

ETHICS BULLETIN

VOLUME 206 - DECEMBER 2020

Final Bulletin

ETHICS BULLETIN RETIRING

DPSST published its first Ethics Bulletin in April 2002. This publication was designed to share the work of DPSST's Criminal Justice Professional Standards Unit, and also to serve as an education tool for Oregon's public safety officers, the agencies that employ them, and the public.

The first Bulletin was a two-page document consisting of a list of actions that resulted in the revocation of 112 public safety certifications between November 1996 and July 2001. Volume 2, published in May 2002, introduced the anonymous "Officer A/Officer B" summaries of professional standards actions used by the DPSST for the next 19 years.

204 publications later, we are ready to retire the DPSST Ethics Bulletin.

In our efforts to further transparency of all of the work done by DPSST and our governing Board, DPSST has published the [Professional Standards Cases Database](#). This Database includes real-time information on all open and recently closed DPSST professional standards cases, and includes the ability to sort and filter.

In the place of this bulletin, DPSST will begin sharing statistical information relating to its professional standards work on a monthly basis. These updates will include current case statistics, and other frequently requested statistical information, such as number of cases resulting from off-duty behavior, and the number of years experience of an officer or dispatcher. The Update will also include a link to the Professional Standards Case Database, along with any other pertinent information impacting DPSST Professional Standards, or the Board moral fitness standard.

All historical DPSST Ethics Bulletins remain available through the Oregon State Library at the links provided below:

Bulletins 1-146 -- <https://digital.osl.state.or.us/islandora/object/osl%3A49976>

Bulletins 147 -206 -- <https://digital.osl.state.or.us/islandora/object/osl%3A960376>

OREGON DEPARTMENT OF PUBLIC SAFETY STANDARDS AND TRAINING

ETHICS BULLETIN

VOLUME 206 - DECEMBER 2020

PROFESSIONAL STANDARDS—CRIMINAL JUSTICE

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 2/3/2021
Corrections Policy Committee 2/9/2021
Police Policy Committee 2/18/2021
Board and Public Safety Memorial Fund Board 4/22/2021
Telecommunications Policy Committee 5/5/2021
Corrections Policy Committee 5/11/2021
Police Policy Committee 5/20/2021

PROFESSIONAL STANDARDS STATISTICS

Actively Certified Public Safety in Oregon as of December 31, 2020:

Police	5646
Corrections	4196
Tele/EMD	971/937
P & P	621
OLCC	73

Professional Standards Cases Opened in December 2020:

Police	08
Corrections	08
Tele/EMD	00
P & P	00
OLCC	00

Professional Standards Cases Pending Criminal/Employment matters as of December 30, 2020:

Police	18
Corrections	23
Tele/EMD	00
P & P	01
OLCC	01

Professional Standards Cases Pending Committee review as of December 30, 2020:

Police	63
Corrections	48
Tele/EMD	06
P & P	03
OLCC	02

Cases Closed in December 2020:

Revoked	09
Deny	00
Suspended	00
No Action	00
Admin. Closed	04

MORAL FITNESS CASES CLOSED IN DECEMBER 2020

Officer A: Officer A was convicted of *Custodial Sexual Misconduct in the First Degree*. Conviction of an offense that requires registration as a sex offender is a mandatory disqualifier for criminal justice certification.

Officer A's Basic Corrections certification is revoked.
Officer A is permanently ineligible to hold criminal justice certification.
Officer A's misconduct ended his 2-year career.

Officer B resigned from employment during an internal and criminal investigation involving allegations of sexual abuse and sexual harassment of other employees and an employee's family member. Officer B voluntarily surrendered his certifications in lieu of review by the Police Policy Committee (PPC).

Officer B's Basic, Intermediate, and Advanced Police Certifications are Revoked.
Officer B is ineligible to apply for public safety certifications for a lifetime.
Officer B's misconduct ended his 16-year career.

Officer C was terminated from employment after an internal investigation revealed that Officer C inappropriately used law enforcement database systems for personal reasons and when questioned, attempted to omit information and mislead investigators in an effort to minimize her behavior.

The Corrections Policy Committee (CPC) identified aggravating and mitigating factors that influenced their decision on the severity of action to be taken. Aggravating factors were: Officer C took no responsibility for her actions and blamed others during her verbal mitigation; during the initial investigative review, Officer C stated that she had not accessed the records for personal reasons but later indicated she had forgotten and only remembered after seeing the complainant's name on the internal affairs document. Additionally mitigating factors were: Officer C's ongoing and documented medical issues may have negatively affected Officer C during the investigation.

