

**Telecommunications Policy Committee**  
**Minutes**  
**August 5, 2010**

The Telecommunications Policy Committee of the Board on Public Safety Standards and Training held a regular meeting on August 5, 2010 at the Oregon Public Safety Academy in Salem, Oregon. Chair Robert Poirier called the meeting to order at 11:05 a.m.

**Attendees**

**Committee Members:**

Robert Poirier, Public Safety Telecommunicators, Chair  
Tamara Atkinson, Association of Public Safety Communications Officers  
Mike Kee, Oregon Association Chiefs of Police  
LeAnne Senger, Public Safety Telecommunicators  
Joe Raade, Oregon Fire Medical Administrators' Association  
Molly Cotter, Oregon State Police  
Rick Eisland, Oregon State Sheriff's Association  
Rachel Brodnock, Line Telecommunicator  
Corinna Jacobs, Line Telecommunicator

**Committee Members Absent:**

Elizabeth Morgan, Emergency Medical Services and Trauma Systems  
Pam Collett, Association of Public Safety Communications Officers  
Tom Clemo, Oregon Fire Chiefs' Association

**Guests**

Lieutenant Ben Silverman, Lebanon Police Department

**DPSST Staff:**

Eriks Gabliks, Director  
Carolyn Kendrick, Administrative Assistant  
Marilyn Lorange, Standards and Certification Supervisor  
Kristen Turley, Professional Standards Coordinator  
Theresa King, Professional Standards Investigator/Coordinator  
Jan Myers, Training Coordinator



*Chair Rob Poirier welcomed Corinna Jacobs as a new member to the committee.*

**1. Minutes from February 4, 2010 Meeting**

Approve meeting minutes from February 4, 2010.

**See Appendix A for details**

***Rick Eisland moved to approve the minutes from the February 4, 2010***

*Telecommunications Policy Committee meeting. Joe Raade seconded the motion. The motion carried unanimously.*

**2. DUII Related Discretionary Cases**

Summary of DUII cases reviewed by policy committees and the Board  
Presented by Marilyn Lorange

*See Appendix B for details*

*The committee appreciated the chart as a tool for determining future cases.*

**3. Edith A. Hernandez – DPSST #48079**

Presented by Kristen Turley

*See Appendix C for details*

*Chair Rob Poirier stated for the record that he was involved with the initial investigation and recused himself from voting.*

- *Tamara Atkinson moved that the Telecommunications Policy Committee adopts the staff report as the record upon which its recommendations are based. LeAnne Senger seconded the motion. The motion carried unanimously by all voting, with Chair Rob Poirier abstaining.*
- By discussion and consensus:
  - a. Identify the conduct that is at issue. **DUII**
  - b. The identified conduct did not involve **Dishonesty**
  - c. The identified conduct did involve a **Disregard for the Rights of Others based on her driving while under intoxicated.**
  - d. The identified conduct did not involve **Misuse of Authority**
  - e. The identified conduct did involve **Gross Misconduct being her misconduct created a danger or risk to persons and/or property**
  - f. The identified conduct did involve **Misconduct being her misconduct created a danger or risk to persons and/or property**
  - g. The identified conduct did not involve **Insubordination**
- By discussion and consensus, the Telecommunications Policy Committee must consider any mitigating and aggravating circumstances. *The committee stated as an aggravating circumstance the fact that this was HERNANDEZ's second DUII within 3 years. As mitigating circumstances the committee noted the support of her employer and co-workers as well as the fact that HERNANDEZ has complied fully with the court's requests.*
- *Tami Atkinson moved that the Telecommunications Policy Committee finds HERNANDEZ's conduct does not rise to the level to warrant the revocation of her certification(s), and therefore recommends to the Board that these certification(s) not*

***be revoked. LeAnne Senger seconded the motion. The motion carried in a 4 to 3 vote with Molly Cotter, Joe Raade, and Mike Kee voting no and Chair Rob Poirier abstaining.***

**4. Additional Business**

- Joe Raade asked staff if any of the people being reviewed by the committee came to the committee meetings. Staff shared that yes, many people (mostly in other disciplines) have come to hear the decision of the committee. As these are public meetings, anyone may observe the proceedings, however, they are not allowed to participate in the discussion.
- The committee recognized and thanked LeAnn Senger for her service on the Telecommunications Policy Committee. Her term is over and this is her last meeting.

