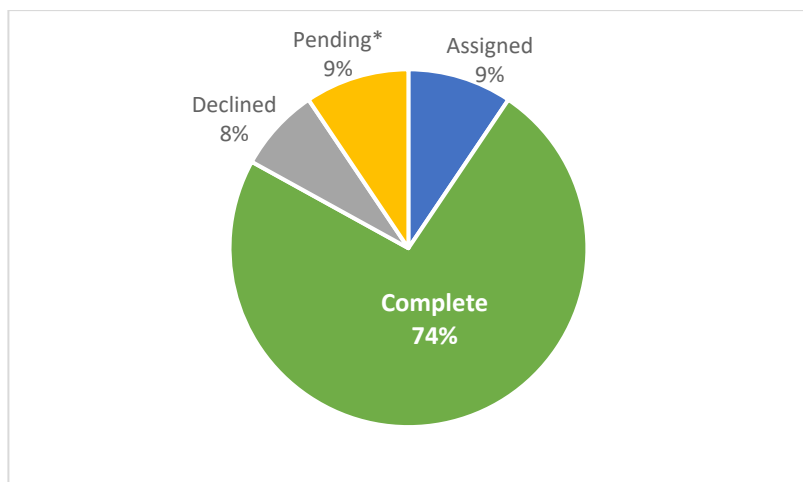


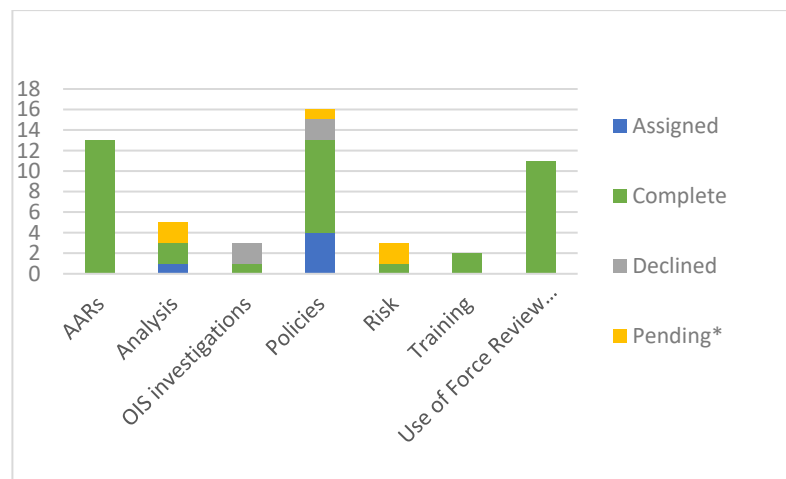
## Hillsboro Police Department – OIR Recommendations Status

Date last updated: December 31<sup>st</sup>, 2023.

The August 2021 OIR Group Independent Review of Hillsboro Police Department: Use of Force, Policies, and Accountability Systems report lists recommendations to the department. Since that date, HPD has worked to carefully consider the recommendations and prioritize implementation. As of December 31<sup>st</sup>, 2023, 74% of the recommendations had been implemented or partially implemented. HPD’s first-year priorities related to establishing a Use of Force Review Board, which was created and began reviewing use of force cases in January 2022. During 2023, HPD focused on updates related to body-worn cameras, policy updates, and working toward making more police data accessible to the community on our website in 2024.



Status of All Recommendations



Recommendation Status by Category

*(Pending includes items pending further review and/or pending bargaining.)*

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#	Recommendation	Category	Status
1	The Department should revise its policies to require that its administrative investigation of shootings and other critical incidents commence immediately by appointing HPD personnel to participate in the walk-through of the crime scene, observe MCT's witness and involved officer interviews and actively monitor the ongoing criminal investigation.	OIS investigations	Declined
2	The Department should propose that MCT procedures include interviews of involved and witness officers before the end of their shift unless extenuating circumstances such as injury of an officer preclude this.	OIS investigations	Declined
3	The Department should revise its policies to require administrative interviews of involved and witness personnel to address not only whether the involved officer(s)' actions complied with policy and training but also to examine areas such as planning, tactics, coordination, de-escalation, communication, force option choices, supervision, equipment and post-shooting conduct.	OIS investigations	Complete
4	The Department should revise its policies to provide a timeline, scope and process for conducting the administrative investigation, findings, and written report of officer-involved shootings and other critical incidents.	Policies	Complete
5	The Department should revise its review protocols to incorporate time-appropriate phases, beginning with an early, initial debriefing of Department leadership, continuing to a more thorough examination of administrative issues including officer performance, and culminating in a formal Review Board for officer-involved shootings and other critical incidents.	Use of Force Review Board	Complete
6	The Department should review policies to require video recording of its administrative interviews of involved and witness officers and civilians in officer-involved shootings and other critical incidents.	Policies	Declined

