



SHERIFF

WASHINGTON COUNTY

CONSERVING THE PEACE THROUGH VALUES DRIVEN SERVICE / SHERIFF PAT GARRETT

ESPD ADVISORY COMMITTEE January 5, 2022

Attendees: Mike Antonelli, Bruce Bartlett (Chair), Leroy Bentley, Ryan Garrick, Tara Hips, Ben Johnson, Melissa Laird, Jess Matza, Jessica Miyake (Vice Chair), Ricardo Moreno, Michael Ruzzi, John Ryan, Terry Wagner, and Bob Zahrowski.

Absent: Anna Alexander, Dolores Chenoweth, Diana Jensen, Jeff Larson, Rex Stevens

Staff: Sheriff Pat Garrett, Deputy County Administrator Erin Calvert, Undersheriff John Koch, Chief Deputy Al Roque, Commander Dave Marzilli, and Lori Larson

The meeting was held online only via Teams.

Chair Bruce Bartlett called the meeting to order at 6:30pm.

Approval of November Minutes:

Ben Johnson made a motion for the November minutes to be approved and all were in favor.

ESPD Levy Presentation – Sheriff Pat Garrett & Dep County Administrator Erin Calvert

- Highlights & Questions
 - Washington County had one of the highest census turnouts in the State.
 - Levy plans for one Full Time Employee (FTE) per 1K population.
 - Levy will run from FY2023-2028.
 - We like to have a 3-4 month fund balance in order to carry us to November for tax collections. We ask for a 94% spend rate to keep a cushion.
 - ESPD Levy will be .83/1000 of assessed value.
 - Community feedback was gathered through a survey and listening sessions.

Sheriff's Office Updates - Undersheriff John Koch

- In Summer 2020, the SO solicited a national expert, POLIS, to conduct a review of our Use of Force (UOF).
 - The review is complete and we will be briefing the Board of Commissioners on 1/25/22.
 - Recommendations to the Sheriff's Office team and community to follow.
- COVID – Health & Human Services states new case count is very high.

- Surge is expected to peak 1/31/22. We continue to focus on mitigation and lowering the spread.
- Contract negotiations with Police Officer's Association (POA). New additions to the POA are Records, Jail Service Technicians, and Investigative Support Specialists.

Patrol Updates - Commander David Marzilli

- School Resource Officers (SRO's) – Increase in calls for service at the high schools. SRO's have seen a general increase in many districts.
 - Identified school threats and talked with persons.
 - SRO's work closely with school administration.
- Beaverton Police is reviewing their SRO program. Have hired the consultant SeeChange to facilitate the process.
- We renewed our contract for one year that outlines SRO duties.

Open Forum/Miscellaneous:

- Latino Advisory Committee Update (Moreno) –
 - Lt Bennett discussed new recruits and training.
 - New software will allow tracking/ethnicity.
 - What are the committees top 3 accomplishments to date?
 - Defining what their role is.
 - Dealing with sensitive topics and a lot of respect.
 - Body Worn Cameras - Contributions that were incorporated into policy.
- ESPD Advisory Chair & Vice Chair Nominations – Jessica Miyake will move up to Chair. Melissa Laird will be Vice Chair. All in favor. No one opposed.
 - Thank you to Bruce Bartlett for serving as Chair for the last two years.
- Bylaws – Bruce Bartlett will lead a sub-group to work on updating the Bylaws and would welcome other input. Ben Johnson to help.
- Town Hall on 12/2. Any key learnings or thoughts?
 - It was a venue that allowed us to respond in real time. We followed up with answers that the County will post. A good Town Hall with a balance of voices and perspectives.
 - Thank you for showing up and being a voice.

Meeting adjourned at 8:04pm.



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ESPD ADVISORY COMMITTEE March 2, 2022

Attendees: Anna Alexander, Bruce Bartlett, Leroy Bentley, Dolores Chenoweth, Tara Hipps, Diana Jensen, Ben Johnson, Melissa Laird (Vice Chair), Jeff Larson, Jess Matza, Jessica Miyake (Chair), Ricardo Moreno, Michael Ruzzi, John Ryan, Terry Wagner.

Absent: Ryan Garrick, Bob Zahrowski

Staff: Undersheriff John Koch, Commander Dave Marzilli, Commander John Bennett, and Lori Larson

The meeting was held at the Sheriff's Office, 215 SW Adams Avenue, Hillsboro, Oregon and online via Microsoft Teams.

Chair Jessica Miyake called the meeting to order at 6:36pm.

