

Applicant Review Committee

Meeting Minutes

February 25, 2026

The Applicant Review Committee of the Board on Public Safety Standards and Training held a regular meeting on February 25, 2026, at the Department of Public Safety Standards and Training located at 4190 Aumsville Hwy SE, Salem, Oregon. Chair Mike Fletcher called the meeting to order at 10:58 a.m.

Committee Members:

Mike Fletcher, Chair, APCO-NENA, Telecommunications Policy Committee
Mark Boren, Public Member, Corrections Policy Committee – (Teams)
Kevin Dresser, Non-Management Law Enforcement, Police Policy Committee – (Teams)
John Frost, DOC, Corrections Policy Committee – (Teams)
Ronda Griffin, APCO-NENA, Telecommunications Policy Committee – (Teams)
Rob Wood, Public Member, Police Policy Committee – (Teams)

Committee Members Absent:

Guests:

Micah Edwards – (Teams)
Joseph Flores – (Teams)

DPSST Staff:

Marie Atwood, Professional Standards Division Director
Ben Hamilton, Standards and Certification Program Manager
Melissa Lang-Bacho, Professional Standards Compliance Coordinator
Cindy Park, Professional Standards Compliance Coordinator
Juan Lopez-Hernandez, Executive Support Specialist



1. Introductions

- *Introductions of members, guests and staff.*

2. Approve December 17, 2025 Meeting Minutes

- *A consensus was reached to approve the December 17, 2025, meeting minutes.*

3. Edwards, Micah, DPSST No. 67044; Application Review: Corrections

Presented by Cindy Park, Professional Standards Compliance Coordinator

Reason for Discretionary Review

A case was opened by the DPSST after receiving an Application for Training (F5) and a Criminal History Reporting Form (F28) in which Micah Edwards disclosed previous criminal dispositions. On June 20, 2019, in the Columbia County Circuit Court, Edwards pled guilty to the offense of Driving Under the Influence of Intoxicants (DUII) and was sentenced to two (2) years bench probation.

Micah Edwards provided verbal mitigation for committee consideration.

<i>Applicant Review Committee Discussion/Consensus/Vote</i>	<i>Second</i>	<i>Vote</i>	<i>Outcome</i>
A consensus was reached to adopt the record.			
The Applicant Review Committee found the following moral fitness violations and factors: <i>Moral Fitness Violations:</i> • Dishonesty: The committee did not identify elements of dishonesty. • Gross Misconduct: Edwards violated the Board's pre-employment moral fitness standard for Gross Misconduct when he chose to drive a motor vehicle on a public roadway while under the influence of alcohol, which resulted in a single vehicle accident. His actions caused damage to the vehicle and could have caused significant harm to himself and others. <i>Aggravating Factors:</i> • Edwards was previously involved in other alcohol-related incidents. <i>Mitigating Factors:</i> • Edwards blew a .07% BAC level (although it was recognized that this was an hour and a half after the incident time). • The incident happened over 7 years ago. • Edwards is supported by his employing agency and they were present during his verbal mitigation. • Edwards appeared in-person for his mitigation. • Edwards expresses remorse for his actions. • Edwards was not in a certified position at the time of the event. • Edwards' alcohol-related incidents occurred over 20 years ago and he has taken responsibility for his actions. • Edwards has remained sober since the 2019 incident in question. • Edwards received a letter of support from Captain James MacFarlane from the Columbia County Sheriff's Office.			
A consensus was reached to confirm the identified aggravating and mitigating factors.			
Rob Wood moved that the committee affirm the moral fitness violations, as presented.	Ronda Griffin	6 ayes; 0 nays	Motion Passed Unanimously
John Frost moved, after considering the identified violations of the Board's pre-employment moral	Mark Boren	6 ayes; 0 nays	Motion Passed Unanimously

fitness standards and weighing the aggravating and mitigating circumstances unique to this case, that no action should be taken against Edwards' application for training and subsequent certification.			
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4. Flores, Joseph, DPSST No. 67043; Application Review: Corrections

Presented by Cindy Park, Professional Standards Compliance Coordinator

Reason for Discretionary Review

The Department opened a case after receiving an Application for Training (F5) and a Criminal History Reporting Form (F28) in which Joseph Flores disclosed a previous criminal disposition. On March 26, 2019, in Clark County, Washington District Court, Flores pled guilty to the offense of Driving Under the Influence (DUI) and received a five (5) year suspended sentence and one (1) day in jail.

Joseph Flores provided verbal mitigation for committee consideration.

<i>Applicant Review Committee Discussion/Consensus/Vote</i>	<i>Second</i>	<i>Vote</i>	<i>Outcome</i>
A consensus was reached to adopt the record.			
The Applicant Review Committee found the following moral fitness violations and factors: <i>Moral Fitness Violations:</i> • Dishonesty: The Department did not identify elements of dishonesty. • Gross Misconduct: Flores violated the Board's pre-employment moral fitness standard for Gross Misconduct when he chose to drive a motor vehicle on a public roadway while under the influence of alcohol. His actions could have caused significant harm to himself, individuals, and property. <i>Aggravating Factors:</i> • The severity of the incident involving a head-on crash. <i>Mitigating Factors:</i> • Taylor appeared before the committee and provided verbal mitigation.			
A consensus was reached to confirm the identified aggravating and mitigating factors.			
Ronda Griffin moved that the committee affirm the moral fitness violations, as presented.	Mark Boren	6 ayes; 0 nays	Motion Passed Unanimously

Kevin Dresser 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 Flores' application for training and subsequent certification.	Rob Wood	6 ayes; 0 nays	Motion Passed Unanimously
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5. Inquiry Closure – Information Only

Presented by Cindy Park, Professional Standards Compliance Coordinator

The 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.

6. Next Applicant Review Committee Meeting: April 22, 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.