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

Board on Public Safety Standards & Training—4/25/2019
Telecommunications Policy Committee—5/1/2019
Corrections Policy Committee—5/14/2019
Police Policy Committee—5/16/2019
Board on Public Safety Standards & Training—7/25/2019
Telecommunications Policy Committee—8/7/2019
Corrections Policy Committee—8/13/2019
PROFESSIONAL STANDARDS STATISTICS

Actively Certified Public Safety in Oregon as of March 31, 2019:

Police 5520
Corrections 4,138
Tele/EMD 929/869
P & P 613
OLCC 50

Professional Standards Cases Opened in March 2019:

Police 04
Corrections 09
Tele/EMD 00
P & P 00
OLCC 01
Instructor 00

Professional Standards Cases Pending Criminal/Employment matters as of March 31, 2019:

Police 57
Corrections 58
Tele/EMD 08
P & P 07
OLCC 01
Instructor 00

Professional Standards Cases Pending Committee review as of March 31, 2019:

Police 51
Corrections 49
Tele/EMD 05
P & P 03
OLCC 00
Instructor 00

Cases Closed in March:

Revoked 09
Deny 00
Suspended 00
No Action 00
The following cases have resulted in revocation, suspension, denial or no action on a public safety certification by DPSST in March 2019

Officer A resigned during a criminal investigation into their inappropriate conduct with a coworker. It is alleged that Officer A harassed another person by subjecting them to offensive physical contact. Officer A chose to voluntarily relinquish their certifications during the criminal proceeding. Officer A’s misconduct ended their 17-year career.

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

Officer B resigned during an investigation into allegations of misconduct. Officer B failed to follow a supervisor’s instructions related to an inmate’s safety after an assault. Officer B failed to adequately log and journal the details of the incident. Officer B failed to provide direction and instructions to staff on the next shift. Officer B was notified that their case would go before the Corrections Policy Committee (CPC) and was provided an opportunity to submit mitigation. The CPC found Officer B committed acts of gross misconduct that threatens persons and the efficient operation of the agency when they failed to follow a supervisor’s directives regarding an inmate’s personal safety, failed to log the full details of the assault and failed to provide direction to the staff on the next shift. The CPC found Officer B committed acts of dishonesty by untruthfulness when they falsely stated in the investigation that they gave instructions to staff on the next shift. The CPC reviewed and considered the aggravating and mitigating circumstances specific to this case as required by OAR 259-008-0070(4)(f)(B). Additional aggravation was Officer B’s work history with repeated disciplinary actions regarding their conduct towards others, their failure to follow procedures and failure to perform their duties. Officer B failed to take responsibility for their conduct and placed blame on others. Additional mitigation was Officer B’s attempt to ensure the CPC understood the situation leading to their separation and the submitted letters of support. Ultimately the CPC found that Officer B’s conduct warrants revocation with a five year ineligibility for gross misconduct and a lifetime ineligibility for dishonesty and recommended the same to the Board. The Board approved the CPC’s decision. Officer B was issued a Notice of Intent to Revoke and requested a hearing. Prior to the in-person hearing Officer B chose to voluntary relinquish their certifications. Officer B’s misconduct ended their 16-year career.

Officer B’s Basic, Intermediate and Advanced Corrections Certifications were Revoked.

Officer C was terminated from employment after an investigation into their conduct surrounding their conviction for Fourth Degree Assault. The investigation found that Officer C struck their minor son causing physical injury and creating a substantial risk of serious physical injury, instructed their son and daughter not to tell their other parent about their conduct with the son, their attempt to delete video and photographs recording their conduct and prior physical abuse involving their son and daughter. Officer C was notified that their case would go before the Police Policy Committee (PPC) and was provided an opportunity to submit mitigation. The PPC found Officer C committed acts of gross misconduct by deliberately or recklessly disregarding the law when they struck their minor son and when they attempted to destroy evidence of their
misconduct. The PPC found Officer C committed acts of dishonesty by omission and falsification when they instructed their children not to bring up the incident with their other parent and when they attempted to delete video and photographs. The PPC reviewed and considered the aggravating and mitigating circumstances specific to this case as required by OAR 259-008-0070(4)(f)(B). Additional aggravation was Officer C’s claim that their conduct was justifiable corporal punishment despite the fact that they had admitted criminal culpability for their actions. In addition Officer C engaged in other incidents involving abusive conduct with their children. No additional mitigation was considered. Ultimately the PPC found that Officer C’s conduct warrants revocation with a seven year ineligibility for gross misconduct and a lifetime ineligibility for dishonesty and recommended the same to the Board. The Board approved the PPC’s decision. Officer C was issued a Notice of Intent to Revoke and requested a hearing. Prior to the in-person hearing Officer C chose to voluntary relinquish their certification. Officer C’s misconduct ended their 18-year career.

Officer C’s Basic Police Certification is Revoked.

