

Police Policy Committee Minutes

February 16, 2023

The Police Policy Committee of the Board on Public Safety Standards and Training held a regular meeting on February 16, 2023, at the Oregon Public Safety Academy in Salem, Oregon. Chair, John Teague called the meeting to order at 9:00 a.m.

Committee Members:

John Teague, Chair, Oregon Association Chiefs of Police
Chris Skinner, Oregon Association Chiefs of Police
Casey Coddling, Acting Superintendent, Oregon State Police
Alex Gardner, Oregon State Police Command Staff Representative
Mark Garton, Oregon State Sheriff's Association (Webex)
Mike Frome, Portland Police Bureau (Designee for Chief Charles Lovell)
Kathy McAlpine, Oregon Association of Chiefs of Police (Webex)
Terry Rowan, Oregon State Sheriff's Association (Webex)
Kevin Dresser, Non-Management Law Enforcement
Angie Brandenburg, Oregon State Sheriff's Association
Brad King, Non-Management Law Enforcement
Scotty Nowning, Non-Management Law Enforcement
Rob Wood, Public Member

Committee Members Absent:

DaNeshia Barret, Non-Management Law Enforcement
Kieran Ramsey, Federal Bureau of Investigation
Jill Thissel, Non-Management Law Enforcement
Ashliegh Ramirez, Public Member

Guests:

None

DPSST Staff:

Brian Henson, Acting Director
Suzy Herring, Professional Standards Administrator
Marsha Morin, Standards and Certification Manager
Melissa Lang-Bacho, Professional Standards Case Manager
Jennifer Levario, Professional Standards Case Manager
Jennifer Howald, Administrative Rules Coordinator
Michael Anderson, Facilities Manager
Hassan Hassan, Training Director
Chris Enquist, Skills Training Manager
Noel Aher, Firearms Coordinator
Heidi Van Middlesworth, Training and Development
Erica Riddell, Criminal Justice Office Specialist
Shelby Alexander, Executive Support Specialist



1. **Introductions**

Introductions of members, guests and staff.

2. **Approve October 5, 2022, and November 17, 2022, Meeting Minutes**

Rob Wood moved to approve the minutes from the October 5, 2022 and November 17, 2022, Police Policy Committee meetings. Chris Skinner seconded the motion. The motion passed unanimously.

3. **Administrative Closure Consent Agenda**

Presented by Melissa Lang-Bacho, Professional Standards Case Manager

The Department presented recommendations to administratively close the following professional standards cases to the Police Policy Committee.

a) **Beal, Richard (38240) Police**

On October 22, 2021, the Department opened a professional standards case to review the circumstances of Richard Beal's separation from the Salem Police Department on October 1, 2021. Beal's separation was reported to the Department as a resignation which occurred as a result of (at least in part) an active or pending investigation into allegations of misconduct.

On November 28, 2022, the Salem Police Department notified the Department that Beal passed away on September 25, 2022.

b) **Harrison, Thomas (33424) Police**

On December 1, 2022, the Department opened a professional standards case to review the circumstances of Thomas Harrison's separation from the Oregon State Police (OSP) on May 31, 2022. Harrison's separation was reported to the Department as a retirement and resulting from a settlement agreement. The Personnel Action Separation Form (F4s) indicated that uninvestigated allegations of misconduct were pending at the time of his separation.

After opening a professional standards case and requesting records, the Department was notified that Harrison had not separated due to a settlement agreement. OSP further indicated that there was a settlement agreement for an unrelated legal matter that was not connected to his retirement.

The Department identified the unrelated legal matter as a civil lawsuit Harrison filed against the OSP for allegedly withholding exculpatory information from the District Attorney's offices about another officer who exhibited racially biased behavior. The civil matter was settled and dismissed after Harrison received payment for an undisclosed amount.

The Department determined a professional standards case was opened in error after Harrison's separation was reported as a part of a settlement agreement. A review of the uninvestigated allegation of misconduct appears to be performance-based and not misconduct as defined in OAR.

Scotty Nowning moved to approve the Administrative Closure Consent Agenda recommendations made by the Department. Rob Wood seconded the motion. The motion passed unanimously.

4. Changes to the Basic Police Firearms Assessment

Presented by Noel Aher, Firearms Coordinator – Information Only

The current handgun qualification for basic police recruits has been in use since BP386 (2019). More than a thousand recruits have completed the assessment in this format. This volume of testing has allowed the opportunity to critically evaluate the purpose of the assessment, and the relevance of the skills assessed to how they will be used on the job.

The results of this evaluation have identified a strong need to revise the firearms testing format and process to better assess the breadth of required skills students are taught and capture their readiness for weapons use in the field. Ultimately, the new assessment should produce recruits who are better prepared to safely and effectively use their weapons in real-world encounters.

The updated system of testing will encompass a broader range of relevant skills and multiple testing points. These improvements will align the testing more closely with skills and abilities we expect recruits to use in their operational work. Though we accept no qualification can precisely emulate a real-world encounter, this new testing will better assess the anticipated skills required to prevail on the job. (The long-term goal is to review firearms training and align it with the realities of lethal force encounters. This is a larger project with curriculum and infrastructure needs not addressed in this request.)

Although the changes will incorporate the testing of more individual and combined skills in multiple situations, the process will not require any additional program hours or new equipment.

5. Police Policy Committee Bylaws Proposed Revisions

Presented by Suzy Herring, Professional Standards Administrator

Kevin Dresser moved to approve the Proposed Revisions to the Police Policy Committee Bylaws. Angela Brandenburg seconded the motion. The motion passed unanimously.

6. Agency Update

Presented by Brian Henson, Acting Director and Suzy Herring, Professional Standards Administrator

- Staff is in the process of determining the number of cases that will be presented at the next Police Policy Committee meeting. There may be a possibility of multiple meetings to cover the number of cases being presented.
- Interviews for the Criminal Justice Case Coordinator responsible for pre-employment cases and complaints are in process.
- DPSST has a new Director! Phil Castle will begin his employment with DPSST starting on March 1st. He comes to us from the Washington Employment & Security Department and has over 20 years of experience in the US Military. We are all excited for him to begin his new journey with DPSST.

- The agency had it's first information hearing with Legislature to discuss the 22-25 budget.

7. Next Police Policy Committee Meeting: May 18, 2023 at 10:00 a.m.

Administrative Notes:

These minutes reflect the order of the discussion/voting items as they appear on the official meeting agenda. The actual order in which they were discussed may vary.

All documents reviewed and discussed in this meeting are subject to Oregon Public Records Law (ORS 192.410 to ORS 192.505). These documents can be requested by contacting DPSST at dpsst.records@dpsst.oregon.gov.