



CITY OF PORTLAND, OREGON



Bureau of Police

Ted Wheeler, Mayor
Jami Resch, Chief of Police

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Integrity • Compassion • Accountability • Respect • Excellence • Service

Directive 630.23, Reserve Officer Program (Rescinded)

Effective March 2, 2020, the Portland Police Bureau (PPB) rescinded Directive 630.23, Reserve Officer Program. The PPB has determined that there is no need to maintain the program at this time, due to the depletion of its reserve officers.

630.23 RESERVE OFFICER PROGRAM

Refer:

- ORS 656, Worker's Compensation
- ORS 133, Citizen's Arrest
- ORS 166, Unlawful Possession of Firearm
- City of Portland Charter, Chapter 3
- DIR 315.50 Unsatisfactory Performance
- DIR 410.00 Injuries/Occupational Illness/Disability/LOS

1. STATEMENT OF PURPOSE

1.1. The Bureau's Reserve Program was established to assist regular duty officers. The program is designed to provide professional volunteer officers who can augment Bureau operations and provide support to regular duty officers on patrol. The Bureau is committed to recruit and appoint only those reserve officers who reflect the professional standards and embrace the core values established by the Bureau.

2. DIRECTIVE SPECIFIC DEFINITIONS

2.1. No definitions

3. POLICY

3.1. The overall responsibility of the Reserve Unit rests with the Chief of Police as outlined in the City of Portland Code (Chapter 3.20.180-210). This policy establishes guidelines unique to the Reserve Unit and does not address every situation.

3.2. Reserve members will adhere to all other applicable Bureau directives and Standard Operating Procedures (SOP).

4. RESERVE COORDINATOR RESPONSIBILITIES

4.1. The Reserve Coordinator is responsible for the coordination of the reserve unit.

4.2. The Reserve Coordinator will report to the RU commander responsible for the reserve unit, and perform the applicable duties outlined in the reserve unit Standard Operating Procedures.

5. MEMBERSHIP REQUIREMENTS

5.1. The requirements to be a reserve officer are generally the same as for a community police officer, minus the college credits. Hiring guidelines will be reviewed on a regular basis and maintained by the Personnel Division.

5.2. Reserve recruiting, testing and appointment are coordinated through the Personnel Division, Reserve Commander, and the Reserve Coordinator.

5.3. Background investigations are conducted by the Personnel Division in the same manner as for a community police officer.

5.4. Reserve officers must successfully complete the Reserve Academy (or equivalent training in certain cases).

5.5. A former Bureau Reserve who resigned from the Bureau in good standing may be reinstated if they apply within one year of resignation.

5.6. A former Bureau Reserve who resigned from the Bureau in good standing may apply for reappointment within five years of resignation; however, the former member shall have an updated background investigation conducted prior to reappointment.

5.7. After five years from resignation, the former member shall go through the same process as a new applicant.

5.8. A former or retired police officer may apply for direct appointment to the Reserve Unit with approval from the Chief of Police.

RESERVE COMMAND ORGANIZATION

6.1. The organization structure of the Reserve Unit is designed to mirror the organization structure of a precinct or unit.

6.2. The Reserve Commander is the senior ranking reserve.

6.3. Reserve captains, lieutenants and sergeants shall be assigned duties that may include, but are not limited to, liaison duties to precincts, units or other areas of the Bureau or Reserve Unit.

6.4. The Reserve Unit may reorganize the duties and reporting responsibilities as situations dictate.

6.5. The Reserve who is assigned as the Recruit/Training coordinator will report directly to the Reserve Commander, or designee.

6.6. All reserve command staff must be a senior reserve officer in order to be eligible for promotion.

6.7. Promotions must be approved by the Chief of Police.

6.8. The rank structure and the numbers of reserve command or supervisory positions will be determined by the Reserve Commander based on the overall personnel strength of the Reserve Unit.

7. UNIFORM RANK INSIGNIA

7.1. Rank/Insignia

7.1.1. Commander/Black or Gold Lined Oak Leaf

7.1.2. Captain/Double Black or Gold Lined Black Bars

7.1.3. Lieutenant/One Black or Gold Lined Bar

7.1.4. Sergeant/Three Black or Gold Lined Black Chevrons

8. RESERVE OFFICER STRUCTURE AND RESPONSIBILITY

8.1. Recruit Reserve Officer

- 8.1.1. Not yet completed the reserve academy.
- 8.1.2. Shall not engage in any enforcement action.
- 8.1.3. May participate in plainclothes ride-along like a community member, but does not need to fill out ride-along form. All provisions of the ride-along directive apply.
- 8.1.4. Must attend all training and meetings as directed by superior officer.

