



CITY OF
PORTLAND, OREGON

**OFFICIAL
MINUTES**

A REGULAR MEETING OF THE COUNCIL OF THE CITY OF PORTLAND, OREGON WAS HELD THIS **24TH DAY OF NOVEMBER, 2004** AT 9:30 A.M.

THOSE PRESENT WERE: Mayor Katz, Presiding; Commissioners Francesconi, Leonard, Saltzman and Sten, 5.

Mayor Katz passed the gavel to President Saltzman for agenda item 1353.

OFFICERS IN ATTENDANCE: Susan Parsons, Acting Clerk of the Council; Ben Walters, Senior Deputy City Attorney; and Officer Curtis Chinn, Sergeant at Arms.

On a Y-5 roll call, the Consent Agenda was adopted.

	Disposition:
<p style="text-align: center;">TIME CERTAINS</p>	
<p>1333 TIME CERTAIN: 9:30 AM – Report on Community Policing resolutions and strategy status as of October 31, 2004 (Report introduced by Mayor Katz) (Y-5)</p>	ACCEPTED
<p>1334 Adopt the Police Bureau 2004-2006 Strategic Plan (Resolution introduced by Mayor Katz) (Y-5)</p>	36271
<p>1335 TIME CERTAIN: 10:30 AM – Direct applicable City bureaus to conduct an urban agricultural inventory of city owned land that may be suitable for community gardens and other agricultural uses (Resolution introduced by Dan Saltzman) (Y-5)</p>	36272
<p style="text-align: center;">CONSENT AGENDA – NO DISCUSSION</p> <p style="text-align: center;">Mayor Vera Katz</p>	
<p>1336 Confirm appointment of Ken Heuvel to the Portland International Airport Citizen Noise Advisory Committee for a term to expire November 2006 (Report) (Y-5)</p>	CONFIRMED

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<p>*1337 Authorize contract with Ball Janik, LLP to provide legal and consulting services for bankruptcy matters with the Oregon Arena Commission (Ordinance) (Y-5)</p>	<p align="center">178893</p>
<p>*1338 Change the salary range of the Independent Police Review Program Manager and create a new nonrepresented classification for the program (Ordinance) (Y-5)</p>	<p align="center">178894</p>
<p align="center">Commissioner Jim Francesconi</p>	
<p>*1339 Authorize FY 2004-2005 operating support funds for Pioneer Courthouse Square (Ordinance) (Y-5)</p>	<p align="center">178895</p>
<p>*1340 Authorize acceptance of Recreational Trail Easement at 12810 through 12852 NE Airport Way from Union Bank of California as Trustee for Quest Group Trust III (Ordinance) (Y-5)</p>	<p align="center">178896</p>
<p>*1341 Authorize acceptance of Recreational Trail Easement at 13130 NE Airport Way from Union Bank of California as Trustee for Quest Group Trust II (Ordinance) (Y-5)</p>	<p align="center">178897</p>
<p align="center">Commissioner Randy Leonard</p>	
<p>*1342 Amend Time, Place and Manner regulation of establishments serving alcoholic beverages to provide for review by Code Hearings Officer of suspension from Reasonable Neighbor Program (Ordinance; amend Code Section 14B.120.055) (Y-5)</p>	<p align="center">178898</p>
<p align="center">Commissioner Dan Saltzman</p>	
<p>*1343 Authorize Property Use Permit with Pacificorp for revegetation activities at the Columbia Slough (Ordinance) (Y-5)</p>	<p align="center">178899</p>
<p>*1344 Accept easements granted for the South Airport Basin Sanitary Trunk Sewer Project and authorize payment (Ordinance) (Y-5)</p>	<p align="center">178900</p>
<p>*1345 Authorize Joint Funding Agreement with U.S. Geological Survey for hydrologic monitoring in the Johnson Creek, Columbia Slough, Fanno Creek and Tryon Creek Watersheds for a 5-year period starting October 2004 (Ordinance) (Y-5)</p>	<p align="center">178901</p>

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REGULAR AGENDA

Mayor Vera Katz

<p>*1346 Authorize a Memorandum of Agreement with the District Council of Trade Unions for terms and conditions of employment of represented employees with the classifications of Storekeeper/Acquisitions Specialist I, Storekeeper/Acquisitions Specialist II and Storekeeper/Acquisitions Specialist II-Auto Parts Specialist (Ordinance)</p> <p>(Y-5)</p>	<p>178903</p>
<p>1347 Approve the Willamette Industrial Urban Renewal Plan (Second Reading Agenda 1310)</p> <p>(Y-5)</p>	<p>178904</p>
<p>1348 Authorize bonds for Headwaters Apartments Project (Second Reading Agenda 1324)</p> <p>(Y-5)</p>	<p>178905</p>
<p>S-1349 Amend Title 33, Planning and Zoning to clarify and improve the regulations for accessory structures including accessory dwelling units, without changing policy or intent of the original regulations (Second Reading Agenda 1330; amend Title 33)</p> <p>Motion to adopt the Substitute: Moved by Commissioner Saltzman and seconded by Commissioner Leonard and gavelled down by Mayor Katz after no objections.</p>	<p>SUBSTITUTE PASSED TO SECOND READING DECEMBER 1, 2004 AT 9:30 AM</p>
<p>Commissioner Jim Francesconi</p>	
<p>1350 Create a local improvement district to construct street improvements from Virginia Avenue to west of Virginia Place in the SW Nevada Street Local Improvement District (Second Reading Agenda 1327; C-10012)</p> <p>(N-5)</p>	<p>FAILED TO PASS</p>
<p>Commissioner Dan Saltzman</p>	
<p>1351 Authorize Net Metering Agreements with Portland General Electric and Pacific Power & Light Company to buy and sell electricity from photovoltaic systems at Fire Stations 16 and 25 and a wind turbine at Sunderland Yard (Ordinance)</p>	<p>PASSED TO SECOND READING DECEMBER 1, 2004 AT 9:30 AM</p>
<p>1352 Amend City Code regarding collection of past due business license fees (Second Reading Agenda 1329; amend City Code Sections 5.33.300, 5.33.470 and 7.02.100)</p> <p>(Y-5)</p>	<p>178906 AS AMENDED</p>

FOUR-FIFTHS AGENDA

***1353** Authorize the renaming of the Eastbank Esplanade to the Vera Katz Eastbank Esplanade in recognition of her years of public service (Ordinance introduced by Commissioners Francesconi, Leonard, Saltzman and Sten)

Motion to suspend the rules for purposes of a special presentation: Moved by Commissioner Leonard and seconded by Commissioner Sten and gaveled down by President Saltzman after no objections.

Motion to permanently rename the East bank Esplanade to the Vera Katz East bank Esplanade: Moved by Commissioner Francesconi and seconded by Commissioner Leonard and gaveled down by President Saltzman after no objections.

(Y-5)

178902

At 12:07 p.m., Council adjourned.

GARY BLACKMER
Auditor of the City of Portland

By Susan Parsons
Acting Clerk of the Council

For a discussion of agenda items, please consult the following Closed Caption File.

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WEDNESDAY, 2:00 PM, NOVEMBER 24, 2004

**DUE TO LACK OF AN AGENDA
THERE WAS NO MEETING**

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Closed Caption File of Portland City Council Meeting

This file was produced through the closed captioning process for the televised City Council broadcast.

Key: ***** means unidentified speaker.

NOVEMBER 24, 2004 9:30 AM

Katz: Council will come to order. Sue, please call the roll. [roll call taken]

Katz: Let's take the consent agenda items. Any consent agenda item anyone wants to pull off? Council? The public? If not, roll call on consent agenda.

Francesconi: Aye. **Leonard:** Aye. **Saltzman:** Aye. **Sten:** Aye.

Katz: Mayor votes aye. [gavel pounded]

Item 1353.

Francesconi: Why don't you give the gavel to commissioner Saltzman.

Katz: Only if he promises three minutes and not a minute more.

Francesconi: We're not going to make that promise.

Katz: I'll cut you off if you go beyond.

Francesconi: But you don't have the gavel.

Saltzman: As president of the council I ask for a motion to suspend the rules for purposes of a special presentation.

Leonard: Move.

Sten: Second.

Saltzman: All in favor say aye. [chorus of ayes]

Saltzman: I'll turn it over to commissioner Francesconi.

Francesconi: I'd like to pay special tribute to our mayor, who has served our city for 12 years, and actually served it a total of I believe 32 years in various capacities in public service. And we want this tribute to be a permanent tribute. And so there's many things that we could have chosen, because she's done so much for our community. It could have been focused on schools. It could have been focused on art and design. It could have been focused on the urban forum. It could have been focused on our vital central city or our neighborhoods, but we chose instead to honor something that is all about connections, connecting our neighborhoods, connecting our city to the river, connecting us to each other, because her life above all has been about connections, connecting people to their government, connecting people to each other. So on about behalf of the city council, on behalf of the citizens of Portland, as parks commissioner, it's my privilege to make a motion to permanently rename the east bank esplanade to the Vera Katz east bank esplanade. That's my motion.

Leonard: Second.

Saltzman: Ok. Do we take testimony on this?

Francesconi: I think so.

Saltzman: Would anybody like to testify on this matter?

*******:** Shall we read the item?

Saltzman: Yes. Please read the item.

Saltzman: Does anybody wish to testify on this item? Ok, if not --

Sten: Did you want to testify?

Saltzman: I think they're just waving their hands in support. Ok, then, please call the roll.

Francesconi: Well, i've made my statement. I guess i'd just like to add a personal note for a minute. You know, coming in from the outside to be an elected official is hard to do, but i'd like on

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a personal basis to thank the mayor for all that she's done for me, so that I could be a better public servant during the time that I was here, to serve the citizens of Portland. No one has done more to mentor me in this regard, and on a personal basis, in addition to what i've said earlier, i'd like to thank you. Aye.

Leonard: It's really a pleasure for me to be in the position to vote for this. I've known Vera since I was an intern in Oregon legislature, and I was scared of her then. I'm scared of her now. The only difference is I can't run as fast anymore as I used to. But serving with Vera Katz has, for me, been an excellent training ground these past two years, because I have learned to cross every t and dot every I and get a good night's sleep if i'm going to come here and make a presentation on something, because she's renowned for the details, and that's a reputation she's earned, rightfully so. She's made me a better public servant. It's been my pleasure to serve with her. Just as an aside, I mentioned some of my work with the mayor the other day, and I reminded him that I had a family, I told the mayor this before, a wife and sister who believed the sun rises and sets on Vera Katz. So there is no discussion about Vera Katz in my household, except positive, because they are just absolutely in love with anything you do. And it happens to be that i'm on the short end of the stick. Well, I must have done something wrong to cause it to happen. So it's on behalf of my family and myself that I just could respect you no more and I care deeply about you, and just so pleased to be able to vote aye.

Katz: Thank you.

Saltzman: Well, I think this is a very fitting tribute to one of the best mayors the city has ever seen. And particularly fitting because it's the east bank esplanade is but one of our efforts, that sort of came before we coined the term "river renaissance," but certainly a fitting part of river renaissance and the mayor's whole efforts to lead more focus on our river, both in terms of its water quality, its economic activity, and everything else that it means to the city. So this east bank esplanade, now the Vera Katz east bank esplanade is very fitting indeed. Just on a personal note, i've enjoyed serving for the entire six years i've been on the city council. I've sat at your side at council and I think i'm a better person, i've learned much from you. You truly are, I think, a mother figure for not only those of us on this council, but I think for this entire city. I'm always amazed when i'm out with you in public, that many times when we've got to meetings, something like that, just how everybody feels so comfortable talking to you and you really are a mother figure to all of us. And as I said, i've enjoyed serving with you, and I look forward to continuing to be mentored by you as you're teaching at Portland state, or whatever's next. But it's been great. Thank you. Aye.

Sten: Well, it was really daunting when it became clear that the mayor was leaving, and it's been such a long and terrific run. I think you're looking out in the audience and television world, probably without a doubt, the best mayor in the country over the last 12 years, somebody who has led us through boom times, through the worst economic times we've seen in a while, and she never loses focus, doesn't forget the details, she focuses on the people left behind. When times got bad she would not give into the pressure to do things that aren't good for the long run. I thought to myself, there's a huge sense of sadness on my part, a sense of gratefulness. This is the exact right testament. If you ever have the opportunity, and I think this will go on for many, many years, if you have opportunity as I have now, or in the past, to walk anywhere with mayor Katz, everybody knows our mayor, everybody loves our mayor. She stop us and she spends time with everybody from the rich to homeless when they go by and has a word for them. For me that's a lot of what the east bank esplanade is about, people run, they walk, they bike, it's Portland coming together, and it's Portland making something beautiful, well designed, out of a terrible space. It's really close to a freeway that's a mess. And so this to me, it's a symbol of Portland coming together, it's a symbol of the changing Portland in motion, and a fitting one for somebody who I whose contribution has never been matched. It's a great pleasure to vote aye.

