

Commission on Statewide Law Enforcement Standards of Conduct and Discipline
House Bill 2930 (2021)
Codified ORS 243.812
Report to House Committee on Judiciary
September 1, 2023

Introduction

The following report is submitted pursuant to ORS 243.812, which directs the Commission on Statewide Law Enforcement Standards of Conduct and Discipline (“the Commission”) to prepare and submit a report to the House Committee on Judiciary on an annual basis. ORS 243.812(14)(b) requires the report to include “information regarding the progress of each law enforcement agency and civilian or community oversight board, agency or review body, towards implementing and applying the uniform standards and the commission’s recommendations on updates to the standards, as are considered necessary.”

The Commission and the Uniform Standards

Commission Membership. ORS 243.812(2) specifies the makeup of the Commission membership and directs the Attorney General and DPSST Director to jointly appoint the non-legislative members of the Commission. The table below summarizes the current Commission membership.

ORS 243.812(2) Demographic	Members
The Director of the Department of Public Safety Standards and Training or a designee from the department.	Brian Henson
The Attorney General or a designee from the Attorney General’s office.	Michael Slauson
Member of the Senate	Senator Floyd Prozanski
Member of the House of Representatives	Vacant
Two members who are Chief Law Enforcement Officers	Chief John Teague Sheriff Angela Brandenburg
Two members who represent labor organizations who represent law enforcement officers.	Anil Karia Mark Makler
Two members who represent historically marginalized groups or community-based organizations that represent communities impacted by policing.	Benny Williams Tarron Anderson
One member who represents a federally recognized Indian tribe or association of tribes within this state.	Chief Timothy Addleman
Two members who are representatives of local government to represent the interests of cities and counties.	Steven Schuback Commissioner John Shafer
One member who represents public defender organizations established under ORS chapter 151 or the Oregon Criminal Defense Lawyers Association.	Laura Fine

One member who represents the interests of prosecutors in this state.	Vacant
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Adoption of Uniform Standards. ORS 243.812 required the Commission to adopt uniform standards by October 1, 2022. To meet this deadline, the Commission focused its initial rulemaking on the seven categories of misconduct identified in the statute:

- 1) Unjustified or excessive use of physical or deadly force;
- 2) Sexual harassment;
- 3) Sexual assault;
- 4) Assault;
- 5) Conduct that is motivated by or based on a real or perceived factor of an individual’s race, ethnicity, national origin, sex, gender identity, sexual orientation, religion or homelessness;
- 6) Moral character; and
- 7) The use of drugs or alcohol while on duty.

A detailed summary of the Commission’s methodology in adopting the standards is provided in the [September 1, 2022, report](#) to the House Committee on the Judiciary. The Commission received public comment on the rules in August and September 2022. The Commission met on September 21, 2022, and September 27, 2022, to consider the comments received. The Commission voted to adopt the initial uniform standards at the September 27 meeting. Staff filed [the rules](#) with the Oregon Secretary of State, and the rules were effective September 30, 2022.

Providing Notice of Uniform Standards

Website. Commission staff maintain a [public-facing website](#) with information about the commission’s public meetings and rulemaking activities. This website was initially published in mid-April and contains all the materials that the Commission considered in developing the standards, as well as instructions for public participation in the commission’s meetings and rulemaking. There is also [an email address](#) available for members of the public to provide input about the Commission’s work.

Narrative Guide. The Commission prepared a written guide to its rules. The purpose of the guide is to assist law enforcement officers, law enforcement agencies, disciplining bodies, and the public in understanding and applying the uniform standards. The guide is available on the Commission [website](#). A copy of the guide, along with links to the guide on the Commission website was emailed to members of the Commission, district attorneys, police chiefs, and sheriffs on February 16, 2023.

Informational Presentations. Commission co-chair Michael Slauson and then-Executive Director Fred Boss gave a presentation on the uniform standards on April 4, 2023, at a conference for police chiefs and sheriffs in Bend. They also gave a presentation to law enforcement agencies in Jackson County on June 7, 2023.

Progress of Law Enforcement Agencies in Implementing and Applying Standards

Commission staff requested information from law enforcement agencies on their progress in implementing and applying the standards. Staff sent an electronic survey to 178 law enforcement agencies and district attorneys on July 13, 2023, and sent a follow up request on August 3, 2023. Recipients were informed that their responses would become part of this report and be made public. There were 67 responses to the survey. Survey responses are attached as Exhibit 1.

The tables below summarize the survey questions and the number of responses to each question.

Question: Has your agency made progress toward implementing the statewide standards of conduct and discipline?

Yes	No
57*	11*

*One agency indicated that it implemented the standards for non-unionized personnel

Question: If yes, identify the steps your agency has taken to implement the standards.

Adopted Policies	Provided Training	Distributed Educational Materials	Issued Directives	Other
32	28	19	7	14

Question: If you answered no, why not?

Collective Bargaining Agreement	Unaware of Standards	Lack of Resources	No Reason Given
5	3	1	2

Question: Has your agency applied the statewide standards of conduct and discipline in an arbitration or disciplinary action?

Yes, in one disciplinary matter	Yes, in more than one disciplinary matter	No
6	7	54

Question: If yes, what category of conduct was at issue?

Unjustified or excessive use of physical force	Unjustified or excessive use of deadly force	Sexual Harassment	Sexual Assault	Conduct that is motivated by or based on a real or perceived factor of an individual's race, ethnicity, national origin, sex, gender identity, sexual orientation, religion, or homelessness	Moral Character	Use of drugs or alcohol while on duty	N/A
1	0	0	0	0	8	1	4

Question: Did the matter result in discipline?

Yes in all cases	Yes in some cases	No
11	1	1

Question: What level of sanction did your agency impose?

The presumptive sanction	The mandatory sanction	An aggravative sanction	A mitigated sanction
4	4	1	3

Question: If no, please explain why not

No current arbitrations of disciplinary matters	Other	N/A
40	7	7

Recommendations on Updates to the Standards of Conduct and Standards of Discipline

Law Enforcement. The survey also invited law enforcement to provide suggestions for updates to the standards of conduct and the standards of discipline. Responses to those questions are included in Exhibit 1.

Members of the Public. Commission staff sent an electronic survey to members of the public and organizations that participated in the rulemaking process. Twenty-four individuals and organizations received the survey. This survey asked for recommendations for updating the uniform standards of conduct and the uniform standards of discipline. Recipients were informed that their responses would become part of this report and be made public. Six survey responses were received. Copies are attached as Exhibit 2.