Officer D was terminated after an investigation into their on duty and off duty social media activities that were disrespectful, discriminatory in nature and created an appearance that they were racially biased and advocated violence. Officer D was notified that their case would go before the PPC and was provided an opportunity to submit mitigation. The PPC found Officer D committed acts of gross misconduct that threatens the efficient operations of the agency when they engaged in on duty and off duty activities that were disrespectful, discriminatory in nature and created an appearance that they were racially biased and advocated violence. The PPC reviewed and considered the aggravating and mitigating circumstances specific to this case as required by OAR 259-008-0070(4)(f)(B). Additional aggravation was Officer D’s claim that their conduct wasn’t racist or biased and their failure to acknowledge the harm their social media posts caused. Additional mitigation considered was the agency’s awareness of the behavior and their failure to correct it. Ultimately the PPC found that Officer D’s conduct warrants revocation with a ten year ineligibility for gross misconduct. Prior to Board approval Officer F chose to voluntary relinquish their certification. Officer D’s misconduct ended their 25-year career.

Officer D’s Basic, Intermediate and Advanced Police Certifications were Revoked.

Officer E resigned during an investigation into their inappropriate conduct with a parent of a student attending the school they were assigned to as a School Resource Officer. Officer E was notified that their case would go before the PPC and was provided an opportunity to submit mitigation. The PPC found Officer E committed acts of gross misconduct that threatens the efficient operations of the agency when they engaged in inappropriate conduct with a parent that included an on-duty sexual encounter. The PPC found Officer E committed acts of misuse of authority when they used their position as a police officer to form a sexual relationship with a parent of a student attending the school they were assigned to as a School Resource Officer. The PPC found Officer E committed acts of dishonesty by untruthfulness and omission when they lied about the on-duty sexual encounter and when they misrepresented their official activities to
accommodate their encounters. The PPC reviewed and considered the aggravating and mitigating circumstances specific to this case as required by OAR 259-008-0070(4)(f)(B). Additional aggravation was Officer E’s failure to accept responsibility and their attempt to blame the conduct on the victim. No additional mitigation was considered. Ultimately the PPC found that Officer E’s conduct warrants revocation with a lifetime ineligibility for dishonesty. Prior to Board approval Officer E chose to voluntarily relinquish their certifications. Officer E’s misconduct ended their 17-year career.

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

**Officer F** resigned during an investigation into their inappropriate conduct with inmates. Officer F was notified that their case would go before the CPC and was provided an opportunity to submit mitigation. The CPC found Officer F committed acts of gross misconduct that threatens persons and the efficient operation of the agency when they admitted to having inappropriate conversations with inmates. The CPC found Officer F committed acts of misuse of authority when they used their position to have inappropriate conversations with inmates in an attempt to establish personal relationships. The CPC reviewed and considered the aggravating and mitigating circumstances specific to this case as required by OAR 259-008-0070(4)(f)(B). Additional aggravation was Officer F’s email to staff making threats, blaming others, and demonstrating their failure to accept responsibility. Additionally, Officer F’s decision to resign with no notice and prior to the end of their shift left the facility shorthanded, impacting the efficient operation. No additional mitigation was considered. Ultimately the CPC found that Officer F’s conduct warrants revocation with a 10 year ineligibility for gross misconduct and misuse of authority and recommended the same to the Board. The Board approved the CPC’s decision. Officer F was issued a Notice of Intent to Revoke and failed to request a hearing. Officer F’s misconduct ended their 10-year career.

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

**Officer G** resigned in lieu of termination after an investigation revealed they were dishonest about showing up to court and had falsified an F-6 Training Roster for Ethics Training submitted to DPSST. Officer G was notified that their case would go before the PPC and was provided an opportunity to submit mitigation. The PPC found Officer G committed acts of gross misconduct that threatens the efficient operations of the agency when they were neglectful and inadequate in their basic duties to monitor court appearances and honor training requirements. The PPC found Officer G committed acts of dishonesty by untruthfulness when they stated to another employee that they had showed up to court only to find out it had been reset. Officer G engaged in dishonesty by untruthfulness and falsification when they signed an F-6 Training Roster for Ethics Training for 3.75 hours when they only attended 2.75 hours. The PPC reviewed and considered the aggravating and mitigating circumstances specific to this case as required by OAR 259-008-0070(4)(f)(B). Additional aggravation was Officer G’s lack of time keeping that impacted their ability to carry out their fundamental duties as a police officer. No additional mitigation was considered. Ultimately the PPC found that Officer G’s conduct warrants revocation with a three year ineligibility period for gross misconduct and a 10 year ineligibility
for dishonesty. The Board approved the PPC’s decision. Officer G was issued a Notice of Intent to Revoke and failed to request a hearing. Officer G’s misconduct ended their 18-year career.

