

Applicant Review Committee Meeting Minutes

July 23, 2025

The Applicant Review Committee of the Board on Public Safety Standards and Training held a regular meeting on July 23, 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 (Teams)
Kevin Dresser, Non-Management Law Enforcement, Police Policy Committee (Teams)
John Frost, DOC, Corrections Policy Committee (Teams)
Ronda Griffin, APCO-NENA, Telecommunications Policy Committee (Teams)
Rob Wood, Public Member, Police Policy Committee

Committee Members Absent:

None

Guests:

Cody Ching

DPSST Staff:

Marie Atwood, Deputy Director
Cindy Park, Professional Standards Compliance Coordinator
Melissa Lang Bacho, Professional Standards Compliance Coordinator
Jennifer Howald, Administrative Rules Coordinator
Erica Riddell, Criminal Justice Support Specialist
Juan Lopez-Hernandez, Executive Support Specialist



1. Introductions

Introductions of members, guests and staff.

2. Approve June 25, 2025 Meeting Minutes

A consensus was reached to approve the June 25, 2025 meeting minutes as written.

3. Ching, Cody (66366) 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 Cody Ching, in which he disclosed a previous criminal disposition. On June 4, 2019, Ching was convicted of Driving Under the Influence of Alcohol (DUI), a Misdemeanor, in the Towns County, Georgia Probate Court.

Cody Ching provided verbal mitigation for committee consideration.

<i>Applicant Review Committee Discussion/Consensus/Vote</i>	<i>Second</i>	<i>Vote</i>	<i>Outcome</i>
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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: Ching 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 and wrecked his car by driving it into a ditch on the opposite side of the road. His actions placed himself, others, and property at risk of harm. <p><i>Aggravating Factors:</i></p> <ul style="list-style-type: none"> • The decision to drive while under the influence which resulted in a vehicle accident. • Ching initially fled the scene. <p><i>Mitigating Factors:</i></p> <ul style="list-style-type: none"> • Ching took responsibility and ownership for his actions. • The incident took place approximately six years ago. • Ching was hired by the Gresham Police Department, which is aware of his background. • Ching is present and provided verbal mitigation. • Completion of all court-ordered requirements • Ching learned from his mistakes and how his actions impacted others and his community. • The incident occurred before Ching's employment as a public safety officer. 			
A consensus was reached to confirm the identified aggravating and mitigating factors.			
Mike Fletcher moved, that the committee affirm the moral fitness violations and categories as presented in the staff memo.	Rob Wood	6 ayes; 0 nays	Motion Passed Unanimously
Rob Wood 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 Ching's application	Mark Boren	6 ayes; 0 nays	Motion Passed Unanimously

for training and subsequent certification.			
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4. **Montoya, Manuel (66246) Application Review: Corrections**

Presented by Cindy Park, Professional Standards Compliance Coordinator

Reason for Discretionary Review

The Department received an Application for Training (F5) and a Criminal History Reporting Form (F28) for Manuel Montoya, Jr., in which he disclosed a previous criminal disposition. On August 14, 2017, Montoya pled guilty to the offense of Resisting Arrest, a Class A Misdemeanor, in the Clackamas County Circuit Court.

<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: Montoya engaged in Gross Misconduct when he was physically violent and caused significant physical harm to some members of the public and a police officer. <p><i>Aggravating Factors:</i></p> <ul style="list-style-type: none"> • Montoya was highly intoxicated, which led to a physical altercation with the public and police officers. • Montoya was convicted of <i>Resisting Arrest</i> via a plea of guilty. <p><i>Mitigating Factors:</i></p> <ul style="list-style-type: none"> • Written mitigation submitted. • Montoya was hired by the Oregon Department of Corrections, which is aware of his criminal background. • Montoya was not employed in a certifiable position at the time of the conduct. 			
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	6 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 Montoya's application for training and subsequent certification.	Ronda Griffin	6 ayes; 0 nays	Motion Passed Unanimously
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5. 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.

6. Next Applicant Review Committee Meeting: August 27, 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.