

Police Policy Committee Minutes November 17, 2016

The Police Policy Committee of the Board on Public Safety Standards and Training held a regular meeting on November 17, 2016, in the Governor Victor G. Atiyeh Boardroom at the Department of Public Safety Standards and Training located in Salem, Oregon. Chair Mathew Workman called the meeting to order at 10:00 a.m.

Attendees:

Committee Members:

Mathew Workman, Chair – Oregon Association of Chiefs of Police
John Teague, Vice Chair – Oregon Association of Chiefs of Police
Kristine Allison, Oregon Association of Chiefs of Police (by phone)
Mike Araiza, Non-Management Law Enforcement
Greg Bretzing, Federal Bureau of Investigation
John Bishop, Oregon State Sheriff's Association
Scott Dillon, Non-Management Law Enforcement
Pat Garrett, Oregon State Sheriff's Association
Travis Hampton, Superintendent – Oregon State Police
Andy Heider, OSP Command Staff Representative
Jeffrey Hering, Non-Management Law Enforcement
Mike Leloff, Portland Police Bureau (Designee of Chief Mike Marshman)
Murray Rau, Non-Management Law Enforcement
Jeffrey Staples, Non-Management Law Enforcement
Brian Wolfe, Oregon State Sheriff's Association

DPSST Staff:

Eriks Gabliks, Director
Linsay Hale, Professional Standards Division Director
Katrina Robson, Professional Standards Coordinator/Investigator
Kristen Hibberds, Professional Standards Coordinator/Investigator
Jennifer Howald, Rules Coordinator
David Beatty, Traffic Safety Coordinator

Guests:

Carli Brosseau, The Oregonian
Rebecca Woolington, The Oregonian
Sheriff Bruce Riley, Linn County Sheriff's Office
Captain Kevin Guilford, Linn County Sheriff's Office
Undersheriff Jim Yon, Linn County Sheriff's Office
Deputy Sheriff Jordan Kirksey, Linn County Sheriff's Office



1. **Minutes of August 18, 2016 Meeting**

Approve the minutes of the August 18, 2016 Police Policy Committee meeting.

To see a complete record of the August 18, 2016 Police Policy Committee minutes, please go to:
<http://www.oregon.gov/dpsst/BD/pages/policepolicycommitteemeetingminutes.aspx>

) *John Bishop moved that the committee approve the minutes of the August 18, 2016 Police Policy Committee meeting. Brian Wolfe seconded the motion. The motion carried unanimously.*

Chair Mathew Workman advised that due to the number of guest present the Police Policy Committee will move the proposed rule changes to the end of the agenda and proceed with the cases at hand.

2. ***Holman, Bryan #56585 – Warm Springs Police Department; Application for Training and Subsequent** (Item #7 on the agenda)

Presented by Kristen Hibberds

The case presented to the Police Policy Committee is whether Holman's conduct in his arrests and subsequent conviction of a DUII, a discretionary disqualifying crime under OAR 259-008-0070(4)(c), and whether his Application for Training and Subsequent Certification should be denied as a result.

John Teague moved that the Police Policy Committee adopts the staff report as the record upon which its recommendations are based. John Bishop seconded the motion. The motion carried unanimously.

By discussion and consensus, the Police Policy Committee determined that Bryan Holman's behavior did not involve **Insubordination**.

By discussion and consensus, the Police Policy Committee identified Bryan Holman's behavior did involve **Misconduct** as defined in the Administrative Rule based on the conviction of a DUII.

John Bishop moved that the Police Policy Committee find that Bryan Holman's **Misconduct**, when considered alone, does not rise to the level to warrant denial of Holman's Application for Training and Subsequent Certification. Murray Rau seconded the motion. The motion carried unanimously.

By discussion and consensus, the Police Policy Committee identified Bryan Holman's behavior did involve **Gross Misconduct** as defined in the Administrative Rule based on the elements of the crime DUII.

John Bishop moved that the Police Policy Committee find that Bryan Holman's **Gross Misconduct**, when considered alone, does not rise to the level to warrant denial of Holman's Application for Training and Subsequent Certification. Jeff Staples seconded the motion. The motion carried unanimously.