8.2. Trainee Reserve Officer

- 8.2.1. Graduated from the basic reserve academy.
- 8.2.2. Must complete any new-hire and advanced training as prescribed by the Chief of Police.

8.3. 18-month probationary officer

- 8.3.1. Must partner with a reserve officer or a non-probationary paid officer during patrol duties.
- 8.3.2. Must be evaluated in accordance with the Reserve Field Training Manual.
- 8.3.3. Must complete Reserve Field Training Manual within one year.

8.4. Intermediate Reserve Officer

- 8.4.1. May be an 18-month probationary officer.
- 8.4.2. Completed Reserve Field Training Manual to this level and been advanced by the Reserve Commander.
- 8.4.3. Eligible to partner with a senior reserve officer who is off probation or non probationary paid officer during patrol duties.
- 8.4.4. Must be evaluated in accordance with the Field Training Manual.

8.5. Senior Reserve Officer

- 8.5.1. Completed 18-month probationary period.
- 8.5.2. Completed Field Training Manual.
- 8.5.3. Completed 500 hours of additional non-administrative training hours after obtaining Intermediate Reserve officer status.
- 8.5.4. Advanced to this level by RU Commander, Reserve Coordinator and Reserve Commander.
- 8.5.5. May partner with senior or intermediate reserve officers or non probationary paid officers during patrol duties.

9. NON-SWORN MEMBERS

9.1. The objective of the non-sworn program is to expand opportunities to a greater number of citizens to volunteer within the Bureau in a community policing environment. Non-sworn members will adhere to the following:

- 9.1.1. Meet all personnel requirements of the Bureau.
- 9.1.2. Be issued distinctive Reserve Unit apparel and Bureau ID card.
- 9.1.3. Complete non-sworn academy (or approved equivalent training).
- 9.1.4. No powers of arrest.
- 9.1.5. Not carry firearms.
- 9.1.6. May attend Reserve Unit training and meetings.

9.1.7. Be involved in non-enforcement duties within the Reserve Unit and other duties at the discretion of the RU commander, Reserve Coordinator and Reserve Commander.

10. RESERVE OFFICER ACTIVITIES

10.1. Reserve officers are not meant to supplement paid police officers, but instead to augment the Bureau's community goals by:

- 10.1.1. Assisting with arrests and transport of custodies.
- 10.1.2. Assisting with special missions.
- 10.1.3. Assisting with crime scene preservation.
- 10.1.4. Community events, festivals, parades and sporting events.
- 10.1.5. Presidential and VIP security.
- 10.1.6. Crime prevention activities.
- 10.1.7. Senior citizen programs.

10.2. While participating in certain special activities and details, the Reserve Commander, Reserve Coordinator, or on-duty supervisor can make any assignments as needed to fulfill that duty.

10.3. Reserve officers can provide patrol support at the precinct or unit level, either as a two person reserve vehicle or by Training in Patrol (TRIP) with a paid police officer, or may work independently if approved by the Reserve Commander or Reserve Coordinator.

10.4. During patrol support duty, reserve officers must check-in with the on-duty supervisor to ensure authorization for duty and seek vehicles, radios and other equipment from the precinct in which they are working. Patrol support duties may include but are not limited to the following:

- 10.4.1. Reserve vehicles should not be dispatched on calls for service, unless directed by an on-duty supervisor.
- 10.4.2. Reserve vehicles can serve as tertiary cover on priority calls.
- 10.4.3. Reserve vehicles can assist with traffic accidents.
- 10.4.4. Reserve vehicles can enforce traffic laws.
- 10.4.5. While on TRIP duty, the patrol unit should be considered a one-person car for dispatch purposes.
- 10.4.6. As stated in the City of Portland Charter, the Chief of Police may direct Reserve officers to perform certain duties.

11. NOTIFICATION REQUIREMENTS

11.1. As the circumstances dictate, the Reserve Coordinator and Reserve Commander shall be notified whenever an on-duty member of the Reserve Unit is:

- 11.1.1. Injured or killed.
- 11.1.2. Uses deadly force or force that causes serious injury.
- 11.1.3. Involved in a pursuit.
- 11.1.4. Involved in a vehicle accident.
- 11.1.5. Involved in an incident that will likely generate media attention.
- 11.1.6. The Reserve Coordinator shall be notified whenever an off-duty member of the Reserve Unit is arrested, had court action instituted against them as a result of work that is within the scope of their duties or other legal actions that may affect their membership in the organization.

12. OFF-DUTY ARREST AND WEAPONS

12.1. Off duty reserve officers will comply with all laws and Bureau policies concerning off duty arrests and weapons (refer to ORS. 133.005, ORS. 166.260), and any applicable reserve unit SOP for further reference.

13. BADGE AND IDENTIFICATION ISSUANCE

13.1. The Personnel Division is responsible for issuance and inventory of reserve badges and the coordination of issuance of police identification.

