

LANE COUNTY SHERIFF'S MOUNTED POSSE

CONSTITUTION & BYLAWS



Lane County Sheriff's Mounted Posse Constitution and Bylaws

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Constitution Of Lane County Sheriff's Mounted Posse

Article I

Organization

This organization shall be known as the "Lane County Sheriff's Mounted Posse". It is instituted for the association of Lane County citizens believing in the principles of Americanism; our republican form of government; preservation of law and order; the keeping of the peace in our Nation, State, County and community; desiring to provide a public service in active duty if called upon for these ideals by the Sheriff of Lane County; and to perpetuate the interest of Western Horses, customs and traditions of the early days of the State of Oregon.

Article II

Government

For administration of its own affairs, the government of the Posse shall be vested in the Executive Board consisting of the Officers, Chairperson of SAR Equipment Committee, Board Member at Large, past Captain, Drill Master and Training Committee Chair elected by the Posse members and shall hold office with duties as provided by the Bylaws. The Executive Board will also include the Sheriff and or the Sheriff's designated representative.

Article III

Property

Title and ownership of all property and assets of the Posse shall vest in "The Lane County Sheriff's Mounted Posse." Any person ceasing for any cause to be a member of the Posse shall forfeit ipso facto all right to the property, funds, assets of the Posse and every part thereof. Sheriff's Office uniforms, badges, patches, and identification cards are the property of the Lane County Sheriff's Office and must be returned upon demand.

Article IV

Demonstrations

No demonstrations shall be made by the Posse on behalf of any object or purpose, unless it clearly appears that such demonstration shall tend to promote the purposes of the organization as expressed in Article I hereof and has been approved by the Sheriff or designee.

Article V

Bylaws

The Lane County Sheriff's Mounted Posse may adopt a code of Bylaws for the purpose of regulating the business and affairs of the organization consistent with the provisions of this Constitution. The Bylaws shall be adopted by a 2/3 majority vote (of ballots cast) represented by a quorum (65% of active membership) of regular members present at any meeting.

Article VI

Amendments

Amendments to the Constitution or Bylaws, or both, may be made at any meeting of the Posse by a 2/3 majority vote (of ballots cast) represented by a quorum (65% of active membership) of regular members present. Written notice of the intention to submit for vote a proposed amendment to the Constitution or Bylaws will be included in the written notice mailed or e-mailed to each member setting forth the time and place of the meeting. Said notice to be sent fifteen days before said meeting.

Bylaws Of Lane County Sheriff's Mounted Posse

The following is adopted as a code of Bylaws of the Lane County Sheriff's Mounted Posse in accordance with Article V of the Constitution.

Article I

Membership

Section 1. In accordance with Article I of the Constitution, any person desiring to associate for the purpose of advancing the interests of and to advertise the County of Lane and to perpetuate the customs, traditions, and pageantry of the early days of the State of Oregon may be elected to active membership in the Posse. Active membership shall be limited to 45.

Section 2. Applicants for active membership in the Posse must be a citizen of the United States within one year of appointment, residents of Lane County (unless exempted by the Sheriff), twenty-one years of age, and have no criminal history (as defined by current Sheriff's Office hiring standards).

Section 3. Each active member of the Posse shall, upon election to membership, and upon acceptance of the Sheriff, become a duly sworn deputy sheriff of Lane County. Posse members shall be considered to have assumed by oath and acceptance of membership in the Posse, the obligation to render to the Posse and the Sheriff of the County of Lane, as and when called upon, such assistance within the objects, purposes and customs of the Posse as may lie within the member's abilities.

Section 4. An active member of the Posse shall be entitled to wear the distinctive badge of the Posse and shall be furnished an identification card. The nature and details of said badge and identification card and regulations concerning the use of same shall be hereinafter set forth in these Bylaws in the Article entitled, "Uniform Regulations" and Article XII, "Badge and Identification Card."

Article II

Membership Classification

Active Membership

Section 1. All members of the Posse are considered Active members and required to take active participation in the conduct of Posse affairs. Posse members serve at the pleasure of the Sheriff and may be expelled by the Sheriff at any time.

Section 2. Active members are encouraged to participate in at least 50% of Posse activities (meetings, drill practices, ride nights, work projects) or appearances (drill, parades, etc.).

Section 3. All Active members shall be entitled to vote.

Life Membership

Life memberships are granted only by the Sheriff following a quorum majority vote to recommend such memberships. Life members must have completed at least ten (10) years of active service. Life members will be afforded all active membership rights and are not required to fulfill active membership requirements. Life members shall not be required to pay Posse or Oregon Association of Mounted Posse, Inc. dues. Life members will be classified as Active or Honorary.