**5. Next Telecommunications Policy Committee Meeting Date**

November 4, 2010, at 10:00 a.m.

***With no further business before the committee, the meeting adjourned at 11:42 a.m.***

## Appendix A

### **Telecommunications Policy Committee Minutes (Draft) February 4, 2010**

The Telecommunications Policy Committee of the Board on Public Safety Standards and Training held a regular meeting on February 4, 2010 at the Oregon Public Safety Academy in Salem, Oregon. Chair Robert Poirier called the meeting to order at 10:02 a.m.

#### Attendees

##### Committee Members:

Robert Poirier, Public Safety Telecommunicators, Chair  
Tamara Atkinson, Association of Public Safety Communications Officers  
Pam Collett, Association of Public Safety Communications Officers  
Mike Kee, Oregon Association Chiefs of Police  
LeAnne Senger, Public Safety Telecommunicators  
Joe Raade, Oregon Fire Medical Administrators' Association  
Molly Cotter, Oregon State Police  
Elizabeth Morgan, Emergency Medical Services and Trauma Systems  
Tom Clemo, Oregon Fire Chiefs' Association

##### Committee Members Absent:

Rick Eisland, Oregon State Sheriff's Association

##### DPSST Staff:

Eriks Gabliks, Director  
Carolyn Kendrick, Administrative Assistant  
Marilyn Lorance, Standards and Certification Supervisor  
Jan Myers, Training Coordinator



#### **6. Minutes from November 5, 2009 Meeting**

Approve meeting minutes from November 5, 2009.

**See Appendix A for details**

*Joe Raade moved to approve the minutes from the November 5, 2009 Telecommunications Policy Committee meeting. LeAnne Senger seconded the motion. The motion carried unanimously.*

#### **7. OAR 259-008-0005(18) – Proposed Rule Change**

Definition(s) – “Leave”

Presented by Marilyn Lorance

**See Appendix B for details**

*With permission from the committee, staff gave a lengthy background for OAR 259-008-0005(18) which combined agenda item numbers 2 through 7 due to the fact that it was the same background information for each item number.*

8. **OAR 259-008-0020 – Proposed Rule Change**  
Personnel Action Reports related to “Leave”  
Presented by Marilyn Lorance  
**See Appendix C for details**
9. **OAR 259-008-0030 – Proposed Rule Change**  
Extension of Time Limit related to “Leave”  
Presented by Marilyn Lorance  
**See Appendix D for details**
10. **OAR 259-008-0060 – Proposed Rule Change**  
Public Safety Officer Certification related to “Leave”  
Presented by Marilyn Lorance  
**See Appendix E for details**
11. **OAR 259-008-0064 – Proposed Rule Change**  
Maintenance of Certification related to “Leave”  
Presented by Marilyn Lorance  
**See Appendix F for details**
12. **OAR 259-008-0067 – Proposed Rule Change**  
Lapsed Certification related to “Leave”  
Presented by Marilyn Lorance  
**See Appendix G for details**

*To expedite the voting process Chair Robert Poirier combined agenda items 2-7 in one motion and one consensus.*

*Tom Clemo moved that the committee approve filing the proposed language for OAR 259-008-0005(18), OAR 259-008-0020, OAR 259-008-0030, OAR 259-008-0060, OAR 259-008-0064, and OAR 259-008-0067 with the Secretary of State as proposed rules and as permanent rules if no comments are received. Elizabeth Morgan seconded the motion. The motion carried unanimously.*

*It is the consensus of the committee that there is no significant fiscal impact on small businesses.*

13. **Edith A. Hernandez – DPSST #48079**  
Presented by Marilyn Lorance  
  
**See Appendix H for details**

*Chair Rob Poirier stated for the record that he was involved with the initial investigation and recused himself from voting.*