Based on the conduct identified and weighing the aggravating and mitigating circumstances of the case, the committee recommended, and the Board approved, action be taken against Officer C's certification.

Officer C's Basic Corrections Certification is Revoked.
Officer C is ineligible to apply for public safety certifications for a lifetime.
Officer C's misconduct ended her 9-year career.

Officer D was discharged from employment for failing to report for scheduled shifts and failing to respond after numerous attempts to contact him. Officer D was also the subject of a criminal investigation which resulted from allegations that he was providing contraband that included tobacco, marijuana and pornography to inmates housed at the facility where he was employed.

The Corrections Policy Committee identified aggravating and mitigating factors that influenced their decision on the severity of action to be taken. Aggravating factors were: The Oregon State Police conducted a criminal investigation and found probable cause to charge Officer D with Criminal Misconduct and Supplying Contraband; Officer D was dishonest about his conduct when questioned by the Oregon State Police; there were multiple accounts that Officer D's behavior was ongoing and occurred on multiple occasions; Officer D's conduct jeopardized the safety and security of staff and inmates; Officer D failed to appear for multiple scheduled work shifts; Officer D abandoned state property when he left his assigned work equipment in his room when he moved out. The committee did not identify any mitigating factors.

Based on the conduct identified and weighing the aggravating and mitigating circumstances of the case, the committee recommended, and the Board approved, action be taken against Officer D's certification.

Officer D's Basic Corrections Certification is Revoked.
Officer D is ineligible to apply for public safety certifications for a lifetime.
Officer D's misconduct ended his 1-year career.

Officer E resigned from employment while under investigation for pre-dating a time-off slip, presumably to give the impression that he had previously requested time off days in an effort to justify his missing a scheduled work shift.

The Police Policy Committee identified aggravating and mitigating factors that influenced their decision on the severity of action to be taken. Aggravating factors were: Officer E's act of falsifying the leave slip was premeditated and intentional; Officer E was unable to articulate his behavior during the investigation and was not credible with his accounts; When Officer E was confronted with his dishonesty, he stated that he was confused and blamed the MPD time tracking system; Officer E lied when he indicated that he intended to speak with his supervisor regarding the leave slip; Officer E had opportunities to take ownership for his actions, but failed to do so. The committee did not identify any mitigating factors.

Based on the conduct identified and weighing the aggravating and mitigating circumstances of the case, the committee recommended, and the Board approved, action be taken against Officer E's certification.

Officer E's Basic, Intermediate and Advanced Police Certifications are Revoked.
Officer E is ineligible to apply for public safety certifications for 5 years.
Officer E's misconduct ended his 13-year career.

Officer F resigned his employment as result of a settlement agreement stemming from an agency investigation into multiple allegations that Officer F was engaging in the sexual harassment of co-workers, and other inappropriate workplace behaviors over the course of several years.

The Police Policy Committee identified aggravating and mitigating factors that influenced their decision on the severity of action to be taken. Aggravating factors were: Officer F engaged in sexually harassing behavior with multiple employees over several years; Officer F held several high ranking positions with the agency, including Undersheriff; Officer F demonstrated dishonesty, deception and depravity when, on multiple occasions, he sent inappropriate messages and images to individuals then claimed that he made a mistake and sent the message/image to the wrong person; Officer F was less than forthcoming during the investigation when he denied having a laptop at a training and using the laptop to watch pornography and masturbate while sharing a room with another agency employee. The committee did not identify any mitigating factors.

Based on the conduct identified and weighing the aggravating and mitigating circumstances of the case, the committee recommended, and the Board approved, action be taken against Officer F's certification.

Officer F's Basic, Intermediate, Advanced and Supervisory Police Certifications, and Basic and Intermediate Corrections Certifications are Revoked.
Officer F is ineligible to apply for public safety certifications for a lifetime.
Officer F's misconduct ended his 23-year career.

Officer G resigned his employment during an investigation into his treatment of an inmate he believed had flooded his cell. G's hostile behavior towards the inmate, specifically pushing the inmate into a security gate, yelling obscenities at the inmate, then pushing him against the wall.

