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CITY OF PORTLAND
INDEPENDENT POLICE REVIEW
Confidential Taped Statement
Investigator Deirdre Perez

Interview Date: 06/08/2016
IPR #: 2016-B-0014
IPR File Name: 16b0014haman.diane.06-07-16.int.
Complainant: Portland Police Bureau

Interviewed: Diane Haman

PEREZ: All right. It is 10:02. We're here with DIANE HAMAN, Executive Assistant with the chief's office and Investigator ERIC BERRY. I'm Investigator DEIRDRE PEREZ. And Ms. HAMAN, are you aware that the conversation will be recorded?

HAMAN: Yes.

PEREZ: Okay. All right. So can you tell me a little bit about what you do for the chief's office?

HAMAN: I'm the Executive Assistant to Chief LARRY O'DEA so I do all of his calendars and set up meetings and process a lot of paperwork and go to a lot of meetings and take minutes, and then there's kind of an overall just chief's office administrative things we do just with the other admins just – you know, like the awards ceremony and other things like that.

PEREZ: And how long have you worked for the chief's office?

HAMAN: For the chief's office, this go-around, eight years but altogether about 10 so–

PEREZ: Okay. Were you still working within the Portland Police Bureau for that two-year break?

HAMAN: Yes, yes. I just went out to North Precinct and then the calling came and I ended up back downtown and decided I'm just going to stay here.

PEREZ: And you went into it when I asked you what exactly do you do, but can you describe your day-to-day activities and responsibilities?

HAMAN: Day-to-day?

PEREZ: Mm-hm.

HAMAN: Just – oh, my gosh. It's weird when you have to put it in a day-to-day thing. Well, you know, I get a lot of phone calls for scheduling meetings for the chief. I get a lot of emails for scheduling meetings for the chief. That takes, you know, time and I do things like monthly – well, that's a monthly thing so I'm sorry. I'm rambling. Day-to-day – and then it's like as people are bringing in letters to be signed and documents to be processed, I log a lot of things and give them to him to sign and then, you know, it comes in, it goes out. You have to process all of that. I have – I get these things called track-its. They're people that go online and say—

BERRY: --oh we know about those!

HAMAN: Yeah, so – and sometimes those can take five minutes. Sometimes they can take two hours. It just depends on what the response needed is and what I need to go and find out. I work with CHRISTOPHER PAILLE and do a lot of the scheduled due processes and make sure we have the – any materials required for any meetings, agendas, things like that. I prepare those for the next day or the following day for the chief. I tend to – you know, like yesterday I attended two meetings and I take notes at those meetings then type those up, so my day is very varied. Sometimes I go in with today, I'm doing this and at the end of the day, I'm like well, that will be done tomorrow now.

PEREZ: Yeah.

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50 **HAMAN:** Just because – it just depends on what the needs are and, again, if they are trying to track
51 something down and if I have to look in files and things like that – again, a lot of email responses. Just
52 things in general that need attention by the chief but maybe is one of those things where okay, they just
53 need a copy of the letter. The chief doesn't need to deal with that. I'll take care of that. And working with
54 the AC's because sometimes our things overlap so sometimes I'll have to go in and talk with the assistant
55 chiefs and say hey, you know, we've got this coming on and – and I work with the other admins on their
56 calendars because sometimes they'll have like group things that they have to do–

57 **BERRY:** Oh yeah.

58 **HAMAN:**–and so we'll have to be like oh, he's got this meeting, can we cancel this, let me call this person
59 and see, so sometimes it's just juggling all day long.

60 **BERRY:** So sometimes you'd have to coordinate five different schedules at least.

61 **HAMAN:** Oh, yes. Yes. Yes, sometimes – yeah, and those ones are the worst. It's easy when it's like two or
62 three – is pretty manageable but when you need all of the AC's and then, you know, somebody from
63 detectives and somebody from training division and those are a little more fun to schedule.

64 **BERRY:** I can't imagine.

65 **HAMAN:** Yeah. Yeah, exactly.

66 **PEREZ:** So it sounds like you have daily contact with the chief. But did you all have standing meetings,
67 one-on-one meetings?

68 **HAMAN:** Did he and I have–

69 **PEREZ:** Mm-hm.

70 **HAMAN:** Yes, yes. We would meet once a week to go over the calendar for the following week and –
71 actually, I made it two weeks. First and for – they did one week at a time, said I can't do that. I need two
72 weeks because there's just too many big things and yeah – so and coming from that meeting, I would walk
73 out of that meeting with tasks to do or other things, you know, maybe some other contacts to make with
74 other people, maybe setting up – you know, we're going – we've been invited to do a fundraiser, do you
75 want to buy a table, yes, and then find people who are going to sit at the table, things like that. So the
76 calendar was the main reason to get together and out of that, I always had emails and stuff that would come
77 into the mail, do you want to respond to this, do you want me to give this to Communications to respond
78 to. Just kind of triaging, you know, do you need to do these or are these things that I can just assign to
79 somebody else and so we would kind of go through that kind of a thing, but the majority of it would be like
80 the calendar, you know, what's this – because I would put things on there and he's like what's this one
81 about.

82 **BERRY:** What am I doing here?

83 **HAMAN:** Yeah, yeah. And I'm going remember this and it was like oh yeah, yeah, yeah, yeah or I'd have
84 the email. It's like – like it's about this. You haven't seen this one yet. I try not to surprise him too much but
85 every now and then, it happens.

86 **BERRY:** Things happen.

87 **HAMAN:** Yeah. Things happen.

88 **PEREZ:** And you mentioned you have contact with the other admins–

89 **HAMAN:** Mm-hm.

90 **PEREZ:** –to coordinate meetings with the assistant chiefs and you have some contact with
91 CHRISTOPHER PAILLE in Professional Standards.

92 **HAMAN:** Mm-hm.

93 **PEREZ:** Is there anyone else within Portland Police Bureau that you have regular contact with?

