



AGENDA



Police Advisory Board

Date & Time:	Thursday - January 21, 2021 7:00pm
Location:	Pursuant to House Bill 4212 (2020), this meeting will be conducted electronically and will be live streamed at https://www.youtube.com/user/CityofSherwood .

Attendees

P.A.B. Members:	Council Liaison:
Ralph Lohman - Chair	Councilor Kim Young
Diane Foster - Vice Chair	City Staff:
Brian Dorsey	Jeff Groth - Police Chief
Rich Miller	Angie Hass – Executive Assistant
Bob Silverforb	
Mike Smith	
Megan Thornton	
Chris West	
Laurie Zwingli	

Agenda

1. Call to Order (Chair)
2. Roll Call (Chair/Staff)
3. Approval of Minutes (Chair)
4. Board Member Announcements (Chair)
5. Business (Chair)
 - a. SWOT report update-no meeting scheduled
6. Traffic Safety Update (Chair & TSC Liaisons)
7. Councilor News
8. Staff Report(s)
 - a. Vaccination update
 - b. Hiring update
9. Citizen Comment

Pursuant to Executive Order 20-16, citizen comments must be submitted in writing to:

hassa@sherwoodoregon.gov. To be included in the record for this meeting, the email must clearly state that it is intended as a citizen comment for this meeting and must be received at least 24 hours in advance of the scheduled meeting time. Per Council Rules Ch. 2 Section (V)(D)(5), Citizen Comments, "Speakers shall identify themselves by their names and by their city of residence." Anonymous comments will not be accepted into the meeting record.

10. Adjourn (Chair)



Meeting Minutes



Police Advisory Board

Date & Time:	January 21, 2021 - 7:00 pm
Location:	Meeting held virtually through Teams.

P.A.B. Members:	Council Liaison:
Ralph Lohman - Chair	Councilor Kim Young
Diane Foster - Vice Chair	City Staff:
Brian Dorsey	Jeff Groth – Police Chief
Rich Miller	Angie Hass – Executive Assistant
Bob Silverforb	
Mike Smith	
Megan Thornton	
Chris West	
Laurie Zwingli	

This meeting was live streamed on the City of Sherwood's YouTube channel.

The video recording is available for viewing:

<https://www.youtube.com/watch?v=On4kApIOtOs&t=3764s>

1. Call to Order

Chair Lohman called the meeting to order at 7:03 p.m.

2. Roll Call

Board Members Present: Chair Ralph Lohman, Vice Chair Diane Foster, Brian Dorsey, Bob Silverforb, Mike Smith, Megan Thornton, Chris West and Laurie Zwingli

Board Members Absent: Rich Miller

Staff & City Council Liaison Present: Chief Jeff Groth, Councilor Kim Young and Executive Assistant Angie Hass

3. Approval of Minutes

December 17, 2020 Meeting Minutes

Mr. Silverforb moved that the December meeting minutes be approved as written. Mr. Smith seconded the motion and all present Board Members voted in favor.

4. Board Member Announcements (Chair)

Mr. West shared an incident that occurred in Tigard, earlier that month. The incident involved an officer involved shooting on Bonita Road and stated that it was a little too close to home. In part, because he and his wife had lived in the apartment complex, many years ago, where it took place and because of the work he is doing with the City of Tigard. His heart went out to the Tigard PD Chief and Officers and the community. Unfortunately, they had some protests the following night that impacted not only City of Tigard businesses, but also the Tigard PD and City Hall. Because of the work that he does on this Board, reviewing police policies and procedures, he felt that he was better prepared to offer advice to the Board that he serves on for the City of Tigard.

Ms. Thornton was happy to share that some of her relatives had received the COVID vaccine that week.

Mr. Smith asked Mr. West if he could let him know where he might learn more about the incident that he spoke of, as he was not aware. Mr. West stated that he should be able to look it up on-line. It should be in the Tigard Times. It was the first officer involved shooting in Tigard in approximately 20 years. Councilor Young added that the City of Tigard did a really good job of updating their Facebook pages, as well, with their press releases, etc.

Mr. Silverforb shared that several weeks ago, he and his wife took a Senior Safe Driving Class on-line through AARP. It lasts approximately 8 hours and covers all of the reminders that we need. It covers technology in cars and how to use it. It zeros in on how to be a better driver. It was a good refresher and they picked up a lot of good information from it. He recommended it to anyone who is a member of AARP.

