MOTIONS UF-100, UF-101, UF-102, UF-103, UF-105, UF-106, UF-107, UF-109, and UF-110</p> <p>UF-100 Duty to Intercede (AS AMENDED):</p> <ul style="list-style-type: none"> We would like the policy on Duty to Intercede to be reworded in such a way that it is clear that every officer is expected to prevent, interrupt, and/or stop excessive force. Wording like “when in a position to do so” makes it sound like the officer is only expected to intercede when it is convenient There should be a clause added to protect officers from retaliation There should be a clause stating that failure to intercede will be subject to appropriate discipline. We understand that there will be extenuating circumstances and that the department will have different disciplinary actions for different situations. However, we feel that officers who stand aside and do nothing while witnessing another officer use unreasonable force or excessive force should be held accountable as accomplices. Officers should also be held accountable for failing to report incidents, whether they intercede or not We offer the example policy wording (below) which has been borrowed from other police departments—SEE ORIGINAL MOTION FOR POLICY WORDING <p>UF-101 De-escalation (AS AMENDED):</p> <ul style="list-style-type: none"> We would like the De-escalation policy to be much stronger and emphasized throughout the EPD policies on use of force We would like de-escalation to be the expected first approach in all incidents We would like to de-escalation attempts to be required prior to use of force. Granted there may be situations where an officer is unable to apply de-escalation methods, but the reasons why it was not possible should be evident to an investigator or supervisor There should be a clause stating that failure to attempt de-escalation in some form will be subject to appropriate discipline. Again, barring extenuating circumstances, an officer should be able to say the method of de-escalation that they attempted to employ and why it was not possible We offer the example policy wording (below) which has been borrowed from other police departments—SEE ORIGINAL MOTION FOR POLICY WORDING <p>UF-102 Unreasonable Force (AS AMENDED)</p> <ul style="list-style-type: none"> In addition to the existing policy on reasonable use of force, we would like EPD to create an additional policy on unreasonable force. Although the department may have non-discrimination clauses elsewhere in the manual, we would like a policy clearly written within the Use of Force documentation The policy should establish that officers may not use force to punish, retaliate, or coerce The policy should establish that force shall not be used based on bias against a person The policy should establish that one officer using force does not excuse another officer to follow suit. This would help each officer to think clearly about when and how they use force We offer the example policy wording (below) which has been borrowed from other police departments—SEE ORIGINAL MOTION FOR POLICY WORDING <p>UF-103 Deadly Force (AS AMENDED)</p> <ul style="list-style-type: none"> We would like the existing policy on Permissible Use of Deadly Force to be expanded to include restrictions that help to ensure that the level and degree of force applied is appropriate to the situation. The policy should state that deadly force can never be used to apprehend a suspect of a non-violent offense. The policy should state that deadly cannot be used to protect property. The policy should state that officers cannot use deadly force against someone who presents a threat only to himself. The policy should state that deadly force cannot be used against a restrained person. The policy should require an officer to give a verbal warning that deadly force may be used. We offer the example policy wording (below) which has been borrowed from other police departments—SEE ORIGINAL MOTION FOR POLICY WORDING <p>UF-105 Use of Force Reporting (AS AMENDED)</p> <ul style="list-style-type: none"> We would like the EPD to track all exhibitions and threats of force options by adding these actions to the Use of Force Reporting policy We understand that adding these actions to the list of reportable incidents creates more work for officers and their supervisors. It is hoped that this might dissuade officers from drawing attention to force options or threatening to use them until such time as they are needed. If they are needed, a report would have been required anyway. So effectively, this added stipulation should only create more work for officers who either misjudge the need for force options or who misuse the force option as a threat We offer the example policy wording (below) which has been borrowed from other police departments—SEE ORIGINAL MOTION FOR POLICY WORDING <p>UF-106 Annual Training (AS AMENDED)</p> <ul style="list-style-type: none"> As new policies are enacted regarding Use of Force, we would like a policy to be made that requires regular training in the new policies The policy should state that internal training should be revised to incorporate the new policy changes We offer the example policy wording (below) which has been borrowed from other police departments—SEE ORIGINAL MOTION FOR POLICY WORDING
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		<p>UF-107 Vetting New Technology (ORIGINAL MOTION WAS APPROVED)</p> <ul style="list-style-type: none">• Original motion (no revisions)• Require public input with a focus on BIPOC community members as well as other groups who are more likely to be disadvantageously affected by the new technology such as people with disabilities and mental health issues, immigrants especially those with limited English proficiency, houseless or impoverished community members. Any new technology will be subject to a one-year pilot period to be reviewed by the Police Commission and community members <p>UF-109 Demilitarization (AS AMENDED)</p> <ul style="list-style-type: none">• We recommend that EPD demilitarize their uniforms, weapons, vehicles, and equipment, including surveillance technology and equipment. We do not want our local police force to interface with community as if equipped for war. The policy should include materials designed specifically for police use but modeled after military equipment. The policy should advocate for the least degree of force necessary to complete the task at hand• We offer the example policy wording (below) which has