

M E M O R A N D U M

TO: Christopher Jordan, City of West Linn

FROM: Tim Ramis, William Monahan

DATE: May 12, 2008

RE: **Police Investigation**
File No. 50015-36844

Rod Brown has completed his investigation of the citizen complaint that was filed with you concerning Chief Terry Timeus. Mr. Brown has concluded that of the 17 acts or omissions alleged, one allegation was sustained and one was partially sustained/partially not sustained.

This Memo focuses primarily on the allegations that were fully or partially sustained. Mr. Brown defines "sustained" as "the alleged actions did occur as described in the allegation and is independently confirmed." Allegation No. 10 was sustained while Allegation No. 13 was partially sustained and partially not sustained.

Within other allegations Mr. Brown did not conclude that behavior resulted in the need to sustain an action occurred that was "in violation of a statute, ordinance, policy, or rule." You may wish to review these as you might consider certain acts or actions to be not appropriate. The actions all took place when Mr. Timeus was employed by another city thus, there are no instances where Mr. Timeus was alleged to have had inappropriate activity while employed by West Linn. In addition, all of the alleged actions took place more than three years ago.

Actions to consider:

1. Mr. Timeus is now in the leadership position for the West Linn Police Department. As Chief, his behavior is important as a model to the entire department and he is accountable to the community. Certain acts that he apparently was involved in during the period investigated by Mr. Brown would not be appropriate in Mr. Timeus' present position.

The City could consider actions such as reinforcing with Mr. Timeus that city expectations are that his personal behavior meet certain standards. An option might be to include in his next performance review and a modified personal services agreement, a statement such as the following:

"Because Mr. Timeus is under constant scrutiny from the public and the media, transgressions could cause embarrassment for the city if Mr. Timeus is convicted of a crime or engages in acts of 'moral turpitude.' In addition, Mr. Timeus' behavior sets a standard for the entire department. It is the city's desire that that standard be at the highest level."

2. Training – The issues raised in Allegations No. 10 and No. 13 are discussed at length in the report. You may wish to emphasize the behavior that is noted and determine appropriate training that might assist in preventing the occurrence of this type of behavior within the West Linn Police Department. From Mr. Brown's report, it is obvious that Mr. Timeus apparently was not the only Lake Oswego police officer involved in the inappropriate behavior reported, but as a supervisor he was in a position to take corrective steps to prevent future incidents of these types. One may argue that police officers as a whole, could benefit from training directed at raising their awareness of these typical issues.

Each of the sustained issues could be viewed as opportunities for the city to either introduce or reiterate to police personnel appropriate workplace behavior with an emphasis on avoiding behavior that offends individuals because of gender or sexual orientation. In addition, city policy on internet use could be reinforced.

Supervisory personnel might benefit from training that emphasizes the importance that a supervisor take appropriate action when inappropriate activity takes place within the department with an emphasis on how the leader can and should be the positive role model.

Conclusion:

At this point, you have not received a copy of the confidential report. Please advise whether you would like to review our copy or receive a complete copy for your files.

We are available to discuss the report and any recommendations at your convenience.