

# FOLLOWING PROCEDURES

Having suffered my own physical abuse (non-sexual) by Eugene cops, I am convinced that no progress has been made toward correcting the problems I've read so much about.

In my own case, I followed the normal procedure and filed a formal complaint. I also met with Mayor Kitty Piercy and reviewed the problem with her. My complaint was subsequently "investigated" by the supervising officer, which I've discovered first hand is nothing but a farce.

In response to my complaints against three officers, I received a cordial letter from Chief Lehner that included blatant lies about what had happened and advised me that his officers had done nothing wrong. Though I had met with Mayor Piercy to discuss my complaints, at which time I presented my documented complaint, she obviously accepted Lehner's efforts to just ignore and cover up the problem. This type of response to complaints only lets cops know that they can do as they please with impunity.

I notice in your article about Magaña and other police officers who have received complaints that "consultants" were called in to evaluate the problems and make recommendations. First of all, consultants make their living with the understanding that, if at all possible, they must please those who hire them. Secondly, management often avoids dealing with problems by referring them to committees, where it can take forever to analyze the problem and come to conclusions. In my many years of corporate management, if someone complained about one of my employees, it was my job to deal with it. I could not shuffle the problem off to a consultant or committee.

Something very interesting is that I don't hear anything about what action is being taken by Eugene's mayor or police chief. It seems the long list of complaints have come from various sources, they were serious and have been ongoing for years. So where were our mayor and police chief during all this?

I have a simple proposal that I feel will bring about great change in the management of our police department.

- Each time anyone inside or outside the police department complains about a police officer's behavior or actions or others in the police department, a report must be filed by the officer hearing the complaint. The report must include the name of the party making the complaint, date, etc. These reports must be filed for each officer.
- Each incident report must be distributed to the mayor, police chief and district attorney for possible action. In turn, they will each respond in writing within so many days about what action will be taken.
- All employees of the police department, including the chief, will be advised that if it is ever discovered that they did not follow the above procedure, or if they altered the information or lied, they will be fired without probation. They will be gone.
- Based upon my own experience, and what I've read so much about since moving to Eugene, our last and current police chiefs are lacking the character, strength and management skills to do their job. We need a police chief who is very strong and can convey to his cops that they work for and are responsible for the well-being of the citizens of Eugene. The police chief and mayor must be of a mindset that any complaint about their cops is a very serious matter which must be dealt with honestly and fairly. So far I have not seen any such commitment.

*Wayne Pierce  
Eugene*



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