been borrowed from other police departments—SEE ORIGINAL MOTION FOR POLICY WORDING <p>UF-110 Chemical Weapons (AS AMENDED)</p> <ul style="list-style-type: none">• We would like to create a blanket policy regarding the use of all chemical weapons. The policy should require verbal warning. It should state that chemical weapons should never be used to wake or rouse a person. The policy should require having medical personnel on site when the use of chemical weapons is anticipated• We offer the example policy wording (below) which has been borrowed from other police departments—SEE ORIGINAL MOTION FOR POLICY WORDING <p>*NOTE:Daniel Borson pointed out that he didn't think that the revision to part "D" of UF-110 got included in the motion that was approved by the Ad Hoc Committee's omnibus motion UF-113. The text of Daniel's suggested revision reads: "No chemical agents may be used which have been banned by the 1993 Chemical Weapons Convention, which banned these agents for warfare but allowed them for riot control." Daniel requested the final report include a mention of this. Jason Mak commented on UF-110 and requested the final report add that members of the press should not be targeted</p>
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UF-112		<p>3/2/21 YES 20 NO 1</p> <p>2/15/21</p>	<p>APPROVED BY AHCPP: We recommend an overhaul of EPD policy on crowd control that makes it more clear when an assembly becomes unlawful, stipulates conditions under which EPD can tell a crowd to disperse, and clarifies when and how munitions can be used to enforce dispersal. There are several points we would like to ensure are covered: What constitutes an unlawful assembly</p> <ul style="list-style-type: none"> • There must be criminal activity or clear and present danger of imminent violence • EPD cannot declare an unlawful assembly for the following <ul style="list-style-type: none"> ○ Failure to obtain a permit ○ Past history of unlawful activity either by the group or any of its members ○ Temporarily blocking traffic (officers should redirect traffic as needed) ○ If a group gathers again after dispersing from an unlawful assembly (unless they again display criminal activity or violence) <p>The police must do <u>all</u> of the following before they can use force or make arrests</p> <ul style="list-style-type: none"> • Give an official declaration that this is an unlawful assembly • Must provide clear instructions and warnings that can be heard within the crowd • Must announce what will happen if people do not comply (arrest or use of force) • Must announce where to go to disperse (egress or escape route) • Must give reasonable time and opportunity to comply <p>Special circumstances</p> <ul style="list-style-type: none"> • Officers must clearly display name and/or number • Officers must not take out their weapons before an order to disperse has been given • If refusal to comply is passive resistance, police shall make arrests as a first course of action in place of using munitions to enforce dispersal • Verbal abuse is not cause for making arrests or use of force • Media shall be permitted to observe and get close enough to arrestees to get their name • Medics who are actively caring for people who have been hurt shall be permitted to complete their work • Must allow those who are not engaging in unlawful activity the means and opportunity to comply and/or distance themselves from those who are engaging in unlawful activity <p>Limits on use of force</p> <ul style="list-style-type: none"> • Electronic immobilizing devices such as Tasers shall not be used for crowd control • Specialty impact munitions shall not be used for crowd control • OC spray can only be used against active assailants and cannot be used where it might harm bystanders or passive resisters <p>REVISED BY SUBCOMMITTEE ON 2/15/21: We recommend an overhaul of EPD policy on crowd control that makes it more clear when an assembly becomes unlawful, stipulates conditions under which EPD can tell a crowd to disperse, and clarifies when and how munitions can be used to enforce dispersal. There are several points we would like to ensure are covered: What constitutes an unlawful assembly</p> <ul style="list-style-type: none"> • There must be criminal activity or clear and present danger of imminent violence • EPD cannot declare an unlawful assembly for the following <ul style="list-style-type: none"> ○ Failure to obtain a permit ○ Past history of unlawful activity either by the group or any of its members ○ Temporarily blocking traffic (officers should redirect traffic as needed) ○ If a group gathers again after dispersing from an unlawful assembly (unless they again display criminal activity or violence) <p>The police must do <u>all</u> of the following before they can use force or make arrests</p> <ul style="list-style-type: none"> • Give an official declaration that this is an unlawful assembly • Must provide clear instructions and warnings that can be heard within the crowd • Must announce what will happen if people do not comply (arrest or use of force) • Must announce where to go to disperse (egress or escape route) • Must give reasonable time and opportunity to comply <p>Special circumstances</p> <ul style="list-style-type: none"> • Officers must clearly display name and/or number • Officers must not take out their weapons before an order to disperse has been given • If refusal to comply is passive resistance, police shall make arrests as a first course of action in place of using munitions to enforce dispersal • Verbal abuse is not cause for making arrests or use of force • Media shall be permitted to observe and get close enough to arrestees to get their name • Medics who are actively caring for people who have been hurt shall be permitted to complete their work • Must allow those who are not engaging in unlawful activity the means and opportunity to comply and/or distance themselves from those who are engaging in unlawful activity <p>Limits on use of force</p> <ul style="list-style-type: none"> • Electronic immobilizing devices such as Tasers shall not be used for crowd control • Specialty impact munitions shall not be used for crowd control • OC spray can only be used against active assailants and cannot be used where it might harm bystanders or passive resisters
