

The Oregonian

Portland's new Police Chief Mike Marshman promises 'reset' to restore public trust

By Maxine Bernstein

June 28, 2016

Mike Marshman was supposed to be on vacation last Wednesday but came in on his day off to attend a meeting on the status of Police Bureau reforms required under a settlement agreement with the U.S. Department of Justice.

After that meeting in Mayor Charlie Hales' office wrapped up, Hales had Marshman stay. That's when Hales asked Marshman to serve as the city's next police chief. Marshman got the impression that the mayor was negotiating O'Dea's retirement, but didn't ask too many questions.

Marshman, 50, a 25-year bureau veteran who this year reached retirement age, told the mayor he was honored but needed to think about it.

"When you're asked to lead the police bureau in this time in policing history, it's just a big, big job," Marshman said. He thought of the major challenges the bureau faces: adopting wide-ranging reforms, a staffing shortage, difficulty attracting new recruits, the community's lack of trust.

"I didn't want to have a knee-jerk reaction. I wanted to give it some consideration, and frankly, consider, 'Am I up to the job? Can I tackle this? Am I able and willing to give it 110 percent?'" Marshman recalled.

He returned to his Scappoose home and discussed it with his wife, Shea Marshman, a criminal justice research scientist who has previously worked for the Multnomah County Sheriff's Office as a planning and research director. By the next morning, he told the mayor yes.

As Mayor Charlie Hales announced Chief Larry O'Dea's retirement Monday morning and introduced Marshman as the new chief at City Hall, O'Dea came back to the Police Bureau's headquarters in downtown Portland to clear out of his office on the 15th floor. O'Dea had been on paid leave since May 24, shortly after his public revelation that he shot a friend by accident in April during an eastern Oregon camping trip. He faces separate criminal and internal investigations.

In a whirlwind first day as chief, Marshman took the oath of office at 10:57 a.m., removed his captain's badge for the chief's badge that the mayor pinned on his uniform, addressed two Central Precinct roll calls of officers at noon and 4 p.m. and completed a sweeping shakeup of the bureau's command staff – involving every one of the top 16 management posts.

Marshman said it was his decision, not the mayor's directive, to remove the existing assistant chiefs who each face an administrative investigation looking into why they didn't call for an internal review of O'Dea's off-duty shooting after he told them about it in late April.

Marshman called the uncertainty over O'Dea's future and outcome of the criminal and administrative investigations "very detrimental" to the bureau. He said it wasn't good for officers to be questioning what was going to happen to their leaders.

"I believe we needed to have a reset, kind of restart the engine and move forward and send a new message," Marshman said.

He also decided to get rid of the fourth assistant chief's job, which was added under O'Dea to oversee the bureau's community outreach work.

"I didn't want that work siloed off in any one place," Marshman said. "I want that work embedded everywhere in the bureau. Community engagement – that needs to be a core competency in every part of the bureau."

Going from four assistant chiefs to three, "it starts a kind of domino effect," Marshman said. Beyond that, Marshman spent the rest of his staycation last week and into the weekend working to figure out where police supervisors' strengths can be used most effectively.

"It's just not a small move," Marshman told officers at the roll calls. "I believe in the people and where I put them."

Marshman developed a sense of community service from his parents and older brothers. His father was a World War II veteran. His mother worked as a nurse. His older brother is a retired FBI agent; his middle brother, a former F-16 pilot in the Air Force.

He was born in Fanwood, N.J., about 15 miles southwest of Newark. But his family moved to a Chicago suburb when he was in first grade. He grew up there, and attended Arizona State University for two years. There, one of his professors was a former law enforcement officer and suggested Marshman take a criminal justice course, although Marshman's strengths were math and physics, he said.

Marshman ended up transferring to Portland State University and earned a bachelor of science degree in 1987. He said he fell in love with the Pacific Northwest and applied for an entry-level police officer's job in both Portland and San Diego.

"San Diego finished their hiring process faster," Marshman noted, adding dryly, "which I hear is still an issue today." Portland police have consistently lost potential recruits to other police agencies, which have a quicker turnaround time.

He worked two years as a San Diego officer before he returned to Portland, hired by the bureau here in April 1991. He met his current wife, his second marriage, while they were both taking graduate courses at Portland State University.

As he rose through the ranks and took several police executive courses, Marshman began to follow the writings of Yale University law and psychology professor Tom R. Tyler. Marshman described Tyler as one of the "pre-eminent scholars on police legitimacy."

To Tyler, the success of a police department depends directly on whether the community supports the local force. To gain the public's trust and confidence, police must convince people that they're honest, strive to do their jobs fairly, appropriately and morally and are truly working for the public's safety.

Police can help achieve that by giving residents a voice and treating everyone they encounter with respect and care. If that happens, people will be more willing to accept laws and police authority. The agency then gains what Tyler calls "legitimacy."

Tyler says the same concept applies to the culture within the bureau – if officers feel they're treated fairly by their supervisors, they're more likely to follow department rules.

"I think the officers in the police agency need to understand that to a fairly high degree – just what it means to deliver good service," Marshman said.

Marshman, tall and thin with a low-key style, addressed the roll calls because he said he wanted to make connections with the bureau's rank-and-file. The police union endorsed Marshman within an hour of his appointment.

Marshman reiterated his commitment to reforms imposed by the federal government after it found in 2012 that Portland police used excessive force against people with mental illness. He promised "renewed focus" and "renewed energy" by the police command staff from him on down.

"We do have a vision again," he told them. He shared his goals for the bureau: restoring public trust, reinforcing "legitimacy" within the bureau and complying with required policy and training reforms. "We're on track. We'll be fine."

Marshman late Monday was still working out of his office in the bureau's strategic services division, where he's served for the past 2 ½ years as the bureau's liaison to the U.S. Department of Justice, responsible for carrying out the required changes, including a more restrictive stun gun policy and a better accounting and oversight of officers' use of force.

He continues to grapple with how to share the gravity of the federal mandates with every part of the Police Bureau even though each reform doesn't necessarily touch each division the same. "I think we're doing well. We know where we're at. We know where we want to go," he said. "The implementation piece is the hard part. It's so process heavy right now."

He's not ready to eliminate police specialty divisions like the elder abuse unit or street crimes unit to put more officers on the street as the acting chief was moving to do. Marshman said he'll conduct "more detailed, data-driven" analyses and have conversations with outside agencies before he makes any such reductions.