Approval of January Minutes:

Bruce Bartlett made a motion for the January minutes to be approved. All were in favor.

Undersheriff John Koch – Updates

- Budget – Town Hall meetings coming soon for the County budget.
 - May – FY22-23 will be presented to the Board of Commissioner's.
 - Budgeting replacement for armored vehicle.
- ESPD Levy – Will be training staff on levy presentation and what is funded.
 - Unincorporated Washington County population decreased by 20K. Portland State numbers may bring it back to normal.
 - Compiling a list of groups to present the ESPD Levy to. If anyone has a group you'd like to include, please notify Lori Larson.
 - ESPD Advisory Committee cannot promote approval of the levy. However, if not speaking on behalf of the ESPD Advisory Committee, you do not have restrictions.
 - ORS 260.432 Quick Reference
 - We can do a special session to present to ESPD before the next May meeting.
 - Yard signs – Will let know when they are available.
 - CPO's – Can do a recommendation in the pamphlet as they are volunteers. Group letter.
- POLIS Use of Force Review - Did voluntarily for agency improvement. Will review the recommendations and start implementing.
 - High commendations from POLIS for our agency.
 - Board of Commissioner's appreciated POLIS briefing.
 - 4/5/22 – Community workshop.

- Community Participation Organizations (CPOs) – County Office of Equity and Inclusion (OEICE) will be restructuring the meetings.
 - CPO's have been around since 1983 and varies from defining ordinance that it was created under (Bartlett).
 - Important that all stakeholders have a voice at the table. CPO's are important to the Sheriff's Office.

Hillsboro Mediation Presentation – Jess Matza

- Fifteen mediation programs across the state.
- Hillsboro handles everything west of 185th.
- Hillsboro's program is under the police department. New Orleans is the only other one under police.
- Offer ongoing virtual classes that are free and open to the public.
- More information on this program can be found at www.hillsboro-oregon.gov/mediation

Patrol Commander David Marzilli – Updates

- COVID Omnicron variant hit both Patrol and Jail divisions very hard. 10-20 employees out at a time, which caused some overtime. Thankfully, we no longer have anyone out.
- March 12th – Dropping face mask requirements. In person shift briefing will begin again on March 5th, which is the start of the new shift rotation. Jail will still have mask requirements.
- Commander John Bennett will be taking over ESPD meetings.
- Caprice Massey is one of the new Patrol commanders.
- News about review of School Resource Officer for Beaverton? – They have reached out to have meeting with the Sheriff's Office. Review is getting input from students, parents, and community.

Latino Advisory Committee Updates – Ricardo Moreno

- DEI – Overall agreement was that there was compassion around the program. DEI cannot be a single element, but continual.
- Reviewed Stop Data.

Open Forum/Miscellaneous:

- Extend Terms for another two years for those that expired 12/31/21 to new date of 12/31/23. Bruce Bartlett, Jeff Larson, Jess Matza, Jessica Miyake, Ricardo Moreno, Michael Ruzzi.
 - Diana Jensen made motion to approve. All in favor.
- Since Mike Antonelli and Rex Stevens have stepped down from the ESPD Advisory Committee, we will move Anna Alexander and Tara Hipps from alternate to voting positions.
- Updating the ESPD Advisory Committee Bylaws – Work in progress (Bartlett). Highlighted areas in yellow. Will be reviewed by County Counsel and OEDEI. Expanding the committee's purpose. Small subcommittee of general approach and then put out to the group.

Chair Miyake adjourned the meeting at 7:30pm.



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ESPD ADVISORY COMMITTEE May 4, 2022

Attendees: Anna Alexander, Bruce Bartlett, Leroy Bentley, Ryan Garrick, Diana Jensen, Ben Johnson, Melissa Laird (Vice Chair), Jeff Larson, Jess Matza, Jessica Miyake (Chair), Michael Ruzzi, John Ryan, Terry Wagner, Bob Zahrowski.

Absent: Dolores Chenoweth, Tara Hipps, Ricardo Moreno, Commander John Bennett

Staff: Undersheriff John Koch, Chief Deputy Al Roque, and Lori Larson

The meeting was held at the Sheriff's Office, 215 SW Adams Avenue, Hillsboro, Oregon and online via Microsoft Teams.

Chair Jessica Miyake called the meeting to order at 6:32pm.

Approval of March Minutes:

Bob Zahrowski made a motion for the March minutes to be approved. All were in favor.