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Katz: You've honored me. And I thank you for that. The esplanade, as commissioner Francesconi says, is a symbol of tying the east side to the west side, of making it easy for people to get from one side of the city to the other side. We're not finished with the esplanade. We need to bring the streetcar down so people can actually get close to the river. And we need to reconfigure and move, dig down or move, the i-5 stretch that is such an obstacle, such a barrier. I want to share with the council that there was a little task force that was looking at the whole freeway loop, and one of the things they agreed on last week was that we need to further review engineering possibilities to actually free the waterfront from the i-5 stretch. Remember for those of you who were with me -- actually none of you were with me at the time that we had the first vote. That was not even a possibility many years ago. It is today. So this makes this even more special. It's special to me because you usually wait until someone has passed on before you name something here in the city. This is a great precedent. And I've thought a lot about my responsibility now. My responsibility to make sure people use it. And my responsibility to make sure that it's finished. It's not finished yet. We just ran out of money. And so it's time now that we take a look and begin planning for the next five, 10 years, to complete it. So thank you for -- thank you for this honor. For the citizens of this community, I ask that you do another thing. When I first came to Portland, I was absolutely amazed when people walked down the street. They would say "hello, good morning, good afternoon." we've lost that. I don't see that happening very often. So at least when you're on the esplanade, and you see skateboarders and when you see bikers and when you see people walking, say hello to them. Greet them. So that they get a sense that this is truly a community that cares for each other. Thank you. Aye. [applause] [gavel pounded] thank you, everybody. All right, let's get to the time certain. 1335. I'm sorry, 1333.

Item 1333 and 1334.

Katz: We told you we'd be back, and chief foxworth is back. And they -- this is another way of telling this city that they're committed to community policing by taking the strategic plan that they're going to bring forward to us very seriously, and the strategic plan was reviewed by the community by city employees and the police bureau and setting a direction for the police to take. On the other items that you're going to hear today is the strategies that the chief promised to develop to deal with the concerns of not only the -- that not only the council had, but the concerns that the community has had. We're happy to present that to you today for your approval. Chief, why don't you come on up. You were going to have the reverend johnson come up later?

Derrick Foxworth, Portland Police Chief: Yes. Good morning. My name is derrick foxworth. I currently serve as the Portland police chief. If I could take a moment, mayor, before we get started and go through our report with council and talk about our community policing strategic plan. I also want to echo some of the things that the other council members had also shared. It turns out impact and the type of person that you are. I currently have a picture that's in my office of the opening of the northeast precinct in june of 1994. In that picture is a picture of 11-year-old young man who's now 21, 22, 23. And it shows you bending down talking to him. And that picture, I think, to me exemplifies the fact that you took time out for young people, that you cared about young people, and that that's something that has always stuck with me, that you're compassionate in the fact that you care about those less fortunate. It's a reminder to me as well. I want to thank you for your leadership and for the example that you set for the rest of us to follow.

Katz: Thank you, derrick.

Foxworth: I would like to introduce community members, as well as business members, but also would like to bring up people to talk about the strategic plan, as well as those issues that were mentioned in the august 2004 community policing resolution. I'd like to invite up at this time in the following order reverend johnson, the cochair of our chief's forum, along with gary blackmer, the city auditor, and then following these two individuals I would like to also bring up sean cruz from our latino advisory council, maggie miller from the citizens crime commission, dr. Haines from the

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albina ministerial alliance, danny rosen, a member of our sexual minorities roundtable, eric king from the neighborhood of office involvement, dave benson, the member of the Portland police commanding officers association, and robert king of the Portland police association, and then also director yvonne Deckard from the bureau of community resources.

Rev. A. Wayne Johnson: Good morning. My name is reverend a. wayne johnson. I live at 106 northeast ivy street in Portland. And i'm happy to be here. Good morning, mayor, and members of the commission.

Katz: Good morning.

Johnson: I serve as cochair of the police chief's forum, and I represent commissioner dan Saltzman's office. And i'm here today to speak on behalf of the 2004-2006 community policing strategic plan. And I think that the plan is about making a difference in our community. It is about making a difference in our city in several ways. First of all, the plan supports the reemphasis on community policing, and then secondly this plan involves inviting the community to the table and responding to community needs, which is extremely important to our community, that the community's needs are met and that voices are heard from the community about the way the average citizens of our city really feel in our city. But then the plan also supports a diversity of officers to reflect the face of our community, which is also very important to see people of your like gender and ethnicity within the city relating to our community. And in doing that, with those needs being met, and the way that this plan address those areas of concern, we believe that it will lead to a more involved community in which the community will feel a part of everything that happens in our society and begin to join hands with our police bureau, with the mayor of our city, and with our commissioners to make this city the type of city that we all would like for it to be. Thank you.

Katz: Thank you, reverend.

Gary Blackmer, City Auditor: Madame mayor, members of council, it's nice to be here. Occasionally I bring the mayor news that she's not always happy to hear about ways that the city can improve, but what i've learned to respect in the mayor is her willingness to always look for ways to improve police services and other services in the city, and all her recommendations have been things she's taken on and implemented. It's been a great honor to work with you, and I have look forward to having you keeping involved and keeping my office engaged with a variety of things after you leave here.

Katz: Thank you.

Blackmer: In terms of this strategic plan, this is another effort by the mayor and the chief to implement a quality community policing program. My office has gotten more involved in that effort through our independent police review activities, and we see fair and thorough handling of complaints from citizens as a key element of making sure that the relationship between the police and the community is handled in a clear and accountable manner. And in the process, we've established a very good working relationship with internal affairs and all the other elements of the police bureau and the chief. They've been extremely cooperative in the process of looking at how we can handle complaints, our recommendation for their investigation, and even in terms of when the c.r.c. makes recommendations to change the findings of a complaint, the police bureau has almost -- in almost all cases accepted those recommendations. So that element has been very, very cooperative. Council also asked my office to put together a process for reviewing closed officer-involved shootings. That report done by park was 89 very challenging recommendations for the police bureau and the chief has made it a clear priority to go through all those recommendations and get those implemented. Park is again doing its annual review and looking at the closed case as well as what efforts the police bureau has taken. So that again has been a very cooperative process and the bureau has looked to ways that it can improve. Beyond that, the recommendations of park, the chief also implemented a use of force and performance review board, which was going well beyond what park had recommended and to that I have a great deal of respect, because the

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recommendations that we always try to put together are ones that we think meet the requirements of the situation, but to go beyond that I think is really exemplary. Another area I applaud is the use of data in terms of satisfaction of the community. Periodically the police bureau has been surveying citizens to understand satisfaction with services, looking at victimization issues, and to that that's one of the early efforts by city bureaus to track those things. And it meshes with our service efforts and accomplishments. Finally, on a broader level, it's a key plan for managing results. The bureau is one of the leaders among the city bureaus in terms of putting that strategic plan together. And I look forward to watching how this plan gets implemented and working with other bureaus to bring the city council these kinds of plans for the future. And these kinds of visions. So to that degree, I really appreciate what the chief's doing.

Katz: Thanks, gary. Thank you.

Sean Cruz, Community Policing Organizational Team: Good morning. My name is sean cruz. I'm a resident of northeast Portland. I operate a small business as a real estate broker and serve as senator avel gordly's chief of staff. I've been a volunteer member of the Portland police bureau's hispanic crisis response team for about six years, and proud to say i'm the son of a police officer. Several months ago chief foxworth reached out to Portland's latino communities and asked for help in improving communication between the bureau and communities, and with the chief's active engagement and bureau staff we've been working through a series of meetings to develop a latino advisory council. This council will function both as a resource to the bureau and as a resource to the community. We have been proactively recruiting stakeholders to become members of the council and are currently making decisions and coming to agreement by consensus. As the key component of its advisory role to the chief, the latino advisory council will provide to the latino community a forum for problems that arise, may be discussed openly and freely. Current members include the hispanic crisis team leader, representative from youth gangs, and a woman whose 14-year-old son was shot at a birthday party by a gang member. He was not a gang member, but just attending the birthday party. A woman from catholic charities are advising regarding crimes. A cultural awareness trainer and two members are participating. And on behalf of the latino advisory council i'd like to express our support for the chief's community policing plan. Thank you.

Maggie Miller: Mayor, city council, i'm maggie miller, ethnicity director of the citizens crime commission, and I would like to testify in support of the Portland police bureau's 2004-26 strategic plan. And focus on a few highlights. The business community applauds the city and the bureau's cornerstone principle of accountability reflected in the display of performance measures tied to strategic plan goals. This aligns with the goal of the crime commission to promote only cost effective and efficient public safety policies. If you cannot measure an outcome, and accomplishments, how do you know what if what you're paying for is truly working? I also went to compliment the city, especially chief foxworth, for his commitment to community policing. Even though right now the city is down 105 sworn police officers, the ongoing commitment to community policing is witnessed in the neighborhood response teams. And as you know, one of the police bureau's neighborhood response team received a crime commission distinguished service award. Another major accomplishment in this report is the bureau's increase for training for officers to 40 hours a year. The chief heard the community demand, better training for its officers, especially in the area of car extraction. It must be remembered when these officers are out and training for 40 hours a year, other officers must be available to protect their place to protect the community. At times I know it's an extremely difficult challenge for the city since the bureau's down in its budget approximately \$11 million since 1997. I also want to thank the bureau for its -- their developing initiatives that have been able to fight the methamphetamine epidemic. The crime commission has participated with other partners and the police bureau by getting over 600 stores and markets in our community to agree to monitor the sale of precursors that can produce methamphetamines. I commend the police department. Category one crimes are down in the city,

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but self-initiated calls and livability crimes are rising. Public safety is truly an economic development issue. The city and the chief, must have the ability to hold potential offenders, at least until their arraignment, and our community must work with the city to find a way to fund the almost 1,000 jail beds now lost in the last three to four years. The crime commission would like to continue to work with the police bureau and the city in the upcoming year on budget developments and budget crisis. Thank you.

Katz: Thank you. All right, dr. Haines and dan rosen.

Danny Rosen, Co-chair, Sexual Minority Roundtable: Good morning. My name is danny rosen. I'm one of the cochairs of the sexual minority roundtable and am also a member of the crisis response team. The strategic plan emphasizes the partnership and accountabilities between the Portland police office and the community. My purpose here today is to highlight some areas where this partnership is beneficial to the sexual minority community and the bureau. Monthly at the roundtable meeting, the bias crime detectives have provided a report on items of interest. The detectives provide information open current statistics and how those compare with previous years. They provide factual information about any incidents that have been reported in the news and identify potential areas of concern. This is the tenth year for the partnership agreement between the Portland police bureau and the sexual minority community. The partnership has expanded since its initial beginning to include the Multnomah county sheriff's department. The partnership agreement is being reviewed this year and updated to assure relevance. A meeting early next year will celebrate the partnership agreement and celebrate the tenth anniversary. The roundtable also takes proactive steps to address community needs. Concern has been expressed about the increased risk for sexual minority youth who consider or attempt suicide. The roundtable held a forum last month where members of the sexual minority youth resource center, the Multnomah county health department, and other concerned citizens, discussed youth suicide. Specific facts that make sexual minority youth particularly vulnerable were identified. A list of follow-up actions to be taken to help reduce the risk was generated. The need for safe place for all youth was identified as a very high priority. I'm particularly pleased to see the chief reestablish the minimum of 40 hours of in-service training. In addition to the cultural competence of this component, the find the attention to c.i.t. Training of particular importance. Having officers that can approach a sensitive incident with understanding and perspective can make the difference between an arrest and redirecting an individual to needed support services. This difference helps reduce the exposure to the officers and reduces the possibility of future incidents which are often more confrontational. Participation by the chief and other command staff and officers in events such as the gay pride parade wields on the message that all Portland citizens are valued. Actively recruiting community minority members to participate in the events, such as the strategic planning sounding board provide tangible evidence that the sexual minority community is part of the community policing plan. It is an invitation to community members to participate in building a better Portland. Thank you.

Katz: Thank you.