Conclusion

The Commission will consider the recommendations to update the Standards of Conduct and Standards of Discipline and will make updates as it deems appropriate.

Law Enforcement Commission Survey

Row 40

Law Enforcement Agency:	Albany Police Department
Name:	MARCIA A HARNDEN
Phone Number:	15419173203
Email:	marcia.harnden@cityofalbany.net
Progress towards conduct & discipline Y/N	Yes
If yes,	Provided training
Why Yes Comments:	
If no, why not (multi-select)	N/A
Why No Comments:	
Arbitration or disciplinary action?	No
If no, please explain why not	No current arbitrations or disciplinary matters
If no, please explain why not (comment box)	
What category of conduct was at issue	N/A
Did the matter result in discipline?	N/A
What level of sanction did your agency impose	N/A

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**Uniform
standards of
conduct?**

**Uniform
standards of
discipline?**

**I
acknowledgment
no confidential
information**

Date: 08/03/23

Law Enforcement Commission Survey

Row 2

Law Enforcement Agency:	Astoria Police Department
Name:	Eric Halverson
Phone Number:	503-298-2541
Email:	ehalverson@astoria.or.us
Progress towards conduct & discipline Y/N	Yes
If yes,	Adopted policies Distributed educational materials or manuals
Why Yes Comments:	
If no, why not (multi-select)	N/A
Why No Comments:	
Arbitration or disciplinary action?	No
If no, please explain why not	No current arbitrations or disciplinary matters
If no, please explain why not (comment box)	
What category of conduct was at issue	N/A
Did the matter result in discipline?	N/A
What level of sanction did your agency impose	N/A

Uniform standards of conduct? N/A

Uniform standards of discipline? N/A

I
acknowledgment
no confidential
information

Date: 07/13/23

Law Enforcement Commission Survey

Row 61

Law Enforcement Agency:	AUMSVILLE POLICE DEPARTMENT
Name:	Shane Bird
Phone Number:	503-749-2188
Email:	sbird@aumsville.us
Progress towards conduct & discipline Y/N	Yes
If yes,	Adopted policies Issued directives Provided training
Why Yes Comments:	
If no, why not (multi-select)	N/A
Why No Comments:	
Arbitration or disciplinary action?	No
If no, please explain why not	No current arbitrations or disciplinary matters
If no, please explain why not (comment box)	
What category of conduct was at issue	N/A
Did the matter result in discipline?	N/A
What level of sanction did your agency impose	N/A

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**Uniform
standards of
conduct?**

**Uniform
standards of
discipline?**

**I
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no confidential
information**

Date: 08/09/23

Law Enforcement Commission Survey

Row 8

Law Enforcement Agency:	Baker County District Attorney's Office
Name:	Greg Baxter
Phone Number:	5415238205
Email:	gbaxter@bakercountyor.gov
Progress towards conduct & discipline Y/N	No
If yes,	N/A
Why Yes Comments:	
If no, why not (multi-select)	Unaware of standards
Why No Comments:	
Arbitration or disciplinary action?	No
If no, please explain why not	N/A
If no, please explain why not (comment box)	I'm not sure if our local agencies have. My office has not needed to.
What category of conduct was at issue	Moral character
Did the matter result in discipline?	N/A
What level of sanction did your agency impose	N/A

**Uniform
standards of
conduct?**

**Uniform
standards of
discipline?**

**I
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no confidential
information**

Date: 07/13/23

Law Enforcement Commission Survey

Row 67

Law Enforcement Agency:	Benton County Sheriff's Office
Name:	US Donald Rogers
Phone Number:	541-766-6858
Email:	don.rogers@bentoncountyor.gov
Progress towards conduct & discipline Y/N	No
If yes,	N/A
Why Yes Comments:	
If no, why not (multi-select)	Unaware of standards
Why No Comments:	We were aware the standards were being established but had not heard they were completed. We now need to work with our Bargaining Unit to implement.
Arbitration or disciplinary action?	No
If no, please explain why not	No current arbitrations or disciplinary matters
If no, please explain why not (comment box)	
What category of conduct was at issue	N/A
Did the matter result in discipline?	N/A
What level of sanction did your agency impose	N/A

Uniform standards of conduct? none

Uniform standards of discipline? none

I
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no confidential
information

Date: 08/14/23

Law Enforcement Commission Survey

Row 43

Law Enforcement Agency:	Brookings Police Department
Name:	Kelby McCrae
Phone Number:	5414693118
Email:	mccraek@brookings.or.us
Progress towards conduct & discipline Y/N	Yes
If yes,	Adopted policies Provided training
Why Yes Comments:	
If no, why not (multi-select)	N/A
Why No Comments:	
Arbitration or disciplinary action?	No
If no, please explain why not	No current arbitrations or disciplinary matters
If no, please explain why not (comment box)	
What category of conduct was at issue	N/A
Did the matter result in discipline?	N/A
What level of sanction did your agency impose	N/A

**Uniform
standards of
conduct?**

**Uniform
standards of
discipline?**

**I
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no confidential
information**

Date: 08/03/23

Law Enforcement Commission Survey

Row 50

Law Enforcement Agency: Clackamas County District Attorney's Office

Name: John Krummenacker

Phone Number: 15036508934

Email: jkrummenacker@clackamas.us

Progress towards conduct & discipline Y/N Yes

If yes, Adopted policies Distributed educational materials or manuals
Provided training

Why Yes Comments:

If no, why not (multi-select) N/A

Why No Comments:

Arbitration or disciplinary action? No

If no, please explain why not No current arbitrations or disciplinary matters

If no, please explain why not (comment box)

What category of conduct was at issue N/A

Did the matter result in discipline? N/A

What level of sanction did your agency impose N/A

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Uniform standards of conduct? N/A

Uniform standards of discipline? N/A

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information

Date: 08/03/23

Law Enforcement Commission Survey

Row 35

Law Enforcement Agency:	Clackamas County Sheriff's Office
Name:	Angela Brandenburg
Phone Number:	503-785-5000
Email:	Angiebran@clackamas.us
Progress towards conduct & discipline Y/N	No
If yes,	N/A
Why Yes Comments:	
If no, why not (multi-select)	Other (please describe in comment box)
Why No Comments:	We are currently in collective bargaining. Once we have ratified our contract these rules will apply and be implemented.
Arbitration or disciplinary action?	No
If no, please explain why not	Other (Please describe in comment box)
If no, please explain why not (comment box)	See prior comment
What category of conduct was at issue	N/A
Did the matter result in discipline?	N/A
What level of sanction did your agency impose	N/A

