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

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PROFESSIONAL STANDARDS STATISTICS

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

Police 5,483
Corrections 4,157
Tele/EMD 915/866
P & P 613
OLCC 52
Instructors 576

Professional Standards Cases Opened in May 2019:

Police 05
Corrections 09
Tele/EMD 02
P & P 00
OLCC 00
Instructor 00

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

Police 60
Corrections 62
Tele/EMD 06
P & P 06
OLCC 00
Instructor 01

Cases Closed in May:

Revoked 07
Deny 00
Suspended 00
No Action 11
THE FOLLOWING CASES HAVE RESULTED IN REVOCATION, SUSPENSION, DENIAL OR NO ACTION ON A PUBLIC SAFETY CERTIFICATION BY DPSST IN MAY 2019

Officer A resigned during an investigation into allegations of sexual harassment. The investigation revealed sufficient evidence to prove that Officer A subjected coworkers to unwanted physical contact and made inappropriate comments that were sexual in nature. Officer A chose to voluntarily relinquish their certifications in lieu of review by the PPC. Officer A’s misconduct ended their 10-year career. **Officer A’s Basic Corrections and Parole and Probation Officer Certifications were Revoked.**

Officer B resigned during a criminal investigation resulting from an on-duty theft of a coworker’s prescription medication. Officer B was subsequently convicted of Unlawful Possession of Oxycodone. Officer B was issued a Notice of Intent to Revoke and failed to request a hearing. Officer B’s misconduct ended their 9-year career. **Officer B’s Basic Emergency Medical Dispatcher Certification and Basic and Intermediate Telecommunicator Certifications were Revoked.**

Officer C resigned during a criminal investigation into their on-duty conduct. Officer engaged in sexual intercourse with an inmate. Officer C was convicted of Custodial Sexual Misconduct in the First Degree and was required to relinquish their certification by the District Attorney as part of a plea bargain. Officer C’s misconduct ended their 4-year career. **Officer C’s Basic Corrections Certification was Revoked.**

Officer D was terminated from employment after an investigation revealed they were sending inappropriate emails of a sexual nature and used the internet excessively while on-duty. Officer D chose to voluntarily relinquish their certifications in lieu of review by the CPC. Officer D’s misconduct ended their 19-year career. **Officer D’s Basic, Intermediate and Advanced Corrections Certifications were Revoked.**

Officer E resigned during an investigation into their falsification of a document detailing a cell search they claim to have completed. Officer E chose to voluntarily relinquish their certifications in lieu of review by the CPC. Officer E’s misconduct ended their 10-year career. **Officer E’s Basic and Intermediate Corrections Certifications were Revoked.**
Officer F was terminated after an investigation revealed they had an accidental discharge of their firearm in the jail control room. Officer F failed to report the accident and took steps to conceal the event by cleaning up the evidence. Officer F chose to voluntarily relinquish their certification in lieu of review by the CPC. Officer F’s misconduct ended their 1-year career.

**Officer F’s Basic Corrections Certification was Revoked.**

Officer G was dismissed from the Oregon Public Safety Academy after they plagiarized a Supervisory Leadership Academy assignment and misrepresented it as their own. Officer G was dishonest in an interview when they denied copying another student’s assignment and later admitted to their dishonesty. Officer G 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 G committed acts of dishonesty by falsification and misrepresentation when they copied another student’s assignment and misrepresented it as their own. Officer G denied their conduct during an investigative interview and later admitted to their 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). Additionally aggravating was the fact that Officer G chose to involve another officer in their misconduct and their supervisory position. Additionally mitigating was Officer G’s subsequent demotion, their 15 years of service in law enforcement, their letters of support and the apology letter sent to the Center for Policing Excellence. Ultimately the CPC found that Officer G’s conduct warrants revocation with a lifetime illegibility for dishonesty and recommended the same to the Board. The Board approved the CPC’s decision. Officer G was issued a Notice of Intent to Revoke and requested a hearing. Prior to the in-person hearing Officer G chose to voluntary relinquish their certifications. Officer G’s misconduct ended their 15-year career.

**Officer G’s Basic and Intermediate Corrections Certifications were Revoked.**
NEW & NOTEWORTHY ITEMS

DPSST STAFF UPDATES

A new face has joined the DPSST Criminal Justice Professional Standards Unit. Kristine Boatman has filled the Criminal Justice Certification Compliance Specialist vacancy. Kristine will be responsible for reviewing all F4s-Resperations received by DPSST and reviewing self-reported criminal convictions. Kristine will also be the DPSST point of contact for all background investigators when requesting for a review of DPSST records. Kristine’s contact information is provided below for background request inquiries.

Public Safety Professional Applicant Pre-employment Background Investigations

PROPOSED RULE CHANGE:

DPSST recently filed a proposed rule change for OAR 259-008-0015 Background Investigations. The rule change is based on a recommendation by the Criminal Justice Moral Fitness Workgroup and requires the hiring agency to include investigation of DPSST professional standards records as a part of the background investigation process. This requirement applies to the hire or utilization of police officers, reserve officers, corrections officers, parole and probation officers, regulatory specialists, telecommunicators and emergency medical dispatchers.

Contacting DPSST to find out if there are any professional standards records as a part of the background investigation process will ensure that hiring agencies are aware of any past or pending DPSST professional standards cases or complaints.

The recommended rule change also removes the requirement that the applicant’s required personal history statement be notarized. In place of the notary, the applicant will need to sign a statement acknowledging penalty for falsification. Removing the notarization of the personal history statement from the rule does not preclude a public or private safety agency from requiring notarization of any background investigation documents as required per the agency's practices.

The proposed rule change has been posted on DPSST’s website (https://www.oregon.gov/dpsst/SC/Pages/ProposedRulesPublicComment.aspx) and DPSST will accept comments regarding the rule change through June 21, 2019. The Telecommunications, Police and Corrections Policy Committees reviewed and approved the proposed rule change in May. The Board is currently scheduled to review the proposed rule change in July.

PROFESSIONAL STANDARDS RECORDS REVIEW PROCESS:

DPSST is developing a webpage that will detail the process and timelines as a result of this rule change. If you have any questions or would like to request a background review of DPSST please contact Kristine.Boatman@state.or.us.
UPCOMING WORKGROUP:
A new workgroup has been formed to consider a variety of issues related to pre-employment background investigations of public safety professionals and the possible expansion of DPSST’s role as a record keeper.

Criminal Justice Background Investigation Workgroup members include:
Chris Davis, Portland Police Bureau (PPC)
Gary Ninman, DOC (CPC)
Matt Frohnert, Washington County Sheriff’s Office (CPC)
Nadine Purington, Multnomah County Community Justice (Board/CPC)
Keith Kimberlin, Woodburn Police Department
Rebecca Carney, OSP Telecommunications (TPC)
Matt Kingsbury, Beaverton Police Department
Kelly Dutra, Washington County Consolidated Communications Agency (Board/TPC)
Jamie Heppner, Hood River Community Corrections (CPC)
Less Youngbar, Public
Matt English, Hood River Sheriff’s Office
Dave Rash, Hubbard Police Department

This workgroup will be asked to review the current standards and form recommendations to present to the Telecommunications, Corrections and Police Policy Committees, and ultimately the Board for consideration.

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
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

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YOU CAN FIND US AT:

HTTP://WWW.OREGON.GOV/DPSST