

Proposals for 12/30 Meeting:

1. ~~Future committee should ensure that all recommendations put forth by the OIR group are implemented within TBD months and that yearly audits are performed to validate effectiveness of recommendations.~~
2. Future committee members should be provided investigation materials from other agencies that are still underway to help provide further recommendations and oversight / audit functions to the extent allowable by law. *Approved on 4.8.*
3. The permanent oversight committee should have a minimum of 7 civilian (all West Linn residents) members, the majority of whom should be BIPOC. *Approved on 4.8.*
4. LE whistleblowers should be able to report directly to the permanent oversight committee, and protections for whistleblowers should be strengthened overall. *Approved on 4.8.*
5. The permanent oversight committee should review, and implement as needed (i.e., if not addressed elsewhere in this list), recommendations made by the West Linn community group “Concerned Citizens of West Linn” as laid out in their October 5, 2020 press release. To the extent possible, we advise the City Council to incorporate the suggestions laid out in the document into collective bargaining. *Approved on 4.8.*
6. ~~Independent outside professional investigations for all whistleblower, civil cases, and those involving upper police leadership with investigative reports to all stakeholders including the public. Addresses internal investigative conflict of interest issues in serious misconduct cases as evidenced by Fesser case which could have been prevented.~~
7. ~~Required expertise for Investigators, auditor in the laws, policies, standards of practice governing policing. Consequence of lack of expertise results in potential flawed investigations, with harm to people and increased liability for law suits.~~
8. ~~Investigator to have subpoena power for both officers and citizen witnesses and full access to police data base to enable gathering of all relevant facts for a thorough investigation~~
9. Oversight entity to have some level of authority over discipline decisions. Details will depend on collective bargaining. ~~Addresses historic problem of findings of misconduct and a lack of consequences imposed by police chief to deter further misconduct.~~ *Approved on 4.8.*
10. Address historic problem of WL police leadership accountability with City manager and city council to work together on policy outlining clear expectations, performance measures, disciplinary guide for police chief for which the city manager will be accountable to city for

enforcing. Annual Evaluation of performance of police chief by city manager to be shared with city council, mayor and *oversight committee*. *Approved 4.8.*

- ~~11. Accreditation of WLPD by CALEA or OAA to raise standards of practice and policies to reflect best practices.~~
12. Offer option of Citizen liaison between complainant and WLPD to address issue of citizens uncomfortable with police interactions in complaint process. *Approved 4.8.*
13. Public access to collective bargaining negotiations and allow input on contract language representing blocks to accountability. *Approved 4.8.*
- ~~14. WLPD to implement early warning system for police misconduct for harm prevention. *Struck on 4.8.*~~
15. Transparency to include, at minimum, an annual report to the public of all audit reports, investigative reports, disciplinary decisions, litigation to facilitate public trust and to be provided to the oversight committee. *Approved 4.8.*
16. Citizen committee to have *a seat on the interviewing panel* in hiring, promotion of WLPD staff, officer performance metrics. *Approved 4.8.*
- ~~17. Regular police training Police Oversight Body to have oversight and make recommendations to WLPD and Council regarding training. include de-escalation, implicit bias, procedural justice, conflict resolution, mental illness, drug addiction, stress management. *Approved 4.8.*~~
18. Dedicated 'harm reduction' subcommittee, preferably composed of individual(s) with background in mental health care/social work, to oversee the integration and continued success of a CAHOOTS-type community harm reduction team within WLPD (or contracted outside of WLPD at council's discretion). Community harm reduction team can be reached by police dispatcher, team has expertise in de-escalation, is unarmed, specializes in assisting in mental health calls, domestic violence dispute resolution, homelessness crisis management, support for citizens in reporting hate crimes. Harm reduction team members paid w WLPD budget. Subcommittee reports to larger oversight committee. *Tabled 4.8.*
- ~~19. The City of West Linn shall require *some* college level education *or the equivalent experience* and coursework of police applicants which meet official standards of certification by an external regulatory body (i.e. oversight committee or accredited institution of education). Further, promotions shall be based on officers' postsecondary coursework in related field. In addition, board approved and evidence based continuing education courses shall be required for renewal of officer certification every ___ years. *Approved 4.8.*~~

