

Telecommunications Policy Committee Minutes - DRAFT

May 1, 2024

The Telecommunications Policy Committee of the Board on Public Safety Standards and Training held a regular meeting on May 1, 2024, 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
Rosa Antoine, Association of Public Safety Communications Officials (Teams)
Travis Ash, Oregon State Sheriff's Association (Teams)
Gary Bell, Oregon Association of Chiefs of Police (Teams)
Stephen King, Association of Public Safety Communications Officials (Teams)
Rebecca Long, Emergency Medical Services & Trauma Rep (Teams)
Raeann Thurber, Telecommunicator (Teams)

Committee Members Absent:

Ronda Griffin, APCO-NENA, EMS Section
Sean Joyce, Oregon State Police
Les Thomas, Oregon Fire Chiefs Association
Vacant, Public Member
Vacant, Line-Level Communicator

Guests:

Alexis Bynon

DPSST Staff:

Phil Castle, Director
Kathy McAlpine, Professional Standards Division Director
Kathy Fink, Criminal Justice Program Manager
Melissa Lang-Bacho, Professional Standards Compliance Coordinator
Cindy Park, Professional Standards Compliance Coordinator
Jennifer Howald, Administrative Rules Coordinator
Erica Riddell, Criminal Justice Support Specialist
Samantha Kossa, Executive Support Specialist



1. Introductions

Introductions of members, guests and staff.

2. Approve February 7, 2024 Meeting Minutes

Gary Bell moved to approve the minutes from the February 7, 2024, Telecommunications Policy Committee meeting. Rebecca Long seconded the motion. The motion passed unanimously.

3. Administrative Closure Consent Agenda

Presented by Melissa Lang-Bacho, Professional Standards Compliance Coordinator

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

a) Butler, Heidi (38166) Telecommunications and Emergency Medical Dispatch

Heidi Butler was terminated from her position with the Willamette Valley Communications Center (WVCC) following an investigation into allegations of workplace bullying, which was expanded to include findings for conduct occurring while Butler was on administrative leave.

The WVCC sustained a finding that Bulter violated the signature block language listed on the F6e form which indicates “By submitting the eRoster you are attesting that, as an instructor, department head, training officer, or designee, you have reviewed this roster for completeness and accuracy. Further, you understand, that if you hold DPSST certification, falsification of this eRoster makes your DPSST certification subject to denial or revocation under ORS 181A.640 and OAR Chapter 259 Division 8.”

The Department reviewed the information related to Butler’s submission of training rosters. The Department determined there were no allegations Butler submitted falsified records or that the information she submitted was not accurate. Decisions related to authorized persons that can submit training rosters are an internal decision and not a moral fitness issue requiring review.

b) Dilworth, Dawn (49028) Telecommunications and Emergency Medical Dispatch

On July 14, 2023, Dawn Dilworth left her position with the Cottage Grove Police Department (CGPD) as a Dispatch Supervisor as part of a settlement agreement. Dilworth’s separation followed an internal investigation that sustained allegations of retaliation and an unpleasant work environment.

The investigation revealed six sustained (6) allegations of misconduct against Dilworth.

- Dilworth was disrespectful and referred to the Chief as “stepdad” or by his first name and rolled her eyes during a staff meeting when the Chief was talking.
- Dilworth engaged in retaliatory behaviors against a subordinate employee she supervised calling the employee “Blue Falcon” which was code for “Buddy Fucker”, a derogatory term used to describe someone that has “ratted out” their friends or coworkers.
- Dilworth made disparaging comments and texts in front of other police department staff including her direct subordinates.
- Dilworth singled out an employee at the agency, telling them to “shut up” during a staff meeting, reporting the singled out employee to his supervisor when they went “in-service” and were not in their patrol vehicle, and years ago holding calls received before the start of their shift to give to the employee instead of giving the calls to her husband, who was ending his shift.
- Dilworth created an unpleasant work environment through the disparate treatment of employees she supervised who was on probation.
- Dilworth used profanity in the workplace saying “fuck” while speaking with other employees in the workplace.

A review of the sustained allegations against Dilworth revealed significant performance issues that resulted in her separation. Those performance issues did not involve allegations of threats, harm, dishonesty, or discriminatory conduct.

Stephen King moved to approve the Administrative Closure Consent Agenda recommendations made by the Department. Raeann Thurber seconded the motion. The motion passed unanimously.

