

OREGON ASSOCIATION OF CHIEFS OF POLICE

STATE RESOURCE SUPPLEMENT **FOR THE** **POLICE CHIEFS DESK REFERENCE**



www.policechief.org

September 2015



Oregon Association Chiefs of Police

in partnership with

International Association of Chiefs of Police New Police Chief Mentoring Project



Dear Oregon Law Enforcement Professional:

Since 1997, the International Association of Chiefs of Police (IACP) has been actively supporting smaller agencies through the Smaller Agency Technical Assistance Program, supported by the Bureau of Justice Assistance (BJA). In 2003, the program was expanded to include a New Police Chief Mentoring initiative. The focus of the Mentoring Project has been to provide newer police chiefs from smaller agencies with access to seasoned chiefs from similar sized agencies to learn how they achieved success and resolved similar problems. The project is designed to render leadership development and policy guidance to new chiefs as they begin their tenure through mentoring assistance and through the dissemination of the [Police Chiefs Desk Reference \(PCDR\)](#). The Oregon Association Chiefs of Police (OACP) is partnering with the IACP to provide these services to chiefs in the state of Oregon.

The PCDR, a major component of the Mentoring Project, contains a wealth of resources to assist chiefs in their new role. All sizes and types of agencies and levels of staff utilize this product. It contains information on leadership, ethics, policies and procedures, accreditation, funding, sample internal and community surveys, as well as best practices guides written specifically for smaller agencies on a wide range of topics. Many other resource listings, summaries, and Web site referrals, are also incorporated into the reference. A copy of this guide can be ordered online at www.theiacp.org/Desk-Reference.

To complement this resource and provide further support to Oregon State law enforcement professionals, the OACP has created this state specific supplement, which can be added into the PCDR binder. The Oregon supplement includes key contacts, legal and procedural issues, training requirements and opportunities, association information, and a number of additional resources for chiefs in our state.

The IACP New Police Chief Mentoring Project is also working with OACP to provide regional mentors to work one-on-one with newer Oregon chiefs. To serve as an IACP/OACP mentor or to work with an experienced chief, visit the [IACP web site](#) for applications and further information. The OACP encourages you to participate in this valuable program and take advantage of the resources that have been developed to support law enforcement professionals.

By direction of the Executive Board,


OACP President
Chief Rock Rakosi


Executive Director
Kevin Campbell

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Oregon Association Chiefs of Police (OACP)

<http://www.policchief.org/>

Oregon Association Chiefs of Police Overview

History and Mission

The Oregon Association Chiefs of Police (OACP) was formed for the intended purpose of enhancing the professionalism and ensuring the integrity of law enforcement in Oregon. Our mission is to promote the highest ethical and professional standards in law enforcement at all levels throughout the state. At its inception, the OACP was envisioned as an organization that would promote training and information sharing to facilitate the professional growth of police chiefs and officers statewide. The OACP has always been a leader, both on the state and national level, in the effort to enhance the profession. The strength of an organization is found in the membership and those who give of themselves to better the whole. In this regard, the OACP has been fortunate to have a long legacy of fine leaders who worked tirelessly to meet the goals of the association and the needs of the citizens we serve.

On February 27th, 1953, thirty-nine police chiefs from throughout the State of Oregon gathered in the capitol city at the invitation of Salem Police Chief Clyde Warren to form a new organization called the Oregon Association Chiefs of Police. During the inaugural meeting, Chief Ted D. Brown of Eugene was elected the first OACP president, Chief Clyde Warren of Salem was elected vice president and Chief Carl M. Dalles from Grants Pass was elected secretary-treasurer.



Oregon Association Chiefs of Police
Inaugural Meeting in Salem, Oregon
February 27th, 1953

Over the years, the Oregon Association Chiefs of Police has grown in scope and membership, but our commitment to our core values and to the law enforcement code of ethics has remained steady and sure. As we enter our sixth decade, the OACP continues to grow in image and stature within the state. Membership in the OACP has grown to over 200 law enforcement executives along with a significant number of law enforcement and private sector partners.

The OACP accomplishes its mission by hosting conferences and trainings, distributing college scholarship money to second year (or later) students in criminal justice programs, managing grants for safety belt and DUII overtime, and developing and running community outreach programs geared for municipal police agencies. The OACP also maintains a strong presence in Salem, regularly testifies on legislative issues, and works to secure the passage of laws that help police departments better protect our citizens.

The membership of the Oregon Association Chiefs of Police is committed to support and maintain the highest standards of public safety and police protection for the people who live, work and play in the State of Oregon.

Mission

To promote and enhance the highest ethical and professional standards in law enforcement at all levels throughout Oregon.

Code of Ethics

The Oregon Association Chiefs of Police adopted the following Code of Ethics on January 26th, 1993:

As a Police Chief, my fundamental duty is to serve my community in a leadership capacity by directing, controlling, and managing the police department. I shall use my training, experience, and education to ensure that my community receives professional, dedicated police services in a humane, ethical, fair, and honest manner. I shall instill in all members of my department the duty to respect the constitutional rights of all people to liberty, equality, and justice.

I shall investigate all complaints of police misconduct fairly, thoroughly, and completely to insure that police authority is not abused. Likewise, I will defend and protect my employees against unfair and unjust accusations so as to enable them to perform their duties of law enforcement without undue interference of intimidation.

I recognize that as a community leader, I must keep my private life unsullied and be a role model of sobriety, honesty, and fidelity. I accept the fact that as Police Chief, I forfeit some rights of privacy that other occupations enjoy.

I shall maintain budgetary and fiscal control of police expenditures to ensure that the limited public funds I administer are expended appropriately and in conformance with budget law and sound fiscal policy.