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94 **HAMAN:** Regular – well, admins pretty much, Communications down the hall. That would be not so
95 much PETE SIMPSON but maybe with TERRI WALLO-STRAUSS or – because she would do like right –
96 she would do like – oh god, the word just left my head. Okay, when they go to a function and they have to
97 speak, she would do his talking points.

98 **BERRY:** Oh, yeah. Talking points.

99 **HAMAN:** Yeah, yeah. There you go. So she would do talking points so I would talk with her. Yeah,
100 PAILLE, MIKE MARSHMAN a lot because he would want – I do what – I call them drive-bys. People
101 that just drop in and say hey, I really need to talk to the chief like just for 15 minutes. I'm like you guys
102 always say that and it turns out to be like an hour. No, no, promise just 15 minutes is all I need. And those
103 would happen frequently so MIKE MARSHMAN a lot because of all his involvement with DOJ and things
104 like that. And mostly the others would just be the AC's and maybe from time-to-time, DARYL TURNER.
105 He would pop in and say, you know, I need a few minutes of the chief's time so – but I wouldn't say he was
106 on a regular basis because he's sporadic but I'm just kind of thinking recently what have I had to, you know,
107 try to, you know, yes they have time, no they don't kind of thing so – but yeah, I'd say – and then Personnel.
108 We get a lot of – but they just drop by to – because we've always got, you know, people – you know,
109 Personnel, you know, their – in fiscal, they're hiring, they're doing this, they need to spend this money, that
110 kind of thing, so they stop by but they're not necessarily to meet with the chief. They're just – but these are
111 just people that I think of that I see on a regular basis that come to my desk so–

112 **BERRY:** I hadn't thought about that. I suppose you could probably fill a day with drive-by appointments
113 with different people, you know.

114 **HAMAN:** Sometimes you can.

115 **BERRY:** Yeah.

116 **HAMAN:** Yeah, yeah. And it just depends – yeah, it just depends on the situation too. It's like on a scale of
117 1 to 10, how badly do you need to see him. Of course, if they catch onto me and say 9 ½, I'll say but you
118 always say that.

119 **BERRY:** Can't be 9 ½ every time.

120 **HAMAN:** They haven't – yeah. They haven't done that yet but eventually it will happen, I'm sure.

121 **PEREZ:** How did you first learn about the shooting incident involving Chief O'DEA?

122 **HAMAN:** When he came back from vacation, Monday the 25th – April 25th. I came in and he was already –
123 the door was closed. I can't even remember if there was somebody in there or not but he came – when he
124 did come out – because I come in and I turn on my computer, get my water, do all that stuff and I came
125 back and the door was open and he said I need to meet with a couple folks and then I need to see you and
126 TERRY KRUGER and I said okay so – you know, and I'm thinking okay, he's going to retire, here we go. I
127 gave him a couple weeks off and he's gone.

128 **BERRY:** This is great.

129 **HAMAN:** Yeah, exactly. Exactly. That's not what I wanted to hear. But anyways, so when he came back
130 from wherever he was, TERRY KRUGER came and then he and I went in there and he told – he shut the
131 door and he goes I've got something I need to tell you guys so that's when I found out.

132 **PEREZ:** And so this was about 8:30 in the morning?

133 **HAMAN:** Between 8:30 and nine, somewhere around there. I don't know the exact time but I'm going to
134 say 8:30, nine-ish because I – well, yeah, let's say 8:30 because I get in at 7:30 and I had time to get a few
135 things and like I said, he was in an out and it wasn't more than 30 minutes, 40 minutes maybe, so I think
136 8:30 is probably on a guesstimated time.

137 **PEREZ:** So it was before the meeting with the AC's?

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138 **HAMAN:** I think he, as I remember, I think he met with the AC's first. Oh gosh. You know, I don't – I
139 honestly couldn't – I can't remember because it was just like – it's one of those things where you don't think
140 about, you know. Yeah, either it was right after them or it was right before them. That's what I can't
141 remember but there wasn't a whole lot of time difference. It was all in that morning.

142 **PEREZ:** Okay. And before the chief went on vacation, did he tell you what he would be doing on the
143 vacation?

144 **HAMAN:** A little bit because he – I can't remember what the first part – he was like – it was a few days of
145 vacation and I can't remember if he said he was going to the beach or if that was with some other friends
146 and in between that, he – it was work because he attended the – it's not IACP, sorry. It's the Oregon –
147 OACP, Oregon Association of Chiefs of Police Conference in Bend and then he came back from that. I
148 think he had his weekend and then he went – I always called it the ATV trip where they – you know,
149 buddies get together, drive around in dirt and stuff.

150 **PEREZ:** Did he mention that he was going to be shooting sage rats throughout this trip or anything like
151 that?

152 **HAMAN:** No.

153 **PEREZ:** And when he brought you and TERRY KRUGER into his office, can you tell us what he said
154 exactly?

155 **HAMAN:** Yeah, he – going back. I've replayed it in my head many times. So he said I've got something I
156 need to let you guys know about on the – and I'm going to paraphrase a little bit–

157 **PEREZ:** Yeah.

158 **HAMAN:**–because I – you know, I don't remember the exact words but he's like it was on the last day of
159 their vacation. They were getting ready to pack things up. He was sitting in the chair and he got up from the
160 chair and set his gun down and he took a couple steps and he heard somebody make a noise like a ugh, you
161 know, almost like they were hurt kind of noise but he said like it was like a ugh noise and he said he turned
162 around and saw that his friend – let me stop just for a second because they were talking about – he said I've
163 got something to let you know about the trip and then he was saying who was there and I didn't know half
164 the people he was talking about but Lieutenant KRUGER seemed to know a couple more than I did. I
165 mean, I knew of STEVE BUCHTEL and Mike LIEB. Those were the only two I knew. But anyway, so they
166 were kind of talking about that, just who was there and how people are – how they're doing and all that
167 kind of stuff and then he said well, while we were on this, we were getting packed up, so I wanted to kind
168 of backtrack a little bit. Sorry.

