



OREGON COUNCIL of POLICE ASSOCIATIONS

3760 market St. N.E. #229

Salem, Oregon 97301

(503) 269-9074

<http://www.ocpamembers.com>

HB2418

Good morning Madam/Mr. Chair and committee members. My name is Robbie Graves and I am an executive board member with OCPA. I am also a Sergeant employed by the Milwaukie Police Department. I've been a Sergeant for 8 years. During that time I have served as Vice President and President of the Milwaukie Police Employees Association. Sergeants have been represented by the association for the last 15-20 years. Thank you for giving me a few moments of your time to provide my input on why House Bill 2418 needs to be enacted. In my agency:

- Supervisors (Police Sergeants) are in essence lead workers tasked with guiding the day to day operations of the department. We direct and guide the daily work of the officers, but we still function in the same capacity and do the same jobs the officers do on a daily basis to include taking reports, making arrests or investigating accidents.
- As Sergeants, we have certain responsibilities as defined by management to ensure city services are provided in fair and consistent manner. Sergeants perform many duties within the department and are tasked with making certain decisions during critical incidents but they do not function with complete autonomy.
 - They cannot hire or fire.
 - They cannot make budgeting decisions beyond authorizing overtime using pre-defined parameters set by Captains, or the Chief of Police.
 - Sergeants do conduct internal investigations.
 - They cannot impose discipline or economic sanctions, they can only document facts of misconduct and submit findings to the Chief of Police. By policy they can only determine if a complaint of misconduct is sustained or unfounded, they cannot recommend discipline.
 - Sergeants cannot reassign personnel from one unit to another.
 - Sergeants work with management to make sure laws of the state and policies of the city are followed on a daily basis to ensure the city can provide the best service possible and maintain a great community support base.

While Sergeants guide and oversee the daily activities of Officers, they are still subject to discipline for misconduct the same as the officers. In my agency this has been a good productive working relationship for many years. The Milwaukie Police Sergeant's work history demonstrates there's been no conflict of interest while working as a Sergeant and being a union member. All of the Milwaukie Police Sergeants have been selected for positions of trust in each

sphere. Several have been elected positions to the executive board over the years by their peers, and have served on dozens of committees, investigated allegations of employee misconduct, have been a representative for the chief out in the community, etc.

Thank you for your time and consideration on this matter.