Moments before he headed home about 6 p.m. after seven hours as chief, Marshman said, "I'm looking forward to a good night's sleep and coming back tomorrow and starting again. I want to invigorate the folks who work here and help the bureau move forward. I know that may sound trite, but I really mean it."

Portland's latest technology screw-up ends in finger-pointing

*By Brad Schmidt
June 28, 2016*

Add this to Portland's growing list of bungled technology projects: permitting software that's cost \$3.9 million but is nowhere near complete.

Frustrated city officials this month cut ties with the lead contractor, Sierra-Cedar Inc., after the Georgia-based company failed to complete half its promised work by the end of a three-year-old contract.

That decision creates more uncertainty for a software project already years behind schedule and now even more likely to blow its \$11.8 million budget. Almost half of what was spent so far went to management fees and travel expenses — and not lasting work on the project, records show.

Officials concede they aren't sure how much the project might cost and say it won't be ready for at least 2½ more years. Officials had once hoped to complete it by May 2015.

The setbacks extend beyond the city's bottom line and are expected to hurt businesses who won't be able to cut costs by submitting records electronically. The delay also highlights challenges of making seismic shifts inside government bureaucracy, raising questions about how easily officials can cut red tape for affordable apartments amid a construction boom.

"I can't deny that technology projects and government are sort of like oil and water," said Commissioner Dan Saltzman, who oversees the Bureau of Development Services, which has been leading the project. "But then again, there are a lot of screw-ups in the private sector that you just never hear about."

Hear about this, the Portland City Council has. But repeated public warnings since September 2014 did little to steer the project on track.

The so-called Information Technology Advancement Project was supposed to bring the city's permitting bureau into the 21st century.

Officials expected the software would let developers and architects submit permits and paperwork electronically. City employees would approve documents online and access records from the field. Historic permit and property information would be digitized and available online.

But the project has been plagued with problems. It joins a notorious list of city technology projects, including the Water Bureau's software fiasco in 2000 that left the city with millions of dollars in uncollected bills and a citywide payroll system that tripled in cost to \$47.4 million in 2010.

In November 2010, the City Council moved forward with its now-troubled permitting project just days after Portland's auditor revealed problems with the payroll system — prompting Commissioner Nick Fish to call it the "elephant in the room." But officials supported a plan by then-Commissioner Randy Leonard to work exclusively with the state of Oregon's vendor for a proven software system.

When Saltzman took over the permitting bureau in 2011 he changed course and decided to seek competitive bids. The project was projected to cost \$8.2 million and finish by May 2015. Officials in December 2012 approved a contract with Sierra Systems, which later became Sierra-Cedar. An aide for Saltzman called the company "a highly qualified implementation vendor."

Work finally began under the contract in June 2013, this time with Commissioner Amanda Fritz overseeing the permitting bureau. Sierra began warning of price and schedule changes in January 2014, according to documents obtained under the state's public records law.

Problems became public in September 2014 when a city oversight committee — created by Saltzman because of the payroll debacle — weighed in. The committee accused Sierra of falling behind and applying "faulty assumptions" to the original plan and schedule. Fritz maintained it would be built "on time, on budget, and it will work."

Every three months, the oversight committee updated the City Council on mounting problems, with a color-coded matrix showing the lagging project engulfed in red. In July 2015, officials said the project wouldn't be ready until the end of 2018, and even that was considered risky.

Last fall, a Sierra-Cedar representative flew to Portland hoping to reassure the City Council. By then, Saltzman was back in charge of the permitting bureau and had ordered Sierra to show what it could deliver within 90 days.

But members of the city's oversight committee questioned if Sierra-Cedar had enough talent to complete the project after massive staffing turnover.

"You will likely hear how the vendor is going to turn things around," Ken Neubauer, one of the city's oversight members, warned the City Council in an October 2015 meeting. "It is my opinion that while the vendor possessed the capabilities at the time the project was awarded, they have since lost that capability – along with the entire team, 17 people."

That scorching assessment didn't discourage the city. Officials kept working with Sierra and considered extending the company's contract beyond June. But the city ultimately dropped that plan and decided to cut ties.

"It was just a recognition that, I think, they weren't going to be able to produce the progress and achievements we were expecting" at the price Portland wanted to pay, Saltzman said.

Behind the scenes, both sides blamed the other.

In a May letter, Sierra blasted the city for providing "no leadership" and refusing to approve "efficiency-enabling measures." Sierra also said the city lacked enough staffing to oversee the project, which was a "key factor in the slow progress of the project to date."

Portland countered that Sierra "does not have the skills or knowledge to complete" some work and "continues to avoid acknowledging or owning its self-caused delays." What's more, the city said the company hadn't provided adequate information for more than two years, preventing the city from making informed decisions or "fully discovering how much work is completed" and "how much remains."

Sierra accused Portland of inaccuracies and myriad generalizations unsupported by facts. Portland accused Sierra of numerous allegations that "cast a false light" on the city.

In the end, Saltzman said, both sides decided to walk away. Under terms of a settlement agreement, neither will sue.

"It's an amicable parting of ways," Saltzman said.

An attorney for Sierra-Cedar did not respond to a phone call or an email seeking comment.

In the end, Portland spent nearly as much paying Sierra-Cedar's \$35,000 monthly management fee and travel expenses as it did on software deliverables. Records show Portland paid nearly \$1.1 million for management fees and more than \$653,000 on travel expenses.

The contract spelled out 56 specific tasks or projects that needed completion. Half weren't accomplished, records show. Of the \$2.2 million Portland spent on projects outlined in the contract, the city didn't pay full price on a single item. Portland spent an additional \$180,000 paying two subcontractors directly.

Money for the project comes from permitting fees charged by the bureau.

Of the big-ticket items envisioned for the software project, Saltzman could point to only one – a way to submit and review building plans electronically – that is near completion. But Paul Scarlett, director of the permitting bureau, said city officials won't use it widely at first and instead will test it with a tiny sample of projects.

"We don't want to take on everything to begin with," Scarlett said. "We'd rather see with a few projects that it's working."

If completed, the overall technology project is supposed to benefit government and businesses alike. Officials estimate that a functioning system would eliminate the need for nine positions at a cost of \$1.3 million annually, although those jobs don't currently exist. The technology is also estimated to cut costs for businesses by a total of up to \$1 million a year.

Saltzman and Scarlett maintain the project will be completed, with Saltzman suggesting project oversight should shift to the Bureau of Technology Services. They hope to hire a new company or companies and are targeting the end of 2018 to finish the project – the same delayed timeframe linked to Sierra.