I will faithfully discharge my duties as a member of the Oregon Association Chiefs of Police. I will accept my obligation to pay dues regularly and to support the organization by active involvement in the affairs of the Association. When I accept assignment to a committee or as an officer, I shall conscientiously fulfill my duties to the best of my abilities.

I recognize my office as a symbol of public trust. I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession --Law Enforcement Leadership.

At the Oregon Association Chiefs of Police, we believe the best way to share the potential of our association is to unleash the energy and experience of our members. The benefits that OACP offers members and partners are unique to a professional non-profit association: leadership training, community outreach programs, professional publications, annual conferences, and legislative advocacy. The most important ingredients to our success are the skills, abilities, intelligence, and initiative of our OACP members, member leaders, and partners.

Accordingly, the mission of the Oregon Association Chiefs of Police is firmly centered on helping members and their personnel achieve their potential - both as professionals and people.

Membership

There are five primary categories of membership in the Oregon Association Chiefs of Police including: active members, provisional active members, life members, associate members, and retired members. Applications and additional information can be accessed at www.policechief.org/membership.

Active Members: Includes any Chief of Police or Police Superintendent of any city, tribe, special district, state police, or railroad police in the state of Oregon or any agency police executive designated by the Chief to carry on the duties of a Chief of Police during the absence of such Chief from the jurisdiction. All active members must possess at least a management level training certificate from the Department of Public Safety Standards and Training (DPSST).

Provisional Active Members: Members who have not attained a Management Certificate or greater from DPSST at the time they apply for membership are approved with all of the benefits of Active membership except for the ability to hold office. Provisional Active members can become full Active members by either attaining a Management Certificate or greater from DPSST, or by remaining a member of the OACP in good standing for five years and obtaining police officer certification from DPSST.

Life Members: Persons retiring from the office of President of this Association, or any active member in good standing for a period of fifteen years, shall become Life Members. Any active member who shall have served this Association with honor and distinction may be elected a Life Member upon the unanimous recommendation of the Board of Directors at the business session of any annual meeting of the Association by a two-thirds vote of the members present and voting.

Associate Members: Associate Members are persons who were previously certified by the Department of Public Safety Standards and Training, State Police, or a Federal Officer, who is currently employed in management of security and/or investigation of criminal activity relating to private enterprise, financial or banking, or public utilities in this state, or other persons who are distinguished because of their office, title, or special service to the Association. Associate Members are not authorized to vote, nor may they hold office in the Association.

Retired Members: When an active member of the Association retires from regular employment in good standing and is not qualified for Life Membership in the Association, such member shall become an Associate Member, exempt from annual dues and eligible for participation in the Retired Chief's Committee.

Organizational Structure

Executive Office and Staff

 <p>Oregon Association Chiefs of Police 1191 Capitol Street NE Salem, OR 97303 800-784-2867 503-315-1411 www.policechief.org</p>	<p>Kevin Campbell Executive Director kevin@victorygrp.com 503-580-9485 (cell)</p> <p>Marie Campbell Association Executive marie@victorygrp.com</p> <p>Anne Campbell Association Executive anne@victorygrp.com</p> <p>Craig Campbell Association Executive craig@victorygrp.com 503-510-6911 (cell)</p>
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Executive Committee

<p>President Chief Rock Rakosi Myrtle Point Police Department 424 5th Street Myrtle Point, OR 97458 r.rakosi@myrtlepointpolice.com Office: (541) 572-2124</p>	<p>1st Vice President Chief Geoff Spalding Beaverton Police Department 4755 SW Griffith Dr Beaverton, OR 97005 gspalding@beavertonoregon.gov Office: (503) 526-2374</p>	<p>2nd Vice President Chief John Teague Keizer Police Department 930 Chemawa Road NE Keizer, OR 97303 teaguej@keizer.org Office: (503) 390-3713</p>
<p>Secretary Treasurer Chief Jeff Groth Sherwood Police Department 20495 SW Borchers Dr. Sherwood, OR 97140 grothj@sherwoodoregon.gov Office: (503) 625-5523</p>	<p>Past President Chief Scott Russell Woodburn Police Department 1060 Mt. Hood Avenue Woodburn, OR 97071 scott.russell@ci.woodburn.or.us Office: 503 982-2350</p>	

