

[Home](#) / [Council Documents](#)

172-2023

[Report](#)

Accept the Police Accountability Commission Quarterly Report for October-December 2022

Accepted

In fulfillment of the requirements of Resolution 37548 (Establish a commission to write rules, definitions, procedures, and other necessary details for recommendation to Council for the new police oversight system authorized by voters on the November 3, 2020 general election) [Exhibit A](#), the Police Accountability Commission hereby submits the attached [quarterly report](#) which highlights the project status of the Police Accountability Commission for the fourth quarter of 2022 (October 1-December 31).

The report details the Commission completing the remaining outstanding tasks of the Fact-Finding Phase, including its analysis of barriers to police accountability and best practices in Portland, best practices and practices to avoid from other jurisdictions, and discussions of proposals to consider and to avoid from subject matter experts. It also focuses on the initiation of the Powers and Duties Phase, which includes developing the new workflow for administrative investigations of alleged police misconduct, structural oversight of the police bureau, and the ability of the new oversight system to access needed information. Finally, it also describes the briefings from key stakeholders that the commission received, including the members of the City Council, and public engagement and community input into the PAC process.

The Mayor recommends that the Council accept the Police Accountability Commission's 2022 Q4 Quarterly Report.

Respectfully submitted,

Mayor Ted Wheeler

Documents and Exhibits

[Police Accountability Commission Quarterly Report 2022 Q4](#) 539.21 KB

Introduced by

[Mayor Ted Wheeler](#)

Bureau

[Community Safety Division;](#)
[Management and Finance](#)

Contact

Police Accountability
Commission Staff

✉ policeaccountability@portlandoregon.gov

Stephanie Howard

Mayor's Director of Community
Safety

✉ stephanie.howard@portlandoregon.gov

Requested Agenda Type

Time Certain

Date and Time Information

Requested Council Date

March 1, 2023

Requested Start Time

10:15 am

Time Requested

20 minutes

Impact Statement

Purpose of Proposed Legislation and Background Information

The Police Accountability Commission is tasked with developing a new administrative investigation and discipline system for Portland police, including the development of a community police oversight board as described in [City Charter Section 2-10](#). The PAC's term began December 9, 2021 and will continue for 18 months, or longer if extended by the City Council.

This Council report includes the [quarterly report of the Police Accountability Commission for the fourth quarter of 2022](#), covering October 1, 2022 through December 31, 2022. This is in compliance with City Council Resolution 37548, which tasks the commission with reporting quarterly to City Council in a manner of its choosing, and with PAC internal processes guidance seeking a public presentation at Council for the report. This is the fourth quarterly report of the Police Accountability Commission.

Financial and Budgetary Impacts

There is no direct financial or budgetary impact related to this report.

Community Impacts and Community Involvement

- All Portlanders may be impacted by the Police Accountability Commission's work.
- Code changes recommended by the Police Accountability Commission will be presented to the City Council beginning in 2023. During the commission's work, as well as Council consideration, community members are anticipated to engage in the process.

100% Renewable Goal

Although it is incorporated into the sustainable procurement policy, this specific report does not impact the city's use of energy or pursuit of the 100% renewable goal.

Agenda Items

172 Time Certain in [March 1, 2023 Council Agenda](#)

Accepted

Motion to accept the report: Moved by Ryan and seconded by Rubio.

Commissioner Carmen Rubio Yea

Commissioner Dan Ryan Yea

Commissioner Rene Gonzalez Yea

Commissioner Mingus Mapps Absent

Mayor Ted Wheeler Yea

Police Accountability Commission

Quarterly Report to the Portland City Council

October-December 2022



Introduction

The Police Accountability Commission (PAC) was convened in December 2021 and held its Organizational Phase of Work through March 2022. It entered the Fact-Finding Phase of Work, which began April 1, 2022, and extended to the autumn of 2022. This is the quarterly report of the City of Portland Police Accountability Commission covering October through December 2022.