Uniform standards of conduct?	NA
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Uniform standards of discipline?	NA
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I acknowledge no confidential information	<input checked="" type="checkbox"/>
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Date:	08/03/23
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Law Enforcement Commission Survey

Row 38

Law Enforcement Agency:	Clatsop County Sheriff's Office
Name:	Paul Williams
Phone Number:	503-325-8635
Email:	pwilliams@clatsopcounty.gov
Progress towards conduct & discipline Y/N	Yes
If yes,	Adopted policies Provided training
Why Yes Comments:	Added a step in all counseling/discipline matters that investigators and decision makers must review the standards to ensure the standards are not relevant to the issue at hand prior to issuing a counseling or disciplinary decision.
If no, why not (multi-select)	N/A
Why No Comments:	
Arbitration or disciplinary action?	No
If no, please explain why not	No current arbitrations or disciplinary matters
If no, please explain why not (comment box)	We have not had any allegations that are relevant to the standards.
What category of conduct was at issue	N/A
Did the matter result in discipline?	N/A
What level of sanction did	N/A

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**your agency
impose**

**Uniform
standards of
conduct?** None

**Uniform
standards of
discipline?** None

**I
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information**

Date: 08/03/23

Law Enforcement Commission Survey

Row 36

Law Enforcement Agency:	Columbia County Sheriff's Office
Name:	Brian Pixley
Phone Number:	5033664610
Email:	brian.pixley@columbiacountyor.gov
Progress towards conduct & discipline Y/N	Yes
If yes,	Adopted policies
Why Yes Comments:	Adopted policies and provided additional training
If no, why not (multi-select)	N/A
Why No Comments:	
Arbitration or disciplinary action?	No
If no, please explain why not	N/A
If no, please explain why not (comment box)	
What category of conduct was at issue	N/A
Did the matter result in discipline?	N/A
What level of sanction did your agency impose	N/A

**Uniform
standards of
conduct?**

**Uniform
standards of
discipline?**

**I
acknowledgment
no confidential
information**

Date: 08/03/23

Law Enforcement Commission Survey

Row 39

Law Enforcement Agency:	Columbia River Inter-Tribal Police
Name:	Mitchell G. Hicks
Phone Number:	5413866363
Email:	hicm@critfc.org
Progress towards conduct & discipline Y/N	No
If yes,	Other (please describe in comment box)
Why Yes Comments:	
If no, why not (multi-select)	Unaware of standards
Why No Comments:	The department hasn't received any materials or training notices about statewide standards of conduct and discipline.
Arbitration or disciplinary action?	No
If no, please explain why not	No current arbitrations or disciplinary matters
If no, please explain why not (comment box)	
What category of conduct was at issue	N/A
Did the matter result in discipline?	N/A
What level of sanction did your agency impose	N/A

Uniform standards of conduct?

Provide awareness materials and regional training.

Uniform standards of discipline?

Not aware of uniform standards in the first place. How should we know what updates may be needed?

I
acknowledgment
no confidential
information

Date: 08/03/23

Law Enforcement Commission Survey

Row 41

Law Enforcement Agency:	Coos County District Attorney
Name:	Paul Frasier
Phone Number:	541-396-3488
Email:	pfrasier@co.coos.or.us
Progress towards conduct & discipline Y/N	No
If yes,	N/A
Why Yes Comments:	
If no, why not (multi-select)	N/A
Why No Comments:	
Arbitration or disciplinary action?	No
If no, please explain why not	N/A
If no, please explain why not (comment box)	
What category of conduct was at issue	N/A
Did the matter result in discipline?	N/A
What level of sanction did your agency impose	N/A

**Uniform
standards of
conduct?**

**Uniform
standards of
discipline?**

**I
acknowledgment
no confidential
information**

Date: 08/03/23

Law Enforcement Commission Survey

Row 44

Law Enforcement Agency:	Coquille Police Dept.
Name:	Scott Sanders
Phone Number:	5413962114
Email:	ssanders@cityofcoquille.org
Progress towards conduct & discipline Y/N	Yes
If yes,	Adopted policies
Why Yes Comments:	
If no, why not (multi-select)	N/A
Why No Comments:	
Arbitration or disciplinary action?	No
If no, please explain why not	N/A
If no, please explain why not (comment box)	
What category of conduct was at issue	N/A
Did the matter result in discipline?	N/A
What level of sanction did your agency impose	N/A

**Uniform
standards of
conduct?**

**Uniform
standards of
discipline?**

**I
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no confidential
information**

Date: 08/03/23

Law Enforcement Commission Survey

Row 45

Law Enforcement Agency:	Corvallis Police Department
Name:	Ryan Eaton
Phone Number:	5417666420
Email:	ryan.eaton@corvallisoregon.gov
Progress towards conduct & discipline Y/N	No
If yes,	N/A
Why Yes Comments:	
If no, why not (multi-select)	Collective bargaining agreement
Why No Comments:	We did not apply the standards due to the signing since our most recent CBA occurred in June 2022. We are therefore outside of implementation requirement.
Arbitration or disciplinary action?	No
If no, please explain why not	N/A
If no, please explain why not (comment box)	We did not apply the standards due to the signing since our most recent CBA occurred in June 2022. We are therefore outside of implementation requirement.
What category of conduct was at issue	N/A
Did the matter result in discipline?	N/A
What level of sanction did your agency impose	N/A

**Uniform
standards of
conduct?**

**Uniform
standards of
discipline?**

**I
acknowledgment
no confidential
information**

Date: 08/03/23

Law Enforcement Commission Survey

Row 11

Law Enforcement Agency:	Cottage Grove Police Department
Name:	Jeff Groth
Phone Number:	541-767-4141
Email:	jgroth@cgpolice.org
Progress towards conduct & discipline Y/N	Yes
If yes,	Other (please describe in comment box)
Why Yes Comments:	Working on policies and implementing disciplinary measures.
If no, why not (multi-select)	N/A
Why No Comments:	
Arbitration or disciplinary action?	No
If no, please explain why not	Other (Please describe in comment box)
If no, please explain why not (comment box)	The matter is pending and hasn't reached discipline yet.
What category of conduct was at issue	N/A
Did the matter result in discipline?	N/A
What level of sanction did your agency impose	N/A The presumptive sanction