Board of Directors

District 1 - Chief Matt Workman Warrenton Police Department 225 S. Main Avenue Warrenton, OR 97146 mworkman@ci.warrenton.or.us Office: (503) 861-2235	District 2 - Chief Janie Schutz Forest Grove Police Department 2102 Pacific Avenue Forest Grove, OR 97116 jschutz@forestgrove-or.gov Office: 503 992-3260	District 3 - Chief Ken Johnson Fairview Police Department 1300 NE Village Street Fairview, Or 97024 johnsonk@ci.fairview.or.us Office: 503-674-6213
District 4 - Chief Kim Yamashita Sandy Police Department 38970 Proctor Blvd. Sandy, OR 97055 kyamashita@ci.sandy.or.us Office: (503) 668-5566	District 5 - Chief Darrell Tallan Monmouth Police Dept. 238 E Jackson St Monmouth, OR 97351 dtallan@ci.monmouth.or.us Office: 503 838-1109	District 6 - Chief Jeff Fossholm Silverton Police Department 306 S Water Street Silverton, OR 97381 jfossholm@silverton.or.us Office: 503 873-5326
District 7 - Chief Ken Rueben Philomath Police Department 1215 Main St. Philomath, OR 97370 ken.rueben@ci.philomath.or.us Office: 541 929-6911	District 8 - Chief Mark Chase Junction City Police Department 672 Greenwood Street Junction City, OR 97448 mchase@ci.junction-city.or.us Office: 541-998-1245	District 9 - Chief Scott Gugel Winston Police Department 201 Douglas Blvd. Winston, OR 97496 sgugel@winstonpd.com Office: 541 679-8706
Dist. 10 - Chief Gary McCullough Coos Bay Police Department 500 Central Ave. Coos Bay, OR 97420 gmcullough@police.coosbay.org Office: 541 269-8914	District 11 - Chief Tim George Medford Police Department 411 W 8th Street Medford, OR 97501 Tim.George@cityofmedford.org Office: 541 774-2201	District 12 - Chief Rick Stokoe Boardman Police Department PO Box 229 Boardman, OR 97818 rstokoe@cityofboardman.com Office: 541 481-6071
District 13 - Denney Kelley: Black Butte Ranch PD PO Box 8244 Black Butte OR 97759 ChiefKelley@blackbutteranchpolice.com Office: 541 595-2191	District 14 – Chief Mark Alexander Ontario Police Department 444 SW 4th Street, Ontario, OR 97914 Mark.Alexander@ontariooregon.org Office: 541 889-5312	District 15 - Lt. Derick Reddington La Grande Police Department 1109 K Ave La Grande, OR 97850 dreddington@cityoflagrande.org Office: 541 963-1017
District 16 - Chief Darla Huxel Umatilla Police Department PO Box 130 Umatilla, OR 97882 Huxel@umatilla-city.org Office: 541 922-3789	Retired Chiefs Representative – Les Youngbar Lake Oswego Police Department lgyoungbar@gmail.com	

OACP Standing Committees

<p><u>Awards:</u> Dave Dryden – Hubbard – Co-Chairs ddryden@cityofhubbard.org</p> <p>Ken Johnson – Fairview – Co-Chair johnsonk@ci.fairview.or.us</p>	<p>The awards committee solicits, reviews, and decides on OACP award recipients for both the annual conference and special occasions.</p>
<p><u>Budget and Finance:</u> Geoff Spalding – Beaverton PD – Co-Chair gspalding@beavertonoregon.gov</p> <p>Jeff Groth - Sherwood – Co-Chair grothj@sherwoodoregon.gov</p>	<p>The Budget and Finance committee develops and recommends a budget to the General Membership for approval during the OACP annual conference held in April of each year.</p>
<p><u>Bylaws:</u> Mark J. Miranda - Newport - Co-Chair m.miranda@newportpolice.net</p> <p>Scott Russell – Woodburn PD - Co-Chair Scott.russell@ci.woodburn.or.us</p>	<p>The Bylaws committee is responsible for drafting and forwarding suggested By-law amendments to the Board of Directors for consideration and onto the General Membership for approval.</p>
<p><u>Conference:</u> Jeff Fossholm – Silverton - Co-Chair jfossholm@silverton.or.us</p> <p>Linda Gardner – McMinnville - Co-Chair Linda.gardner@ci.mcminnville.or.us</p>	<p>The Conference Committee plans, coordinates and produces the annual OACP conference.</p>
<p><u>Dress Uniform and Ceremony:</u> Robert Mason – Independence PD - Chair mason.robert@ci.independence.or.us</p>	<p>The Dress Uniform and Ceremony Committee develop recommendations for the display of rank and other insignia for police uniforms throughout Oregon. The Committee also provides guidance and assistance to police agencies in need of presenting a special ceremony.</p>
<p><u>Education and Training:</u> Kris Allison – Central Point – Co-Chair kris.allison@centralpointoregon.gov</p> <p>Ray Rau – Nyssa – Co-chair rrou@nyssacity.org</p>	<p>The Education and Training committee is responsible for coordinating all education and training opportunities offered by the Association at the annual conference and other special training sessions.</p>
<p><u>Executive Resources:</u> Rick Lewis – Silverton, Ret. – Co-Chair Lewisre_53@yahoo.com</p> <p>Mike Healy – Mt. Angel – Co-Chair mhealy@ci.mt-angel.or.us</p>	<p>The Executive Resources committee is responsible for developing programs and offering resources through the OACP that assist local government partners and OACP Members. This committee will develop and/or identify an OACP background investigation Service and LEMAP service and further develop the Linebacker program.</p>

