



## CITY OF PORTLAND, OREGON



### Bureau of Police

1111 S.W. 2nd Avenue • Portland, OR 97204

Integrity • Compassion • Accountability • Respect • Excellence • Service

## Mike Marshman

### Portland Police Bureau Hire Date: April 25, 1991

Mike Marshman was appointed to the Portland Police Bureau in 1991 after working two years for the San Diego Police Department. His motivation for entering the law enforcement profession was centered on helping people who are in need no matter what their circumstances. This has led to an expansive career of assignments in tactical, supervisory and administrative positions.

Captain Marshman's executive leadership skills have been honed through increasingly challenging duties. He has increased internal accountability by overseeing officer-involved shooting investigations. As the Public Information Officer, he acted as the Bureau's spokesperson as well as developed the current Communications Unit. As Executive Officer for two Assistant Chiefs and as an Acting Assistant Chief, he attained the skills to effectively navigate all the complex nuances of executive leadership impacting the entire Police Bureau.

The Department of Justice Settlement Agreement was being negotiated when Mike was promoted to the rank of Captain. He immediately realized that was an unprecedented opportunity to change the police culture and introduce a fundamentally different way of policing for the City of Portland and its residents, and a fundamentally different way of managing and leading the organization. For this reason, he requested assignment as the point person for the Bureau, liaising with the DOJ. In this leadership role as Compliance Coordinator, Captain Marshman manages compliance in five core areas: community engagement, training, accountability, behavioral health and data systems. Additionally, he oversees policy writing and has co-authored most of the DOJ-related Bureau policies.

Captain Marshman understands and appreciates the importance of fair and respectful community engagement, as well as accountability and transparency, as the cornerstones for building police legitimacy and public trust. He also believes that the internal legitimacy of management must be strong as a critical ingredient for strengthening external legitimacy with the public and giving officers both direction and support during this local and national crisis when "de-policing" can occur. Officers need strong supervision and consistent accountability. They need clear direction to engage the public in new ways. Further, they need a new set of performance metrics that incentivize community-oriented policing behaviors. Captain Marshman has successfully implemented the groundbreaking Neighborhood Involvement Location (Ni-Loc) program, which uses computer aided dispatching to direct officers to positively engage the community while also providing accountability and performance measurement metrics.

## **Mike Marshman - Professional Chronology**

### **APPOINTED: APRIL 25, 1991**

As a patrol officer, Mike finished his rotations through the Operations Branch as part of his training and was assigned to Southeast Precinct. As an officer, Mike was a Field Training Officer, was assigned to Mounted Patrol, Transit, and the Explosives Disposal Unit before being promoted to sergeant.

### **RANK OF SERGEANT**

Mike was promoted to the rank of Sergeant on September 23, 2004 and assigned to East Precinct. Former Chief Rosanne Sizer transferred Mike from East Precinct to be assigned in the Chief's Office as an adjutant to the Services Branch Chief as well as assisting with accountability efforts with the Office of Professional Standards Director. Mike also assisted in PIO duties.

### **RANK OF LIEUTENANT**

Mike was promoted to the rank of Lieutenant on December 9, 2009 and assigned to the Detective Division. From the Detective Division, Mike transferred to Central Precinct day shift and assisted with the Occupy Portland resolution. Mike was then transferred back to the chief's office as adjutant to Chief Mike Reese and also assisted in PIO duties once again.

### **RANK OF CAPTAIN**

Mike was promoted to the rank of Captain on October 10, 2013, and assigned to the Strategic Services Division, where he has been assigned as the liaison with the Department of Justice (DOJ).

### **EDUCATION**

B.S from Portland State University 1987  
Senior Management Institute of Police from the Police Executive Research Forum

### **SOCIAL SERVICE**

Two trips to Bangladesh to instruct on community policing education  
Participation on a Unity Center subcommittee  
Brief member of the Transition Project Board of Directors

### **HONORS**

MERITORIOUS SERVICE MEDAL OF VALOR – 1994  
ACHIEVEMENT MEDAL – 2008  
COMMENDATION MEDAL – 2014  
UNIT COMMENDATION MEDAL - 2015

### **PERSONAL INFORMATION**

Mike Marshman and his wife, Dr. Shea Marshman, a criminal justice research scientist, spend their free time building wood and metal furniture from salvaged materials.