

OREGON DPSST  
**ETHICS BULLETIN**  
Volume No. 98



The Board on Public Safety Standards and Training (BPSST) has the legislative mandate to establish and enforce minimum standards for all law enforcement officers, fire service professionals, telecommunicators and emergency medical dispatchers in the state. This requirement also defines the procedure for the Department and Board to use when denying or revoking certification of an individual who has fallen below the minimum standards.

The Ethics Bulletin is published to provide insight into the types of misconduct that could result in revocation or denial of certification. The following cases have resulted in consideration of **revocation or denial** of certifications by DPSST in **December 2011**.

The Department continues to ensure that certified public safety officers and those seeking certification who abuse the public's trust will be held accountable for their actions.

---

**2011 Statistics**

Cases Opened	274	Of the 261 Cases Closed:	
Cases Closed	261	Revoked	122
Cases Pending	233	Denied	003
Reinstated	000	No Action	136

---

**Officer A** was hired by an agency and a records check revealed that he had been charged with Stalking and was ultimately convicted of Telephonic Harassment, which required review by the Police Policy Committee (PPC). DPSST notified Officer A that his conduct would be reviewed by the PPC and allowed him an opportunity to provide mitigating circumstances for the committee's consideration, which he did. The PPC determined that Officer A's misconduct involved Dishonesty, Disregard for the Rights of Others, Misuse of Authority, Misconduct, and Insubordination. The PPC determined that Officer A's application for certification should be denied, with a lifetime disqualifier. DPSST served Officer A with a Notice of Intent to Deny Certification and he made a timely request for a hearing. After the hearing, the administrative law judge issued a proposed order affirming DPSST's denial of certification, and Officer A filed timely legal exceptions. Following legal review of the exceptions DPSST filed a Final Order adopting the Proposed Order in its entirety. Officer A's misconduct ended his 3-year career.

**Officer A's Application for Basic Police Certification was Denied.**

**Officer B** resigned from one agency after an internal investigation revealed he had urinated on a basketball in an inmate exercise area and was untruthful during the investigation. Officer B later was hired by another agency, at which time DPSST became aware of the prior conduct. DPSST notified him that his conduct would be reviewed by the Corrections Policy Committee (CPC). Officer B was given the opportunity to provide mitigating circumstances for the committee's consideration, which he did. The CPC determined that Officer B's conduct

---

**PLEASE DISSEMINATE THIS INFORMATION TO ALL PUBLIC SAFETY OFFICERS**

involved Dishonesty, Disregard for the Rights of Others, Misuse of Authority, Gross Misconduct and Misconduct. DPSST served Officer B with a Notice of Intent to Revoke Certifications, and he requested a hearing. DPSST filed a Motion for Summary Determination which was denied, so the matter proceeded to hearing. After hearing, the Administrative Law Judge (ALJ) issued a Proposed Order in favor of Officer B. Upon legal review; the Department of Justice found the proposed order to be erroneous, DPSST filed an Amended Proposed Order that accurately reflected the facts and testimony and upheld DPSST's revocation of Officer B's certifications. The Amended Proposed Order was presented to the CPC, which approved and adopted the order. The Amended Proposed Order was then served on Officer B, who did not file legal exceptions. DPSST filed a Final Order adopting the Amended Proposed Order in its entirety.

Officer B's misconduct ended his 15-year career.

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

**Officer C** was discharged for cause after an internal investigation revealed violations of department policies regarding treatment of inmates at a work center facility on multiple occasions. Officer C grieved her discharge and an arbitrator found that the conduct occurred, but ordered her reinstated based on employment law and the labor contract. DPSST then notified Officer C that her case would be heard by the Corrections Policy Committee (CPC) and gave her the opportunity to provide mitigating circumstances for the committee's consideration, which she did. The CPC determined that Officer C's conduct involved Disregard for the Rights of Others, Misuse of Authority, Gross Misconduct and Misconduct. DPSST served Officer C with a Notice of Intent to Revoke Certifications, and she requested a hearing. DPSST sought a Motion for Summary Determination before the Office of Administrative Hearings asserting there was no material fact at issue. The ALJ granted DPSST's Motion and issued a Proposed Order. Officer C filed legal exceptions to the Proposed Order. Following legal review of the exceptions DPSST filed a Final Order adopting the Proposed Order in its entirety. Officer C's misconduct ended her 18-year career.

