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

- Corrections Policy Committee—11/12/2019
- Police Policy Committee—11/21/2019
- Board on Public Safety Standards & Training—1/23/2020
- Telecommunications Policy Committee—2/5/2020
- Corrections Policy Committee—2/11/2020
- Police Policy Committee—2/20/2020
PROFESSIONAL STANDARDS STATISTICS

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

Police  5528  
Corrections  4174  
Tele/EMD  944/902  
P & P  602  
OLCC  56  
Instructors  907  

Professional Standards Cases Opened in October 2019:

Police  09  
Corrections  11  
Tele/EMD  00  
P & P  00  
OLCC  01  
Instructor  00  

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

Police  50  
Corrections  62  
Tele/EMD  08  
P & P  03  
OLCC  00  
Instructor  01  

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

Police  64  
Corrections  56  
Tele/EMD  05  
P & P  02  
OLCC  02  
Instructor  00  

Cases Closed in October:

Revoked  05  
Deny  00  
Suspended  00  
No Action  06  
Admin. Closed  00
The following cases have resulted in revocation, suspension, denial or no action on a public safety certification by DPSST in October 2019

**Officer A** submitted an Application for Training and self-disclosed their criminal disposition for Possession of Marijuana less than an Ounce. Officer A was notified that their case would go before the Police Policy Committee (PPC) and was provided an opportunity to submit mitigation. The PPC found that Officer A engaged in Gross Misconduct when they recklessly disregarded the law and were convicted of Possession of Marijuana less than an Ounce. The PPC found that Officer A did engage in Dishonesty when they initially denied having marijuana when questioned by police.

The PPC reviewed and considered the aggravating and mitigating circumstances specific to this case as required by OAR 259-008-0070(4)(f)(B). Additionally mitigating was Officer A’s verbal statement to the committee, the written mitigation that was submitted, and their current status with the Oregon National Guard and their service to our country. Additionally aggravating was Officer A’s failure to appear during the court process. The PPC recommended to the Board that no action be taken against Officer A’s Application for Training and Subsequent Certifications. The Board approved the PPC’s recommendation.

**Officer A’s Application for Training was Not Denied.**

**Officer B** submitted an Application for Training and self-disclosed their criminal dispositions for Recklessly Endangering Another Person, Criminal Mischief in the Second Degree, and Intoxicating Liquors Prohibited in Certain Public Places. Officer B was notified that their case would go before the PPC and was provided an opportunity to submit mitigation.

The PPC found that Officer B engaged in Gross Misconduct when they recklessly disregarded the law and were convicted of Recklessly Endangering Another Person, Criminal Mischief in the Second Degree, and Intoxicating Liquors Prohibited in Certain Public Places.

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 no additional aggravating circumstances. The PPC found as additionally mitigating Officer B’s verbal statements to the committee, and the written mitigation submitted by the Chief of Police. The PPC recommended to the Board that no action be taken against Officer B’s Application for Training and Subsequent Certifications. The Board approved the PPC’s recommendation.

**Officer B’s Application for Training was Not Denied.**

**Officer C** submitted an Application for Training and self-disclosed their criminal disposition for Disorderly Conduct, Violent Conduct, and Drunkenness in Public. Officer C was notified that their case would go before the Corrections Policy Committee (CPC) and was provided an opportunity to submit mitigation.

The CPC found that Officer C engaged in Gross Misconduct when they recklessly disregarded the law and were convicted of Disorderly Conduct, Violent Conduct and Drunkenness in Public.

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 mitigating was Officer C’s verbal statements to the committee, their self-reported retirement from active duty military service, no
recent alcohol-related incidents and the written mitigation that included the Sheriff’s letter of support. No additional aggravating information was considered. The CPC recommended to the Board that no action be taken against Officer C’s Application for Training and Subsequent Certifications. The Board approved the CPC’s recommendation. **Officer C’s Application for Training was Not Denied.**

**Officer D** submitted an Application for Training and self-disclosed their criminal disposition for two counts of Minor in Possession, and Driving Under the Influence. Officer D was notified that their case would go before the CPC and was provided an opportunity to submit mitigation. The CPC found that Officer D engaged in Gross Misconduct when they recklessly disregarded the law and were convicted of two counts of Minor in Possession and Driving Under the Influence. 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 mitigating was Officer D’s verbal statements to the committee, their previous employment as a reserve police officer, completion of a criminal justice degree, their cooperation and remorse with the arresting officer during the DUI arrest, and has since settled down with a family. No additional aggravating information was considered. The CPC recommended to the Board that no action be taken against Officer D’s Application for Training and Subsequent Certifications. The Board approved the CPC’s recommendation. **Officer D’s Application for Training was Not Denied.**