Section 1. Active Life members shall be maintained on the roster and shall maintain a level of activity and participation as prescribed in the Operations Manual.

Section 2. All Active Life members shall be entitled to vote.

Section 3. Honorary Life members shall be listed in the records of the Secretary and shall not be registered on the active roster. Honorary Life members are not required to participate in Posse activities.

Section 4. Honorary Life members shall not vote.

Auxiliary Member

Auxiliary membership may be granted to any person over the age to 14 who wishes to be associated with the Lane County Sheriff's Mounted Posse to support the endeavors of the same. Auxiliary members will be accepted by invitation only. A prospective auxiliary member will be required to pass any background check and application process required by The Sheriff's Office. Auxiliary members will not participate in Search and Rescue functions and will not be sworn deputies. When working with the Posse they may purchase and wear a shirt that identifies them as Lane County Sheriff's Posse Auxiliary. Auxiliary members will pay annual dues of \$15.00. All involvement and participation of auxiliary members will be under the direction of the Executive Board and the Operations Manual.

Section 1. Auxiliary members are not required to participate in Posse activities; Auxiliary members are encouraged to participate in as many Posse activities as they are able (meetings, drill practices, ride nights, work projects) or appearances (drill, parades, etc.).

Section 2. Auxiliary members shall not vote.

Section 3. One auxiliary member will be designated as liaison to the posse.

Article III

Fees and Dues

Section 1. Dues of \$15.00 per year shall be assessed for each Active member of the Posse. Dues established by the Oregon Association of Mounted Poses, Inc. for individual members of the Posse shall be assessed and collected from each Active member. All dues and assessments shall be collected by the Secretary-Treasurer. Receipts duly received shall be disposed of as provided for in Article V, Sections 5 and 6.

Section 2. Each Active member shall be mounted and equipped Western style, at the member's own expense in the manner hereinafter prescribed in these Bylaws entitled, "Equipment Regulations" and "Equipment Regulations Supplemental."

Article IV

Election to Active Membership

Section 1. The members of the Posse in meeting shall have the authority to elect persons to active membership in the Posse by quorum (65% active membership) 2/3 majority vote.

Section 2. The poll shall be conducted by the First Lieutenant who shall deliver the ballots unopened to the Captain. Together they will privately check the tally and the Captain will announce the applicant elected or rejected without reference to the number of affirmative or negative votes.

Section 3. Election to Posse membership will be made without consideration to sex, age, race, color, creed, national origin, marital status, or religious affiliation.

Section 4. Upon final selection, Posse members will pay an initiation fee of \$25.00 and the annual dues fee, collectable by the Secretary/Treasurer. In addition, the member shall place a deposit for all Posse issued uniforms and equipment in the amount determined by the Executive Board prior to the issuance of said equipment.

Application Process

Section 1. Each applicant must submit in writing and upon the required form an application for Posse membership. The application must be accompanied by a completed personal history statement. The application and personal history statement must be signed by the applicant.

Section 2. Completed applications will be submitted to the Secretary/Treasurer who will refer the applications to the Sheriff's designee for the required records background check including a drug screen test.

Section 3. If a vacancy within the Posse does not exist, the applicant will be placed upon an eligibility list, provided the applicant meets Sheriff's Office minimum standards (records check),

which will be maintained by the Secretary/Treasurer.

Section 4. When a vacancy within the Posse occurs and the applicant meets minimum Sheriff's Office standards, the applicant will be forwarded to the Membership Committee. The Membership Committee will be assigned and designated by the Sheriff to administer all tests and evaluations to determine an applicant's suitability for Posse membership. Such tests and evaluations will be in written form, based on objective criteria, and scored.

The Membership Committee will provide the applicant a copy of the Constitution, Bylaws, Operations Manual, and applicable sheriff's office General Orders. The applicant will be requested to read the Constitution, Bylaws, Operations Manual, and applicable General Orders in their entirety and determine that the applicant is willing to comply with the requirements stated therein.

The applicant will then be invited to ride for at least three Posse functions by the Membership Committee. In cooperation with the Membership Committee, the Equipment Committee will evaluate the applicant to determine whether the applicant possesses the required equipment and equestrian ability to become a viable Posse member. Applicants not immediately possessing the required equipment will be given a reasonable amount of time for acquisition before the application process will be pursued further.

This evaluation must be completed within a reasonable time from receipt of the application (following the background check conducted by the Sheriff's designee) by the Membership Committee. Completed evaluation/test reports will be forwarded to the Sheriff's Office and retained.