By discussion and consensus, the Police Policy Committee identified Bryan Holman's behavior did not involve **Misuse of Authority**.

By discussion and consensus, the Police Policy Committee identified Bryan Holman's behavior did not involve **Disregard for the Rights of Others**.

By discussion and consensus, the Police Policy Committee identified Bryan Holman's behavior did not involve **Dishonesty**.

By discussion and consensus, the Police Policy Committee identified Bryan Holman's behavior did involve **Aggravating Circumstances** which include no correspondence from the Holman or the agency.

By discussion and consensus, the Police Policy Committee identified Bryan Holman's behavior did involve **Mitigating Circumstances** which includes the incident took place ten years ago before Holman was in law enforcement. Holman was 20 years old at the time of the incident and there have not been any problems since.

After considering the totality of the circumstances, John Bishop moved that the committee recommends to the Board that Bryan Holman's Application for Training and Subsequent Certification **not be denied**. Jeff Hering seconded the motion. The motion carried unanimously.

3. **Kirksey, Jordan #54339 – Linn County Sheriff's Office; Application for Training and Subsequent Certification** (Item #8 on the agenda)

Presented by Kristen Hibberds

The case presented to the Police Policy Corrections Policy is whether Jordan Kirksey's conduct leading to his conviction of Reckless Driving, ORS 811.140, and a discretionary disqualifying crime under OAR 259-008-0070(4)(c), should result in the denial of his application for training.

Linsay Hale stated for the record, DPSST would like to formally recognize that there was an administrative error on staff's part regarding Kirksey's application for training. It was an oversight that would have prevented him from completing his training in a timely manner. DPSST recognizes the error and have allowed Deputy Kirksey to complete his training while going through the process.

Travis Hampton moved that the Police Policy Committee adopts the staff report as the record upon which its recommendations are based. John Bishop seconded the motion. The motion carried unanimously.

By discussion and consensus, the committee determined that Jordan Kirksey's behavior did not involve **Insubordination**.

By discussion and consensus, the committee identified Jordan Kirksey's behavior did involve **Misconduct** as defined in the Administrative Rule based on the Conviction of reckless driving.

John Bishop moved that the Police Policy Committee find that Jordan Kirksey's **Misconduct**, when considered alone, does not rise to the level to warrant denial of Kirksey's Application for Training and Subsequent Certification. Murray Rau seconded the motion. The motion carried unanimously.

By discussion and consensus, the committee identified Jordan Kirksey's behavior did not involve **Gross Misconduct** as defined in the Administrative Rule.

By discussion and consensus, the committee identified Jordan Kirksey's behavior did not involve **Misuse of Authority** as defined in Administrative Rule.

By discussion and consensus, the committee identified Jordan Kirksey's behavior did not involve **Disregard for the Rights of Others** as defined in the Administrative Rule.

By discussion and consensus, the committee identified Jordan Kirksey's behavior did not involve **Dishonesty** as defined in the Administrative Rule.

By discussion and consensus, the committee identified Jordan Kirksey's behavior did not involve **Aggravating Circumstances**.

By discussion and consensus, the committee identified Jordan Kirksey's behavior did involve **Mitigating Circumstances** including that the Sheriff is here to support him and speaks volumes about his character. Kirksey was 17 years old at the time of the incident, and has taken full responsibility for his actions and been forthcoming. The court reduced the conviction to a lesser offense.

After considering the totality of the circumstances, Jeff Hering moved that the committee recommend to the Board that Kirksey's Application for Training and Subsequent Certification **not be denied**. John Bishop seconded the motion. The motion carried unanimously.

4. ***Tirico, Richard #23776 – John Day Police Department; Basic, Intermediate, Supervisory, Management, and Executive Police Certification** (Item #9 on the agenda)

Presented by Kristen Hibberds

The case presented to the Police Policy Committee is whether Tirico's conduct surrounding allegations that led to his resignation from the John Day Police Department rises to the level to warrant revocation of Tirico's certification.

Brian Wolfe moved that the Police Policy Committee adopts the staff report as the record upon which its recommendations are based. Mike Araiza seconded the motion. The motion carried unanimously.

By discussion and consensus, the committee determined that Richard Tirico's behavior did involve **Insubordination**.