- *Joe Raade moved that the Telecommunications Policy Committee adopts the staff report as the record upon which its recommendations are based. Tom Clemo seconded the motion. The motion carried unanimously by all voting, with Chair Rob Poirier abstaining.*
- By discussion and consensus:
  - h. Identify the conduct that is at issue.
  - i. The identified conduct did not involve **Dishonesty**
  - j. The identified conduct did involve a **Disregard for the Rights of Others**
  - k. The identified conduct did not involve **Misuse of Authority**
  - l. The identified conduct did involve **Gross Misconduct**
  - m. The identified conduct did involve **Misconduct**
  - n. The identified conduct did not involve **Insubordination**
- By discussion and consensus, the Telecommunications Policy Committee must consider any mitigating and aggravating circumstances. *It was the consensus of the committee that there were no mitigating circumstances. The committee listed the following as aggravating circumstances: it was a second offense; the letter of reprimand; the non-paid suspension; and the late reporting of the event to her supervisor.*
- *Tom Clemo moved that the Telecommunications Policy Committee finds HERNANDEZ's conduct does rise to the level to warrant the revocation of her certification(s), and therefore recommends to the Board that these certification(s) be revoked. Mike Kee seconded the motion. The motion carried in a 6 to 1 vote, with Tamara Atkinson voting no and Chair Rob Poirier abstaining.*
- *Joe Raade moved that the Telecommunications Policy Committee recommends to the Board that the minimum period of ineligibility to reapply for certification will be ten years from the date of revocation. With no second on the motion, the motion died.*
- *Elizabeth Morgan moved that the Telecommunications Policy Committee recommends to the Board that the minimum period of ineligibility to reapply for certification will be five years from the date of revocation. Mike Kee seconded the motion. The motion carried unanimously by all voting, with Chair Rob Poirier abstaining.*

#### **14. Additional Business**

Presented by Eriks Gabliks

- Staff announced that the Law Enforcement Memorial ceremony is being held on May 6, 2010 the same day that the next Telecommunications Policy Committee meeting is scheduled. Committee members were invited to stay after the meeting to attend the memorial ceremony.

- The Oregon Fire Chiefs Conference is in April in Bend this year. The Incident Management Team Conference is also in April in Hood River.
- Regarding the incident that happened with the former director, staff reassured the committee that the work of the agency continues and DPSST is fully cooperating with the investigation.
- Staff recognized the new members to the committee: Mike Kee, Rick Eisland, and Pam Collett. We are still working with APCO/NENA to replace Jennifer Brinlee.
- The Legislative session has been alright so far, meaning there are no bills that effect DPSST.
- Budget: We are still working with the Ways and Means Committee regarding potential reductions at DPSST. At this point we don't believe there will be any additional reductions however, we are waiting for the forecast to be released and confirmation from the Legislature.
- We do have a five month backlog to get Deputy Sheriffs and Police Officers into the Basic Police Program, so we are asking for funding for two additional Basic Police classes. This should relieve some of the pressure off the backlog.
- The Telecommunications class is in session right now and is running at full capacity. We are not seeing a backlog in this area. The new, approved curriculum is being used. We are expecting feedback from the students and will adapt the curriculum from their comments.
- We are working with APCO/NENA, Police Chiefs, Fire Chiefs, Sheriffs, Department of Corrections, and the State Police on the leadership program which was taken away in previous budget reductions. Right now for the criminal justice side, including APCO/NENA, there is no academy at DPSST for newly hired supervisors and managers. One proposal being looked at is having a week long leadership program at DPSST where there would be keynote speakers and breakout sessions for different subject areas. This is still in transition however it is close to being locked in.

**15. Next Telecommunications Policy Committee Meeting Date**

May 6, 2010 at 10:00 a.m.

*With no further business before the committee the meeting adjourned at 11:07 a.m.*

**Appendix B**

**DEPARTMENT OF PUBLIC SAFETY STANDARDS & TRAINING**

**MEMORANDUM**

**DATE:**July 8, 2010

**TO:**Marilyn Lorance  
Standards & Certification Program Manager

**FROM:**Kristen L. Turley  
Standards & Compliance Coordinator

**SUBJECT:**Table on DUII Related Discretionary Cases

On April 22, 2010 the Board on Public Safety Standards and Training requested the attached information be provided for their review and to all Policy Committees for information only. In response to the Board's request, I have prepared the attached table summarizing all the DUII cases that the policy committees and Board reviewed from 2008 until April 2010.