Section 5. Upon approval of the applicant by the Membership Committee, the application will be forwarded to a regularly scheduled business meeting by the Membership Committee, for final approval by the membership. When a motion for a vote on membership of an applicant is made and seconded, the motion will be tabled for 30 days, or until the next regularly scheduled business meeting. At the next regularly scheduled business meeting the tabled motion will be heard under agenda item 'Unfinished Business.'

Rejected applicants will be advised by the Membership Committee and the application will be forwarded to the Sheriff's designee for review. The Sheriff's designee may present the applicant to the Executive Board if there is disagreement with the applicant's rejection.

Section 6. Rejected applicants may reapply for membership following a minimum period of six months. Rejected applicants may continue to participate in ride nights and other non-uniformed activities of the posse at the discretion of the Executive Board in the interim of their rejection and reapplication.

Section 7. Any new member, so accepted by the membership, shall be considered a "Rookie" for a probationary period of one year (12 months.) During this period, all rights and privileges shall be granted to the rookie member.

Upon the 12-month anniversary of the member's appointment date, the member, if he/she so

desires, may leave the posse without prejudice. If the member desires to remain a member, the Executive Board will make a decision to retain or dismiss said member, using the same criteria which were used at the time the member was presented to the membership. In the event of dismissal, the member may appeal the decision. In such cases as in Section 5, the Sheriff's designee may present the member to the Executive Board for review.

Section 8. The Sheriff may accept or reject any applicant.

Article V

Officers

Section 1. The Sheriff of Lane County shall be the commander of the Posse.

Section 2. The Executive Board shall consist of the elected Officers, the Chairperson of SAR Equipment Committee, Board Member at Large, past Captain, Drill Master, Training Committee Chair, and the Sheriff (or Sheriff's Designee).

At the December business meeting each year, active members of the Posse in good standing shall be elected to each of said offices to serve for the ensuing year, or until a successor is elected. At the annual meeting of the Posse held in December of each year, pursuant to Article VI, Section 2 of these bylaws, the newly elected Executive Board members will be installed by the sheriff (or designee).

Each officer shall wear distinctive insignia of elected office in the manner hereinafter prescribed in these Bylaws entitled, "Uniform Regulations."

Section 3. The Captain shall exercise supervision over the affairs of the Posse and shall render a report annually at the close of term of office to the members. The Captain shall preside over all Posse meetings and shall command the Posse at all its demonstrations in the absence of the Sheriff of Lane County. The Captain shall appoint the members of all committees and shall be ex officio a member of all committees. The Captain shall have authority to fill vacancies in all committees and to remove members from committees.

Section 4. The First Lieutenant shall be elected to the office as Captain Elect. In the event the current First Lieutenant is unable to assume the office of Captain for the elected term, there shall be an election at the December business meeting for both the Captain and First Lieutenant. In the absence or disability of the Captain, the duties of office shall devolve upon the First Lieutenant. In the absence and disability of the Captain and the First Lieutenant, then upon the Second Lieutenant (first to Members, then to Mounts). The First Lieutenant is designated SAR and animal rescue mission leader. The First Lieutenant is designated liaison to the posse auxiliary.

Section 5. The Secretary-Treasurer shall maintain the custody of all papers, records, and documents of the Posse, and shall prepare and keep such forms and records as may be required for its efficient administration. The Secretary-Treasurer shall record and keep the minutes of all

meetings, shall issue all notices, and shall conduct the correspondence; shall keep a diary of the Posse, shall issue all notices, and maintain control of the Posse's financial affairs including all accounts, receipts, and disbursements, subject to the supervision of the Captain. This office may be shared with one officer designated as Treasurer, who will maintain control of all Posse financial affairs and records of such.

Section 6. All checks and cash received shall be deposited in a Lane County commercial or savings bank to be selected by the Captain and First Lieutenant. Any officer is empowered to endorse checks on behalf of the Posse for deposit only. Funds from the account may only be withdrawn on the signature of two of the following: Captain or First Lieutenant and Secretary-Treasurer. The Secretary-Treasurer shall render a report on the Posse's finances to the membership annually or on demand. The financial records shall be audited at least once each year by the committee of two Active members appointed by the Captain for that purpose.

Section 7. The Executive Board may make emergency expenditures not in excess of \$500.00. Expenditures in excess of \$500.00 must be approved by the membership.

Section 8. The duties of the Second Lieutenant shall be separate and distinct. In electing the two Lieutenants, one shall be designated as Second Lieutenants of "Membership", and the other as Second Lieutenant of "Mounts."

