To increase the public’s trust, the Oregon legislature has mandated the Board on Public Safety Standards and Training establish minimum standards that are required to be met and maintained by Oregon’s providers of public safety, including police officers, corrections officers, parole and probation officers, telecommunicators (9-1-1), emergency medical dispatchers, public safety instructors, and OLCC regulatory specialists. The Department of Public Safety Standards and Training is responsible for certifying public safety professionals who meet all of the Board-established intellectual, physical and moral fitness standards, and for denying, suspending or revoking the certification of those who do not meet or fall below these standards.

The Professional Standards Ethics Bulletin has been developed as an educational tool aimed at providing insight and transparency into situations involving public safety professionals that may violate the Board’s standard of moral fitness. The bulletin details the conduct and the resulting DPSST action. The names and agencies of the individuals in this report have been omitted to ensure focus remains on the behavior.

Questions about these incidents or about DPSST’s processes and procedures can be directed to DPSST: (503) 378-2100 or oregon.dpsst@state.or.us.

**UPCOMING BOARD & POLICY COMMITTEE MEETINGS**

- Telecommunications Policy Committee—5/2/18
- Corrections Policy Committee—5/8/18
- Police Policy Committee—5/17/18
- Board on Public Safety Standards & Training—7/26/18
- Telecommunications Policy Committee—8/1/18
- Corrections Policy Committee—8/14/18
- Police Policy Committee—8/16/18
PROFESSIONAL STANDARDS STATISTICS

Currently Certified Law Enforcement in Oregon as of April 30, 2018:

Police 5,411
Corrections 4,061
Tele/EMD 909/858
P & P 627
OLCC 36

Professional Standards Cases Opened in April 2018:

Police 08
Corrections 10
Tele/EMD 07
P & P 01
OLCC 00
Instructor 00

Professional Standards Cases Pending Finalization of Criminal/Employment matters as of April 30, 2018:

Police 32
Corrections 35
Tele/EMD 03
P & P 06
OLCC 01
Instructor 00

Professional Standards Cases Pending Committee review as of April 30, 2018:

Police 44
Corrections 39
Tele/EMD 04
P & P 04
OLCC 01
Instructor 00

Cases Closed in April:

Revoked 12
Deny 00
No Revoke/Suspend 01
No Deny 01
No Action 00
Suspended 02
Officer A was under investigation after providing false information during a criminal investigation. Officer A resigned from their employment and agreed to a Voluntary Relinquishment of their certifications. Officer’s A misconduct ended their 8 year career. **Officer A’s Basic, Intermediate and Advanced Police Certifications are Revoked.**

Officer B engaged in off duty conduct that resulted in their arrest for two counts of Sexual Abuse in the Third Degree. Officer B was subsequently convicted of both counts of Sexual Abuse in the Third Degree and resigned from their position as a corrections officer. Officer B’s convictions require registration as a sex offender, a mandatory disqualifier. Officer B was issued a Notice of Intent to Revoke and no request for hearing was received. Officer B’s certification was revoked by Default. Officer B’s misconduct ended their 6-year career. **Officer B’s Basic Corrections Certification is Revoked.**

Officer C retired from law enforcement in 2001. Information was received that Officer C had been arrested for multiple counts of Rape in the First Degree, Sexual Abuse in the First Degree and Sodomy in the First Degree. Officer C was convicted of three counts of Rape in the First Degree, six counts of Sexual Abuse in the First Degree and one count of Sodomy in the First Degree, all felony crimes and mandatory disqualifiers. Officer C was issued a Notice of Intent to Revoke and failed to request a hearing. Officer C’s certification was revoked by Default. **Officer C’s Basic Parole and Probation Certification is Revoked.**

Officer D engaged in off duty conduct that resulted in their arrest for Coercion, two counts of Menacing, Attempt to Commit a Crime, three counts of Harassment, two counts of Fourth Degree Assault, Strangulation and Tampering with a Witness. Officer D subsequently pled guilty to Menacing and Fourth Degree Assault involving Domestic Violence, a mandatory disqualifier, and resigned from their position as a police officer. Officer D was issued a Notice of Intent to Revoke and no request for hearing was received. Officer D’s certification was revoked by Default. Officer D’s misconduct ended their 10-year career. **Officer D’s Basic Police Certification is Revoked.**