<p><u>Intergovernmental and Legislative:</u> John Teague – Dallas – Co-Chair john.teague@dallasor.gov</p> <p>Geoff Spalding – Beaverton – Co-Chair gspalding@beavertonoregon.gov</p>	<p>The Intergovernmental and Legislative committee develops and implements an OACP legislative agenda for each Oregon Legislative Session with the assistance of the OACP executive staff.</p>
<p><u>Labor:</u> Geoff Spalding – Beaverton – Co-Chair gspalding@beavertonoregon.gov</p> <p>Cindy Bolek – Hillsboro – Co-Chair cynthia.bolek@hillsboro-oregon.gov</p>	<p>The Labor Issues Committee tracks various trends in labor negotiation and maintains a file of all negotiated contracts from police agencies.</p>
<p><u>Line of Duty Death Benefits Committee:</u> Scott Russell – Woodburn – Chair scott.russell@ci.woodburn.or.us</p>	<p>The Line of Duty Death Benefit Review Committee is responsible for identifying current LODD benefits in Oregon in comparison with other western states and to make recommendations for assisting survivors in additional ways.</p>
<p><u>Marketing:</u> Mark Chase – Junction City – Co-Chair mchase@ci.junction-city.or.us</p> <p>Carolyn McDermed – U of O PD – Co-Chair mcderned@uoregon.edu</p>	<p>The Marketing Committee will coordinate with other committees and the Board to create, communicate and deliver OACP products and services and to increase awareness of the value of OACP products and services internally and externally.</p>
<p><u>Membership</u> Matt Workman – Warrenton – Co-Chair mworkman@ci.warrenton.or.us</p> <p>Mike McGlothlin – Columbia City – Co-Chair mmcglathlin@columbia-city.org</p>	<p>The Membership Committee responsible for recruiting new Active and Associate members and for receiving, reviewing, and forwarding applications for membership and recommendations to the Board of Director's for action.</p>
<p><u>Scholarship – Community Action:</u> Kevin Martinez – Carlton – Co-Chair kmartinez@ci.carlton.or.us</p> <p>Matt Workman – Warrenton – Co-Chair mworkman@ci.warrenton.or.us</p>	<p>The Scholarship – Community Action committee oversees the distribution of scholarships for college students who are pursuing a career in the criminal justice field and Scholarships to the OACP Annual Conference for Chiefs of Police/Retired Chiefs with financial need.</p>
<p><u>Second in Command:</u> Mark Daniel – Sherwood – Co-Chair DanielM@SherwoodOregon.gov</p> <p>Ty Hanlon – Sherwood – Co-Chair hanlont@sherwoodoregon.gov</p>	<p>The Second In Command Committees purpose is to: Evaluate opportunities within the OACP to expand participation and contributions by those aspiring to become a future Chief of Police and/or who currently are in a position to serve as a second in command or acting chief, when appointed.</p>
<p><u>Retired Chiefs</u> Les Youngbar – Lake Oswego, Ret. – Co-Chair lgyoungbar@gmail.com</p> <p>Rick Lewis – Silverton, Ret. – Co-Chair Lewisre_53@yahoo.com</p>	<p>The Retired Chiefs Committee is responsible for maintaining a connection between retired members and the association and for identifying opportunities for retired members to contribute their time and talent to the ongoing work of the association and to preserve the rich heritage of the OACP.</p>

Training and Publications

For additional information about upcoming training, visit www.policchief.org

IACP and Oregon Association Chiefs of Police Mentoring for Newer Police Chiefs

The beginning of any new police chief's administration can be crucial to achieving a successful transition and to building important relationships within the new agency and the community. New responsibilities as the leader can be overwhelming, confusing and frustrating. Newer chiefs need technical assistance and support.

For this reason, the International Association of Chiefs of Police, Smaller Police Department Technical Assistance Program has developed the New Police Chief Mentoring Project. With support from the Bureau of Justice Assistance of the U.S. Department of Justice, the focus of our activities is to provide services to the some 13,000 smaller and tribal agencies around our nation through mentoring. IACP has partnered with the Oregon Association Chiefs of Police to provide this service to chiefs in the state of Oregon.

The project is designed to provide newer police executives with leadership development and policy guidance as they begin their tenure. Newer chiefs from appointment to year three may receive mentors. The project serves agencies serving population sizes of up to 50,000.

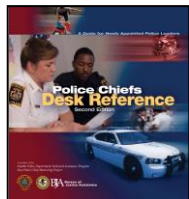
One-on-One Mentoring

Newer chiefs are provided with access to seasoned chiefs from similar sized agencies to learn how they achieved success and resolved similar problems. To participate in the Mentoring Program, newer chiefs are asked to complete a profile indicating areas of professional concern. Mentors also complete a profile indicating their areas of expertise. The newer chief is then matched with an experienced chief who best fits the new chiefs profile information. Every effort is made to match chiefs from the same regions and with similar experiences.



Mentors guide newer chiefs to solutions for problems specific to their respective jurisdictions. They provide support and assistance in accessing available support systems and obtaining needed resources. Together the mentor and new chief review and discuss problem areas, set goals, and develop plans of action. Mentors also provide a valuable service by being a confidant to a newer chief. Typically mentoring is done by phone or email for a period of three to six months. Many new chiefs and their mentors continue to remain in contact after the formal mentoring period is over.

Written Materials and Resources



The [Police Chiefs Desk Reference](http://www.theiacp.org/Desk-Reference) (PCDR) was designed to provide leadership and policy guidance to newly appointed police leaders. The PCDR includes reference material on core topics such as leadership, personnel management, operations, community outreach, contemporary issue in policing, funding and grant writing, training and professional development, and additional resources. All sizes and types of agencies continue to utilize this reference. Mentoring Project participants receive a complimentary copy of the PCDR, additional copies can be ordered at

www.theiacp.org/Desk-Reference. Additional resources and materials may be provided directly from mentors.

Applications and further information about mentoring services can be found on the [IACP New Police Mentoring Project website](http://theiacp.org/mentoring) or contact 1-800-THE-IACP ext. 804 or mentoring@theiacp.org.

OACP Annual Conference

The Oregon Association Chiefs of Police hosts an annual conference each year during the second week of April in cities throughout the state (as determined by a vote of the general membership). This four day event features strategically determined executive level training sessions, a comprehensive exhibitor trade show, an evening of fun at our annual dinner auction, and an annual awards banquet. These conferences are also designed to provide time for key committee meetings and for networking between members.

Executive Leadership Training Seminars

In February of each year, the Oregon Association Chiefs of Police joins the Oregon State Sheriffs Association and the Department of Public Safety Standards and Training for a two-day leadership training conference in Seaside on the Northern Oregon Coast.

Fall General Membership Conference

In the third week of September, the Oregon Association Chiefs of Police and Oregon State Sheriffs' Association meet together for a Fall General Membership Conference at the Public Safety Academy located in Salem (the State Capitol). The two-day meeting combines a day of association committee, board, and general membership meetings with a full day of training.