Polis - Updates

- Polis virtual meeting was held in April. Feedback was very good.
- Our contract with Polis has concluded.
- WCSO next steps are to review the recommendations and feedback. We will implement some of the recommendations and explain why we will not implement some.
- Report quarterly and give updates on progress.
- Cmdr Frohnert will attend the next meeting and give strategy of how it will be implemented.

Undersheriff John Koch – Updates

- School Resource Officers – Beaverton schools to evaluate See Change assessment. We provided input. Will make recommendations regarding School Resource Officers.
- May 17th election – Good feedback. Off duty effort with Washington County Safe Communities website.
- Crisis Negotiation Unit (CNU) – Won first place at WSHNA annual training. Every year, CNU sends different team members, and this reflects the quality of our team and their training.
- Deputy Trotter – Crash. Two teens died at the scene. Three others still in critical conditions. Trotter is in ICU in critical, but stable, condition.
 - Dispatch and Fire were great partners.
 - Investigation is being conducted by Major Crimes Team. Beaverton is lead.
- Mental Health Response Team (MHRT) continuing to grow with South County partners and a TriMet team. The challenge has been getting clinicians hired.
- Budget - County is seeing \$30million short fall.

- May 16th presentation to Budget Committee. Public is welcome.
- General Fund – Vacant positions will be frozen - 3 patrol, 3 jail, 3 JST, and 3 position adds. ESPD – Will not be affected.
- Why a short fall? Estimated growth is not there, increased costs of doing business (i.e. vehicles, gas, etc), and coming out of COVID.
- Freezing certified positions will be impactful. Two years to get an applicant from interview to on their own. This could take 2-4 years to catch up.
- Levy – If the levy doesn't pass, funding will not be there for those positions.

Latino Advisory Committee Updates – Ricardo Moreno

- Discussed illegal drugs in the County, including enforcement, prevention, and legislation. Early age of those using and selling.
- Elections and terms for LAC members.

Open Forum/Miscellaneous:

- Bylaws discussion – Bruce Bartlett has been updating the bylaws. Discuss progress at next meeting.
- Reimagine Oregon meeting is available on YouTube.

Chair Miyake adjourned the meeting at 7:49pm.



CONSERVING THE PEACE THROUGH VALUES DRIVEN SERVICE / SHERIFF PAT GARRETT

ESPD ADVISORY COMMITTEE
July 6, 2022

Attendees: Bruce Bartlett, Leroy Bentley, Dolores Chenoweth, Diana Jensen, Melissa Laird (Vice Chair), Jeff Larson, Jess Matza, Jessica Miyake (Chair), Michael Ruzzi, John Ryan, Terry Wagner, and Darin Campbell

Absent: Anna Alexander, Ryan Garrick, Tara Hipps, Ben Johnson, Ricardo Moreno, Bob Zahrowski,

Staff: Undersheriff John Koch, Chief Deputy Al Roque, Commander John Bennett, Commander Matt Frohnert and April Frohnert

The meeting was held at the Sheriff's Office, 215 SW Adams Avenue, Hillsboro, OR as well as online via Microsoft Teams.

Chair Jessica Miyake called the meeting to order at 6:35pm.

Approval of May Minutes:

Melissa Laird made a motion for the May minutes to be approved. All were in favor.

POLIS Update – Commander Matt Frohnert

- A copy of the Polis Report has been given to the ESPD Committee.
- Currently recommendations are living with the Executive staff. Executive staff meets about every 2 weeks and goes line by line through all 71 recommendations.
- 2 things we have implemented – We set up a Use of Force Committee and a Professional Standards Committee
- We are about 70% through the recommendations.
- Melissa asked if the budget has come into play – Commander Frohnert says they saved the budget ones for last as they will take more time.

Sheriff Office Updates - Undersheriff John Koch

- Contract Negotiations are currently happening – Deputy contracts are getting ready to start and we are currently going through non-certified staff like Jail, Records and Investigations staff.
- Budget update – We have 3 budgets. General fund, public safety and district patrol.
- Largest reduction in estimated population in urban areas – reduction of 13 deputies
- Public safety local option levy - Reduction of 6 deputies because of population reducing.
- General fund budget – increased by 2.7 percent – general fund had been lagging. Cut 6 total deputies – lost a total of 12 positions

- We are going to push the county to double fill positions – because of retirements and moving into other jobs.
- Question about how long it takes to get a deputy on the road – About 18 months
- As a rule, we normally spend 94% of our budget. Historically we normally give back more than the County requests.
- Melissa attended 5 different meetings and took notes and sent the key points out to the committee.
- The Equity tool was used at one of the meetings. What is the equity tool – it is a way to look at the budget through a set of questions.

