

Police Policy Committee Meeting Minutes – DRAFT

June 23, 2026

The Police Policy Committee of the Board on Public Safety Standards and Training held a special meeting on June 23, 2026, at the Oregon Public Safety Academy in Salem, Oregon. Chair Scotty Nowning called the meeting to order at 10:00 a.m.

Committee Members:

Scotty Nowning, Chair, Non-Management Law Enforcement
Casey Coddling, Vice Chair, Superintendent, Oregon State Police
Anel Ceric, Non-Management Law Enforcement
Mark Daniel, Oregon Association of Chiefs of Police
Michelle Duncan, Oregon State Sheriff's Association
Warren Hensman, Oregon Association of Chiefs of Police – (Teams)
Brian Hughes, Portland Police Bureau (Designee for Chief Bob Day) – (Teams)
Teresa Livingston, OSP Command Staff Representative
Sam Willits, Non-Management Law Enforcement
Rob Wood, Public Member – (Teams)

Committee Members Absent:

Doug Olsen, SAC
Patricia Lofgren, Public Member

Guests:

Payton Romans, Fox 12
Spencer Schacht, Fox 12
Devin Eskew, Fox 12

DPSST Staff:

Phil Castle, Director
Kathy McAlpine, Deputy Director
Marie Atwood, Professional Standards Division Director
Jennifer Howald, Administrative Rules Coordinator
Melissa Lang-Bacho, Professional Standards Compliance Coordinator
Victor Sanchez, Professional Standards Compliance Coordinator
Cindy Park, Professional Standards Compliance Coordinator – (Teams)
Sam Tenney, Public Information Officer
Juan Lopez-Hernandez, Executive Support Specialist



1. Introductions

Introductions of members, guests and staff.

2. Adler, Nicholas, DPSST No. 51021; Police

Presented by Marie Atwood, Professional Standards Division Director

Reason for Discretionary Review

The Department opened a professional standards case after receiving an F4s Separation notice from the Clackamas County Sheriff's Office (CCSO) reflecting that on August 1, 2024, Nicholas Adler had been discharged from employment for multiple violations of CCSO policy. Adler grieved his termination through arbitration. On December 4, 2025, an arbitrator found that the CCSO failed to show by a preponderance of the evidence that it had just cause to terminate Adler for the CCSO policy violations alleged, and Adler was returned to duty. The Department reviewed the investigation materials provided by CCSO for possible moral fitness violations.

OAR 259-008-0300 provides that the Department may deny or revoke a public safety professional's certification based on conduct that would lead an objectively reasonable person to conclude that the public safety professional violated Board established moral fitness standards. OAR 259-008-0310 provides that the Department may initiate a professional standards case when it receives information from any source that a public safety professional may not meet those Board-established standards.

Please note: the Department's recommendations are limited in cases where a terminated employee is reinstated after arbitration. Per OAR 259-008-0310(9)(c), if an arbitrator's opinion finds that underlying facts did not support the allegations of misconduct, the Department must recommend administrative closure of the professional standards case insofar as those specific allegations are concerned. This administrative rule limits the Department's findings and recommendations to moral fitness violations other than those considered by the arbitrator, or violations based on new information unknown to the arbitrator.

In this case, CCSO found, and the arbitrator later overturned, violations of the following CCSO policies: 2.4, 13.21, 14.2G, 14.2F (conduct causing discredit to oneself and/or CCSO); 14.2H (conduct that constitutes a crime); 13.20 (neglect of official duties); 14.9 (misuse of confidential information); 14.4 (truthfulness); and 18.21 (hindering an investigation by providing untruthful information). In accordance with the administrative rule requirements detailed above, the Department recommends administrative closure of those allegations. Notwithstanding that recommendation, the Department has determined that an objectively reasonable person would conclude that Adler has violated other Board-established employment, training, or certification standards for Oregon public safety professionals.

Nicholas Adler provided verbal mitigation through his attorney for committee consideration.

<i>Police Policy Committee Discussion/Consensus/Vote</i>	<i>Second</i>	<i>Vote</i>	<i>Outcome</i>
A consensus was reached to adopt the record.			
The Police Policy Committee found the following moral fitness violations and factors: <i>Moral Fitness Violations:</i> • Dishonesty: The committee did not identify sufficient information to make a finding of dishonesty.			

- **Misuse of Authority:** The committee did not identify sufficient information to make a finding of misuse of authority.
- **Misconduct:** Adler engaged in misconduct by threatening or harming persons when Adler committed physically dangerous actions against sexual partners, including strangulation until loss of consciousness and striking partners forcefully. Adler admitted to engaging in this behavior multiple times; at least one partner sustained injuries and voiced concerns for her physical safety in the future, and the safety of those Adler serves. Adler engaged in this physically harmful, high-risk conduct despite lengthy experience in law enforcement and specialized training in the lethality of strangulation. Adler engaged in misconduct through a pattern of discriminatory conduct toward women he encountered in both personal and professional capacities. Discriminatory conduct includes a pattern of conduct or a single egregious act that evidences knowing and intentional discrimination based on the perception of a person's protected class, which would lead an objectively reasonable person to conclude that the public safety professional cannot perform the duties of office in a fair and impartial manner. Adler used derogatory and misogynistic language regarding women and girls whom he contacted in both personal situations and while on duty. Adler verbally objectified women and girls and repeatedly indicated an interest in physical and sexual violence toward women and an interest in the exploitation of female minors.

Aggravating Factors:

- Adler has not taken any responsibility for any of the discriminatory language used, and excused his conduct as "role playing" or "free speech."
- Adler's mitigation documents attacked the credibility of all three women who reported him, despite there being corroborating evidence against him, including Adler's own text messages and statements.
- Adler brought his law enforcement role into his relationships, talking to members of the public about his role on the police force and women that he served in a derogatory way.
- There was corroborating evidence to support the witness' statements about Adler discussing his callout to the woman in a mental health crisis.
- There was corroboration of the harm caused to EB from Adler's strangulation, including physical injuries and Mr. Adler's own statements.

Mitigating Factors:

- Mitigation letters from some of Adler's other partners described him as being respectful.
- The initial reporting witness contradicted herself between various statements given during the investigation.
- Police obtained a warrant to search Adler's devices for child sexual abuse material (CSAM). Adler was initially cooperative during the investigation and provided his devices and passwords before revoking his consent.

A consensus was reached to confirm the identified aggravating and mitigating factors.			
Michelle Duncan moved that the Police Policy Committee affirm the moral fitness violations as presented.	Casey Coddington	10 ayes; 0 nays	Motion Passed Unanimously
Michelle Duncan 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 Adler's certifications.	Teresa Livingston	10 ayes; 0 nays	Motion Passed Unanimously
Chair Nowning moved, after considering the totality of the case, that Adler be ineligible to hold public safety certification for 10 years.	Teresa Livingston	10 ayes; 0 nays	Motion Passed Unanimously

3. **Agency Updates**

There were no agency updates available at this time.

- *Chair Nowning then adjourned the meeting at approximately 11:13 a.m.*

4. **Next Police Policy Committee Meeting: August 20, 2026 at 10:00 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.