Additional Training Opportunities

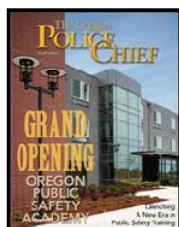
The Oregon Association Chiefs of Police actively pursues opportunities to host additional training conferences in cooperation with partners like the Department of Public Safety Standards and Training and others. For a current list of training opportunities, please visit www.policechief.org.

Publications and Communications

The Oregon Association Chiefs of Police regularly communicates with the membership through a variety of publications and communication mediums including the following:

Oregon Police Chief Magazine

This biannual publication is built around a theme (Interoperability, Methamphetamine Addiction, and Sexual Predators, to name a few) and seeks to provide tangible resources for the public and timely articles for law enforcement professionals. The publication is distributed to all OACP members, Sheriffs, State Legislators, and contributing members of the public.



APB (All Points Bulletin) E-Newsletters

This one-page newsletter is designed to provide OACP members with a bottom-line update on the work of the association, upcoming events and other information of importance to law enforcement professionals. Lengthy newsletters are rarely read due to busy schedules, time demands and the relentless pressure on policing leaders. The APB E-Newsletter is formatted to allow OACP members to keep updated with the least amount of time impact.

Sound-Off

The “Sound-Off” feature of our website, located in the members-only area of the website, facilitates communication between our members on the wide range of daily challenges agency leaders face. This interactive listserv allows OACP members to seek feedback from the whole membership regarding best practices and policies, vendors and equipment, labor and employee challenges, and many other issues and concerns. Responses and resources from members in response to “Sound Off” inquiries are catalogued in our members-only area so that these resources are available for future reference.

Oregon Law Enforcement Accreditation Program

<http://www.oracall.org/>

Accreditation Concept

The accreditation concept, which has been in existence for over 200 years, has been described as unique to the United States, emphasizing a voluntary, self-motivated approach by which organizations seek to achieve, objectively verify, and maintain high quality in their operations through periodic evaluations conducted by an independent, non-governmental body that has established standards for its “clientele.”

For law enforcement, accreditation is a progressive and contemporary way of helping agencies evaluate and improve their overall performance and provides formal recognition that an organization meets or exceeds general expectations of service and quality in the field. The key to this successful system lies in the consensus of published and circulated standards containing a clear statement of professional objectives.

Oregon Accreditation Alliance

Accreditation Program

The Oregon Accreditation Alliance is a joint effort of the Oregon Association Chiefs of Police, Oregon State Sheriff’s Association, and the Oregon Association of Public Safety Communications Officers. Representatives from each association participate on the Professional Standards Committee, the body that oversees and administers the state accreditation program.



Law enforcement agencies choosing to pursue accreditation under this program will have examined all aspects of their operations. They will have made conscious decisions about policies and procedures that fit the law enforcement requirements of their jurisdiction and will have implemented those policies and trained their employees in their use. The award of accreditation reflects that the agency was carefully measured against the established set of professional standards and that the agency has met or exceeded those standards and their practices.

The Standards

The 102 Standards used by the Oregon Accreditation Alliance, were developed and adopted by the Professional Standards Committee, and represent core issues relating to life, health, and safety. The standards are dynamic, that is, they are constantly being reviewed, updated, added to, or deleted as is necessary to ensure contemporary standards and practices. All 102 standards are mandatory for every agency except those that are not applicable because the agency does not perform that function.

It is the intent of the Oregon Accreditation Alliance that the standards speak to the “what” should be done and leaves the “how” to the agencies as they prepare for accreditation. All standards are designed to provide flexibility to all law enforcement agencies, regardless of type, size, or structure.

Eligibility and Fees

All general law enforcement agencies in Oregon having primary responsibility for the enforcement of Oregon criminal and traffic laws are eligible to participate in the program.

Fees: The following fee schedule will apply to agencies seeking participation in State Accreditation (<http://www.oracall.org/join.html>).

<u>Total Personnel</u>	<u>Fee</u>
1-9	\$550/yr.
10-24	\$1050/yr.
25-74	\$1550/yr.
75 +	\$2050/yr.

There is a non-refundable \$125 application fee. This fee provides the agency with one Standards Manual, one Accreditation Process Manual, one Self-Assessment Manual, and other materials necessary to participate in the program.

Accreditation Process

The accreditation process entails four phases beginning with the initial application and ending with the final review and decision for award of state accreditation.

Application Phase: The process begins when an agency requests information from the OAA Executive Director. Upon request, the agency will be sent information about the program. The package contains instructions, forms, profile questionnaire, and information concerning fees. The application, profile questionnaire, and application fee are then returned to the OAA Executive Director.

Self-Assessment Phase: When the agency receives all of the materials, they submit their first annual payment to the OAA and commence the self-assessment phase. During this phase, the agency will determine its compliance with the OAA standards. Proof of compliance will be provided through the agency's assessment documents, containing written directives or other verifying documents organized according to OAA guidelines.

On-Site Assessment: Details for the on-site assessment are worked out with the requesting agency. Once the on-site assessment plan has been evaluated and accepted by the OAA Executive Director, a mutually agreeable date for site visitation by the assessors will be made. The assessors will then conduct the assessment. At the completion of the on-site assessment, a report of the assessor's findings is prepared and forwarded to the Professional Standards Committee (PSC). The PSC will convene on the day before each quarterly scheduled meeting of the OACP Board of Directors to review all agencies presented for the award of accreditation. If the PSC finds all requirements have been met, a nomination to award accreditation will be made to the applicants' respective association's governing board, at their next meeting.

Review and Decision: The governing board of the respective association will receive and review all PSC nominations and enter a decision to award or defer accreditation. If accreditation is awarded, the agency is advised by the Executive Director and given the opportunity to arrange a date, time, and location where the award can be formally presented.