Patrol Update - Commander John Bennett

- MHRT continues to do fantastic work. 7 deputies work on MHRT. We are having a struggle keeping clinicians on board. Since July 1 MHRT went to 182 calls for service. Out of the 182 calls we only put mental health holds on 20 people. We were able to resolve the rest.
- HOPE program (Houseless Outreach Program and Engagement) - Currently a Sergeant and Corporal run the team. Will get a full-time hope deputy in the fall. Partnering with other agencies we can get people resources and help.
- HOPE link [online](#).
- CAT (Criminal Apprehension Team) – made 43 arrests and 60 home visits to make sure Sex Offender is compliant during this last period.
- Still backlog from courts with COVID.
- Planning for the fair. The fair will be 10 days. It will be staffed with enforcement in evening and afternoon.
- Leadership training – started with 15 vendors and narrowed down to top 4 and we are currently in final stages to select.
- Shift bid is in September – Patrol will bid for days off and shifts. The Sergeant's shift bid is done.
- Currently doing a temp program to mentor upcoming Lieutenants.
- SARTA (Search and Rescue Training Academy) – starts on the 10th of this month and will be 10 days long. There are 23 candidates who will learn about search and rescue and go through the 10-day long process.
- Training – we typically take a break in July. This year we are trying something different and will try online classes.
- Diversion program – We are starting a new program for not having an Oregon drivers license. Have printed off flyers and will be starting this soon.
- Chief Deputy Roque – Mike Trotter update - During his treatment he received 90 units of blood. As a thank you the Sheriff's office is doing a blood drive with our staff only. We are also partnering with Bloodwork's locations and doing pop up locations for public. Our target is to get 500 units with this blood drive.
- A question came up about the adults in custody that died – We are looking to bring an outside group to evaluate the 3 deaths to see if anything can be done different. NCAC will be coming in. Naphcare, who we had before, is coming back as our healthcare for the Jail. General fund is where the healthcare comes out of.

Open Forum/Miscellaneous:

- Bylaw's update – Bruce did an equity review, and it is currently with County Counsel for legal review.
- The Denim and Diamonds event was a successful fundraiser. It was a Nonprofit for people going through abusive situations. Family Justice Center - advocacy that have gone through abusive situations. It's one location with a lot of services for example, counselors, support groups, staff for video courts, childcare. Great organization.
- Mediation Program– discussed different ways to get word out to different precincts with the Sheriff's Office. Decided to go with the electronic route because of different shifts.

Chair Miyake adjourned the meeting at 7:35pm.



CONSERVING THE PEACE THROUGH VALUES DRIVEN SERVICE / SHERIFF PAT GARRETT

ESPD ADVISORY COMMITTEE
September 7, 2022

Attendees: Anna Alexander, Bruce Bartlett, Leroy Bentley, Ryan Garrick, Tara Hipps, Diana Jensen, Ben Johnson, Melissa Laird (Vice Chair), Jeff Larson, Jess Matza, Jessica Miyake (Chair), Ricardo Moreno, Michael Ruzzi, John Ryan, Terry Wagner, and Bob Zahrowski.

Absent: Dolores Chenoweth

Staff: Commander John Bennett and April Frohnert

The meeting was held at the Sheriff's Office, 215 SW Adams Avenue, Hillsboro, OR as well as online via Microsoft Teams.

Chair Jessica Miyake called the meeting to order at 6:33 pm.

Approval of July Minutes:

Bob Zahrowski made a motion for the July minutes to be approved. The spelling of Jessica Miyake's last name was wrong on last month's minutes. The minutes have been approved as corrected.

Latino Advisory Updates – Ricardo Moreno

- The Latino Advisory met today about outreach and communication.
- They will have their 1st presentation to the Board of Commissioners in November.
- The Latino Advisory wants to work more closely with community-based organizations and focus on groups like the Mexican Consulate and the Latin community. In late October they will set up a town hall.
- Working with the Sheriff's office recruiting department to get a more diverse group at the Sheriff's office.
- Some ideas for the recruiting process – better use of social media with Spanish language. Will also use a different matrix.