- A. The Second Lieutenant designated as "Membership" shall be responsible for all matters pertaining to the transportation, quartering, and messing of the Posse. When the posse is planning any movement, shall familiarize in advance with the best routes and places of quartering, time schedules, and all other necessary data requisite to fully inform the membership of the mode and method of travel, places of quartering, rates, and all necessary information. The "membership" Second Lieutenant shall also anticipate and make the necessary reservations. The "membership" Lieutenant shall report all the foregoing to the First Lieutenant who shall thereupon notify the membership of the arrangements made and canvas the Posse for definite reservations. The "membership" Second Lieutenant shall perform such other duties as may be assigned to the position.
- B. The Second Lieutenant designated as "Mounts" shall be responsible for all matters pertaining to supply and transportation of mounts and equipment. When necessary, shall arrange for the transportation of animals and equipment, also for stabling of animals, places of storage for trailers and equipment, and for the quartering and messing of grooms. The Second Lieutenant designated as "Mounts" shall keep records of all available transportation for animals in the form of trailers and trucks owned by the individual members of the Posse and shall have working plans as to how these working facilities may be used to the best advantage of efficient movement. When the Posse is planning any movement, the Second Lieutenant designated as "Mounts" shall be familiar in advance with the best available routes and halting places and shall report all the foregoing for the complete information of Posse to the First Lieutenant who shall thereupon be charge with notifying the membership.

The Second Lieutenant designated as “Mounts” shall likewise be charged with the safekeeping of all Posse property other than that set forth in Sections 5 & 6 of Article V of the Bylaws and shall perform such duties as may be assigned to the position.

Section 9. At the request of the Lieutenants, the Captain shall from time-to-time detail any of the members to assist them in their duties so that as many members as possible shall have an active part and understanding of Posse affairs.

Section 10. In the event of the removal, death, disability or resignation of any officer, the vacancy shall be filled by election at the next meeting of the Posse.

Article VI

Meetings

Section 1. Posse meetings shall be held on the first Wednesday of each month, or at any time and place the Captain may specify when the necessity for the same shall arise. Thirty-four (34) percent of the active membership shall constitute a quorum. A quorum must be present for the transaction of Posse business. All active members shall be entitled to vote. If there is an insufficient number of members present to constitute a quorum, then those present may adjourn the meeting from day to day until a quorum shall be present.

The presence of members which constitutes a quorum includes attendance in-person, via telephone, or via video conference.

Section 2. The annual meeting of the Posse shall be held during the month of December of each year.

Section 3. Notice of special meetings shall be given in writing by mailing to each member, at a specified address or email address, a notice of said meeting; specifying the time and place and when practicable the business to be transacted. Said notices shall be sent fifteen days in advance of said meeting. The meeting shall first be dedicated to the purpose for which it was called, before concerning itself with other business. Any member may call for a secret ballot at any time.

Section 4. Meetings shall be conducted in an informal manner.

Article VII

Discipline

Section 1. Any member suspected of violating the code of conduct as defined in the General Orders of the Lane County Sheriff's Office will be referred to the sheriff's designee/liaison and the Office of Professional Standards for review. The Sheriff has the authority to review and modify any disciplinary action taken by the sheriff's designee/liaison or the Office of Professional Standards. Discipline may include verbal counseling, written reprimand, suspension, or expulsion from the Lane County Posse.

Section 2. Posse members serve at the pleasure of the Sheriff and may be expelled by the Sheriff at any time for any reason.

Section 3. Posse members may be expelled from Posse membership for the following reasons:

- A. Failure to provide and maintain, within 90 days after election to membership, the required equipment and uniform as specified by equipment and uniform regulations.
- B. Non-attendance at three (3) consecutive Posse meeting or functions without prior and satisfactory notice and approval from the Captain or in the Captain's absence any other Executive Board member.
- C. Absence from the County for a period in excess of 90 days.
- D. Non-payment of dues in excess of 90 days, after January first.

Section 4. Expulsion of an Active member for any of the reasons set forth in Section 3 shall be in consultation with the Sheriff's designee and by unanimous vote of the Executive Board in session.

Section 5. Members expelled shall be so advised in writing by the Secretary, with a copy of the letter to the Sheriff.

Section 6. Officers of the Posse serve at the pleasure of the Sheriff and may be removed from office by the Sheriff at any time and for any reason. In addition, an officer may be removed from office when it is apparent that such action is required for the best interest of the Posse, in consultation with the Sheriff's designee.