By discussion and consensus, the committee determined that Richard Tirico's behavior involved **Misconduct** as defined in the Administrative Rule based on Tirico was dishonest with his supervisor when he gave his first account of cell phone use. He was deceitful in submitting reimbursement for grants. He encouraged his insubordinate to lie to protect him.

John Bishop moved that the Police Policy Committee find that Richard Tirico's **Misconduct**, when considered alone, does rise to the level to warrant revocation of Tirico's certification. Travis Hampton seconded the motion. The motion carried unanimously.

By discussion and consensus, the committee determined that Richard Tirico's behavior did involve **Gross Misconduct** as defined in the Administrative Rule based on the fact that Tirico continued to use the City owned cell phone to contact a woman his wife accused him of having an affair.

Pat Garrett moved that the Police Policy Committee find that Richard Tirico's **Gross Misconduct**, when considered alone, does rise to the level to warrant revocation of Tirico's certification. John Bishop seconded the motion. The motion carried unanimously.

By discussion and consensus, the committee determined that Richard Tirico's behavior did involve **Misuse of Authority** as defined in the Administrative Rule based on the fact that Tirico was dishonest and minimized his conduct to the City Manager and other employees to avoid an investigation into his conduct.

John Bishop moved that the Police Policy Committee find that Richard **Tirico's Misuse of Authority**, when considered alone, does rise to the level to warrant revocation of Tirico's certification. Travis Hampton seconded the motion. The motion carried unanimously.

By discussion and consensus, the committee determined that Richard Tirico's behavior did involve **Disregard for the Rights of Others** as defined in the Administrative Rule by compelling employee's to lie. An officer alleged that he was "pinched" by the Chief and there was a threat of denying future overtime or income. Tirico put other officers in the

agency in a compromising situation where they could feel a sense of being bullied or coerced.

Brian Wolfe moved that the Police Policy Committee find that Richard Tirico's **Disregard for the Rights of Others**, when considered alone, does rise to the level to warrant revocation of Tirico's certification. Andy Heider seconded the motion. The motion carried unanimously.

By discussion and consensus, the committee determined that Richard Tirico's behavior did involve **Dishonesty** as defined in the Administrative Rule by inappropriately allocating overtime and falsifying on an officers timesheet, asking other officers to lie for him and being dishonest with his supervisor regarding his conduct surrounding an allegation that he was having an affair, and inappropriately falsifying funds for grant money.

John Bishop moved that the Police Policy Committee find that Richard Tirico's **Dishonesty**, when considered alone, does rise to the level to warrant revocation of Tirico's certification. Mike Araiza seconded the motion. The motion carried unanimously.

By discussion and consensus, the committee determined that Richard Tirico's behavior did involve **Aggravating Circumstances**. Being the Chief of Police, Tirico is held at a higher standard and putting his own employees at risk and advising them to lie shows a disregard for his role of Chief of Police and a disregard for his agency. Tirico used bullying tactics to other officers to not put in overtime. As well as the record of the conversation with Kristen Hibberds appeared to be more rationalizing as he responded he had never gone over the city minutes or the plan when asked about the misuse of the city phone.

By discussion and consensus, the committee determined that Richard Tirico's behavior did not involve any **Mitigating Circumstances**.

After considering the totality of the circumstances, John Teague moved that the committee recommends to the Board that Tirico's certification **be revoked**. Jeff Staples seconded the motion. The motion carried unanimously.

John Bishop moved that the committee recommends to the Board that Richard Tirico's **Misconduct** warrants an ineligibility period for seven years. Murray Rau seconded the motion. The motion carried unanimously.

Brian Wolfe moved that the committee recommends to the Board that Richard Tirico's **Gross Misconduct** warrants ineligibility period for ten years. Mike Leloff seconded the motion. The motion carried unanimously.

John Bishop moved that the committee recommends to the Board that Richard Tirico's **Misuse of Authority** warrants ineligibility period for ten years. Pat Garrett seconded the motion. The motion carried unanimously.

John Bishop moved that the committee recommends to the Board that Richard Tirico's **Disregard for the Rights of Others** warrants ineligibility period for fifteen years. Mike Leloff seconded the motion. The motion carried unanimously.