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7	The Department should reformulate its "Firearm Discharge" policy as a Critical Incident policy that includes comprehensive assessment of a wider range of "high risk" encounters, such as non-hit shootings, in-custody deaths, and non-fatal critical incidents such as vehicle pursuits that result in injury, force incidents that result in hospitalization or other incidents that garner media attention and/or create substantial risk.	Policies	Complete
8	The Department should include in its Critical Incident policy a Review Board that is convened at the conclusion of the administrative investigation to evaluate the entire incident and make recommendations. The Board's composition, duties, timelines, meetings, and scope should be defined in this policy or elsewhere.	Use of Force Review Board	Complete
9	The Department should include in its Critical Incident policy a provision that involved, and witness officers be debriefed on any issues/concerns identified by the Review Board.	Use of Force Review Board	Complete
10	The Department should provide training consistent with its newly revised Use of Force policy to address officer and supervisor duties when force has been used on a subject including requesting medical assistance, providing life-saving measures, monitoring the subject, and notifying medical assistance as to the force used and the circumstance.	Training	Complete
11	HPD should modify its Use of Force policies to define reportable use of force.	Policies	Complete
12	HPD should modify its Use of Force policies to define "show of force" and any duties officers and supervisors have concerning the reporting, documentation and review of show of force conduct.	Policies	Assigned
13	Supervisors and subsequent reviewers in the chain of command should consider and analyze the efficacy and appropriateness of all uses of force within the incident.	AARs	Complete
14	The Department should provide further guidance to its officers by prohibiting distraction strikes to the head and other sensitive areas, requiring delivery of such strikes with the palm, and limiting the number of distraction strikes.	Training	Complete

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15	HPD procedural guidelines should state that After Action Reports must be completed within a week of the incident in question, barring special circumstances, with extensions requiring supervisory approval.	AARs	Complete
16	HPD policy should be revised to require non-involved supervisors to review force incidents and draft After Action Reports.	AARs	Complete
17	HPD should devise policy and appropriate training instructing sergeants to avoid becoming involved in uses of force unless their active participation is necessary and instead directing them to assume a supervisory role over the incident.	Policies	Declined
18	Supervisors and subsequent reviewers writing After Action Reports should consider the threshold question of why an action was taken and whether there were preferable alternatives that could reasonably have been considered.	AARs	Complete
19	After Action Reports should evaluate the actions and decision-making of force users as well as supervisors or others involved in the incident in any manner relevant to the use of force.	AARs	Complete
20	The Department should require analysis of any other failures to comply with law or policy that arise in the course of a use of force investigation.	Policies	Complete
21	The Department should revise its BWC policy to advise its officers to activate both video and audio features when dealing with the public except in narrowly specific exceptions	Policies	Complete
22	The Department should revise its BWC policy to require officers to review footage when preparing an incident report in support of an arrest or citation but to refrain from review in cases in which the officers' conduct is at issues (such as a use of force, complaint, or internal affairs investigation) until a pure initial statement can be obtained.	Policies	Complete
23	The Department should quantify the effectiveness of any initiatives it takes to mitigate targeted problems such as mental health responses, including deployment of special equipment, techniques, or personnel, by establishing a baseline of relevant statistics, then periodically compiling measurements of any changes.	Analysis	Complete
24	Field supervisors and subsequent reviewers should ensure that all aspects of HPD's current policy and training are considered in evaluating Taser deployments.	AARs	Complete

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25	The Department should revise its canine policy to require that K-9 officers include the factual basis for arrest for subjects against whom a canine is deployed.	Policies	Pending further review
26	The Department should develop policy accompanied by supervisor training to ensure a holistic review of canine incidents that includes the performance of all involved personnel (not just K-9 handlers) as well as issues of planning, tactics coordination, de-escalation, force option choices, communication, supervision, equipment, training, policy, and post-incident conduct.	AARs	Complete
27	The Department's review of canine deployment should include an evaluation of what steps, if any, could have been taken to minimize the duration and number of canine bites.	AARs	Complete
28	The Department should require that its Use of Force files include documents and police reports from outside agencies that are involved or have relevant information about the Department's use of force incident.	AARs	Complete
29	The Department should require that subject charges and their status be included in the Department's Use of Force file.	AARs	Complete
30	The Department should require that the implementation of After-Action Closure Recommendations be documented in a closure memo that describes the remedial training, policy change or action taken and kept in the Use of Force file.	AARs	Complete
31	The Department should require that canine deployments involving injuries be reviewed by a Use of Force Board.	Use of Force Review Board	Complete
32	The Department should regularly collect and review canine data to identify trends and promptly investigate outlying numbers.	Analysis	Pending further review
33	The Department should regularly publish its canine usage statistics on its website and as part of its Use of Force Annual Report.	Analysis	Complete