**Uniform
standards of
conduct?**

**Uniform
standards of
discipline?**

**I
acknowledgment
no confidential
information**

Date: 07/14/23

Law Enforcement Commission Survey

Row 65

Law Enforcement Agency:	Crook County Sheriff's Office
Name:	John W. Gautney
Phone Number:	5414476398
Email:	john.gautney@crookcountysheriff.org
Progress towards conduct & discipline Y/N	Yes
If yes,	Adopted policies
Why Yes Comments:	The standards have been discussed with my Command Staff so they are informed on the current requirements.
If no, why not (multi-select)	N/A
Why No Comments:	
Arbitration or disciplinary action?	No
If no, please explain why not	No current arbitrations or disciplinary matters
If no, please explain why not (comment box)	
What category of conduct was at issue	N/A
Did the matter result in discipline?	N/A
What level of sanction did your agency impose	N/A

Uniform standards of conduct?	None at this time as we have not had any disciplinary issues that we have dealt with since this went into effect. The standards appear to be pretty straight forward.
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Uniform standards of discipline?	None at this time as we have not had any disciplinary issues that we have dealt with since this went into effect. The standards appear to be pretty straight forward.
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I
acknowledgment
no confidential
information

Date: 08/10/23

Law Enforcement Commission Survey

Row 18

Law Enforcement Agency:	Dallas Police Department
Name:	Tom Simpson
Phone Number:	503-831-3516
Email:	tom.simpson@dallasor.gov
Progress towards conduct & discipline Y/N	Yes
If yes,	Other (please describe in comment box)
Why Yes Comments:	Reviewed for awareness and will be incorporated with any future complaint investigations.
If no, why not (multi-select)	N/A
Why No Comments:	
Arbitration or disciplinary action?	No
If no, please explain why not	No current arbitrations or disciplinary matters
If no, please explain why not (comment box)	
What category of conduct was at issue	N/A
Did the matter result in discipline?	N/A
What level of sanction did your agency impose	N/A

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Uniform standards of conduct?	None at this point.
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Uniform standards of discipline?	None at this point.
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I acknowledge no confidential information	<input checked="" type="checkbox"/>
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Date:	07/26/23
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Law Enforcement Commission Survey

Row 46

Law Enforcement Agency:	Forest Grove Police Department
Name:	Henry F Reimann
Phone Number:	503-992-3213
Email:	hreimann@forestgrove-or.gov
Progress towards conduct & discipline Y/N	Yes
If yes,	Other (please describe in comment box)
Why Yes Comments:	We have used the matrix for a disciplinary matter.
If no, why not (multi-select)	N/A
Why No Comments:	
Arbitration or disciplinary action?	Yes, in one disciplinary matter
If no, please explain why not	N/A
If no, please explain why not (comment box)	
What category of conduct was at issue	Moral character
Did the matter result in discipline?	Yes in all cases
What level of sanction did your agency impose	The mandatory sanction

Uniform standards of conduct?	N/A
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Uniform standards of discipline?	N/A
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I acknowledge no confidential information	<input checked="" type="checkbox"/>
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Date:	08/03/23
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Law Enforcement Commission Survey

Row 52

Law Enforcement Agency:	Gilliam County Sheriff's Office
Name:	Sheriff Gary Bettencourt
Phone Number:	5413519530
Email:	sheriff@co.gilliam.or.us
Progress towards conduct & discipline Y/N	Yes
If yes,	Adopted policies
Why Yes Comments:	
If no, why not (multi-select)	N/A
Why No Comments:	
Arbitration or disciplinary action?	No
If no, please explain why not	No current arbitrations or disciplinary matters
If no, please explain why not (comment box)	
What category of conduct was at issue	N/A
Did the matter result in discipline?	N/A
What level of sanction did your agency impose	N/A

Uniform standards of conduct?	None
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Uniform standards of discipline?	None
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I acknowledge no confidential information	<input checked="" type="checkbox"/>
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Date:	08/03/23
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Law Enforcement Commission Survey

Row 49

Law Enforcement Agency: Grant County Sheriff Office

Name: Todd McKinley

Phone Number: 5415751131

Email: mckinleyt@grantcounty-or.gov

Progress towards conduct & discipline Y/N Yes

If yes, Adopted policies Distributed educational materials or manuals
Provided training

Why Yes Comments:

If no, why not (multi-select) N/A

Why No Comments:

Arbitration or disciplinary action? No

If no, please explain why not Other (Please describe in comment box)

If no, please explain why not (comment box) It is in process. Not complete yet.

What category of conduct was at issue Sexual harassment

Did the matter result in discipline? N/A

What level of sanction did your agency impose N/A

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Uniform standards of conduct? None.

Uniform standards of discipline? None.

I
acknowledgment
no confidential
information

Date: 08/03/23

Law Enforcement Commission Survey

Row 32

Law Enforcement Agency:	Gresham Police Department
Name:	Travis Gullberg
Phone Number:	5032016212
Email:	Travis.gullberg@greshamoregon.gov
Progress towards conduct & discipline Y/N	No
If yes,	N/A
Why Yes Comments:	
If no, why not (multi-select)	Collective bargaining agreement
Why No Comments:	
Arbitration or disciplinary action?	No
If no, please explain why not	No current arbitrations or disciplinary matters
If no, please explain why not (comment box)	
What category of conduct was at issue	N/A
Did the matter result in discipline?	N/A
What level of sanction did your agency impose	N/A

**Uniform
standards of
conduct?**

**Uniform
standards of
discipline?**

**I
acknowledgment
no confidential
information**

Date: 08/02/23

Law Enforcement Commission Survey

Row 59

Law Enforcement Agency:	Hermiston Police Department
Name:	Chief Jason Edmiston
Phone Number:	5415675519
Email:	jedmiston@hermiston.or.us
Progress towards conduct & discipline Y/N	Yes
If yes,	Adopted policies Distributed educational materials or manuals Issued directives
Why Yes Comments:	
If no, why not (multi-select)	N/A
Why No Comments:	
Arbitration or disciplinary action?	No
If no, please explain why not	No current arbitrations or disciplinary matters
If no, please explain why not (comment box)	
What category of conduct was at issue	N/A
Did the matter result in discipline?	N/A
What level of sanction did your agency impose	N/A

Uniform standards of conduct?	None
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Uniform standards of discipline?	None
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I acknowledge no confidential information	<input checked="" type="checkbox"/>
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Date:	08/09/23
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Law Enforcement Commission Survey

Row 6

Law Enforcement Agency:	Hermiston Police Department
Name:	Jason Edmiston
Phone Number:	541-567-5519
Email:	jedmiston@hermiston.or.us
Progress towards conduct & discipline Y/N	Yes
If yes,	Adopted policies Distributed educational materials or manuals Issued directives Provided training
Why Yes Comments:	None.
If no, why not (multi-select)	N/A
Why No Comments:	None.
Arbitration or disciplinary action?	No
If no, please explain why not	No current arbitrations or disciplinary matters
If no, please explain why not (comment box)	None.
What category of conduct was at issue	N/A
Did the matter result in discipline?	N/A
What level of sanction did your agency impose	N/A

Uniform standards of conduct?