Sheriff Office Updates and Patrol Updates– Commander John Bennett

- Polis solutions – moved Polis recommendations out of Executive Admin. to subgroups – training group, use of force group, etc. This is a big project to tackle.
- Completed the bargaining agreement with the non-certified group – It is done and ratified. Now working on the peace officer group.
- We are in the process of getting new training - Elevate USA – It's a leadership training for all ranks. – Elevate will do a study first with the Sheriff's Office to see

what we need. They will interview line level troops and see what we are lacking. It is a lengthy process. Hoping to start training in 2023. 17 companies applied and the Sheriff's Office whittled it down to Elevate. [Home | ElevateUSA \(elevate4success.com\)](#)

- Trotter update – Our Deputy that was hurt in the car accident while on duty. Mike and his wife stopped by today and made their way through the Sheriff's Office and Cornelius Police Department using a walker to get around. It is great to see him out and about.
- SRO's (School Resource Officers) - School is back in session. The primary job of an SRO is building relationships. Beaverton school district recently contracted with See Change, who provided a 120-page comprehensive report that parents are opposed to SRO's. [SROReport-BSD.pdf \(finalsite.net\)](#)
- Patrol is working on purchasing the bear cat which is an armored vehicle. It takes a while to build. We have a purchase order and hope to take delivery in the next year.
- Investigations - On September 1st Investigations did a sex luring mission to solicitate underage minors. Five people were arrested.
- Patrol – we have seen an uptick in commercial burglaries in the Bethany area. In the last week there has been 5. They break-ins are occurring at closed stores, and they are specifically grabbing safes and cash drawers.
- Patrol is evaluating the staffing model right now. Graveyard shift seems understaffed. The type of calls on graveyard are more intensive and need more people than maybe some dayshift times.
- Patrol is looking at post-COVID stats vs pre-COVID and would like to move towards pre-COVID expectations. During COVID we moved to handling calls online but are encouraging staff to move back to face-to-face contact. We have some staff that was hired on during COVID and have only worked COVID times.
- Community – We had several great national night outs in August. We tried to make it to every request we received.

Open Forum/Miscellaneous:

- Ricardo asked if there are any plans to refurbish East precinct and put some love into it? Commander Bennett responded - we have put in requests and are working with Facilities to polish it up. Some of our requests have been denied for budget reasons.
- A question was asked about the online reporting system – Is there a feedback questionnaire for the online reporting system? Commander Bennett responded - good question. We do not push people to use the online system. It is good for people who want to get a report done quick and wants to use it.

- Bad driving on Kinnaman and Blanton. Can you report from a dash cam?
Commander Bennett – We need to see the violation in person, not from a dash cam.
- Expired license plates - Are we going after expired license plates again. Commander Bennett – Yes, that has been lifted, and we are going after expired plates.
- What is the cost of the armored vehicle? – Commander Bennett - do not quote me but around 340,000 fully equipped.
- Jessica – Recently there was an email thread amongst advisory committee members with concerns about neighbors bullying. Maybe having an SRO come to meetings occasionally, would be helpful.
- Commander Bennett - Middle school and elementary school normally have 1 SRO for multiple schools. They are stretched thin. It is a challenge if schools do not share information.
- Mike mentioned porch pirates. Bruce wondered information for a neighborhood watch would be helpful.
- Bruce – finalized the by-laws and looks forward to seeing comments from the committee.
- Bob Z. – Would like Sheriff Pat Garrett to weigh in and review the by-laws before November.
- There's interest in having an SRO at the next meeting. April will talk to the SRO's to get one for the next meeting.
- Garrick – would love to encourage kids to do ride alongs to encourage them to see cops in a different light. Could help with future employees.
- Community Academy has not happened since before COVID. It was replaced with the Sheriff's office show case.
- Would like to get a special meeting for the committee before November to have a broader discussion. If you have groups or items for discussion email Chair Miyake.

Chair Miyake adjourned the meeting at 7:47pm.



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ESPD ADVISORY COMMITTEE November 2, 2022

Attendees: Anna Alexander, Bruce Bartlett, Leroy Bentley, Dolores Chenoweth, Ryan Garrick, Tara Higgs, Diana Jensen, Ben Johnson, Melissa Laird (Vice Chair), Jeff Larson, Jess Matza, Jessica Miyake (Chair), Ricardo Moreno, Michael Ruzzi, John Ryan, and Bob Zahrowski. Guest – Darin Campbell

Absent: Terry Wagner

Staff: Undersheriff John Koch, Chief Deputy Al Roque, Sgt Chad Martin and Lori Larson

The meeting was held at the Sheriff's Office, 215 SW Adams Avenue, Hillsboro, OR 97123.

Chair Jessica Miyake called the meeting to order at 6:30pm.