Jeff Staples moved that the committee recommends to the Board that Richard Tirico's **Dishonesty** warrants ineligibility period of a lifetime. Jeff Hering seconded the motion. The motion carried unanimously.

5. **Marc, Brodeur #43446 – Yamhill County Sheriff's Office; Basic, Intermediate and Advanced Police Certifications and Basic, Intermediate and Advanced Corrections Certifications** (Item #10 on the agenda)

Presented by Kristen Hibberds

The case presented to the Police Policy Committee is Brodeur's dishonesty on December 29, 2015, surrounding a Taser and whether his certification should be revoked as a result.

John Teague moved that the Police Policy Committee adopts the staff report as the record upon which its recommendations are based. Travis Hampton seconded the motion. The motion carried unanimously.

By discussion and consensus, the committee determined that Brodeur's behavior did not include **Insubordination**.

By discussion and consensus, the committee determined that Brodeur's behavior did not involve **Misconduct** as defined in the Administrative Rule.

By discussion and consensus, the committee determined that Brodeur's behavior did not involve **Gross Misconduct** as defined in the Administrative Rule.

By discussion and consensus, the committee determined that Brodeur's behavior did not involve **Misuse of Authority** as defined in the Administrative Rule.

By discussion and consensus, the committee determined that Brodeur's behavior did not involve **Disregard for the Rights of Others** as defined the Administrative Rule.

By discussion and consensus, the committee determined that Brodeur's behavior did involve **Dishonesty** as defined in the Administrative Rule based on the fact that Brodeur took premeditated steps to cover up the fact that he had taken a Taser home over the weekend then lied when confronted about it.

John Teague moved that the Police Policy committee find that Marc Brodeur's **Dishonesty**, when considered alone, does not warrant revocation of Brodeur's Certification. Scott Dillon seconded the motion. The motion was defeated 6-8, with Kristine Allison, John Bishop, Pat Garrett, Travis Hampton, Andy Heider, Jeff Hering, Mike Leloff, and Brian Wolfe voting nay.

A second motion was introduced by Travis Hampton moving that the Police Policy committee find that Marc Brodeur's **Dishonesty**, when considered alone, does warrant revocation of Brodeur's Certification. John Bishop seconded the motion. The motion passes 8-6, with Mike Workman, John Teague, Mike Araiza, Scott Dillon, Murray Rau, and Jeff Staples voting nay.

By discussion and consensus, the committee determined that Brodeur's behavior did involve **Aggravating Circumstances** by lying and trying to cover up a simple and unnecessary situation that easily could have been avoided.

By discussion and consensus, the committee determined that Brodeur's behavior did involve **Mitigating Circumstances** which include there was no history any other behavior issues within the past 10 years with Brodeur's employment. Brodeur self-reported the incident immediately after and confessed of his actions. The incident was non-work related.

After considering the totality of the circumstances, Murray Rau recommends to the Board that Marc Brodeur's certification **not be revoked**. John Teague seconded the motion. The motion was defeated 6-8 with Kristine Allison, John Bishop, Pat Garrett, Travis Hampton, Andy Heider, Jeff Hering, Mike Leloff, and Brian Wolfe voting nay.

A second motion was introduced by John Bishop to recommend to the Board that Marc Brodeur's certification be **revoked**. Andy Heider seconded the motion. The motion passes 8-6, with Mike Workman, John Teague, Mike Araiza, Scott Dillon, Murray Rau, and Jeff Staples voting nay.

John Bishop moved that the committee recommends to the Board that Marc Brodeur's **Dishonesty** warrants ineligibility period for five years. Travis Hampton seconded the motion. The motion carried unanimously.

6. *OAR 259-008-0010, 259-008-0011 & 259-008-0085 – Proposed Rule Change

Recommended updates and clarifies retest options for PCOD/CCOD courses
Presented by Jennifer Howald (Item #2 on the agenda)

Jennifer reported that the proposed rule change includes updates to the outdated version references for JTA (Job Task Analysis) and FTM (Field Training Manual). In addition the proposed rule change includes updated language regarding attendance for mandated courses, and clarifies the original intention that allow enforcement officer be provided on additional attempt to pass the COD (Career Officer Development) course before being

required to complete a full basic course due to failure of the COD course. The proposed language also incorporates a recommendation from DPSST Staff and the Center for Policing Excellence to allow that the remediation and retesting on an initial failure of a Police COD course be remediated by repeating the Police COD course, of the employing agency's choice, either by the self-study option or the two week academy at DPSST. The rule also clarifies the number of tests administered during the Career Officer Development course from multiple exams to one exam. Additional housekeeping changes are made for clarity.