"The optimism remains strong," Scarlett said. "This is a critical project that needs to be implemented"

Asked if the timeframe is realistic, Saltzman said: "At this point, I believe it is."

City documents from the spring belie that optimism.

"There are extreme costs and risks," officials wrote in March about a November 2018 completion, "that come with a date so far in the future."

Google affiliate wanted to take over Portland's parking, transit management

*By Elliot Njus
June 28, 2016*

A Google sister company recently sought to integrate itself into Portland's parking and transit management.

The proposal came shortly after Portland was in March named a finalist in the U.S. Transportation Department's Smart City Challenge, a competition for a \$40 million federal grant that ultimately went to Columbus, Ohio.

Google sibling Sidewalk Labs sent Portland and other finalist cities documents, obtained by The Oregonian/OregonLive, that offer a rare look into the company's plans. It's also a glimpse at a future where cities are increasingly dependent on technology firms for services to help deal with urban congestion.

Sidewalk was a partner in the competition and offered temporarily free use of its technology to the winning city. That would include access to goodies like its digital information kiosks that double as gigabit internet hotspots, as well as its Flow apps for parking and transportation management.

The parking software would help drivers identify unused parking near their destination, direct them to it and facilitate payment. It leveraged Google's experience with mapping software and machine learning with the goal of easing parking pains and traffic.

Its transit-focused app, meanwhile, mirrored Portland's proposal for an app that would let users comparison-shop for trips around the city, weighing the cost and time commitment for options such as driving, public transit and biking.

But The Guardian, a British newspaper, reported Sidewalk was at least initially pushing cities toward tight integration with Google-owned apps, a move that could be difficult to unwind later.

And it also proposed directing government subsidies toward private services like taxis, Lyft and Uber and away from public transit. That, experts told the paper, could weaken cities' subsidy-dependent public transit systems and ultimately hurt low-income riders.

In a statement to The Oregonian/OregonLive, Sidewalk chief operating officer Anand Babu said its goal was to make more data available to cities so they can make better policy decisions when it comes to transportation.

"Flow is about using data and analytics to help cities work with their citizens to increase the efficiency of road, parking, and transit use, improving access to mobility for all," Babu said in the statement.

Portland, for its part, said its proposal for the grant competition focused on open data that could be used by third parties. Though its proposal was similar to the technology promoted by Sidewalk, the city said it talked with multiple providers that offer similar services.

"We really would like to partner with Sidewalk Labs in the future," Margi Bradway, a transportation bureau manager who worked on Portland's Smart City Challenge application. "But we haven't determined how or why or when."

She added that any agreement with Sidewalk would have gone through an extensive public process.

Portland's new police chief makes major command changes

By Maxine Bernstein

June 27, 2016

By the end of Mike Marshman's first day as Portland's new police chief, he named three new assistant chiefs, sent three former assistant chiefs back to serve as captains and reshuffled commanders of each of the bureau's three precincts.

Marshman tapped Chris Uehara, a 26-year bureau veteran who is now North Precinct commander, to serve as assistant chief of operations.

Capt. Matt Wagenknecht, who will mark his 24th year with the bureau in July and supervises the tactical operations division, will be assistant chief of investigations.

Capt. Mike Leloff, a 26-year bureau veteran who leads the transit police, will serve as assistant chief of services, including the records and personnel divisions.

Donna Henderson, who was an assistant chief in charge of investigations until Mayor Charlie Hales named her acting chief, is retiring, effective the end of the week.

The mayor elevated Henderson on May 24 when he placed Larry O'Dea on paid leave for his off-duty shooting of a friend. Henderson has 28 years on the job. O'Dea, under criminal investigation, retired Monday.

"I'm just saddened that it all came down the way it did," Henderson said. "I've had a good career for 28 years. The employees of the Portland Police Bureau are incredible, and I'm going to miss them."

Capt. Derek Rodriguez, who led internal affairs and remains under administrative investigation along with the former assistant chiefs for not informing the city's Independent Police Review Division about O'Dea's shooting, is being transferred to supervise the family services division.

Marshman took the oath of office Monday morning, after Hales announced O'Dea was retiring and introduced Marshman as the city's 46th police chief.

Marshman said he's committed to rebuilding community trust in the police, restoring trust within the bureau and making sure the bureau adopts the federal reforms that are part of a settlement agreement the city reached with the U.S. Department of Justice.

"As you know, the Police Bureau is facing critical challenges and recent events have left the organization reeling," Marshman wrote to bureau members in announcing the changes. "This requires definitive and immediate action to make necessary positive changes to stabilize the organization."

Marshman is eliminating the fourth assistant chief who was assigned to community outreach – a position that O'Dea had added under the mayor's watch.

Former Assistant Chiefs Bob Day, Kevin Modica and Mike Crebs are being reassigned.

Day will serve as training division captain. Modica will be captain of the youth services division and Crebs will lead the traffic division as captain.

"Each of the assistant chiefs has shown tremendous commitment to the Bureau," Marshman said in a prepared statement. "These new assignments are critical functions in the Bureau and to the community. The training division plays a significant component of achieving Department of Justice compliance; the youth services division plays a tremendous role in building community trust and relationships with young people and families; and, the traffic division is a key player in our commitment to eliminating traffic fatalities as part of Vision Zero."

Marshman also reshuffled precinct commanders and some other division assignments. North Precinct will be led by Cmdr. George Burke and Capt. Vince Elmore. East Precinct will be led by Cmdr. Kelli Sheffer, who will be promoted from captain, and Capt. Robert King. Chris Davis will be promoted from captain to commander and lead Central Precinct with Capt. Tom Hunt.

Cmdr. Dave Hendrie, now at East Precinct, will lead the detective division. Cmdr. Sara Westbrook, now head of Central Precinct, will be moved to transit police. Capt. John Brooks will lead the professional services division.

Capt. Bryan Parman, now head of training, will be moved to lead tactical operations. Acting Capt. Steve Jones will oversee Marshman's old job, as head of strategic services and liaison to the U.S. Department of Justice.

Portland mayor appoints new police chief in wake of 'turmoil and confusion' over shooting scandal

By Maxine Bernstein

June 27, 2016

Portland Mayor Charlie Hales blamed "trial by media" as he announced Police Chief Larry O'Dea's retirement Monday, but he acknowledged that the fallout over O'Dea's off-duty shooting of a friend had caused "turmoil and confusion" that demanded a change in leadership.

