

Telecommunications Policy Committee

Meeting Minutes - DRAFT

February 4, 2026

The Telecommunications Policy Committee of the Board on Public Safety Standards and Training held a regular meeting on February 4, 2026, at the Oregon Public Safety Academy in Salem, Oregon. Chair, Michael Fletcher called the meeting to order at 9:00 a.m.

Committee Members:

Michael Fletcher, Chair, APCO-NENA
Travis Ash, Oregon State Sheriff's Association – (Teams)
Gary Bell, Oregon Association of Chiefs of Police – (Teams)
Kathryn Fisher, Line-Level Communicator – (Teams)
Ronda Griffin, APCO-NENA, EMS Section – (Teams)
Brandon Hamilton, Oregon Fire Chief's Association
Noah Juarez, Line-Level Communicator (Teams)
Greg Martin, Public Member
Dave Piercy, Oregon State Police

Committee Members Absent:

Rosa Antoine. Association of Public Safety Communications Officials

Guests:

DPSST Staff:

Kathy McAlpine, Deputy Director
Ben Hamilton, Standards and Certification Program Manager
Jennifer Howald, Administrative Rules Coordinator
Melissa Lang-Bacho, Professional Standards Compliance Coordinator
Cindy Park, Professional Standards Compliance Coordinator
Juan Lopez-Hernandez, Executive Assistant



1. Introductions

Introductions of members, guests and staff.

2. Approve November 5, 2025 Meeting Minutes

A consensus was reached to approve the November 5, 2025, Meeting Minutes

3. *Administrative Closures Consent Agenda (The following to be ratified by one vote)

Presented by Melissa Lang-Bacho

The Department presented recommendations to administratively close the following professional standards cases to the Telecommunications Policy Committee.

a) Emma Todd, DPSST No. 65491; Telecommunications/Emergency Medical Dispatch

Emma Todd resigned from Harney County Sheriff's Office (HCSO) after a Separation Form (F4) indicated previously uninvestigated allegations of misconduct at the time of her separation.

The Department sought further information regarding Todd's separation and a letter from HCSO indicated that Todd reported to her employment in an unissued work uniform, failed to perform weekly training, and left in the middle of her shift without notifying her supervisor. The HCSO did not begin an investigation due to Todd's preemptive resignation.

The Department determined that the allegations of misconduct concurrent to Todd's separation were performance-based issues and did not amount to moral fitness violations when considering the information provided.

The Department recommends administrative closure of this case with no action.

b) Nicole Silbaugh, DPSST No. 52445; Telecommunications/Emergency Medical Dispatch

The Department opened a professional standards case to review Nicole Silbaugh's separation from Deschutes County 911 (DC911) in June 2025, after the separation was reported as a resignation during an investigation into allegations of misconduct.

Records from DC911 indicated a series of absences beginning in December 2022, i.e. no call/no shows, an unpaid suspension in February 2025, and reprimands spanning from December 2024 to January 2025 despite a clearly outlined agency policy regarding work absences.

In March 2025, Silbaugh received a two-day, unpaid suspension for additional instances of failing to comply to the DC911 absence policy. During the notice of discipline process, Silbaugh provided documentation from her medial provider indicating a serious health condition, qualifying her for protected leave. However, upon requesting additional documentation that would connect her failure to report to work in a timely manner with her serious health condition, Silbaugh could not provide such corroborating evidence.

The employing agency at the time notified Silbaugh that they were investigating additional instances of failing to follow agency absence policy from February through April 2025 and scheduled a fact-finding interview for May 2025. The investigation included allegations that her repeated absences caused a hardship that impacted the efficient operations and morale of the agency.

Silbaugh notified DC911 of her resignation in April 2025 and chose her last day of employment in June 2025. Silbaugh attributes her resignation to the county's inability to accommodate her disability needs and Family Medical Leave Act (FMLA) requests, and stated that the investigation in question was based on her inability to foresee medical emergencies related to her disability.

The Department determined that Silbaugh's separation does not violate the Board's moral fitness standards as defined in Oregon Administrative Rule.

The Department recommends administrative closure of this case with no action.

- o Gary Bell motioned to approve the Administrative Closures Consent Agenda, as presented. Noah Juarez seconded the motion. A vote was taken by roll call where the motion was passed unanimously by the Committee.

4. Edwards, Mileena, DPSST No. 61544; Certification Review: Telecommunications/Emergency Medical Dispatch

Presented by Melissa Lang-Bacho

Reason for Discretionary Review

The Department opened a professional standards case after Mileena Edwards self-reported criminal charges for Driving Under the Influence of Intoxicants and Reckless Driving.

<i>Policy Committee Discussion/Vote</i>	<i>Second</i>	<i>Vote</i>	<i>Outcome</i>
A consensus was reached to adopt the record.			
<p>The Telecommunications Policy 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. • Misuse of Authority: The committee did not identify elements of misuse of authority. • Misconduct: Edwards violated criminal law and has a criminal disposition, based on her plea of No Contest, for Driving Under the Influence of Intoxicants. Edwards’ operation of a motor vehicle while intoxicated threatened harm to persons or property. <p><i>Aggravating Factors:</i></p> <ul style="list-style-type: none"> • Edwards had a Blood Alcohol Content (BAC) of 0.14%, nearly twice the legal limit. • Although Edwards’ actions did not reflect on a specific agency, her seeking of certifications as a telecommunicator means her actions affected the telecommunications profession as a whole. • Edwards had previously signed a Code of Ethics. • Edwards’ probation agreement concluded as recently as June 2025. <p><i>Mitigating Factors:</i></p> <ul style="list-style-type: none"> • Edwards was not employed at the time of the incident and her actions did not reflect on any particular agency. • Edwards self-reported the charges against her. • Edwards was cooperative with the responding authorities. • Edwards was cooperative with the investigation and there was no perceived dishonesty or effort to conceal the truth related to the unlawful conduct. • Edwards successfully completed the conditions of her probation program. 			

