

# Applicant Review Committee Meeting Minutes

## June 25, 2025

The Applicant Review Committee of the Board on Public Safety Standards and Training held a regular meeting on June 25, 2025, at the Oregon Public Safety Academy in Salem, Oregon. Chair, Michael Fletcher called the meeting to order at 11:00 a.m.

### **Committee Members:**

Mike Fletcher, Chair, APCO-NENA, Telecommunications Policy Committee  
Mark Boren, Public Member, Corrections Policy Committee  
Ronda Griffin, APCO-NENA, Telecommunications Policy Committee  
Rob Wood, Public Member, Police Policy Committee

### **Committee Members Absent:**

DeNeshia Barrett, Non-Management Law Enforcement; Police Policy Committee  
Kevin Dresser, Non-Management Law Enforcement, Police Policy Committee  
John Frost, DOC, Corrections Policy Committee

### **Guests:**

Robert Gibney

### **DPSST Staff:**

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



### **1. Introductions**

Introductions of members, guests, and staff.

### **2. Approve May 21, 2025 Meeting Minutes**

A consensus was reached to approve the May 21, 2025 meeting minutes as written.

### **3. Gibney, Robert (66390) Application Review: Police**

Presented by Cindy Park, Professional Standards Compliance Coordinator

#### *Reason for Discretionary Review*

DPSST received an Application for Training (F5) and a Criminal History Reporting Form (F28) for Robert Gibney, in which he disclosed a previous criminal disposition. On September 2, 2016, Gibney was given a citation in lieu of arrest for the offense of Assault IV by the Deschutes County Sheriff's Office. Gibney entered into a civil compromise agreement on March 17, 2017, and the case was ultimately dismissed on March 21, 2017.

*Robert Gibney 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"> <li>• Dishonesty: The committee did not identify elements of dishonesty.</li> <li>• Gross Misconduct: Gibney violated the Board's pre-employment fitness standard for Gross Misconduct when he engaged in violence against another person by hitting them in the face with a closed fist and causing significant injury.</li> </ul> <p><i>Aggravating Factors:</i></p> <ul style="list-style-type: none"> <li>• There was a criminal disposition in the case.</li> </ul> <p><i>Mitigating Factors:</i></p> <ul style="list-style-type: none"> <li>• The time that has passed, the criminal disposition was almost 9 years ago.</li> <li>• It appears to have been an isolated incident.</li> <li>• Gibney shows remorse and has done work to improve himself.</li> <li>• Gibney was very young (18) at the time of the incident.</li> <li>• Gibney did try to solve the situation appropriately prior to the incident occurring.</li> <li>• Gibney's verbal mitigation, he took ownership of his actions.</li> <li>• Gibney was not employed in a certifiable position at the time of the conduct.</li> <li>• Gibney has been hired by the Polk County Sheriff's Office, which is aware of the criminal background.</li> </ul>			
A consensus was reached to confirm the identified aggravating and mitigating factors.			
Mark Boren moved, that the committee affirm the moral fitness violations and categories as presented in the staff memo.	Ronda Griffin	4 ayes; 0 nays	Motion Passed Unanimously
Mark Boren 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 Gibney's application for training and subsequent certification.	Rob Wood	4 ayes; 0 nays	Motion Passed Unanimously

**4. Next Applicant Review Committee Meeting: July 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](mailto:dpsst.records@dpsst.oregon.gov).*