Article VIII

Committees

Section 1. The Captain shall have the power to appoint standing or permanent committees designating the chair whenever the need arises.

Section 2. To provide better coordination and relationship within the Posse there is hereby established the following permanent committees, designated as: “Public Relations Committee” and “Grievance Committee.” As soon as possible, after each annual election, the Captain shall appoint the members of both committees, designating a chair for each. The number of members appointed to either of these committees shall be determined by the Captain at the time of appointment. The Sheriff’s designee shall be a standing member of the Grievance Committee.

Section 2(A). Public Relations Committee

- A. To attain and maintain the highest degree of professional and positive relationship and attitude of the public towards the Posse.
- B. To participate in as many public events as possible for the benefit of the public and of the Posse within the limits of the Posse’s physical and financial ability.
- C. To increase the interests and pleasure of the Posse members and their families.
- D. To select in advance any public appearances of the Posse in an effort to increase Posse participation in public affairs and public service that would increase the popularity and relationship of the Posse in the community of Lane County.
- E. To attain adequate and just credit for the Sheriff and the Posse through community service participation with proper publicity covering any event.
- F. All activities of the Posse involving public appearances will be recommended to the membership and the Sheriff for approval.

Section 2(B). Grievance Committee function

- A. This committee will receive any complaints or criticism from any member who, in the member’s opinion, may sincerely believe or feel that the member is unjustly treated or been imposed upon, or for any other reason perceived that the member’s association with the Posse is not pleasant or fairly treated. Any grievance that refers to misconduct of a Posse member should be handled in accordance with Article VII Discipline.
- B. Any member who wishes to register a complaint may do so by submitting a written complaint with any member of the committee, or with the entire committee. When

a complaint is presented to a committee member or the entire committee, the entire committee will collectively and confidentially discuss the matter, confining the member's name within the committee and make every effort to handle the complaint within the committee and answer to the complaining member to the member's satisfaction.

- C. If the committee is unable to satisfactorily handle the complaint within itself or to the satisfaction of the complaining member, they shall report and refer the complaint to the Executive Board with complete information and with its recommendation.
- D. The Grievance Committee together with the Executive Board shall immediately take such action as required to arrive at a decision and the decision then shall be referred through the Grievance Committee to the member.

Section 2(C). Equipment Committee

For the purpose of maintaining approved Posse equipment and uniforms, there shall be established a committee of three (3) active members who shall serve for a three (3) year period on a rotation so that there is one new member assigned each year.

- A. Inspect and approve the equipment, uniforms and horses of all members to ensure compliance with standards.
- B. Advise all candidates elected to Posse membership on the proper uniforms and where same may be acquired.
- C. Inspect and approve the replacement of any horse intended for use with the Posse.
- D. This committee will report directly to the Captain at any time when in the execution of their duties they do not receive full cooperation from any member of the Posse.
- E. All Posse members must qualify with their personal sidearm in accordance with Sheriff's Office policy.

Section 2(D). Search and Rescue Committee

Search and Rescue Committee shall be the equipment committee with Chair of equipment committee in charge. The committee will report directly to the First Lieutenant at any time in the execution of their duties. Designated members of the Search and Rescue Committee will represent the Posse upon the Lane County Sheriff's Office Search and Rescue Council.

Section 2(E). Training Committee

The Training Committee shall consist of three active members, serving a three-year term. One committee member will rotate from the Training Committee and replaced by a new committee member each year.

This committee is responsible for the completion of required training of all active members as specified within these Bylaws and according to Sheriff's Office policy, the development of an annual training program for the posse, the maintenance of training and attendance records and to act as a liaison between the posse and the Sheriff's Training Section.

Active Posse members must be Search and Rescue certified by the Oregon State Sheriff's Association standards. Maintenance of current First Aid and CPR training is also required. This committee is responsible for scheduling training and the maintenance of records to ensure compliance. An annual status report will be submitted to the Sheriff.

Section 2(F). Benevolence Committee

The Posse's benevolence fund and its committee has been created to assist an individual or family facing unique situations of hardship or extraordinary circumstances. The Posse's membership will provide criteria for the committee to use as guidance. With this criteria, the Posse's membership grants authority to the members of the committee to make decisions to who may qualify for financial assistance and disburse funds without formal approval from the Posse Membership. The committee will need to obtain the funds from the Posse Treasurer. Treasurer and Benevolence Committee will maintain records of funds available and disbursed and make those records available to the Posse's Treasurer when requesting benevolence funds. These records will also be subject to the internal audit at the end of each calendar year.