Mr. Silverforb said that if the City decided to go to Zoom for the boards and commissions meetings, he would be all for it. He felt that Zoom was a better platform for these types of meetings.

Mr. Dorsey said that it has been a crazy start to the year, but we have a wonderful city, leadership and SPD staff. He was able to speak to our preparedness. He had spoken to several restless neighbors and friends about what might happen with the inauguration and possible protests. He was very thrilled and his heart was warmed to see that none of that made its way into Sherwood and very little into Portland. He is looking forward to moving ahead, making great progress and seeing our Board do some great things this year.

Vice Chair Foster is hopeful for the teacher in her household to be able to get the vaccine in the coming week, or so. She wanted to give a shout out to the Sherwood School Board and the teachers that are constantly shifting and moving to the new matrix and what the new return to

school is for them. She had watched the on-line Sherwood School District Board meeting the night before and that morning. There is over three hours of good information. Everybody is being really flexible and working with what they have right now. Everybody is working hard to make it possible to return to school safely.

Chair Lohman echoed everything that had been said and he continues to be so appreciative of where he lives, specifically in Sherwood. Even with all of the give and take of COVID, for the last year now, he has a whole lot to be thankful for and a lot to look forward to.

5. Business (Chair)

a. SWOT Report Update – No meeting scheduled

See Exhibit A. Chair Lohman asked everyone to take a look at the completed 2020 SWOT Report that was included in their meeting packets.

The Chief stated that this report had been worked on at the last PAB meeting, 12/17/2020. He explained that the format is the same as it has been for several years and is consistent across all boards and commissions. Everybody's reports, in theory, should basically look the same way. They are laid out to represent strengths, weaknesses, opportunities and threats, as well as cover three of the most significant accomplishments over the past year (2020) and highlight three goals for the upcoming year (2021). The Chief proceeded to read aloud, the completed report for the Board. He added that there was no significance to the listing, as they were not numbered.

He offered an explanation on one of the strengths listed, "We represent a cross section of the Sherwood Community", as one of the Board Members had come to him with a question on that. The Board had chosen this as a strength, as their members represent different segments of the community, such as young families, retired families, children at home, empty nesters, faith community and business community. The Board consists of a good gambit of representation.

Ms. Thornton felt that the Board could be even more diverse and explained what she'd like to see different. She felt that this could be listed as a weakness. Chair Lohman shared with Ms. Thornton how the Board Member recruitment process works and that they can only recruit folks who apply to be on the Board. They have to work with the mix that comes to them and they try to pick the best person. He stated that in the last recruitment there were 11 applicants and of those, only one female. He said that when there is another vacancy on the Board, perhaps the Board could start soliciting for applicants. Diversity just for the sake of diversity isn't the best route to take. Councilor Young added that when they've done applicant interviews in the past, they've always taken these things into consideration, but it also has to be the best person for the position. That is the most important.

Mr. Silverforb added that when this Board was first set up there were different requirements, such as business people, faith community, retired people, etc. – a cross section of the Sherwood community. The initial Board was pretty much set up like that. He recognizes that when there's an opening, not everyone that you might want are going to apply. He is aware that there are a lot of other boards and commissions that are anxious for people to join them, also. For the next opening that they have, they may want to pull out that list and take a look at the cross sections. He felt that worked pretty well. As far as he is aware, none of the other boards and commissions look at that and felt that it is more important to have that diversity on this Board.

Relative to Mr. Silverforb's comment, the Chief stated that they are still very close to that original language with representation from different segments of the community. They don't currently have a youth member. They have had two over the years and since then have had difficulty getting others to apply or express an interest. Once school's back in session, they will have that conduit to try to drum up some interest. Part of the problem is it is hard for students to be around for three years. If they join as a Junior, they are there for two years and then go off to college, etc.

The Chief proceeded to read aloud the remainder of the completed 2020 SWOT Report.

6. Traffic Safety Update (Chair & TSC Liaisons)

Mr. West said that they are plowing through requests they are receiving from Sherwood citizens. There are no easy answers for these requests and it is becoming obvious why the City Council wanted a Traffic Safety Committee to address, at least at some level, these challenges that City staff has been dealing with. He felt good about what they're doing and the discussions they are having. They are getting really good input from City staff.

