

Chair Bynum and Chair Manning and members of the committee, for the record my name is Rachel Tillman, and I just moved to **West linn** from Portland N/NE. West Linn is working on addressing a long heritage of racism and an ongoing investigation into racism within our own within our own police department.

Thank you for drafting these bills and I want to speak to

LC 744 - Developing a clearer process for reporting misconduct

LC 746: standardizing police discipline statewide

LC 748 - Furthering transparency of police misconduct records

Identifying, responding to, and disciplining employees must always be a process, in order to maintain order in a system. However inconsistent application of rules and processes undermines systems. Therefore establishing clear and unequivocal singularly interpretable rules that don't change from county, city, and neighborhoods is an imperative in a statewide system.

Further, what is also missing, is the analysis and clear expectations of each role, from officers at various ranks AND investigative, reporting, witness and evidence handling and the process details that have been grey enough to create inconsistent application.

As a workforce development expert, as well as employee at large, small, commercial, nonprofit, and briefly public workplaces, in a variety of roles, I have seen the damage poor expectation setting can do even with the best of intentions. Forc that reason I ask that an additional consideration be made to review and rewrite job descriptions and processes, to support a healthier workplace for ALL PD staff AND to reduce opportunities for intentional or inadvertent bias. I would be willing to sit on a committee to volunteer my time to do so.

Further, I support these because where there is racism in public systems, particularly those that affect life cycles of family and individual growth (economic, juducial, education...) you affect not only those involved directly, but children and partners. These cycles can weaken or empower growth and stability on families and communities.

With respect,

Rachel Tillman