A. BENEVOLENCE COMMITTEE CRITERIA

1. Benevolence is defined as an act of kindness or generosity.
2. To qualify for benevolence, the individual or family must belong to a recognized hardship class. For instance, individuals who fall below the poverty level for a given region or country might qualify for benevolence. Other factors that may qualify someone for benevolence include, but are not limited to:
 - a. loss of employment
 - b. death in the family of wage earner
 - c. costly medical condition
 - d. severe hardship resulting from a natural disaster
 - e. critical injury or loss resulting from terrorism or an act of war
3. Though not a comprehensive list of criteria, the committee will review each benevolence request to ensure that it meets with both the literal interpretation of the policy as well as the general intent behind the policy.

4. Benevolence will NOT be approved for:
 - a. Business investments, or anything that could be construed to bring financial profit to the individual or family.
 - b. Paying off credit cards. Exceptions can be made when an individual has had to use credit cards to pay for a crisis or emergency (e.g., hospitalization, death, etc.).
 - c. Needs of individuals who are wanted by the law or for paying fines/fees as a result of breaking the law.
 - d. Legal fees
 - e. Penalties relating to late payments or irresponsible actions
 - f. Private school fees or tuition

Article IX

Publication of Affairs

Section 1. No information of proceedings or happenings of the Posse shall be published or made available by printing, pictorial reproduction or otherwise except by the Executive Board. In doing so, they shall be strictly responsible to the membership for their actions. They may, when necessary, ask for a majority vote of the membership in meeting to guide their actions in this matter.

Article X

Drills and Formations

Section 1. The Drill Master is to be elected by the membership each year.

Section 2. Drills suitable for special demonstrations shall be established by the Drill Master or by a committee on drills and formations. In the event no Drill Master or committee on drills and formations is available, drills shall be established by the Executive Board and shall be obligatory upon all the Active members.

Article XI

Uniform Regulation

Section 1. All members are at all times required to conform to the regulations regarding the wearing of uniforms, side arms and the use of the badge.

Section 2. Upon election and taking the oath of office, each Active member shall be required to purchase equipment then in use by the Posse either by virtue or resolution relating thereto or by custom.

Section 3. At all demonstrations and/or functions in which the Posse shall participate as a body

they shall at all times be subject to discipline of the Executive Board and are required to respond to the commands of said officers in the matters.

Section 4. To be established by the Equipment Committee (or separate committee designated by the Captain) are specific uniform regulations for Class A, Class B and Class C uniforms/equipment and the coinciding functions the appropriate class of uniform and equipment must be displayed. This committee will work directly with the Sheriff's Uniform Committee to develop proposed uniform regulations for final approval by the Sheriff and implementation into these Bylaws.

Article XII

Badge and Identification Card

Section 1. The distinctive badge of membership shall consist of a five-point star outside diameter of approximately three (3) inches and shall have inscribed thereon the words "Deputy Sheriff, Lane County."

Section 2. The badge shall be issued to all active members and shall remain the property of the Posse. In the event a member resigns or is expelled from the membership, the badge is to be returned to the Posse. In the event a member loses the badge; the member is required to reimburse the Posse for its cost before a new one can be issued. Inactive members are required to surrender the badge and identification.

Section 3. Misuse of the badge, identification card, or uniform for the personal advantage of any member will not be tolerated and violation of this principle, by any member, will subject the member to expulsion.

Section 4. Identification cards are issued by the Sheriff of Lane County to all members as duly sworn Commission cards, Honorary cards and/or Search and Rescue cards.

Article XIII

Roberts Rules of Order

Section 1. In the event any problem or circumstances should arise that is not covered in these Bylaws the Robert's Rules of Order shall apply.

Article XIV

Leave of Absence

Section 1. Six months at a time, submitted in writing to the Posse and approved by the membership. Limit two consecutive six-month periods.

Article XV

Section 1. Uniform

The specific manufacturer, styles and colors of uniform code shall be included in a Uniform Code and Regulation Manual to be maintained by the secretary and available from said officer and the Equipment & Membership Committees. Due to changes in availability, function and current styles and appearance, the vote of the membership shall determine those issues related to manufacturer, color, and styles as from time to time seem necessary or desirable for Posse events. The distinctive posse colors of green and yellow shall not be altered except by a change to the Bylaws. The aforesaid shall in no way be interpreted to pre-empt or disregard Article XI, Section 4.

It is the responsibility of each Posse member to keep ALL equipment clean and in good repair at all times, so member and equipment are ready to respond at any time they might be called.

The Captain and a vote of members will determine the class of uniform to be worn for specific events.