<ul style="list-style-type: none"> Edwards has not experienced further issues since the initial incident. 			
<p>A consensus was reached to confirm the identified aggravating and mitigating factors.</p>			
Greg Martin moved that the Telecommunications Policy Committee affirm the moral fitness violations as presented.	Brandon Hamilton	9 ayes; 0 nays	Motion Passed Unanimously
Greg Martin moved, after considering the identified violations of the Board’s moral fitness standards and weighing the aggravating and mitigating circumstances unique to this case, that no Board action should be taken against Edwards’ certifications.	Gary Bell	5 ayes; 4 nays	Motion Passed

5. *Proposed Rule Changes for Oregon Administrative Rules (OAR) 259-008-0005, 259-008-0290, 259-008-0300, 259-008-0310, 259-008-0320, 259-008-0330, 259-008-0340, and 259-008-0400

Presented by Jennifer Howald

The Criminal Justice Moral Fitness Workgroup met from September 2023 through December 2024, and again in October 2025, to review the current moral fitness standards and the denial and revocation procedures for public safety professional certifications. During this process, the Workgroup examined existing standards, discussed potential improvements, and considered draft rule changes. Each meeting was recorded and posted on the DPSST YouTube page, and copies of agendas, memos, and minutes are available on the DPSST rulemaking webpage.

The memo provided to the Committee summarizes the proposed rule changes developed from the Workgroup and DPSST staff recommendations. These changes address moral fitness standards and certification denial and revocation procedures. The Workgroup reviewed draft rules during its October 2025 meeting, and the summary and attached proposed rule changes reflect revisions based on these discussions.

- o *Greg Martin asked how contempt of court charges fit within the existing framework.*
- o *Jennifer Howald replied that DPSST would have to examine this aspect on a case-by-case basis so that the policy committees may identify this as an aggravating circumstance. This is especially true when it is not at a criminal level. If this were a criminal citation then it could possibly trigger misconduct as a violation of criminal law.*
- o *Chair Fletcher asked whether the waiver of mandatory standards found in ORS 259-008-0290 (12), historically required denial. Similarly, does this open a door for*

- persons who went before the Applicant Review Committee either administratively, were denied, closed because of requirements, or the case was adjudicated, to request a reassessment of the Committee's verdict?*
- *Jennifer Howald replied that no, the agency's findings along with the findings and final orders from the Boards and Committees remain in effect.*
 - *Chair Fletcher asked what the estimated time range for these changes is.*
 - *Jennifer Howald replied that the best-case scenario would be a June/July 2026 implementation, notwithstanding comments from the public and remaining committees. These rules are also being examined by the Department of Justice.*
 - *Dave Piercy highlighted that in the updated definition of misconduct it states, "conduct that disrupts or negatively affects the operations of any agency." Member Piercy notes that he has not previously seen any historical references to violations of oaths, which are important throughout public safety disciplines, and inquired whether violations of oaths have been considered in the discussion. If so, do they need to be addressed specifically, or do they fall under the under this definition.*
 - *Jennifer Howald noted that based on her history at DPSST and her experience with moral fitness cases, the focus on violating the Code of Ethics has been typically kept in the category of an aggravating circumstance and would need further review to determine why this is not its own specific violation.*
 - *Melissa Lang-Bacho added that when DPSST takes action against an officer's certifications, the Department specifically references violation of the Code of Ethics in the moral fitness violations identified by the committee.*
 - *Brandon Hamilton asked what the driver for relaxing the standards on the waiver is.*
 - *Jennifer Howald replied that there are two past cases that resulted in a mandatory denial for individuals that are used as examples. The basis for their denial was a felony DUI conviction in another state. Because this conviction met the definition of a felony in DPSST's mandatory requirements, regardless of the fact that it was a DUI, there was no opportunity to consider aggravating or mitigating circumstances that resulted in a direct denial. The second individual had a conviction involving drugs and enough time had passed for this individual to be hired in another state as a police officer, but in coming to Oregon, the individual was denied due to this mandatory disqualifier. However, this individual would not have been eligible for a waiver anyway since only those who have never had a nexus in public safety in more than 10-years would qualify for this waiver.*
 - *Noah Juarez expressed his gratitude towards the proposed changes to the ineligibility period. Member Juarez asked how often the Executive Board meets due to the urgent nature of emergency suspensions. Jennifer Howald replied that the Executive Committee is composed of the Chairs of the Board and Policy Committees on Public Safety Standards and Training and these members meet on an as needed basis between regularly scheduled Board on Public Safety Standards and Training meetings held quarterly. Assuming these proposed changes are approved by the Policy Committees, implementation of the rules is contingent after the public comment period and reconciliations made during this process before final reapproval from the Board and Policy Committees. Once the effective day is determined, constituents and agencies will receive final notification.*

- *Dave Piercy motioned to approve the Proposed Rule Changes, as presented. Greg Martin seconded the motion. A vote was taken by roll call where the motion was passed with eight votes (8) in favor and one (1) opposed.*

6. Agency Updates

Presented by Kathy McAlpine

Deputy Director Kathy McAlpine recognized Chief Gary Bell's retirement and final meeting on the Telecommunications Policy Committee after three years of service. Deputy Director McAlpine appreciated Chief Bell's engagement while she was acting Professional Standards Division Director and provided no further updates. The meeting was adjourned at 10:39 a.m.

7. Next Telecommunications Policy Committee Meeting: May 6, 2026 at 9:00 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.