

OREGON DPSST  
**ETHICS BULLETIN**  
Volume No. 101



The Board on Public Safety Standards and Training (BPSST) has the legislative mandate to establish and enforce minimum standards for all law enforcement officers, fire service professionals, telecommunicators and emergency medical dispatchers in the state. This requirement also defines the procedure for the Department and Board to use when denying or revoking certification of an individual who has fallen below the minimum standards.

The Ethics Bulletin is published to provide insight into the types of misconduct that could result in revocation or denial of certification. The following cases have resulted in consideration of **revocation or denial** of certifications by DPSST in **March 2012**.

The Department continues to ensure that certified public safety officers and those seeking certification who abuse the public's trust will be held accountable for their actions.

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**March Statistics**

Cases Opened	020	Of the 16 Cases Closed:	
Cases Closed	016	Revoked	010
Cases Pending	226	Denied	000
Reinstated	000	No Action	006

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**Officer A** resigned during an investigation after being charged with several sex related crimes. Officer A was subsequently convicted of two counts of Harassment and one count of Coercion. During plea negotiations, DPSST was contacted by the District Attorney's Office requesting a Stipulated Order Revoking Certifications. Officer A signed the Stipulated Order Revoking Certifications, ending further proceedings. Officer A's misconduct ended his 12-year career.

**Officer A's Basic, Intermediate and Advanced Police Certifications were Revoked.**

**Officer B** was discharged for cause after an internal investigation revealed that he had violated his agency's policies and procedures by failing to report his arrest for Fourth Degree Assault; he was untruthful during the investigation and his conduct related to his conviction of two counts of Disorderly Conduct. Officer B was served with a Notice of Intent to Revoke Certifications. He failed to make a timely request for a hearing, and his certifications were revoked by default. Officer B's misconduct ended his 12-year career.

**Officer B's Basic and Intermediate Corrections Certificates were Revoked.**

**Officer C** resigned in lieu of termination after an internal investigation revealed he had violated his agency's policies and procedures by not completing field training officer reports, failing to comply with his supervisor's order to complete them, claiming field training officer incentive pay when not entitled to do so, and being untruthful during the investigation. DPSST notified Officer C that his conduct would be reviewed by the Corrections Policy Committee (CPC) and gave him the opportunity to provide mitigating circumstances for the

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Committee's consideration. Officer C chose to sign a Stipulated Order Revoking Certification, permanently revoking his certification. Officer C's misconduct ended his 13-year career.

**Officer C's Basic Corrections Certification was Revoked.**

**Officer D** resigned pursuant to a Settlement Agreement after he was discharged for cause and then mediated the matter after appealing the discharge. Officer D's misconduct included violations of agency policies including Code of Conduct, inappropriate conduct, and maintaining a professional work environment. DPSST notified Officer D that his misconduct leading to the resignation would be reviewed by the Corrections Policy Committee and gave him the opportunity to provide mitigating circumstances for the Committee's review. Officer D chose to sign a Stipulated Order Revoking Certification, permanently revoking his certification. Officer D's misconduct ended his 16-year career.

**Officer D's Basic, Intermediate and Advanced Corrections Certifications were Revoked.**

**Officer E** retired during an internal investigation that revealed several policy violations and potential criminal conduct for improperly using 'buy-one-get-one-free coffee coupons while on duty and in uniform, and for striking the coffee barista who refused to honor the coupons. DPSST notified Officer E that his misconduct would be reviewed by the Police Policy Committee (PPC) and gave him the opportunity to provide mitigating circumstances for the Committee's review. The PPC determined that Officer E's misconduct involved Dishonesty, Disregard for the Rights of Others, Misuse of Authority, Gross Misconduct and Misconduct, and that his misconduct rose to the level to warrant a lifetime revocation of his certificates. Officer E was served with a Notice of Intent to Revoke Certifications, and he timely requested a hearing. The Board affirmed the PPC's recommendation. Officer E failed to appear at his hearing, and his certifications were revoked by default. Officer E's misconduct ended his 24-year career.

