



CITY OF PORTLAND, OREGON



Bureau of Police

Ted Wheeler, Mayor

Danielle M. Outlaw, Chief of Police

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Directive 630.25, Cadet Program Executive Summary

Introduction

Since its first creation in June 2001, Directive 630.25 has not been modified to reflect the updated procedures guiding Bureau members involved in the Cadet program. The current directive provides outdated information in regard to cadet membership requirements, organizational structure, and sworn member responsibilities. While the underlying philosophy of the Cadet Program remains constant in providing young individuals with an introduction to law enforcement, the Bureau revised the directive to align with the current practices and procedures managed by the Cadet Coordinator, Cadet Advisors, and other involved Bureau members participating in the Cadet Program.

Public Comments

PPB solicited and collected comments from members of the public and Bureau members during both universal review iterations (11/15/17 - 12/16/17 and 1/1/18 - 1/15/17). The Policy Development Team compiled all the information and reviewed each comment for potential inclusion in the updated policy. This directive received concerns from commenters regarding accessibility of law enforcement systems and equipment, and the Bureau attempted to clarify the role of Cadets involved in the program.

Use of Law Enforcement Databases and Equipment

As identified in a first universal review public comment, the Policy Development Team revised the second draft directive to address the concern of allowing Cadets access to sensitive law enforcement databases and equipment. The updated directive more clearly establishes the guidelines for when Cadets can view police records and database systems. Additionally, Cadets will neither be allowed to use or handle equipment (e.g., weapons, vehicles) without proper supervision of a sworn member nor are they allowed to use Bureau resources on their own accord.

The Role of a Cadet

Once an individual enters the Cadet Program, they are provided the opportunities to learn some of the skills and training of a police officer; however, Cadets do not have any police authority. Training will always be supervised and participation in activities will be monitored by the Cadet Coordinator, Cadet Advisor, or other sworn Bureau members during the length of the program. Cadets must abide by the same rules, procedures, policies, and other training standards imposed on all Bureau members and a Cadet can be suspended or separated from the program if deemed appropriate.

The Bureau expressly prohibits Cadets from taking any law enforcement actions which include, but are not limited to, intervening in a dispute while participating in a law enforcement function or pursuing a subject in a police vehicle or on foot.

The Bureau's Revised Policy

Community Policing: Making the Difference Together
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The Bureau has re-structured the program and refined its procedures to ensure that the sworn members involved (i.e., Cadet Coordinator, Cadet Advisors) are better prepared to supervise, monitor, and mentor the Cadets. More guidance and clarity is included in the directive to inform all participants of the responsibilities and restrictions placed on both the Bureau members and Cadets. The Bureau recognized that the sworn members participating in the program are volunteers who provide their time and skills while also performing their normal duties, and, for this reason, revised the directive to place more responsibility on the Cadet Coordinator and Cadets themselves to document progress through the program. The Bureau also removed references to the obsolete Cadet Advisory and Oversight Board since it no longer exists.

The Bureau believes that the revised directive provides more clarity and guidance to its members, however; any suggestions to further improve this policy are welcome during its next review.

This directive will become effective on September 30, 2018

Published on 8/31/18

630.25, Cadet Program

Refer:

- DIR 630.05 Vehicle Interventions and Pursuits
- DIR 630.30 Community Policing Citizen Ride-Along Program
- Law Enforcement Cadet Application ([PPB Cadet Program Website](#))
- Law Enforcement Cadet Program Standard Operating Procedure

Policy:

1. The Portland Police Bureau's (PPB) Law Enforcement Cadet Program (LECP) is designed to acquaint young individuals between the ages of 16 and 20 with PPB; instill in those participants an understanding and appreciation of the justice system, law, and professional ethics as they apply to the field of law enforcement; and to help interested individuals develop skills and knowledge to assist them with a career in law enforcement. Interested participants are encouraged to view the Bureau's Cadet Program website for more information regarding membership requirements.