Rev. Dr. Leroy Hanes Jr., Albina Ministerial Alliance: Ok. My name is reverend dr. Leroy haines jr., 4236 northeast eighth avenue, Portland. I'm the chairperson of the albina ministerial alliance ad hoc coalition for justice. To our honorable and illustrious mayor Vera Katz, distinguished members of the city council, I believe that chief foxworth and the Portland police bureau are moving in the right direction in responding to the original resolutions of the albina ministerial alliance ad hoc coalition, and in developing a comprehensive strategic community policing plan. I commend the work that has been done, however there are still much work to do to be achieved in many other areas. Yet we are cautiously optimistic. Racial profiling, we're happy to hear that the chief reaffirmed the previous metro area policy, and we hope the new definition will include the specific language of the u.s. Department of justice. The area of force and discipline, emphasis on the value of human life and outlining officers' responsibilities. We hope that it will

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stress alternatives and decision-making as we recommend and severe discipline for the unnecessary use of deadly force. It is important that more stress be put on minimizing deadly force incidents, looking at other alternatives, even beyond the taser itself. And so we also applaud the area of training. The decision of the state to expand the basic academy from 10 to 16 weeks in January 2007. We hope that the added training will emphasize those points, stressed by the council resolution, crisis intervention, the escalation, communication, cultural competence. We hope similar emphasis is given to the two weeks being added to the vast academy training, bringing the training up to 16 weeks. We believe that the bureau should more clearly define what it truly means by de-escalation. In the area of community policing, we affirm the chief's decision to include accountability as one of the values of community policing, and to expand the section in community policing strategic plan to include the use of deadly force and performance review. So we are delighted at the opportunity to be in partnership with the great leadership of chief Foxworth and the Portland bureau to create a quality police department and policing community plan that will truly be responsible to the citizens and the members of the police department. Thank you very much.

Katz: Thank you.

Eric King, Crime Prevention, Office of Neighborhood Involvement: Good morning. My name is Eric King, the crime prevention manager for the office of neighborhood involvement. The office of neighborhood involvement's crime prevention program is an integral part of Portland community's policing strategy. There's 10 crime prevention coordinators located throughout the city and focuses involving neighbors and businesses in community policing efforts. We work closely with Portland safety activists, the police precincts, community members, neighborhood associations, state agencies, city bureaus, businesses and local service providers to address crime and livability issues. The crime prevention program focuses on preserving public safety and enhancing neighborhood livability to meet the needs of each neighborhood or business area. We rely heavily on our strong relationship with the Portland police bureau to encourage grassroots involvement in community policing efforts. The neighborhood activists we engage with want to be part of the solution. With the Portland police bureau's help we've developed an extensive network of involved citizens which include 450 trained block captains which support active members of neighborhood watch and foot patrol programs. We also collaborate with the bureau of national night out activities, our annual-occurring event, emphasizing the police/community partnership. Community policing recognizes a shared responsibility and connection between the police and community in making a safe, more livable city. An example of how we share this responsibility is through the regularly-scheduled meetings. We collaborate on identifying and strategizing resolution for problem locations. We use our connections with trained volunteers and our close ties to Portland's neighborhood system to actively involve the community in reporting and documenting activity to help us -- in closing down drug houses, responding to a rash of burglaries, or reporting in cleaning up graffiti. We also serve as a conduit of information and education between the citizens, the police bureau and other enforcement agencies. We partner with these agencies to provide education and training to citizens around specific crime prevention topics, and strategies, like crime prevention through environmental design, how not to be a victim, and identification theft. That's just to name a few. Specifically we've worked hard to strengthen our working relationship in both the liquor license application process and the coordination of problem-solving strategies for the problem -- for problem liquor outlets to ensure that all liquor outlets meet the high expectations of the community and operate in a lawful manner. This past year we've added an additional problem-solving tool, the time, place and manner ordinance. This is an example of another police/community partnership with the blend of enforcement and community problem-solving. We look forward to a continued collaboration with the Portland police bureau and their commitment toward community policing. Crime prevention staff and precinct commanders recently met, and as

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reflected by the assistant chief stan grubbs we have a good thing going here. And I would definitely agree with that. Thanks for your time.

Katz: Thank you.

Dave Benson, Portland Police Commanders' Association: My name is dave benson, president of the Portland police commanders association. I want to thank mayor Katz for her years of counsel and guidance she's given me as a labor representative. We've been through tough times. I will join with commissioner leonard. There's a couple times you've scared me, mayor.

Katz: Good. [laughter]

Benson: I'll take her down a dark alley with me after a bad guy any day. That said, i'd like to talk about the 2004-2006 community policing strategic plan. The chief has done an outstanding job of redoubling the efforts to bring labor to the table on a variety of issues that concern both labor and management. Although we don't always agree about the issues and the outcomes, he has made extraordinary efforts to keep both sides talking about it and looking for issues and problem-solving. So with that, again, i'd like to offer my endorsement for the plan and again thank both the mayor and chief.

Katz: Thank you. Robert. I don't scare you, robert. [laughter] and yvonne.

Robert King, President, Portland Police Association: Good morning. I'm robert king, president of the Portland police association. Good morning, mayor Katz, council. I came here today to close the loop on the earlier resolution that came before council on community policing and on labor relations, a whole host of other issues, also to endorse and support the strategic plan that you're talking -- everybody's here talking about with you today. First and foremost, i'm proud to be a Portland police officer and recognize that we have an extraordinary group of men and women in the streets every day. Men and women of great courage and conviction who I think have done remarkable work for the community and in partnership with the community. The first goal in the strategic plan is to reduce crime and the fear of crime. And, you know, evidenced by the statistics, crime is down. And I just think the men and women of the Portland police bureau will never fail their city. And I just wanted to -- I just wanted to acknowledge and to recognize all the incredible work that they're out there doing, what they're doing. Now on the resolution, there are a number of changes that have been proposed to be made, and many of them have been made, and many of them are in process. Now all change in organizations and in communities occurs in a context. And the police bureau and our community have been through a number of difficult incidents over the last say couple of years. And so the city has asked that you, mayor Katz, and the police bureau be more responsive to their concerns on a variety of issues. I think you and the chief have been. And when we came here before, we said that we wanted to be unconditionally constructive and we wanted to be helpful to the chief as he made changes in areas like diversity, for example, and labor relations. And our role, our job, in that has been to protect the interests of the officers that are involved in doing the work every day. I think we've made real progress. The chief and i, in fact, have worked together. Either we're done with and really ready for the first use of force review board, which I think is obviously being very responsive to the community. There are a couple people in the police bureau who have made a real difference, you know, for labor relations to be effective there has to be a relationship, trust and respect. Jim mcdaniels was the captain of the personnel division. We've worked with him extensively. He's been promoted to assistant chief. We think he's -- we think he's just right for that job. And understands and has a job to do as an assistant chief in the police bureau, but also is concerned about the employees of the police bureau and about being responsive to our concerns. We've worked extensively with another assistant chief in restructuring the general order on 10-10-10. We're very near completion on that. The chief and I have talked and worked extensively, and yvonne, on diversifying the police bureau. A lot of hard work going on and a number of positive changes. They're not done yet. We're continuing down that road. I'm here I guess weighing in on the resolution, that we're making progress in the areas that you've outlined,

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and I think that the strategic plan is, you know, going to guide us well into the future, and that I know based on what we've done working with the community, that the police officers of the city are going to -- are going to continue to go out and do the work of protecting people, that they do so well, and they'll do it every day, and that you count on us.

Francesconi: That's terrific, from all the testimony i've heard so far. My question is, robert, can you elaborate on the areas left to do?

King: Well, obviously, there's -- you know, we're doing all this work on community policing. Another was labor management, which we've been meeting regularly in dealing with a whole variety of different issues. I think the use of force review board and the performance review board addresses discipline in the police bureau. Am I leaving any out? Is there -- we've worked on developing a plan for diversity. I think that's being implemented.

*******:** Training.

King: Training. Certainly with the -- as I was looking through the material and thinking about what's happened recently, we've gone back to a 40-hour in-service training in the police bureau and the citizens academy. Now the use of force performance review board members are also going through training to prepare them. I guess looking back on it, i'm not sure that -- and I think at this point, among all the things that are out there, that we've worked on, you know, we're asked to do an ever-increasing amount of work. You hear this all the time. But really and truly one of the areas that's of most concern to the officers and community is the staffing level. We have 380 officers out there taking calls every day, and we really would like to see more resource available to do the kind of work that you want us to do. Yes, mayor?

Katz: On that note --

King: You'll all be interested to know that -- that the chief and I have a very good working relationship.

Katz: Yeah. [laughter] thank you.

King: Thank you.

Yvonne Deckard, Director, Bureau of Human Resources: Good morning, council. I'm pleased to be here with the chief and members of the community to talk about a new recruitment program to increase diversity amongst Portland police officers. In support of the police bureau's community policing and diversity recruitment efforts and in collaboration with the chief, his team and the p.p.a., b.h.r. has developed a police officers candidate development program. The issue of diversity for police organizations is not simple. Nor is it unique to Portland. Law enforcement agencies across the nation are having difficulty diversifying their work forces. The skill sets needed to become police officers are readily available within the communities we serve. One may ask, if the skill sets here, then why are we having difficulty attracting and hiring a diverse pool of candidates? It isn't about needing a specific skill set for a career path or the lack of qualified candidates because of a lack of specified training. It's about longstanding negative perceptions and relationships between communities of color and police agencies. As a result of these perceptions, it has become difficult to attract people of color to work within an organization they believe treat them unjustly. In examining these issues, the questions for the -- for the police bureau and the bureau of human resources have been how can the city of Portland impact this dynamic within the communities we serve and what must the city of Portland do to build positive relationships in order to attract minority applicants. B.h.r. is recommending the police candidates development program. Conceptually this program is designed to utilize existing programs currently spread throughout the police bureau. We're recommending that we house the school policing Portland activity league, the cadet, the Oregon police corps, and reserve officers program within one area of the police bureau with responsibility and oversight by an individual captain appointed by the chief. The goals -- the goals we would accomplish in taking this approach would be to begin preparing potential candidates for employment as police officers at the earliest possible point, to introduce the concept

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of community policing and law enforcement as a career path starting at the middle school level, to create and recruit a more diverse pool of applicants well grounded in the concept of community policing, drawn from the communities in which we serve. To position qualified minority applicants to take the police officer exam as positions become available. Why these programs? The school policing program works with all metro area school districts, including alternative schools, and reaches 66,000 students, grades k-12, and 4800 staff. The police activity league reaches 2400 youth, ages 8 to 18. The reserve officer candidate -- cadet in Portland -- I mean in Oregon police corps programs engage approximately 80 young people at the high school and college level. We intend to ensure that participation within these programs achieve a high level of diversity. The primary program components of the police officer candidate development program provides for a strong mentorship and community networking. Both components are designed to encourage police officers to work with participants and their families within their communities. The advantages for this approach are it provides for a long-term strategy to attract future applicants while allowing for an apprenticeship-style development process to be implemented. It reduces the negative reaction to the concept of special programs designed for women and minorities while allowing for outreach to targeted communities. And it increases the credibility of the police officer candidate development program because Portland communities are familiar with the program components. For the rest of this fiscal year, given the potential retirements and cuts the police bureau would see, we intend to maintain the current level of diversity and achieve parity for native american officers. Over the next three to five years, we intend to increase minority representation to 16%, and over the next five to 10 years we intend to increase minority representation to 20%. It would be incumbent upon the police bureau in taking the leadership role in assuring the success of this approach. The city would build positive relationships within its communities. The program we are proposing here today would truly exemplify what community policing is all about. It allows Portland police bureau to commit to a targeted recruitment approach, designed to include individuals, families, and communities. Thank you.

Katz: Thank you.

Francesconi: Yvonne, thanks. That 16% and 20% that you just mentioned --

*****: Uh-huh.

Francesconi: -- I didn't notice that yesterday. Is this -- was it there or did you just add it?

Deckard: After the chief and I did a walk-through with you, I went back and looked at where the police bureau is now as far as minority representation, sat down with the chief, and these are the goals that i'm recommending, that I think are obtainable with the work we've laid out.

Francesconi: Thank you. That was quick work from yesterday, from our briefing. The point I made to you yesterday, that I wanted to repeat now, but I appreciate your quick response, is you've got to have measurable goals, whatever they are. I appreciate the new focus with the cadet program, but there has to be a way to measure whether it's actually working. Now you've put some goals in place, that we can measure whether the strategy is working. I appreciate you doing that. Second comment is it's going to take the focus of the organization, the chief, you, and the union, to make sure that the strategies are in place to reach the goals, but more importantly the commitment to make sure it happens. I mean, that has to be at the top levels or else any program, it's not going to matter. And so I appreciate you -- the goals. I'm confident that these three people here at the table will remain committed to executing those goals.

*****: Thank you.

Saltzman: I have a question.