A formal accreditation ceremony will be conferred on the agency during the respective association's annual conference. The ceremony can also be arranged in the agency's jurisdiction if desired. In the event an agency is not granted accreditation, it may request the decision be reviewed.

Re-accreditation

Agencies electing to continue accredited status must provide annual documentation of continued compliance and resubmit to an on-site assessment once every three years. Whereas initial accreditation is about systems in place, such as the written directive system, re-accreditation is about performance.

Benefits of Accreditation

For the Community

- Increases the law enforcement agency's ability to prevent and control crime through more efficient and effective delivery of services.
- Enhances community understanding of the law enforcement agency, its role in the community, and its goals and objectives.
- Creates a forum in which police and citizens work together to prevent and control crime through greater understanding of the challenges and impacts on law enforcement and the desires of the community.
- Enhances public confidence in the law enforcement agency.

For the Chief Executive Officer

- Increases cooperation and coordination with other law enforcement and criminal justice agencies.
- Provides independent confirmation that policies comply with professional standards.
- Provides greater administrative and operational effectiveness.
- Insures continuous, systemized self-assessment of policies, procedures, and operational practices.
- Decreases exposure to civil liability and costly settlements, which leads to potential reductions in premiums for liability insurance.
- Provides state and local acknowledgement of professional competence.

For Law Enforcement Personnel

- Enhances understanding of agency policies and procedures.
- Assures consistent recruitment, selection, and promotion processes and that employment practices are fair, equitable, and non-discriminatory.
- Increases morale within the agency.
- Increases pride and confidence in the agency and its operations.
- Ensures that agency policies and procedures are reduced to writing and available to all personnel.

For more information contact:

Oregon Accreditation Alliance

Ed Boyd, Executive Director

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Other Resources and Programs

Agency Impact Programs

The Oregon Association Chiefs of Police is committed to developing programs that assist our members to fulfill the mission of policing in their local communities with professionalism and effectiveness.

Interim Executive Leadership Program (IELP)

The purpose of the OACP Linebacker Interim Leadership Assistance program is to provide interim Police Department leadership to cities during periods when a vacancy has occurred in the office of the Chief of Police.



Such vacancies may be the result of a number of factors such as the transition between a former chief and a new chief or an extended absence of the chief. The program provides an opportunity for a city to benefit from the leadership of an experienced law enforcement executive professional during such periods.

When a police chief vacancy occurs, cities are faced with the challenge of keeping the police department moving forward. The goal of the Linebacker program is to link cities and police departments that require short term leadership and management of the police department with a qualified retired Police Chief, or currently employed mid-level police commander/executive, with proven leadership ability.

The Oregon Association Chiefs of Police (OACP) has established and maintains a list of qualified candidates who are willing and able to serve as an interim Chief of Police. A city may request assistance from the OACP to provide a list of potential candidates for consideration. The request must be initiated by the City Manager, City Administrator or other designated qualified city official. On receipt of such a request, the OACP Executive Resources Committee chair shall contact registered Linebacker members and ascertain who is available to serve the requesting city. The OACP Executive Director will then provide the city's designated authorized representative with a portfolio of potential candidates. The responsibility and the involvement of OACP and the Executive Resources Committee of OACP shall end once the list of potential candidates has been provided to the requesting city. OACP and its Executive Resource Committee members provide this service for the benefit of the requesting cities without compensation and without representation of qualification of or results to be attained through any potential candidate. A requesting city must acknowledge that OACP is a referral source only and OACP, its members, officers and representatives assume no liability or obligation other than to identify potential candidates in the process described herein.

It shall be the sole responsibility of the requesting city to interview and select the individual who will serve as the interim Chief of Police. OACP will play no role in any negotiation or in reaching the terms of a services/employment agreement between the City and the preferred candidate. However, OACP has received a form of interim chief employment agreement through the courtesy of its Legal Counsel and Executive Resources Committee member, and his service may be engaged by a city, to represent the city as his client for this purpose, to assist in tailoring that form of agreement to the particular circumstances and terms agreed upon by a city and potential interim chief.

ORPAT Training Program

The Oregon Physical Abilities Test (ORPAT) is a hybrid physical ability-job sample physical ability assessment process designed to evaluate entry level police officer candidates on the essential physical capacities required to satisfactorily perform their job duties. ORPAT was originally based on data taken from the Canadian RCMP PARE research and also tests multiple Job Task Analysis (JTA's) for the Oregon police and corrections officers.



ORPAT was designed to replicate critical and essential physical tasks and demands faced by police officers in the normal performance of their duties. Both specific tasks and overall physical demands are replicated in the ORPAT through the use of a carefully designed and validated timed "obstacle course."

Through a grant from the Department of Public Safety Standards and Training, the Oregon Association Chiefs of Police purchased, equipped, and strategically deployed ten ORPAT trailer units in host police departments throughout the state. For police agencies interested in utilizing an ORPAT trailer unit, please visit http://policechief.org/program_orpat.html.

Agency Review Program (ARP)

The purpose of the Oregon Association Chiefs of Police (OACP) Agency Review Program (ARP) is to provide management consulting and technical assistance to member chiefs of police and to departments whose Chief is a member of OACP. ARP provides a service for departments, in coordination with their Police Chief, to receive a professional review of police operations and management systems, utilizing recognized law enforcement best practices standards.



The goal of the ARP review is to provide the Chief with an additional management and leadership tool: a critical look at the organization through the eyes of peer professionals. The report should serve as a guide to identify areas that need strengthening and highlight positive and innovative programs and practices. Ideally, the information provided will motivate the organization, as a whole to improve internal and external services and facilitate additional community support.

