



CITY OF PORTLAND, OREGON



Bureau of Police

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Date: March 31, 2016

To: Director Constantin Severe
Independent Police Review

From: Chief Lawrence P. O'Dea III
Portland Police Bureau

Subject: Citizen Review Committee Appeal Workplace Environment

This memo is to express my serious concerns about the workplace environment as it relates to Citizen Review Committee appeals. Last night's case was the most recent and most concerning example of this.

The Citizen Review Committee appeal process includes participation by paid city employees and community volunteers, all of whom are subject to city and state ethics rules and City of Portland Human Resources Administrative Rules. These rules include protecting them from all manner of harassment, discrimination, and retaliation.

Last night's appeal of case number 2015-C-0325 subjected Police Bureau Command Staff, PPA labor representatives, and Citizen Review Committee members to unacceptable conduct that violates city rules to include intimidation, harassment, and fear for their safety.

I can no longer support having my employees participating in this environment unless and until steps are taken to address my serious concerns. At a minimum, I request consideration of the following:

1. Put into place an exclusion policy for people who are clearly disrupting the city's business. Ensure this is announced at the beginning of the meetings and that the Citizen Review Committee Chair is familiar with the process.
2. Ensure that there is the appropriate city security provided so that all participants are safe and feel safe to express their thoughts. It is unacceptable for a community volunteer or Police Bureau member to be accosted or intimidated based on expressing their viewpoint.
3. Ensure the Citizen Review Committee members understand that they are considered city employees and must understand, follow, and help enforce City of Portland Human Resource Administrative Rules. All city employees, including volunteers,

share the responsibility for bringing to the City's attention conduct that interferes with providing a work environment free of discrimination, harassment, and retaliation.

4. Ensure that the Citizen Review Committee Chair understands their role in preventing workplace harassment, retaliation, and discrimination. Ensure they have the knowledge and tools to successfully accomplish this mandate.
5. Refrain from including personal commentary directed at Review Board participants in IPR community member appeal memorandums. There are well established protocols of which IPR is very familiar with to address such personnel issues.

I believe that changes need to be made at once to address the serious issues around personal and professional safety in this environment. Citizen Review Committee members, Police Bureau members, labor representatives, and community members all should be able to express their views in a thoughtful and respectful manner. Robust conversation and differing opinions are acceptable, but name calling, ridicule, disruption, and physical assault or fear of assault are absolutely unacceptable and are a violation of city rules.

Failure to address the workplace environment that is occurring in the Citizen Review Committee appeal process violates city rules, opens the City to tremendous liability and reduces legitimacy by the public and by city employees in a process that is designed to increase legitimacy.

I stand by ready to assist with any changes that I can help with and I look forward to correcting this situation as rapidly as possible.

Cc: Mayor Charlie Hales
Auditor Mary Hull Caballero
City Attorney Tracy Reeve