**Officer C's Basic, Intermediate and Advanced Corrections Certifications were Revoked.**

**Officer D** resigned in lieu of termination after an internal investigation revealed misuse of funds from an agency account dedicated to a gang enforcement unit which Officer D supervised. Officer D was also found to be untruthful during the investigation, and unsuccessfully attempted to persuade a subordinate member of the unit to lie for him. DPSST notified Officer D that his case would be heard before the Police Policy Committee (PPC) and gave him the opportunity to provide mitigating circumstance for the committee's consideration, which he did. The PPC determined that Officer D's conduct involved Dishonesty, Disregard for the Rights of Others, Misuse of Authority, Gross Misconduct, Misconduct, and Insubordination. The committee determined that Officer D's misconduct rose to the level to warrant revocation and that it warranted a lifetime disqualifier. DPSST served Officer D with a Notice of Intent to Revoke Certifications, and he requested a hearing. DPSST sought a Motion for Summary Determination before the Office of Administrative Hearings asserting there was no material fact at issue. The ALJ granted DPSST's Motion and issued a Proposed Order. Officer D did not file legal exceptions to the Proposed Order. DPSST filed a Final Order. Officer D's misconduct ended his 17-year career.

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

---

**PLEASE DISSEMINATE THIS INFORMATION TO ALL PUBLIC SAFETY OFFICERS**

**Officer E** resigned in lieu of termination after an internal investigation revealed violations of agency policies involving unexcused absences from duty and truthfulness. DPSST notified Officer E that his case would be heard before the Corrections Policy Committee and gave him the opportunity to provide mitigating circumstances for the committee's consideration. Officer E instead chose to sign a Stipulated Order Revoking Certification and his certification was permanently revoked.

Officer E's misconduct ended his 3-year career.

**Officer E's Basic Corrections Certification was Revoked.**

**Officer F** resigned during an internal investigation which revealed that Officer F had developed a romantic relationship with an inmate. Officer F was also untruthful during the investigation. DPSST notified Officer F that her case would be heard before the Corrections Policy Committee and gave her the opportunity to provide mitigating circumstances for the committee's consideration. Officer F instead chose to sign a Stipulated Order Revoking Certification, and her certification was permanently revoked.

Officer F's misconduct ended her 7-year career.

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

**Officer G** resigned pursuant to a settlement agreement after an investigation revealed she had misused her agency's LEDS for personal reasons. As part of the settlement agreement, Officer G agreed to relinquish her certifications, but failed to do so in spite of several subsequent requests from DPSST. DPSST then notified Officer G that her case would be presented to the Corrections Policy Committee on the basis of the original misconduct and gave her the opportunity to present mitigating circumstances for the committee's consideration. Officer G instead chose to sign a Stipulated Order Revoking Certifications, and her certifications were permanently revoked. Officer G's misconduct ended her 12-year career.

**Officer G's Basic and Intermediate Corrections Certifications were Revoked.**

**Officer H** resigned during an investigation that revealed he had taken pop cans that were designated for an agency project and turned them in to obtain the refund money for himself. He was also found to be untruthful during the investigation. DPSST notified Officer H that his case would be presented to the Police Policy Committee and gave him the opportunity to provide mitigating circumstances for the committee's consideration, which he did. The PPC determined that Officer H's conduct involved Dishonesty and Misconduct. The committee determined that Officer H's misconduct rose to the level to warrant revocation and that it warranted a lifetime disqualifier. DPSST served Officer H with a Notice of Intent to Revoke Certifications. He failed to make a timely request for a hearing, and his certifications were revoked by default. Officer H's misconduct ended his 13-year career.

**Officer H's Basic and Intermediate Police Certifications were Revoked.**