Procedure:

1. Cadet Coordinator.
 - 1.1. The Cadet Coordinator is a sworn member who is responsible for managing the activities and organization of the LECP. The Cadet Coordinator shall:
 - 1.1.1. Report to the Youth Services Division (YSD) Captain (or the Responsibility Unit (RU) Commander responsible for overseeing the LECP if it is moved to another division).
 - 1.1.2. Perform the duties outlined in this Directive and the LECP Standard Operating Procedures (SOPs) with the assistance of sworn Bureau member volunteers in Lead Advisor and Associate Advisor ("Advisor") roles.
 - 1.1.2.1. In matters involving the Cadet program, the Cadet Coordinator has ultimate decision making authority over the Advisors.
 - 1.1.3. Secure Cadet records and retain in accordance with the City of Portland's records retention requirements for the Police Bureau.
 - 1.1.4. Oversee Cadet service requests and direct Cadets to the appropriate posts at the precincts.
 - 1.1.5. Coordinate initial training and activities involving multiple posts and ensure proper supervision during those activities.
 - 1.1.6. Monitor each Cadet's activity log at the end of each month to ensure that they are not participating in more than the legal limit of hours allowed for activities.
 - 1.1.6.1. The Cadet Coordinator shall check each Cadet's log and verify that an Advisor has signed off on training and/or activities observed.
 - 1.1.7. Maintain a list of approved Lead Advisors and Associate Advisors.
 - 1.1.7.1. No member may serve as an Advisor if they have been subject to disciplinary action based upon the use of force or mistreatment of people with mental illness within the three preceding years, or twice in the preceding five years.
 - 1.1.7.2. Final approving authority of Advisors resides with the YSD Captain.

- 1.1.8. Evaluate any complaints received against an Advisor and make a recommendation to the YSD Captain regarding whether the Advisor's continued participation in the LECP is appropriate.
 - 1.1.8.1. Authority to suspend or remove an Advisor from the LECP belongs exclusively to the YSD Captain.
 - 1.1.9. Evaluate any complaints received against a Cadet or any other information that raises concerns about a Cadet's behavior or performance and make a recommendation to the YSD Captain regarding whether the Cadet's continued participation in the LECP is appropriate.
 - 1.1.9.1. Authority to suspend or separate a Cadet from the LECP belongs exclusively to the YSD Captain.
2. Lead Advisors and Associate Lead Advisors.
 - 2.1. Lead Advisors are responsible for coordinating on-going training for Cadets under the supervision of the Cadet Coordinator.
 - 2.2. When directly supervising Cadets, Advisors shall direct Cadets to not take law enforcement action and shall not provide Cadets access to Bureau weapons or police reports.
 - 2.2.1. Advisors shall not allow Cadets under the age of 18 to operate police vehicles on any premises open to the public.
 - 2.3. Advisors shall review and sign off on each Cadet's activity log at the end of each month.
 - 2.4. Advisors have a duty to forward alleged complaints and report complaints against another advisor to the Cadet Coordinator as soon as practicable. Internal Affairs level complaints shall be handled in accordance with Directive 330.00, Internal Affairs, Complaint Intake, and Processing.
 3. Cadet Responsibilities.
 - 3.1. Cadets shall adhere to all applicable Bureau directives and SOPs. Cadets shall follow lawful orders, commands, and instructions of sworn members.
 - 3.1.1. Cadets shall maintain a personal log of all Cadet activities conducted and have an Advisor review and sign at the end of each month. This includes ride-alongs, attendance at trainings, and participation in community outreach events. Cadets shall then forward their log to the Cadet Coordinator at the end of each month.
 - 3.1.2. Cadets shall not take law enforcement action as they do not have any police powers.
 - 3.1.3. Cadets shall not handle Bureau weapons in any capacity, except while under supervision during training.
 - 3.1.4. Cadets 18 years of age and older may access LEDS and NCIC programs after completing the appropriate Bureau training and certification and while under the supervision of a sworn Bureau member.
 - 3.1.5. Cadets over 18 years of age may operate a police vehicle in the field as directed by a sworn member. Cadets under 18 years of age shall only operate police vehicles during training.

- 3.1.5.1. Cadets operating police vehicles shall not perform emergency vehicle operations (code 3) at any time.
- 3.1.5.2. Cadets operating police vehicles shall not become involved in pursuits in any capacity.

4. Ride-Alongs.

- 4.1. Cadets shall obey all directions given to them by the Bureau member as described in Directive 630.30, Community Policing Citizen Ride-Along Program.
- 4.2. When responding to emergency situations or active criminal scenes, members with ride-alongs shall determine whether it is safe to allow a Cadet to observe from a distance. If the member has safety concerns, they will drop off the Cadet at an appropriate location.
 - 4.2.1. Members shall immediately notify a supervisor if they drop off a Cadet.
- 4.3. The Bureau member or Cadet may terminate a ride-along at any time.
- 4.4. Members shall follow the procedures set forth in Directive 630.05, Vehicle Interventions and Pursuits, when community members or Cadets are present.