Class “A” Uniform: The Class “A” Uniform consists of western blue jeans, long sleeved posse dress shirt, yellow tie, black western boots, western hat optional depending upon the setting.

Class “B” Uniform: The Class “B” Uniform (most commonly the parade uniform) consists of western blue jeans, long sleeved posse dress shirt, yellow tie, black western boots, posse western hat appropriate for the season, western spurs, posse chaps, posse sidearm, and posse jacket during inclement weather or tied behind saddle.

The Posse jacket may be used with Class “A” and Class “B” uniforms.

Class “C” Uniform: The Class “C” Uniform (most commonly the work uniform) consists of western blue jeans, sheriff's office long or short sleeved tan shirt, cowboy hat in good condition and appearance, western boots, and sidearm.

Class “D Uniform: The Class “D” Uniform (Search & Rescue uniform).

Clothing and gear worn will be dictated by the season and location of the search or rescue

mission. Search vests will be worn at all times.

Summer time, Class C will be used when the temperature is not below 40 degrees.

Wintertime; use wool clothing, wool cap, gloves, rain gear, and footwear to keep dry and warm.

A. Jacket:

SAR Jacket is waist length of blended material which may be issued by the Sheriff's Office.

Posse jacket is waist length of blended materials with posse identification.

B. Rain Jacket:

Class "B" or for parades is determined by the membership for each event.

Class "C" is full length, snap front to collar.

Class "D" rain gear is option of rider to keep dry and warm in search location.

C. Pants:

- (1) Uniform pants are cotton or denim.
- (2) Cotton material, western type jeans.
- (3) Heavy wool material, color of choice.
- (4) Cotton material, issued by the Sheriff's Office.

D. Shirts:

Class "A" and "B" Uniform shirt is long -sleeved, green color as chosen by the posse membership.

Class "C" Uniform shirt is either long or short-sleeved of blend material.

Class "D" Uniform shirt is long-sleeved of wool material, color optional.

E. Firearm and Duty Belt:

The firearm worn in Class "A" and "B" uniform is to be a double action revolver with a 4" or 6" barrel, 38/357 caliber.

Sheriff approved duty belt, holster and firearm, including pistols may be used with Class "C" uniform or when called to carry firearm.

F. Necktie:

The necktie is to be lemon yellow in color uniform in material and style and to be worn with both Class "A" and "B" uniforms."

G. Headgear:

Class "A" & "B" Western Style (or cowboy)

Class "C" hat - Western style hat in good appearance Western style straw hat in white or tan color

Class "D" hat - Whatever is appropriate for weather and conditions at the time.

Baseball caps are not permitted in riding arenas, rodeos, parades, or any judged event.

H. Footwear:

Class "A" & "B" footwear is to be black slip-on cowboy boots.

Class "C" footwear is to be any western boot.

Class "D" footwear is to keep feet dry, warm, and functional with assigned duty.

I. Undershirt: If worn with Class "A" or "B" or "C" Uniforms, shall be white or black if visible.

J. Jewelry:

Jewelry which would be appropriate to the uniform and not gaudy or dangerous for the safe performance of duty may be worn.

K. Insignia:

Standard issue is one badge. Badge is approximately 3" and shall be five- point star with the inscription "Deputy Sheriff, Lane County" silver in color.

Officer's badges inscribed with rank of office and Life Member badges are gold in color.

L. Name Tag:

Tag is 9/16" x 2 13/16", yellow with black letters, first and last name. Name tags will be worn on Class "A", "B" & "C" Uniforms

Name tags will be centered above the top seam of right shirt pocket.

M. Officer Insignia:

Persons with the rank of Captain, First Lieutenant and Second Lieutenant will use a gold badge with the rank of office inscription on badge.

Collar rank will be worn on all uniform shirt collars of person with the rank of Captain, First Lieutenant and Second Lieutenant.

Captain	Double gold bars
First Lieutenant	Single silver bar
Second Lieutenant, members	Single gold bar
Second Lieutenant, mounts	Single gold bar

N. Experience:

All Posse long sleeve shirts will have experience insignia displayed on lower left sleeve. Standard issue is one experience stripe for every 5 years of service with the Posse.

Experience stripes will be added only during the month of January of each year.

Experience and years of service will be determined by the Second Lieutenant, members.

Section 2. Equipment

A. Horse:

- (1) Horse must be owned by the member.
- (2) Horse shall be 14.2 to 16 hands in height.
- (3) Horse shall have good conformation and manners.
- (4) Horse shall have 3 gaits: walk, trot and canter.
- (5) Tail shall be trimmed so as not to drag on the ground to 4" above fetlocks.