ARP consultation and technical assistance is intended to provide a tool a Police Chief can use to improve the department, create new energy and provide better and/or broader services to the community.

The department review may be completed of the entire organization, or of a specific function, unit or process of the police department. The specific area and/or focus of the review is in each case determined by the requesting chief of police.

The Agency Review Program is available to all Oregon law enforcement chief executives. Law enforcement executives are encouraged to utilize the Agency Review Program upon appointment as Chief in order to gain insight and identify priorities and opportunities.

Police Officer Selection Test (POST) Program

The Oregon Association Chiefs of Police is proud to serve as the Oregon distributor for the National Police Officer Selection Test developed by Stanard & Associates, Inc.



The Police Office Selection Test (POST) is a valid, cognitive test designed especially for law enforcement positions testing skills that pertain to law enforcement jobs. Each section of the POST contains questions that measure the basic skills critical for success as a police officer.

Increase your department's cost effectiveness and productivity by using the POST as your initial selection tool in identifying candidates whose capabilities match your job requirements.

Advantages of using the POST

- Inexpensive and effective selection tool
- Easy to administer
- Based on extensive research and development
- Developed in accordance with federal government (EEOC) and professional guidelines
- Complies with ADA requirements
- Predicts academy success
- Approved by DPSSST

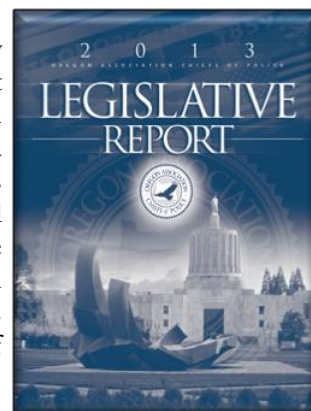
Governor's Medal of Honor Award Program

The Oregon Association Chiefs of Police sponsored and successfully passed HB 2977 to create the Governor's Law Enforcement Medal of Honor program for the State of Oregon. The Law Enforcement Medal of Honor was created as the highest award given in the name of the State of Oregon to recognize and honor those who have performed their duties with exceptionally meritorious conduct: Going above and beyond an act of bravery and self-sacrifice so conspicuous as to clearly distinguish the individual above their comrades. The Law Enforcement Medal of Honor goes beyond recognizing the everyday heroic actions of the men and women in law enforcement; it is intended to serve as the highest possible standard for exceptional conduct for members of the profession. The creation of the Oregon Law Enforcement Medal of Honor is a tribute to the courageous and selfless acts of generations of law enforcement officers. It is fitting that the Governor, on behalf of the citizens, recognizes officers who have distinguished themselves by performing their duties with exceptional and honorable meritorious conduct.



Legislative Advocacy

During legislative sessions, the Oregon Association Chiefs of Police aggressively works to pass legislation to improve public safety and to oppose bills that threaten effective law enforcement strategies and tactics. The association identifies legislative priorities through the OACP legislative committee, where a wide range of legislative concepts are evaluated and prioritized. OACP members serve on critical law enforcement task forces and committees where state-level challenges and issues are addressed. Members are also encouraged to make contact with local legislators and to testify before legislative committees on issues critical to law enforcement. The Oregon Association Chiefs of Police has an established history of legislative success that includes the passage of significant bills in each of the last several sessions including the following:



2015 Legislative Session

- HB 2546: Regulates E-cigarettes and subjects them to Oregon Clean Air Act standards
- HB 2571: Voluntary Body-Worn Camera Authorization and Implementation Legislation
- HB 2776: Creates a Police Officer Emergency Restraining Order for Domestic Violence
- HB 2936: Authorizes and creates liability protection for sobering centers
- SB 343: Removes the sunset on Tribal Police Officer Authority Legislation, making it permanent

2013 Legislative Session

- SB 421: Legislation to address civil commitment of the “extremely dangerous” (Kilcullen Bill)
- SB 482: Adds “Saliva” to Illegal Propelling Statute
- HB 2182: Establishes First Responder Appreciation Day on September 27th of each year
- HB 3194: Public Safety Reinvestment Package (Includes Oregon Center for Policing Excellence)
- HB 3317: Extension of 911 Emergency Communications Tax until 1-1-2022

2011 Legislative Session

- SB 731: Statewide policy for collection and preservation of biological evidence
- SB 803: Strengthening laws addressing child pornography
- SB 976: Governor’s Medal of Ultimate Sacrifice for officers killed in the line of duty
- HB 3153: Addition of reserve officers to definition of “peace officer” and “police officer”
- HB 3186: Mobile communication device prohibition while driving (eliminate business exemption)

2009 Legislative Session

- SB 93: Federal Intercept Legislation designed to capture unpaid fines through tax intercept
- SB 251: Felon in possession of a Taser
- SB 355: Prescription monitoring legislation
- SB 570: Metal theft legislation increases penalties and requires record of purchases
- HB 2831: Defeated omnibus collective bargaining reform measure

2007 Legislative Session

- SB 330: Mutual Aid legislation provides an “umbrella” for agencies providing assistance
- HB 2508: Photo Red Light authorization expanded to all cities
- HB 2651: Audio recording notice exemption for Tasers and in-car video approved
- HB 5533: 100 new State Police trooper positions added for the 2007-2009 Biennium

2005 Legislative Session

HB 5136: New public safety academy operations and 16 week basic training fully funded
HB 3497: System critical public safety programs retain prioritized funding in the CFAA
HB 2485: Omnibus Meth Package includes prescription only pseudoephedrine
SB 1085: Medical Marijuana Enforcement Legislation
SB 94: Child abuse cross reporting legislation reform
HB 3457: Civil forfeiture restoration legislations adopted
HB 2977: Governors Law Enforcement Medal of Honor legislation