Officer E was arrested and subsequently convicted of DUII. Officer E was notified that their conduct surrounding their DUII conviction with be reviewed by the Corrections Policy Committee (CPC). The CPC met and recommended to the Board that Officer E’s certifications be suspended. The CPC found that Officer E engaged in Gross Misconduct when they were convicted of DUII. The CPC reviewed and considered the aggravating and mitigating circumstances specific to this case as required by OAR 259-008-0070(4)(f)(B). The CPC found that the subsequent behaviors of the officer which included returning to the bar after their arrest,
placing blame and shaming the arresting officer (who later responded to the bar), attempting to take a “selfie” with the arresting officer, and Officer E’s elevated Blood Alcohol Content at the time of arrest as additionally aggravating. The CPC considered Officer E’s self-enrollment in alcohol treatment, the fulfillment and compliance with court requirements, including the victim impact panel, and Officer E’s the verbal and written mitigation provided by Officer E as additionally mitigating. As a result, the CPC determined that Officer E’s misconduct warrants Board action on their certification with an ineligibility period to hold public safety certification for 5 years. The Board approved the CPC’s recommendation. Officer E was issued a Notice of Intent to Suspend and requested a hearing. Prior to the hearing Officer E withdrew their request for hearing resulting in a Default Final Order.

**Officer E’s Basic, Intermediate and Advanced Corrections Certifications are Suspended.**

**Officer F** resigned in lieu of termination after an investigation into allegations of misconduct. Officer F was notified that their conduct would be reviewed by the CPC. The CPC met and recommended to the Board that Officer F’s certifications be revoked. The CPC found that Officer F engaged in Dishonesty when they falsified documents that indicated they had a visual on the inmates under their direct supervision on two occasions. Officer F engaged in Misuse of Authority when they attempted to avoid a detriment by falsifying documents that indicated they had a visual on inmates under their supervision on two separate occasions. Officer F engaged in Gross Misconduct when they failed to supervise inmates who later burglarized a shop/home near the work crew site. The CPC reviewed and considered the aggravating and mitigating circumstances specific to this case as required by OAR 259-008-0070(4)(f)(B). The CPC found Officer F’s awareness of the expectations of a Work Crew Supervisor and their lack of supervision over inmates which allowed inmates to further victimize the community as additionally aggravating. The CPC determined that Officer F’s misconduct warrants an ineligibility period to hold public safety certification for 10 years for Gross Misconduct and Misuse of Authority and a lifetime for Dishonesty. The Board approved the CPC recommendation. Officer F was issued a Notice of Intent to Revoke and failed to request a hearing. Officer F was revoked by Default. Officer F’s misconduct ended their 15-year career.

**Officer F’s Basic and Intermediate Corrections Certifications are Revoked.**

**Officer G** resigned during an investigation into allegations of misconduct. Officer G was notified that their conduct would be reviewed by the CPC. The CPC met and recommended to the Board that Officer G’s certifications be revoked. The CPC found that Officer G engaged in Dishonesty when they lied in an email to the agency’s legal counsel by stating that they had recorded a meeting using a recording device that was located in their pocket and when they later denied, to their superior, sending this email to legal counsel. The CPC reviewed and considered the aggravating and mitigating circumstances specific to this case as required by OAR 259-008-0070(4)(f)(B). The CPC determined that Officer G’s misconduct warrants an ineligibility period to hold public safety certification for a lifetime for Dishonesty. The Board approved the CPC recommendation. Officer G was issued a Notice of Intent to Revoke and failed to request a hearing. Officer G was revoked by Default. Officer G’s misconduct ended their 9-year career.
Officer G’s Basic, Intermediate and Advanced Corrections Certifications are Revoked.

Officer H was arrested for DUII and entered into a Diversion Agreement. Less than a year later Officer H was arrested for another DUII. Officer H’s Diversion Agreement was revoked and was they were subsequently convicted of two DUII’s. Officer H was notified that their conduct would be reviewed by the CPC. The CPC met and recommended to the Board that Officer H’s certifications be revoked. The CPC found that Officer H engaged in Dishonesty when they lied to the arresting officer about drinking alcohol during their arrest on two separate occasions. Officer H engaged in Gross Misconduct when they were arrested and convicted of two DUII’s within a year, switched the license plates on their car and failed to install an Ignition Interlock Device as required by the court. The CPC reviewed and considered the aggravating and mitigating circumstances specific to this case as required by OAR 259-008-0070(4)(f)(B). The CPC found that Officer H knowingly violated the law that resulted in the revocation of their DUII Diversion Program as additionally aggravating. Mitigation provided by Officer H’s parole and probation officer was also considered. Ultimately the CPC determined that Officer H’s misconduct warrants an ineligibility period to hold public safety certification of 10 years for Gross Misconduct and a lifetime for Dishonesty. The Board approved the CPC recommendation. Officer H was issued a Notice of Intent to Revoke and failed to request a hearing. Officer H was revoked by Default. Officer H’s misconduct ended their 2-year career.