13.2. Only active reserve officers may be issued a reserve badge. Badges and identification issued to reserve officers will be returned to the Bureau upon promotion, demotion, retirement, resignation, termination, or at the request of the Bureau.

14. RETIREMENT

14.1. After serving as a Bureau reserve officer for a continuous period of ten years, the reserve officer will be tenured for retirement.

14.2. If a Bureau reserve officer has 10 years of continuous satisfactory service with another agency and the Portland Bureau, the reserve officer will be tenured for retirement.

14.3. A retired reserve officer will be issued a retirement badge and identification.

14.4. A retired reserve officer may be presented with a retired reserve officer badge mounted on a plaque or similar display.

15. WORKERS' COMPENSATION

15.1. In addition to Directive 410.00 (Injuries/Occupational Illness/Disability/LOS), Portland City Code Section 3.20.190 states while on any authorized assignment Reserve officers shall be covered by the City's self-insurance as authorized under the provisions of the Oregon State Workers' Compensation Laws and Administrative Rules. For specific information contact Risk Management.

15.2. In the event a reserve is killed, injured or suffers an occupational disease that is accepted pursuant to the provisions of Oregon State Workers' Laws and Administrative Rules, Risk Management will pay workers' compensation benefits as provided by Oregon State Workers' Compensation Laws and Administrative Rules.

15.3. The United States Government may compensate the surviving dependents under Public Safety Officers' Death Benefit Act.

15.4. Monthly hours are to be submitted monthly by the Reserve Unit time keeper to Risk Management and to Central Accounting.

15.5. The Reserve Coordinator will report the current assumed wage information to Risk Management and to Central Accounting.

16. RESERVE AWARDS

16.1. *Jack A. Taliaferro Award*: Presented annually to the reserve member whose exemplary performance as a community servant promotes the favorable image of a Bureau reserve officer. Nominations will be in writing and the name of the winner placed on a plaque retained by the reserve unit. The RU Commander, Reserve Coordinator and Reserve Commander will choose a recipient based on the following criteria:

16.1.1. Exceptional performance and sound judgment. 16.1.2. High level of expertise in law enforcement.

16.1.3. Willingness to contribute to the community.

16.1.4. Outstanding leadership within the reserve unit.

16.2. *The Lloyd Coulter Award*: Presented annually to the reserve officer whose skills and ability have been exceptionally demonstrated in the use of firearms. Nominations will be in writing and the name of the winner placed on a plaque retained by the reserve unit.

16.3. *Reserve Commanders Award*: Presented annually by the Reserve Commander to a member of the reserve unit, who provides exemplary service or duty to the reserve unit, Bureau and the City of Portland.

17. HISTORY

17.1. Established: September, 2008

17.2. Revision #1 Effective: 04/04/13

17.3. Next Review Date: 04/04/15

#1

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Friday, January 31, 2020 10:58:32 AM
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Q1 Please provide feedback for this directive

This directive should be rescinded, the Reserve program no longer exists.

Q2 Contact Information (optional)

Name

Email Address

Phone Number

#2

COMPLETE

Collector: Web Link 1 (Web Link)
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Q1 Please provide feedback for this directive

Under:
Reserve Officer Structure & Responsibility
8.1.2
Shall not engage in enforcement action
Under:
Reserve Officer Activities
10.4.4
Reserve vehicles can enforce traffic laws. (Maybe stick to referring to reserve officers as officers not vehicles. Not both. Or, add vehicles in the definition). Also, in 8.1.2 above you say no enforcement action and here you say "yes" you can enforce. (This is confusing).
Under:
Notifications
11.1.3
Involved in a pursuit. (Reserve officers should never be involved in pursuits...Period)

Reserve officers have no where near the training that full time police officers have. They should not have arrest powers or carry guns. I feel this policy needs to be scaled back.

Q2 Contact Information (optional)

Respondent skipped this question

#3

COMPLETE

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Q1 Please provide feedback for this directive

Directive 0630.23- Reserve Officer Program, Section 14 - Retirement. The reserve program at PPB no longer exists and it will be difficult to verify claims for retirement credentials. Sworn officers are required to have served for 25 years to obtain the same retirement credentials this directive provides to Reserve officers after 10 years.

Q2 Contact Information (optional)

Respondent skipped this question

#4

COMPLETE

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Directive 630.23 Feedback

Q1 Please provide feedback for this directive

COMMENTS ON VEHICLE TOW, ALCOHOL USE AND OTHER DIRECTIVES FEBRUARY 2020

To Chief Resch, Capt. Parman, 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:

Below are our comments on the six Directives posted for February 2020 (<https://www.portlandoregon.gov/police/article/73677>). While two have not been reviewed under this process previously (so far as we know), the ones that have continue to include problems Portland Copwatch (PCW) identified in earlier comments. PCW continues to thank the Bureau for putting out "redline" versions of Directives upon second review, but urges the Bureau to include notes about reasons first review policies have been chosen, including possible revisions the Bureau is considering.

