# Department of Public Safety Standards and Training
# Memorandum

**Date:** May 5, 2020

**To:** Marsha Morin, Criminal Justice Certification Program Manager

**From:** Kristen Hibberds, Lead Criminal Justice Professional Standards Coordinator

**Discipline:** Police

**Subject:** Administrative Closure – Separation
Baker, Robert DPSST # 50713
Basic Police Certification

**Overview:**
On 12/4/19, Robert Baker was terminated from the Powers Police Department (PPD).

**Information Considered:**

- F4s – Personnel Action Form.
- Notice of Potential Discipline.
- Baker's Response to Notice.
- Performance Evaluations – 6/2018-8/2018
- Notice of Performance Hearing – 8/9/19.
- City Counsel Directives regarding performance.
- Performance Evaluations – 6/2018-12/2018
- Letters to the City Council in support of Baker.
- Training Memo regarding Fleet Requirements.
- Notice of Performance Hearing – 10/4/18.
- Citizen Complaint.

**Staff Determination/Recommendation:**
At the time of Baker's termination, the Powers City Council had expressed a number of concerns relating to Baker's performance as Chief of the PPD. Specifically, their concerns related to Baker's management of the City of Powers Facebook page, Baker's failure to adhere to the Council's direction relating to the handling and training of the PPD K-9, and Baker's failure to provide several written reports when directed by the Council to do so. Staff confirmed with the City of Powers that Baker did not receive a termination letter as he was terminated during the City Council meeting.

Upon review of the information provided, staff has determined the conduct that resulted in Baker's termination relates to performance issues and insubordination only. Staff finds no conduct that violates the Board's certification standards defined in Oregon Administrative Rule.

DPSST recommends administrative closure of this case with no further action.

Manager Approval:

Signature: Marsha Morin Date: 5/5/2020