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UF-112		1-13-21 UNANIMOUS CONSENT	<p>TABLED BY UF SUBCOMMITTEE: Crowd Control</p> <p>Civil Disturbances Definition The mere failure to obtain a permit, such as a parade permit or sound permit, is not a sufficient basis to declare an unlawful assembly. There must be criminal activity or a clear and present danger of imminent violence. (add to 317.I.A) The fact that some of the demonstrators or organizing groups have engaged in violent or unlawful acts on prior occasions or demonstrations is not grounds for declaring an assembly unlawful. (add to 317.I.A)</p> <p>Generally Even when some members of a crowd engage in violence or destruction of property, other members of the crowd are not participating in those acts. Once some members of a crowd become violent, the situation often turns chaotic, and many individuals in the crowd who do not want to participate in the violent or destructive acts may be blocked from leaving the scene because the crowd is so large or because they are afraid they will move into a position of heightened danger. (add to 317.I.B) If after a crowd disperses pursuant to a declaration of unlawful assembly and subsequently participants assemble at a different geographic location where the participants are engaged in non-violent and lawful First Amendment activity, such an assembly cannot be dispersed unless it has been determined that it is an unlawful assembly and the required official declaration has been adequately given. (add to 317.I.B) Officers in non-violent crowd situations shall not display weapons before a dispersal order is given or other enforcement action is implemented. (add to 317.I.B) The media shall be permitted to observe and shall be permitted close enough access to the arrestees to record their names. Even after a dispersal order has been given, clearly identified media shall be permitted to carry out their professional duties in any area where arrests are being made unless their presence would unduly interfere with the enforcement action. (add to 317.I.B)</p> <p>Specific Situations Officers will try to facilitate demonstrations that may temporarily block traffic and/or otherwise use public streets subject to time, place, and manner of circumstances, by regulating and/or rerouting traffic as much as practical. (add to 317.I.C.1)</p> <p>Command Options In the event of a declared unlawful assembly, it is the general policy of EPD to use multiple simultaneous arrests to deal with a non-violent demonstration that fails to disperse and voluntarily submits to arrest as a form of political protest rather than dispersing the demonstrators by using weapons or force beyond that necessary to make the arrests. (add to 317.II.B.2) Verbal abuse against officers shall not constitute a reason for an arrest or for any use of force against such individuals. (add to 317.II.B.2) Prior to using force against people in a crowd, officers shall: 1. provide clear instructions and warnings in a manner that can be heard by persons in the crowd, such as through a bullhorn or speaker system when available; 2. state the consequences of refusing to comply with a mandatory directive, including that arrests will occur and force may be used unless persons comply; 3. specify adequate egress or escape routes, whenever possible, a minimum of two escape/egress routes shall be identified and announced; and 4. give a reasonable opportunity to comply. (add to 317.II.B.3)</p> <p>Less-lethal ammunition: 1. may be used during civil disturbances only against specific individuals who are threatening or active assailants; and 2. shall not be used during a civil disturbance against groups of individuals. (add to 317.II.B.3)</p> <p>OC spray: 1. may be used against specific individuals who are active resisters, threatening assailants or active assailants; 2. shall not be used where bystanders would be unreasonably affected; and 3. shall not be used against passive resisters, or indiscriminately against groups of people. (add to 317.II.B.3)</p> <p>Specialty Impact Munitions (SIM): 1. shall not be used for crowd management, crowd control or crowd dispersal during demonstrations or crowd events; 2. may never be used indiscriminately against a crowd or group of persons even if some members of the crowd or group are violent or disruptive. (add to 317.II.B.3)</p> <p>Electronic Immobilizing Devices (EID's): EID's such as tasers, stun guns, and stun shields shall not be used for crowd management, crowd control, or crowd dispersal during demonstrations or crowd events. (add to 317.II.B.3)</p> <p>Field Force The number or name shall be clearly visible at all times. The letters or numerals on helmets, jackets, and vests shall be clearly legible at a distance sufficient to provide a measure of safety for both officers and demonstrators/observers and, in no case, shall be less than two inches in height on helmets. (add to 318.I.A.4)</p>
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UF-111			<p>NO ACTION TAKEN BY UF SUBCOMMITTEE (RAN OUT OF TIME): Reasonableness of Force Change all places where current policy says “reasonably believes” to “reasonably perceives” as in the example below.</p> <p>a.PERMISSIBLE USE OF DEADLY FORCE An officer is justified in using deadly force against another person when and to the extent the officer reasonably perceives the deadly force is immediately necessary to:</p> <p>b.Protect them or others from what he or she reasonably perceives would be an imminent threat of death or serious physical injury.</p> <p>c.To arrest or prevent the escape of a suspect when the officer has probable cause to believe that the suspect has committed, or intends to commit, a felony involving the infliction or threatened infliction of serious physical injury or death, and the officer reasonably perceives that there is an imminent or potential risk of serious physical injury or death to others if the suspect is not immediately apprehended.</p> <p>(800.1.3, 800.2.1, 800.2.2, 800.4.1, there may be more)</p>
UF-110	✓	<p>2-2-21</p> <p>1-13-21 YES 7 NO 0</p>	<p>APPROVED BY AHCPP (AS AMENDED) AS PART OF OMNIBUS MOTION UF-113 ON 2-2-21</p> <p>APPROVED BY UF SUBCOMMITTEE: Chemical Weapons</p> <p>A.Require a verbal warning with reasonable time for compliance before displaying chemical weapons. Verbal warning must be clear and audible (use of loudspeaker, repeated if necessary). Time and egress routes must be sufficient for orders to disperse to be met. (803.3, 804.2 C)</p> <p>B.OC spray should never be used to wake or rouse a person. (803.3)</p> <p>C.If use of chemical weapons is anticipated, officers shall have medical personnel on site prior to their use and shall make provision for decontamination and medical screening to those persons affected by the chemical agent(s)</p>