Katz: Ok, go ahead.

Saltzman: While I appreciate the efforts you're articulating here today about efforts to diversify the force, I want to ask in all candor, it sounds to me like we're sort of rearranging some boxes, assigning a captain to be in charge, and, you know, kind of throwing it up a flagpole and hoping it's

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going to work, setting some good goals. I guess is this based on any kind of best practice anywhere? I mean, I know there's got to be doing cities doing better jobs at this than we are, are we truly revamping or doing what I articulated earlier?

Foxworth: Commissioner, one of the things we went back and did was we looked at class -- back in 1981, one of our most successful recruiting years, attracting minorities to the Portland police bureau. Ever since 1981 we haven't had a significant change in number of minorities in the Portland police bureau. We went back and looked what happened in 1981, what was in place, what specific strategies, what did the community look like, what did we have in place in our personnel division. We did learn from 1981, one of the best practices, lessons learned, aside from work that b.h.r. has done, putting back into the Portland police bureau personnel division a minority recruiter. We just recently identified an officer whose sole responsibility will be doing recruitment. That's something that was eliminated a few years ago. And along with that, that person is going to be working with the churches, working with community groups, other civic organizations, to actually do that outreach, try to build those relationships and tell the story about the Portland police bureau. That person will also not have any other responsibilities. So they won't be burdened down with doing background investigations, or some of the other things that have diluted our efforts. In addition to that, that person will also report to a command person who understands the importance of this. I will also be on a regular basis checking with the assistant chiefs on how we're doing with our outreach efforts and looking at the bottom line, are we getting more people through the front door.

Saltzman: So if we were, in 1981, were we on a track, had things sustained themselves to reach a 16% target of minorities on the police? Would we have sustained that if we had been as successful as 1981 today, would we be on track to reach 16%, 20%.

Foxworth: You know, I can't speak to that, but we certainly want an organization that reflect the community. In coming up with these goals of 16% and 20%, we're looking at the vacancies we expect to have this fiscal year, next fiscal year, as a result of retirement, people being separated from the organization because of injuries. We're looking at what is it we can realistically expect to do within the next three to five years, five to 10 years, given our projections of hiring, and that's how we come up with these numbers.

Deckard: Yeah. The numbers that we've come up with are -- takes us beyond parity by quite a bit. So we're not trying to reach parity. We're really trying to look at a comprehensive diversity approach so when we look around the police bureau, it truly reflects the communities that we serve. Now I just talked to you about the -- one of the components of a long-term strategy to report back to council from the mandate that it asked for an apprenticeship program. We think that this is a better approach. We think it's unique. We think it's unique to Portland. But we've also been implementing since the council session in august a short-term strategy approach, where we've involved the schools, we've involved the colleges. We've gone out and we've put on our website and held testing classes so that when we do the exam, that candidates can be more successful. So we're doing a number of things. And the list is long. But, you know, I think that this approach really does get at the fact that -- what we did was, I went out and tried to really investigate, is it a skill issue? Do we not have qualified candidates available for us to draw from? Or is it a relationship issue? And truly I think it's a relationship issue. There are qualified candidates within the community that we serve, but our ability to attract them because of the relationship issues, and introduce law enforcement as a career path, is where we have missed the boat. I think this is not necessarily unique to Portland, but I think that we're better positioned to really -- to really address those issues. So that 20% would actually -- if I go back and I look at the last census that were taken, the 20% would actually reach what the census show is the total minority breakdown statistically for the Portland -- actually for the Portland -- for the city of Portland, and it's really meeting that 20%.

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Saltzman: My last question is, will we also include recruitment efforts to other cities, historical black colleges? We've been episodic other than this. Under chief kroeker we had a lot of effort on recruiting officers from afar. Other cities, other colleges. And then the tied turned, now we sort of want to grow our own. But maybe there's a limitation about how much we can grow our own and maybe we need to have a proper balance. Are we doing recruitment fairs in seattle, in atlanta? I don't know.

Deckard: Right now our focus is local. You know, we've gone out and spent approximately the last decade traveling around with very little results. The possibility that you're going to recruit enough minority applicants to move to Portland to become police officers, to truly diversify your work force, is not -- you're not going to yield a lot from that effort. But we know that the numbers are here, and we know that if we focus locally that we can pull in that 20%. And so the goal here is really to -- to work with the communities and the citizens, and our youth in Portland, in mentoring them in networking with them to introduce law enforcement as a career path, and to get them involved. They're already involved. The question is, can we capitalize on that in a different way? And I think that that will actually allow us to -- to have more gains. It will take us less resources, and it will not only improve our diversity, but it will improve our overall relationships, you know, as community policing is concerned, and the city as a whole.

Foxworth: And commissioner, I would just like to say that I think there's a number of examples within the Portland police bureau of where the majority of those folks who come from those various minorities came locally. The harry jacksons, the dorothy elmore, the rod beards, the john praders -

Francesconi: The derrick foxworths.

Foxworth: I wasn't going to mention that. There are a number of examples in the organization where the majority of people have come from the local metropolitan area. We think that will have better success if we can do a focus targeted outreach efforts. Again, working with the churches, working with the civic organizations, reaching into the schools, and talking to young people, talking to individuals about a career in law enforcement. As yvonne mentioned, this isn't something that's unique to Portland. A report that was just released by the national institute of justice shows that at the federal level, the state level, and also local levels, that they're all having difficulties in attracting candidates into the law enforcement career for a variety of reasons.

Katz: There are other internal things that we've been looking at, and probably need some additional review. A, testing more often.

Deckard: One of the things that we will be moving toward, moving to, starting in march -- I mean, we've been testing for police officers using open and continuous exams. We're moving to a model where we move away from open and continuous and actually do police officer exams three times a year, which will allow us to we think attract more candidates and to get them ready, you know, for the exam.

Katz: Right. Looking at the test itself, which we have and we continually need to do that, looking at the background qualifications, continuing to do that, identify why people are washing out, this is not only minority candidates, this is all the candidates.

Deckard: All candidates. We're also looking at the cutoff. I mean, we have a pretty high cutoff right now when we test as far as police candidates are concerned. And we're looking at that. We think that the cutoff and 80-plus percent is having an adverse impact. We're looking at those and making changes in all of those areas.

Katz: Ok. We have a whole lot of presentation. Thank you.

Foxworth: Thank you, mayor. Good morning. I'd like to thank the speakers today who have shown up to support this, talk about our community policing strategic plan. And on the report to council in the august 2004 community resolution. Again, i'd like to recognize and thank reverend a. Wade johnson, cochair of the chief's forum. Gary blackmer, the city auditor. Sean cruz from the

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latino advisory council. Maggie miller from the citizens crime commission. Dr. Haines from the albina ministerial alliance. Danny rosen from the sexual minority roundtable. Eric king from the office of neighborhood involvement. Commander dave benson from the Portland police commanders association. Barbara king from the Portland police association, and yvonne deckard, bureau of human resources. I'd like to introduce my command staff this morning. They've been mentioned already. The assistant chief, acting assistant chief, here for assistant chief stan grubbs of the operations branch, and assistant chief jim mcdaniels of the services branch. I'd like to begin by going over the points i'll be covering today. I want to give you an update on the progress made toward the community policing resolutions. And two, I wanted to spend the bulk of the time giving you information about our new strategic plan, the challenges we face as a city, how we work together to create this plan, what we want to do and how we measure our progress. Let me start with an update on the progress made on the initiatives described in the august 2004 community policing resolutions. I gave you a copy of our written report on october 30, which provides you with details on our community policing commitment and on seven priority areas as you described here, which include work force diversity, officer training, nondiscrimination policies, use of force, performance and disciplinary process, deadly force, labor management, and of course community policing. We'll start with the resolution that asks for a citywide commitment to community policing. This commitment is reflected in our vision statement which says that community policing recognizes a shared responsibility and connection between the police and the community in making Portland a safer, more livable city. Community policing encourages a problem-solving partnership between citizens and police. This partnership jointly identifies community safety issues, determines resources, and applies innovative strategies designed to create and sustain healthy, vital neighborhoods. This vision guided the development of the strategic plan that you're considering for adoption today. This plan represents a lot of work over the last year to listen to the community and our employees and to work jointly to create solutions. And then we also asked them to review what we've put together just to make sure that we did get it right. And this effort, our partners included the following -- all of our police advisory committees and task force, community organizations such as the city club and the faith community, neighborhood and business associations, our partner city bureau, which include fire, the bureau of emergency communications, parks, the bureau of human resource, and our labor unions and our employees. The second resolution outlined seven priority categories with the first one being work force diversity. I'm proud to report that the partnership between police and the bureau of human resources that is really strengthened over the last year and we found that we can accomplish a lot by working together. Our staffs worked side by side as a team to attract good candidates who represent the diversity in our community. Our focus is a long-term outreach in our local communities. Using the contact of networks, the latest technology, and a commitment to mentoring to attract and to keep these officers in the organization. Also, as director deckard mentioned, we're working to create a long-term officer candidate development program to start talking to kids as early as the fifth grade about how they can work, contribute, and be part of the Portland police bureau. We're also working to ensure that our work environment is respectful and inclusive. With a lot of community input, we created a two-hour course on cultural competency. To continue on the topic of training, with the success we had working with the community on the cultural competency training, we want to institutionalize that community partnership. So we will have a group of citizens advising us on aspects of training and will be creating a citizens training committee. This year I reinstated 40 hours of in-service training for all sworn personnel. That includes from the chief on down. We will all be attending this in-service training. It does have a cost, but it's needed to ensure that our personnel maintain the skills that is needed to do this very difficult and demanding job that we expect and need them to do. We have also asked the state to increase the basic academy from 10 to 16 weeks and they've agreed to do so. And we expanded our own advanced academy from 14 to 16 weeks to cover a variety of topics,

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from tactical skills, speaking spanish to communicating with people and mental health crisis. Just so you know more about the training being conducted, I want to take a moment to let you know what we are covering this year. You can see here on this slide that it covers a variety of different topics. Crisis intervention team training, cultural competency, seizure recognition and response, removing uncooperative people from vehicles, shoot and don't shoot decision-making scenarios, firearms skills, tactical thinking and planning, and 10 hours of taser training. The bureau also committed to reaffirming its policies prohibiting racial profiling. We were fortunate to have dr. Lori furdell, the director of research with the police executive research forum, come out and talk with our command staff, our community groups, and our local area chiefs. And i've asked her to present her findings, and at the same time I asked the interim chiefs to support updating our nondiscrimination policy to include the broader definition of racial profiling put forward by the department of justice. We shaped what we already know, that the issue of racial profiling is broader to the community than just police stops. So while we recognize the importance of gathering the stops data and analyzing it, with the assistance of the police executive research forum, we also need a broader dialogue with the community to address any issues of bias they experience or perceive with the police. Next year i'm committed to creating an avenue for this community dialogue, bringing a group of citizens and police and social scientists together to talk more about this issue. In addition to community dialogue and stops, I also want to begin to have a community dialogue of police use of force. As a result of the input we received on the use of force from several police advisory groups, and our research from interim law enforcement agencies, we began collecting this data in august of 2004. This data includes not only the use of force, such as the use of the taser or baton, but also as a result of community input it includes tracking data when an officer points a weapon at a person. I look forward to analyzing this data and discussing it with our employees and with the community next year. We also did a considerable amount of research into improve our deadly use of force policies. We reported back on how we've implemented almost all recommendations. That's why when you see our new policies, you will see these new protocols and you will see language that emphasizes the sanctity of human life. Our mission statement also emphasizes our role of preserving human life, and continue to look for ways to resolve conflicts while reducing the incidents of deadly force. Our training division did a considerable amount of research of the use of the taser and presented to several community groups while we're evaluating its use here in Portland. Although it is a successful tool, we need to carefully monitor its use. And while we're expanding its deployment so all officers will be required to carry a taser, that will come with the required 10-hour training course, a requirement to document its use, and follow policies that now spell out more considerations of when to use or not to use the taser. The other main issue was that in instances where use of force is used, the community and employees want it to be part of reviewing those cases. To that end, we created use of force and performance review boards that include both citizen and peer members as voting members. We've also updated our discipline policies for better coordination among the training division, internal affairs division, and the independent police review division. Speaking of coordination, we've also institutionalized the collaborative problem-solving approach between labor and management by asking three of our major bargaining units to participate in a police bureau labor management committee, which includes the Portland police association, the Portland police commanding officers association, and a district council of trade unions. While that gives you a flavor of the progress we've made over the last few months, our strategic plan also describes a long-term commitment to the same ideas over the coming two years. I'd like to turn now to describing this new community policing strategic plan for 2004-2006. The plan starts with our mission, which is to maintain and improve community livability by working with all citizens to preserve life, maintain human rights, protect property, and promote individual responsibility and community commitment. It is guided by our values, which are service, compassion, accountability, which is being added this year, integrity, excellence, and

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respect. Our plan is focused on five main goals. Three community goals and two organizational goals. The three community goals are to reduce crime and the fear of crime and improve the quality of life in our neighborhoods and improve the community and police partnerships. Our two community goals include develop and encouraging our personnel and improving our accountability.