"Chief O'Dea recognized the strain on the bureau and the need to move forward," Hales said.

O'Dea, 54, has been under criminal investigation for the April 21 shooting during a camping trip in eastern Oregon. O'Dea told the mayor about the shooting four days later, but they both kept it under wraps until reporters asked about it a month later.

The mayor named Capt. Mike Marshman as the new chief. He chose Marshman instead of acting Chief Donna Henderson or three assistant chiefs to ensure "clear and unquestioned leadership," Hales said.

He called Marshman the "right leader for the Portland Police Bureau right now," citing his deliberate and thoughtful thinking.

He approached Marshman on Thursday or Friday, and Marshman told the mayor he had to think about it.

"It's a hard community to police in," Marshman said moments before he was sworn in to the top job by the city auditor.

Hales remained a staunch supporter of O'Dea and wouldn't comment on the ongoing investigation by state police and the state Department of Justice.

"I'll continue to wait on passing judgment until I have all the facts," Hales said. "I'm sad to lose his service, and we should all be sad to lose his service."

The chief's and mayor's delay in publicly disclosing the shooting and the fact that O'Dea stayed on the job during that time without any internal inquiry angered rank-and-file officers, who complained of a double standard.

The mayor -- as well as Henderson, the other assistant chiefs and the internal affairs captain, who all heard about the shooting from O'Dea in late April -- never told the city's Independent Police Review Division about O'Dea's admission. The division conducts internal investigations of any officer who holds the captain's rank and higher.

The division director learned about the shooting through media reports on May 20 and then opened an internal review -- a routine step when an officer has a negligent or accidental discharge of their gun, on or off duty.

Hales said Monday during his news conference that he didn't notify the division "because I thought the official process was underway." He declined to elaborate even after pressed to explain his own role in the delay.

The review division also is now investigating Henderson, the assistant chiefs and the internal affairs captain, to find out why they didn't initiate a review.

O'Dea shot a friend, Robert Dempsey, in the lower left back while camping in Harney County. He and his friends, including two other retired Portland police tactical officers, were shooting ground squirrels, according to a deputy sheriff's report.

At first, O'Dea told a sheriff's deputy that it appeared Dempsey had shot himself while trying to return his pistol to a shoulder holster. O'Dea also told the deputy that he didn't have his rifle in his hands at the time of the shooting. He didn't identify himself as Portland's police chief.

Later, O'Dea called Dempsey to apologize for shooting him. Dempsey, after his release from the hospital, told the deputy that O'Dea had problems with his .22-caliber rifle misfiring and jamming all day. He said O'Dea had told him that when he returned to his seat and picked up the rifle, it went off, striking Dempsey, who was in a lawn chair next to him, according to the deputy's report.

O'Dea never told the Harney County Sheriff's Office that he was responsible for the shooting, Sheriff Dave Ward has said.

O'Dea's lawyer Derek Ashton said he's confident O'Dea won't face criminal charges. O'Dea didn't knowingly shoot his friend and was unaware at first that the shot came from his rifle, Ashton said. O'Dea also disputes the deputy's report that he was impaired by alcohol at the time.

The mayor said O'Dea's resignation was voluntary. Hales was out of town at a U.S. Conference of Mayors meetings this weekend, and negotiations for O'Dea's resignation continued through the weekend. The assistant chiefs had no idea of the command shake-up until they received calls from the mayor early Sunday evening.

O'Dea's retirement took effect Monday, with an annual pension of \$170,792.16 -- 87 percent of his final annual salary of \$197,146.08, according to the Portland Fire and Police Disability and Retirement Fund. He had 29.82 years of service, and a tax-remedy benefit of \$547 a month was added, said the fund's director, Samuel Hutchison. He started as chief in January 2015 with an annual salary of \$192,504.

Marshman, 50, has most recently served as the bureau's federal justice compliance coordinator, responsible for ensuring the bureau adopts reforms required under its settlement agreement with the U.S. Department of Justice. The agreement stems from a 2012 federal investigation that found Portland police used excessive force against people with mental illness.

Marshman, a 25-year bureau veteran, cited his three goals as chief: to build community trust, restore legitimacy within the bureau and focus on the federal-mandated reforms. He also will be working to fill the estimated 65 vacancies in the bureau.

"Those three goals I expect every member of the Police Bureau to know," he said.

"Police work in 2016 cannot be accomplished in a vacuum," Marshman said. "We must participate and engage with the entire community to solve problems, and that means being partners and allies, not just authority figures."

Marshman lives in Scappoose with his wife and joined the Police Bureau on April 25, 1991 after working two years for the San Diego Police Department. He's served as public information officer, a lieutenant in Central Precinct and as former Chief Mike Reese's executive assistant. He obtained a bachelor's degree from Portland State University in 1987.

Oregon's U.S. Attorney Billy Williams said he supports the change and is hopeful Marshman will build trust in the community. "The standards of the Portland Police Bureau will be a direct reflection of its new leader," Williams said.

Multnomah County Circuit Court's Presiding Judge Nan Waller also spoke on Marshman's behalf. "Capt. Marshman's experience as the Department of Justice coordinator has provided him with a clear understanding that good policing requires a foundation of public confidence, built through community engagement and mutual respect."

The mayor's news conference started in City Hall's third-floor hallway, but was disrupted when local activist Joe Walsh began playing a recording from a small loudspeaker as the mayor spoke that blared, "How much did you know? When were you told?"

Hales and his staff then moved into the conference room inside the mayor's office.

Marshman won endorsement from the police union and Mayor-elect Ted Wheeler, who said he supports the new chief but still plans a national search when he takes office next year.

Officer Daryl Turner, president of the Portland Police Association, said "a dark cloud has been lifted from over the Portland Police Bureau with the much needed departure of Larry O'Dea." The union represents officers, detectives and sergeants.

"We are at a critical crossroad. Although we're still angry and in disbelief by the deep wounds inflicted on our organization by the outgoing chief, we are optimistic that we can work collaboratively with Chief Marshman to rebuild this Police Bureau," Turner said in a statement.

Mayor-elect Ted Wheeler said he supported Marshman's selection but still intends to conduct a national search for the job once he takes office. Marshman is welcome to apply as a contender for the job, he said in a statement.

Closing sidewalks, bike lanes for construction a 'last resort' under new Portland policy

By Elliot Njus

June 27, 2016

Portland is trying to make it easier for pedestrians and cyclists to navigate construction zones — even when it means closing a travel lane to cars.

