

City of Eugene
Ad Hoc Committee on Police Policy
Meeting # 11 on March 17, 2021
Decision Sheet

In Attendance

Emz Avalos, Daniel Borson, Betsy Davis, Maisie Davis, Ibrahim Coulibaly, Leah Edelman, Abdulrahman Eissa, Lindsey Foltz, Ib Hamide, Rick Hamilton, Erika Lincango, Brian Michaels, Silverio Mogart, Tauna Nelson, Guadalupe Quinn, Quentin Reynolds, Richard Roseta, David Saiz, Leticia Serna, Sandra Shotridge, Patricia Toledo, Marty Wilder

Decisions

(BWC-103) Motion from the Body Worn Cameras Subcommittee:

Motion regarding video footage and public record: Recommend that the City of Eugene press the state legislature/legislators to make all body cam and dash cam video public record.

Yes = 21, No = 0 (Approved)

(BWC-104) Motion from the Body Worn Cameras Subcommittee:

Motion regarding viewing of video footage: 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.

Yes = 20, No = 1, Abstain = 1 (Approved)

(BWC-105) Motion from the Body Worn Cameras Subcommittee:

Motion regarding discipline: Include a disciplinary matrix clearly defining consequences for officers who fail to adhere to the agency's body camera policy.

Yes = 21, No = 0 (Approved)

(BWC-106) Motion from the Body Worn Cameras Subcommittee:

Motion regarding muting of body-worn cameras: 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.

Yes = 22, No = 0 (Approved)

(AHCPP-107 As Amended) Motion brought by Lindsey Foltz:

Motion regarding creating officer evaluation metrics: Move that EPD ~~create~~ *implement* metrics of success for officers based on community values, *and with direct community input and approval*, 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.

Yes = 20, No = 0 (Approved)

(AHCPP-108 As Amended) Motion brought by Lindsey Foltz:

Motion to create a disciplinary matrix: Move that the City of Eugene establish and bargain for a disciplinary matrix *based on community values with direct community input and approval* for EPD that determines the range of disciplinary action for sustained misconduct or policy violations.

Yes = 20, No = 0 (Approved)

(AHCPP-109) Motion brought by Lindsey Foltz:

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.

Yes = 20, No = 0 (Approved)