## Table of DUII Related Discretionary Cases 2008-April 2010

Date	Name	Agency	Disposition	Number of Cases	Offense(s)	Reason for Discretionary Action	Comments	Term
4/22/10	Maestas, Christopher	Corrections	Revoke	3	7-09 DUII 5-09 DUII 2006 DUII	1. Driving while suspended. 2. Two events three months apart. 3. Attempted to blame crash on the passenger.	None	Lifetime-Dishonesty
10/22/09	Leffmann, James	Police	Revoke	4	2009 DUII 2001 DUII 2000 DUII 1997 DUII	1. Multiple offenses for the same crime.	None	10 Yrs
10/22/09	Hubbard, Brian	Police	NOT be Revoked	2	2009 DUII Diversion 2009 Reckless Driving	None	1. Accepted responsibility for his actions. 2. His comments showed integrity and a willingness to work on his alcohol related issues. 3. Agency addressed the matter as an employer.	
4/23/09	Bloodworth, Ryan	Police	Revoke	2	2008-2 DUII Convictions	1. Repeated conduct within a year of obtaining certification and did not provide information or a response to the PPC or Board.	None	10 Yrs



## Table of DUI Related Discretionary Cases 2008-April 2010

4/23/09	Gartney, Michael	Police	NOT be Denied	Unanimously	2	2002-DUI 2008-DWS	None	<ol style="list-style-type: none"> <li>1. Convictions occurred prior to entering public safety, demonstrated changes in his lifestyle, living alcohol free.</li> <li>2. Took responsibility for his conduct, has made contribution to his community since then and the character references.</li> </ol>	
4/23/09	Bellinger, Charles	Police	NOT be Revoked	Unanimously	1	2007-DUI Diverson 2007-Criminal Mischief II	None	<ol style="list-style-type: none"> <li>1. Single event that occurred after serving 10-yrs in public safety.</li> <li>2. Did not involve dishonesty and he took responsibility for his misconduct.</li> <li>3. Agency remediated his conduct through discipline and a last chance agreement.</li> </ol>	
4/23/09	Dowty, Levi	Police	NOT be Denied	Unanimously	1	2006-Reckless Driving DUI-Dismissed	<ol style="list-style-type: none"> <li>1. Single event that occurred prior to entering public safety.</li> <li>2. He was honest and has not repeated the behavior.</li> <li>3. Work performance and character information received from the agency.</li> </ol>		
1/22/09	Ogden, George	Corrections	Revoke	Unanimously	1	2006-DUI	<ol style="list-style-type: none"> <li>1. Untruthfulness by omission when he failed to notify his employer of his conviction.</li> <li>2. Violated his probation on several occasions.</li> </ol>	Prior to new rule implementation	
1/22/09	Vandelay, Terry	Telecommunicator	Revoke	Unanimously	2	2006-DUI 2008-DUI	<ol style="list-style-type: none"> <li>1. Failed to complete Diverson.</li> <li>2. Multiple convictions, refused innoxilyzer test.</li> <li>3. Untruthfulness.</li> </ol>	Prior to new rule implementation	
1/22/09	VanCleave, Chris	Corrections	NOT be Revoked	7 to 3	2	2006-DUI 2006-Trespass- Dismissed	<ol style="list-style-type: none"> <li>1. Pattern of police contact involving alcohol.</li> </ol>	<ol style="list-style-type: none"> <li>1. Completed drug treatment, received discipline through employer and accepted responsibility.</li> <li>2. Initiated contact with EAP and his positive work performance.</li> </ol>	



## Table of DUII Related Discretionary Cases 2008-April 2010

Case No.	Name	Agency	Disposition	Panel	Members	Verdict	Effective Date	Comments	Notes	Other
I/22/09	Hepfler, James	Corrections	NOT be Revoked	6 to 3	2	2005-DUII Diversion 2008-DUII	<p>Concern was expressed over:</p> <ol style="list-style-type: none"> <li>1. Untruthful with police but CPC recognized he was intoxicated and was not subsequently untruthful.</li> <li>2. Received a 2<sup>nd</sup> DUII following an earlier diversion. However he has not had a problem since the last incident.</li> </ol>	<ol style="list-style-type: none"> <li>1. 28-yr career in public safety.</li> <li>2. Positive work performance, treatment and compliance with the court.</li> </ol>		
10/23/08	Mathews, Lori	Telecommunicator	Revoke	Unanimously	4	7/2007-DUII 10/2007-DUII	<ol style="list-style-type: none"> <li>1. Multiple contacts with law enforcement related to alcohol abuse.</li> <li>2. Attempts to use her position as a dispatcher to threaten the arresting officer.</li> <li>3. Lack of truthfulness with officers and employer.</li> </ol>	None	Prior to new rule implementation	

## Appendix C

### Department of Public Safety Standards and Training Memorandum

**DATE:** August 5, 2010

**TO:** Telecommunications Policy Committee

**FROM:** Theresa King  
Professional Standards Investigator/Coordinator

**SUBJECT:** Edith A. HERNANDEZ DPSST #48079

**ISSUE:**

Should Edith HERNANDEZ's Basic and Intermediate Telecommunications certifications be revoked, based on violation of the moral fitness standards defined in OAR 259-008-0010, and as referenced in OAR 259-008-0070?