Officer H’s Basic Corrections Certification was Revoked.

Officer I was arrested for Fourth Degree Assault, Menacing and two counts of Recklessly Endangering Another Person. Officer I plead guilty to Fourth Degree Assault and received a deferred sentence. Officer I was notified that their conduct would be reviewed by the CPC. The CPC met and recommended to the Board that Officer I’s certifications be revoked. The CPC found that Officer I engaged in Dishonesty when they lied to the arresting officer by saying that their shotgun was in their room unloaded and that they had to move their dresser in front of their bedroom door to prevent their spouse from breaking in. The CPC found that Officer I engaged in Gross Misconduct when they caused physical injury to their spouse. The PPC reviewed and considered the aggravating and mitigating circumstances specific to this case as required by OAR 259-008-0070(4)(f)(B). The CPC found the fact that Officer I engaged in Domestic Violence in front of their child and the prior contacts they had with law enforcement as additionally aggravating. The CPC determined that Officer I’s misconduct warrants an ineligibility period to hold public safety certification for 10 years for Gross Misconduct and a lifetime for Dishonesty. The Board approved the CPC recommendation. Officer I was issued a Notice of Intent to Revoke and failed to request a hearing. Officer I was revoked by Default. Officer I’s misconduct ended their 8-year career.

Officer I’s Basic Corrections Certification was Revoked.

Officer J was terminated from their positon after an investigation into allegations of misconduct. Officer J was notified that their conduct would be reviewed by the Police Policy Committee (PPC). The PPC met and recommended to the Board that Officer J’s certifications be revoked.
The PPC found that Officer J engaged in Dishonesty when they lied to internal affairs investigators and supervisors about an injury they sustained during a domestic violence incident that involved their spouse and significant other in a hotel and about their involvement in creating and sending an “anonymous” email to their agency’s leadership and the media about misconduct by several of their coworkers. The PPC found that Officer J engaged in Gross Misconduct when they failed to report information known to them about criminal offenses and policy violations being committed by co-workers to their supervisor and that Officer J made a visual recording of others in a state of nudity without their consent in violation of Oregon law. The PPC found that Officer J engaged in Misuse of Authority when they avoided a detriment by failing to act appropriately when becoming aware of actions or behaviors of their co-workers that constituted criminal acts or administrative misconduct. The PPC reviewed and considered the aggravating and mitigating circumstances specific to this case as required by OAR 259-008-0070(4)(f)(B). The PPC found the egregiousness of Officer J’s behavior, their knowledge about ongoing criminal conduct and failure to act, and the blame they placed on victims as additionally aggravating. The PPC determined that Officer J’s misconduct warrants an ineligibility period to hold public safety certification of 10 years for Gross Misconduct and a lifetime for Dishonesty. The Board approved the PPC recommendation. Officer J was issued a Notice of Intent to Revoke and failed to file a timely request for a hearing. Officer J was revoked by Default. Officer J’s misconduct ended their 21-year career.

**Officer J’s Basic Corrections Certification, Instructor Certification, Basic, Intermediate and Advanced Police Certifications were Revoked.**

**Officer K** retired with a settlement after an investigation into allegations of misconduct. Officer J was notified that their conduct would be reviewed by the CPC. The CPC met and recommended to the Board that Officer K’s certifications be revoked. The CPC found that Officer K engaged in Dishonesty when they charged their agency for their time attending a conference unrelated to their duties as a public safety professional also when Officer K accepted reimbursement for mileage in their personal car and then drove an agency vehicle to the conference. The CPC found that Officer K omitted information to their supervisor about the nature of the conference and the reason for attendance. Additionally the CPC found that Officer K committed dishonesty when they claimed they had prior approval from Command Staff to represent their agency at meetings related to their position as a locally elected official. The CPC found that Officer K engaged in Misuse of Authority when they attended a conference as a locally elected official and later submitted their timesheet charging their agency for the time at the conference and when they took an agency vehicle to the conference after receiving payment as a locally elected official for mileage in their personal vehicle. The CPC reviewed and considered the aggravating and mitigating circumstances specific to this case as required by OAR 259-008-0070(4)(f)(B). The CPC found that Officer K made decisions that brought discredit onto themselves and their agency, that Officer K was a former CPC member and their failure to take responsibility for their actions as additionally aggravating. The CPC determined that Officer K’s misconduct warrants an ineligibility period of ten years for Misuse of Authority and a lifetime for Dishonesty. The Board approved the CPC recommendation. Officer K was issued a Notice
of Intent to Revoke and failed to file a request for a hearing. Officer K was revoked by Default. Officer K’s misconduct ended their 31-year career.

