



Office of Mayor Ted Wheeler  
City of Portland

**MEMORANDUM (CONFIDENTIAL)**

July 6, 2017

Delivery Method: Standard U.S. Postal Mail

Larry O'Dea  
[REDACTED]

SUBJECT: IPR Case #2016-B-0014 and IA Case #2016-B-0011

Dear Lawrence O'Dea:

You retired prior to the conclusion of two pending disciplinary processes. The purpose of this letter is to bring these cases to closure.

IPR Case #2106-B-0014

IPR completed its investigation of your conduct stemming from a hunting accident that occurred on April 21, 2016. On that date you accidentally shot [REDACTED]; resulting from a negligent discharge of your firearm. Former Mayor Charlie Hales asked Anna Kanwit, the Director of the Bureau of Human Resources, to review the investigation and provide her findings to him. The investigation had not been completed when Mayor Hales left office but I confirmed the BHR Director should be the person to review the investigation and provide findings to me.

Ms. Kanwit reviewed the following allegations:

1. [Former] Portland Police Chief Lawrence O'Dea brought reproach and discredit upon the City of Portland and the Portland Police Bureau by causing a negligent discharge of a firearm, while off-duty, which resulted in injury. (Conduct) (Directive 310.00-Conduct, Professional)
2. [Former] Portland Police Chief O'Dea failed to provide adequate notice [REDACTED]  
[REDACTED]
3. [Former] Portland Police Chief O'Dea, after informing his Assistant Chiefs he was involved in an off-duty negligent discharge of a firearm, improperly directed or suggested the Assistant Chiefs not discuss or disclose the incident outside the Chief's office. (Conduct) (Directive 310.00-Conduct, Professional (Directive 315.30-Satisfactory Performance).

4. [Former] Portland Police Chief O'Dea failed to respond fully and truthfully during his May 24, 2016 interview with the Independent Police Review. (Conduct) (Directive 310.50-Truthfulness).

Ms. Kanwit sustained allegations one, two and four and found that you violated the Police Bureau directives noted above. Ms. Kanwit did not sustain allegation #3. Based my review of her findings, I agree with her conclusions with respect to IPR Case #2016-B-0014. If you were still employed by the Portland Police Bureau I would terminate your employment.

IA Case #2016-B-0011

Assistant Chief Wagenknecht reviewed the investigation and made findings on each allegation. Ms. Kanwit reviewed AC Wagenknecht findings on my behalf.

1. [Former] Portland Police Chief Lawrence O'Dea did not report allegations of possible misconduct related to statements made by [REDACTED] about a protected class. (Conduct) (Directive 330.00-Internal Affairs, Complaint Intake and Processing).
2. [Former] Portland Police Chief Lawrence O'Dea was untruthful in his interview with BHR and Internal Affairs about his knowledge of possible misconduct related to statements made by [REDACTED] about a protected class. (Conduct) (Directive 310.50-Truthfulness).

AC Wagenknecht recommended a finding of sustained for both allegations and found you violated the Police Bureau Directives noted above. Ms. Kanwit agreed with AC Wagenknecht's recommendations that both allegations be sustained. I agree with the conclusions reached. If you were still employed by the Police Bureau, I would terminate your employment.

A copy of this letter will be placed in your personnel file. You may, if you choose, submit a written response within thirty (30) days from your receipt of this letter, addressed to Mayor Ted Wheeler, City of Portland, 1221 SW 4th Avenue, Room 340, Portland, OR 97204. Any written response that is received by my office within thirty (30) days from your receipt of this letter will be placed in your personnel file.

  
Ted Wheeler  
Mayor, City of Portland

7/6/17  
Date

c: Director Anna Kanwit – BHR  
Police Bureau Personnel File (201)  
Discipline File