20. The future oversight committee should be able to formally file complaints, grievances, or a vote of no confidence against city leadership and staff (mayor, city council, city manager, WLPD Chief, city legal representation, city insurance agencies, etc.) that is not responsive to proposals and decisions made by the future oversight committee, independent investigation entities, or past completed investigations by county/state/federal entities, where reasonable and educated justifications based on the West Linn City Charter are not given by city leadership. *Tabled 4.8*
- ~~21. The future oversight committee should be involved in the hiring/screening process with the city manager and/or WLPD Chief for WLPD staff and leadership.~~
- ~~22. To ensure no bias occurs and increase diversity of the group, oversight committee member application forms should be reviewed and evaluated utilizing pre-determined selection criteria. Each question should be weighted (for example 0-5). Application materials should state minorities are encouraged to apply and will be given preference (bonus points?). Top ranked applicants should be appointed/ or interviewed for open positions. To further reduce systemic errors, names should be redacted from the application forms prior to scoring/review.~~
- ~~23. "3 Tiered Cake Proposal". We recommend that the City take a three tiered approach to permanent oversight creation. Tier 1 would be the work we will have completed for recommendation by the end of this meeting. Tier 2 would include, on a volunteer basis, those members of the taskforce who want to continue to work on formation of the permanent task force including but not limited to: working with council to be responsive to any concerns they have about recommendations made in Tier 1, and making other general recommendations to facilitate a smooth transition to a permanent oversight board. Tier 2 would cease when the permanent task force is created and meets for the first time. Tier 3 would be the creation and implementation of the permanent oversight board at which point this board would cease to exist.~~
- ~~24. The committee recommends open and transparent collective bargaining with the CCPOA as provided by current Oregon law. Further, the committee recommends that the City bargaining team engage with the task force regarding proposals and the strategy for achieving community centered reforms recommended by the task force. *Approved 4.8.*~~
25. If by 7:15pm during our 12/30/2020 meeting the "3 Tiered Cake Proposal" is not passed on a majority basis we would propose that the committee's work is extended for three additional meeting on a volunteer basis to continue to wrap up the committee's work.
- ~~26. (previously passed but with When a complaint is filed, notice goes to everyone (WLPD and oversight committee). People are able to file complaints independently with 3rd party (outside WLPD). Investigation done by a staff person** or contractor external from WLPD.* Passed unanimously~~

27. Overall, the oversight committee must function in a highly professional and empirical system. The standards must be strengthened, the city manager and city council need to be able to be held to account as part of the system, not separate from the system.
- The **internal affairs** or **professional standards** investigative capability and integrity must be strengthened. Contracting out this work to another expert or agency would be a start in returning integrity to internal affairs investigations and the body that you create to oversee the integrity must be able to rely on the internal investigations that are conducted of all manner of alleged misconduct from simple service complaints to criminal investigations.
 - The **city manager** needs bandwidth, access, and tools to oversee the police department. It has consistently been that the city manager has relied on the command staff, and in particular the chief, as their source of information for all manner of concerns about the police department including allegations of misconduct.
 - The **city council** needs to be empowered to oversee, review, and confront issues with regard to allegations of racism, gross incompetence and corruption in the police department. ~~Perhaps~~ An annual analysis by the OIR Group *shall be conducted* ~~might be in order~~ to make sure that the correct progress is being made.
 - ~~If there is to be~~ An oversight committee, it should be focused on ensuring that the police department functions ~~that should be occurring are occurring~~ competently and ethically. *Approved 4.8.*
28. In light of all of the above, the City undertakes a collective bargaining strategy to make West Linn Police very competitively paid relative to the comparable size police departments. *Approved 4.8.*

Unfinished conversations noted for future work:

1. What is the diversity of the civilians on the oversight committee
2. Who makes appointments to the oversight committee
3. What the oversight committee does with findings of fact.
4. Whether the oversight committee should have subpoena power
5. What authority the oversight committee will have (ie what can committee do with the facts once the investigation is completed.
6. Who has hire/fire authority over the "Executive Director" of the oversight committee.
Could we further discuss the role/responsibilities of the Executive Director and assistant and if it is needed? I have not seen the "executive director" role in other citizen oversight entities I have looked at and am trying to understand the role. Does the other advisory groups of West Linn have Executive Director? If so, what do they do?
7. Is the funding guaranteed in perpetuity? Shouldn't this be re-evaluated each year as to status of policing issues and associated changing funding needs?
8. How would changes be made to funding?