

OREGON DPSST  
*ETHICS BULLETIN*

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The Board on Public Safety Standards and Training (BPSST) has the legislative mandate to establish and enforce the physical, mental, and moral fitness standards for all law enforcement officers, 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 officer, telecommunicator or emergency medical dispatcher who has fallen below the moral fitness 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 of misconduct resulted in **revocation and denial** of certifications by DPSST in **May 2004**.

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**Case 1**

**Officer A** was discharged for cause after an internal investigation revealed that she violated numerous agency policies relating to her off-duty behavior. Officer A partied in a hotel room with an adult male and a male child and observed the male child being provided alcohol. Officer A left sometime during the night however the male child later reported being sexually assaulted by the adult male. Officer A also allowed her brother to reside with her while he had an outstanding warrant for his arrest. Officer A's conduct ended her 6-year career.

**Officer A's Basic Corrections and Basic Police Certifications were Revoked.**

**Case 2**

**Officer B** resigned after he was arrested for numerous felony and misdemeanor charges stemming from using his job as a corrections officer to force a female inmate to have sexual contact with him. Officer B was convicted of felony Coercion and Official Misconduct, a misdemeanor. Officer B's conduct ended his 10-year career. Officer B voluntarily signed a Stipulated Order revoking his certifications.

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

**Case 3**

**Officer C** was discharged for cause after repeatedly demonstrating insubordination by not following agency directives. Officer C left his duty firearm on the back seat of his patrol vehicle, in plain view, after being ordered not to do so. He also failed to maintain the fire equipment at the agency where he served as both a police officer and a fire fighter; this conduct caused the self contained breathing apparatus to malfunction on more than one occasion. Oregon Administrative Rule requires that when one certification is revoked, all certifications that the individual holds be revoked. Officer C's conduct ended his 6-year career.

**Officer C's Basic Police Certification was Denied and his NFPA Fire Fighter 2, Fire Fighter 3, NFPA Fire Officer 1, NFPA Instructor 1, Instructor 2, Apparatus Operator 1, Driver, Instructor 1 and Fire Fighter 1 Certifications were Revoked.**

#### **Case 4**

**Officer D** was discharged for cause after an internal investigation revealed that she had improperly issued a traffic citation, perjured herself at the traffic court hearing, and was untruthful with investigators. Officer D's conduct ended her 10-year career.

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

#### **Case 5**

**Officer E** was discharged for cause after an internal investigation revealed that he engaged in a pattern of conduct and behavior that rendered him unfit and unsuitable to act as a supervisor of staff. The investigation was preceded by a vote of no confidence by agency staff that described a work environment that was permeated with fear, hostility, intimidation and turmoil for a period of years. Officer E's conduct ended his 24-year career.

**Officer E's Basic, Intermediate, Advanced, Supervisory, Management and Executive Corrections certifications were Revoked.**

#### **Case 6**

**Officer F** was discharged for cause after repeatedly violating agency policies that resulted in remediation, pay reduction, work plans and warning letters. Officer F's agency finally discovered that Officer F had told over twenty truck drivers that he would not give them a ticket if they destroyed their radar detectors, which they did. Officer F's conduct ended his 7-year career. **Officer F's Basic Police certification was Revoked.**

#### **Case 7**

**Officer G** was discharged for cause and later convicted of Rape in the Second Degree. Officer G's conduct ended his 4-year career.

**Officer G's Basic Corrections certification was Revoked**

#### **Case 8**

**Officer H** received a probationary discharge after an internal investigation revealed that he had inappropriate contact with a female inmate, while on duty. Officer H was convicted of two counts of Official Misconduct in the First Degree. Officer H's conduct ended his 10-month career. **Officer H's Basic Corrections certification was Revoked**

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#### **Excerpts from recent AFSCME article: "DSSST Cracks Down On Wrongdoers"**

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"In recent months we have seen a marked increase in decertification actions by DPSST. It is important for you to understand that in order to hold any public safety related position you must have a current DPSST Certification. Regardless of the actions taken or not taken by your employer, DPSST can and will start decertification or revocation proceedings against you.

AFSCME Council 75 has no interest in seeing the officers who serve this state at every level unfairly prosecuted or persecuted but we are also compelled to uphold the high standards of behavior that the Oregon Legislature and DPSST has set forth in the law.

Each of you should understand that the Legislature, your employer, and your Union share a common respect for the men and women who serve the citizens in their hours of crisis and trauma.....You have been honored in becoming one of Oregon's public safety officers and as such you will receive better retirement benefits, a shorter career requirement and in many cases higher pay. In return you will be judged at a higher level, you will be expected to behave better and you will be held more accountable for your actions – on and off the job.

As members of this elite group of public employees you have made it clear you do not want us - as your Union - to defend or excuse many of the behaviors listed on the DPSST Matrix and in the law. What you have told us is that you do want us to require uniform enforcement of this law between all members of the public safety community. We will do everything in our power to be sure that these laws are enforced fairly and evenly regardless of rank or status."

*Reprinted excerpts with permission from author Mary Botkin, Legal Political Coordinator, Oregon AFSCME Local 75*

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