**Officer K’s Basic, Intermediate and Advanced Police and Basic, Intermediate and Advanced Corrections Certifications were Revoked.**

**Officer L** resigned during an investigation and in lieu of termination after an investigation into allegations of misconduct. Officer L was notified that their conduct would be reviewed by the TPC. The TPC met and recommended to the Board that Officer L’s certifications be revoked. The TPC found that Officer L engaged in Dishonesty when they denied during an investigation that they engaged in verbal and physical sexual advances towards co-workers in their workplace and by failing to report complaints made against them to their Agency’s’ Board. The TPC found that Officer L engaged in Gross Misconduct when they deliberately threatened a subordinate employee relating to their employer’s investigation of their conduct. The TPC found that Officer L engaged in Misuse of Authority when they used their position of authority to confront, threaten and attempt to influence or dissuade a subordinate regarding the investigation against them and to use their authority to force or influence a subordinate to engage in a nonprofessional work relationship with them. The TPC reviewed and considered the aggravating and mitigating circumstances specific to this case as required by OAR 259-008-0070(4)(f)(B). The TPC determined that Officer L’s misconduct warrants an ineligibility period of ten years for Misuse of Authority and Gross Misconduct and a lifetime for Dishonesty. The Board approved the TPC recommendation. Officer L was issued a Notice of Intent to Revoke and failed to file a request for a hearing. Officer L was revoked by Default. Officer L’s misconduct ended their 26-year career.

**Officer L’s Basic, Intermediate, Advanced, Supervisory and Management Telecommunicator Certifications and Basic Emergency Medical Dispatcher Certification were Revoked.**

**Officer M** was arrested and convicted of DUII. Officer M was notified that their conduct would be reviewed by the CPC. The CPC met and recommended to the Board that Officer M’s certifications be Suspended. The CPC found that Officer M engaged in Gross Misconduct when they drove a motor vehicle under the influence of alcohol and had three opened containers of alcohol in the vehicle. The CPC reviewed and considered the aggravating and mitigating circumstances specific to this case as required by OAR 259-008-0070(4)(f)(B). The CPC found that Officer M’s failure to comply with the courts requirements, their high BAC level, and the fact that they were on medication, had two firearms in the vehicle with them and held a Commercial Driver’s License (CDL) as additionally aggravating. The CPC found Officer M’s honesty with law enforcement about the amount of alcohol they had consumed as additionally mitigating. The CPC determined that Officer M’s misconduct warrants an ineligibility period of three years for Gross Misconduct. The Board approved the CPC recommendation. Officer M was issued a Notice of Intent to Suspend and failed to file a request for a hearing. Officer M was suspended by Default.

**Officer M’s Basic Corrections Certification is Suspended.**
**Officer N** resigned during an investigation into allegations of misconduct. Officer N was notified that their conduct would be reviewed by the CPC. The CPC met and recommended to the Board that Officer N’s certifications be Revoked. The CPC found that Officer N engaged in Dishonesty when they denied having contact with a supervised offender and by denying sharing information with the offender relating to training provided to parole and probation officers on defensive tactics and weapons retention. The CPC found that Officer N engaged in Gross Misconduct when they shared sensitive information relating to law enforcement training with an individual under supervision. The CPC reviewed and considered the aggravating and mitigating circumstances specific to this case as required by OAR 259-008-0070(4)(f)(B). The CPC determined that Officer N’s misconduct warrants an ineligibility period of ten years for Gross Misconduct and a lifetime for Dishonesty. The Board approved the CPC recommendation. Officer N was issued a Notice of Intent to Revoke and failed to request a hearing. Officer N was revoked by Default. Officer N’s misconduct ended their 10-year career.

**Officer N’s Basic and Intermediate Corrections Certifications are Revoked.**

**Officer O** was terminated after an investigation into allegations of misconduct. Officer O was notified that their conduct would be reviewed by the CPC. The CPC met and recommended to the Board that Officer O’s certifications be Revoked. The CPC found that Officer O engaged in Gross Misconduct when, as a supervisor, they used negative and derogatory terms to describe an employee who had filed a complaint against them with an outside agency to other employees and indicated that they could no longer trust this employee. The CPC found that Officer O engaged in Misuse of Authority when, as a supervisor, Officer O attempted to intimidate an employee who filed a complaint against them with an outside agency. The CPC reviewed and considered the aggravating and mitigating circumstances specific to this case as required by OAR 259-008-0070(4)(f)(B). The CPC found Officer O’s 34 years of law enforcement experience with over 15 years’ experience as a supervisor as additionally aggravating. The CPC determined that Officer O’s misconduct warrants an ineligibility period of ten years for Gross Misconduct and ten years for Misuse of Authority. The Board approved the CPC recommendation. Officer O was issued a Notice of Intent to Revoke and failed to request a hearing. Officer O was revoked by Default. Officer O’s misconduct ended their 34-year career.