Mr. Smith agreed with Mr. West and he felt that it is going very well. The last meeting was December 10th and the Committee completed their 2020 SWOT Report as well. He gave a shout out to the City Engineer, Bob Galati. Whenever they have any questions on one of the situations they're talking about and need research completed, Mr. Galati is the one who does that. When there was a request for changes on SW Meinecke Parkway, they received eight pages of information from him. It was really pertinent data which helps the Committee to make good decisions. On the TSC SWOT Report, it shows that they had received 14 citizen complaints and they had made decisions on eight of those, four were pending and two were still to be reviewed. They've made some really good progress on complaints that have come through and have had some really interesting discussions during the sessions.

Chair Lohman asked how the responses are when the feedback is shared with the requestors. Mr. Smith referred to Ms. Hass as she is the one that communicates with the requestors. She stated that for the most part, a lot of them watch the YouTube videos because they are curious

about how the conversation is going to go. Sometimes they are disappointed, but there is also good information provided. She felt that in some cases when a request is denied, folks are pretty understanding.

Chief Groth said that what he really appreciates, as a career Police Officer and a Police Leader for over a decade, is the community engagement component of both the Police Advisory Board and the Traffic Safety Committee. When they talk about policing, one of the things that they strive for is to legitimize policing. He gave some examples of legitimizing and how, even if the decision made isn't what they wanted, people feel better when they are part of the process. He used that analogy to talk about policing, community policing, and community engagement. He explained that with the Board and Committee, they've established a process where community members can share concerns and are allowed to be part of the process. The opportunities for engagement have been affected, due to COVID. However, at some point, things will get back to normal.

When people engage and they gain understanding, they build trust and it legitimizes that process. He gave an example of when a traffic safety complaint/request is scheduled for discussion at an upcoming meeting, the requestors are notified ahead of time so that they can watch the meeting live or recorded. Even if their request is denied, they often times say "thank you for all the work you did" and that they understand, even if they are disappointed. This process is legitimizing the complaint they had and builds legitimacy into the entire process. This is what engagement is all about. When he talks about relational policing and building relationships with the community, that is what they're hitting at and what his team is focused on – establishing relationships, providing opportunities for community members to engage with them. They may not agree with the outcome every time, but when they know that they have a voice and an opportunity to be involved with the process, it establishes that legitimacy. When they first talked about forming the Police Advisory Board, this was what it was all about - to provide that level of engagement that did not exist presently. He shared how the idea of the forming the Traffic Safety Committee came about.

Mr. West shared his experience with the City of Tigard Board and stated that it was this last summer with the awareness of the national debate over policing that the Tigard City Council came to the recognition that they needed to have a citizen committee. As a result, they formed a Public Safety Committee. It is not the same as the Sherwood Police Advisory Board, but there is some cross over. They had only met two times before the officer involved shooting happened. He stated that he was grateful for the time that they've had in engaging the community in these important discussions and was glad that the City of Tigard recognized the need too and wished them luck.

7. Councilor News

Councilor Young reported that at their first City Council January meeting, they had a swearing-in ceremony, via Zoom and it was interesting. Judge Jack was there and swore in three City

Councilors and the Mayor. Councilor Tim Rosener was elected to continue his role as Council President. She explained that he and Mayor Mays work really well together and that when the Mayor is not able to be present, the Council President fills in.

A Work Session is scheduled for February 2nd to talk about the pedestrian bridge planning. While they are looking for funding, they are still moving forward with some sort of planning.

At the next meeting, they will be approving Council Liaisons, which is what she is to the Police Advisory Board. Councilor Young said that she really enjoys being the Liaison for the PAB and will be continuing in that role. She added that all of the Councilors really like their current assignments and will remain on the same Boards, which is nice to be able to have that continuity.

There is a housing survey out right now to get input from residents. She explained that it is basically to help with some design standards for possible development code amendments to support a range of community housing choices. This is all in response to House Bill 2001 that was signed a couple years ago, with the requirement that up to four dwelling units can now be on a single-family residential lot, regardless of the size or the capacity of the infrastructure. The City Council had actually opposed this Bill and did a resolution opposing it, because it really takes City planning out of the hands of the cities. They are moving forward with it and are trying to get their own design standards in before any are inflicted upon them so that the City can make their own planning of what the housing choices should look like in the City of Sherwood. There are ideas of duplexes, quad-plexes, cottage clusters, etc. They would really like input and asked the Board Members to participate, if they can, and help to get the word out.