None. Just continue to be an open source for Lexipol.

Uniform standards of discipline?

None.

I acknowledge no confidential information

Date: 07/13/23

Law Enforcement Commission Survey

Row 1

Law Enforcement Agency:	Hillsboro Police Department
Name:	Jim Coleman
Phone Number:	5036815289
Email:	jim.coleman@hillsboro-oregon.gov
Progress towards conduct & discipline Y/N	Yes
If yes,	Adopted policies Provided training
Why Yes Comments:	
If no, why not (multi-select)	N/A
Why No Comments:	
Arbitration or disciplinary action?	No
If no, please explain why not	No current arbitrations or disciplinary matters
If no, please explain why not (comment box)	
What category of conduct was at issue	N/A
Did the matter result in discipline?	N/A
What level of sanction did your agency impose	N/A

**Uniform
standards of
conduct?**

**Uniform
standards of
discipline?**

**I
acknowledgment
no confidential
information**

Date: 07/13/23

Law Enforcement Commission Survey

Row 33

Law Enforcement Agency:	Independence Police Department
Name:	Robert Mason
Phone Number:	503-838-1214
Email:	rmason@ci.independence.or.us
Progress towards conduct & discipline Y/N	No
If yes,	N/A
Why Yes Comments:	
If no, why not (multi-select)	Collective bargaining agreement Lack of resources
Why No Comments:	I have not had time to study the standards and start discussion with the police association. The current collective bargaining agreement does not expire until June 30, 2024.
Arbitration or disciplinary action?	No
If no, please explain why not	No current arbitrations or disciplinary matters
If no, please explain why not (comment box)	
What category of conduct was at issue	N/A
Did the matter result in discipline?	N/A
What level of sanction did your agency impose	N/A

**Uniform
standards of
conduct?**

**Uniform
standards of
discipline?**

**I
acknowledgment
no confidential
information**

Date: 08/02/23

Law Enforcement Commission Survey

Row 42

Law Enforcement Agency:	Jefferson County Sheriff's Office
Name:	Jason Pollock
Phone Number:	541-475-6520
Email:	jpollocksheriff@jcso.jeffersoncountyOR.gov
Progress towards conduct & discipline Y/N	Yes
If yes,	Adopted policies
Why Yes Comments:	
If no, why not (multi-select)	N/A
Why No Comments:	
Arbitration or disciplinary action?	No
If no, please explain why not	No current arbitrations or disciplinary matters
If no, please explain why not (comment box)	
What category of conduct was at issue	N/A
Did the matter result in discipline?	N/A
What level of sanction did your agency impose	N/A

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**Uniform
standards of
conduct?**

**Uniform
standards of
discipline?**

**I
acknowledgment
no confidential
information**

Date: 08/03/23

Law Enforcement Commission Survey

Row 54

Law Enforcement Agency:	Keizer Police Dept.
Name:	John Teague
Phone Number:	503-390-3713
Email:	teaguej@keizer.org
Progress towards conduct & discipline Y/N	Yes
If yes,	Adopted policies Other (please describe in comment box)
Why Yes Comments:	We've referred to them in discipline cases and applied them when applicable.
If no, why not (multi-select)	N/A
Why No Comments:	
Arbitration or disciplinary action?	Yes, in one disciplinary matter
If no, please explain why not	N/A
If no, please explain why not (comment box)	One disciplinary action was for conduct that did not violate LESC rules but was a violation of our policies. The disciplinary action was consistent with the LESC rules, including the application of the aggravating and mitigating factors. In the list of "category of conduct" options below, the survey doesn't but should include an option worded something like the following: Misconduct not in violation of the LESC rules but in violation of reasonable work rules, regulations or written policies (pursuant to ORS 236.350(2)).
What category of conduct was at issue	N/A
Did the matter result in discipline?	Yes in all cases

What level of sanction did your agency impose N/A

Uniform standards of conduct?

Uniform standards of discipline?

I acknowledge no confidential information

Date: 08/04/23

Law Enforcement Commission Survey

Row 15

Law Enforcement Agency:	Klamath County Sheriff's Office
Name:	Chris Kaber
Phone Number:	15418101762
Email:	ckaber@klamathcounty.org
Progress towards conduct & discipline Y/N	No Yes
If yes,	Other (please describe in comment box)
Why Yes Comments:	The statewide standards are in place for non-unionized LEO's.
If no, why not (multi-select)	Other (please describe in comment box)
Why No Comments:	The standards are not yet applied due to CBA in negotiations.
Arbitration or disciplinary action?	No
If no, please explain why not	No current arbitrations or disciplinary matters
If no, please explain why not (comment box)	
What category of conduct was at issue	N/A
Did the matter result in discipline?	No
What level of sanction did your agency impose	N/A

Uniform standards of conduct? N/A

Uniform standards of discipline? N/A

I
acknowledgment
no confidential
information

Date: 07/17/23

Law Enforcement Commission Survey

Row 3

Law Enforcement Agency:	Klamath Falls Police Department
Name:	Rob Dentinger
Phone Number:	(541)883-5336
Email:	rdentinger@klamathfalls.city
Progress towards conduct & discipline Y/N	Yes
If yes,	Adopted policies
Why Yes Comments:	
If no, why not (multi-select)	N/A
Why No Comments:	
Arbitration or disciplinary action?	No
If no, please explain why not	No current arbitrations or disciplinary matters
If no, please explain why not (comment box)	
What category of conduct was at issue	N/A
Did the matter result in discipline?	N/A
What level of sanction did your agency impose	N/A

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**Uniform
standards of
conduct?**

**Uniform
standards of
discipline?**

**I
acknowledgment
no confidential
information**

Date: 07/13/23

Law Enforcement Commission Survey

Row 12

Law Enforcement Agency: La Grande Police Department

Name: Gary Bell

Phone Number: 5419631017

Email: gbell@cityoflagrande.org

Progress towards conduct & discipline Y/N Yes

If yes, Adopted policies Distributed educational materials or manuals
Provided training