The city's recent building boom, and associated sidewalk closures, has led to complaints from walkers and bikers that they were too often forced to dodge traffic to get around construction zones. Advocacy groups launched social media campaign, cataloging the worst offenders with the hashtag #WorkZoneWTF.

The Portland City Council will vote on a resolution this week, formalizing a policy the city has already applied in recent months. It requires construction firms to create a traffic management plan that preserves access for pedestrians and cyclists.

"We wanted to make sure the last resort was to close the sidewalk and to close the bike lane," said Faith Winegarden, the Portland Bureau of Transportation permitting manager. "We want to make sure every option has been explored."

Previously, closing a traffic lane wasn't considered an option to make room for pedestrians or a bike lane. Under the new policy, closing a sidewalk is considered a last resort, and closing a traffic lane to facilitate foot traffic is fair game.

It also pushes contractors to consider using covered walkways and, if pedestrians are moved to a walkway in the street, to build a temporary barrier from street traffic.

Clusters of construction mean worksites occasionally detoured pedestrians across the street even when construction has also closed that sidewalk, said Noel Mickelberry, the executive director of the pedestrian advocacy group Oregon Walks, and some of the closures lasted as long as a year.

Others closed sidewalks simply to use them as storage space, she said, such as for a portable toilet or construction materials.

Mickelberry said the new policy has already prompted improvement. More recent construction sites have included passage for pedestrians and bike lanes.

"When the city policy states that closing the sidewalk is the last resort, that's a really big improvement," she said.

The Portland City Council will consider the new policy at 9:45 a.m. on Wednesday.

Ted Wheeler still expects national search for police chief

By Brad Schmidt

June 27, 2016

Portland Mayor-elect Ted Wheeler on Monday said he still expects to conduct a national search for police chief, meaning Mayor Charlie Hales' newest pick will have to compete for the job if he wants it.

Hales on Monday named Capt. Michael Marshman to replace Chief Larry O'Dea, who announced his retirement in the fallout over a shooting accident in eastern Oregon.

Marshman was named the permanent rather than interim chief by Hales. But Wheeler, who will replace Hales in January, quickly issued a statement saying a national search is needed.

"I have been clear that a comprehensive national search for a Police Chief is in the best interest of Portlanders (and) the Police Bureau," Wheeler said in the statement. "I am confident that Chief Marshman will be a top candidate for the position, should he have an interest in continuing as Police Chief."

Michael Cox, Wheeler's campaign manager during the primary election, wouldn't say how quickly Wheeler plans to launch a national search after taking over.

But Cox reiterated that Wheeler does intend to open the position to outside candidates through a national search.

"That is still our expectation," Cox said.

Wheeler spoke with Marshman on Monday but it wasn't the first time they've met. During the mayoral campaign, Wheeler met with Marshman to discuss reform efforts mandated by the U.S. Department of Justice.

Wheeler said he looks forward to continuing to build his relationship with Marshman in the months ahead.

"Mike Marshman is a quality choice to fill the role of Portland Police Chief," Wheeler said. "I expect him to bring stability to the department and begin to address the significant public safety issues that exist in our community."

Portland Police Chief Larry O'Dea to retire amid criminal investigation over shooting friend

By Maxine Bernstein

June 27, 2016

Portland Police Chief Larry O'Dea has decided to retire, ending a nearly 30-year career amid criminal and internal investigations for an off-duty shooting of a friend during an eastern Oregon camping trip, his attorney confirmed Sunday.

Mayor Charlie Hales, who serves as police commissioner, is expected to make the announcement Monday morning.

Hales will appoint a captain – someone other than the four assistant chiefs under an administrative investigation themselves -- to serve as interim chief until a successor is determined, likely after Mayor-elect Ted Wheeler takes office in January, multiple sources told The Oregonian/OregonLive.

O'Dea's lawyer, Derek Ashton, said O'Dea "did not knowingly discharge a firearm in the direction of his lifelong friend." O'Dea also contends he was not intoxicated or impaired by alcohol at the time of the shooting, and is confident the criminal investigation by the state police and Oregon Department of Justice will not result in charges and clear up "gross misstatements of facts contained in early reports," his lawyer said.

"His thoughts and prayers have been with his friend from the moment the accident occurred. Larry has always placed the security, health and well-being of others above himself while focusing on the greater good for the citizens he served and the Portland Police Bureau," Ashton said Sunday. "With those priorities in mind, he has decided to retire."

The mayor's spokeswoman Sara Hottman alerted media on Saturday that Hales will be holding a press conference at City Hall at 10 a.m. Monday. She declined to discuss the subject. Hales, who was out of town attending a U.S. Conference of Mayors meeting in Indianapolis, could not be reached.

O'Dea, 54, and the mayor kept the April 21 shooting out of the public eye for nearly a month, until reporters questioned the bureau about it in late May. On May 20, the chief acknowledged that he had a "negligent discharge" of his .22-caliber rifle and shot his friend. The friend, Robert Dempsey, wounded in the lower left back, was airlifted to a trauma hospital in Boise, Idaho, where he was treated and released.

But when a Harney County deputy responded to a 911 call after the shooting, O'Dea suggested the shooting had been self-inflicted, according to the sheriff and sheriff's reports.

O'Dea told the Harney County deputy that his friend may have accidentally shot himself while putting his pistol in his shoulder holster while they were shooting ground squirrels, sheriff's reports show.

The deputy reported smelling alcohol on O'Dea's breath, his report said. O'Dea had told the deputy he didn't have his rifle in his hand at the time, but was reaching for a drink out of a cooler and heard his friend scream. But O'Dea sometime later called Dempsey to apologize for shooting him. After his release from the hospital, Dempsey was interviewed by the deputy and said that O'Dea had been having trouble with his rifle all day, that it was jamming and misfiring. Dempsey also told the deputy that O'Dea said he went back to his chair and when he picked up his rifle, it accidentally went off.

O'Dea never told Harney County sheriff's office that he was responsible for the shooting, Sheriff Dave Ward has said.

Dempsey informed Harney County Sheriff's Office that O'Dea was Portland's police chief. Harney County Sheriff's Office called in Oregon State Police to take over the criminal investigation.

State police, assisted by the state Department of Justice, are continuing the criminal inquiry, which is expected to be completed soon.

The city's Independent Police Review Division in late May also initiated a separate administrative review into why O'Dea, the bureau's four assistant police chiefs and the internal affairs captain didn't call for an internal investigation themselves. O'Dea told all five colleagues about the shooting.

