

To whom it may concern,

My name is Brian Casey, I worked for the Newberg-Dundee Police Department for 28 years. I was promoted to Chief of Police in April of 2007 and retired April 24th, 2020.

I have a bachelor's degree from George Fox University, Human Resource Management, 30 hours of Masters in Public Administration (MPA) credit, graduated from the Mark O. Hatfield School of Government and Command College, attended and graduated from the FBI National Academy and I have over 2,000 hours of State certified training with DPSST.

The following information is formed from my experiences and observations working as a police chief for 13 years with City Managers and City Insurance Services also known as (CIS).

Let me be clear that not all City Managers statewide are as bad as what I dealt with in Newberg. I am confident that some are excellent at what they do. However, they are the exception and not the norm.

In 13 years, I worked for five (5) full-time City Managers and five (5) interim City Managers, so I have seen a lot. To begin, I think it is important that I share my observations and opinion of City Managers. Of the ten CM's I worked with there was only one whom I would ever hire to run a business. Keep in mind Newberg has 150 employee and 110 million-dollar budget, which was being entrusted to City Managers who were poor managers. Of those I have worked with most had no leadership skills, no communication skills, lacked basic competency and had no vision.

I have come to believe City Managers are City Managers because nobody in the private sector would ever hire them.

One thing I noticed in Newberg is our City Managers were very good at misleading the City Council. City Managers would spoon feed only the information they want the council to hear and thereby manipulating council members. I watched this happen every first and third Monday of the month.

Three of the five full time City Managers I worked for resigned in lieu of terminations for a variety of reasons. Two City Managers were having inappropriate relationships with subordinate employees. There were allegations City Managers were deceiving the council. All three were incompetent.

One City Manager was having an inappropriate relationship with a police officer whom I had put on a disciplinary work plan. Subsequently, I was put on leave by the City Manager and not told why. Two City Council members asked the City Manager why I was on leave and the City Manager told them, it was none of their business.

I found out this City Manager and other City officials had been corresponding and working with the City's insurer, CIS. Collectively they planned out this entire ordeal, including a pending

investigation that was going to lead to my termination. CIS was advising the City of Newberg to proceed without doing due diligence and checking the facts as to whether the City Manager was acting appropriate. This was all being conducted without the City Manager ever advising the Council of the truth behind her actions.

Fortunately, several police officers came forward and disclosed the inappropriate relationship between their fellow officer and the City Manager. The only reasonable inference was that the City Manager put me on admin leave because of the relationship with that officer. After I had put them on a work plan I was put on pretextual leave. Only after the facts came to light the City Manager negotiated a settlement and left the City in disgrace and I received a \$50,000 settlement from the City.

A CIS employee told me that CIS made a lot of big mistakes and because of what happened to me they were changing their policy and processes.

I was told later by several council members that they tried to intervene, but they have no authority or oversight concerning what the City Manager does with personnel.

In 2016, I encouraged Greg Patton, a friend of mine from college, who happened to be black, to apply for the Assistant Human Resource Manager position. When the process was concluded he was not hired. I learned that there was possibly racial discrimination by City of Newberg employees who were involved in the hiring process. I notified Mr. Patton that he may have been discriminated against and he subsequently hired an attorney and filed a discrimination lawsuit against the City of Newberg.

The jury returned a verdict after only 90 minutes. They found the City of Newberg had engaged in discriminatory hiring practices. Mr. Patton was awarded approximately \$280,000. During the litigation process, I was threatened and brow-beat by CIS, their attorneys, and the City of Newberg because I reported the discrimination.

After the trial the City Human Resource manager filed a workplace harassment complaint against myself, a police captain and the City IT director who is also a police reserve sergeant.

During the Patton litigation the HR Director accused me of burglarizing her office and stealing "privileged" documents to give to Patton. This led the PD to consult with the DA and State Police who agreed to investigate.

The HR Director alleged that we had her investigated by the State Police to harass her. I know you cannot make this stuff up.

The City Manager requested CIS to investigate the HR harassment complaint even though it was baseless, false, and nothing more the retaliation against me for reporting discrimination by the City.

I learned that CIS was again leading yet another investigation against me at the direction of the City Manager. I was forced to submit to investigative interviews under the threat of termination and duress.

My attorney objected to CIS leading this investigation because of the relationship between CIS and the Newberg HR Director as well as other conflicts of interest with CIS investigating the person who reported the discrimination which cost CIS a lot of money to defend and pay the claim.

Six months into the investigation CIS abruptly withdrew as the agency leading the investigation and hired another law firm to oversee the investigation. In the end the investigation came to the conclusion because there was no alternative but to report that there was no harassment, no wrongdoing, nothing. I was being targeted once again by CIS and the City Manager and once again City Council members told me they were powerless to intervene and stop this unnecessary and expensive investigation.

In 13 years as the Chief of Police in Newberg I was investigated three times by CIS and the City Manager, put on admin leave, harassed, threatened and bullied by CIS and the City Manager(s). Each and every investigation it was proven to be baseless and completely unjustified and false. The lesson here is, don't speak out, don't report wrongdoing and don't challenge CIS or the City Manager.

After 28 years of service, I have not one disciplinary record in my file, never once been in trouble and have always conducted myself in a lawful and professional manner, this however, did not matter or stop the City Manager(s) and CIS' efforts to have me fired.

The State of Oregon needs to intervene and take away the power that these corrupt City Managers possess and allow the elected City Councils to act as oversight for law enforcement.

Respectfully submitted,

Brian Casey, Chief of Police (retired)  
Newberg-Dundee Police Department