



To: Members of the House Rules Committee

From: Jason Myers, OSSA Executive Director
On behalf of the Oregon Association Chiefs of Police &
Oregon State Sheriffs' Association

Date: February 24, 2020

Re: Support for SB 1567A

Chair Holvey and members of the Committee,

On behalf of the Oregon Association Chiefs of Police and Oregon State Sheriffs' Association, please accept this testimony in support of SB 1567A. Our goal is to insure that policing in Oregon contributes towards a public safety system that is the most just in the United States. Toward that end, we have worked closely with this committee to pass legislation that assists us with this objective including legislation during the 2019 Legislative Session requiring police agencies to conduct pre-employment psychological examinations prior to hiring a new officer and when hiring an officer transferring from another agency (SB 423). We also worked with committee to pass SB 424, a measure that required all police agencies to develop a wellness policy that includes programs designed to keep officers well throughout their careers.

SB 1567A is designed to create clarity around the process of discipline for officers that violate standards of conduct necessary to retain public confidence in our policing mission. Local governments and police agency employers should set clear standards of acceptable conduct and have the ability to appropriately enforce these standards, when they are not met. If prohibited conduct is demonstrated and appropriately documented, the employer agency should have a clear path to administer the prescribed employment penalty- without fear a third party may overturn these established penalties for misconduct. We believe the clarity created by SB 1567 will benefit everyone involved in the disciplinary process and will protect the vast majority of officers that serve our communities with bravery, honesty and excellence.

SB 1567A provides an option for a law enforcement agencies and their union to collectively bargain a disciplinary guide that identifies an acceptable range of discipline for misconduct. A discipline guide provides clarity for both leaders and officers and recognizes that a range of discipline may be necessary based on aggravating and mitigating factors and the unique nature of the misconduct. The legislation insures that an arbitrator can't reverse the discipline decision of a law enforcement leader as long as the leader establishes that the misconduct occurred and that the discipline was in keeping with the disciplinary guide.

We support SB 1567A and thank you for your consideration.