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35	HPD's website and complaint forms should explain the range of police misconduct HPD investigates and include more information about the complaint process such as interviewing the complainant, conducting an investigation, and notifying the complainant of the investigation's conclusion.	Analysis	Pending further review
36	HPD's policy should be changed so that all HPD's administrative investigations use a preponderance of the evidence standard in determining whether policies have been violated.	Policies	Assigned
37	A supervisor should consider a subject employee's failure to mitigate past misconduct after receiving counseling and/or retraining, an aggravating factor when similar misconduct occurs again.	AARs	Complete
38	Supervisors of an officer who manifests a pattern of force that does not comport with the Department's ideals should strongly consider placing the officer on a closely supervised work plan.	AARs	Complete
39	HPD should revise its policy to require referral to an administrative investigation in cases where there are indicia of excessive or unnecessary force.	Policies	Complete
40	HPD should develop policy for engaging an outside investigator during an administrative investigation that sets forth the circumstances requiring an outside investigator, the selection process and establishes the investigator's duties and scope of the investigation for the incident.	Policies	Assigned
41	HPD should develop written protocols concerning civil litigation claims that includes a process for determining whether HPD is conducting its own internal investigation and whether an outside investigator should also be conducting an investigation.	Policies	Assigned
42	HPD should develop written protocols to ensure that internal investigations initiated in response to lawsuits or claims address and thoroughly investigate each allegation raised by the complainant.	Policies	Complete
43	HPD should assign a supervisor to review information developed during litigation, with a focus on learning of a responding to any performance and operational issues that may emerge in the litigation process.	Policies	Complete

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44	HPD should continue monitoring the status of civil litigation claims through periodic meetings that also provide updates about any performance and operational issues that emerge during the litigation process.	Risk	Complete
45	Prior to any settlement or following any adverse judgment in civil litigation, HPD should develop an After-Action plan that shows its response to identified performance issues and ensures that responsive adjustments will occur when applicable.	Risk	Pending further review
46	The Department should develop an early identification system that allows for timely, positive intervention as needed for officers who exhibit a high frequency of risk-related encounters or other performance deficiencies.	Risk	Pending bargaining
47	The Department should publicly post more of its use of force and complaint data on its website and consider enhancing its annual report to include analysis of this data and any changes in training, equipment, or tactics the Department has initiated in response to its analysis.	Analysis	Assigned
34a	HPD should prepare a guideline document concerning the make-up and purview of the Force Review Board and its procedures.	Use of Force Review Board	Complete
34b	HPD should define the range of cases that merit Board scrutiny, establishing clear thresholds but reserving the right to allow for exceptions in the interest of flexibility and maximal benefit from process.	Use of Force Review Board	Complete
34c	HPD should ensure that the Chair is responsible for assigning documentation of the discussion and issue identification to a Board attendee.	Use of Force Review Board	Complete
34d	HPD should ensure that the Chair is responsible for assigning any action items to Board members and designing a process to ensure timely completion and report back on assigned tasks.	Use of Force Review Board	Complete
34e	HPD should ensure that the Chair is responsible for assigning a Board member to debrief involved and witness officers as well as any on-scene supervisors regarding issues identified during the Review Board process and documentation of any debriefing session.	Use of Force Review Board	Complete

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34f	<p>The Board's composition should be as follows: 1-A command staff member to sit as the Board Chair. 2-Two other command staff level members who, with the Chair will constitute the voting members of the Board for purposes of findings, referrals, and recommendations. All other members are advisory. 3- A presenter of the facts of the case using body worn camera footage, radio and dispatch communications, photographs, maps, and other visual aids. 4- An administrator to assist the Chair, prepare agendas, schedule meetings, prepare a summary of discussion, issues identified, actions plans, and track follow-up tasks as needed. 5-Individual representatives from Training, Professional Standards, and the HPOA. 6- Any subject matter expert not covered by the above members and relevant to the facts of the incident. 7- The Department's risk manager.</p>	Use of Force Review Board	Complete
34g	<p>The Board's meeting format should include the following components: 1- Case files should be distributed to Board members well before meetings. 2- The Board should discuss the case across an established set of topic areas, including issues of policy and procedure, tactics, supervision, communication and coordination, de-escalation, equipment, medical interventions (if relevant), investigative protocols, and other.</p>	Use of Force Review Board	Complete