In mid-October 2022, the Police Accountability Commission completed its Fact-Finding Phase with the approval of three outcome documents:¹

1. PAC Areas of Agreement on Barriers to Police Accountability, and Best Practices, in Portland (approved 09-29-2022, updated 10-06-2022)²
2. PAC Areas of Agreement on Proposals to Consider, and to Avoid, from Subject Matter Experts (10-06-2022)³

¹ <https://www.portland.gov/sites/default/files/2022/pac-agenda-and-scope-09-15-2022.pdf>

² <https://www.portland.gov/police-accountability/documents/pac-areas-agreement-barriers-police-accountability-and-best-0>

³ <https://www.portland.gov/police-accountability/documents/pac-areas-agreement-proposals-consider-and-avoid-subject-matter>

3. PAC Areas of Agreement on Best Practices, and Practices to Avoid, from Other Jurisdictions (10-20-2022)⁴

During the remainder of the reporting period, the Police Accountability Commission began its Powers and Duties Phase. It will culminate in the approval of three documents:⁵

1. Areas of Agreement on Access to Information
2. Areas of Agreement on Officer Accountability
3. Areas of Agreement on Structural Oversight

Each of these documents will describe functions of the new accountability system, including the new community police oversight board. This phase is anticipated to end during the first quarter of 2023.

During the fourth quarter of 2022, the Police Accountability Commission held twenty meetings and events, including six full-commission meetings, two community listening sessions, one private community-building session, and eleven sub-committee public meetings. Of these, two were of the Fact-Finding Phase's Sub-Committee on Research. The remaining nine sub-committee meetings were for the Powers and Duties Phase sub-committees: three for the Sub-Committee on Access to Information, four of the Sub-Committee on Officer Accountability, and two for the Sub-Committee on Structural Oversight.

The PAC appreciates that all Council offices sent representatives to observe PAC meetings during the quarter. We thank members of Council and Council staff for your interest in and support for our work.

Request to City Council to work until October 29, 2023

The Police Accountability Commission has, by consensus, formally requested that the Portland City Council allow the PAC to continue its work through October 29, 2023.

On December 8, the Police Accountability Commission held a public meeting, and among the agenda items was a discussion of the PAC's timeline, project plan, and deadline from the City Council. The commission's discussion included:

- the scope of the Police Accountability Commission's work

⁴ <https://www.portland.gov/police-accountability/documents/pac-areas-agreement-best-practices-and-practices-avoid-other>

⁵ <https://www.portland.gov/sites/default/files/2022/pac-agenda-and-scope-09-15-2022.pdf>

- the limitations of volunteers' time as they contribute to this process around their other obligations (e.g., employment, family, caregiving, and other personal obligations), and inability to ask for members to meet more than 2-3 times a week
- the different bodies of law and regulation on the city, state, and federal level which the work of the PAC needs to comply with and which members need to navigate as they develop recommendations
- the level of support from the City government in terms of bureaucratic processes' effect on the PAC's level of contractor and staff support
- confusion caused by the Council's March 2022 establishment of the PAC's deadline as June 9, 2023 and April 2022 approval of the amendments to the *US DOJ v. City of Portland* Settlement Agreement which established the PAC's deadline as October 29, 2023
- time given to other large-scale City of Portland projects led by commissions
- the benefits of holding briefings with experts and affected parties, including members of City Council, the Portland Police Bureau's leadership, the Portland Police Association, the *amici* to the Settlement Agreement (Mental Health Alliance and Albina Ministerial Alliance Coalition for Justice and Police Reform) and more, as well as the desired benefits of adding more relevant briefers (such as the Portland Police Commanding Officers Association) and bringing back some of those who had already briefed the PAC for a second briefing
- the importance of time to thoroughly address the varying challenges of police accountability and civilian oversight
- the necessity to comply with the City Council's mandate to have "an inclusive, diverse community driven process is needed to develop recommendations to City Council for the structure and processes of the new oversight system"⁶
- the necessity to comply with the City Council's mandate "that there be a lengthy, involved process where consideration is given to the complex topic of police accountability"⁷

Members also discussed the context of a potential adjustment to their deadline, including:

- that under the *USDOJ v. City of Portland* Settlement Agreement, the City Council could allow the Police Accountability Commission to work until October 29 without requiring any external approval, but that any extension beyond October 29 would require consultation with both the Court and the USDOJ