169 **PEREZ:** Yeah, sure.

170 **BERRY:** Oh, yeah.

171 **HAMAN:** Anyway, so then he said he turned and he saw the friend who I didn't recognize the name. it
172 looked like he had accidentally shot himself and so Larry said he ran to his vehicle, got his first aid kit,
173 came back, applied first aid and then he said that – because they were not – there was no cell phone at all.
174 No cell phone service, that they had to clear out a guy's truck and I believe it was MIKE LIEB truck that
175 they cleared out and he stayed behind while a couple of them drove up the road until they could get cell
176 phone service and it sounds like they had to drive a little bit of a ways to do that and so he said he stayed
177 behind and they were packing up camp and then the next – then a couple days later, he got a phone call and
178 found out that it was actually – they had determined it was his gun that shot the friend and he was just
179 devastated and said he didn't know – again, by all indications, he had – it looked like the guy had
180 accidentally shot himself because he had one of those holster kind – and then somewhere in that – in
181 somewhere in all of that, he told us that he had a holster, a shoulder holster thing and so it appeared like he
182 had accidentally shot himself and then – so anyway, so at that point, I was thinking oh my gosh, how

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183 horrible to, you know, to find out that you shot your friend and, you know, it was a complete accident and
184 he goes yeah, but it doesn't make it any – he was devastated and I could tell he was very upset about it and
185 then he went on to say that he had talked to the friend the day that he found out it was his gun that shot him
186 that he called the family and they were very – you know, just like hey, accidents happen, don't worry, it's –
187 you know, their friendship was solid and okay and he said it was probably a good thing I didn't know at the
188 time because I don't know that I could've done the first aid on him had I known that I'd been the cause of
189 that so – and that has just stuck in my head the whole time and anyway – and then he went on to say that he
190 wanted us to know because there will be an investigation so he said if there's, you know, phone calls and
191 meetings and if I'm not acting myself, I want you to know this is the reason why and he said I just want this
192 to stay, you know, between us and – and then that's when he said because I want it to stay between us but
193 there will be an investigation, he said that so – oh and then he said when he found out, he contacted the
194 mayor and let him know and he contacted DEREK RODRIGUES in IA and let him know as well and he
195 said he did that right after he found out it was his gun that that happened.

196 **PEREZ:** And you had mentioned a phone call and I'm sorry if this gets to be repetitive.

197 **HAMAN:** No, not at all.

198 **PEREZ:** Did the chief tell you that he got a phone call and that's how he found out that he was the one
199 who shot him?

200 **HAMAN:** Yeah.

201 **PEREZ:** So he – and he said it was a few days afterwards?

202 **HAMAN:** Yeah.

203 **PEREZ:** Did he tell you who the phone call was from?

204 **HAMAN:** No. Hm-mm.

205 **PEREZ:** Did he give you any indication as to how the – you know, how the person on the other line told
206 him that they discovered it was he who shot his friend?

207 **HAMAN:** No. No.

208 **PEREZ:** Okay. Did he describe his contact with the Harney County Sheriff's Office?

209 **HAMAN:** No.

210 **PEREZ:** And you had mentioned that he had notified the mayor and DEREK RODRIGUES.

211 **HAMAN:** Mm-hm.

212 **PEREZ:** Did you think that Chief O'DEA would be listed in a criminal investigation as part of the
213 negligent discharge?

214 **HAMAN:** I thought when he said it would be an investigation – I thought it would be from the people in
215 Harney County. I mean, I didn't know it was Harney County at the time. I just know that – because he did
216 say little bits and pieces – I'm glad you asked more questions because when he said that they took the guy
217 out and they called and they had – he had to be airlifted to a hospital. He did say that and so I figured that is
218 where the investigation was going to come from was from that part but like I said, I have read things so I'm
219 keeping that very separate from what – you know, what I've read and what I was told. It's like I am not
220 confusing that into what I was told so I was like no, I can't – that was a read, not a tell.

221 **PEREZ:** Yeah. And throughout this – the initial conversation or any conversations thereafter, did the chief
222 mention anything about alcohol use during the time of the shooting?

223 **HAMAN:** No. He did not.

224 **PEREZ:** And you had mentioned that he stated that he was packing up camp when the person was
225 accidentally shot. Did he say anything about shooting at cans or shooting at sage rats during this time?

226 **HAMAN:** Hm-mm. No. Yeah, because he said they were packing up camp and he was sitting – it was like
227 we were – it was either we were packing up camp or we were getting ready to pack up camp. I can't recall

