

MONDAY, OCTOBER 18, 2021

CIS Assessment Reports on the Police Department, 6:00 pm

Interim Police Chief Shaun Davis, CIS Representatives Stuart Roberts and Kurt Chapman

Present: Mayor Scott Burge; Council President Megan Greisen; Councilor Joel Haugen; Councilor Josh Poling; Councilor Tyler Miller; Councilor Pete McHugh; City Manager Alexandra Rains; Legal Counsel Peter Watts; Finance Administrator Jill Herr; City Recorder Susan Reeves; Interim Police Chief Shaun Davis; Public Works Director Dave Sukau; Assistant to Public Works Director Huell Whitehaus; and CIS Representatives Stuart Roberts and Kurt Chapman.

Remote: Anna Del Savio, Columbia County Spotlight and one unknown caller.

Excused: Councilor Brandon Lesowske.

Interim Police Chief Davis explained tonight we are doing a presentation with City County Insurance Services (CIS). He explained CIS was contacted to do a couple of assessments of the Police Department earlier this year and tonight we are going to discuss those findings. He explained on April 21 Stuart Roberts conducted a practices risk assessment and on April 29 Kurt Chapman conducted a recruitment election hiring and initial training assessment. He explained Kurt and Stuart are here this evening to discuss their findings.

CIS Representatives Stuart Roberts explained he is currently the Patrol Law Enforcement Risk Management Consultant. He explained he spent 29 years in Oregon law enforcement and the has been with CIS since December of 2020. He explained in April of this year he did an on-site visit of Scappoose Police Department. He explained present during that meeting conversation/review was both former Chief Miller and Lieutenant Rouches. He explained he posed 237 questions which are utilized as baseline criteria for the review, they are based on statute rule and case law. He explained the review was no attempt to evaluate the culture of the personnel within the organization. He explained it is only a review that looks at industry standards and best practices in terms of policy and whether the policies that are in place match the practices that are being deployed. He explained in many instances he posed the question and listened to the response and noted the information and then when he goes back and reviews the policy, he makes the evaluation or determination based on the response versus what's actually written in the policy. He also reviewed the emergency operations plan and continuity of operation plans. He usually requests copies of the most recent use of force reports as well as pursue reviews and other documentation associated to personnel matters and such so he can get a better picture of the operation in and of itself. In this particular instance, Chief Miller and Lieutenant Rouches were very responsive, inviting and very cordial in providing all the information he needed. He explained he put the report together and typically what he does is send the report to the agency, and more specifically, to the people who are involved in the evaluation to allow them to make any recommendations, modifications, suggestions, or otherwise, and then they have a meeting to discuss all the recommendations that are within the report. He explained in this particular report, not everything they discussed is

Councilor Haugen asked, in some kind of context, could they sum up in three characteristics what creates a good, positive culture in a police department?

Kurt Chapman replied, he thinks culture with any employer is defined by the actions and processes in what we, and especially that our leaders do, on a daily basis. He stated are we doing what needs to be done when nobody's looking. He stated, defining your culture would be different than a neighboring department right here in Columbia County. He stated culture is what we do day in and day out and in this case serving the citizens of Scappoose and how we do that and how we do that within the course and scope of the mission, vision and values established for the City and the department.

Stuart Roberts replied, communication is really the catalyst. He explained an engaged leader is very important if you are going to have a successful organization that has a culture that's positive.

Kurt Chapman stated the last eight or nine years have been challenging in law enforcement. He stated it takes a strong leader to keep a bunker mentality from developing an us versus them mentality. He stated, as Stuart said, communication is key. He stated keeping yourself healthy is key.

Council President Greisen asked what are the next steps that Council can see moving forward?

Interim Chief Davis replied he is working with Jill on the hiring process. He explained we are also working with CIS to make sure our questions are all encompassing, and they are up to date. He stated we also need to be learning, we always need to do better. He explained the process they will be using for the hiring process. He explained we are moving forward and taking these reports, which are very important to them, and they are good guidelines. He explained they are working on all the recommendations; it is a work in progress.

Kurt Chapman explained Alex and Chief have been in contact with he and Stuart on a weekly basis, so there is an ongoing dialog.

Councilor Miller asked about Legislative updates.

Kurt Chapman went over some of the updates.

Councilor McHugh stated he noticed we aren't accredited, is that something we should be working toward, accreditation.

Interim Police Chief Davis replied he thinks it is very good to be accredited. He knows it is very labor intensive, a lot of agencies dedicate one or two officers and non-sworn to go over all the polices, all the criteria and it usually takes over a year just to get accredited. He would recommend that, although right now Lexipol is there, and they are taking care of a lot of this, that is in their accreditation.

Stuart Roberts replied being a member of Lexipol and using the available templates and making them work for their agency, what they have found is after several years of being a Lexipol member that should they decide to go for accreditation, it makes the accreditation process that much smoother.

Councilor Haugen thanked Stuart and Kurt for the detailed reports. He asked in the conclusion it is stated that the overall impression of the Scappoose Police Department is very positive, could you sum up how you arrived at that statement?

Stuart Roberts replied the way he came to that conclusion is the conversations he had with the Chief and the Lieutenant at the time, as he indicated earlier, is he posed essentially 237 questions and he evaluated their responses, yes they do it or no they don't do it, and if they said yes he has them explain it to him what process they employed, and so in his evaluation the bones in the organization, which is essentially the policy aspect of things which is what they are really concerned about, they are all in place. He thinks the struggles occurred beyond that. He stated from that perspective, it is positive and also as he indicated earlier, he has to find a way to keep that door open for communication on the back end as well, because he knew there was going to be a fair amount of work and circle back that he was going to need to do.

Mayor Burge asked how does an officer's salary fit into this model of a successful candidate especially in today's competitive nature?


Kurt Chapman replied City Manager Rains has been working on getting a better understanding of the pay and benefit structure as well as Chief Davis. He stated, especially in today's law enforcement environment, if a qualified sworn officer can stay in the home they are in and move to an agency and get what they believe is adequate pay and benefit package, they are probably going to do it. He explained they are the consultants; they don't come in and tell the City they have to do certain things. He explained these are best practices, they would let the City know if there are some things they should look at or be concerned about.

Mayor Burge stated he appreciates all the work they have done.

Mayor Burge adjourned the work session at 6:43 pm.


Mayor Scott Burge

Attest:


City Recorder Susan M. Reeves, MMC