⁶ Resolution 37527, Exhibit A: <https://www.portland.gov/police-accountability/documents/city-council-resolution-37527-exhibits-12-16-2020>

⁷ Resolution 37548, Exhibit A: <https://efiles.portlandoregon.gov/Record/14616535/>

- that it is important to determine the PAC’s deadline as early as possible, to allow for effective project planning and community engagement work to achieve any timeline

Finally, members noted that the October 29 deadline had already been [approved by the City Council](#) in their unanimous approval of Ordinance 190694, which was entered as an order of the US Court in April 2022.⁸ Members discussed potential dates to request of the City Council, and in part because of Council’s previous support for this date, requested Council support to work through October 29, 2023. **Several members also noted their intention to conclude the PAC’s work well before this date.**

By consensus, the Police Accountability Commission requested that the City Council grant permission to work until the Settlement Agreement deadline of October 29, 2023, at its December 8, 2022 public meeting. In this report, the PAC reiterates the request for Council to take the necessary actions to officially establish this deadline.

Background

Following the murder of George Floyd in May 2020 by Minneapolis police and amidst a nationwide reassessment of police accountability and oversight systems, the Portland City Council adopted Resolution 37499 on July 29, 2020.⁹ This resolution placed Ballot Measure 26-217 on the November 2020 ballot for the consideration of Portland voters.¹⁰ Voters approved the ballot measure by an 82%-18% margin in November 2020.¹¹ The ballot measure authorized a new, independent community police oversight board & accountability and disciplinary system for the Portland Police Bureau (PPB).

The PAC held its first two public meetings in December 2021, agreeing to preliminary and interim understandings on how the commission would be managed throughout the Organizational Phase of work, which extended through the end of March 2022. This work resulted in four guiding documents: Values and Goals, Agenda and Scope, Bylaws, and a Community Engagement Framework. These documents helped form the phases and tasks that the commission will complete and formed the foundation of both the Fact-Finding Phase of Work, which began in April and ended in October, and of the Powers

⁸ <https://www.portland.gov/council/documents/ordinance/passed/190694>

⁹ <https://www.portland.gov/sites/default/files/2021/portland-city-council-resolution-37499-07-29-2020.pdf>

¹⁰ <https://www.portland.gov/sites/default/files/2021/portland-ballot-measure-26-217-11-03-2020.pdf>

¹¹ <https://www.portland.gov/elections/elections-results#toc-city-measure-election-results>

and Duties Phase, which began in October and continues past the end of this reporting period.

Conclusion of Fact-Finding Phase

On October 6, the Police Accountability Commission amended the Areas of Agreement on Barriers to Police Accountability, and Best Practices, in Portland.¹² The update to the document included adjustments and clarifications about briefings contributing to the contents of the document; about deficiencies in transparency in the current system; about which types of courts address items the administrative accountability system does not; and about the exact nature of the barriers facing City Council in the current system.¹³

The PAC concluded review and discussions on the draft Areas of Agreement on Practices to Consider, and to Avoid, from Subject Matter Experts at its full commission meeting on October 6, adopting the document by consensus as the PAC Areas of Agreement on Practices to Consider, and to Avoid, from Subject Matter Experts.¹⁴ The document addressed recommendations supported for future PAC consideration in the areas of oversight system structure, reporting, access to information, oversight staff and budget, continual improvement, findings and standard of review, mediation, board jurisdiction and case authority, transparency and public access, and membership selection for the oversight board. It also included documentation of the commission's review of proposals which require consideration by the city, state, or federal governments, as well as a proposal noted by the PAC to avoid due to its limitation of community involvement.¹⁵

At the beginning of the fourth quarter of 2022, the Sub-Committee on Research was near the conclusion of its work on the draft Areas of Agreement on Proposals to Consider, or to Avoid, from Other Jurisdictions.¹⁶ The sub-committee met two final times on October 3 and 13, culminating in referring the document to the full commission on October 13.¹⁷ The full commission met on October 17 to review the first half of the document, and on October 20 to review the second half of the document, resulting in the approval of the document by consensus on October 20 as the PAC Areas of Agreement on Proposals to Consider, or to Avoid, from Other Jurisdictions.¹⁸ This document included 103 different

