

Applicant Review Committee Meeting Minutes

March 26, 2025

The Applicant Review Committee of the Board on Public Safety Standards and Training held a regular meeting on March 26, 2025, at the Oregon Public Safety Academy in Salem, Oregon. Kathy McAlpine called the meeting to order at 10:58 a.m.

Committee Members:

DeNeshia Barrett, Non-Management Law Enforcement; Police Policy Committee
Mark Boren, Public Member, Corrections Policy Committee
Kevin Dresser, Non-Management Law-Enforcement, Police Policy Committee
Mike Fletcher, APCO-NENA, Telecommunications Policy Committee

Committee Members Absent:

None

Guests:

Carl Biggs
Lane Staley

DPSST Staff:

Kathy McAlpine, Professional Standards Division Director
Kathy Fink, Standards and Certification Program Manager
Cindy Park, Professional Standards Compliance Coordinator
Melissa Lang Bacho, Professional Standards Compliance Coordinator
Erica Riddell, Criminal Justice Support Specialist
Juan Lopez-Hernandez, Executive Support Specialist
Jennifer Howald, Administrative Rules Coordinator



1. Introductions

Introductions of members, guests and staff.

2. Committee Chair Appointment

DaNeshia Barrett moved to appoint Mike Fletcher as the new Chair of the Application Review Committee. Mark Boren seconded. Motion passed unanimously.

Chair Fletcher took over the remainder of the meeting as the new ARC Chair.

3. Approve January 22, 2025 Meeting Minutes

A consensus was reached to approve the January 22, 2025 meeting minutes as written

4. Biggs, Carl (65857) Application Review: Parole & Probation

Presented by Cindy Park, Professional Standards Compliance Coordinator

Reason for Discretionary Review

The DPSST received an Application for Training (F5) and Criminal History Reporting form (F28) for Carl Biggs, in which he disclosed previous criminal dispositions. On June 14, 2019,

Biggs was charged with *Driving Under the Influence (DUI)* in Clark County, Washington, and pleaded guilty to the charge on June 26, 2019.

Biggs' initial F28 indicated he had completed a diversion program in Washington; however, it was determined not to be the case. Biggs submitted a corrected F28 to the DPSST on February 24, 2025. Biggs explained he thought the treatment requirements of his sentence were stipulations of Washington's diversion program and filled out the initial F28 to reflect that, with no intent to be deceptive.

Carl Biggs provided verbal mitigation for committee consideration.

<i>Applicant Review Committee Discussion/Consensus/Vote</i>	<i>Second</i>	<i>Vote</i>	<i>Outcome</i>
A consensus was reached to adopt the record.			
<p>The Applicant Review Committee found the following moral fitness violations and factors:</p> <p><i>Moral Fitness Violations:</i></p> <ul style="list-style-type: none">• Dishonesty: The committee did not identify elements of dishonesty.• Gross Misconduct: Biggs violated the Board's pre-employment moral fitness standard for Gross Misconduct when he chose to drive a motor vehicle on a public roadway while under the influence of alcohol, placing himself, others, and property at risk of harm. <p><i>Aggravating Factors:</i></p> <ul style="list-style-type: none">• Biggs was arrested for DUII. <p><i>Mitigating Factors:</i></p> <ul style="list-style-type: none">• Biggs was not employed in a certifiable position at the time of the conduct.• Biggs has been hired by the Yamhill County Department of Community Justice, which is aware of his criminal background.• Biggs took responsibility for his actions.• Disposition was almost six years ago.• Statement Biggs made that he can use his experience to assist his clients.• The explanation of the DPSST application error is reasonable.• BAC was fairly low, just over the legal limit.• Biggs was apologetic and cooperative during the investigation.• The verbal mitigation statement made by Biggs.• Biggs completed all court requirements.			
A consensus was reached to confirm the identified aggravating and mitigating factors.			

DaNeshia Barrett moved that the committee affirm the moral fitness violations and categories as presented in the staff memo.	Kevin Dresser	4 ayes; 0 nays	Motion Passed Unanimously
DaNeshia Barrett moved, after considering the identified violations of the Board's pre-employment moral fitness standards and weighing the aggravating and mitigating circumstances unique to this case, that no action should be taken against Biggs's application for training and subsequent certification.	Mark Boren	4 ayes; 0 nays	Motion Passed Unanimously

5. **Staley, Lane (65900) Application Review: Corrections**

Presented by Cindy Park, Professional Standards Compliance Coordinator

Reason for Discretionary Review

The DPSST received an Application for Training (F5) and Criminal History Reporting form (F28) for Lane Staley in which he disclosed previous criminal dispositions. On December 20, 2017, Staley pled guilty to the charge of *Operating a Vehicle with an Alcohol Concentration Equivalent of .08 or Above*, a Class C misdemeanor in the Monroe Circuit Court of Indiana. On September 25, 2018, Staley pled guilty to the charge of *Illegal Consumption*, a Class C Misdemeanor in the Monroe Circuit Court of Indiana. While a citation was provided for the September 2018 charge, no incident report was available.

Lane Staley provided verbal mitigation for committee consideration.

<i>Applicant Review Committee Discussion/Consensus/Vote</i>	<i>Second</i>	<i>Vote</i>	<i>Outcome</i>
A consensus was reached to adopt the record.			
<p>The Applicant Review Committee found the following moral fitness violations and factors:</p> <p><i>Moral Fitness Violations:</i></p> <ul style="list-style-type: none"> • Dishonesty: The ARC did not identify elements of dishonesty • Gross Misconduct: Staley violated the Board's moral fitness standard for Gross Misconduct when he pled guilty to two separate alcohol-related charges in less than one year (December 2017 and September 2018). Both convictions involved Staley choosing to drive a motor vehicle on a public roadway while under the influence of alcohol, placing himself, a passenger, and others at risk of harm. 			

<p><i>Aggravating Factors:</i></p> <ul style="list-style-type: none"> Two separate incidents and arrests in 2017 and 2018. <p><i>Mitigating Factors:</i></p> <ul style="list-style-type: none"> Staley was not employed in a certifiable position at the time of the conduct. Staley has been hired by the Oregon Department of Corrections, which is aware of the criminal Background. It has been a significant time since Staley's arrests- a lot of time for growth. Verbal mitigation provided by Staley. There were no negative comments in the incident report regarding negative behavior by Staley during the investigation/arrest. 			
A consensus was reached to confirm the identified aggravating and mitigating factors.			
Kevin Dresser moved that the committee affirm the moral fitness violations and categories as presented in the staff memo.	Mark Boren	4 ayes; 0 nays	Motion Passed Unanimously
Kevin Dresser moved, after considering the identified violations of the Board's pre-employment moral fitness standards and weighing the aggravating and mitigating circumstances unique to this case, that no action should be taken against Staley's application for training and subsequent certification.	DaNeshia Barrett	4 ayes; 0 nays	Motion Passed Unanimously

6. Inquiry Closure – Information Only

Presented by Cindy Park, Professional Standards Compliance Coordinator

DPSST presented the list of applicants for public safety training/certification who had engaged in pre-employment criminal conduct that was determined to not require committee review. This information was presented as information only and required no action by the committee.

7. Next Applicant Review Committee Meeting: April 23, 2025 at 11:00 a.m.

Administrative Notes:

These minutes reflect the order of the discussion/voting items as they appear on the official meeting agenda. The actual order in which they were discussed may vary.

All documents reviewed and discussed in this meeting are subject to Oregon Public Records Law (ORS 192.410 to ORS 192.505). These documents can be requested by contacting DPSST at dpsst.records@dpsst.oregon.gov.