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228 the exact words but I – in my mind, I pictured people packing things up and him just sitting in a chair
229 talking to a buddy, you know, just kind of enjoying the last of the moments or whatever so–
230 **PEREZ:** Besides the AC's, TERRY KRUGER and yourself, do you know if anyone else in the chief's
231 office was informed of the shooting incident?
232 **HAMAN:** No. Because he said he talked to the AC's and then there was TERRY and myself and the mayor
233 and DEREK, but no. None of the other admins or other, you know, like the lieutenants. We have two
234 lieutenants and I don't think they were brought in on it.
235 **PEREZ:** Did the chief ask you to take any direct action in regards to the shooting after your initial meeting
236 with him?
237 **HAMAN:** No.
238 **PEREZ:** Do you know if the chief told anyone else to take any action?
239 **HAMAN:** No.
240 **PEREZ:** And you said that the chief asked you to keep it kind of close.
241 **HAMAN:** Mm-hm.
242 **PEREZ:** Did he specifically ask you to keep it confidential?
243 **HAMAN:** He didn't use the word confidential but he said just don't talk – I'm trying to see if he said don't
244 talk about it or keep it in this room. I mean, in my mind, I got the very clear distinction I – you know, don't
245 go out and talk about it, you know. And I think it was because he knew that there would be an investigation
246 because he involved Internal Affairs, IA, and so, you know, the less people that you – you know, because
247 then it becomes the telephone thing and, you know, the less people that know it keeps contained for
248 questioning like this.
249 **PEREZ:** And did you prepare any kind of documentation regarding the incident?
250 **HAMAN:** No.
251 **PEREZ:** Through – from April 25th to the time that the chief was placed on administrative leave, did you
252 schedule any kind of meetings or telephone calls with the Harney County Sheriff's Office?
253 **HAMAN:** No.
254 **PEREZ:** Did you ever receive any phone calls from any investigators from the Harney County Sheriff's
255 Office asking for a second interview?
256 **HAMAN:** No.
257 **PEREZ:** Okay. Have you spoken with anyone from the Oregon Department of Justice or Oregon State
258 Police?
259 **HAMAN:** No. I have not spoken with anybody directly. I did have a phone message – oh gosh, what day
260 was that. Last – it was last week – it was after the Memorial Day holiday because we came in on Tuesday
261 and this gal from DOJ had left a message that she wanted to get a hold of DONNA HENDERSON
262 regarding the chief's incident and it was just a voicemail and so she – NICOLE RIGLEY, she sent me that
263 message saying hey, this is for DONNA who is now acting chief and I said okay and I listened to the
264 message and she was just like I need to talk to somebody right away about this but, of course, we had all
265 been off on Monday so I don't know – I don't even know what day she actually called. I don't know if she
266 called the Friday before because I was off on Friday so it was just one of those – and it was one of things
267 you don't think twice about. You know, it's just like oh okay and so then I passed it off to DONNA
268 HENDERSON and I just forwarded the phone call and then later on that afternoon, she was just like do we
269 know when – you know, when – do we know when she left that message and I said I just got it this
270 morning from NICOLE and she said yeah because she said she was sorry that she had to contact the
271 mayor's office in order for her – us to call her back and it's like we didn't even know she called until
272 Monday – or Tuesday when we all came back so – but that's the only – it was just a recorded thing that I

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273 forwarded and I can't even remember the gal's name but I just remember she was with DOJ and she wanted
274 to talk about the incident with Assistant Chief HENDERSON or one of the other AC's she said so I just
275 gave her – I just go right to the top.

276 **BERRY:** Makes sense.

277 **HAMAN:** Don't beat around.

278 **PEREZ:** In all of your time with the chief's office and PPB, have you ever scheduled interviews or talked
279 to people or have any knowledge about what happens when a Portland Police member is involved in a
280 shooting of any kind?

281 **HAMAN:** In a shooting of any kind?

282 **PEREZ:** Mm-hm.

283 **HAMAN:** No. I mean, I know that they have like debriefs but they kind of all meet and say hey, we're
284 going to meet, you know, Monday at 8:00 or whatever and they kind of work that out on their own but no. I
285 don't really schedule anything like that.

286 **PEREZ:** Okay. Do you have an understanding of how the Bureau would – or did you have an
287 understanding of how the Bureau would respond to this shooting?

288 **HAMAN:** No. Because this was a first for me. I mean, in the officer-involved shooting and – okay, I'm
289 going to backtrack a little bit now because again, I'm fairly new to – I've been doing this job since February
290 and when CHRISTOPHER PAILLE calls me – because they do all the discipline stuff so there might be a
291 time when I have scheduled regarding an officer-involved because if there's discipline involved, then we do
292 schedule if it's a precinct, you know, the AC and the Commander attend and whoever wrote the finding
293 attends so I should probably say yes, I do schedule things like that so I'm just trying to think, okay, what do
294 I schedule all these for.

295 **BERRY:** Yeah.

296 **HAMAN:** So there very easily could've been an officer-involved shooting but because this was – it
297 happened while he was on vacation and again, the way – at the time, it was just like this was an accidental
298 thing and I was more thinking like – and the fact that he had contacted the mayor and IA, I thought those
299 are the people that probably – I didn't ask but I just assumed that they put the thing in motion. I thought
300 okay, they're aware of it and they will coordinate interviews and all that kind of stuff so I just figured that's
301 where it happens and I figured that's why he told me because if DEREK calls and says, you know, we really
302 need to set this meeting up or whatever, then I'm aware and I can make sure that it happens sooner than
303 later or whatever.

304 **PEREZ:** Okay. So you were – and excuse me if I'm putting words in your mouth but you were kind of
305 operating under the assumption that the Bureau would conduct an administrative investigation?

306 **HAMAN:** Yes. Well, or – not that they would conduct an investigation maybe but they would put the ball
307 – they would get things rolling as far as what – and whatever kind of investigation, whether it be with the
308 Harney County folks or it be internal with the Police Bureau or, you know, however that happens but again,
309 yeah, this was all new – a new set of circumstances that I've never seen before so–

310 **PEREZ:** Yeah. Did you personally schedule any meetings with Captain DEREK RODRIGUES?

311 **HAMAN:** He had a standing one-on-one meeting always on Monday so if I ever had to cancel it and
312 reschedule it – regarding this, not to my knowledge, no. Just – he just had his regular one-on-one meetings
313 with him. So yeah, I would schedule them because sometimes we would have like a mayor's meeting or
314 something and I'd have to cancel DEREK and reschedule him but that had – that was just everyday stuff.

315 **PEREZ:** Do you know what day that standing one-on-one with Captain RODRIGUES occurs?

316 **HAMAN:** They're every Monday.

317 **BERRY:** Every Monday.