**BACKGROUND and OVERVIEW**

*On This case involves the following actions and processes related to HERNANDEZ:*

*On February 5, 2006, HERNANDEZ was arrested for DUII and subsequently received a Diversion.*

*On March 12, 2007, HERNANDEZ was hired by the Lebanon Police Department as a dispatcher.*

*On March 3, 2008, HERNANDEZ was granted a Basic Telecommunications Certificate.*

*On March 18, 2009, HERNANDEZ was granted an Intermediate Telecommunications Certificate.*

*On May 24, 2009, HERNANDEZ was arrested for DUII and subsequently received a conviction.*

*In November 2009, DPSST mailed HERNANDEZ a letter advising her that her case would be heard before the Telecommunications Policy Committee (TPC) and allowed her an opportunity to provide mitigating circumstances for the Committee's consideration. This letter was sent certified mail.*

*In December, HERNANDEZ and her employer provided mitigating circumstances for the Policy Committee's consideration.*

*On February 4, 2010, the TPC considered this case and recommended revocation of HERNANDEZ's certification. Further, the TPC recommended that HERNANDEZ's misconduct warranted a minimum period of ineligibility of five years. There was one abstention and one opposed*

*Based on the TPC's determination, DPSST issued a Notice of Intent to Revoke Certifications.*

*In April, 2010, HERNANDEZ and her legal counsel made a timely request for a hearing. DPSST received additional information on behalf of HERNANDEZ.*

*On April 22, 2010, Board members requested that the HERNANDEZ case be removed from the consent agenda for further discussion. Ultimately the Board voted to send this case back to TPC for re-consideration. The Board's Staff Report and the minutes of that meeting are included with this packet.*

**DISCUSSION:**

ORS. 181.640 requires that DPSST, through its Board, identify in Oregon Administrative Rules (OAR) the conduct that requires denial or revocation (mandatory disqualifying misconduct). For all other misconduct, denial or revocation is discretionary, based on Policy Committee and Board review. (ref. OAR 259-008-0070(4), (9))

**STANDARD OF PROOF:**

The standard of proof on this matter is a preponderance of evidence; evidence that is of greater weight and more convincing than the evidence offered in opposition to it; more probable than not. [Ref ORS 183.450(5)]

**DISCRETIONARY DISQUALIFYING MISCONDUCT**

OAR 259-008-0070 specifies discretionary disqualifying misconduct as:

(4)(a) (A) The public safety professional or instructor falsified any information submitted on the application for certification or on any documents submitted to the Board or Department;

(B) The public safety professional or instructor fails to meet the applicable minimum standards, minimum training or the terms and conditions established under ORS 181.640; or

(C) The public safety professional or instructor has been convicted of an offense, listed in subsection (4), punishable as a crime, other than a mandatory disqualifying crime listed in section (3) of this rule, in this state or any other jurisdiction.

(b) For purposes of this rule, discretionary disqualifying misconduct includes misconduct falling within the following categories:

(A) Category I: Dishonesty: Includes untruthfulness, dishonesty by admission or omission, deception, misrepresentation, falsification;

(B) Category II: Disregard for the Rights of Others: Includes violating the constitutional or civil rights of others, and conduct demonstrating a disregard for the principles of fairness, respect for the rights of others, protecting vulnerable persons, and the fundamental duty to protect and serve the public.

(C) Category III: Misuse of Authority: Includes abuse of public trust, obtaining a benefit, avoidance of detriment, or harming another, and abuses under the color of office.