Municipal Court has been opened and closed, etc. over the last year. When it was open they held sessions at the Arts Center, due to more space. Logistically, however, that was more difficult for the staff and then when there was the two-week freeze, they had to close the Court down again. Beginning this (or last) week, they are holding court sessions virtually. A couple of our neighboring cities having been holding court virtually and have been helping the Sherwood Municipal Court to get up and going so that they can continue with the backlog of their court cases.

On the next City Council meeting agenda, they will be asked to approve an IGA that allows multiple law enforcement agencies to share police records. Councilor Young stated that the SPD uses Mark43 as their records management system and some of Sherwood's neighboring cities desire to share records in order to enhance public safety. She asked the Chief if he'd like to chime in on that.

Chief Groth explained that there are two IGA's scheduled to go on consent the next week. Several agencies in Washington, Clackamas and Marion Counties, as well as the Clark County Sheriff's Office, have begun using Mark43 as their records management system. He went on to explain how Mark43 works for viewing data from other agencies. In order to do that, they have

to have a written agreement that allows different users to view the data that other people load into the system. It's a pretty simple intergovernmental agreement between multiple agencies and that will mean that from an operational perspective, if Sherwood Officers are working an investigation, they can go into the system and see that there's a police report concerning an individual from another agency and they may find useful information in that. It will only allow viewing and they will not have any access beyond that. He explained that this is a very common practice and it happens all across the state and the country with different records systems.

The other IGA is a towing agreement with Washington County. For years, Washington County has managed the towing services for all of the agencies, which gives them a couple benefits. It creates efficiencies and saves staff time and resources to solicit, negotiate, and procure towing contracts on our own. Washington County does that as part of the agreement and establishes agreements with the different tow companies. More recently, there have been some challenges in getting the tow companies interested in towing abandoned vehicles because it can be financially burdensome to tow a broken down car that has no value. He went on to explain the benefits of having the towing agreement for all Washington County agencies.

Councilor Young said that in reviewing the 2021 Legislative Session Bills, there was one in particular that she wanted to comment on, Senate Bill 238. If passed, this Bill would prohibit school boards, or superintendents from approving contracts or other agreements to provide for members of law enforcement agencies to be assigned to schools or the school district. This Bill would prohibit School Resource Officers. So far, it's had its first reading and has been referred to Education. She doesn't know where it's going, but thought that it is something to keep an eye on.

The Chief added that this is reflective of a position that has been around for a while. It has momentum, then it doesn't and has fluctuated over the decades. The position is basically that Police Officers serving in a School Resource Officer or School Liaison position have an adverse affect on children for any number of reasons that, in his professional opinion, are invalid. He's worked in two different agencies in Washington County, both of which have had Police Officers in the schools. Both programs have been widely popular. He, himself, worked at Tualatin High School for four years as a School Resource Officer and has relationships, to this day, with some of the students that he knew when he was there, including one that is currently a Police Officer with the SPD. There are a lot of arguments as to why it's a bad idea, but he doesn't agree with any of them. He feels this is horrible legislation and basically outlaws SRO's, plain and simple. It allows police to be called if there is an eminent threat of harm and that's it. Outside of that, you're not engaged with the school setting or the building. It seems absolutely counterintuitive. Mr. Dorsey and he have spoken about this. When people are talking about improving policing and making policing more accessible to those that are less advantaged, or for disproportionate youth, what better place to do that than where kids are spending a significant majority of their time nine months out of the year. What better way is there than to have a Police Officer kneel down to the level of a third grader or walk down the hall with a sixth grader. He knows there are

horror stories and bad Officers in schools. He has not experienced that. He's experienced the exact opposite. He never fought a kid in school and can count on one hand the number of times he saw a kid walk out of a school in handcuffs. One was a practical joke and was staged by the student as part of a project they were doing. The other times they were young people that were dangerous and they were being arrested for felony crimes. They were treated professionally and kindly, but they needed to be in restraints because they were under arrest for a serious crime.

He also noted that the Tigard-Tualatin School District just went through a very thorough community input and listening session to explore this topic and as a result of feedback and input from the community, they made the decision to retain their School Resource Officer Program in the Tigard and Tualatin schools. He thinks there may be some changes and improvements made in those various programs, which is certainly welcome.