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318 **HAMAN:** Every Monday at–
319 **BERRY:** Do you remember about what time or is there a typical time?
320 **HAMAN:** I want to say – there is a typical time and I want to say 11:00 because they get done with that
321 and then there's a little bit of time. It's either at 10:00 or 11:00 and I can call you and let you know. I just
322 am visually trying to picture on the calendar because he's on vacation so I canceled the last one so I'm
323 thinking okay, so that was at 10:00 or was it 11:00. I want to say that it's 11:00 though because when it
324 conflicts with the mayor's meeting, I always have to cancel him because the mayor's meeting will start at
325 11:30 so I'm thinking it's from 11:00 to noon every Monday.
326 **PEREZ:** Okay. And after the meeting on that Monday, April 25th, were you told to take any action after the
327 chief met with Captain RODRIGUES?
328 **HAMAN:** No.
329 **PEREZ:** Did anyone talk about notifying the Independent Police Review?
330 **HAMAN:** No.
331 **PEREZ:** Did Chief O'DEA or Captain RODRIGUES ask you to set up any additional meetings aside from
332 their standing one-on-one in regards to the shooting after that meeting?
333 **HAMAN:** No.
334 **PEREZ:** Did you believe that the shooting would be made public?
335 **HAMAN:** Yes. I figured eventually it would be, yeah.
336 **PEREZ:** And I know this is all theoretical and kind of conjecture but when you say eventually, do you
337 have – did you have an idea in your head of how long it would take for the incident to become public?
338 **HAMAN:** I – in my head, I thought after the investigation was done, after whoever – when he said there
339 will be an investigation, again, just assuming that it was with Harney County, that it's just like okay, they're
340 going to do their investigation and they're going to come back because the struggle I had was well, he was
341 on – you know, he was on vacation. It was his own public time. I mean, yes, he's the Chief of Police and
342 then I struggle with well, he was on vacation so I didn't know what to think at that time so yeah, I just kind
343 of thought well, they'll do their talking and then they'll contact him and maybe he'll have to go down.
344 Again, this is just in my head, that he'll go down and speak with them and whatever the outcome is. It's just
345 kind of strange thinking okay, so there's that piece of it, there's the internal police bureau part of it, so I
346 wasn't sure at what point those things would cross so–
347 **PEREZ:** Mm-hm. Did you believe that the Bureau or the City of Portland would take any other action
348 related to the incident?
349 **HAMAN:** Did I believe they would've taken any action to the incident? At the time, no.
350 **PEREZ:** Okay. And after you had initially learned of the incident, but before it was made public–
351 **HAMAN:** Mm-hm.
352 **PEREZ:**–did you have any contact with anyone in the mayor's office about the shooting?
353 **HAMAN:** No.
354 **PEREZ:** Can you give me kind of a general overview as to what happened after the incident was made
355 public?
356 **HAMAN:** After when it was made public? Yes, because I learned about it on a Friday afternoon when
357 PETE SIMPSON came back to talk to the chief and the door was closed and it was towards the end of the
358 day because it was the last thing he and I talked about and he said just so you know, somebody's contacted
359 PETE regarding – I can't remember if he said incident or shooting. I can't remember. And I was like – he
360 said the media is asking and I – in my head, I just thought it was somebody probably from Harney County
361 because, you know, they have reports and stuff and I thought oh, somebody must have seen something and

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362 they called PETE and then that night I was at home and I saw it on the news and I was like oh crud, this is
363 not just some little reporter poking around. This is – you know, this is the full deal now. So then I came in
364 on Monday and I don't even remember – I don't think we even had a chief's meeting that day. I can't – I'd
365 have to go back and look and see. I can't honestly remember. All I remember is coming in and everybody
366 was talking about it at work and they're like oh my gosh and I'm just like yeah, but the media isn't saying
367 the whole thing. They're just saying hey, he shot his friend in the back and it's just like wait, they're not
368 telling the whole story. And apparently as it turns out, I didn't even know the full story. I knew I guess what
369 I needed to know at the time and so then I mostly remember Tuesday because there was a big meeting with
370 the federal task force, FTF, and DONNA HENDERSON took that over and I was like, why are you taking
371 this over and she said well, things are going on with the mayor's office and, you know, there might be an
372 exit strategy being planned and I'm like – see, I mean – and I feel stupid being so naïve that I wouldn't have
373 thought that was coming but I didn't. I was just really taken back by the whole thing so when I got back up
374 – I had to escort these people and we have this new policy where it's – so I was downstairs escorting people
375 in.

376 **BERRY:** We know about that policy.

377 **HAMAN:** Yeah, exactly. So anyway, so I was downstairs escorting – you know, getting 25 people in the
378 building–

379 **BERRY:** Lots of people.

380 **HAMAN:**– and then I came upstairs and he was in his office and when he opened the door, I went in and I
381 said so you didn't go to the FTF meeting today and he's like no and I go and, and then we shut the door and
382 he said he might be going either retiring or going on administrative leave and I'm like okay so I was just
383 trying to let – and, again, I'm still thinking here he feels bad because he shot his friend and that's what I
384 thought the whole thing was about that he hurt somebody that he really cared about and like I said, then I
385 start reading things and then it's like okay, keep that on the back burner so – yeah. So, yeah, I was really
386 kind of shocked that it – you know, that the media just took hold of it and ran with it the way they ran with
387 it because I was just like wow, this is like going in a different direction than what I even realized so I'm just
388 kind of naïve sometimes.

389 **PEREZ:** Was that FTF meeting the first time you had ever heard about the chief maybe being placed on
390 administrative leave?

391 **HAMAN:** I'm trying to remember if we talked Monday about it or not. I want to say – a majority of our
392 talking happened that Tuesday morning because he was talking about, you know, either retiring or being
393 placed on leave and, you know, talking about, you know, this is such a distraction, it's better for the Bureau.
394 That, you know, he'd be on leave or some – and not be there and I said I get that. You know, I do
395 understand that so – I don't remember us talking much about it on Monday and I'm trying to think why,
396 either because Monday was really busy or he was talking with other people but Tuesday was the first real
397 remembrance I have of that and it was just like okay, so you're going to go out the door and then what
398 happens, you know, so – and he was just so down. I mean, I was more concerned about him and his well-
399 being and that's why I'm having a hard time kind of remembering some of this because it was just like, you
400 know, I just didn't want him to be, you know, so down.