History:

- Originating Directive Date: 09/06/01
- Last Revision Signed: 08/31/18
 - Effective Date: 09/30/18
- Next Review Date: 09/30/20

630.25—CADET PROGRAM, Cadet Program

~~Index:—Title~~

Refer:

- DIR 630.05 Vehicle Interventions and Pursuits
- DIR 630.30 Community Policing Citizen Ride-Along Program
- Law Enforcement Cadet Application (~~Cadet Coordinator~~)(PPB Cadet Program Website)

POLICY (630.25)

- Law Enforcement Cadet Program Standard Operating Procedure

Policy:

The Portland Police Bureau's (PPB) Law Enforcement Cadet Program ~~within the Bureau~~(LECP) is designed to acquaint young ~~men~~individuals between the ages of 16 and women~~20~~ with the general field of police work, to acquaint them with the Bureau and to assist their educational needs toward a career in law enforcement.

The ~~Law Enforcement Cadet Program's~~ major objectives are:

- ~~To identify and educate future law enforcement personnel.~~
- ~~To develop an appreciation and understanding of law enforcement service in the program participants.~~

~~3.1. To~~PPB; instill in those participants an understanding and appreciation of the justice system, law, and professional ethics as they apply to the field of law enforcement; and to help interested individuals develop skills and knowledge to assist them with a career in law enforcement. Interested participants are encouraged to view the Bureau's Cadet Program website for more information regarding membership requirements.

PROCEDURE (630.25)

Overall responsibility of the Law Enforcement Cadet Program (LECP) resides with the Chief of Police or designee. Administration of the Cadet Advisory Committee, **Procedure:**

1. Cadet Coordinator.

1.1. The Cadet Coordinator is a sworn member who is responsible for managing the activities and organization of the LECP. The Cadet Academy are Coordinator shall:

1.1.1. Report to the Youth Services Division (YSD) Captain (or the Responsibility Unit (RU) Commander responsible for overseeing the LECP if it is moved to another division).

1.1.2. Perform the duties of the Program Coordinator outlined in this Directive and the LECP Standard Operating Procedures (SOPs) with the assistance of sworn Bureau member volunteers in Lead Advisor and Associate Advisor ("Advisor") roles.

1.1.2.1. In matters involving the Post Advisors. The Cadet program, the Cadet Coordinator will also receive has ultimate decision making authority over the Advisors.

1.1.3. Secure Cadet records and retain in accordance with the City of Portland's records retention requirements for the Police Bureau.

~~1.1.4. Oversee Cadet service requests for cadet service, directing them and direct Cadets to the appropriate Cadet Post, while organizing and supervising posts at the precincts.~~

~~1.1.5. Coordinate initial training and activities involving multiple Posts and ensure proper supervision during those activities.~~

~~Nothing in this directive prohibits an RU or Cadet Post from establishing more rigid guidelines.~~

Membership Requirements (630.25)

~~a. The LECP is available to young men and women who:~~

~~1. Desire a career in law enforcement.~~

~~2. Are between 16 and 20 years. Monitor each Cadet's activity log at the end of age.~~

~~3. Maintain a 2.0 grade point average in high school.~~

~~4. Have no arrests or convictions that would prohibit employment as a Portland Police Officer.~~

~~5. Possess a valid driver's license by the age of 18.~~

~~2.0.0.1.1.6. Applicants who have a physical or mental disability will be evaluated each month to ensure that they can participate in all are not participating in more than the essential components of the program with or without reasonable accommodation. legal limit of hours allowed for activities.~~

~~1.1.6.1. Prior to full The Cadet Coordinator shall check each Cadet's log and verify that an Advisor has signed off on training and/or activities observed.~~

~~1.1.7. Maintain a list of approved Lead Advisors and Associate Advisors.~~

~~1.1.7.1. No member may serve as an Advisor if they have been subject to disciplinary action based upon the use of force or mistreatment of people with mental illness within the three preceding years, or twice in the preceding five years.~~

~~1.1.7.2. Final approving authority of Advisors resides with the YSD Captain.~~

~~1.1.8. Evaluate any complaints received against an Advisor and make a recommendation to the YSD Captain regarding whether the Advisor's continued participation in the LECP is appropriate.~~