In relaying the first four items to our constituents, we noted that they all seem to relate to questionable behavior which put officers in front of the Police Review Board or in the media in the last 10 months:

640.50 Traffic Crash Investigations: Officer Alfonso Valadez chased a suspect down an off-ramp of the freeway, leading to that person having a fatal head-on crash (Dec. 2019 PRB report).*

316.00 Alcohol Use: Commander Steve Jones crashed his car into a utility pole, cracking it in two, in June 2018, leading to the loss of his job (Sept. 2019 PRB report).

630.23 Reserve Officer Program: The entirety of the Reserve Officer unit resigned in 2018 when the Bureau failed to train them up to the standards required by the US DOJ Agreement (Oregonian, April 19, 2019).

317.40 Authorized Use of Bureau Resources: Detective Norville Hollins III was demoted after he took a police car to the Oregon coast repeatedly, racking up hundreds of non-work miles (Dec. 2019 PRB Report).

We are also making comments on the Holding Cells (870.25) and Vehicle Tow (630.60) Directives, mostly based on our previous input.

As we have commented repeatedly, while it is useful to have 30 days to make recommendations on the second round reviews, the 15-day window for the first round is too short and precludes most official PPB advisory bodies, which only meet once a month (or once every two months) from weighing in.

We also continue to believe the Bureau should put letters on the Definitions, Policy and Procedure sections so there are not multiple sections with the same numbers. Our comments are on the Procedure sections unless otherwise noted.

Footnote (introduction)

*-Valadez resigned before he could be fired.

DIRECTIVE 630.23 RESERVE OFFICERS (PCW's last comments September 2015)

Technical note: The Statement of Purpose, Policy and Procedure sections are all sequentially numbered in this Directive.

It is not extremely clear from this Directive how the Reserve program differs from the Public Safety Support Specialist program, except that there are references to (a) using force and deadly force in the Section now numbered 11.1.2, (b) participating in a pursuit in 11.1.3, and (c) firearms training in the awards Section 16.1.

On that issue, in our previous comments we expressed concerns that Section 16.1 describes a special Jack A. Taliaferro Award for firearms proficiency for Reserve Officers. We noted that the US Department of Justice Settlement Agreement encourages the City to move away from using force and toward de-escalation and encouraged the City to get rid of such competitions among officers

Directive 630.23 Feedback

move away from using force and toward de escalation, and encouraged the City to get rid of such competitions among officers awarding the use of firearms. We wrote "certainly if officers are going to use guns, they should know how to aim and shoot, but the award sends a strange message."

We have not seen any reports of the Reserve Officer program being re-populated after the mass resignations, but hope the current Trainees (in "basic reserve academy," Section 8.2.1), and Intermediate officers (who have to "complete the Reserve Field Training Manual," whatever that is, Section 8.4.2) and Senior officers, as part of their 500 hours of training (Section 8.5.3) are being given appropriate crisis intervention, de-escalation and procedural justice training.

One issue we also raised in 2015 was that the Section now numbered 10.1.4 allows for Reserve Officers at "Community Events," to which we would add they can also be assigned to "special missions" (Section 10.1.2). Occasionally we have seen or heard of Reserve Officers acting questionably in crowd control situations. Unless they are specially trained, we noted, perhaps that is not an appropriate duty for Reserves.

We also called attention to the Section now numbered 5.8, which allows former police officers to automatically enter the Reserve program upon approval of the Chief without the required background check given to ordinary civilians. While it's unlikely the Chief would let an officer with Sustained excessive force findings or certain criminal convictions join up, some qualifier should probably be added regarding the officer's work history that might disqualify them from continuing to be part of the Bureau.

CONCLUSION

As we wrote one year ago this month, "PCW again appreciates that the Bureau asks for community comments on its policies, and the few changes that were made in response to our feedback. However, the other common-sense ideas we are putting forward which would lead to a more trustworthy and community-minded police force should not be brushed aside. We are hoping that the once the PCCEP starts making recommendations, the Bureau will engage in public discussions (involving the Committee members and the general public) rather than continuing to go behind closed doors to assess community input. That would show a true commitment to 'community engaged policing.'" Now that PCCEP has proposed a policy, albeit not related to a specific Directive but rather generally about how to approach traffic stops, we hope the Bureau takes up this challenge and engages in meaningful discussion.

Thank you for the opportunity to comment,

Q2 Contact Information (optional)

Name

Email Address