401 **PEREZ:** Yeah. Did he tell you how he learned that he might be placed on admin leave or did he say that he
402 came to that conclusion himself?

403 **HAMAN:** The mayor – he had talked to the mayor and the mayor out of town, I think, on Monday so was
404 he back on Tuesday? I know he had been talking to the mayor but I can't – and I know it was on the phone.
405 I know it wasn't in person but I don't know if the mayor was actually in town or not. I can't remember. He
406 either came back on Tuesday or he came back on Wednesday. That's a little fuzzy but they said that they

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407 had been talking and he was first going to retire and the mayor's office was like no, no, no, no. And even I
408 was just like no, go through the process. Why would you retire? There's going to be a process and, you
409 know, everything will come out and, you know, why would you do that and he's like yeah. He's like – I
410 don't know. He goes I am thinking about it and – but he said it might be administrative leave while the
411 investigation – until the investigations are over and so – and that's when I had to ask for clarification on the
412 investigations. It's like how many investigations are there because it sounds like there were like four or five
413 going on at the same time and he must have – he talked to CONSTANTIN at some point because he said
414 well, IA – our Internal Affairs and IPR, they will – that's kind of like one in the same and then the Harney
415 County DOJ, they're kind of one in the same so I was like okay. Because I thought wow, how many are
416 there going to be?

417 **PEREZ:** Yeah. It gets a little confusing.

418 **HAMAN:** Yeah.

419 **PEREZ:** In that first meeting in April when the chief first told you about it, did he ever mention the
420 possibility of being placed on administrative leave?

421 **HAMAN:** No. No. He only mentioned that there will be an investigation and again, I wasn't sure. I was
422 like okay, whose investigation?

423 **PEREZ:** So the first time you heard about him either being placed on leave or potentially retiring, was that
424 Tuesday?

425 **HAMAN:** Yes.

426 **PEREZ:** Okay. Can you kind of – I know we talked about it a little bit before, that you deal with
427 CHRISTOPHER PAILLE a lot.

428 **HAMAN:** Mm-hm.

429 **PEREZ:** Can you describe your working relationship with Internal Affairs and the Professional Standards
430 Division?

431 **HAMAN:** Basically, when I was with Operations, I dealt with them quite a bit because we would get what
432 we call the red folders, the investigations, and they would come up to the chief's office to be reviewed and
433 signed off on for, you know, whatever – I don't know what they call it there. You know, it's sustained or not
434 sustained, the disability or the findings, I guess, is the sustained, not sustained, exonerated, whatever and so
435 we would – I would deal with those on a weekly basis and we would have to – you know, because there's
436 timelines and everything so they would come up to us, we would do our part. I should say we being the
437 Assistant Chief of Operations and then we'd have to get them back to Internal Affairs within a certain
438 timeline and a lot of times, I would just hand-walk those down. I never put those in the mail.

439 **PEREZ:** Yeah.

440 **HAMAN:** I would always hand-deliver those so I would go down and talk with, you know, CHRISTINA
441 or ELAINE because those are the people that I would hand them off to and – you know, and we would just,
442 you know, here's another one for you, that kind of thing. And then CHRISTOPHER, he would set up the
443 police review boards and so we always had to be scheduling those and, again, you have to have two AC's –
444 you have to have a voting person, all that kind of stuff, so we would be coordinating, you know, which of
445 the AC's are going to do this and what – you know, who's going on this – well, whose is it, first of all and
446 then who else is going to go so – and then I'd have to work with CHRISTOPHER if like let's say we had an
447 AC on vacation, we had one that was, you know, tied up in a meeting, somebody else got – you know,
448 sometimes there would be a little juggling so I'd have to contact CHRISTOPHER and say okay, can we
449 send a sub for this, can the – you know, this person wrote the finding so we know they can't be the other
450 person involved. That especially happened if there was an acting assistant chief because it's like oh, he's an
451 acting assistant chief but he wrote the finding. It just happen to come due that week so sometimes there

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452 would be a little juggling so I would – so it was mostly coordination, things I would work with
453 CHRISTOPHER on and now that I am the executive assistant, I'm setting up these predetermination
454 meetings and I'm getting some guidance from CHRISTOPHER because sometimes an officer will call and
455 say okay, I want to schedule a predetermination meeting and I'd be like okay, then you can – we can do it
456 on – because I have to get DARYL TURNER, I have to get a commanding – you know, there's different
457 people that would be involved and sometimes I have to call CHRISTOPHER and say well, what are the
458 rules because this guy's saying he's – now he's going on maternity leave and I mean, can we wait six weeks
459 for this guy, you know. So I'm kind of learning a little bit from CHRISTOPHER like what are our timelines
460 because this is all kind of new to me so now – so this is more what we're talking about now and then he has
461 this – he does things that come out of the police review board that are like action items for the Police
462 Bureau to do so he has an action item active and action items that can be closed, and so he was meeting
463 with the chief about every other week on those and, again, this is just another big piece of what he does that
464 we coordinate meetings for so–

465 **PEREZ:** Have you spoken to anyone at Internal Affairs about the shooting?

466 **HAMAN:** Only ERICA HURLEY and it really – it was just really about setting this up–

467 **PEREZ:** Okay.

468 **HAMAN:** –so that – I haven't talked to her directly, you know, about the incident itself. Just setting this
469 interview up.

470 **PEREZ:** And at any point did the chief give you any indication as to how the internal investigation was
471 going?

472 **HAMAN:** When you say internal, you mean like with – he only – the only thing he ever said about an
473 investigation was with the Harney County one like that Tuesday, he said he would – had hoped that they
474 would wrap – it would be done by the end of that week so his – that Tuesday, whatever that Friday was that
475 he had hoped that that would be wrapped up by then.