~~1.1.8.1. Authority to suspend or remove an Advisor from the LECP, applicants must complete their scheduled training program (i.e., belongs exclusively to the YSD Captain.~~

~~3.0.0.1.1.9. Evaluate any complaints received against a Cadet Academy) or any other information that raises concerns about a Cadet's behavior or performance and make a recommendation to the YSD Captain regarding whether the Cadet's continued participation in the LECP is appropriate.~~

~~d. Successfully complete a background check and oral interview.~~

~~1.1.9.1. Authority to suspend or separate a Cadet from the LECP belongs exclusively to the YSD Captain.~~

~~2. Lead Advisors and Associate Lead Advisors.~~

~~2.1. Lead Advisors are responsible for coordinating on-going training for Cadets under the supervision of the Cadet Coordinator.~~

2.2. When directly supervising Cadets, Advisors shall direct Cadets to not take law enforcement action and shall not provide Cadets access to Bureau weapons or police reports.

2.2.1. Advisors shall not allow Cadets under the age of 18 to operate police vehicles on any premises open to the public.

2.3. Advisors shall review and sign off on each Cadet's activity log at the end of each month.

2.4. Advisors have a duty to forward alleged complaints and report complaints against another advisor to the Cadet Coordinator as soon as practicable. Internal Affairs level complaints shall be handled in accordance with Directive 330.00, Internal Affairs, Complaint Intake, and Processing.

3. Cadet Responsibilities ~~(630.25)~~

~~a. Cadets have no police powers.~~

~~2.0.3.1. Cadets will~~shall adhere to all applicable Bureau directives and SOPs. Cadets shall follow lawful orders, commands, and instructions of sworn members.

~~e. Cadets will not drive Bureau or Post vehicles outside of the academy or Post training before reaching 18 years of age.~~

~~3.1.1. Cadets will~~Cadets shall maintain a personal log of all Cadet activities conducted and have an Advisor review and sign at the end of each month. This includes ride-alongs, attendance at trainings, and participation in community outreach events. Cadets shall then forward their log to the Cadet Coordinator at the end of each month.

3.1.2. Cadets shall not take law enforcement action as they do not have any police powers.

3.1.3. Cadets shall not handle Bureau weapons in any capacity, except while under supervision during training.

3.1.4. Cadets 18 years of age and older may access LEDS and NCIC programs after completing the appropriate Bureau training and certification and while under the supervision of a sworn Bureau member.

~~d. Cadets over 18 years of age may operate the emergency lights of a police vehicle only when they are:~~

~~1. Within a designated accident or incident scene.~~

~~2. At the scene of a traffic hazard requiring traffic control.~~

~~3. So in the field as directed by a law enforcement officer.~~

~~5.0.0.3.1.5. Cadets will only access LEDS and NCIC after training and certification from the Records Division (Records). Cadets must be sworn member. Cadets under 18 years of age to qualify for shall only operate police vehicles during training and certification.~~

~~f. Cadets will only access operating police reports under the direction of a sworn member, and obtain reports from Records through that member's request of Records.~~

Cadet Activities (630.25)

- ~~a. Cadets still attending high school will not be allowed on the night relief if the following day is a school day.~~
- ~~b. Cadets will be limited to no more than ten hours of duty per day, unless authorized by their respective advisor.~~
- ~~c. Cadets will be taught traffic control techniques and may perform traffic duties under the direct supervision of a sworn member.~~

~~4.0.0.0-3.1.5.1. Cadets will be used in those vehicles shall not perform emergency vehicle operations that are not usually staffed by members. Cadets may be used to supplement members during special events, which may include: (code 3) at any time.~~

- ~~1. School event or church carnivals.~~
- ~~2. Special holiday events.~~
- ~~3. Parades.~~
- ~~4. Delivering food baskets (after initial assessment by a district officer).~~
- ~~5. Traffic control.~~
- ~~6. Notification of abandoned autos.~~
- ~~7. Vacation house checks.~~
- ~~8. Elder person house visits.~~
- ~~9. Search and rescue.~~
- ~~10. Taking reports of found property (i.e., bicycles, but not contraband).~~
- ~~11. Completing Investigation Reports on towing of patrol Cadets operating police vehicles assigned to them.~~

