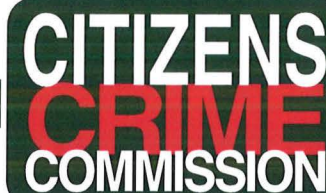


POLICE BUREAU STAFFING STUDY

IF YOU WISH TO SPEAK TO CITY COUNCIL, PRINT YOUR NAME, ADDRESS, AND EMAIL.

NAME (print)	ADDRESS AND ZIP CODE	Email
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Testimony of Suzanne Hayden
Executive Director Citizens Crime Commission
Wednesday April 8, 2015
Portland City Council

Good Afternoon Mayor Hales, City Council members. I am Suzanne Hayden, Executive Director of the Citizens Crime Commission and a long time Portland resident. I want to thank you for commissioning this report to help evaluate the Portland police bureau staffing, business practices and service levels to the community. This report is a good start for determining the right size for a police agency doing the type of work the community wants in a city of our size using objective benchmarking against other agencies and national best practices where available. I served on the citizen advisory committee that was formed to meet with the consultants from Matrix, review their findings and offer feedback. I want to provide comments on a couple of key provisions in the 200 plus page report.

The report recognizes the many strengths of the men and women who serve as police officers and their commitment to the community with high levels of service given their lean staffing levels and the size and diversity of the populations they serve. Many of the recommendations from the report have already been evaluated and implemented by the chief to achieve the efficiencies and effectiveness promised.

One area where policing that is different from other city bureaus and other careers is the time it takes to hire police officers. The report indicates there should be a net increase in personnel of 27 and ½ positions, both officers and civilian. What may not be widely understood by the community is it takes upwards of two years to get an officer on the street. Two years to recruit, do back ground checks, hire, attend the mandatory state basic training academy and make sure the right fit is made with a police officer through an 18 month probation. At the same time, police officers are retiring or leaving the bureau. When the police bureau suspends hiring, or fails to fill positions due to budget cuts, there is drastic staffing implications for the following three years. This highlights the need to have a more stable and sustainable way to modulate the staffing of the police bureau. Whether that is addressed by over hiring or rolling hiring, we need to get ahead of that curve.

The Matrix report indicates the police bureau's lack of a computer crimes unit places them outside the national best practices. This is an area of increasing victimization in our community that warrants law enforcement engagement, yet the bureau's current staffing does not allow for this service area.

Another deficit area is staffing so every high school in our community has an assigned school resource officer. This is an important upstream connection and relationship for police officers with schools and the youth in our community that helps prevent youth entering into the criminal justice system if possible. Having an adequate number of school resource officers also provides a level of expertise for safety in schools, and places officers in a positive role strengthening our communities. It also provides an important opportunity for youth to be exposed to a career in law enforcement.

The Matrix report provides an extensive study of all aspects of the bureau's work that lays a foundation for strategic planning and budgeting out into the future.

Thank you for your leadership in commissioning this report.

*The Citizens Crime Commission is an affiliate of the Portland Business Alliance Charitable Institute.
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