**Officer E** was terminated from employment after engaging in unprofessional conduct during a traffic stop that resulted in the use of force on a disabled citizen. Officer E grieved their termination and DPSST’s review was stayed pending employment arbitration. An Arbitrator issued an Award upholding Officer E’s termination. 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 when they engaged in unprofessional conduct that resulted in the use of force on a disabled citizen. The PPC 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 Officer E’s failure to change their behavior after receiving correction and counseling. No additional mitigating information was considered. The PPC found that although Officer E was clearly unprofessional and demonstrated poor judgment and decision making skills, his conduct didn’t rise to the level to warrant certification action. The PPC recommended to the Board that no action be taken against Officer E’s Certifications. The Board approved the PPC’s recommendation. **Officer E’s Basic Police Certification remains in good standing.**

**Officer F** was terminated from employment after an investigation into a complaint of retaliatory conduct. The PPC determined that the case was convoluted, involving many employment issues that do not violate the Board’s minimum moral fitness standards. The PPC determined Officer
F’s behavior was appropriately dealt with at the employer level and recommended to the Board that no action be taken against Officer F’s Certifications. The Board affirmed the recommendation of the PPC.  

**Officer F’s Basic, Intermediate and Advanced Police Certifications remain in good standing.**

**Officer G** retired from employment and DPSST became aware of a prior conviction of Driving Under the Influence of Intoxicants that was not reported to DPSST. Officer G chose to voluntarily relinquish their certifications in lieu of review by the CPC.  

**Officer G’s Basic, Intermediate and Advanced Parole & Probation Certifications were Revoked.**

**Officer H** was separated from employment during an investigation surrounding untruthful statements about facts associated with a juvenile runaway investigation and failure to make an adequate safety plan for the juvenile runaway. Officer H chose to voluntarily relinquish their certifications in lieu of review by the PPC.  

**Officer H’s Basic Police Certification was Revoked.**

**Officer I** was separated from employment as a supervisor during an investigation surrounding workplace sexual harassment of a subordinate employee. Officer I chose to voluntarily relinquish their certifications in lieu of review by the CPC.  

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

**Officer J** was arrested for Driving Under the Influence of Intoxicants-Alcohol, and entered into a diversion program, that was subsequently completed. Officer J was subsequently arrested for and convicted of Criminal Driving While Suspended or Revoked. Officer J was notified that their case would go before the CPC based on their Criminal Driving While Suspended conviction and was provided an opportunity to submit mitigation. The CPC found that Officer J engaged in acts of Gross Misconduct when he recklessly disregarded the law and was convicted of Criminal Driving While Suspended or Revoked.  

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 Officer J’s pattern of criminal behavior within the same year and that they knowingly drove a vehicle while suspended. No additional mitigating information was considered. Ultimately, the CPC found that Officer J’s conduct did warrant revocation and recommended an ineligibility period of six years to the Board. The Board voted to approve the CPC's recommendation and Officer J was issued a Notice of Intent to Revoke. Officer J requested a hearing. A hearing was held in this case with an Administrative Law Judge (ALJ) presiding. The ALJ issued a Proposed Order affirming the Notice.  

In accordance with OAR, Officer J was given 14 days to file legal exceptions to the Proposed Order. No legal exceptions to the Proposed Order were filed. The DPSST adopted the Proposed Order in its entirety and issued a Final Order.
Officer J’s Basic Corrections Certification was Revoked.

Officer K retired from employment surrounding their arrest for, and subsequent conviction of Theft in the First Degree. Officer K chose to voluntarily relinquish their certification in lieu of mandatory certification revocation.

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

NEW & NOTEWORTHY ITEMS

LIVE STREAM OF BOARD AND POLICY COMMITTEE MEETINGS - NOW AVAILABLE
Visit the DPSST Facebook page to live stream scheduled Board and Policy Committee meetings from wherever you are.

NOTIFICATION OF ARREST OR CRIMINAL CITATION TO APPEAR
Any individual who holds DPSST certification as a public safety professional who is arrested, or receives a criminal citation to appear or its equivalent, for any offense punishable as a crime must notify the Department within five business days.

Includes:
Offense – is defined as a felony, misdemeanor or violation.
Crime – is defined as an offense for which a sentence of imprisonment is authorized.
Traffic violations punishable by a fine, but are NOT punishable by a term of imprisonment and are NOT required to be reported.

To report an arrest or a criminal citation to appear please email: cjcertifications@state.or.us

Include the following:

1. Date of arrest/citation.
2. Location of arrest/citation.
4. Arresting/citing agency.

ADDING UNDER REVIEW STATUS IN IRIS
Beginning January 2020, in an effort to further transparency of current Professional Standards cases, IRIS will indicate when an individual’s certification is under review by DPSST Professional Standards. The individual’s certification in IRIS will reflect a ‘UR’ after the status as a flag to indicate the case is under review. A case that is under review does not mean a standard has been violated, only that a case is open for Policy Committee review to determine if any standards have been violated.
The UR indicator will appear on all individuals that have an open DPSST Professional Standards case. Upon final determination of the case, the UR flag will be removed and the status updated according to the outcome of the case.

It is important to note that, until a determination of whether the standards have been violated is made, the individual’s certification(s) are still in good standing.

**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

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