Why Yes Comments:

If no, why not (multi-select) N/A

Why No Comments:

Arbitration or disciplinary action? No

If no, please explain why not No current arbitrations or disciplinary matters

If no, please explain why not (comment box)

What category of conduct was at issue N/A

Did the matter result in discipline? N/A

What level of sanction did your agency impose N/A

EXHIBIT 1
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**Uniform
standards of
conduct?**

**Uniform
standards of
discipline?**

**I
acknowledgment
no confidential
information**

Date: 07/14/23

Law Enforcement Commission Survey

Row 17

Law Enforcement Agency:	Lane County Sheriff's Office
Name:	Lt. Ryan Wells
Phone Number:	541-682-3021
Email:	ryan.wells@lanecountyor.gov
Progress towards conduct & discipline Y/N	Yes
If yes,	Other (please describe in comment box)
Why Yes Comments:	We have started to talk with the Union and preparing them for the upcoming collective bargaining agreement and our plans on adopting the standards going forward. We are preemptively starting to make the changes in policy that will align with the statewide standards.
If no, why not (multi-select)	Collective bargaining agreement
Why No Comments:	We are still under a CBA and so we have not fully moved to the statewide standard.
Arbitration or disciplinary action?	No
If no, please explain why not	Other (Please describe in comment box)
If no, please explain why not (comment box)	We have not had any conduct that fits in the statewide standards since it was implemented. We had one disciplinary matter that occurred just prior to the implementation of the standards that we believe fits within the statewide standard. Due to being in a current CBA the matter is still currently going to arbitration. I have included in the yes section what the basis was.
What category of conduct was at issue	Unjustified or excessive use of physical force
Did the matter result in discipline?	Yes in all cases

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What level of sanction did your agency impose

An aggravated sanction

Uniform standards of conduct?

The only recommendation would be that for the unjustified use of force standard. The standard should not be serious physical injury we feel. If the unjustified use of force ends in any injury the presumption should be termination and then leave room in for mitigating circumstances.

Uniform standards of discipline?

I acknowledgment no confidential information

Date: 07/20/23

Law Enforcement Commission Survey

Row 48

Law Enforcement Agency:	Linn County Sheriff's Office
Name:	Michelle Duncan
Phone Number:	541-917-6671
Email:	mduncan@linnsheiff.org
Progress towards conduct & discipline Y/N	Yes
If yes,	Adopted policies
Why Yes Comments:	
If no, why not (multi-select)	N/A
Why No Comments:	
Arbitration or disciplinary action?	Yes, in more than one disciplinary matter
If no, please explain why not	N/A
If no, please explain why not (comment box)	
What category of conduct was at issue	Moral character
Did the matter result in discipline?	Yes in all cases
What level of sanction did your agency impose	A mitigated sanction

Uniform standards of conduct?

Actually, we have applied both mitigating and aggravating factors in different cases.

Uniform standards of discipline?

I
acknowledgment
no confidential
information

Date: 08/03/23

Law Enforcement Commission Survey

Row 57

Law Enforcement Agency:	Manzanita Police Department
Name:	Erik Harth
Phone Number:	503-368-7229
Email:	eharth@ci.manzanita.or.us
Progress towards conduct & discipline Y/N	Yes
If yes,	Distributed educational materials or manuals
Why Yes Comments:	
If no, why not (multi-select)	N/A
Why No Comments:	
Arbitration or disciplinary action?	No
If no, please explain why not	No current arbitrations or disciplinary matters
If no, please explain why not (comment box)	
What category of conduct was at issue	N/A
Did the matter result in discipline?	N/A
What level of sanction did your agency impose	N/A

**Uniform
standards of
conduct?**

**Uniform
standards of
discipline?**

**I
acknowledgment
no confidential
information**

Date: 08/08/23

Law Enforcement Commission Survey

Row 58

Law Enforcement Agency:	Marion County Sheriff's Office
Name:	Jeff Wood
Phone Number:	503.588.6824
Email:	jwood@co.marion.or.us
Progress towards conduct & discipline Y/N	Yes
If yes,	Distributed educational materials or manuals Provided training
Why Yes Comments:	We have implemented the standards within our Professional Standards Investigation(s).
If no, why not (multi-select)	N/A
Why No Comments:	
Arbitration or disciplinary action?	Yes, in more than one disciplinary matter Yes, in one disciplinary matter
If no, please explain why not	N/A
If no, please explain why not (comment box)	
What category of conduct was at issue	Moral character
Did the matter result in discipline?	Yes in all cases
What level of sanction did your agency impose	The presumptive sanction

Uniform standards of conduct?	No recommendations at this time.
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Uniform standards of discipline?	No recommendations at this time.
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I acknowledge no confidential information	<input checked="" type="checkbox"/>
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Date:	08/08/23
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Law Enforcement Commission Survey

Row 31

Law Enforcement Agency:	Medford Police Department
Name:	Trevor Arnold
Phone Number:	(541)774-2272
Email:	trevor.arnold@cityofmedford.org
Progress towards conduct & discipline Y/N	Yes
If yes,	Provided training
Why Yes Comments:	
If no, why not (multi-select)	N/A
Why No Comments:	
Arbitration or disciplinary action?	No
If no, please explain why not	No current arbitrations or disciplinary matters
If no, please explain why not (comment box)	
What category of conduct was at issue	N/A
Did the matter result in discipline?	N/A
What level of sanction did your agency impose	N/A

**Uniform
standards of
conduct?**

**Uniform
standards of
discipline?**

**I
acknowledgment
no confidential
information**

Date: 08/02/23

Law Enforcement Commission Survey

Row 14

Law Enforcement Agency: Medford Police Department

Name: DJ Graham

Phone Number: 5417742207

Email: darrell.graham@cityofmedford.org

Progress towards conduct & discipline Y/N Yes

If yes, Adopted policies Distributed educational materials or manuals
Provided training

Why Yes Comments:

If no, why not (multi-select) N/A

Why No Comments:

Arbitration or disciplinary action? No

If no, please explain why not No current arbitrations or disciplinary matters

If no, please explain why not (comment box)

What category of conduct was at issue N/A

Did the matter result in discipline? N/A

What level of sanction did your agency impose N/A

EXHIBIT 1
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Uniform standards of conduct?

Give the southern part of the State a voice in the process. If the process is dominated by the Willamette Valley, you will get resistance and resentment from southern Oregon.