He also told Hales four days after the shooting, but the mayor kept it under wraps and didn't put O'Dea on paid administrative leave until May 24, a day after details emerged that the chief initially had described the shooting as a self-inflicted accident to a Harney County deputy.

O'Dea has never publicly commented on the circumstances.

The retirement would add to the controversy surrounding O'Dea. If he were treated like other officers under criminal investigation, he should resign, not retire and not be allowed to get a retirement badge, some rank-and-file officers say.

If O'Dea faces criminal charges in the April 21 shooting or an internal inquiry finds he lied about its circumstances, he could still lose his police certification even after retiring.

Police Capt. Mike Marshman is the likely candidate to temporarily replace O'Dea, sources said.

Marshman is the police liaison with the U.S. Department of Justice regarding the settlement agreement reached with the city after a 2012 federal investigation found Portland officers used excessive force against people with mental illness. Marshman's title in the bureau currently is

DOJ compliance coordinator. He previously served as a public spokesman and as executive assistant to former Police Chief Mike Reese.

O'Dea served as chief for a year and a half after rising steadily through the ranks. Hales appointed him to lead the bureau starting in January 2015 after Reese retired. O'Dea joined the Portland force on Sept. 4, 1986.

O'Dea made \$192,504 a year in the top job. His annual pension would be about 82 percent of that, or about \$160,000, depending on the percentage he chooses for survivor benefits.

It's not clear if the mayor or the city has made any other severance agreement with O'Dea.

Under a contract with the city, he would receive severance of one-year's pay if he was fired without cause. His salary and benefits would end if he was fired with cause, but he'd still collect his pension. Typically, such firings involve serious misconduct, a violation of city rules regarding ethics or a conviction for any crime that could bring discredit to the city.

When he was sworn in as chief, O'Dea cited four goals: building trusting relationships with people in all parts of the city, increasing diversity within the bureau and its leadership, increasing police collaboration and communication, both within the bureau and with the community, and making sure the bureau was fiscally responsible.

His departure comes as the beleaguered bureau is struggling with a serious staffing shortage and considering eliminating several specialty divisions, including the neighborhood response teams and street crimes units, to send officers back to patrol to fill about 65 vacancies.

The state of community police oversight groups also are at a low point – two leaders of the new advisory board created to oversee police reforms under the federal settlement have resigned and meetings of the city's Police and Community Relations Committee that had been addressing racial profiling concerns have been canceled for at least two months.

Assistant Chief Donna Henderson, who led the investigations branch under O'Dea, is currently acting as chief. The mayor named her acting chief on the day he placed O'Dea on administrative leave in late May.

The Portland Tribune

Mayor names Mike Marshman as Portland's new police chief

By Nick Budnick

June 28, 2016

Mayor Charlie Hales on Monday named Capt. Mike Marshman to be the new chief of the Portland Police Bureau following the retirement of embattled chief Larry O'Dea.

O'Dea's departure had been considered inevitable by many following publication of a Harney County report indicating that O'Dea did not admit to accidentally shooting a friend while off-duty and on an April 21 camping trip. Instead he reportedly suggested the man's wound was self-inflicted.

O'Dea is now under investigation by a variety of agencies looking at whether a crime occurred and whether he and other top police officials violated city policies.

In a press conference Monday at City Hall, Hales said media coverage of the O'Dea investigation has been unfair, adding "he has served Portland so well." But Hales added that he agreed with O'Dea's decision to step down, saying the bureau needed stability and "unquestioned leadership" in light of the "confusion and turmoil" surrounding the case.

Marshman, for his part, said the "paradigm" of policing in Portland needs to change, so officers become partners rather than authority figures.

Hales had little choice but to reach down in the ranks to promote Marshman. The Portland Tribune reported recently that O'Dea's four assistant chiefs have been named as "involved members," or suspects, in an administrative investigation by the city's civilian police oversight arm, the Independent Police Review Division. That includes Donna Henderson, who had been named acting chief by Mayor Hayles on May 24. Officers have criticized the four for not launching an internal investigation until news of the shooting was broken by Willamette Week in May.

In light of the criticisms of the assistant chiefs, Marshman's name had already been circulating as the logical choice to serve as interim. He has overseen the bureau's obligations with the federal government over compliance with a 2014 settlement that gave the U.S. Department of Justice oversight of the bureau.

The Portland Police Association, which has been critical of O'Dea, put out a press release hailing his departure: "We are optimistic that Chief Marshman can breathe new life into our Police Bureau."

Mayor-elect Ted Wheeler, in his own statement, called Marshman a "quality choice." But Wheeler said a comprehensive national search is called for to fill the job permanently. "I am confident that Chief Marshman will be a top candidate for the position, should he have an interest in continuing as Police Chief."

Hales has characterized the past practice in changing chiefs as "off with their heads, out the door, who's next." And indeed, the politically sensitive chief's post has become a revolving door over the years.

Shortly after being elected mayor, Neil Goldschmidt in 1974 appointed Bruce Baker as chief. Baker retired for health reasons in 1981.

Baker was replaced by Ron Still, who remained chief until 1985.

Then Mayor Bud Clark appointed Portland police Capt. Penny Harrington, only to dismiss her in 1986 after her husband, a police officer, was accused of compromising a drug investigation.

Clark appointed Jim Davis to replace Harrington, but fired him in April 1987 after squabbling about the bureau's budget.

Davis' replacement, Richard Walker, lasted until November 1980, when he left after being accused of slapping a female subordinate.

Clark appointed Capt. Tom Potter to replace Walker. Potter retired in June 1993.

Charles Moose served until August 1999, to be replaced by former Los Angeles police official Mark Kroeker, who resigned under pressure in August 2003.

Derrick Foxworth lasted until June 2006, when Potter, who had been elected mayor, removed him over an inappropriate relationship with a subordinate.

Potter appointed Commander Rosie Sizer, who was dismissed by Mayor Sam Adams after she publicly criticized Adams' proposed budget.

Adams appointed Mike Reese to replace Sizer. Reese retired after more than four years, to be replaced by O'Dea .

Jim Redden contributed reporting for this article

Portlanders could vote on \$258.6 million affordable housing bond in November

By Jim Redden

June 24, 2016

Commissioner Dan Saltzman will ask the City Council to place a \$258.4 million affordable housing bond measure on the Nov. 8 general election ballot next Thursday.