UF-109	✓	<p>2-2-21</p> <p>1-13-21 YES 7 NO 0</p>	<p>APPROVED BY AHCPP (AS AMENDED) AS PART OF OMNIBUS MOTION UF-113 ON 2-2-21</p> <p>APPROVED BY UF SUBCOMMITTEE: Demilitarization</p> <p>A.Discontinue purchases of field equipment, machinery and weapons designed for war</p> <p>B.Evaluate the equipment and weaponry currently owned by EPD and sell or destroy items that should not apply to policing civilian communities. This should include equipment and technology designed for military surveillance and espionage</p>
UF-108	✓	<p>3/2/21 YES 21 NO 0</p> <p>2/15/21</p> <p>12/9/20</p>	<p>APPROVED BY AHCPP (AS AMENDED): We propose, and Chief Skinner agrees, that mental health calls should be handled by mental health professionals. We encourage the city to invest in and expand 24-hour emergency response teams, similar to and including CAHOOTS, to handle non-criminal calls. We further encourage the city to form a task force to identify needs, strategize implementation, and develop protocols. Key elements include:</p> <ul style="list-style-type: none"> •Modify the dispatch algorithm so that unarmed response teams (not police or CSO) are the first responders to all non-criminal calls. •Ensure that calls do not default to a response from EPD unless first responders request police assistance. •Establish a separate dispatch console for non-criminal calls including mental health crisis, suicide response, intoxication, transportation to services, housing crisis, first aid, noise complaints, disputes, disturbances, and other non-criminal situations. <p>REVISED BY UF SUBCOMMITTEE ON 2/15/21: We propose, and Chief Skinner agrees, that mental health calls should be handled by mental health professionals. We encourage the city to invest in and expand 24-hour emergency response teams, similar to and including CAHOOTS, to handle non-criminal calls. We further encourage the city to form a task force to identify needs, strategize implementation, and develop protocols. Key elements include:</p> <ul style="list-style-type: none"> •Modify the dispatch algorithm so that unarmed response teams (not police or CSO) are the first responders to all non-criminal calls. •Ensure that calls do not default to a response from EPD unless first responders request police assistance. •Establish a separate dispatch console for non-criminal calls including mental health crisis, suicide response, intoxication, transportation to services, housing crisis, first aid, noise complaints, disputes, disturbances, and other non-criminal situations. <p>NO ACTION TAKEN BY UF SUBCOMMITTEE (RAN OUT OF TIME): Ceding Mental Health and Related Calls</p> <p>A.Create a task force to develop and initiate a 5-year plan to reassign all non-violent emergency response, not necessarily requiring an arrest, to alternative unarmed agencies as first responders. The response teams will be dispatched through a separate console that will nto automatically default to EPD. These agencies can, in turn, call in EPD as needed, essentially making the police second responders. Officers responding to the scene should first defer to the alternate agency</p> <p>B.CAHOOTS is one such agency, responding to mental health crisis, suicide response, intoxication, transportation to services, housing crisis, first aid, and other non-violent situations. The city should invest in increased salary and benefits for CAHOOTS staff and a massive expansion of the program, sufficient to enable it to absorb all such dispatch calls</p> <p>C.Other agencies should be similarly funded to handle other kinds of non-violent, non-criminal emergency response This can include mediation services to handle disputes, neighborhood safety patrols to handle loud parties, trained counselors to approach houseless youth, etc. The task force would develop a set of policies for dispatch, authority, and inter-agency engagement</p>

UF-107	✓	2-2-21 1-13-21 YES 7 NO 0	APPROVED BY AHCPP (AS AMENDED) AS PART OF OMNIBUS MOTION UF-113 ON 2-2-21 APPROVED BY UF SUBCOMMITTEE: Vetting New Technology Require public input with a focus on BIPOC community members as well as other groups who are more likely to be disadvantageously affected by the new technology such as people with disabilities and mental health issues, immigrants especially those with limited English proficiency, houseless or impoverished community members. Allow for a one-year pilot period for any new technology that is instituted, with provisions for the Police Commission and the community to review
UF-106	✓	2-2-21 1-13-21 YES 7 NO 0	APPROVED BY AHCPP (AS AMENDED) AS PART OF OMNIBUS MOTION UF-113 ON 2-2-21 APPROVED BY UF SUBCOMMITTEE: Annual Training A.Sworn officers of all ranks, and professional staff members who are trained on and authorized to use specific force options, shall receive training at least annually on the specific provisions of policies involving Use of Force B.All practical force and force option training for Department members that is delivered by Department training staff shall incorporate into the lesson plan or training materials instruction on policies involving Use of Force
UF-105	✓	2-2-21 1-13-21 YES 7 NO 0	APPROVED BY AHCPP (AS AMENDED) AS PART OF OMNIBUS MOTION UF-113 ON 2-2-21 APPROVED BY UF SUBCOMMITTEE: Use of Force Reporting A.EPD should track all shows of force including the verbal threat or display to use force options B.Definitions of reportable incidents in Section 801.1.1 should be expanded beyond discharge and use of said force options to include the drawing, exhibiting, and unholstering of firearms as well as the verbal threat to use or draw such firearms and impact weapons C.Add to the list of reportable incidents in Section 801.1.1 control holds, compliance techniques, takedowns, and physical control techniques including escorts