(D) Category IV: Gross Misconduct: Means an act or failure to act that creates a danger or risk to persons, property, or to the efficient operation of the agency, recognizable as a

gross deviation from the standard of care that a reasonable public safety professional or instructor would observe in a similar circumstance;

(E) Category V: Misconduct: Misconduct includes conduct that violates the law, practices or standards generally followed in the Oregon public safety profession. NOTE: It is the intent of this rule that “Contempt of Court” meets the definition of Misconduct within this category; or

(F) Category VI: Insubordination: Includes a refusal by a public safety professional or instructor to comply with a rule or order, where the order was reasonably related to the orderly, efficient, or safe operation of the agency, and where the public safety professional’s or instructor’s refusal to comply with the rule or order constitutes a substantial breach of that person’s duties.

**POLICY COMMITTEE AND BOARD REVIEW:**

OAR 259-008-0070(9)(d) requires the Policy Committee and the Board to consider mitigating and aggravating circumstances, including, but not limited to:

(A) When the misconduct occurred in relation to the public safety professional’s or instructor’s employment in public safety (i.e., before, during after);

(B) If the misconduct resulted in a conviction:

(i) Whether it was a misdemeanor or violation;

(ii) The date of the conviction(s);

(iii) Whether the public safety professional or instructor was a minor at the time and tried as an adult;

(iv) Whether the public safety professional or instructor served time in prison/jail and, if so, the length of incarceration;

(v) Whether restitution was ordered, and whether the public safety professional or instructor met all obligations;

(vi) Whether the public safety professional or instructor has ever been on parole or probation. If so, the date on which the parole/probation period expired or is set to expire;

(vii) Whether the public safety professional or instructor has more than one conviction and if so, over what period of time;

(C) Whether the public safety professional or instructor has engaged in the same misconduct more than once, and if so, over what period of time;

(D) Whether the actions of the public safety professional or instructor reflect adversely on the profession, or would cause a reasonable person to have substantial doubts about the public safety professional’s or instructor’s honesty, fairness, respect for the rights of others, or for the laws of the state or the nation;

(E) Whether the misconduct involved domestic violence;

(F) Whether the public safety professional or instructor self reported the misconduct;

(G) Whether the conduct adversely reflects on the fitness of the public safety professional or instructor to perform as a public safety professional or instructor;

(H) Whether the conduct renders the public safety professional or instructor otherwise unfit to perform their duties because the agency or public has lost confidence in the public safety professional or instructor;

(I) What the public safety professional's or instructor's physical or emotional condition was at the time of the conduct.

**ACTION ITEM 1:**

Staff requests the Telecommunications Policy Committee review the matter and make a recommendation to the Board whether or not to revoke HERNANDEZ's Basic and Intermediate Telecommunication certifications based on violation of the established moral fitness standards:

1. By vote, the Telecommunications Policy Committee *adopts/does not adopt* the Staff report as the record upon which its recommendations are based.
2. By discussion and consensus:
  - a. Identify the conduct that is at issue.
  - b. The identified conduct *did/did not* involve **Dishonesty**.
  - c. The identified conduct *did/did not* involve a **Disregard for the Rights of Others**.
  - d. The identified conduct *did/did not* involve **Misuse of Authority**.
  - e. The identified conduct *did/did not* involve **Gross Misconduct**.
  - f. The identified conduct *did/did not* involve **Misconduct**.
  - g. The identified conduct *did/did not* involve **Insubordination**.
3. By discussion and consensus, the Telecommunications Policy Committee must identify and consider any mitigating and aggravating circumstances.
4. By vote, the Telecommunications Policy Committee finds HERNANDEZ's conduct *does/does not* rise to the level to warrant the revocation of her certification(s), and therefore recommends to the Board that these certification(s) *be revoked/not be revoked*.

**ACTION ITEM 2 (required only if the Committee recommends to the Board that certification be denied or revoked):**

Under OAR 259-008-0070(4)(d), upon determining to proceed with the denial or revocation of a public safety professional's certification based on discretionary disqualifying misconduct, the Policy Committee and Board must determine an *initial* minimum period of ineligibility to apply for certification, using the following ineligibility grid:

- (A) Category I: Dishonesty (5 years to Lifetime).
- (B) Category II: Disregard for Rights of Others (5 years to 15 years).
- (C) Category III: Misuse of Authority (5 years to 10 years).
- (D) Category IV: Gross Misconduct (5 years to 10 years).
- (E) Category V: Misconduct (3 years to 7 years).
- (F) Category VI: Insubordination (3 years to 7 years).

By vote, the Telecommunications Policy Committee recommends to the Board that the minimum period of ineligibility to reapply for certification will be *identify period of time* from the date of revocation.