~~5.0.0.0-3.1.5.2. While on duty, Cadets will have radio and/or telephonic communication with the Bureau. Trainings shall not become involved in proper radio communications procedures will be required of all Cadets pursuits in any capacity.~~

~~4. Ride-Along Policy (630.25) Alongs.~~

~~1.0.4.1. Cadets participating in ride-alongs will shall obey any and all directions given them by their officer partnersto them by the Bureau member as described in Directive 630.30, Community Policing Citizen Ride-Along Program.~~

~~Either the Bureau~~

~~4.2. When responding to emergency situations or active criminal scenes, members with ride-alongs shall determine whether it is safe to allow a Cadet to observe from a distance. If the member has safety concerns, they will drop off the Cadet at an appropriate location.~~

~~4.2.1. Members shall immediately notify a supervisor if they drop off a Cadet.~~

~~2.0.4.3. The Bureau member or eadetCadet may terminate thea ride-along at any time.~~

~~On calls involving casualties or~~

- ~~e. Members shall follow the threat of casualties, cadets may be used for guiding emergency vehicles to the incident.~~

- ~~d. On any felony in progress call, the responding member has the option of:~~

- ~~1. Allowing the cadet to ride to the scene and remain in the vehicle to maintain radio contact.~~

- 2. ~~Selecting an appropriate drop location and letting the cadet out of the vehicle. Cadets are not to be dropped off in high crime areas. The member must then notify a supervisor who will then have another member pick up the cadet.~~
- e. ~~Cadets will adhere to the provisions of the pursuit directive regarding ride-alongs.~~

Organization (630.25)

- a. ~~The basic unit of the LECP is the Post. Any major unit of the Bureau may sponsor a Post.~~
- b. ~~The organizational structure of a Post will be designed to mirror the organizational structure of a precinct or unit.~~
- c. ~~To promote better understanding of the Bureau ranking structure, the duties of each rank/position and to be consistent throughout the Bureau, cadet ranking will be:~~

Rank ————— Insignia

- ~~Post commander ————— Silver oak leaf cluster, or double silver bars (for units other than precincts) (Commander)~~
- ~~Lieutenant ————— One silver bar~~
- ~~Sergeant ————— Three silver chevrons~~
- ~~Field training officer — FTO pin~~
- ~~Cadet ————— None~~
- ~~Probationary cadet — None~~

Cadet Identification Number (EIN) (630.25)

- a. ~~Each Cadet Post will issue and record their own cadet Identification Numbers (EIN). Cadet Posts will adhere to the following sequence for their EINs: North Precinct 7521-7540, Northeast Precinct 7621-7640, Southeast Precinct 7721-7740, Central Precinct 7821-7840, East Precinct 7920-7940.~~

Post Advisors (630.25)

- a. ~~The activities of the Post will be coordinated through a Post Advisor who must be a sworn member of the Bureau.~~
- b. ~~The advisor will be assisted by an Associate Post Advisor who will be a sworn member of the Bureau or a retired cadet who is at least 21 years old, or other as approved by the precinct commander, who wishes to continue volunteer procedures set forth in Directive 630.05, Vehicle Interventions and Pursuits, when community service.~~
- c. ~~Individual Post Advisors are responsible to:~~
 - 1. ~~Ensure completion of received Cadet Application forms, including the background investigation.~~
 - 2. ~~Maintain a field 201 file on each active member of their Post.~~
 - 3. ~~Forward originals of personnel paperwork to the Personnel Division (Personnel) for inclusion in Cadet's 201 file (applications, letters of commendation, termination paperwork, etc.) with a copy sent to the Cadet Coordinator.~~
 - 4.0.4.4. Train their Post members; or Cadets are present.

Oversight and Advisory Board (630.25)

- ~~a. A board of Cadet Advisors will be established and maintained to facilitate communication between Posts.~~
- ~~b. The board will advise the Chief of Police, or designee, and RU managers, as requested, regarding cadet issues.~~
- ~~c. The board will be composed of at least one advisor from each Post.~~
- ~~d. The board will meet at least quarterly, as agreed upon by the majority of its members.~~
- ~~e. Any comments, commendations or complaints regarding the Cadet Program will be directed to the board of advisors.~~

~~Personnel Division (630.25)~~

~~Personnel will maintain personal files on Post members consistent with current procedures for Reserves.~~

#1

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, November 16, 2017 1:10:53 PM
Last Modified: Thursday, November 16, 2017 1:13:19 PM
Time Spent: 00:02:26

Page 1

Q1 Please provide feedback for this directive

Since most or all of the abuse of public by police officers is done by officers who are bullies in both their work life and their personal life, shouldn't there be specific ways to screen out the bullies during the training phase? Unfortunately, bullies love to be in positions of power which makes the police force very attractive to them.