4. Bynon, Alexis (61122) Certification Review: Telecommunications/Emergency Medical Dispatch

Presented by Melissa Lang-Bacho, Professional Standards Compliance Coordinator

Reason for Discretionary Review

On December 12, 2022, Alexis Bynon resigned from the Washington County Consolidated Communications Agency (WCCCA) during an investigation into untruthful statements she made during an investigation into inappropriate use of sick leave.

On August 21, 2023, Bynon was hired by the American Medical Response Northwest (AMRN) as an Emergency Medical Dispatcher.

Alexis Bynon provided verbal mitigation for committee consideration.

<i>Policy Committee Discussion/Vote</i>	<i>Second</i>	<i>Vote</i>	<i>Outcome</i>
<i>Raeann Thurber disclosed a potential or perceived conflict of interest in this case due to personally knowing individuals mentioned in this case.</i>			
Gary Bell moved that the Telecommunications Policy Committee adopt the staff report.	Rebecca Long	7 ayes; 0 nays	Motion Passed Unanimously
<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: Bynon was intentionally deceitful when she told investigators her social plans were for Halloween and not October 30th. Bynon was intentionally dishonest when she stated she did not leave her house on October 30th, when in fact, she did. • Misuse of Authority: The committee did not identify elements of misuse of authority. • Misconduct: The committee did not identify elements of misconduct. <p><i>Aggravating Factors:</i></p> <ul style="list-style-type: none"> • Bynon was not honest during the investigation. • Bynon demonstrated a lack of accountability. • Bynon, in an intentional act of misconduct, planned to call in sick to work. • Bynon’s reasoning for her conduct changed. 			

<ul style="list-style-type: none"> • Bynon should have known that she was expected to be truthful during the investigation because she signed the criminal justice code of ethics and read the agency policy. • Bynon deflected responsibility and did not take accountability for her actions during her mitigation statement. • Bynon’s complaints about her agency’s working conditions would have been better suited to be communicated to the agency. <p><i>Mitigating Factors:</i></p> <ul style="list-style-type: none"> • Bynon is young and her work with WCCCA was her first dispatch job. • Bynon’s dishonesty was an isolated incident. • Bynon provided a letter of support from her current employer that was mitigating. 			
Gary Bell moved that the Telecommunications Policy Committee affirm the moral fitness violations as presented	Rebecca Long	6 ayes; 0 nays; (Member Antoine had connection issues and was unable to vote)	Motion Passed Unanimously
Gar Bell 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 Board action should be taken against Bynon’s certifications.	Raeann Thurber	6 ayes; 1 nays	Motion Passed
Travis Ash moved, after considering the totality of the case, that Bynon be ineligible to hold public safety certification for 3 Years.	Stephen King	6 ayes; 1 nays	Motion Passed

5. Agency Updates

Presented by Phil Castle, Director

- Campus is starting to slow down again now that the 60-Person courses are coming to an end. We will be graduating the final 60-Person course soon and then students and staff should see campus return to normal. We are happy to continue our efforts in keeping to the 90-day timeframe for getting students registered into the Basic Academy courses.

- DPSST is seeing an increase in the Basic Telecommunication Course student enrollment, and we are strategizing the best options to meet everyone's needs. We are tentatively looking at adding a few more Basic Telecommunication courses for the rest of the year.
- DPSST Leadership completed a Listening Tour across the state a few weeks ago, 16 different stops were made to constituent agencies throughout Oregon and there were many great conversations had about the needs of agencies and the future of public safety here in Oregon. A summary of this tour was sent out to constituents for their review and on the 15th of May there will also be a plan sent out to constituents on how DPSST is going to respond to the needs moving forward.
- DPSST is working closely with the Governor's Office strategizing the upcoming 25-27 Biennium.
- The Law Enforcement Memorial will be held at DPSST next week on May 7th at 1pm, please attend if you can.

6. **Division Updates**

Presented by Kathy McAlpine, Professional Standards Division Director

- DPSST is happy to announce Kathy Fink as the new Criminal Justice Program Manager. She comes to us with 30+ years of experience in the Telecommunications discipline and has also been an Instructor with DPSST. We are happy to have her on board and excited for the future of the Criminal Justice Program.
- Committee members are encouraged to reach out to DPSST Staff before or after a committee meeting if they have any questions about the process of the Policy Committee meetings or any questions related to the cases that are being presented.
- The Telecommunications Policy Committee currently has two vacant positions open; one position is for a Line-Level Communicator and the other position is for a public member. If committee members know anyone who would like to fill those roles, please forward their information to DPSST Staff.

7. **Next Telecommunications Policy Committee Meeting: August 7, 2024 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.