This is a decision that should be made by the local communities and should not be determined at a State level and has no business, whatsoever, being in State Statute. The League of Oregon Cities, the Oregon Association of Chiefs of Police, Oregon State Sheriffs Association, including the City of Sherwood will be lobbying hard against this Bill. It certainly wouldn't hurt if every person within the sound of his voice, would contact their legislature and share their thoughts on this. Councilor Young stated that when she was made aware of this Bill, she let the City Manager and Council President know. Council President Rosener asked the City Manager if he could put it in front of the City Lobbyists so they could keep it on their list of Bills that they're tracking. She appreciated the Chief's input on that subject and thanked him.

The Chief stated that the other important thing to note is Bills that are filed, pre-session, are like the old adage of throwing spaghetti noodles against the wall to see what sticks.

Mr. West added that this is coming out of Portland and from the representatives in Portland. The Portland Public Schools have pulled their agreement with the Portland PD Resource Officers, along with Multnomah County. They've already made their decision as a result of things that went on last year. That is part of what is driving it. He hopes that it doesn't go anywhere, too.

8. Staff Report(s)

The Chief explained that the reason there was not a policy review scheduled for that meeting was because they are in the middle of a policy update process. The Use of Force policy is being updated once again, as a result of additional legislative tweaks that Lexipol is catching up with. In addition, there will be another couple updates that are agency updates. This includes the pursuit policy. Also – the entire policy has been renumbered and explained how that came to be.

a. Vaccination Update

The Police Department has undergone their first round of vaccinations through Tualatin Valley Fire and Rescue (TVF&R). TVF&R is the push partner for Washington County's First Responders and are the ones to administer the vaccinations. The vaccinations aren't mandatory, which was the position the City took on that. If folks wanted the vaccination, they went and got it. Since it is the subject of a medical procedure, it's not something that they can talk about, so he can't report on who has and who hasn't had the vaccine. If anyone wants to volunteer that information for themselves, they are welcome to. He reported that he had received his first shot and was waiting for round two. He shared that there is information out there now that one shot of the vaccination is showing very promising efficacy against the virus. If there is a shortage of vaccines, they may choose to just give folks one shot.

Ms. Thornton thought it was odd that public officials wouldn't be required to get a vaccination. Similar to school children being required to get vaccinations. If part of their job is to interact with the public and they are essential workers, it seems that it should be a requirement. The Chief stated that there is a lot for an employer requiring any kind of medical procedure by one of their employees. The other thing to consider is that not everyone is in the same boat as far as their susceptibility or the potential impacts as a result of the environment. Councilor Young added that as far as the City Council goes, they weren't included in making that decision. Mr. West stated that BOLI published a notice that under both Federal and Oregon law, employers may require people to get vaccinated, with limited exceptions. There is still a lot of debate about it. The Chief said that there is a big difference between may require, should require and want to require.

Having years of experience in Human Resources, Mr. Silverforb shared a bit from a similar situation back when the AIDS crisis was upon us. He was working in California at the time and there was still so much unknown. He had employees that refused to use the same phone or desk with someone who had AIDS. It was a real problem. He would not want to be an employer today that dictated that every one of his employees has to be vaccinated. He thinks there would be a lot of legal ramifications to that. It is a real hot bed. If you have a group of employees that are dealing, all the time in their job, with individuals walking in from outside, and the employer says that you need to either wear a mask or get a shot, or both, and the employee says no I will not do that. The employer could say, then we are going to put you in another job. Safety is the number one concern and if you're dealing with, face to face, then you're going to have to do what we tell you. It's an open issue regardless of what BOLI says. He said that this is similar to wanting employees to get the flu shot and stated that when he worked in California, they wanted all of their employees to get the flu shot. He explained that even though his company made it easy for their employees to get the shot, there were several, with several different reasons, that refused to get the shot. It will be interesting to see what happens.

b. Hiring Update

The Chief said that they are still working on filling two remaining positions. They have two individuals in the process. One that is very near the end of the process and may in fact have the job before long and another that is not quite as close. He will keep the Board posted on those. If either of the applicants end up washing out, they will need to open the recruitment back up again and start over. Councilor Young asked if either of the applicants are laterals. The Chief replied that one is considered a lateral and the other would need to go to the Academy.

Mr. Smith asked the Chief if there have been any impacts yet regarding recreational marijuana. The Chief replied that it may be too early to tell and there hasn't really been any suggestion that there's going to be much of an impact because of our history with medical marijuana and already having a facility in town. He didn't anticipate that they will see an increase in the number of facilities when they add recreational. It will come down to how many outlets they end up with in the City. He has no grave concerns.