B. Saddle:

The saddle will be a leather western saddle, clean and in good condition.

C. Bridle, Bit, Breast Collar & Lariat:

- (1) The bridle is a white leather with noseband and tie down.
- (2) The bit (not Posse issue) is solid bar, scalloped "Sliester" bit.
- (3) The breast collar is white leather with a green five-point star centered in

front.

- (4) The lariat is white in color (coiled size 12” to 14”). When secured to saddle, lariat is on right side of fork with hondo placed at top outside of coil.

D. Blanket:

The saddle blanket is U of O green with five-point yellow star in each rear corner when placed on horse.

E. Leggings:

The leggings are a white naugahyde material. When placed on horse, the overlaps are to be on inside of leg with the overlaps towards the tail of horse.

F. Chaps:

The chaps are of naugahyde material, bat wing style, light brown and green in color.

G. Spurs:

Western strap-on spurs with rowel.

Section 3. Transportation:

Each Posse member must have the means available to transport his/her own horse to all Posse functions.

Article XVI

Section 1. Firearms:

Posse Members may be armed or unarmed. Posse Auxiliary members will be unarmed. All posse members, armed and unarmed, may participate in all demonstrations, functions, and activities alike. All posse members must conform to Sheriff’s Office General Orders related to firearms. Posse members do not have police authority.

A. Unarmed Posse members:

1. Any member may choose to be unarmed.
2. Unarmed members are not required to participate in firearms training but are welcome and encouraged to do so.
3. Unarmed members may become armed with the approval of the Sheriff after completing required training, meeting qualifications, and demonstrating

proficiency required by the Sheriff's Office.

B. Armed Posse Members:

1. Only posse members who are current concealed handgun license holders or retired peace officers as defined in ORS 166.260 shall carry firearms.
2. Posse members shall not be authorized to use or carry any firearm in an official capacity unless minimum qualifications and proficiency have been demonstrated and documented in accordance with Sheriff's Office General Orders.
3. Posse members may carry only Sheriff's Office approved firearm(s).
4. Firearms will not be provided by the Sheriff's Office.
5. Failure to participate in all scheduled posse firearms training may result in removal of firearm certification and forfeiture of the privilege to carry a firearm.

Revised 2024

The Constitution and Bylaws adopted this 7th day of August 2024 supersedes and cancels, in its entirety, all previously adopted or amended Constitution and Bylaws.

The Constitution and Bylaws adopted this 3rd day of April 2024 supersedes and cancels, in its entirety, all previously adopted or amended Constitution and Bylaws.

Revised 2023

The Constitution and Bylaws adopted this 6th day of December 2023 supersedes and cancels, in its entirety, all previously adopted or amended Constitution and Bylaws.

The Constitution and Bylaws adopted this 7th day of June 2023 supersedes and cancels, in its entirety, all previously adopted or amended Constitution and Bylaws.

Revised 2022

The Constitution and Bylaws adopted this 5th day of October 2022 supersedes and cancels, in its entirety, all previously adopted or amended Constitution and Bylaws.

Revised 2021

The Constitution and Bylaws adopted this 3rd day of November 2021 supersedes and cancels, in its entirety, all previously adopted or amended Constitution and Bylaws.

Revised 2020

The Constitution and Bylaws adopted this 2nd day of December 2020 supersedes and cancels, in its entirety, all previously adopted or amended Constitution and Bylaws.

The Constitution and Bylaws adopted this 3rd day of July 2020 supersedes and cancels, in its entirety, all previously adopted or amended Constitution and Bylaws.

The Constitution and Bylaws adopted this 7th day of February 2020 supersedes and cancels, in its entirety, all previously adopted or amended Constitution and Bylaws.

Revised 2012

The Constitution and Bylaws adopted this 7th day of December 2012 supersedes and cancels in its entirety, all previously adopted or amended Constitution and Bylaws.

Revised 2011

The Constitution and Bylaws adopted this 4th day of March 2011 supersedes and cancels, in its entirety, all previously adopted or amended Constitution and Bylaws.

Revised 2005

The Constitution and Bylaws adopted 2005 supersedes and cancels, in its entirety, all previously adopted or amended Constitution and Bylaws.

Revised 1999

The Constitution and Bylaws adopted 1999 supersedes and cancels, in its entirety, all previously adopted or amended Constitution and Bylaws.

Revised 1993

The Constitution and Bylaws adopted this 5th day of November 1993 supersedes and cancels, in its entirety, all previously adopted or amended Constitution and Bylaws.