UF-104			NO ACTION TAKEN BY UF SUBCOMMITTEE (RAN OUT OF TIME): Following Use of Deadly Force A.The officer will comply with drug testing as soon as possible after the incident, but before being relieved of duty. (800.4.3) B.Require officers who have used deadly force to attend counseling before return to work. Currently, officers are offered a minimum of two opportunities for mental health counseling within 6 months following the incident. The officer is only required to attend one session. (810.3.5(j)) C.The 48 hour wait period before interviewing the officer is unfair. We recommend the City work with the State and Federal agencies to change this policy. (This is beyond the purview of this committee, but we would like to submit our recommendation nonetheless). D.Extend the period of administrative assignment, especially when there is an active investigation of misconduct and/or complaint filed against the officer. Currently, policy only requires 72 hours before an officer can be returned to duties that might place an officer in a situation in which he or she has to use deadly force. (810.3.5(g))
UF-103	✓	2-2-21 1-13-21 YES 7 NO 0	APPROVED BY AHCPP (AS AMENDED) AS PART OF OMNIBUS MOTION UF-113 ON 2-2-21 APPROVED BY UF SUBCOMMITTEE: Deadly Force A.An officer shall not use deadly force to apprehend a person who is suspected of a minor or non- violent offense B.An officer shall not use deadly force to protect property C.An officer shall not use deadly force against a person who presents only a danger to themselves and does not pose an immediate threat of death or serious bodily injury to another person or officer D.An officer shall not use deadly force against a restrained person E.If possible, and if doing so would not increase the danger to the officer or others, an officer shall identify themselves as a police officer and give a verbal warning that deadly force may be used before discharging a firearm at a person
UF-102	✓	2-2-21 1-13-21 YES 7 NO 0	APPROVED BY AHCPP (AS AMENDED) AS PART OF OMNIBUS MOTION UF-113 ON 2-2-21 APPROVED BY UF SUBCOMMITTEE: Unreasonable Force Officers are prohibited from using force or threat of force to punish, retaliate, or unlawfully coerce A.Officers shall not use force based on bias against a person's race, ethnicity, nationality, religion, disability, gender, gender identity, sexual orientation, or any other protected characteristic B.An officer shall not use force solely because another officer is using force

UF-101	✓	<p>2-2-21</p> <p>1-13-21 YES 7 NO 0</p>	<p>APPROVED BY AHCPP (AS AMENDED) AS PART OF OMNIBUS MOTION UF-113 ON 2-2-21</p> <p>APPROVED BY UF SUBCOMMITTEE: De-escalation All attempts shall be made to carry out law enforcement by non-violent means (Add to 820.3). A. Officers will apply use of force only after attempts at de-escalation have been exhausted or are deemed not possible (Add to 820.3). B. Officers who fail to employ de-escalation strategies as described in Section 820 when evidence determines that it was reasonably possible will be subject to appropriate discipline. (800.2, 820.3) C. What is the issue that the community is experiencing and which communities in Eugene experience this problem most strongly? D. Use of force is limited to cases where the person is resistant to arrest or poses a threat. The problem is that officers are in a position to instigate resistant or aggressive behavior, thereby escalating situations. The current policy (820.3) contains one line that says officers <i>should</i> de-escalate followed by a second line that says officers are <i>expected</i> to respond with force. Without stronger policy in place to prioritize de-escalation, officers may use their position to target certain populations by provoking them into punishable behavior. The policy also lacks defensibility, meaning there is not enough in the policy to charge an officer for neglecting to attempt to de-escalate a situation. This effects BIPOC, immigrant, houseless, disabled, LGBTQ, and persons with mental health or addiction conditions. E. Use of force is limited to cases where the person is resistant to arrest or poses a threat. The problem is that officers are in a position to instigate resistant or aggressive behavior, thereby escalating situations. The current policy (820.3) contains one line that says officers should de-escalate followed by a second line that says officers are expected to respond with force. Without stronger policy in place to prioritize de-escalation, officers may use their position to target certain populations by provoking them into punishable behavior. The policy also lacks defensibility, meaning there is not enough in the policy to charge an officer for neglecting to attempt to de-escalate a situation. This effects BIPOC, immigrant, houseless, disabled, LGBTQ, and persons with mental health or addiction conditions.</p>
UF-100	✓	<p>2-2-21</p> <p>1-13-21 YES 7 NO 0</p>	<p>APPROVED BY AHCPP (AS AMENDED) AS PART OF OMNIBUS MOTION UF-113 ON 2-2-21</p> <p>APPROVED BY UF SUBCOMMITTEE: Modify the current policy to clarify this policy as a requirement. Change “clearly beyond” to “exceeds” (800.1.2). Change “prevent” to “prevent or disrupt” (800.1.2). Change “will also report” to “shall report under section 801 Use of Force Reporting” (800.1.2). A. Any officer who observes another officer about to use force that is illegal, excessive, or otherwise inconsistent with this policy shall, absent extraordinary circumstances, do whatever he/she can to interrupt the flow of events before the fellow officer does something that makes any official action necessary B. Any officer who observes another officer using force that is illegal, excessive, or otherwise inconsistent with this policy shall, absent extraordinary circumstances, do whatever he/she can to interrupt the flow of events and stop the use of force C. Officers shall not be subject to discipline or retaliation for intervening, or for reporting excessive force, or for failing to follow a directive that the officer reasonably believed to be excessive D. Officers who fail to intercede to prevent excessive force when the evidence deems the officer was in a position to do so will be subject to appropriate discipline</p>

Body-Worn Cameras Subcommittee

Motion	Approved by AHCPP	Decision date	Status and Description
BWC-107			
BWC-106	✓	3/1/7/21 YES 22 NO 0 2-22-21 YES 6 NO 0	APPROVED BY AHCPP: Muting microphones should be prohibited, and audio will be redacted/edited if needed at the stored facility (CRB/PA). Officers who mute microphones will get appropriate training or disciplinary action according to the disciplinary matrix. APPROVED BY BWC SUBCOMMITTEE: Muting microphones should be prohibited, and audio will be redacted/edited if needed at the stored facility (CRB/PA). Officers who mute microphones will get appropriate training or disciplinary action according to the disciplinary matrix.