Uniform standards of discipline?

I
acknowledgment
no confidential information

Date: 07/17/23

Law Enforcement Commission Survey

Row 28

Law Enforcement Agency: Milwaukie Police Department

Name: Luke Strait

Phone Number: 971 563-2716

Email: straitl@milwaukieoregon.gov

Progress towards conduct & discipline Y/N Yes

If yes, Distributed educational materials or manuals Issued directives
Provided training

Why Yes Comments:

If no, why not (multi-select) N/A

Why No Comments:

Arbitration or disciplinary action? Yes, in more than one disciplinary matter

If no, please explain why not N/A

If no, please explain why not (comment box)

What category of conduct was at issue N/A

Did the matter result in discipline? Yes in some cases

What level of sanction did your agency impose N/A

EXHIBIT 1
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**Uniform
standards of
conduct?**

**Uniform
standards of
discipline?**

**I
acknowledgment
no confidential
information**

Date: 08/02/23

Law Enforcement Commission Survey

Row 66

Law Enforcement Agency:	Multnomah County Sheriff's Office
Name:	Jeff Heinrich, Professional Standards Manger
Phone Number:	503-793-6153
Email:	jeff.heinrich@mcsso.us
Progress towards conduct & discipline Y/N	Yes
If yes,	Other (please describe in comment box)
Why Yes Comments:	MCSO has engaged in ongoing communications with union leadership regarding application of statewide standards of conduct and discipline to sworn corrections officers. The union disputed MCSO's interpretation that "Law Enforcement Officer," as defined by HB 29430, was inclusive of sworn corrections staff. This dispute has been resolved by the subsequent passage of SB 808, which expressly added "corrections officer" to the definition of "Law Enforcement Officer" for purposes of LESC standards application.
If no, why not (multi-select)	N/A
Why No Comments:	
Arbitration or disciplinary action?	No
If no, please explain why not	No current arbitrations or disciplinary matters
If no, please explain why not (comment box)	MCSO has not reached any sustained findings against any sworn officers from our Law Enforcement Division that would constitute the specific acts of misconduct included in the LESC discipline matrix since November 1, 2022. MCSO will begin applying the discipline matrix to sworn officers from our Corrections divisions in January 2024, the effective date of SB 808.
What category of conduct was at issue	N/A

Did the matter result in discipline? N/A

What level of sanction did your agency impose N/A

Uniform standards of conduct?

Uniform standards of discipline?

I acknowledgment no confidential information

Date: 08/14/23

Law Enforcement Commission Survey

Row 34

Law Enforcement Agency:	Myrtle Point Police Department
Name:	Scott Robinson
Phone Number:	5415722124
Email:	s.robinson@myrtlepointpolice.com
Progress towards conduct & discipline Y/N	No
If yes,	N/A
Why Yes Comments:	
If no, why not (multi-select)	Other (please describe in comment box)
Why No Comments:	The standards seem reasonable and it's how these situations would be handled regardless of this guidance.
Arbitration or disciplinary action?	No
If no, please explain why not	No current arbitrations or disciplinary matters
If no, please explain why not (comment box)	
What category of conduct was at issue	N/A
Did the matter result in discipline?	N/A
What level of sanction did your agency impose	N/A

EXHIBIT 1
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**Uniform
standards of
conduct?**

**Uniform
standards of
discipline?**

**I
acknowledgment
no confidential
information**

Date: 08/02/23

Law Enforcement Commission Survey

Row 64

Law Enforcement Agency:	Newberg-Dundee Police Department
Name:	Jeff Kosmicki
Phone Number:	5035371246
Email:	Jeff.kosmicki@newbergoregon.gov
Progress towards conduct & discipline Y/N	Yes
If yes,	Distributed educational materials or manuals
Why Yes Comments:	We have provided educational material to our Police Association and we have disciplined two employees using the current guidelines.
If no, why not (multi-select)	Other (please describe in comment box)
Why No Comments:	Our agency had two low level disciplinary issues that resulted in economic sanctions
Arbitration or disciplinary action?	Yes, in more than one disciplinary matter
If no, please explain why not	N/A
If no, please explain why not (comment box)	
What category of conduct was at issue	N/A
Did the matter result in discipline?	Yes in all cases
What level of sanction did your agency impose	The presumptive sanction

EXHIBIT 1
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**Uniform
standards of
conduct?**

**Uniform
standards of
discipline?**

**I
acknowledgment
no confidential
information**

Date: 08/10/23

Law Enforcement Commission Survey

Row 51

Law Enforcement Agency:	Oakridge Police Dept.
Name:	Kevin Martin
Phone Number:	541-782-4232
Email:	kevinmartin@ci.oakridge.or.us
Progress towards conduct & discipline Y/N	Yes
If yes,	Distributed educational materials or manuals Issued directives Other (please describe in comment box)
Why Yes Comments:	Union Aggreded (verbally) this is law/standard, but did not address in new contract agreement. Standard/Rule is referenced in Draft Lexipol Policy. Directive has been sent to exempt employees, Reserve Officers, and Union Officers.
If no, why not (multi-select)	N/A
Why No Comments:	
Arbitration or disciplinary action?	No
If no, please explain why not	No current arbitrations or disciplinary matters
If no, please explain why not (comment box)	
What category of conduct was at issue	N/A
Did the matter result in discipline?	N/A
What level of sanction did	N/A

**your agency
impose**

**Uniform
standards of
conduct?**

Training provided as part of rule, for all levels of Law Enforcement.

**Uniform
standards of
discipline?**

**I
acknowledgment
no confidential
information**

Date: 08/03/23

Law Enforcement Commission Survey

Row 25

Law Enforcement Agency:	Ontario Police Department
Name:	Michael Seizo Iwai
Phone Number:	5417098454
Email:	michael.iwai@ontariooregon.org
Progress towards conduct & discipline Y/N	Yes
If yes,	Other (please describe in comment box)
Why Yes Comments:	The Ontario Police Department has adopted directives, application, and reporting requirements similar to the Oregon State Police. We have a lot of policy updates to make in Lexipol, but we are evolving per the workgroup's recommendations. Additionally, we have collective bargaining forthcoming where much of the matrix will need to be bargained.
If no, why not (multi-select)	N/A
Why No Comments:	
Arbitration or disciplinary action?	No
If no, please explain why not	Other (Please describe in comment box)
If no, please explain why not (comment box)	Again, policies need to be updated and the matrix should be included in the disciplinary process in our CBA.
What category of conduct was at issue	N/A
Did the matter result in discipline?	N/A