Q2 Contact Information (optional)

Name

Email Address

Phone Number

#2

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, November 16, 2017 7:59:50 PM
Last Modified: Thursday, November 16, 2017 8:02:16 PM
Time Spent: 00:02:25

Page 1

Q1 Please provide feedback for this directive

I feel the most important part of being a cadet is learning to not overuse the power of their position, and understand the psychology behind people.

Q2 Contact Information (optional)

Name
Email Address
Phone Number

#3

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, December 14, 2017 3:48:29 PM
Last Modified: Thursday, December 14, 2017 3:49:23 PM
Time Spent: 00:00:54

Page 1

Q1 Please provide feedback for this directive

COMMENTS ON MENTAL HEALTH AND OTHER DIRECTIVES NOVEMBER/DECEMBER 2017

To Chief Outlaw, Capt. Bell, Lieutenant Morgan, PPB Policy Analysts, Compliance Officer/Community Liaison Team, Community Oversight Advisory Board staff, US Dept. of Justice, Citizen Review Committee and the Portland Police Bureau:

First of all, we welcome Chief Outlaw to this process of public review of Bureau policies. The process, which was developed as part of the US Department of Justice Settlement Agreement, is a good example of something both Portland Copwatch and the Bureau might deem "community policing," though shortcomings still exist. In August, we noted that Portland Copwatch (PCW) has commented on over 100 Directives over the last four years, some of them 3 or 4 times, in hopes of creating a more professional, accountable and transparent Bureau, while helping de-emphasize violence and conflict.

While it has been a relief to have two months off since the last set of Directives were posted for comment, we're now faced once again with the Bureau creating overlapping deadlines for sets of policies released in mid-November (addressed in this email) and early December (comments to follow). For the November set of Directives, which were posted at <http://www.portlandoregon.gov/police/59757>, we have put in most of our comments below these introductory thoughts. We note, however, that the Bureau has not taken up our reasonable suggestion to post its current list of intended changes, or even areas requiring attention, when posting Directives for review. Rather, the community is given 30 days to comment on existing Directives with no clue as to what is under scrutiny, but only 15 days to comment once the Bureau releases proposed revisions. The comment period should be at least 30 days on both ends, as we've noted many times, so that organizations including official city advisory boards have time to meet and compile recommendations.

We are not making comments on Directives 414.00 (Pregnancy), 212.20 (Milk Expression) or 410.00 (Injuries/Illness), the latter of which is up for its first review.

We note here that all three Mental Health Directives under review were revised in early 2017 even though they were last posted for input in April 2015, with some of the changes coming after the opening of the Unity Center earlier this year. We very much appreciate that the Policy Section of all three Directives now includes the sentence "Members shall treat the individual with dignity and compassion at all times."

PCW has continually suggested-- to no avail-- that the Bureau add letters to section headings (Definitions, Policy, Procedure) to avoid having multiple sections with the same numbers. We also strongly suggest PPB go back to its earlier practice of enumerating the Definitions, to make referencing them easier. Our comments below refer to the Procedure section unless otherwise noted.

630.25 CADETS

This policy was last posted in September 2015. It seems the proposed changes from the Bureau were not incorporated as the existing policy is the same as it was two years ago. Based on the proposed numbered version, we made these comments (asterisks ** indicate

Directive 630.25 Feedback

updated portions of our comments):

--This Directive is about a program for 16-20 year olds who can work as pseudo police officers. It allows Cadets as young as 18 to access the Law Enforcement Data System (LEDS), which may be legal, but perhaps should be restricted to those 21 and older (Section 3.5).