2003 Legislative Session

HB 5513: New public safety academy construction project fully funded
SB 5045: 911 funding successfully protected from raid attempts
SB 444-446: Damaging collective bargaining legislation defeated

2001 Legislative Session

HB 2380: Photo red light authorization for cities expanded
HB 2400: Guns in court facilities passed
HB 2646: Assault on a Public Safety Officer increased to a Class C Felony
HB 2877: CFAA Public Safety Fund established in the CFAA
HB 5050: New Public Safety Training Academy funding and LEDS funding
HB 2944: Legislation to restructure the DPSST Board adopted
HB 3642: Criminal Forfeiture statute established after civil forfeiture eliminated
HB 3977: 911 Emergency Communications tax authorization extended

1999 Legislative Session

SB 344: Safe Schools Legislation adopted
SB 740: Sex Offender Registration Legislation adopted
SB 865: Legislation to allow continued certification for active retired chiefs
HB 2071: Pilot program for Photo Red Light established
HB 2263: Juvenile/Municipal Court Legislation adopted
HB 3051: Implied Consent Reform Legislation passed
HB 3052: Medical Marijuana Act clean-up legislation
HB 3085: Cities authorized to utilize photo radar enforcement technology in listed cities
HB 5046: DPSST Budget increased by a record 38%
HB 5043: 100 additional state troopers authorized in OSP budget

1997 Legislative Session

SB 423: Interfering with a peace officer penalty adopted
SB 424: Officers authorized to issue traffic citations outside the officer's presence
SB 425: Oregon Mutual Aid Peace Officer Power Act adopted
SB 693: Mental health transport by police officer reformed
SB 780: Towing of vehicles for DWS, DWR, DUII and uninsured drivers
HB 2433: Police stops inquiry expansion and stop and frisk authority
HB 2951: Sunset removal on asset forfeiture law
HB 2983: Increased eluding a police officer to a C Felony
HB 3643: Recriminalization of marijuana legislation passed

Community Impact Programs

The Oregon Association Chiefs of Police is committed to giving back to the citizens our members have the privilege of serving through high quality programs.

Parent Aid Program

Parent Aid is a voluntary, simple, and confidential urinalysis drug-testing program designed to help parents identify drug abuse problems in their kids before disaster strikes. The Parent Aid test is free of charge to a parent of any child under 18 years of age.



The goal of Parent Aid is to help parents identify drug abuse behavior in their children before destroyed relationships, school failure, jail time, and eventually...a broken life results. When a potential drug abuse problem is identified, the goal of Parent Aid is to direct parents to resources to address the problem. The referral begins with the family physician and can include a number of local community resources and programs designed to help young people struggling with an addiction to drugs.

What are the values/rules of the program?

1. The program is voluntary and no juvenile will be forced to participate. A voluntary consent form must be signed by both the parent and the juvenile prior to the interview and drug testing process.
2. A youth tested under the Parent Aid program must be living at home with a parent or guardian and must be 18 years of age or younger.
3. Any information gathered during the testing process must be kept confidential. This information cannot be used in any criminal action against the donor or family unit.
4. There will be no record keeping at the Parent Aid site. All information regarding specific names and test results is to be destroyed.
5. The program must be offered to the community at no charge. However, a Parent Aid site may charge for additional screening tests performed on the same donor after the first test, if requested by the parent or guardian.
6. The drug screen can be challenged by the youth, parent, or guardian and sent to Kroll for laboratory confirmation. There will be a cost of \$20.00 for this service, which will be paid by the parent or guardian.
7. No Parent Aid drug testing kit will be given to the family to take home to perform their own drug testing without the supervision of a trained Parent Aid administrator.

Law Enforcement Scholarship Program

Each year, the Oregon Association Chiefs of Police (OACP) provides \$1000 college scholarships to students who plan to enter law enforcement or another criminal justice career. The OACP is committed to promoting professionalism and we value the presence and contributions of educated men and women in Law Enforcement and Criminal Justice. To further our commitment, the OACP provides competitive college scholarships for qualifying students. The following information will help you determine if you qualify for scholarship consideration and will help you understand the application process:



Qualifications

1. Have you completed at least 36 college credit hours?
2. In lieu of the 36 college credit hours have you logged at least 240 hours of service over the last year as a cadet, explorer, or reserve police officer?
3. Have you maintained a grade point average (GPA) of at least 2.5?
4. Do you plan to enter law enforcement or another criminal justice career?

Please Note: Preference will be given to:

- Immediate family members of an Oregon Police Officer killed or disabled in the line of duty.
- Dependents of OACP Members.

Application Process:

1. Meet eligibility requirements as described above.
2. Download and complete the scholarship application located in the “scholarships” tab at www.policechief.org.
3. Include a 300-word biography, including a brief description of your law enforcement or other criminal justice career plan. This is a competitive process, so you should be concise yet thorough.
4. Obtain a signature from your local police chief on the application form indicating that you are eligible and have met these requirements.
5. Include a letter of recommendation from a college instructor or a representative of your college financial aid department.
6. Mail the completed application, biography, and letter of recommendation to:

Oregon Association Chiefs of Police
Attn: Scholarship Chair
1191 Capitol Street NE
Salem, OR 97301

Scholarship Award Process

- Applications must be received in the OACP offices by December 31st.
- The Oregon Association Chiefs of Police Scholarship Committee will review the application materials in January or early February and will award scholarships based on available funds.

If you are selected, you and your financial aid office will be notified, and the funds will be sent to your financial aid office.