¹² <https://www.portland.gov/police-accountability/events/2022/10/6/police-accountability-commission-meeting>

¹³ <https://www.portland.gov/police-accountability/documents/pac-areas-agreement-barriers-police-accountability-and-best-0>

¹⁴ <https://www.portland.gov/police-accountability/events/2022/10/6/police-accountability-commission-meeting>

¹⁵ <https://www.portland.gov/police-accountability/documents/pac-areas-agreement-proposals-consider-and-avoid-subject-matter>

¹⁶ <https://www.portland.gov/police-accountability/documents/pac-quarterly-report-2022-q3/>

¹⁷ <https://www.portland.gov/police-accountability/events/2022/10/13/pac-sub-committee-research>

¹⁸ <https://www.portland.gov/police-accountability/events/2022/10/20/police-accountability-commission-meeting>

groupings of practices which the Police Accountability Commission researched and assessed, in the following categories:¹⁹

- Policy
- Oversight Body Jurisdiction and Authority
- Makeup of Oversight Board
- Selection of Oversight Board
- Terms and Removal of Oversight Board Members
- Staff
- Public Nature of Meetings/Hearings
- Budget
- Audit Functions
- Reporting
- Appeals Process
- City Council Involvement
- Board Compensation
- Internal Structure
- Discipline and Corrective Action
- Hearings and Findings
- Investigations
- Complaint Process, Timeline, and Intake
- Mediation
- Oversight Agency Community Engagement
- Collective Bargaining
- Access to Information
- Continuous Improvement

The document also noted the commission's agreement to avoid practices from other jurisdictions, including practices which would give insufficient time for civilian oversight systems to complete their work; duplicate work between multiple investigative systems; provide opportunities for retaliation against complainants; and force complaints to be routed through police.

Powers and Duties Phase

The Police Accountability Commission is in the Powers and Duties Phase of work, the third of six defined phases under the PAC Agenda and Scope document. Full commission Co-Chairs Faythe Aiken, Seemab Hussaini, and Lovisa Lloyd completed their term of service when the Fact-Finding Phase ended, and the commission approved commissioners Tirsa Orellana, Christian Orellana Bauer, and Aje Amaechi as co-chairs for the Powers and Duties Phase. Over the course of the quarter, the commission also approved two co-chairs each for the three sub-committees.

The PAC held several briefings during this reporting period. Some were required by Council, which the Commission chose to include in the Powers and Duties Phase.²⁰ Others were added to ensure that a broad range of sources of information and opinion

¹⁹ <https://www.portland.gov/police-accountability/documents/pac-areas-agreement-best-practices-and-practices-avoid-other>

²⁰ <https://www.portland.gov/sites/default/files/2022/pac-agenda-and-scope-09-15-2022.pdf>

will help shape the PAC's views. The PAC also continued to complete its ongoing tasks, including testimony and engagement with stakeholders and those affected by the current system regarding the PAC's proposed changes; consultation with the City Attorney's office and Bureau of Human Resources; and reports to the City Council on progress, including this quarterly report.

Briefings from Experts and Affected Parties

The Commission received briefings during the period covered in this report from:

1. Full Commission: Derek Bradley and Heidi Brown, regarding Ballot Measure 26-217 / Charter Section 2-10 (October 27)
2. Sub-Committee on Access to Information: Independent Police Review Director Ross Caldwell and Investigation Coordinator Eric Berry (December 12)
3. Sub-Committee on Structural Oversight: City Commissioner Jo Ann Hardesty (December 15)
4. Sub-Committee on Officer Accountability: Independent Police Review Director Ross Caldwell and Investigation Coordinator Eric Berry (December 19)

Each briefing consisted of a presentation by the briefer(s), an opportunity for members to ask questions, and a public comment and question-and-answer period with the briefers. Members also had an opportunity to discuss the briefing and their key takeaways after most briefings.

The briefers were generally asked to give their views on their areas of expertise. For the Charter 2-10 briefing, this included the intent of the different subsections of the text, including answering questions about what specific sections meant in the view of the authors and City Attorney's Office, and other information relevant to the parameters for the community police oversight board. For the City Commissioner's briefing, this included asking for recommendations focused on the oversight board's structural oversight functions. The two briefings from Independent Police Review focused on current processes that IPR follows for obtaining information and addressing complaints of officer misconduct, as well as asking those directly involved in the current system's day-to-day operations how they would propose changing them.