--The term "Field 201 File" **is undefined but is used** in Section 8.3.2 **and Section 8.3.3.**

--It is surprising to learn that in addition to so many other advisory boards, there is a Cadet Oversight and Advisory Board (Section 9); curious, then that the words "oversight" and "accountability" don't appear anywhere in the Reserve officer Directive. **We wonder whether the quarterly meetings of this Board are open to the public.**

CONCLUSION

In our last two sets of comments, we noted that the Portland Committee on Community Engaged Policing (or whatever the replacement for the Community Oversight Advisory Board will be called) will, by City Ordinance, be integrated into the Directives review process. Since the person who will help design the recruitment process does not have to turn in a resume until January 5, we continue to ask that the Bureau recognize PCW's concerns about the process and substance of these policies.

Thank you for the opportunity to comment

Q2 Contact Information (optional)

Name

Email Address

#1

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, January 01, 2018 12:32:32 PM
Last Modified: Monday, January 01, 2018 12:35:51 PM
Time Spent: 00:03:18

Page 1

Q1 Please provide feedback for this directive

3.1.3 Cadets shall handle department weapons in a life threatening situation where the Officer is incapacitated or in an Officer down situation to prevent the imminent serious physical injury or death to Officer or self. Cadets shall never persue suspects if the suspect has left the area.

Q2 Contact Information (optional)

Name

Email Address

Phone Number

Directive 630.25 Feedback

Q1 Please provide feedback for this directive

To Chief Outlaw, Capt. Bell, Lieutenant Morgan, PPB Policy Analysts, Compliance Officer/Community Liaison Team, Community Oversight Advisory Board staff, US Dept. of Justice, Citizen Review Committee and the Portland Police Bureau:

We are foregoing our usual litany of concerns since this month the only Directive we are commenting on is the Second Universal Review of the Cadets policy (630.25). We have no comments on the stolen car protocols (630.61).

However, we will note here that the original January 1 posting of the revised 630.25 did not include the "redline" version, which we happened to go back and look for after January 9, when it was updated. No notice was sent out informing those interested in the reviews that the update had occurred.

630.25 CADETS

The policy on Cadets was rewritten and shortened considerably. Changes that had been proposed in September 2015 were discarded, along with sections defining what tasks Cadets ARE allowed to participate in (9/15 Section 4.2), how ranks are indicated (9/15 Section 6.3), and all mentioned of the Cadet Oversight and Advisory Board (9/15 Section 9). We commented in December (and previously) that we had not heard of this board and wondered if its meetings were open. Apparently it either no longer exists or is not subject to the Directives. The Directive also now asks the Cadet Advisors to conduct trainings, but removes the specific requirement under "Cadet Responsibilities" (Section 3) for the youth to undergo such training. It only requires that they record any training (3.1.1) and be trained before accessing the Law Enforcement Data System (LEDS-3.1.4).

We previously suggested that since Cadets are by definition between the ages of 16 and 20, perhaps they should be supervised by adults when accessing LEDS. A new clause in Section 3.1.4 says use of this database will be done "under the supervision of a sworn Bureau member." The Directive now adds that youth in the program will not have access to police weapons in the field (3.1.3). It continues a restriction on the age of Cadets operating police vehicles (18 and older only) but removes that they must have a proper license (9/15 Section 2.1.5).

Furthermore, there is no longer a provision saying Cadets cannot have "arrests or convictions that would prohibit employment as a Portland Police Officer" (9/15 Section 2.1.4), even though Advisors now have the same restrictions as the Training Division, Enhanced Crisis Intervention and Behavioral Health Response Teams. That is, they cannot have been the subject of disciplinary action based on use of force or mistreatment of people with mental illness within three years or twice within five years (1.1.7.1).

An oddity which may rankle those in the labor movement who got child labor outlawed and defined a work week as 40 hours: The revised Directive strikes the old provision limited Cadets to 10 hours per day (9/15 Section 4.2), replacing it with a requirement they not work more than 44 hours in a seven day week (1.1.6). Is there any law that would allow cadets, especially those under 18, to work more than 40 hours per week?

References to the "Field 201 File" have been struck, following our comments that it was not a defined term.

Finally, there is a section on filing complaints about sworn Cadet Advisors (2.4), but nothing about how to hold the cadets themselves responsible if they violate Bureau policies, including this one.

Thank you again for the opportunity to comment

From:
To: [Directives, Police Bureau](#)
Subject: 630.25 Cadet Program
Date: Monday, January 01, 2018 10:58:09 PM

Hello,

Looking at 3.1.2, “Cadets shall not take law enforcement action as they do not have any police powers.”, maybe something to the effect of “Cadets shall not take **independent** law enforcement action as they do not have any police power.”.

Thanks,