Saltzman is in charge of the Portland Housing Bureau. The resolution he introduced on Friday says its passage would raise property taxes 42 cents on each \$1,000 of a property's assessed value. A typical \$178,320 Portland home would be charged \$75 a year.

The measure is backed by numerous affordable housing advocacy organizations.

The resolution did not say how many affordable housing units the funds would build. It does say "the City of Portland has a documented need for 24,000 affordable housing units for low-income households."

According to the resolution and supporting documents:

- Money generated from the bonds would go into a special fund to be spent on "capital costs for affordable housing" that includes "acquisition, construction, reconstruction, rehabilitation, capital maintenance and capital repairs."
- Up to 20 percent of the space of any project could include "child care facilities, groceries, pharmacies, community rooms, food service, neighborhood retail and leasing offices."
- The projects would create housing for people making 60 percent of the city's federally-defined median family income. That is currently up to \$44,100 a year for a family of four.
- A five-person oversight committee would be appointed to review the spending and issue yearly reports.

You can read the resolution at www.portlandoregon.gov/auditor/article/581682.

The Portland Mercury

Hours Into His Tenure As Police Chief, Mike Marshman Has Completely Restructured Police Bureau Leadership

By Dirk VanderHart

June 27, 2016

Remember this morning when a brand new police chief was announced, and we suggested that that could mean a seismic shake-up at the highest levels of the Portland Police Bureau? It didn't take long for that to play out.

The PPB issued a release this afternoon announcing that new Chief Mike Marshman—a captain in the police bureau until late this morning—was swapping out three assistant chiefs atop the bureau for his own choices, each of them veteran Portland officers. Along with fresh news that Donna Henderson, who's been acting chief for the last month, is about to retire, that means a complete restructuring of the top five positions in the police bureau.

Marshman is reassigning assistant chiefs Bob Day, Kevin Modica, and Mike Crebs—demoting each to captain and cutting their pay. He's eliminating a fourth assistant chief position.

From the release:

Bob Day has been assigned as the Captain of the Training Division, Kevin Modica has been assigned as the Captain of the Youth Services Division and Mike Crebs has been assigned as the Captain of the Traffic Division.

And here's who'll be replacing them:

Assistant Chief of Operations Chris Uehara. Assistant Chief Uehara is a 26-year-veteran of the Portland Police Bureau. His most recent assignment was as the Commander of North Precinct.

Assistant Chief of Investigations Matt Wagenknecht. Assistant Chief Wagenknecht is a 24-year-veteran of the Portland Police Bureau. His most recent assignment was as the Captain of the Tactical Operations Division.

Assistant Chief of Services Mike Leloff. Assistant Chief Leloff is a 26-year-veteran of the Portland Police Bureau. His most recent assignment was as the Commander of the Transit Police Division.

It'd be a crazy enough leadership swing on it's own for a bureau Mayor Charlie Hales never misses a chance to praise for improving use-of-force statistics, growing patience with people in mental health crisis, and willingness to change. But the changes don't remotely stop there.

Marshman also made a bunch of other swaps. He's changing up the commanders at each of the city's three police precincts, for one. Commander Sara Westbrook, who'd run the bureau's Central Precinct is now commander of the Transit Division, replacing Leloff. She's replaced by now-Commander Chris Davis, who'd been a captain.

Commander Dave Hendrie, who'd led the bureau's East Precinct, is now in charge of detectives. He's been replaced by Kelli Shaffer, who was a traffic captain until today.

Burke, the former commander in charge of detectives, now heads up North Precinct.

One change that's hard to ignore: Marshman reassigned Captain Derek Rodrigues, who's been in charge of the bureau's Professional Standards Division, and reported directly to O'Dea. Don't be surprised if that unit comes under intense scrutiny in the ongoing administrative investigation to an April 21 incident where former-Police Chief Larry O'Dea shot his friend.

There are big questions about why the bureau didn't launch an internal investigation into that shooting, as it has with every other off-duty shooting by a Portland cop anyone can remember.

Going forward, Rodrigues will be captain of the bureau's Family Services Division.

The major shakeup doubtless involves opaque internal politics. It has at least something to do with the fact that each of the now-demoted assistant chiefs are reportedly under investigation by the city's Independent Police Review, which is looking into how the police bureau responded to news O'Dea shot a man.

The outcome of that investigation may have to wait for another one—a criminal inquiry being carried out by the Oregon Department of Justice into the circumstances of the April 21 shooting.

Hit the jump for the police bureau's full press release.

Chief Mike Marshman was sworn in this morning as the 46th Chief of Police in Portland Police Bureau history. Chief Marshman was sworn in at City Hall by Auditor Mary Hull-Caballero. Chief Lawrence P. O'Dea III is retiring after nearly 30 years of service.

Chief Marshman is making several changes to Bureau command structure to fit his three stated goals for the Bureau:

- * Build community trust,*
- * Build internal legitimacy, and;*
- * Achieve Department of Justice compliance.*

To that end, Chief Marshman has named his three new Assistant Chiefs and reassigned several people to new positions within the Bureau.

Assistant Chief of Operations Chris Uehara. Assistant Chief Uehara is a 26-year-veteran of the Portland Police Bureau. His most recent assignment was as the Commander of North Precinct.

Assistant Chief of Investigations Matt Wagenknecht. Assistant Chief Wagenknecht is a 24-year-veteran of the Portland Police Bureau. His most recent assignment was as the Captain of the Tactical Operations Division.

Assistant Chief of Services Mike Leloff. Assistant Chief Leloff is a 26-year-veteran of the Portland Police Bureau. His most recent assignment was as the Commander of the Transit Police Division.

Chief Marshman is eliminating the fourth Assistant Chief position.

Former Assistant Chief's Bob Day, Kevin Modica and Mike Crebs will all be reassigned. Assistant Chief Donna Henderson is retiring from the Bureau after 28-years-of service.

Bob Day has been assigned as the Captain of the Training Division, Kevin Modica has been assigned as the Captain of the Youth Services Division and Mike Crebs has been assigned as the Captain of the Traffic Division.

"Each of the Assistant Chiefs has shown tremendous commitment to the Bureau," said Chief Mike Marshman. "These new assignments are critical functions in the Bureau and to the community. The Training Division plays a significant component of achieving Department of Justice compliance; the Youth Services Division plays a tremendous role in building community trust and relationships with young people and families; and, the Traffic Division is a key player in our commitment to eliminating traffic fatalities as part of Vision Zero."

