Applicant Review Committee Meeting Minutes - DRAFT

September 23, 2026

The Applicant Review Committee of the Board on Public Safety Standards and Training held a regular meeting on September 23, 2026, at the Oregon Public Safety Academy in Salem, Oregon. Chair, Mike Fletcher called the meeting to order at 11:00 a.m.

Committee Members:
Mike Fletcher, Chair, APCO-NENA, Telecommunications Policy Committee
Josh Aldrich, Oregon Sheriff's Jail Command Council, Corrections Policy Committee (Teams)
Mark Boren, Public Member, Corrections Policy Committee (Teams)
Rob Wood, Public Member, Police Policy Committee

Committee Members Absent:
Kevin Dresser, Non-Management Law Enforcement, Police Policy Committee
Ronda Griffin, APCO-NENA, Telecommunications Policy Committee

Guests:
Isaac Andres

DPSST Staff:
Marie Atwood, Professional Standards Division Director
Jacy Gamble, Standards and Certification Program Manager
Victor Sanchez, Professional Standards Compliance Coordinator
Melissa Lang-Bacho, Professional Standards Compliance Coordinator
Erica Riddell, Criminal Justice Support Specialist
Juan Lopez-Hernandez, Executive Support Specialist
Jennifer Howald, Administrative Rules Coordinator

1. **Introductions**
   Introductions of members, guests and staff.
2. **Approve August 26, 2026 Meeting Minutes**
   A consensus was reached to approve the August 26, 2026 meeting minutes as written.
3. **Andres, Isaac (67221) Application Review: Corrections**
   Presented by Victor Sanchez, Professional Standards Compliance Coordinator

   Reason for Discretionary Review

   DPSST received an Application for Training (F5) and a Criminal History Reporting Form (F28) for Isaac Andres, where he disclosed a May 16, 2023, conviction for Failure to Perform the Duties of a Driver – Property Damage and a September 7, 2023, conviction for Driving Under the Influence of Intoxicants. Andres ultimately pled guilty to both charges.

   Isaac Andres provided verbal mitigation for committee consideration.

Applicant Review Committee Discussion/Consensus/Vote	*Second*	*Vote*	*Outcome*

A consensus was reached to adopt the record.

The Applicant Review Committee found the following moral fitness violations and factors:

Moral Fitness Violations:

- Dishonesty: The ARC did not identify elements of dishonesty.
- Gross Misconduct: Andres's conduct in both incidents met the Board's definition of Gross Misconduct. This included damaging a fence on private property while operating a motor vehicle and failing to perform the legally required duties of a driver following the collision. Additionally, Andres operated a motor vehicle on a public roadway under the influence of alcohol, with a measured blood alcohol concentration of 0.17 percent, placing himself, others, and property at risk of harm.

Aggravating Factors:

- Andres had two criminal incidents in proximity, occurring less than six months apart.
- The second incident occurred while Andres was already participating in a diversion program, indicating repeated unlawful conduct during an active court-ordered corrective period.
- During the DUII incident, Andres was under 21 years old, the legal drinking age, meaning the conduct also involved unlawful possession of alcohol by a minor.
- Andres placed a passenger at risk while operating a motor vehicle under the influence of intoxicants.

Mitigating Factors:

- Andres was not employed in a certified position at the time of either incident.
- The Oregon Department of Corrections hired Andres with full knowledge of the disclosed criminal history.
- Andres appeared in person before the committee, provided a mitigating statement, and submitted letters of support, demonstrating accountability and engagement in the review process.
- Andres successfully completed all diversion program requirements for both cases.
- Andres's testimony appeared sincere.

A consensus was reached to confirm the identified aggravating and mitigating factors.

Rob Wood moved, that the committee affirm the moral fitness violations and categories as presented in the staff memo.	Mark Boren	4 ayes; 0 nays	Motion Passed Unanimously

DRAFT

Josh Aldrich 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 Andres's application for training and subsequent certification.	Mark Boren	3 ayes; 1 nays	Motion Passed

4. **Inquiry Closure – Information Only**
   Presented by Victor Sanchez, 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: October 21, 2026 at 11:00 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.

DRAFT