**Officer G’s Basic Police Certification is Revoked.**

**Officer H** was terminated after an investigation revealed that they failed to complete inmate counts and tier checks and falsified official documents indicating they had completed checks and left their post on numerous occasions without approval. Officer H was notified that their case would go before the CPC and was provided an opportunity to submit mitigation. The CPC found Officer H committed acts of gross misconduct that threatens persons and the efficient operation of the agency when they failed to complete inmate counts and tier checks and falsified official documents documenting checks they did not complete. Officer H left their post on numerous occasions to spend significant periods of on duty time in a side room where they were unable to hear or see what was occurring in their unit. The CPC found Officer H committed acts of dishonesty by untruthfulness and falsification when they falsified official documents documenting checks that were not completed. The CPC reviewed and considered the aggravating and mitigating circumstances specific to this case as required by OAR 259-008-0070(4)(f)(B). Additional aggravation was Officer H left their unit unsupervised on multiple occasions placing inmates, staff and the institution at risk. No additional mitigation was considered. Ultimately the CPC found that Officer H’s conduct warrants revocation with a 10 year ineligibility for gross misconduct and a lifetime ineligibility for dishonesty and recommended the same to the Board. The Board approved the CPC’s decision. Officer H was issued a Notice of Intent to Revoke and requested a hearing. Prior to an in person hearing Officer H withdrew their request for a hearing resulting in a default Final Order. Officer H’s misconduct ended their 15-year career.

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

**Officer I** is not currently employed as a public safety professional. DPSST received a citizen complaint alleging misconduct by Officer I. Because the complaint involved an officer that is no longer employed as a public safety professional the information was submitted to the PPC for review and determination of the next steps in accordance with OAR 259-008-0070(4)(c)(B). The PPC reviewed the information and voted to approve DPSST proceeding with an investigation into the allegations of misconduct to determine if the Board’s certification standards had been violated. Prior to the completion of the investigation Officer I chose to voluntarily relinquish their certifications.

**Officer I’s Basic, Intermediate, Advanced and Supervisory Police Certifications were Revoked.**
NEW & NOTEWORTHY ITEMS

DPSST STAFF UPDATES

A new face has joined the DPSST Criminal Justice Professional Standards Unit. Jordan James-Largent has been promoted to a Criminal Justice Professional Standards Coordinator. Jordan will be responsible for reviewing and responding to complaints filed with DPSST alleging misconduct against criminal justice agencies and officers. Jordan will also be responsible for managing a Professional Standards caseload involving officers who are arrested or receive a criminal citation to appear.

A PROPOSED RECOMMENDATION TO EXPIRE DPSST PUBLIC SAFETY PROFESSIONAL CERTIFICATIONS

DPSST public safety professional certifications are currently considered lifetime certifications. Once the certification has been issued to the public safety professional, the individual remains certified for life unless their certifications are relinquished or revoked.

Because the certification is a lifetime certification, certified public safety professionals are held to the moral fitness standards beyond their period of employment. This means that a public safety professional’s certifications can be revoked for a violation of the Board’s moral fitness standard even if the individual has been retired, or otherwise separated, from the public safety profession for many years.

A current Policy Committee member requested the Criminal Justice Moral Fitness Workgroup consider whether or not public safety professional certifications should continue to be considered lifetime certifications, holding individuals who have been retired or otherwise separated for an extended period to the same moral fitness standards for currently employed public safety professionals. The Workgroup recommended that certifications expire after five years of separation from a certifiable public safety position.

The Workgroup’s recommendation for the expiration of criminal justice public safety professional certifications will be presented to the May Telecommunications, Police and Corrections Policy Committees. After Policy Committee review, DPSST will file a proposed rule change and collect comments from constituents and the public. Any interested party may follow the DPSST website for updates related to the proposed rule change or sign up for email notifications through GovDelivery.

Questions regarding this proposed recommendation or how to receive notice of a proposed rule change may be directed to Jennifer Howald, DPSST OAR Coordinator, at Jennifer.howald@state.or.us or 503-378-2432.

DPSST IS NOW ON FACEBOOK!

Check out DPSST’s new official Facebook page for agency updates, employment opportunities, and other exciting news. Make sure to give us a like! https://www.facebook.com/DPSSTOregon/
**SIGN-UP FOR GOVDELIVERY**

Interested in keeping up to date with important DPSST news and information? Sign up for GovDelivery! This new instant communication system allows newsletters, administrative updates, training announcements and more to be sent right to your email address or phone. For more information: [https://www.oregon.gov/dpsst/Pages/govdelivery.aspx](https://www.oregon.gov/dpsst/Pages/govdelivery.aspx)
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.

CONTACT INFORMATION

Linsay Hale - Professional Standards Division Director  
Phone: 503-378-2427  
Email: linsay.hale@oregon.state.us

Kristen Hibberds - Lead Criminal Justice Professional Standards Coordinator  
Phone: 503-378-6702  
Email: kristen.hibberds@state.or.us

Jordan James-Largent - Criminal Justice Professional Standards Coordinator  
Phone: 503-378-8334  
Email: Jordan.James-Largent@state.or.us

YOU CAN FIND US AT:  
HTTP://WWW.OREGON.GOV/DPSST