Other new assignments are as follows:

North Precinct — Commander George Burke and Captain Vince Elmore

East Precinct — Commander Kelli Sheffer (promotion) and Captain Robert King (no change)

Central Precinct — Commander Chris Davis (promotion) and Captain Tom Hunt (no change)

Detective Division — Commander Dave Hendrie

Transit Police Division — Commander Sara Westbrook

Professional Standards Division — Captain John Brooks

Family Services Division — Captain Derek Rodrigues

Detective Division — Commander Dave Hendrie

Tactical Operations Division — Captain Bryan Parman

Strategic Services Division / Department of Justice — Acting Captain Steve Jones

Larry O'Dea is Out. As of This Afternoon, Portland's New Police Chief is Mike Marshman

By Dirk VanderHart

June 27, 2016

With a pair of investigations into his conduct yet to be publicly released, Portland Police Chief Larry O'Dea is calling it quits.

A little more than two months after he mistakenly shot a friend in the back during a camping trip, O'Dea—a three-decade veteran of the Portland Police Bureau—will retire this afternoon, Mayor Charlie Hales says.

Hales formally announced the decision at a 10 am press conference. The Oregonian first reported on O'Dea's impending retirement yesterday.

O'Dea's been on paid administrative leave for more than a month, and since then it's never looked likely he'd serve another day as chief. More interesting than his confirmed departure is what Hales is doing to replace O'Dea.

Assistant Chief Donna Henderson has been acting chief since late May—and earned plaudits recently for how her bureau handled massive vigils following the Pulse nightclub shootings in

Orlando—but she's going to have to give up the reins of the bureau. Captain Mike Marshman will assume the role of chief this afternoon, potentially leading the police bureau at least until Mayor-Elect Ted Wheeler takes office in January.

Marshman's been a Portland police officer since 1991, heading north after a brief stint in San Diego. He's also been a central figure in the police bureau's efforts to comply with a settlement with the US Department of Justice over the bureau's dealings with people experiencing mental illness. Oh, and he didn't really want the job.

When Hales approached him about becoming chief last week, Marshman said he'd have to think about it, the mayor revealed this morning. Now, as he assumes the lead, the bureau has the potential for some fairly intense shake-ups.

That's because as captain, Marshman leap-frogged commanders and assistant chiefs at the bureau, and will have the ability to set up his command staff as he pleases. Henderson and other current assistant chiefs are reportedly under investigation from the City Auditor's Office's Independent Police Review division, which has been looking into the bureau's internal handling of the shooting. Hales didn't acknowledge that when asked why he promoted a captain, instead citing Marshman's work on the DOJ settlement.

"He's the right leader for the Portland Police Bureau right now," Hales said.

In his own remarks, Marshman set three goals he says every officer in the police bureau needs to internalize under his watch:

- building community trust
- reaffirming the bureau's "internal legitimacy," which Marshman described as trust within the bureau
- focusing on the mandates of the DOJ settlement.

"I truly am honored," said Marshman, who described his love for the city as a reason he ultimately accepted the job.

Marshman's taking over the police bureau during a trying time—and not just because of ongoing tensions over the settlement. The city's short dozens of officers, and might be on the verge of gutting specialty policing units just to fill patrol shifts. Mayor Charlie Hales has been flogging a proposed pay increase for cops as a recruiting tool, but it's unclear he's got support from City Council for that labor deal, which would cost millions.

The new chief's got the apparent support of Wheeler, who Hales briefed on the promotion this morning. The city's next mayor issued a statement calling Marshman "a quality choice to fill the role of Portland Police Chief."

"I expect him to bring stability to the department and begin to address the significant public safety issues that exist in our community," Wheeler said. But he noted: "I have been clear that a comprehensive national search for a Police Chief is in the best interest of Portlanders the Police Bureau [sic]. I am confident that Chief Marshman will be a top candidate for the position, should he have an interest in continuing as Police Chief."

Not everyone was so thrilled with the appointment. A segment of activists who've excoriated the city's innovative and fractious process for dealing with the settlement showed up at this morning's press conference, hurling jeers from the back. At one point, frequent City Hall critic

Joe Walsh began running a pre-recorded message from his bullhorn—"How much did you know, Charlie?" is all I could understand—and fell down when a security officer tried to snatch it from him. The ensuing bedlam forced the mayor to move the press conference into the secured confines of his offices.

It wasn't the only interruption. At one point Oregon US Attorney Billy Williams' cell phone began going off, and he could not figure out how to quiet it. This is what your top federal prosecutor apparently receives his calls to (specifically, the chorus).

To refresh why this morning's shake-up occurred: An apparently intoxicated O'Dea wounded his friend, 54-year-old Robert Dempsey, while they were shooting at squirrels during an eastern Oregon camping trip April 21. A report from a Harney County deputy says a shaken O'Dea chugged water during an interview shortly afterward, and suggested Dempsey might have shot himself.

But just four days later, O'Dea reportedly admitted to firing the mistaken round to Hales, and to the head of the PPB's Professional Standards Division. Stunningly, the Portland police investigators never reached out to Harney County to follow up about the incident involving O'Dea, an apparent violation of bureau directives. It wasn't until May 14 that Harney County officials learned that O'Dea had fired the round. They had to learn it from the victim himself.

Hales also kept the incident quiet, and allowed O'Dea to continue to act as chief for nearly a month after the shooting. He was only placed on leave after it became public, which is nowhere close to how off-duty officer-involved shootings have been handled in the past.

That sequence of events has resulted in both criminal and internal investigations. The Oregon State Police and Oregon Department of Justice are figuring out if O'Dea committed a crime in shooting his friend, then telling a deputy he didn't. The Independent Police Review is trying to piece together what, if anything, went wrong within the bureau.

Hales adamantly refused to discuss his decision process after the shooting today, preferring to say he'd await the outcome of investigations to make comment, and repeatedly scolding the media for its reporting on the incident. Much of that reporting stems from public documents, the most revealing of which was written by a sworn law enforcement deputy.

Hales, though, says he thinks there will be "gaps" between the outcome of the investigations and what's been reported.

"Police work is difficult and public service is difficult, particularly when we race to judgment in all things," he said. "Perhaps that's why it's hard to recruit police officers all over the country."

O'Dea's decision could well be a hint that at least one of those investigations is close to becoming public. Rumors have swirled that the DOJ investigation is forthcoming for weeks. The O reports O'Dea is eligible for a pension of roughly \$160,000 per year.