BWC-105	✓	3/1/7/21 YES 21 NO 0 2-22-21 YES 6 NO 0	APPROVED BY AHCPP: Include a disciplinary matrix clearly defining consequences for officers who fail to adhere to the agency's body camera policy. APPROVED BY BWC SUBCOMMITTEE: Include a disciplinary matrix clearly defining consequences for officers who fail to adhere to the agency's body camera policy.
BWC-104	✓	3/17/21 YES 21 NO 1 ABSTAIN 1 2-22-21 YES 6 NO 0	APPROVED BY AHCPP: Incidents involving use of force or police brutality, officers should be prevented from reviewing footage of an incident before completing initial reports, statements or interviews about an incident. If the City wants the officers to have the ability to view the video footage, suspects that suffer police brutality or use of force should also have access to the video footage before they complete their report. APPROVED BY BWC SUBCOMMITTEE: Incidents involving use of force or police brutality, officers should be prevented from reviewing footage of an incident before completing initial reports, statements or interviews about an incident. If the City wants the officers to have the ability to view the video footage, suspects that suffer police brutality or use of force should also have access to the video footage before they complete their report.
BWC-103	✓	3/17/21 YES 21 NO 0 2-22-21 YES 6 NO 0	APPROVED BY AHCPP: Recommend that the City of Eugene press the state legislature/legislators to make all body cam and dash cam video public record. APPROVED BY BWC SUBCOMMITTEE: Recommend that the City of Eugene press the state legislature/legislators to make all body cam and dash cam video public record.
BWC-102	✓	3/2/21 YES 21 NO 1 2-22-21 YES 6 NO 0	APPROVED BY AHCPP: Require police departments, whenever they want to deny a Freedom of Information Act (FOIA) request for body or dash cam footage, to prove in court that the footage constitutes a legitimate FOIA exemption. APPROVED BY BWC SUBCOMMITTEE: Require police departments, whenever they want to deny a Freedom of Information Act (FOIA) request for body or dash cam footage, to prove in court that the footage constitutes a legitimate FOIA exemption.
BWC-101	✓	3/2/21 YES 20 NO 0 ABSTAIN 2 2-22-21 YES 6 NO 0	APPROVED BY AHCPP: Require body and dash cam footage to be stored externally (not directly under the control of the police department) and ensure district attorneys and civilian oversight structures have direct access to the footage. APPROVED BY BWC SUBCOMMITTEE: Require body and dash cam footage to be stored externally (not directly under the control of the police department) and ensure district attorneys and civilian oversight structures have direct access to the footage.
BWC-100	✓	3/2/21 YES 18 NO 3 ABSTAIN 1 3/2/21 YES 2 NO 20 2-22-21 YES 5 NO 0	APPROVED BY AHCPP: Ban police officers from taking cell phones or other recording devices without a person's consent or warrant and give people the right to sue police departments if they take or destroy these devices. AMENDED LANGUAGE NOT APPROVED BY AHCPP: Ban police officers from taking cell phones or other recording devices without a person's consent or warrant and give people the right to sue police departments if they take or destroy these devices. APPROVED BY BWC SUBCOMMITTEE: Ban police officers from taking cell phones or other recording devices without a person's consent or warrant and give people the right to sue police departments if they take or destroy these devices

Hiring and Training Subcommittee (Note: The HT subcommittee did not meet quorum for its second meeting. HT Subcommittee Leah Edelman brought these motions directly to the AHCPP)

Motion	Approved by AHCPP	Decision date	Status and Description
HT-105	✓	4/7/21 YES 16 NO 1	<p>APPROVED BY AHCPP: Managing the workload in these motions will require a dedicated staffing resource. EPD should therefore hire an Equity Officer. This person should have knowledge of police culture and procedures as well as lived experience of being a member of a marginalized group.</p> <p>Their primary tasks should be coordinating the development and implementation of the plans outlined in these motions but they should also:</p> <ul style="list-style-type: none"> •Act as EPD’s point person for engagement with marginalized groups •Advise on communications and strategy around crisis events (such as the shooting of a person of color by police) •Act as facilitator for community input forums.