He has far more grave concerns with Ballot Measure 110 than he does with recreational marijuana. They are beginning to get legal interpretations and updates on exactly what they can and cannot do in regards to Ballot Measure 110 and it is significant. It will have a significant impact on your Police Officers ability to investigate and address drugs in the community and provided examples for clarification. Twice in the last few months, SPD Officers have encountered individuals with large quantities of drugs. One that he posted about on Facebook had 30 grams of methamphetamine on their person. This Ballot Measure is going to have huge impacts on policing around the State. These are dangerous drugs: cocaine, methamphetamine, heroin, and LSD.

Mr. West asked the Chief what his feelings were regarding the Governor's proposal to close 3-4 prisons in the State system. With some of the work he's done, Mr. West is aware that some of the smaller counties have had to ship their prisoners to other counties. He doesn't know how they can afford to close 3-4 prisons. The Chief replied that some of the discussions around prisons and prisoners bed space are pretty deep and significant conversations. They have to do with types of crime, procedural justice, etc. The argument has been made that there are many people in prison that perhaps shouldn't be in prison. A lot of money has been invested in justice reinvestment, which is taking money from prisons and funding programs that work with offenders to keep them out of trouble and try to have more success at rehabilitating them. There are a lot of things wrapped up in those decisions and he's not going to speak against the Governor. It's a topic that he didn't feel he could really do justice to. He really encourages folks to look into and do some of their own research. There are a lot of procedural and criminal justice initiatives that have a lot of traction. He believes with user amounts of narcotics, they've taken some good steps with trying to get those folks treatment and help as opposed to just locking them up. He referred to Ballot Measure 110 and stated that they need to wait and see what happens. See if that really turns into more treatment beds as was promised.

He is also a firm believer in accountability and motivation to change. The bigger issue surrounding prisons, for him, is Measure 11. There's talk and a move afoot to, once again, come after Measure 11 and try to do away with Measure 11. The State of Oregon DA's just released data from community surveys regarding that. He doesn't feel they should get rid of Measure 11 because it deals with the most dangerous criminals that they encounter and they need to be held accountable and need to go to prison. The list of crimes for Measure 11 is a pretty heinous list.

Councilor Young said that in relation to Measure 110 and recreational marijuana, there had been a lot of talk about how much revenue recreational marijuana could bring to the City. However, with the passing of Measure 110, it actually reduces the revenues that they will actually receive from those sales.

Chair Lohman asked the Chief about Board rotations. It might be nice to know who rotates off and what the parameters are. The Chief said that he will need to do a little confirming. When the new Municipal Code went into effect, it created specific positions with rotating term expiration dates and moved everybody's terms to end on June 30th. With this new code, it moved several members' terms to expire this summer and that is what he needs to confirm. He explained how it is supposed to work. They will get the information together and provide it at the next month's meeting. He explained that even if someone's term expires this summer, there are no term limits and they are eligible to re-apply, if they would like to.

Chair Lohman shared that he will be out of the area for the next two meetings, but should be able to log in from afar. If he has any issues, Vice Chair Foster has agreed to Chair those meetings.

9. Citizen Comment

N/A

10. Adjourn (Chair)

The meeting was adjourned at 8:32 p.m.

The next meeting is scheduled for February 18th at 7 p.m.

Approval of Minutes:

Diane M. Foster

Vice Chair Diane Foster

02/19/2021

Date

Attest:

Angie Hass

Angie Hass, Executive Assistant

2/19/2021

Date



2020 Annual Boards & Commissions Report to City Council – SWOT
Police Advisory Board

Strengths

- We represent a cross-section of the Sherwood community.
- We are passionate about maintaining a positive relationship between the SPD and Community.
- We maintain positive public perception.

Weaknesses

- Public communication and education.
- COVID limitations.

Opportunities

- Public re-engagement post COVID.

Threats

- Not engaging in, or showing complacency towards, the conversations/discussions regarding policing.

1. What are your two or three most significant accomplishments for this past year as a board or commission?

- A.** Helped establish the Traffic Safety Committee.
- B.** Worked in concert with City Council to strengthen municipal code language regarding standards of policing and routine police policy review.
- C.** Heightened awareness of the Police Advisory Board.

2. What are your two or three major goals for the upcoming year as a board or commission?

- A.** Continue consistent review of police policies and provide input as necessary.
- B.** Gain a deeper understanding of the implications and impacts of recreational marijuana and Ballot Measure 110.
- C.** Re-implement police-community programs like the Police Citizen Academy, post COVID.