) *Murray Rau moved to recommend to the Board filing the proposed rule with the Secretary of State and to file as a permanent rule if no public comments are received. Jeff Hering seconded the motion. The motion carried unanimously.*

By consensus the committee found no fiscal impact to small businesses.

7. *OAR 259-008-0090 – Proposed Rule Change

Updates rule language to reflect changes in the submission of training records to DPSST Presented by Jennifer Howald (Item #3 on the agenda)

Jennifer reported that the proposed rule change comes before the committee to add a purpose statement regarding the use of training records updates DPSST's requirements for submission of training and incorporates a definition of training. Additionally, language referencing processes for viewing a copy of a DPSST training record and review or release of information has been removed as all records requests received by DPSST are addressed according to public records law.

) *John Teague moved to recommend to the Board filing the proposed rule as amended with the noted change under subsection (7) from "Instructed" to "Instructor", as a proposed rule with the Secretary of State and to file as a permanent rule if no public comments are received. John Bishop seconded the motion. The motion carried unanimously.*

By consensus the committee found no fiscal impact to small businesses.

8. *OAR 259-008-0065 – Proposed Rule Change

Addition of maintenance for certification – Presented by Jennifer Howald

Jennifer reported that the draft language for OAR 259-008-0065 was developed to reflect a law enforcement officer maintenance training standard. DPSST partnered with Oregon Liquor control Commission (OLCC) to explore the possibility of including regulatory specialists in the requirements for certification maintenance training. OLCC approved including regulatory specialists in the law enforcement maintenance standard and

implementing these standards following the same timeline for implementation established for corrections officers and parole and probation officers. During the preparation of the draft language for OAR 259-008-065 to incorporate the Workgroup's recommendation, DPSST staff identified the opportunity to update the rule language for clarity.

) *John Bishop moved to recommend to the Board filing the proposed rule with the Secretary of State and to file as a permanent rule if no public comments are received. Travis Hampton seconded the motion. The motion carried unanimously.*

By consensus the committee found no fiscal impact to small businesses.

9. *OAR 259-008-0025 – Proposed Rule Change

Proposed move of the requirements for 8 hours of Firearms/Use of Force Training to minimum standards for training. Presented by Jennifer Howald (Item #5 on the agenda)

Jennifer reported that the proposed draft for revision of OAR 259-008-0065 omitted the following section of the current rule language:

Maintenance Training Requirements for previously certified police officers. Any police officer who has not been employed as a police officer for between one year and five years must complete the mandatory eight hours of annual firearms/use of force maintenance training within 30 days of the officer's return to work, as follows:

- a) Qualification with the appropriate duty weapon(s); and
- b) Completion of sufficient additional firearms and use of force refresher training to total eight hours.

This section was omitted from the draft OAR 259-008-0065 because it was not related to maintenance training standards and it was interpreted to be intended to be a requirement for law enforcement officers who have not been employed and whose certification's have lapsed. Applying the interpretation that this rule language was intended to be a requirement for law enforcement officers who have not been employed and whose certifications have lapsed makes this a minimum standard for training and not a certification maintenance standard.

) *Travis Hampton moved to recommend to the Board filing the proposed rule with the Secretary of State and to file as a permanent rule if no public comments are received. Brian Wolfe seconded the motion. The motion carried unanimously.*

By consensus the committee found no fiscal impact to small businesses.

10. *OAR 259-008-0005, 259-008-0010, 259-008-0011, 259-008-0070 and 259-008-0080 – Proposed Rule Change

Criminal Justice Denial/Revocation Workgroup recommendations for the Denial and Revocation Standards – Presented by Jennifer Howald (Item #6 on the agenda)

Jennifer reported that the proposed rule comes before the committee at the request of the Criminal Justice/Revocation Workgroup. In 2015, the Telecommunications, Corrections and the Police Policy Committee's approved the formation of a workgroup to review the current denial and revocation standards. The Criminal Justice Denial/Revocation Workgroup reviewed the Oregon Administrative Rules (OAR) and the procedures in place for the denial or revocation of a public safety professional's certifications.