HT-104	✓	4/7/21 YES 17 NO 0	<p>APPROVED BY AHCPP: Research shows that police forces have not been very good at identifying bias in recruits or officers. The systems in place to detect bias or white supremacy leanings were created by those whose biases have not been challenged. There are mechanisms to test for bias and they appear to produce a more reliable result</p> <p>EPD should require current and prospective police officers to undergo mandatory anti-bias testing, including testing for bias in shoot/don't shoot decision-making, and develop a clear policy for considering an officer’s level of bias in the hiring process, in performance evaluations, in deployment decisions (e.g. where they are assigned to work).</p> <p>This anti-bias testing program should be drawn up in conjunction with the City of Eugene’s HR department and external Diversity, Equity and Inclusion consultants and should have a focus on identifying and addressing White Nationalist affiliations and/or a white supremacist world-view.</p>
HT-103	✓	4/7/21 YES 17 NO 0	<p>APPROVED BY AHCPP (AS AMENDED): EPD will work with the City of Eugene’s HR department and external Diversity, Equity and Inclusion consultants to review its policies for fostering an inclusive workplace culture and develop a plan to improve the experience of EPD employees from marginalized groups.</p> <p>The plan should include increased mentorship and professional development opportunities for members of marginalized groups as well as a metrics-based system for assessing EPD’s performance in these areas (for example, by tracking and regularly reporting the hiring, retention and promotion rates of EPD staff from these groups).</p> <p>It should also include a system for tracking DEI-based complaints by EPD staff against colleagues and a clear training and disciplinary pathway for EPD staff who are subject to regular complaints.</p> <p>The plan should be in addition to the policies that apply to EPD staff by virtue of their status as City of Eugene employees.</p>
HT-102	✓	4/7/21 YES 17 NO 0	<p>APPROVED BY AHCPP: EPD will work with the City of Eugene’s HR department and external Diversity, Equity and Inclusion consultants to review its hiring practices to ensure that outreach to potential recruits from marginalized groups is in line with DEI best-practice.</p>
HT-101	✓	4/7/21 YES 17 NO 0	<p>APPROVED BY AHCPP (AS AMENDED): EPD will work with the City of Eugene’s HR department and external Diversity, Equity and Inclusion (DEI) consultants to review its training and procedures on engagement/contact with marginalized groups including (but not limited to):</p> <ul style="list-style-type: none"> • BIPOC • Youth • LGBTQ, transgender and gender nonconforming individuals • English language learners • Individuals from different religious affiliations • Individuals who are differently-abled <i>disabled</i> <p>The aim of this review will be to identify exclusionary practices and behaviors and develop strategies for improving them.</p>
HT-100	✓	4/7/21 YES 17 NO 0	<p>APPROVED BY AHCPP: EPD will work with community to develop a system to evaluate and modify all training programs and materials to ensure that they do not replicate patterns of systemic exclusion.</p> <p>This should be done with a focus on:</p> <ul style="list-style-type: none"> •Procedural justice •De-escalation and minimizing the use of force •Relationship-based policing •Crisis intervention, mediation, and conflict resolution <p>This system should include a forum for ongoing community input into the content of training programs and the selection of training contractors.</p>

Independent Investigation and Prosecution Subcommittee

Motion	Approved by AHCPP	Decision date	Status and Description
IIP-115	✓	3/31/21 YES 14 NO 2 ABSTAIN 2 3/23/21 YES 5 NO 0	APPROVED BY AHCPP (AS AMENDED): <i>The CRB should have its own independent investigation team.</i> (APPROVED BY IIP SUBCOMMITTEE): Investigators now in the police auditor office will become a part of the CRB instead.
IIP-114	✓	3/31/21 YES 16 NO 2 3/23/21 YES 5 NO 0	APPROVED BY AHCPP: All investigations into complaints about police officers, other than IA, must be conducted, supervised and concluded by citizens of the CRB with input from experts, and using the discipline matrix raised previously. (APPROVED BY IIP SUBCOMMITTEE): All investigations into complaints about police officers, other than IA, must be conducted, supervised and concluded by citizens of the CRB with input from experts, and using the discipline matrix raised previously.
IIP-113	✓	4/7/21 YES 16 NO 0 3/23/21 YES 5 NO 0	APPROVED BY AHCPP (AS AMENDED): All CRB <i>public meetings proceedings</i> will be audio and/or video recorded and shall be made public. (APPROVED BY IIP SUBCOMMITTEE): All CRB proceedings will be audio and/or video recorded and shall be made public.
IIP-112	✓	4/7/21 YES 15 NO 0 ABSTAIN 1 3/23/21 YES 5 NO 0	APPROVED BY AHCPP: The City shall advocate for meaningful civilian oversight of IDFIT investigations and the IDFIT process. (APPROVED BY IIP SUBCOMMITTEE): The City shall advocate for meaningful civilian oversight of IDFIT investigations and the IDFIT process.
IIP-111	✓	4/7/21 YES 15 NO 0 ABSTAIN 1 3/23/21 YES 5 NO 0	APPROVED BY AHCPP: Any IDFIT investigation into an EPD officer shall be made fully public. (APPROVED BY IIP SUBCOMMITTEE): Any IDFIT investigation into an EPD officer shall be made fully public.
IIP-110		3/23/21 YES 5 NO 0	(APPROVED BY IIP SUBCOMMITTEE): Motion to consider the eight motions (IIP-102, IIP-103, IIP-104, IIP-105, IIP-106, IIP-107, IIP-108, IIP-109) together and vote as one package.