**Officer E's Basic, Intermediate and Advanced Police Certifications were Revoked.**

**Telecommunicator F** resigned during an internal investigation that revealed she had repeatedly fallen asleep on duty, and continued her misconduct despite progressive discipline. DPSST notified Telecommunicator F that her misconduct would be reviewed by the Telecommunications Policy Committee (TPC) and gave her the opportunity to provide mitigating circumstances for the Committee's review. The TPC found that Telecommunicator F's misconduct involved Disregard for the Rights of Others, Gross Misconduct, Misconduct, and Insubordination. The TPC found that Telecommunicator F's misconduct rose to the level to warrant a 10-year revocation of her certifications. Telecommunicator F was served with a Notice of Intent to Revoke Certifications, and she made a timely request for a hearing. The Board affirmed the TPC's recommendation. Telecommunicator F failed to appear at her hearing, and her certifications were revoked by default. Her misconduct ended her 7-year career.

**Telecommunicator F's Basic Telecommunicator and Basic Emergency Medical Dispatcher Certifications were Revoked.**

**Officer G** resigned in lieu of termination after an internal investigation revealed he had an inappropriate relationship with a female juvenile, and was untruthful during the investigation. DPSST notified Officer G that his misconduct would be reviewed by the Police Policy

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Committee (PPC) and gave him the opportunity to provide mitigating circumstances for the Committee's review. The PPC determined that Officer G's misconduct involved Dishonesty, Disregard for the Rights of Others, Misuse of Authority, Gross Misconduct, Misconduct and Insubordination. The Committee found that Officer G's misconduct rose to the level to warrant a lifetime revocation of his certifications. DPSST served Officer G with a Notice of Intent to Revoke Certifications. He failed to make a request for a hearing and his certifications were revoked by default. Officer G's misconduct ended his 10-year career.

**Officer G's Basic, Intermediate and Advanced Police Certifications were Revoked.**

**Officer H** resigned during an investigation, pursuant to a Last Chance Agreement, that sustained violations of department policies including reporting to work while impaired, operating an agency vehicle while impaired, participating in firearms training while impaired, failure to comply with reporting requirements involving prescription medications, and untruthfulness during the investigation. DPSST notified Officer H that his misconduct would be reviewed by the Police Policy Committee (PPC) and gave him the opportunity to provide mitigating circumstances for the Committee's consideration. The PPC determined that Officer H's conduct involved Dishonesty for misrepresenting information during the investigation, and Gross Misconduct and Misconduct for the on-duty impairment by prescription medications. The PPC also found that Officer H's misconduct involved Insubordination when he violated the terms of his Last Chance Agreement, knowing what was expected of him. DPSST served Officer H with a Notice of Intent to Revoke Certifications. He failed to make a request for a hearing, and his certifications were revoked by default. Officer H's misconduct ended his 14-year career.

**Officer H's Basic, Intermediate and Advanced Police Certifications were Revoked.**

**Officer I** resigned during an internal investigation that revealed he had been untruthful about his reasons for not being able to appear for court in another jurisdiction, had signed on to LEDS using another employee's name, had used LEDS for personal reasons, and had failed to follow the verification process in the release of an inmate. DPSST notified Officer I that his misconduct would be reviewed by the Corrections Policy Committee (CPC) and gave him the opportunity to provide mitigating circumstances for the Committee's consideration. The CPC determined that Officer I's misconduct involved Dishonesty, Disregard for the Rights of Others, Misuse of Authority, Gross Misconduct, Misconduct and Insubordination. DPSST served Officer I with a Notice of Intent to Revoke Certifications. He failed to make a request for a hearing, and his certifications were revoked by default. Officer I's misconduct ended his 7-year career.

**Officer I's Basic, Intermediate and Advanced Corrections Certifications were Revoked.**

**Officer J** was convicted of Physical Harassment, a Class B Misdemeanor, involving domestic violence. DPSST served Officer J with a Notice of Intent to Revoke Certifications, and he requested a hearing. DPSST sought a Motion for Summary Determination before the Office of Administrative Hearings asserting there was no material fact at issue. The ALJ granted DPSST's Motion and issued a Proposed Order. Officer J filed legal exceptions to the Proposed Order and DPSST determined that no changes would be made to the Proposed Order based upon those exceptions. A Final Order was filed adopting the Proposed Order in its entirety. Officer J's misconduct ended his 10-year career.

**Officer J's Basic, Intermediate and Advanced Corrections Certifications were Revoked.**

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