

To Whom It May Concern:

2022

As we move forward in Oregon Justice Reform please take note of this.

Experience with public service personnel (PSP) in the area of law enforcement and civil law involves citizens who are serving in a public service position. They apply for these roles and conversations with these folks show how some seem to have a slight (Us vs. Them) or (Me vs. Them) demeanor. Some are acting as if they are in a private role of service, not a public role.

Individually and in groups, we represent the law, we are not the law itself.

- 1) We have a situation that has taken a foothold on our people.
- 2) The distinction of folks feeling entitled is established within our payrolls.
- 3) It is a systemic corruption of personnel characteristics and identity.
- 4) We must be aware of this and work to correct it.

So what are some of the dangers of these deficiencies in our capabilities? A tendency to operate and make decisions under false bias, unaware we are doing things because we are on the inside. Maybe we have been doing this for a while? Discretion has an effect.

Do you know how some people say, Time Flies? Think about this. It's 2025, things have been moving day to day right along. Our foundational policies and things that need more flexibility have to be able to change with the times, or change times. In ways, we are governing as if it's 2020, the effect of time moving faster in areas that we are failing to maintain.

This kind of drag on our ability to maintain accumulates and strains us in all kinds of ways and it's killing us.

Eventually, new generations since WW2 will be physically gone. Let's get to work getting things done and show them how much we care.

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