Approval of September Minutes:

Ben Johnson made a motion for the September minutes to be approved. All were in favor.

Latino Advisory Committee Update – Ricardo Moreno

- Preparing update to Board of Commissioners.
- Working with Recruiting at the Sheriff's Office regarding representation of POC on interview panels.
- Community Event on 12/7/22 @ Community Center in Hillsboro. Will share the flyer when finalized.
- Dept of Transportation on access for driver's license. Working in partnership regarding testing when English is not primary language.

School Resource Officer's (SRO's) – Sgt Chad Martin

- We currently have four SRO's covering 32 schools.
 - Hillsboro School District pays for .5 deputy.
- "See Change" Report – Most of the recommendations from this group we have been doing.
- The role of the SRO is not a disciplinarian.
- Students are more likely to be a victim of crime vs suspect. Minimal number of arrest and most were for egregious actions.
- School district has 5K-6K employees. We train staff on how to use our resources.
- Updating interagency agreements with Hillsboro Police Dept. and tracking data.

- Equipment for SRO's is provided by the agencies and not the school district budget.
- Westview swatting call on 10/31/22. Reported to 911 as an active shooter and casualties. Sheriff's Office was able to determine within minutes it was a hoax. School decided to release students early. Still under investigation.

Undersheriff John Koch – Updates

- Survival Skills Committee – Looking for participation from ESPD Advisory. Every 3rd Wednesday @ 9:00am. Committee will review Use of Force in Patrol and Jail. There will be training in case law. If interested, please provide a letter of interest to US Koch.
- WCPOA Contract – Continuing negotiations. Support Staff was added to the Union (Records, JST's and ISS's). Key topics -- Stay competitive with wages and provide good benefits and incentives. Will be completed by end of the year. Possible incentive for laterals (i.e. 40 hrs vacation, OR bring in at equal pay).
- Recruiting – We are looking good on staffing. Patrol down 5 positions, Jail down 14 positions. Attrition through retirement and resignations. Asking county for recruiting funds.
- Federal Court – Ordering people back from mental health to Jail for criminal charges. Reviewing through the courts regarding forced medication. We do not want our jails and tax dollars funding services/programs.
- Houseless -- Metro housing bond dollars are coming in adding to bed space. 198th & TV hotel now providing housing. Policies coming for Time, Place, and Manner of when people can camp. Martin v Boise – Cannot displace houseless unless you have somewhere for them to go. Want to be coordinated with the cities and give a consistent message. Encampments being supported by County are 198th & Baseline and Forest Grove. We have received complaints about Aloha camp and the Board of Commissioners is aware. 185th & Shaw – Concerns that is on the roadway.
- How has measure 110 effected drug court? Measure 110 hasn't shown treatment numbers. There is a charging incentive under Measure 110 to go to drug court. Will check on numbers (John Koch).
- Winter Shelters – Every winter there are warming shelters that open up throughout the county. They are able to direct to those with the need. Unfortunately, some go to the ER because they are past what the warming shelter can provide and need medical help.

Patrol Commander John Bennett – Updates

- HOPE (Houseless Outreach, Programs & Engagement) – HOPE Team is working on model to track hours and calls for service. Full time deputy. Will continue to review costs and funding to continue program.
- Deputy Hafeman – On October 24th Deputy Hafeman was forced to defend himself at Kaiser Westside during an attack by a custody. Critical incident protocols implemented. Press release issued.
 - Body Worn Camera video was distributed with Cmdr Bennett narrating. Distributed to be transparent. Please provide input on your views of the videos.

- FTEP (Field Training & Evaluation Program) – Meet regularly with deputies interested in transferring from Jail to Patrol. For Patrol, reviewing shortening FTEP for laterals.
- Preparing for Spring shift bid. Staffing levels and schedules will not change.
- Jail reviewing COVID restrictions and lifting.
- Bait packages – We will continue to do this holiday season.

Open Forum/Miscellaneous:

- Measure 114 – Do we have a contingency plan?
- Measure 112 – Financial impact was undetermined.
- Bylaws – Met with Koch/Bennett. Accepted County Counsel’s comments verbatim.
 - Motion to form a sub-comm to review bylaws. Bob Z, Bruce, Melissa, & Jessica, and Bennett on it. Draft of bylaws – Any volunteers that wants to be part is welcome to join. Jessica seconded the motion. No one opposed.
 - Koch has talked with the Sheriff and received legal’s input. Leaving it up to the Advisory committee for recommendations.

Chair Miyake adjourned the meeting at 8:15pm.