The Workgroup also reviewed the current statutory authorities of the Board on the Public Safety Standards and Training (Board) and DPSST with respect to the certification of individuals employed in Oregon to perform the duties of police officers, corrections officers, parole and probation officers, regulatory specialists, telecommunicators and emergency medical dispatchers. Over the course of their meetings, the Workgroup developed several recommendations that have been presented to the Policy Committee's and the Board.

) *John Bishop moved to recommend to the Board filing the proposed rule as amended with the noted typographical corrections and amendments to definition of age updated under elements of abuse as defined in ORS 107.705, as a proposed rule with the Secretary of State and to file as a permanent rule if no public comments are received. Brian Wolfe seconded the motion. The motion carried unanimously.*

By consensus the committee found no fiscal impact to small businesses.

****See Proposed Rule change attachment for OARs 259-008-0005, 259-008-0010, 259-008-0011, 259-008-0070 and 259-008-0080 Memorandum****

11. Staff Updates

Linsay Hale Reported:

-) Linsay introduced Katrina Robson, DPSST's newest Professional Standards Coordinator. Katrina comes from the Florida State Highway Patrol. She just recently completed the PCOD class at the Academy which will allow her to maintain her certification here in Oregon. Katrina's role at DPSST will be focused on handling our complaints in the Professional Standards Department.
-) We have three legislative concepts that were approved by the Governor's Office and will be moving forward through the process in 2017. The three concepts include:
- o Addition of citizen members to the Policy Committees
 - o Clarification of DPSST's Fingerprint Authority

- Emergency suspension of armed private security providers who fail to complete their annual re-qualification
-) Linsay Hale also shared that there is another work group that has been formed to look at the requirements for Mid-Management and Executive levels of certification. We are working with the agency heads to determine how to proceed with the two levels of certification.
-) Linsay explained the Professional Standards Division will be focused on better serving as a resource for our constituents by providing education about standards and certifications/licenses both in person and on the web. We are looking at a couple of different options for the upcoming year including hosting a Professional Standards Conference geared towards training officers, line level staff and providers who are required to interact with DPSST on a daily basis. We have been reviewing current processes to make them more efficient for our constituents.

Eriks Gabliks Reported:

-) Academy Enrollment - DPSST continues to monitor agency hiring numbers and enrollment data. A recent survey conducted by DPSST shows that city, county, state, tribal and university law enforcement agencies are in the process of hiring more than 130 officers who will need to attend the 16-week basic police course that are not as yet enrolled in an upcoming academy class. Eriks shared that the legislature added four basic police classes earlier in the biennium but that additional classes will be needed to meet the demand. The November and February classes are full and newly hired officer are now being enrolled into the March class. This causes concern for DPSST as it does not want to see newly hired officer waiting extended periods of time to before they can attend training. DPSST is also monitoring potential retirements in the next biennium that could exceed 1,000.
-) Eriks shared that the Chiefs and Sheriffs work group on mental health crisis response continues to meet at DPSST. The group is working on two distinct, yet connected topics. The first is a statewide framework that local agencies can use to develop their respond strategies to people in crisis. The second is a comprehensive review of the training offered by DPSST. Eriks shared that the training work group has identified that DPSST is not meeting its legislative mandate of providing 24 hours of training as part of the basic police course. In the past DPSST relied on scenario-based training venues to support the training provided in the classroom. While the concept was good there is no proof that the additional hours of training are received in scenarios by all students. The training work group will propose that DPSST bolster its delivery of mental health training in both classroom and scenario venues. DPSST agrees with the recommendation as is looking at implementing the training with approval of the Police Policy Committee hopefully at its next meeting. The training work group has also defined the elements of training for Crisis Intervention Team (CIT) members so that all agencies around the state would meet the same basic standard. This would also help alleviate confusion over one-day classes versus 40-hour classes.