The Police Accountability Commission thanks the five briefers above, as well as their support, for making the briefings possible. Their contributions to this process are appreciated and are already impacting the work of the Commission.

Access to Information

In its Agenda and Scope (updated 09-15-2022), the Police Accountability Commission defined one of the outcome documents for the Powers and Duties Phase as focusing on “how the Board can receive and compel testimony; access to records and data within state and federal law, including subpoena power and access to police records.”²¹

The Police Accountability Commission formed the Sub-Committee on Access to Information for its Powers and Duties Phase of Work. During this quarter, the sub-committee met three times, with its work expected to conclude in early January with one additional meeting.

The Sub-Committee on Access to Information was tasked with developing one document to refer to the PAC for approval. During the period covered by this quarterly report, the sub-committee began to look at how the oversight board shall receive and compel testimony, have access to records and data, and have the authority to issue subpoenas. The sub-committee also discussed the oversight board’s access to body-worn camera footage once this program is implemented by the City of Portland and Portland Police Bureau.

The sub-committee invited Ross Caldwell and Eric Berry, Director and Investigations Coordinator of Independent Police Review, for a briefing.²² Briefers from IPR addressed specific questions sub-committee members had around the current practice of access to records and data and subpoena power, and also how the current practices could be improved in the views of the briefers.

Officer Accountability

In its Agenda and Scope (updated 09-15-2022), the Police Accountability Commission defined one of the outcome documents for the Powers and Duties Phase as focusing on:²³

- Case handling and investigative processes, including workflow description
- Types of conduct/complaints the new agency will investigate and determine outcomes
- Bureau complaints vs community complaints
- Complaint process: community member vs. internal bureau complaints
- Determination process; How to impose discipline; due process and just cause rules

²¹ <https://www.portland.gov/sites/default/files/2022/pac-agenda-and-scope-09-15-2022.pdf>

²² <https://www.portland.gov/police-accountability/events/2022/12/12/pac-sub-committee-access-information>

²³ <https://www.portland.gov/sites/default/files/2022/pac-agenda-and-scope-09-15-2022.pdf>

- Appeal process – will police and community members be allowed to appeal their cases?
- Mediation options (community member and police officer)

The PAC formed the Sub-Committee on Officer Accountability to draft Areas of Agreement on Officer Accountability addressing the above. This sub-committee met four times during the fourth quarter of 2022. As its work is particularly complex, broad, and involving multiple bodies of law, this sub-committee is anticipated to need multiple additional meetings in January before referring the document to the full commission for its review and eventual approval.

The sub-committee invited Ross Caldwell and Eric Berry, Director and Investigations Coordinator of Independent Police Review, for a briefing.²⁴ Briefers from IPR addressed how the current system addresses complaint intake, investigations, findings/determinations, discipline (including due process rights and arbitration), appeals, and mediation, as well as their views, as employees within the current system, on what could make the new system proposed by the PAC more effective than the current one.

Structural Oversight

In its Agenda and Scope (updated 09-15-2022), the Police Accountability Commission defined one of the outcome documents for the Powers and Duties Phase as focusing on “How to propose policy changes for PPB; Process for making policy and training recommendations from both community board and agency staff; Chief and police commissioner's obligation to respond and follow oversight board's decisions and recommendations.”²⁵ The PAC, in its Fact-Finding Phase, also approved documents which recognized as practices to consider from other jurisdictions, as well as proposals to consider from subject matter experts, a role for the oversight board in providing community input into other broad conversations around policing as well.

The PAC formed the Sub-Committee on Structural Oversight to draft Areas of Agreement on Structural Oversight addressing the issues above. This sub-committee met twice during the reporting period, and has scheduled two meetings, with the possibility for a third, in January to complete its work and refer a draft document to the full PAC for its consideration during late January and early February.