476 **PEREZ:** Okay. Can you tell us how you learned that an administrative investigation had never been
477 opened, that IPR wasn't notified and that IA had an open – their own investigation?

478 **HAMAN:** That Tuesday, he had said that he had talked to CONSTANTIN on the phone because
479 CONSTANTIN had said IPR should've been made aware of that and I didn't say it out loud. In my head,
480 that's what I was thinking. It's like wasn't that why you told the mayor and DEREK so that that would
481 happen. I didn't realize, you know, oh you should've called – and I don't even know if he knew that, you
482 know. It was just kind of like – it was kind of a surprise like oh, well yeah, why weren't they told and – so
483 but again, that's where I thought okay, that's why you notified the mayor and IA so that that could happen.

484 **PEREZ:** And you mentioned that the chief told you that he thought the Harney County Sheriff's Office
485 investigation was going to be over by the completion of that Tuesday when he was placed on leave that
486 week?

487 **HAMAN:** Yeah, yeah, yeah.

488 **PEREZ:** Did you have any expectation or – I know this was – and this gets kind of confusing because the
489 timeline's a little weird. But before you realized that IPR hadn't been notified and that an internal
490 investigation wasn't ongoing, did you have any expectation for the completion of the IA part of the
491 investigation to the shooting?

492 **HAMAN:** No. No. I just never even factored that so–

493 **PEREZ:** Mm-hm. And can you describe your understanding of the appropriate policies and procedures
494 that the Portland Police Bureau is supposed to follow when an officer is the subject of a criminal
495 investigation?

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496 **HAMAN:** On a scale of one to 10, probably about a four. It's just something that, yeah, we're just not – or I
497 should say I am not – I don't think a lot of the administrative folks on our side – I just don't think we're that
498 well-informed on it just because, you know, if it doesn't involve you kind of thing.

499 **PEREZ:** Yeah. And this is, again, kind of a difficult question to answer because you said that, you know,
500 you don't have the in-depth level of knowledge.

501 **HAMAN:** Right. Right.

502 **PEREZ:** But do you feel that the Portland Police Bureau met the proper standard of starting an
503 investigation in this case?

504 **HAMAN:** Do I feel like they – based on my knowledge at the time, yes. I felt like things were – I thought
505 things – notifications that were supposed to be made were made and that the process would start.

506 **PEREZ:** Can you describe your contact with the assistant chiefs in regards to this incident? And this could
507 be, you know, from when you found out about it to now.

508 **HAMAN:** Right. Right. Actually, I never even spoke with any of the assistant chiefs about it until after it
509 came out in the media because it was just one of those things like I wasn't sure – you know, I know what I
510 was told. I didn't know – you know, I made an assumption that they were told the same thing but it was just
511 like I never talked about it until after it came out in the media because then it was just like changes are
512 coming and then we were more about what are the changes going to look like?

513 **BERRY:** Right.

514 **HAMAN:** So yeah. Yeah.

515 **PEREZ:** And after the story hit the media, which assistant chiefs did you speak with about it?

516 **HAMAN:** Mostly Assistant Chief DAY because I worked for him before I worked for – I mean, I worked
517 for O'DEA and then he became chief and then he brought BOB DAY in so I stayed in Operations because I
518 worked for BOB DAY so I, you know, am very comfortable and can talk with him really easily and just,
519 you know, and we were just kind of talking about stuff that was said in the paper that it was just like, you
520 know, didn't – wasn't aware of these factors and again, I wouldn't necessarily even believe the Oregonian
521 but when they put out the report that Harney County – you know, the actual police reports and I'm reading
522 them going well, okay, I can't say the media is making stuff up so that's where I was just really confused
523 and it was like Bob, you know, what are you thinking? He goes well, it's right there on paper, you know,
524 and it's like I know so it's like so what does it mean? I was more like what does it mean and again, thinking
525 about what, you know, Chief O'DEA was going through just mentally and everything. It was just like that's
526 – because I feel like, you know, yes, I work for him but I know him, you know, because I've worked around
527 him for so long and it's just like it's just devastating so–

528 **PEREZ:** Yeah.

529 **HAMAN:** And that's where my head went more than investigations and all that kind of stuff. It was just
530 like geez, here's somebody who believes in, you know, integrity and truth and all this and it's just like it's
531 just probably has him down lower than anything so–

532 **PEREZ:** And aside from that FTF meeting, have you had any specific contact with acting Chief
533 HENDERSON about the shooting?

534 **HAMAN:** Not about the shooting. We were more about just, you know, what are we doing now, how are
535 we keeping the ship afloat, how – you know, it's just looking at what O'DEA had on his calendar and what
536 – you know, it's just like okay, these are things that he had that we need to kind of continue with and yet
537 she's still wearing the investigations branch hat so I'm trying not to overwhelm her but I think I've done
538 that.

539 **BERRY:** There's a lot of stuff to do all at once.

540 **HAMAN:** Yeah. It is. It is. It's just like she's got to quit wearing two hats.

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541 **BERRY:** Oh yeah.

542 **HAMAN:** She's managing it very well but it's got to be tough.

543 **PEREZ:** Yeah.

544 **HAMAN:** Yeah. But as far as the investigation goes, I mean as far as the shooting, we haven't, you know,
545 said anything. You know, I mean a lot of people say he's not coming back, you know, and I don't know if
546 they're just trying to prepare me mentally for that or if it's just like, you know, this is just the way it is with
547 these kind of things so – because again, it's all new to me and people say this shouldn't be new to you and
548 it's just like well, it is because usually if a chief goes out, another one is named that afternoon, you know.
549 It's not where, you know, they're on administrative leave and we're just kind of hanging around waiting for
550 investigations and things like that so–

551 **BERRY:** I hadn't thought about that but I suppose that's true, isn't it?

552 **HAMAN:** Yeah.

553 **BERRY:** Yeah.