- J) DPSST has been invited to attend the quarterly meeting of the League of Oregon Cities Small Cities Section in December to discuss law enforcement recruitment and retention issues. Eriks indicated he will be attending this meeting in Winston and share information from Oregon and around the nation.
- J) DPSST met with the Oregon Health Authority regarding the grant that DPSST received to support training efforts around the state. In less than six months, DPSST, in partnership with Greater Oregon Behavioral Health Initiative (GOBHI), has provided training to approximately 600 first responders around the state on interacting with people in crisis. OHA indicated to DPSST that it would like to continue the partnership in the 2017-2019 biennium.
- J) DPSST continues its on-going work to engage with community partners organizations. DPSST and the Oregon State Police will build on the Keizer community forum and attend an information session at the Light of the Valley Church with a focus on teens and young adults. DPSST is also working with the Oregon Association for the Deaf to help update curriculum and also engage deaf and hard of hearing individuals to participate as role players during calls for service week. Finally, DPSST continues its work with Chemeketa Community College Criminal Justice Program to engage their students as role players in the scenario village. All of these activities are helping to share the important work done by both DPSST and the law enforcement profession and also give individuals ideas about careers available in law enforcement. Eriks shared that after the Chemeketa students complete their assigned hours with DPSST they will be eligible to continue as part-time role players in an hourly compensated manner.
- J) DPSST continues work with stakeholders on legislation proposed during the 2017 session. DPSST been involved in discussions on race-based profiling, campus public safety, school safety task force, budget, and evidence-based policing. Eriks did share that DPSST staff has concerned about the proposed legislation from the campus public safety task force that would create a new category of certification and training at the academy specifically for campus public safety officers who are not considered law enforcement officers. Eriks shared that this proposal has numerous concerns for the agency and would create a unique certification and training program for a very small audience that have no law enforcement powers under Oregon Revised Statute.
- J) DPSST continues its work to develop an active shooter management training program. The work group got off to a very good start but lost momentum during the summer months. Work group members continue to develop their assigned areas in partnership with staff until the next meeting can be scheduled.
- J) DPSST is working with the Oregon Police Canine Association to incorporate canines into calls for service week. Portland Police Bureau sent two dogs to the last class who assisted with vehicle searches scenarios and served as an important resource and training tool in the village.
- J) Eriks shared that DPSST continues to actively participate on the School Safety Task Force. The Task Force is beta-testing the new tip-line with the Inter-Mountain School District that is based in Pendleton and serves students in multiple cities and counties. DPSST is working to incorporate the tip-line into the Basic Telecommunications Class so dispatchers know how to handle calls received through the Tip-Line. DPSST is also hosting a session at the Academy in December to share the work on the Tip-Line and also the proposed regional threat assessment teams.

- J) DPSST's Center for Policing Excellence is hosting the second Oregon Problem Oriented Policing (POP) conference at the Academy. More than 150 participants from agencies around the state have registered to attend. Funding to support the conference is possible through a Byrne Grant DPSST was awarded by the Oregon Criminal Justice Commission.
- J) DPSST staff is working with Concerns of Police Survivors (C.O.P.S.) to create flow chart that helps families apply for education benefits. The current process requires that families of the fallen seeking college tuition assistance apply with four separate organizations or process. Linsay Hale, DPSST Professional Standards Division Director, is working with C.O.P.S. to create the document that will be distributed to families of the fallen and also be posted with both organizations.
- J) "Gypsy Cops" articles have appeared in several media stories over the past few weeks. Eriks reminded the Committee that DPSST, the Board, and its constituents, have constant discussions regarding the training and certification standards Oregon has in place for its officers. DPSST also enters all decertified officers into the decertification database maintained by the International Association of Directors of Law Enforcement Standards and Training (IADLEST).
- J) Eriks shared that selection process for the Training Division Director continues to move forward. More than 50 applications were received and internal and external stakeholder panels have narrowed down the field to four finalists that will be interviewed the final week of November.
- J) DPSST was saddened to report that Terry Howell, a former Washington County Sheriff's Deputy and part-time academy firearms instructors, passed away at his home a few days ago. Terry was a great instructor and passionate about training. The Basic Police class in session is purchasing a park bench with an inscription that will be installed near the firearms training facility as a tribute to Terry and his commitment to training excellence.

** 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@state.or.us.*