²⁴ <https://www.portland.gov/police-accountability/events/2022/12/19/pac-sub-committee-officer-accountability>

²⁵ <https://www.portland.gov/sites/default/files/2022/pac-agenda-and-scope-09-15-2022.pdf>

The sub-committee invited City Commissioner Jo Ann Hardesty for a briefing.²⁶ Commissioner Hardesty was asked to share insights on the process of recommending changes to police policy and directives, including the obligation to respond and the provision of Charter 2-10 which directs any oversight board recommendations which are not agreed to by PPB to the City Council for its decision, and also provided advice to clearly define the scope of the sub-committee's work. Additionally, volunteer members of other City advisory groups which address PPB policy and directives (including the Citizen Review Committee, the Portland Committee on Community-Engaged Policing, and the Police Bureauwide Advisory Committee) visited informally and provided views in public comment to this sub-committee.

Community Engagement

The PAC, having held a Work Session on Community Engagement as the first meeting of the Fact-Finding Phase, established a Sub-Committee on Community Engagement Events over the spring and summer to follow up on the full commission work session's conversations and begin planning community engagement events. This work took place prior to the City hiring an Engagement and Communications Coordinator, who started work in September 2022.

During this reporting period, the PAC continued to plan community engagement events with community-based organizations, as well as directly planning community listening sessions. Two community engagement events were held during the fourth quarter of 2022, including the virtual part of a Community Listening Session on November 3 and an in-person part of a Community Listening Session on November 17.

After consulting with community-based organizations around their other plans during the holidays, the PAC did not hold community engagement events in December. During this reporting period, the PAC scheduled two community engagement events in January 2023.

Internal Processes

Member Appointments

The Commission's membership was full, with all twenty positions filled by volunteer community members, at the beginning of the period covered by this report. One member resigned at the end of October, and two additional members resigned at the beginning of December. One vacancy was filled by the City Council on December 14 (Resolution

²⁶ <https://www.portland.gov/police-accountability/events/2022/12/15/pac-sub-committee-structural-oversight-w-commissioner>

37605).²⁷ The other two vacancies were under discussion by Council staff at the end of the reporting period, with the PAC anticipating Council action in mid-January to fill these vacancies.

Staff Support

The PAC entered the fourth quarter of 2022 with a total of 2.25 FTE of staff support, including a full-time Project Manager (since September 2021), a full-time Engagement and Communications Coordinator (since September 2022), and partial support (0.25 FTE, or roughly 10 hours a week) from a Project Assistant who supports the entire Community Safety Division Advisory Boards and Commissions Unit.

During this reporting period, a second Project Assistant was hired to support the entire CSD Advisory Boards and Commissions Unit. After mandatory City training and other welcoming tasks, this position will increase project assistant support to a total of 0.5 FTE (~20 hours a week). The CSD also reconfigured positions, with the Project Manager becoming a new CSD Advisory Boards and Commissions Unit Manager temporarily spending ~30 hours a week (0.75 FTE) on the PAC, and the classification of a new PAC Research and Policy Coordinator to offer more direct research and policy support. Together, this kept the PAC at 2.25 FTE of staff support during this reporting period, as the Research and Policy Coordinator position is currently vacant.²⁸ The PAC requests continued support from the City to rapidly fill this staff position in the first quarter of 2023.

Organizational Documents

On October 6, the PAC amended its Bylaws to clarify that although members can give notice and miss meetings, or take leaves of absences, inability to attend a meeting for four or more months would lead to automatic referral of members of the PAC to City Council for removal.²⁹ The PAC also amended its Internal Processes document to clarify communications guidance on the same date.³⁰

²⁷ <https://www.portland.gov/council/documents/resolution/adopted/37605>

²⁸ The 2.25 FTE includes 0.75 FTE support from the Unit Manager, 1.0 FTE support from the PAC Engagement and Communications Coordinator, and 0.5 FTE support (0.25 FTE each) from two Project Assistants.

²⁹ <https://www.portland.gov/police-accountability/documents/pac-bylaws-10-06-2022/>

³⁰ <https://www.portland.gov/police-accountability/documents/pac-internal-processes-10-06-2022>

What's Next

The Police Accountability Commission Agenda and Scope, as revised September 15, outlined the designated tasks of the Police Accountability Commission during the ongoing Powers and Duties Phase.