554 **HAMAN:** Yeah. It's always bing, bing, you know, and it's just like okay, what do we – I don't know, do we
555 do – I don't know.

556 **PEREZ:** Have you had any contact with PIO, PETE SIMPSON, after the incident was made public and he
557 had the initial meeting with the chief?

558 **HAMAN:** No.

559 **PEREZ:** Okay. Have you had any contact with the media at all?

560 **HAMAN:** No.

561 **PEREZ:** Would you like to add anything about the incident?

562 **HAMAN:** Like I said, what we were given was, you know, it was informative but not real into detail
563 because I even walked out having more – like okay, how do you set your gun down and it goes off and, you
564 know, I had more questions like that kind of a thing, not so much as far as, you know, who notified who
565 and who told who what and all that kind of stuff. And like I said, my main concern for him was that I knew
566 how bad he felt about just his friend being hurt and that's where I thought all the problems were coming
567 from, not other pieces that have come forth since then but yeah. So I wish – you know, part of me wishes I
568 knew more. Maybe it's good that I don't. I don't know. It's like – it's just like I just hope – you know, I just
569 hope for his sake that, you know, these things are – you know, can go quickly and that, you know, his name
570 can be cleared and yeah, I just – I don't know. I'm probably saying too much. Quit rambling, DIANE.

571 **PEREZ:** Oh, no.

572 **BERRY:** Not at all.

573 **HAMAN:** But yeah – no. There wasn't anything – at one point, I had – when they were doing the gag
574 orders, because after this came out in the media and then they're doing the gag orders on everybody, which
575 is – which I always think is a good thing because it stops that from, you know, things being said. But
576 GREG PASHLEY had come in and he wanted to – again, I'm so silly. He had something really important
577 for the chief to sign and I was like oh, he's in a meeting right now when he was in a meeting with PETE
578 SIMPSON and I think that they were getting ready to put the story out. You know, to put something out in
579 the media but I made sure that I pulled them away from that and had him sign this paper that GREG had
580 which was the gag order.

581 **BERRY:** Oh boy.

582 **HAMAN:** So from that moment – I know. I just wanted to shoot – no, I mean, I just wanted kick myself.
583 Sorry, sorry, sorry. Can you delete that–gosh, anyway. So I felt horrible because I thought here they were
584 meeting to do this and now because I was like oh, well GREG, got to have him sign this, it's so important
585 and it's like, okay, that could've waited probably maybe 30 more minutes but, you know, I just think – I

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586 think that would've helped, you know, if he would've been able to get that out through the PIO, you know,
587 whatever he was going to say. I don't know but anyway, so that was just one of those okay, did I do more
588 harm than good?

589 **PEREZ:** Investigator BERRY, do you have any questions?

590 **BERRY:** You know, I just had one or two and they're real broad, so

591 **PEREZ:** Sure.

592 **BERRY:** talk as little or as much as you want.

593 **HAMAN:** Ah-oh.

594 **BERRY:** Just – you've been with the Bureau for a while?

595 **HAMAN:** Yeah.

596 **BERRY:** And you've handled administrative functions for a whole lot of high-level people in the Bureau.

597 **HAMAN:** Mm-hm.

598 **BERRY:** As you think back – and you've been real clear with us that you're concerned primarily about the
599 chief is how this incident affected him?

600 **HAMAN:** Yes. Yes.

601 **BERRY:** You know, shot a friend, it's devastating. Devastating.

602 **HAMAN:** Yeah.

603 **BERRY:** But putting that to the side and just putting on as you think back to what you've done at work,
604 anything stand out as different in this situation versus any of the other big flaps you've been a part of?

605 **HAMAN:** Does any part of this stand out as different? Well, you know, I said a little bit earlier, I mean, it's
606 different in the standpoint that, you know, we just don't know who's going to be running the ship. I mean,
607 that's a little different.

608 **BERRY:** Yeah.

609 **HAMAN:** But if you're talking from more of a was this treated different than – you know, like if it was a
610 different chief and the same thing had happened and a different mayor, would it – you know, would they
611 have put him on administrative leave, you know, immediately? You know, it's hard to say because I know
612 that there's been contention between some mayors and chiefs in the past and there's probably – I mean,
613 honestly, I think there are probably times where they would've like in a heartbeat said okay, you're on
614 administrative leave immediately just because there was contention between – it's like, okay, here's my
615 opportunity, you know, for the door for you so maybe that could've happened in the past. I mean, I'm just
616 being, you know, hypothetical so – but do I think that special treatment was given? I don't think so. I'm just
617 thinking this because I know the mayor and a chief do have a very good relationship and the chief does
618 have good relationships with the community and with the commissioners and everything, and this is a first
619 in my time of being around it where it has been such a cohesive group. And so I think again because it
620 happened while he was on vacation and, you know – well, yeah, and I'm not – that it was an accident, it
621 was just like oh well, you know, yeah, let's do the investigation and see what happens. So just from my
622 knowledge and what I knew at that time, so does that help? Did it answer your question?

623 **BERRY:** Absolutely. Absolutely.

624 **HAMAN:** Okay.

625 **BERRY:** Well, thank you so much for talking with us today. It's a big help to get a chance to talk to you.

626 **HAMAN:** It's – yeah. You know, it's hard and it's just – it's a whole – and like I tell people, I said, you
627 know, there's just uncertainty, you know. It's just like it's just a lot of uncertainty and, you know – and I try
628 not to stand on both sides of the fence but more importantly, I've got the whole, you know, emotional,
629 personal side of it and then the business side of it and it's just like, you know, where did we go wrong, what

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630 could we have done better, what should we have done differently, you know, but in my mind, I was just
631 kind of like going oh, the mayor was notified, IA was notified, we're good, you know, so I hope we are.

632 **PEREZ:** Thank you. The time is 10:55 and we are ending the interview.

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635 Transcribed 06/21/2016 @ 2:00 p.m. Michele Pollreisz

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