

file 205.10



CITY OF PORTLAND, OREGON



Bureau of Police

Tom Potter, Mayor
Rosanne M. Sizer, Chief of Police

1111 S.W. 2nd Avenue • Portland, OR 97204 • Phone: 503-823-0000 • Fax: 503-823-0342

Integrity • Compassion • Accountability • Respect • Excellence • Service

MEMORANDUM

August 28, 2006

TO: All Bureau Employees

SUBJECT: Disciplinary Action

As Chief of Police, it is my responsibility to ensure accountability for our individual actions and to improve employee behavior and performance. In doing so, we reinforce our organizational values and maintain our credibility and trust with the citizens we service.

Typically, disciplinary action is used as a means to change unacceptable behavior and as a tool in setting and enforcing Bureau standards. When making recommendations to the Commissioner-in-Charge for discipline or imposing discipline, I ask for and receive input from a wide variety of resources, including the Performance Review Board, the Use of Force Board, union representatives, and other management and advisory personnel such as the Bureau of Human Resources.

Our goal is to apply discipline standards in a fair and consistent manner. However, whether discipline is appropriate and, if so, the level of discipline will be based on the individual circumstances of each particular case.

While disciplinary decisions of former chiefs may be instructive, I do not consider myself bound by those decisions.

As example, sustained violations of the following directives will cause me to consider serious discipline, up to and including termination from employment: Laws, Rules and Orders—Directive 315.00; Truthfulness—Directive 310.50; Use of Force—Directives 1010.10, 1010.20, 1030.00 1040.00, 1050.00 and other applicable directives; Prohibited Discrimination—Directive 344.00 and City Administrative Rule 2.02; Retaliation—Directive 310.20 and City Administrative Rule 2.02; and Unsatisfactory Performance—Directive 315.30.

EXHIBIT NO. 151
2-17-08
SCHMITT & LEHMANN, INC.

Community Policing: Making the Difference Together
An Equal Opportunity Employer

Police Information Line: 503-823-4636, TTY (for hearing and speech impaired): 503-823-4736 Website: <http://www.portlandpolicebureau.com>

300.00

10150
CHASSE110419

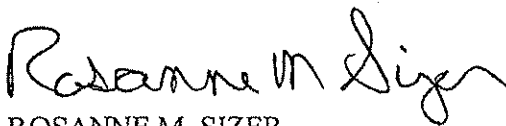
Of particular concern will be situations in which members perform in an unsatisfactory manner over time and have received prior discipline, but have not demonstrated a sustained ability or willingness to change their behavior.

My perspective is that members who receive discipline short of termination should not believe that they are somehow so stained as to have no future opportunities for assignment, transfer, and promotion. It is key that members who receive disciplinary action change unacceptable conduct and work hard to restore the Bureau's and, in some cases, the community's confidence in them.

For our sworn members, keep in mind that we are individually responsible for maintaining DPSST certification. DPSST standards are set and administered by the State of Oregon and are independent of Bureau policies, collective bargaining agreements, and grievance procedures. More often than not a disciplinary decision is made independent of and prior to any DPSST decision. However, de-certification by DPSST will obviously be an event that disqualifies an individual from working as a Portland Police Officer. Recently, DPSST has been more aggressive about decertifying officers on ground that they lack moral fitness. DPSST ethics bulletins are available on-line at www.oregon.gov/DPSST/index.shtml.

In addition, it is my intent to adopt a policy where the maximum level of an unpaid disciplinary suspension is 30 working days. I am, however, open to any input you may have regarding this direction.

The disciplinary process can be difficult and emotional for the member, the organization, me, and, at times, the community. My hope is that as we all continue to support one another in meeting expectations, there will be fewer disciplinary decisions that will need to be made.



ROSANNE M. SIZER
Chief of Police