

# Applicant Review Committee Meeting Minutes - DRAFT

## August 23, 2023

The Applicant Review Committee of the Board on Public Safety Standards and Training held a regular meeting on August 23, 2023, at the Oregon Public Safety Academy in Salem, Oregon. Chair Carol Dishion called the meeting to order at 10:00 a.m.

### **Committee Members:**

Carol Dishion, Chair, DOC, AFSCME; Corrections Policy Committee  
Alex Gardner, OSP Command Staff Representative; Police Policy Committee  
Kathy McAlpine, OACP; Police Policy Committee (Webex)  
Cody Smith, Non-Management Corrections; Corrections Policy Committee (Webex)  
Raeann Thurber, Telecommunicator, Telecommunications Policy Committee (Webex)

### **Committee Members Absent:**

Chelsea LaBar, APCO; Telecommunications Policy Committee  
Vacant, Public Member; Board on Public Safety Standards and Training

### **Guests:**

Michael Dunn (Webex)

### **DPSST Staff:**

Chris Brodniak, Professional Standards Division Director  
Suzy Herring, Private Security, Private Investigator, Polygraph Examiner Program Manager  
Marsha Morin, Standards and Certification Program Manager  
Cindy Park, Professional Standards Compliance Coordinator  
Melissa Lang Bacho, Professional Standards Compliance Coordinator  
Jennifer Levario, Professional Standards Compliance Coordinator  
Erica Riddell, Criminal Justice Office Specialist  
Shelby Wright, Executive Support Specialist



### **1. Introductions**

Introductions of members, guests and staff.

### **2. Approve July 26, 2023 Meeting Minutes**

*Cody Smith moved to approve the minutes from the July 26, 2023, Applicant Review Committee meeting. Alex Gardner seconded the motion. The motion passed unanimously.*

### **3. Dunn, Michael (64248) Application Review: Police**

Presented by Cindy Park, Professional Standards Compliance Coordinator

*Reason for Discretionary Review*

The DPSST received an Application for Training (F5) and a Criminal History Reporting Form (F28) for Michael Dunn, where he disclosed a criminal disposition for *Using Dog or Bait to Hunt Black Bear or Cougar*, a violation on May 1, 2018, in Lane County, Oregon. Per ORS 498.164, this offense is listed as a misdemeanor and requires a five-year hunting license

suspension for the first offense. As a result, it is being brought before the committee for review.

According to the Oregon State Police (OSP) Incident report, while investigating possible hunting violations, Dunn was interviewed, and physically showed the officer an incorrect location where he stated he harvested a bear. Dunn was initially charged with *Unlawful Taking of Black Bear with Use of Bait, a misdemeanor; Unlawful Baiting of Black Bears, a misdemeanor; Taking, Angling, Hunting, or Trapping in violation of Wildlife Law or Rule, a violation and Taking, Angling Hunting or Trapping in Violation of Wildlife Law or Rule a violation.* Dunn ultimately pled guilty to *Using Dog or Bait to Hunt Black Bear or Cougar, a class A violation* in Lane County Circuit Court.

*Michael Dunn provided verbal mitigation for committee consideration.*

<i>Applicant Review Committee Discussion/Vote</i>	<i>Second</i>	<i>Vote</i>	<i>Outcome</i>
Alex Gardner moved that the Applicant Review Committee adopt the staff report.	Cody Smith	5 ayes; 0 nays	Motion Passed Unanimously
<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: Dunn was dishonest when questioned by OSP investigators about the area in which he harvested a bear. Dunn was dishonest with OSP investigators about the photos that were available to be viewed related to where the bear was shot.</li> <li>• Gross Misconduct: Dunn’s actions that led to his criminal conviction, harmed the property of the state of Oregon and its wildlife resources.</li> </ul> <p><i>Aggravating Factors:</i></p> <ul style="list-style-type: none"> <li>• Dunn tried to impede the investigation by giving false information to the officer.</li> <li>• Dunn may have already been going through the process to be hired in Idaho when this behavior occurred as it typically takes up to a year to be hired in law enforcement.</li> <li>• By his dishonesty, Dunn caused damage to the credibility of law enforcement.</li> </ul> <p><i>Mitigating Factors:</i></p> <ul style="list-style-type: none"> <li>• Dunn was not employed in a certifiable position at the time of the conduct.</li> <li>• Dunn has been hired by the Prineville Police Department who is aware of the criminal background.</li> <li>• Dunn was hired as a Deputy on November 1, 2018, by the Elmore County Sheriff’s Department in Idaho. Dunn worked for that agency until June 12, 2023. During the time of his employment, Dunn was promoted to Deputy First Class after being selected as a Field Training Officer (FTO).</li> <li>• Dunn addressed the concerns brought by the committee in his statement bluntly and “full force.”</li> </ul>			

<ul style="list-style-type: none"> <li>Recognize we are all human and make mistakes. Dunn has obviously learned from his mistake and made a significant contribution to his communities and the law enforcement team.</li> <li>A letter written by Dunn’s previous employer in Idaho showed he performed very well when given the opportunity.</li> </ul>			
Alex Gardner 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 Dunn’s application for training and subsequent certification.	Cody Smith	5 ayes; 0 nays	Motion Passed Unanimously

**4. 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.

**5. Next Applicant Review Committee Meeting: September 27, 2023 at 10:00 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).*