The Corrections Policy Committee identified aggravating and mitigating factors that influenced their decision on the severity of action to be taken. Aggravating factors were: Officer G did not provide any verbal command prior to using force during intake of the inmate; The Lieutenant did not request for assistance from Officer G; Officer G's lack of restraint by punching a cabinet once the inmate was in their cell; Officer G's behavior, including a 2016 incident involving a fight at a bar, shows an ongoing pattern of reckless behavior and the inability to conduct himself in a professional manner; During the 2016 incident, Officer G attempted to have a fellow patrol deputy use their position to take action against the individual in a bar he ended up having the altercation with; Both issues took place while Officer G was employed at the agency. Mitigating factors were: Officer G received discipline for the prior event in 2016 and admitted to substance abuse.

Based on the conduct identified and weighing the aggravating and mitigating circumstances of the case, the committee recommended, and the Board approved, action be taken against Officer G's certification.

Officer G's Basic Corrections Certification is Revoked.

Officer G is ineligible to apply for public safety certifications for a lifetime.

Officer G's misconduct ended his 4-year career.

Officer H resigned from his agency in lieu of termination. Prior to his resignation, Officer H was the subject of two concurrent employer investigations. The first was the result of his conduct surrounding an improper arrest; the second related to his inappropriate conduct with a female citizen. Officer H was untruthful during both investigations and he inappropriately used his position as a law enforcement officer when engaging citizens within his jurisdiction.

The Police Policy Committee identified aggravating and mitigating factors that influenced their decision on the severity of action to be taken. Aggravating factors were: There were several uninvestigated allegations of misconduct at the time of Officer H's resignation, including a video of him speeding in a patrol car when not responding to a call, his engaging in a sexual relationship with a recruit, and his being trespassed from a commercial establishment for harassment of female staff members; Officer H's behavior and the uninvestigated allegations demonstrate a pattern of dishonesty, unsettling and sexually harassing behavior that would likely to continue in the future; Officer H was not forthcoming when questioned about his improper arrest of an individual before verifying their identity; Officer H used his personal cell to contact a citizen when there was no investigative purpose to do so; Officer H deleted cell phone records that may have included additional evidence of misconduct; Officer H was dishonest when he stated that his superiors were aware of his contact with a female citizen; Officer H used his position and authority as a police officer to obtain personal contact information for a citizen in order to engage in a relationship with the citizen; Officer H provided restricted law enforcement database information to a citizen for non-employment purposes. The committee did not identify any mitigating factors.

Based on the conduct identified and weighing the aggravating and mitigating circumstances of the case, the committee recommended, and the Board, approved action be taken against Officer H's certification.

Officer H's Basic Police Certification is Revoked.

Officer H is ineligible to apply for public safety certifications for a lifetime.

Officer H's misconduct ended his 9-year career.

Officer I resigned from employment surrounding an investigation into unprofessional and unauthorized relationships with individuals in his custody or on supervision. Officer I was untruthful during the investigation, indicating he'd been offered a job teaching at a community college.

The Corrections Policy Committee identified aggravating and mitigating factors that influenced their decision on the severity of action to be taken. Aggravating factors were: Officer I held the rank of lieutenant at the time of his separation; he showed a lack of professionalism when he was overfamiliar with the personal lives of the inmates and their families; his actions took him away from his on-duty responsibilities; he failed to take any responsibility for his actions and attempted to justify and minimize his actions when interviewed; while on paid administrative leave, he did not stay home in accordance with the agreement with your command staff; he continued to participate in an unauthorized inmate program even after he had received discipline and was given direction not to continue. No mitigating factors were found.

Based on the conduct identified and weighing the aggravating and mitigating circumstances of the case, the committee recommended, and the Board approved, action be taken against Officer I's certification.

Officer I's Basic and Intermediate Corrections Certifications are Revoked.

Officer I is ineligible to apply for public safety certifications for a lifetime.

Officer I's misconduct ended his 17 year career.



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

Marsha Morin – Criminal Justice Certification Program Manager

Phone: 503-378-2155

Email: Marsha.Morin@oregon.state.us

Melissa Lang - Criminal Justice Professional Standards Case Manager

Phone: 971-720-3530

Email: Melissa.Lang@state.or.us

Jordan James-Largent - Criminal Justice Professional Standards Case Manager

Phone: 971-720-3535

Email: Jordan.James-Largent@state.or.us

Kristine Boatman – Criminal Justice Compliance Specialist

Phone: 971-720-3534

Email: Kristine.Boatman@state.or.us

[HTTP://WWW.OREGON.GOV/DPSST](http://www.oregon.gov/dpsst)