IIP-109	✓	4/7/21 YES 9 NO 5 ABSTAIN 2 3/23/21 YES 5 NO 0	APPROVED BY AHCPP: In mediation sessions with EPD officers, civilian complainants shall have the ability to have a non-legal advisor present. This advisor would be able to guide them through the process and inform them of their rights and responsibilities in the process. (APPROVED BY IIP SUBCOMMITTEE): In mediation sessions with EPD officers, civilian complainants shall have the ability to have a non-legal advisor present. This advisor would be able to guide them through the process and inform them of their rights and responsibilities in the process.
IIP-108	✓	4/7/21 YES 14 NO 1 ABSTAIN 1 3/23/21 YES 5 NO 0	APPROVED BY AHCPP: In reviewing a complaint of police misconduct, the CRB shall consider the entire event, not just the immediate events leading up to an incident of possible misconduct, including specifically whether the officer(s) involved initiated or escalated the incident. The CRB may also consider the officer's history of prior complaints and sustained allegations. (APPROVED BY IIP SUBCOMMITTEE): In reviewing a complaint of police misconduct, the CRB shall consider the entire event, not just the immediate events leading up to an incident of possible misconduct, including specifically whether the officer(s) involved initiated or escalated the incident. The CRB may also consider the officer's history of prior complaints and sustained allegations.

Motion	Approved by AHCPP	Decision date	Status and Description
IIP-107	✓	3/31/21 YES 16 NO 1 3/23/21 YES 5 NO 0	APPROVED BY AHCPP: Police members of internal investigations and IDFIT investigations may not be an officer of a police union nor may they serve on any committee of a police union. (APPROVED BY IIP SUBCOMMITTEE): Police members of internal investigations and IDFIT investigations may not be an officer of a police union nor may they serve on any committee of a police union.
IIP-106	✓	3/31/21 YES 16 NO 1 3/23/21 YES 5 NO 0	APPROVED BY AHCPP (AS AMENDED): In cases of <i>potential</i> criminal misconduct and brutality by the police, an independent civilian prosecutor shall prosecute the case. (APPROVED BY IIP SUBCOMMITTEE): In cases of criminal misconduct and brutality by the police, an independent civilian prosecutor shall prosecute the case.
IIP-105	✓	3/31/21 YES 16 NO 1 3/23/21 YES 5 NO 0	APPROVED BY AHCPP (AS AMENDED): The City shall ban the inclusion <i>advocate for the removal</i> of all matters pertaining to the discipline of law enforcement officers in their police union contract. (APPROVED BY IIP SUBCOMMITTEE): The City shall ban the inclusion of all matters pertaining to the discipline of law enforcement officers in their police union contract.
IIP-104	✓	3/31/21 YES 17 NO 0 3/23/21 YES 5 NO 0	APPROVED BY AHCPP (AS AMENDED): State law [<i>Reference state law</i>] should be changed to allow as much transparency as possible into civilian complaints and IA investigations so that community members and the CRB might be aware of police officers who are repeat offenders. The CRB should have the authority to recommend that police officers with a history of repeated or multiple complaints and/or offenses be removed from the force. EPD shall not be able to hire officers who have a documented history of police misconduct. (APPROVED BY IIP SUBCOMMITTEE): State law should be changed to allow as much transparency as possible into civilian complaints and IA investigations so that community members and the CRB might be aware of police officers who are repeat offenders. The CRB should have the authority to recommend that police officers with a history of repeated or multiple complaints and/or offenses be removed from the force. EPD shall not be able to hire officers who have a documented history of police misconduct.
IIP-103	✓	3/31/21/ YES 16 NO 1 3/23/21 YES 5 NO 0	APPROVED BY AHCPP (AS AMENDED): <i>The City shall advocate for state law to be changed to allow independent civilian investigators to shall</i> have the ability to interrogate officers within 48 hours after an incident where deadly force was used <i>and: independent civilian investigators to shall</i> be immediately notified of any police shooting and shall be required to send an investigator immediately to the scene of the shooting. (APPROVED BY IIP SUBCOMMITTEE): Independent civilian investigators shall have the ability to interrogate officers within 48 hours after an incident where deadly force was used. Independent civilian investigators shall be immediately notified of any police shooting and shall be required to send an investigator immediately to the scene of the shooting.
IIP-102	✓	3/31/21 YES 18 NO 0 3/23/21 YES 5 NO 0	APPROVED BY AHCPP (AS AMENDED): EPD leadership shall incorporate procedural justice into the internal discipline process, placing additional importance on <i>adherence to community values</i> adherence rather than adherence to rules. Contextual information regarding procedural justice found at: https://cops.usdoj.gov/proceduraljustice (APPROVED BY IIP SUBCOMMITTEE): EPD leadership shall incorporate procedural justice into the internal discipline process, placing additional importance on values adherence rather than adherence to rules.
IIP-101	✓	3/2/21 YES 19 NO 1 2-18-21 YES 5 NO 0	APPROVED BY AHCPP (AS REVISED): Ask the Ad Hoc Committee to allow Allow Scott McKee to attend an Ad Hoc Committee meeting and be available to answer questions. for a question-and-answer session. APPROVED BY IIP SUBCOMMITTEE: Ask the Ad Hoc Committee to allow Scott McKee to attend an Ad Hoc Committee meeting for a question-and-answer session.
IIP-100		2-18-21 YES 5 NO 0	APPROVED BY IIP SUBCOMMITTEE: Allow Scott McKee to attend the next Independent Investigation and Prosecution subcommittee meeting for a question-and-answer session.

