

July 8, 2004

RESOLUTION No.

Direct the Portland Police Bureau to develop a plan regarding, diversity, training, and labor management and report back to Council (Resolution).

WHEREAS, the City of Portland is known for its progressive action for civil rights and civil liberties; and

WHEREAS, the City of Portland and the community are dedicated to ensuring a progressive police force with strong ties to the community; and

WHEREAS, the City recognizes that diversity within the police force strengthens community policing; and

WHEREAS, police officers receiving training in diversity, mental health, and conflict resolution are better prepared to handle situations that they encounter; and

WHEREAS, the Portland City Council believes that workplace changes should be accomplished in a collaborative manner working in partnership with labor representing impacted employees.

THEREFORE BE IT RESOLVED, that recognizing that community policing requires that the police force reflect the diversity of the community it serves, the City Council expects the Portland Police Bureau to substantially increase the diversity of its workforce. The Portland Police Bureau will work with the Portland Police Association and the Portland Affirmative Action/Diversity Development Office on the creation and adoption of an apprenticeship-training program similar to the Portland Bureau of Fire, Rescue and Emergency Services to provide access and opportunities to women and communities of color. The plan for implementation shall be reported to Council within 60 days.

BE IT FURTHER RESOLVED, the City Council expects the Portland Police Bureau to enhance mental health, cultural diversity, de-escalation and crisis intervention training for all officers, with a goal of regular comprehensive training for all officers on such issues. The Portland Police Bureau will report back to Council within 60 days as to how this will happen and the time frame within which this will be achieved.

BE IT FURTHER RESOLVED, the Portland City Council, the Portland Police Bureau, and the Portland Police Association all declare that there is no place for racial profiling in Portland. Recognizing the work started by the Blue Ribbon Panel on Racial Profiling, the City Council expects a progress report within 60 days, describing strengths, challenges, results, and lessons learned of data collection efforts, and conditions from the Bureau as to the next steps towards ending any racial profiling that exists;

BE IT FURTHER RESOLVED, that the City Council supports the creation of the Portland Police Bureau's Use of Force Committee and expects the inclusion of community members particularly members of communities of color. The Use of Force Committee hearings and deliberative process will be consistent with the principles of fairness and due process.

BE IT FURTHER RESOLVED that the City Council directs the Portland Police Bureau and the Bureau of Human Resources to work with the Portland Police Association and the Portland Police Commanding Officers Association in the development and implementation of a labor management committee. The Bureau will work in conjunction with Portland Police Association and the Portland Police Commanding Officers Association on development and implementation of programs or policy changes arising out of this Resolution. The Portland Police Bureau and the Associations will report back to Council on their plan for implementation within 60 days.

BE IT FURTHER RESOLVED, that at the time of the Report to the City Council on the issues contained in this resolution, the Portland Police Bureau shall make recommendation to the Council on the resources necessary to implement these recommendations. The Bureau shall also pursue federal, state, and foundations as funding resources for these recommendations.

Adopted by the Council,

Commissioner Francesconi
Cristina Germain
July 8, 2004

GARY BLACKMER
Auditor of the City of Portland

By

Deputy