The PAC scheduled a final meeting of the Sub-Committee on Access to Information in early January, to allow the sub-committee to finish its work and refer a draft document to the full commission for consideration. It also scheduled two additional meetings each of the Sub-Committee on Officer Accountability and Sub-Committee on Structural Oversight to allow each to finish their work and refer their work to the full commission and set aside one additional meeting date in late January in case one of these two sub-committees needed more time.

Finally, the PAC began scheduling full commission meetings to allow for these documents to be reviewed, adjusted as needed, and eventually approved, which will conclude the Powers and Duties Phase in early February. These meetings will also include reviewing a draft project plan for the next phase of work and other phase transition tasks to set the PAC up for success as it enters the Structure and Details Phase during the first quarter of 2023. Additionally, the Commission began planning community engagement events for the first quarter of 2023, including two confirmed dates for a Community Listening Session in January.

The full Police Accountability Commission event calendar can be found at:

<https://www.portland.gov/police-accountability/events>

Appendix A:**Meetings of the Police Accountability Commission from October – December 2022**

October 3, 2022	PAC Sub-Committee on Research
October 6, 2022	Police Accountability Commission Meeting
October 13, 2022	PAC Sub-Committee on Research
October 17, 2022	Police Accountability Commission Meeting
October 20, 2022	Police Accountability Commission Meeting
October 24, 2022	(Private) Community-Building Session
October 27, 2022	Police Accountability Commission with Charter 2-10 Authors (Derek Bradley and Heidi Brown)
November 3, 2022	PAC November Community Listening Session (Part 1)
November 10, 2022	Police Accountability Commission Meeting
November 17, 2022	PAC November Community Listening Session (Part 2)
November 21, 2022	PAC Sub-Committee on Officer Accountability ³¹
November 28, 2022	PAC Sub-Committee on Access to Information
December 1, 2022	PAC Sub-Committee on Structural Oversight
December 5, 2022	PAC Sub-Committee on Officer Accountability
December 8, 2022	Police Accountability Commission Meeting
December 10, 2022	PAC Work Session on Officer Accountability
December 12, 2022	PAC Sub-Committee on Access to Information with Ross Caldwell and Eric Berry, Independent Police Review
December 15, 2022	PAC Sub-Committee on Structural Oversight with Commissioner Jo Ann Hardesty
December 19, 2022	PAC Sub-Committee on Officer Accountability with Ross Caldwell and Eric Berry, Independent Police Review
December 29, 2022	PAC Sub-Committee on Access to Information

Full event calendar at: <https://www.portland.gov/police-accountability/events/past>

³¹ The Sub-Committee on Officer Accountability was originally named the Sub-Committee on Individual Accountability, and held its first meeting on November 21, 2022 under the old name. The name was changed, at the suggestion of sub-committee co-chairs and with the approval of full commission co-chairs, between its first meeting November 21 and second meeting December 5.

Appendix B:

Decisions of the Police Accountability Commission from October – December 2022

1. PAC Areas of Agreement on Barriers to Police Accountability, and Best Practices, in Portland's Current System (10-06-2022 revisions to original version, previously approved on 09-29-2022):
<https://www.portland.gov/police-accountability/documents/pac-areas-agreement-barriers-police-accountability-and-best-0>
2. PAC Bylaws (10-06-2022 revisions to original version, previously approved on 03-31-2022):
<https://www.portland.gov/police-accountability/documents/pac-bylaws-10-06-2022/>
3. PAC Internal Processes (10-06-2022 revisions to original version, previously approved on 05-19-2022): <https://www.portland.gov/police-accountability/documents/pac-internal-processes-10-06-2022>
4. PAC Areas of Agreement on Proposals to Consider, or to Avoid, from Subject Matter Experts (10-06-2022):
<https://www.portland.gov/police-accountability/documents/pac-areas-agreement-proposals-consider-and-avoid-subject-matter>
5. PAC Areas of Agreement on Practices to Consider, or to Avoid, from Other Jurisdictions (10-20-2022):
<https://www.portland.gov/police-accountability/documents/pac-areas-agreement-best-practices-and-practices-avoid-other>