**Officer O’s Basic, Intermediate, Advanced, Supervisory and Management Corrections Certifications were Revoked.**

**Officer Q** submitted an Application for Training and self-disclosed a conviction for Manufacturing/Trafficking/Transferring Large Capacity Magazines In the State of California. Officer Q was notified that their conduct would be reviewed by the CPC. The CPC met and recommended to the Board that Officer Q’s Application for Training not be Denied. The CPC determined that Officer Q’s conduct did not involve Gross Misconduct, Misuse of Authority, Disregard for the Rights of Others and Dishonesty. The CPC reviewed and considered the aggravating and mitigating circumstances specific to this case as required by OAR 259-008-0070(4)(f)(B). The Board approved the CPC recommendation. **Officer Q’s Application for Training was Approved.**
Officer R notified DPSST of their conviction of Firearm Transferor Fail to Comply. Officer R was notified that their conduct would be reviewed by the PPC. The PPC met and recommended to the Board that no action be taken against Officer R’s certification. The PPC determined that Officer R’s conduct did not involve Gross Misconduct, Misuse of Authority, Disregard for the Rights of Others and Dishonesty. The PPC reviewed and considered the aggravating and mitigating circumstances specific to this case as required by OAR 259-008-0070(4)(f)(B). The PPC found as additionally mitigating was all of the appropriate steps Officer R took after they realized they had made a mistake. The Board approved the PPC recommendation. 

Officer R’s Basic Police Certification remains in good standing.

NEW & NOTEWORTHY ITEMS

What aggravating and mitigating circumstances are required to be reviewed and considered by the Policy Committee and Board in every non-mandatory professional standards case?

- Whether the conduct occurred before, during or after the public safety professional’s employment in public safety;
- Whether the public safety professional engaged in the same conduct more than once and over what period of time;
- Whether the conduct occurred while the public safety professional was acting in the official capacity of a public safety professional;
- Whether the public safety professional has been reviewed by a Policy Committee or Board for prior conduct;
- Whether the conduct involved any elements of domestic violence as defined in ORS 135.230 or child abuse as defined in ORS 419B.005 where the child involved is under 18 years of age and is a natural child, adopted child, stepchild, a child under the guardianship of or a child dwelling in the same household as the public safety professional;
- Whether the public safety professional self-reported the conduct; and
- Whether the conduct resulted in a criminal disposition and if so:
  - The classification of the crime or violation for which the public safety professional was convicted, adjudicated, plead guilty or no contest to, or was found guilty except for insanity or its equivalent;
  - The date of the criminal disposition;
  - The age of the public safety professional at the time of the offense that resulted in the criminal disposition;
  - Whether the public safety professional was sentenced to prison, jail time or probation;
  - Whether restitution was ordered and all court ordered obligations have been met; and
  - Whether the public safety professional has more than one criminal disposition. [OAR 259-008-0070(4)(f)(B)]
Criminal Justice Certification Workshops

We have a number of workshops scheduled throughout the state. These workshops are intended to be interactive informational/training sessions geared towards providing Criminal Justice administrative or training staff assistance on understanding the requirements and processes related to ensuring public safety professionals obtain and maintain the required public safety certifications.

Although this workshop is geared toward administrative staff, all public safety professionals are welcome to attend. Please visit https://goo.gl/forms/2nkJWslhze6TeusX2 to register, you will find list of workshop locations and dates.

Our mission is to promote excellence in public safety by delivering quality training and developing and upholding professional standards for police, fire, corrections, parole and probation, and telecommunications personnel, in addition to licensing private security providers and private investigators in Oregon.

DPSST also regulates and licenses polygraph examiners, determines sheriff candidates’ eligibility to run for office and provides staffing for the Public Safety Memorial Fund. We strive to provide resources and certification programs that public safety officers and local public safety organizations need to maintain the highest professional skill standards, stewardship and service to Oregon's communities and citizens. These services are based at our 236-acre academy and extend across the state through a network of regional training coordinators.

Agency functions are guided by several Oregon Revised Statutes and our authority is defined specifically in Chapter No. 259 of the Oregon Administrative Rules. We are governed by a 24-member Board and five discipline-specific policy committees; we serve more than 41,000 public safety constituents across the state.

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