What stayed the same in the plan are its basic mission, measures, and commitment to extensive community/employee feedback. What changed, in addition to the emphasis on accountability, is that we grouped our performance measures under specific results, statements of each goal. These goals are accompanied by accomplishments from the last plan and reflect strategies created from extensive employee discussions and extensive review by our community and other agency partners.

In creating these strategies, we relied on discussions such as the one we held with our command staff late last year so that they could report to each other what they hear from their various communities. And this year, for the first time, we also assembled a community sounding board, made up of representatives from our advisory committees and the city club committee that studied community policing. They listened to managers describe all of their strategies, and they then provided feedback before we completed this final draft plan. As you review this plan, please note that although many strategies support more than one goal, they're listed only once. I'd now like to describe few highlights of the strategies brought forward in this plan. In goal one, our emphasis is on reducing crime and the fear of crime. And a major contributor to the fear of crime are significant crimes that remain unsolved. On november 10, we announced the creation of what we're calling the cold case homicide unit. This team of investigators will review Portland's 280 unsolved homicides, focus on those that most contribute to community fear and publicize to the community that we're looking for leads. This month we featured three to four unsolved homicides on a special part of our website. We're also -- we also have strategies that address gang and gun violence, and also are working with regional partners to address the issue of identity theft and the problems with meth and how meth-related crimes impact our community. We also intend on using technology to push us closer to realtime access to data and crime analysis trends. After a lot of collaboration with the police bureau, the bureau of technology services, the bureau of emergency communications, and our federal funding partners, we're creating tools for officers to complete reports in the field and electronically submit them. This technology, which we expect to launch in february 2005, would dramatically improve when data is available to our officers and our investigators. Instead of a four-day wait before a detective knows about a robbery it could be a matter of minutes. In goal two we're reemphasizing our commitments to neighborhood problem-solving. You'll see a number of strategies that reflect grassroots strategy with community members, crime prevention, and others to solve crime and livability problems. I also want to note that one of our most effective tools has been in partnership with the Multnomah county district attorney's office where we teach citizens to work with officers on how to provide enough information on search warrants. They, in essence, become the eyes and ears for safety on your block. In goal three, we're emphasizing current and increasing roles for community involvement. In addition to the citizen training council, which I mentioned earlier, we brought back the popular citizens academy this year which sets a foundation for people to learn more about why we do what we do, and that group of people just graduated last night. And to keep advising us, i'd like to take a moment to list those advisory committees that we currently meet with. The african american advisory council. The asian law enforcement council of Oregon. The arab muslim police advisory council. The bureau advisory committee. The chief's forum. The cries intervention team. The developmental disabilities advisory committee. The latino advisory council. The sexual minorities roundtable. And this doesn't include the neighborhood association meetings that our officers and our precincts attend every month in the community. We look forward to strengthening these partnerships and adding new members and continue to seek their advice on how we can improve the organization. In goal four, we turn to those strategies that help us develop and encourage our biggest investment -- our own employees.

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You've already heard some of the strategies in place on recruitment. Because we want our positions filled with people who represent the diversity in our community. Goal four also includes our training strategies, and many of these have already been described. I also want to note that we introduced new technologies to create and distribute roll call training on an ongoing basis to reinforce the tips and techniques taught at our annual training and at in-service. Finally, goal five is a new goal to improve accountability. This goal was added after extensive feedback. It contains several strategies about financial accountability, performance measures, evaluations, strategic planning, and the use of force strategies that I've already described. This strategic plan and its missions, values and goals and strategies was also shared with our city partners and does reflect the priority issues of the city council. The strategies in this plan most reflect the components reflected in the city's goal number one. Assure a safe and peaceful community. But our accountability strategies also reflect what is expressed under the city's sixth goal, which is to deliver effective and accountable municipal services. Also included in our plan is information gleaned from the auditor's office, that report referred to as a service efforts and accomplishments survey and analysis. Now I'd like to turn to the measures collected in surveys that the police bureau conducts. We conducted our sixth community survey in October 2003 and compared those results with we've been collecting since 1994. The following represents the major findings. We found that the extent of the public safety problem in our community are consistent over the years. A quarter of our residents reported being a victim of crime, and also reported that they contacted police about a crime or a public safety problem. The top crime and public safety problems reported were the following -- theft from auto, commonly referred to as car prowls. Number two was auto theft. Number three, traffic speeding and collisions. Number four, abandoned autos. Number five was a tie between burglaries and drug activity.

Francesconi: Before you leave that screen, chief, I'm sorry if this takes you off your presentation, can you put any -- who from that list can you put in jail right now? Right now.

Foxworth: Most of these are property crimes, and most property crime offenders are not taken to jail, unless we can articulate a community safety exemption reason, that that person should be held in jail. For example, if the person is on parole or probation, we can contact the parole or probation officer and asked that a hold be placed on that person. If they're a repeat offender, they can ask to have the person held, but the majority of these crimes are not a crime that a person would be held in jail for.

Katz: Let me make another point on here. It's interesting that one, two, three, probably four relate to issues that citizens are involved in and can change.

Foxworth: That's correct. A number of the car prowls and auto thefts, a good portion of those are a result of people not locking their car doors or leaving valuables that present a very enticing target to a car prowler.

Katz: So we should always be looking at the other side of the coin on that one, what can be done.

Foxworth: Crime prevention is very important part on that, citizen involvement. Citizens being aware of what they can do to reduce their chances of being a victim is very important.

Katz: Uh-huh.

Foxworth: These crime and public safety problems affect the community's perception of crime. From 1994 to 2000, we saw that the ratings of how well community members perceived their neighborhood as safe leveled out across the city. In effect, the neighborhoods achieved a type of parity in their perception of safety. However, in 2003, we saw a decline in this parity, that once again we saw residents in east, northeast, and north, perceiving their neighborhoods as not as safe as other parts of the city. This is an area that does require our attention. What is encouraging is that citizens themselves show an increased willingness to get involved in public safety activities. While we had for a few years seen a gradual decline in citizen participation, we saw in late 2003 an increase in these activities. This willingness to participate together with our emphasis on

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neighborhood problem-solving will help in attacking increased crime and safety problems. While we also see encouraging news in people who know their neighborhood officer, residents still report wanting to see an increase in police presence in their neighborhoods. I'll be addressing our staff concerns about problem-solving a bit later in the presentation. The availability of police become critical to how citizens perceive overall satisfaction with city police services. Our survey showed that person-to-person contact still nets the highest citizen satisfaction rating. Residents reported the highest level of satisfaction when they spoke with an officer who responded to a call in person. This means we need to look for ways to continue to allow our officers to provide these direct services and to take time with citizens who they serve. I'd like to now turn to our employee survey, which we've also done since the early 1990's. We asked our employees to list what they thought the bureau's values that be, and the top five were -- integrity, respect, service, accountability, and excellence. And that's why you see the value of accountability added back into our strategic plan. Employees were also asked to answer a series of standard questions to measure their overall job satisfaction in seven areas, which are listed there. Our 2003 survey showed a positive trend. Scores for all seven categories were higher than -- or as high -- as in previous surveys. Even for the items rated low, I asked employees to comment on why they were rated low and I reviewed all those comments. Since the strategic plan is in response to the challenges we face, I also wanted to take the community to update you on our current crime and staffing trends. Reported part one crimes are those in the eight major categories, that include murder, rape, robbery, aggravated assaults, burglaries, larceny, motor vehicle theft and arson. While we've seen increases in the last two years, our reports appear to be coming in with a decrease of 4%. That's compared to 2003. And looking at these same crime per 1,000 population, we see a return in 2004 to our 2001 and 2002 reported crime levels. In 2004, we're seeing 82 crimes per 1,000, which mirrors the 2001 and 2002. There was a spike in 2003 of 86 per 1,000.

Katz: And if you went further back in timeline, it would look even better.

Foxworth: Yes, it would. Reported crime tells a story of victimization in our community. Calls for service is our biggest indicator of overall workload. Over the past five years, we've continued to see increases in our dispatched calls for service. And over the last three years, we also see an increase in officer-initiated calls for service, which covers incident such as a person in traffic stop. This increase in calls for service and officer-initiated calls, has had an effect on the time available for officers to engage in problem-solving. And for the first time since we've measured problem-solving, we failed to meet our community policing goal of giving officers at least 35% of their workday for problem-solving activities. This graph is another way of displaying our crime and staffing trend. The top line shows gradual increase to population. The blue portion shows gradual increases in calls for service. And the red portion shows the budget reductions we've taken since 1999. Those budget reductions equate to positions cut or frozen over the last few years. Since 1997, we've experienced a reduction of 105 sworn officers and 66 nonsworn personnel. Although we were directed to reallocate funds within our existing budget and move money from purchasing to salaries to fund 10 positions starting in January 2005. That still brings our overall total to a loss of 95 sworn positions and 66 nonsworn positions since 1997. This has had a considerable effect on our ability to deliver the amount and quality of community policing services the community expects. Four of our precincts are close nights and weekends. We investigate fewer crimes than we should. With our federal overtime grants drying up, that are being redirected to homeland security, we have fewer resources available for livability missions. This has led to difficult conversations within the organization and with community leaders about tradeoffs and how we allocate personnel. We need to maintain our patrol strength to keep up an acceptable response time when our citizens call in emergencies and to ensure officer safety. But we also need to staff some units focused on specific types of crimes, with specific partners and strategies. For example, those officers and detectives who are focused on domestic violence, child abuse, gang, youth violence and drug and

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vice enforcement. Despite these challenges we remain even more committed to community policing. In closing I want to describe how we have expressed this in our plan. In this plan I have asked the community to renew their commitment to community policing. That is, to simply be involved. That means to know your neighborhood response team officer, to report crimes, to be accountable and hold us accountable and to review this plan and provide feedback to us. I have also asked the police bureau members to recommit themselves to community policing, to improve communication, to build partnerships, to be familiar with this plan, and to be accountable. And in addition, I am asking city council to approve this plan. I am asking for your continued commitment to community policing as well. I would further like to discuss with you and your staff the idea of adopting a stable staffing commitment for the Portland police bureau. I mentioned this earlier in the year during the budget presentation, that this could take shape in many ways but the main goal would be to restore that time available for problem solving. I would also ask that you continue to make a city wide commitment to community policing. The resolutions adopted in August were a great start, but I look forward to more joint problem solving sessions where several bureaus we have had great success with continues such as the bureau of emergency communications, the fire department, the office of neighborhood involvement, the parks department, and transportation. Together we can make a difference and that we can address some of these public safety issues and concerns that citizens have shared. And lastly, I make to you and the community my own commitment to community policing. I remain committed to serving the community and it's through this dedication to service that we will find these ideas we need to solve problems. I remain committed to excellence. We must be diligent in researching best practices and lessons learned so we can bring that knowledge back to the community that we serve. And finally, I remain committed to creating and maintaining partnerships and I want to again thank everyone who helped with this plan and with the presentation today. Thank you.

Katz: Thank you, Derrick. All right, council. I want to first of all I want to congratulate how you weaved in the resolutions with the strategic plan. I know we were worried how that would work and it worked very well. I appreciate it. All right, council. You have asked for this. A lot of questions over the years. The last couple of months. What do you think? Did we get there? Did we hit the mark?

Leonard: I was going to say something when I voted or now. If you would like the discussion.

Katz: Go ahead.

Leonard: First, I want to be really clear with Chief Foxworth that I absolutely believe in the sincerity that you are bringing to this task. And the empathy that you have for what you are trying to accomplish is clear to anybody who meets with you. And I want you to know I support what you are attempting to do 100% and I would not say that if I didn't feel that way. But -- so I want you to take what I am going to say in that context. The mayor earlier this year gave me the honor of attending in her stead a sister city visit to China. And I have never been to such a distant place or culture. And fortunately, I know this is hard for you to believe but I broke with the agenda that I was expected to comply with, with all the various tours they have set up. And I insisted on my wife and I being able to break away from the group and walk through the city of Kaohsiung, which is a huge industrial city. Upon my return, when asked what my impression was, my reaction was, they could learn urban planning from us, we manners from them. And it really come from an incident that occurred while we were walking in downtown Kaohsiung, which I think is a city of 7 million.

Katz: Uh-huh.

Leonard: People. A very tight space. We were standing on a corner. There were two police officers writing a ticket to somebody. And we were standing waiting for the light to change and one of them turned around and saw us. And we stood out. And approached us and asked us how we were doing. We said fine. Are you enjoying your visit here? We said we are. They said, good. Let us know if there's anything we can do to make your stay better. I said, thank you. And we

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walked across the street, and I looked at my wife and I said, can you imagine anywhere in the united states that happening? No. We are both tremendous fans of all police bureaus but particularly our own. And that's not a criticism. Portland police bureau. That's a cultural, I think, difference that was not lost on me. I mean the citizenry are a lot like that. But it was very telling to me that how you treat people on a day to day basis really leaves a lasting impression. One of my favorite police officers in this city, and I have not been shy about it and I was at a ceremony recently, chief, where you honored him, was officer jeff myers. I think all of us have a lot to learn from officer myers, whom I have no relationship with jeff myers other than to have observed his work in a lot of these issues. And recently, I asked officer myers who has the old town, chinatown area, to walk with me through old town so I could better understand what he deals with on a day to day basis, particularly with the drug problem. And I was disappointed to learn that was met with some displeasure in your command staff. And I will just leave that at that. And I think that speaks to kind of a cultural change that needs to occur, not with officer myers but rather with maybe your command staff. Maybe instead of chastizing officer myers for walking with a city council member through old town, others ought to try to emulate what he is doing because it created within me a real need to give him what he needs to do his job. Because I consider him to be out there doing nothing more than fighting for the people he is trying to protect, every day, using every tool at his disposal above and above beyond the call of duty and I would hope we would look at people like him and try to support them rather than discourage them from being the kind of officer, at least I think, every american city could use more of. So I hope you take that in the context I offer it, which is an insight of one person up here who is -- I would like to think a supporter of the police. But I would like to see us be the best we can be. And sometimes it isn't just asking an officer -- our officers to think different and do what we as leaders want. Sometimes we can learn from our front line staff, myself -- I include myself in that absolutely.

Katz: I think I made a mistake. Asking right now for comments. Has nothing to do with the theme. I forgot public testimony. And so I am going to come back to that and everybody else if that's all right with the rest of us.

Leonard: I am not asking the chief to respond or anybody. It's an observation. I thought I would make that comment when I voted. It's my observation.

Katz: That's fine. You want to say anything on that?

Foxworth: The only thing I would say is that there are a number of examples of fine officers throughout the city, and I am glad you have the opportunity to meet with officer myers. But 23, 25 neighborhood response team officers and that type of work is replicated throughout the city. And every precinct, that type of innovative problem solving. And that's something that we do value. We also value empowerment. But also in terms of accountability we also stress we hold the precinct commanders accountable for what take place in their precinct to support those people out in the field and that's something that that we try to stress and create that culture where people feel it's ok to think outside the box. And that they will know that they will be supported.

Leonard: I'm glad you said that because I certainly want to include the other officer that I had been blown away with is matt I think ham who worked with my office on -- on -- I think it was raleigh and 23rd, that rooming house. I'm sorry? He was fabulous. And you are right. I mean, I dealt with officers in that capacity and other areas of the city. I certainly didn't mean to exclude them by not mentioning them. But they are -- I am just really terribly impressed with your front line folks. And I guess my message is, it's a two-way street. They need to learn from us and those of us in leadership that sometimes we can learn something from them, too.

*******:** Absolutely. I agree.

Katz: Ok. Thank you. All right. Public testimony.

Dan Handleman, Portland Copwatch: Good morning, mayor Katz, council members. My name is dan handleman. I am with Portland cop watch. Our process is Portland. I thank you and I thank

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the chief for moving forward on some of these issues. We share that we are working with the m.a. And ad hoc coalition for community justice and we share our concern while this is a good start we still have a long way to go. The interesting to be here just two days after the first shooting by Portland police in eight months. It was sort of -- we were literally counting the days noticing this was the second longest stretch in the last 11 years without a shooting. And unfortunately, officers used a gun against a man with a knife and we have these tasers and even those there's a taser on the scene, a taser wasn't used and the tasers were promised to us after the Jose Mejia shooting as a way to reduce the shootings and we have another citizen dead. In that context, though, we do appreciate a lot of the work that's being done. We look forward to the community being able to help craft how the use of force review board and performance review board are going to be run. We understand the first meetings set for April 2005 according to the chief's matrix, we also hope that when considering discipline that the, an officer's act, the action an officer takes and the impact that action has on the community will be considered. Because that's not one of the criteria. We were very much in agreement with what Ms. Decker said about people not wanting to join the police because they don't trust the police. And I think that if we, it's sort of has to happen at the same time. You can't diversify the bureau without changing the culture and trying to get rid of institutionalized racism in the entire justice system so that's partly your responsibility as legislators. We are sort of, I want to make it clear, too, when you buy something for \$39.99 at the store it's really almost \$40 but it's not exactly. When you have 40 hours of inservice four of those are for lunch. That's really 36 hours of inservice training so I want to make sure for the community we are getting 36 hours of training. It's in the training about tasers, what we understand from the matrix that was done about how to remove uncooperative suspects from cars which is partly what led to the two most recent large-scale tragedies, there was a heavy focus on the taser and again the taser shouldn't be used as a means to punish people or to coerce them to do something. It should be used as an alternative to deadly force and we are concerned that's where that's going and we like the chief added accountability. We like that he has changed the emphasis from simply being on fiscal accountability to also being on community accountability. And just as a quick note to Commissioner Leonard and others, I think it would be good to speak with other people in the homeless community about Officer Myers and some of his plans because what he is doing isn't necessarily improving their lives even though he may be well intentioned.

Katz: Thank you.

*******:** Catherine.

Katz: Why don't you grab the mic.

Katherine Anderson, Crime Prevention Coordinator: Can you hear me? Can you hear me now? No. [laughter] my name is Katherine Anderson and I am a crime prevention program coordinator with the city of Portland. I am here to speak in support of Portland Police Bureau's 2004-2006 strategic plan and my remarks are particularly going to be directed to the three community policing goals. First of all I need to say that I am speaking in my capacity at this moment and I represent the east Portland neighborhoods on the chief's forum and so I am speaking in that capacity. I think that I am really very happy as Reverend Aways and Johnson said to see a reemphasis on community policing and I think that this new plan supports community policing which is very important to the community. In particular I want to talk about a program that's a neighborhood liaison officer program. The Portland Police Bureau has actually been a national model in community policing. And this alignment with the neighborhood associations, the neighborhood liaison officer program has been unique and integral to the success of community policing in Portland. We almost don't think about the fact that when we went from three to five precincts, that those precincts were respect neighborhood boundaries and I think that's a very unique accomplishment and institutionalized within Portland Police Bureau. I frequently have been at some conferences, side note, budget note, this has been with outside funding, not necessarily city dollars for the most part.

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Whether I am in Washington, d.c., san diego, rapid city, south dakota, or recently up in seattle, Washington, people say, you are from Portland. You folks know how to do community policing and I think that we often don't know that and we hold ourselves certainly with high expectations but I think the outside world says we are doing a very good job. Neighborhood liaison officer program, neighbors welcome this and hold this very dear for this opportunity to interact on a regular basis with people who patrol their neighborhoods. Whether this is a neighborhood association meeting or other events. In fact, this is such, there's such strong identification that precinct commanders and other command staff will certainly recognize it when I say that people want to know where their officer is. They make quite an identification and I think this is a key to some of the support is that the embracement of community policing by the neighbors. The other one is the neighborhood response team. I think residents as well as the neighborhood associations themselves support the opportunity to work with these officers, these problem solvers, as we have heard. Recognizing limited resources and staffing, I admire that the bureau has maintained the high level of neighborhood response team officers and certainly the neighborhood support. This is an ability to reduce what is part of the call of chronic problems, locations, or individuals or offenders and I think this has been a very integral piece of getting us there. Lastly, if I may speak as the city wide crime prevention program, as the city wide block captain coordinator, I think that since 2001, when this program began, it's been a very unique, very unique and profitable partnership between the office of neighborhood involvement and the Portland police bureau. Bureau recruits members whether that's through the website or through the efforts of individual officers and the response is -- [inaudible] and that's the -- and as well as foot patrols. We had a recent recognition event and training and we could not do all of this without the support of the bureau.

Katz: Your time is up. The volume may be too high.

Irwin Mandel: Feedback. Irwin mandel, downtown resident. Over 10 years ago that I was invited to the attend of the meeting of the chief's forum by then chief charles moose at a time when there was a budget crunch in the city and there was a movement afoot to remove the police horse unit. I have been involved with the chief's office ever since, mostly recently as an alternate for someone else. It seems to me as I look back over that 10 years involvement and involvement with the police bureau itself, the council has asked the bureau to do more and more with less and less. The loss -- we talk about community policing. In order to have that you have to have officers available out on the street to interact with the members of the community to encourage them to have better relationships with it. You have got to have boots on the floor as the phrase has come up in another context today. If commissioner leonard watts an officer to take him, escort him through a walk through chinatown and explain what he is doing you have to have an officer available to do that. You can't be pulled off other duties. You establish now a cold case detectives squad. Two detectives involved. But they have been taken off other duties. You haven't added to. So the two detectives less now to investigate calls of residential burglaries. Somewhere you have got to understand, I think you understand, but you have to follow through on it that the first call on your services is to provide safety for the public and perception of safety. The city can't function, no matter how well the transportation system works, or how good the parks are, or how good any of your other bureaus may be, if we don't have a truly safe city. When you are down 105 officers and you have all these specialized teams, and you requiring officers now to go through additional hours of training, inservice training, 40 hours, increased academy training and you are making extra demands on time, there are fewer officers out on the street to interact with the community and bring the community in. Granted that part of the burden of community policing lies upon us citizens, we citizens, to get involved with the bureau, you have to have enough personnel available for us to be involved with and interact with. Hopefully, with a relatively new council, something -- not faulting mayor Katz. I am well aware, I have sat through enough meetings in city council as you are eight wear to listen to the budgetary problems as they arise. But public safety with seem to me to be the

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primary issue in how this city is run, how the citizens feel about this city, and how we are going to be perceived. Thank you.

Katz: Thank you. Let me add something to this. This has been on my mind. The budgets aren't going to get any better. In fact, they are going to get more difficult. And one of the things that we haven't been very good at is making decisions about what we are not going to do. And so you are right, we ask people to do far more with less. And so that's something that I think the council needs to really get a hold of. Are we willing to basically do what the health plan did many years ago? And say, well, when you get down to this line, you just not going to do everything else. That's just the challenge I think for the council. The next council. Thank you. Lily?

Lili Mandel: Lili mandel, downtown resident. Thank you, mayor Katz, and thank you chief foxworth. This is truly a great, well-thought-out, inclusive plan. Bravo. And I think chief foxworth is a guy who is going to get united us and pull us all together. Now it's up to us. We have really got to take responsibility. The citizens, this is part of community policing. Now it's time for all of the citizens to embrace the plan and each other to make it work. It's about time. We have a responsibility. It's not all one-sided. And it takes two to tango. This and all the other people who worked on this, this is really a wonderful examination of how to go, what to do, getting in touch with everybody. This was truly inclusive and not just a few people. Thank you, thank you for this wonderful, wonderful plan. And let's all really, really, really make it work. Thank you.

Katz: Thank you, lily. Anybody else, sue?

Parsons: No.

Katz: Anybody else want to testify? Anybody else want to testify?

*******:** I didn't have anything else to say. Would you -- [laughter]

Katz: You want to ask questions?

Francesconi: Just one question.

Katz: Come on up.

Francesconi: Thanks, chief. The question is about -- I am going to lump three issues that if you could address, it's the issue of gang violence. It's the issue of the meth epidemics and it's the issue of the reality and the perception that the business districts are becoming less safe. Could you kind of address all three of these as to what the plan of attack is? And I don't mean just the police force, because I think what lily mandel said was right. It's a more comprehensive approach. But can you kind of lay out the start to address each of these?

Foxworth: With regards to gang violence, I just recently returned from the conference the major city chiefs across the country and as part of the conversation, they, like many other cities in the country, Portland's also seeing a resurgence of gang violence and gun violence. Of the specific strategies we look the at recently I have talked to assistant chief about this, he is talking to folks at the tactical operations division. We need to continue with our every other friday, the friday gang group meetings to share information about things that are taking place in the city, to come up with specific strategies to deal with those issues that are taking place. But also we have increased the number of detectives in the gang violence response team. We had up until recently three budgeted positions for detective that is followed up on gang violence response. We have included one more detective, upgraded a position and officer position to a detective position. So now we have four budgeted detectives that will follow up on gang violence. There are also needs to continue to be the informational sharing meetings on a broader perspective with just law enforcement agencies. We used to sit down on a regular basis with gresham police department, Multnomah county, and some of the other local agencies and talk about the gang trends and what's taking place because what we are now seeing is that with the gangs, there's a lot of increase in east county. And these gangs are going back and forth between the Portland boundaries as well as the gresham boundary so we need to have more of a coordinated focused approach on work welcome other agencies about the gang issue as well. And then also from a community perspective, we need to reemphasis and educate our

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community about gangs. Gang indicators, what they can do to interact with a young person who they suspect may be becoming involved in gang activity, what resources are available that they can reach out to support groups, such as a youth gang outreach. Those support groups could help them address the issue of gangs so they don't feel alone and they know they have some tools and resources that they can work with to address the issue of young people becoming involved in gangs and we also continue with in our school police decision, we have officers that go out to the schools and teach the gang resource -- the gang resistance education program called great and that's taught at the elementary school level up until middle school level, sixth, and seventh and eighth grade.

They teach young people about what it is to become involved in a gang. They talk about peer pressure. And give them tools as to how they can avoid becoming caught up in gangs. Those are just briefly just some highlights of some specific strategies that we have. That we are looking at to address the gang issue and gang violence. Methamphetamine, I think the state is on the right track.

They looked at best practices across the country. They look at what Oklahoma is doing. That requires people who are purchasing the methamphetamine's precursor, that it's going to be restricted now. I think the state also probably needs to look at maybe taking one step further and I know that there's a lot of concerns about this, but it doesn't require enemy to collect the information, the names of the individuals. And that might be an additional step that they may want to consider. You are talking about limiting the availability of precursors, getting into the hands of people who want to cook meth. Also I think the D.E.A. is also with senator Gordon Smith's assistance is taking a closer look at the methamphetamine problem. They have been focused on a lot of the super labs but they are also now I think focusing on working with us on a closer, to look at some of those smaller meth labs and also we have a targeted list of individuals who, if they are repeat offenders, that they will be targeted for federal prosecution with the U.S. Attorney working with us on that, Karen I Amergut so she has that working as well. Reality and perception, I think the only way you change reality, the only way you change perception is working with people.

Francesconi: I was focusing on the business districts.

Foxworth: I think there's a good effort taking place right now with the downtown, old town, Chinatown group that meets on a regular basis to talk about the issues in downtown Portland. And then developing specific strategies and recommendations that should be considered to address the problems that they are experiencing and I think that's a model that probably should be looked and in recreating that elsewhere in other business districts.

Katz: Further questions? If not, roll call.

Francesconi: Well, this is terrific work. And it's much, and it's being done the right way. With the mayor's leadership and the integration of the bureau because the only way this is going to work is if it's community policing is integrated throughout the whole organization. And I guess my concluding comments on this subject, I mean, the two issues I was most concerned about was the issue of diversifying the bureau and the level of training that was being offered. In this document, I mean, the focus on training and the types of training is really terrific. It's really, really terrific. Responding to the park report, all the way through the document. And it's already being implemented. So I am very pleased with that. The diverse at this side I really sense a commitment to this that frankly I haven't seen in the past from the organization. I am not convinced that the strategy is exactly right. But we have goals. It's not to me to decide that but there's goals now and if the commitment there is at the top, that's really your responsibility, chief, to make it happen. And I am confident that you will watch over it. I guess I also believe, though, I have also had occasion to do a lot of ride-alongs over these past eight years and the quality of the officers and their commitment is something that I just want to say thanks to all those officers. Who are doing a terrific job. Great examples in addition to the one commissioner Leonard. And it's it's just proud for me to be a citizen which I am for all the work that they have done with diminishing resources. And it's a fitting tribute that it was the officers in the survey that you requested that said accountability is

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part of their commission. That came from the officers. It didn't come just, and it needs to be top-down to make sure it happens. But it came from the officers themselves. That feel accountable to the citizens and that's quite a comment. So I think it's incumbent, I guess my last concluding remarks, are that Lily Mandel's remarks. It's up to the citizens now, us, me, as a private citizen, to continue to advocate, to be part of this community partnership, to do our part in the community policing side when the officers are doing their part. Aye.

Leonard: I will mark my second anniversary day after tomorrow here. And whatever preconceived notions I had about changing an organization have changed. Since I have arrived. It's a very difficult to do what you are setting out to do. I understand that more than certainly two years ago. And sometimes the hardest changes are to make with those surrounding you in your command structure and believe me, I appreciate that. But I do think that you have set out on a road -- you have a number of challenges beyond the organization. I mean, it just has to be so frustrating that officers on the street doesn't have somebody breaking the law, willing to issue them a citation. I mean, I just can't imagine how frustrating that would be to know you have a bad guy in and you are letting them go because the county doesn't have the jail beds to put them in. Really as a community we have so many issues to try to address to make your job easier. And some of it is our responsibility as well. My message to you, as I appreciate the work you have done, and I know that it's hard. Difficult, challenging and it's not an eight to five job and I appreciate that. And whatever I can do to help you get from where you are now to where you want to be, I offer you my help to do that. Sincerely. And I hope the organization takes my observations positively, and understands that my goal is to make the Portland police bureau the best organization it can possibly be. Aye.

Saltzman: I want to thank the mayor and chief Foxworth for producing this report at this time. It's an excellent report. And I support everything in it. My only comments really are refer to your earlier mention of the constant balancing act of doing the community policing goals but also keeping focus on the special units. And domestic violence, child abuse, gangs, drugs and vice. With particular reference to domestic violence and child abuse, I think it's very important that we maintain strong special units in these regards because these are not crimes that are widespread or affect everybody's perception of safety or fear of crime. But the crimes are terrible. The victims are usually living in their own private hells and it's often only the police that are in the position to be aware of a problem or certainly to do anything about it. So I know we have talked about this before but I just want to once again urge that you have got to find the way to keep this balance but to maintain strong, strong special units and particularly in these two areas and I guess when you consider the fact that I have heard the statistic over and over, that 50% of the calls you get are domestic violence-related, you know, we can figure out a way to start dealing that, that's going to have a tremendous reduction in your call volume and that will free up a lot of officers for all the other good aspects of true community policing as well. We can tackle a few of these chronic, horrendous areas of crime. Aye.

Sten: Well, this is really the most important issue facing the city. We can't do anything else if people aren't safe. It goes beyond safety, obviously, when you listen to the passion that's been here today. It's about people's perception of their community and whether they want to live here or not so I want to say, chief, you have my full support. There's been, I think, given how important this is, it's good that the attention that's been here but there's been just a ton of, ton of things flying around and you have emerged from that cloud, I think, with a solid document that can get the job done and so I guess to make it simple you have my full support to try and implement this. Good work and good work to the team and I think we have a mayor who is, you know, could have left it a month without having completed this document it would be understandable if she had not but she chose not to do that and I think she leaves the next mayor in very good stead to continue this work for you at the helm. Aye.

Katz: Derrick, you kept your promise to me. Thank you. Aye.

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*****: Thank you.

Katz: All right. We are way behind. All right. 1334.

Francesconi: Aye. **Leonard:** Aye. **Saltzman:** Aye. **Sten:** Aye.

Katz: Mayor votes aye. 1335.

Item 1335.

Katz: Commissioner Saltzman.

Saltzman: Thank you, madam mayor and members of the council.

Katz: Shhh. Folks. Keep it down, please. Shh. Ok.

Saltzman: About a month ago we sat here and we adopted, we added three new community gardens to our parks bureau community gardens program. And one of those particularly got my attention. It was a citizen in sellwood who had identified some environmental services pump station property that looked big enough to be a community garden and she worked with environmental service bureau, our community gardens program, and lo lo and behold we had a third new community garden added to our city so the thought occurred to me as this woman was talking about her efforts as a citizen, that there must be tremendous potential to look at other publicly owned, city owned properties for their suitability for community gardens or for other agriculture uses. And it seemed to me that, particularly remember from that hearing that we heard there was a waiting list of over 400 people waiting to find a community garden plot somewhere in the city of Portland. So seem touchdown me there was a tremendous opportunity for us to put more food on our community table. And to do so by, and also to create a greater awareness of the importance of fresh, locally grown food as part of our region's food economy and health. So this resolution simply says that we as a city, working with our geographic information system, and the relevant bureaus that have lots of property within the city limits, the water bureau with its water bureau pumps, its storage tanks, environment I recall service bureau with its pump station properties, transportation bureau also that the major bureaus that have property, will work using our g.i.s. System and work with the city and county's food policy who is helping to inventory the properties and we will identify those properties and also develop some criteria to analyze the properties' suitability for community gardens or other agriculture uses. Some of those criteria would be the soil quality. Proximity to natural water ways, citizen access, and myriad of other criteria and those criteria be developed as I say with the city and county food policy council and the relevant bureaus and my office as well. And the community gardens program. We have set forward in the resolution about a six-month time line to complete this inventory and then to come back to council with a report on what we found. And what the opportunities are and then we will absentee what we get and then take it from there. But I think this is as I said, the food and hunger issues being very much in the forefront of this city and people always desiring local food, more healthy food, this provides an opportunity to do both. And contribute to ending hunger but also to do so by more local healthy food. So I would urge your support of the resolution. We have several members of the -- two new co-chairs of the city and county food policy council, marcus and ray kell, and I think maybe we should ask them to come up first and then we have some other people who wish to testify.

Katz: Come on up, please. Make it brief.

Marcus Simantel, Food Policy Council: Hi, I am marcus. When I heard about this resolution I got fairly excited because as a retired farmer, I have always sort of word about the connection between city people and how they -- what understanding they have of where their food comes from. So this resolution is something that I am very supportive of. Gardening continues to be the nation's number one recreational activity. And I look parks commissioner Francesconi, and I think of all the soccer fields we have, but how many gardens do we have? Areas available for gardening? And so this resolution is going to inventory those. Food policy land use committee has wondered how much space there is available. We wanted to expand the community garden program but we had no inventory of land so this will be a big help. I thank you.

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Rachel Bristol, Oregon Food Bank: Good morning. Mayor Katz, commissioner slats, thank you for putting this proposal today. My name is Rachel Bristol. I am here as the co-chair of the food policy council but as the executive director of the Oregon food bank. And my testimony will be very short. I would also mention that in our work with the food policy council last year, similar recommendations were also made out of both our food access committee and our direct market committee looking at farmers market and the potential for the Portland market as a way to, as you stated, connect people to their food and where it comes from. And I can't help, after listening to the earlier testimony, also pointing out that many of our problems are related to poverty and low wages and people, people who do not have enough resources to put food on the table. And kids who don't have adequate oversight from their parents and healthy nutrition. And I think the city's involvement will hopefully engage our citizens in a way that will make our communities more vibrant as well as food secure.

Katz: Thank you.

Steve Johnson, Friends of Zenger Farm: Hi there. My name is Steve Johnson. Johnson Creek Boulevard. Adjunct faculty, P.S.U., urban studies and board member Friends of Zenger Farm. I should mention most immediately is here's a lot of data that you are saying you are going to collect.

We are in our second term of a cap stone. We put out an atlas the metro urban map so we have compiled data that and it reveals there 400 schools within the Portland metropolitan area with potential for farms and gardens. I have my own property has been used as an incubator space and before we did that, I had a lot of crime and vandalism problems and the same with Zenger so it goes beyond a food issue. It combats other nuisance abatement issues. I would say that the resolution could be viewed in the future similar to the green spaces resolutions of the 20 years ago. We through our land use policy pushed farming out of the city. And now I think we need to bring it back in. You may not be aware but like in Tokyo, for example, they have tax rulings that allows farms to be in the city and nobody's really a great distance and one of the most densely populated in the city, in the world, everybody has a relationship to farms. So I would strongly back the resolution and hopefully we can work together at PSU to further the food efforts we have going on there.

Katz: Thank you, Steve.

Marie Johnson: Good morning. Mayor Katz, Commissioner Saltzman I am Marie Johnson and I am here today to testify in favor of this resolution on behalf of the Portland public market board and the planning bureau. It is fitting that you are considering this resolution on the day before Thanksgiving. A holiday centered around food when we gather family and friends to express our gratitude for the abundance of the earth and the blessings of our lives. Portland public market board supports all efforts to increase awareness of agriculture and locally grown food and welcomes this resolution as an early step in learning to incorporate agriculture uses into the city. The planning seeks to help create and sustain places that nurture our physical, social, and cultural needs.

We support this resolution because community gardens contribute to a rich, textured urban fabric that meets these needs. Community gardens are places where children learn where food comes from, families become more self-sufficient, recent immigrants grow familiar foods, neighbors gather to share stories, fruit, flowers and vegetables, Portlanders remember Oregon farmers and the state's agriculture heritage. We watch the cycles of the seasons and reconnect with nature.

Katz: Thank you.

Paul Sunderland: Good day, Mayor Katz. Commissioner Saltzman and commissioners. I'm Paul Sunderland. I am a broker for Oregon State University extension service hearing here in the Portland region and a representative of your Oregon agriculture experiment station at the food innovation center, also located here in Portland. That center is a partnership between the Oregon department of agriculture and Oregon State University. And is the only urban ag experiment station

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in the united states. I am here just to support this resolution. It's a great idea whose time is here and just to echo where it can capitalize on steve's comments in the work of psu. It's time to bring some food supply back into the region. In a dynamic way. The osu extension programs had to be discontinued in the Portland and Multnomah county back in 2002, because Multnomah county was not able to continue as a fiscal partner. Oregon state university extension and the food innovation center are committed to supporting and engaging in ways that work to strengthen our region's sustainable food system. Access to fresh nutritious locally grown food really is a key component toward the improvement of our own personal health as well as our community's health. And I am just here to offer that -- offer of engagement and willingness to work with the city and with commissioner's office as we work to make really take this has the opportunity to open up so many good things, I believe, for the city of Portland around and enabling more families to grow, use, sell, and locally sustainably grown food. Thank you for this opportunity.

Katz: Thank you.

David Yudkin: Hi there. I'm david. I am on the food policy council. Board member of the chef's lab active locally and owner of hot lips pizza and I thank you very much for this opportunity to speak with you. The connection between our food and our health, both obese city and things like cancers are obviously on growing importance. And the links to people of what they are eating and where it's coming from are part of this picture. There's a lot of call to the chef's collaborative from schools to come in and teach classes. Kids are really curious about where the food is and we have grown a culture of having food completely separate from our urban experience. So I am here speaking in favor of this resolution. And it also is interesting to me that the police were just in here and they were talking about localizing the police force and building bonds with the community and I think that people's daily existence is a great place to start and make connection as the police officers would like to see. And thank you also for the opportunity.

Katz: Thank you.

Yudkin: Have a good thanksgiving.

Katz: Thank you. You, too. Anybody else want to testify? We will vote on the resolution. Roll call.

Francesconi: Thank you, commissioner Saltzman, for taking the initiative especially regarding the pump station. Having more available sites is part of the solution to community gardens but I do have to say it's only part of the solution. Leslie who is here doesn't even have an assistant. She is trying to do this all by herself. And so it's -- it's an example that these things cost money to operate and to develop. So that's the first step. But it's only the first step. So we have to figure out how to support the community garden program and poor folks who can't afford to do this so there's some significant next steps. So I have asked the community gardens folks to meet with you to talk about, you know, once we get the land, how we can in the future meet the other additional challenges. But this is a good step. Aye.

Leonard: Aye.

Saltzman: Yes, I realize this is only a first step and the inventory of the suitable properties the city owns is the first step. How to take those and convert them into gardens is a huge and probably more costly proposition. But I do think once people know that something is in their neighborhood, too, that might help galvanize some of that citizen support and financial support to also make these realities. I want to respond to steve johnson. We do intend to use psu masters in urban regional planning studies students to help us complete this work as well. Aye.

Sten: Aye. Very glad to support 24 and appreciate all your efforts and commissioner Saltzman for continuing on with this when you started the food policy council a while back I wasn't sure it made sense. Now I think it's one of those things that's critical, actually. And I think that this is a big deal for an economic development standpoint but from a community health standpoint. There's conversations I got involved in recently with the school district who is trying to look at lunches kids

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eat because frankly some of the worst nutritional content is in the school lunches. And the opportunity to do something local, support local merchants is becoming increasingly clear that there's ties between bad performance measures and poor nutrition. It's obvious but I think that's an area I hope you are turn your attention as well. I think this could build on something. Glad to vote aye.

Katz: Good work, commissioner Saltzman. Sometimes you listen to a different drummer than any of us do and that's good. That's not a criticism. [laughter] that's very good. And you bring to us items that we probably would never have thought of and then you take it to the next step and you raise the bar a couple of times and by the time that we have all kind of gotten accustomed to what you are thinking of and what your vision is you have got it done so thank you. Congratulations. Aye. All right. 1346.

Item 1346.

Ed Rutledge, Bureau of Human Resources: Employee labors relations manager. It's late. I will be brief. This deals with a particular classifications of store keeper and acquisition specialist. Had a particular issue that's been lingering for six years. Parties met. We bargained. We came to a compromise agreement that resolves it. And b.h.r. recommends ratification.

Katz: Questions? Anybody else want to testify? Roll call.

Francesconi: Aye. **Leonard:** Aye. **Saltzman:** Aye. **Sten:** Aye.

Katz: Mayor votes aye. 1347.

Item 1347.

Francesconi: I appreciated it that follow-up work by p.d.c. On the question, on several questions but the question that I raised about essentially was it worth doing this tax increment district from an economic standpoint for revitalization if siltronics does not come and they provide 9 data that the reinvestment opportunities to -- which would therefore benefit the rest of the taxing districts including the city, would be more than offset by this urban renewal district, this industrial urban renewal district. It's all the more reason to do it. It's a very creative and important that we figure out how to pay for environmentally contaminated site which are no longer productive, industrial zoned properties which are vacant or abandoned, how to support existing industrial businesses, including transcription equipment and how we are going to provide infrastructure to accommodate these needs which is the four items of the purpose has to why we are doing this. And it is so essential right now. Get the job growth issues that we need in our own community. We can't just expand like other communities. So we have to do these four things. But to do them we have to have the ability to finance them. And it's critically important especially for our own citizens where the average income is actually dipped in Portland over the last couple of years, which is something that hasn't been happening. So at the time with land prices going up, housing prices going up, food prices going up, cost of living going up, the incomes have actually flattened so we have to do things like this if we are going to be successful as a city. Finally, thank you for the leadership, it gives me an opportunity to thank the mayor and particularly the economic development arm of the Portland development commission. There's been some rough times and there's been, we have had disagreements. I can remember some of them including one tax abatement a while ago. But you have been consistent in advocating for jobs for our own citizens. And it's really a lot of talented people that we have in the department and the division or whatever you are and it's been a privilege to work with you these past years. Aye.

Leonard: Well, urban renewal areas have received some criticism, some I think unfair.

Katz: Yes.

Leonard: Others fair. I voted against the last urban renewal district because I didn't think it met what I considered to be the standards we should meet before we use such a powerful tool as urban renewal areas. This particular proposal I have set early on and continue to believe that this is a working class Portlanders urban renewal district. It is designed not just to create construction jobs

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which all by itself can be a justification at times. It's long term, ongoing family-wage jobs as well. This is the kind of example, I think, that urban renewal districts are used at their highest and best purpose. For the kind of work that's been proposed to do here so I am actually happy to endorse this proposal and to vote aye.

Saltzman: Well, I think this plan does stand on its own. I mean, we want siltronic to expand here but even if they don't this urban renewal district stands on its own. It is the cradle of our industrial jobs and industrial jobs have been sort of the single most important factor in the economy's turning around. We are still soft but the growth in industrial jobs and the sort of the robustness of some of the key manufacturers located down there like green brier and northwest pipe and schnitzer steel are all showing that these are the jobs that, yes, Oregon, Portland still is home to important industrial jobs and they, yes, still form an important part of the backbone of our economy. It's a changing economy but as commissioner Leonard said these are good blue-collar type of jobs that we need to have part and parcel to this economy no matter how it changes over time. And I think when you have environmentally contaminate \$lands, all too often that can result in a paralysis of inactivity and it's time to get some of these lands back into producing jobs and goods. Aye.

Sten: Well, bob, you started your tenure with a solid blue collar effort here to get this done. I think this is the right thing to do. There's a lot of controversy around urban renewal districts and I think that's appropriate especially given all the tax limitations. It does change the tax formula but they work in theory and are kind of pure, if you will, when spending some money today creates investments that would not otherwise come. And I think just to be blunt, urban districts that I have supported in the past like the river district, it's not the pure theory. The river district was going to get built out whether there was an urban renewal district or not and the council used the tool of revenue bonds on the front end to get affordable housing and parks that would not have happened in that area. I think this case I think this is actually the pure execution of the urban renewal theory in the sense what you have there is a lot of contaminated land, a lot of run down land that needs an investment to get the jobs there. And so I believe that 20 or 30 years from now, we will have more tax value because of this investment than we would if we do not. Frankly, I will be blunt, I don't think that's always the case with urban renewal. It's been used for a lot of different purposes. Unfortunately, I don't see the u.s. In a very good light in the years ahead for manufacturing. At the same -- there's not going to be as much manufacturing in the u.s. There's a ton less and it's very scary given our educational achievements are slipping rather than going up in this country. That being said, that doesn't mean we give up on manufacturing. It means we have to find thoughtful ways to try to get manufacturing jobs here. Because for the long foreseeable future there are going to be people whose families depend on getting these kind of jobs. This is a clear niche for us. I think it can work. For all those reasons I will support it. Also say that this does, this is going to I think underline in the next year or two the importance of closing a few of the urban renewal districts because we are getting very close to the limit where I think that limit is there for a good reason and so this is an urban renewal district that looks to the needs right now and it will put pressure on us to look at things that are put. I support it and vote aye.

Katz: Good work. We should have done it years ago. Some of us tried. Thank you. Thank you for all your work on it. Aye.

Item 1348.

Katz: Roll call.

Francesconi: We need to follow through in order to supplement this project. To make sure it's developed and also on barbur, the intersection at 30th to make sure that the pedestrian improvements are created to help the neighborhood. Aye.

Leonard: Aye. **Saltzman:** Aye. **Sten:** Aye.

Katz: Mayor votes aye.

Item 1349.

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Parsons: I believe we have a substitute. I understand we have a substitute.

Katz: I don't have any -- I don't have any notification of that.

Parsons: It was with the packet.

Saltzman: I'll move adoption of the substitute.

Leonard: Second.

Katz: Any objections? Hearing none so ordered. Anybody want to testify? Pass this to second reading.

Parsons: Second reading, right. Thank you.

Katz: All right. 1350.

Item 1350.

Francesconi: This is the one we are supposed to vote no on, folks.

Katz: Second reading and we are supposed to vote no. Roll call.

Francesconi: This is one where the consensus fell apart. And that everybody including the people whose idea it was to form the l.i.d. as well as staff recommends that we vote no. No.

Leonard: No. **Saltzman:** No. **Sten:** No.

Katz: Mayor votes no. 1351.

Item 1351.

Saltzman: This is exciting. They have collaborated to acquire grant funding to help construct three demonstration projects where electricity is generated using solar and wind power. The first is a small wind turbine at the maintenance sunderland yard. It's adjacent to the leaf composting facility near dignity village. And then there are two solar systems where photovoltaic use sunlight to generated electricity. First is at fire station 16 and the second is at fire station 25 on southeast 52nd and, in fact, commissioner Sten and I participated in the grand opening of that solar electric system two weeks ago. These fundings, funding for these projects will range through the office of sustainable development with grants from the energy trust of Oregon and also using Oregon's business energy tax credit. The fire bureau and the maintenance bureau will own and operate the photovoltaic systems and wind turbine which combined will produce electricity valued at \$40,000 over the system's expected life. One additional neat feature about these, they will be net metered. So that we expect most of the energy, electricity generated to be used by these facilities. But in those occasions where we generate more electricity than we can actually use, we will basically be selling that back to pge and pp&l so they will be buying it from us when we don't need it and that makes it very exciting as well. I would like to thank the maintenance bureau and fire bureau and office of sustainable development particularly david tooze who has worked very hard to bring this demonstration project to fruition.

Katz: Anybody want to testify? Pass this to second. 1352.

Item 1352.

Katz: Roll call.

Francesconi: Got the language right. You sure? Everybody sure? You sure, commissioner leonard? [laughter] aye.

Leonard: I'm going to miss you. Aye.

Saltzman: He voted aye.

Saltzman: Aye. **Sten:** Aye.

Katz: Mayor votes aye. Thank you, everybody. We stand adjourned until next week.

Francesconi: Happy thanksgiving, folks.

Katz: Enjoy your holidays.

At 12:07 p.m., Council adjourned.

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