What level of sanction did your agency impose N/A

Uniform standards of conduct? None

Uniform standards of discipline? None

I acknowledge no confidential information

Date: 08/02/23

Law Enforcement Commission Survey

Row 9

Law Enforcement Agency:	Oregon State Police
Name:	Andy Heider
Phone Number:	503 385-5882
Email:	andy.heider@osp.oregon.gov
Progress towards conduct & discipline Y/N	Yes
If yes,	Adopted policies Provided training
Why Yes Comments:	
If no, why not (multi-select)	N/A
Why No Comments:	
Arbitration or disciplinary action?	No
If no, please explain why not	No current arbitrations or disciplinary matters
If no, please explain why not (comment box)	
What category of conduct was at issue	N/A
Did the matter result in discipline?	N/A
What level of sanction did your agency impose	N/A

Uniform standards of conduct? none at this time

Uniform standards of discipline? none at this time

I
acknowledgment
no confidential
information

Date: 07/14/23

Law Enforcement Commission Survey

Row 19

Law Enforcement Agency:	Oregon State Police
Name:	Josh Brooks
Phone Number:	503-569-1883
Email:	josh.brooks@osp.oregon.gov
Progress towards conduct & discipline Y/N	Yes
If yes,	Adopted policies Other (please describe in comment box) Provided training
Why Yes Comments:	Engaged with association partners on the effects of discipline within the Collective Bargaining Agreement.
If no, why not (multi-select)	N/A
Why No Comments:	
Arbitration or disciplinary action?	Yes, in more than one disciplinary matter
If no, please explain why not	N/A
If no, please explain why not (comment box)	
What category of conduct was at issue	Moral character
Did the matter result in discipline?	Yes in all cases
What level of sanction did your agency impose	The mandatory sanction The presumptive sanction

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**Uniform
standards of
conduct?**

**Uniform
standards of
discipline?**

**I
acknowledgment
no confidential
information**

Date: 07/26/23

Law Enforcement Commission Survey

Row 22

Law Enforcement Agency:	Phoenix Police Department
Name:	Chief Derek Bowker
Phone Number:	(541)535-1113
Email:	dbowker@pxpd.org
Progress towards conduct & discipline Y/N	Yes
If yes,	Provided training
Why Yes Comments:	
If no, why not (multi-select)	N/A
Why No Comments:	
Arbitration or disciplinary action?	No
If no, please explain why not	No current arbitrations or disciplinary matters
If no, please explain why not (comment box)	
What category of conduct was at issue	N/A
Did the matter result in discipline?	N/A
What level of sanction did your agency impose	N/A

Uniform standards of conduct?	None
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Uniform standards of discipline?	None
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I acknowledge no confidential information	<input checked="" type="checkbox"/>
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Date:	08/02/23
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Law Enforcement Commission Survey

Row 27

Law Enforcement Agency: Port of Portland Police Department

Name: Cory Chase

Phone Number: 503-460-4269

Email: cory.chase@portofportland.com

Progress towards conduct & discipline Y/N Yes

If yes, Adopted policies

Why Yes Comments:

If no, why not (multi-select) N/A

Why No Comments:

Arbitration or disciplinary action? No

If no, please explain why not N/A

If no, please explain why not (comment box)

What category of conduct was at issue N/A

Did the matter result in discipline? N/A

What level of sanction did your agency impose N/A

**Uniform
standards of
conduct?**

**Uniform
standards of
discipline?**

**I
acknowledgment
no confidential
information**

Date: 08/02/23

Law Enforcement Commission Survey

Row 53

Law Enforcement Agency:	Port Orford Police Dept.
Name:	Chief Hank Hobart
Phone Number:	541-366-4567
Email:	hhobart@portorford.org
Progress towards conduct & discipline Y/N	No
If yes,	N/A
Why Yes Comments:	
If no, why not (multi-select)	Lack of resources
Why No Comments:	
Arbitration or disciplinary action?	No
If no, please explain why not	No current arbitrations or disciplinary matters
If no, please explain why not (comment box)	
What category of conduct was at issue	N/A
Did the matter result in discipline?	N/A
What level of sanction did your agency impose	N/A

**Uniform
standards of
conduct?**

**Uniform
standards of
discipline?**

**I
acknowledgment
no confidential
information**

Date: 08/03/23

Law Enforcement Commission Survey

Row 21

Law Enforcement Agency:	Portland Police Bureau
Name:	Amanda McMillan
Phone Number:	15035453453
Email:	amanda.mcmillan@police.portlandoregon.gov
Progress towards conduct & discipline Y/N	Yes
If yes,	Adopted policies Provided training
Why Yes Comments:	The newly adopted Corrective Action Guide incorporates the required elements from the new statewide standards. PPB's Corrective Action guide was put into place in early 2022, and is more restrictive or stringent than the state standards.
If no, why not (multi-select)	N/A
Why No Comments:	
Arbitration or disciplinary action?	Yes, in more than one disciplinary matter
If no, please explain why not	N/A
If no, please explain why not (comment box)	
What category of conduct was at issue	The use of drugs or alcohol while on duty
Did the matter result in discipline?	Yes in all cases
What level of sanction did	A mitigated sanction

**your agency
impose**

**Uniform
standards of
conduct?** None at this time.

**Uniform
standards of
discipline?** None at this time.

**I
acknowledgment
no confidential
information**

Date: 07/29/23

Law Enforcement Commission Survey

Row 60

Law Enforcement Agency: Rainier Police Department

Name: Peter Manning

Phone Number: 503-556-3644

Email: pmanning@cityofrainier

Progress towards conduct & discipline Y/N Yes

If yes, Adopted policies Distributed educational materials or manuals
Provided training

Why Yes Comments:

If no, why not (multi-select) N/A

Why No Comments:

Arbitration or disciplinary action? Yes, in one disciplinary matter

If no, please explain why not N/A

If no, please explain why not (comment box)

What category of conduct was at issue N/A

Did the matter result in discipline? No

What level of sanction did your agency impose N/A

EXHIBIT 1
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**Uniform
standards of
conduct?**

**Uniform
standards of
discipline?**

**I
acknowledgment
no confidential
information**

Date: 08/09/23

Law Enforcement Commission Survey

Row 47

Law Enforcement Agency:	Redmond Police Department
Name:	Devin Lewis
Phone Number:	5415043402
Email:	devin.lewis@redmondoregon.gov
Progress towards conduct & discipline Y/N	Yes
If yes,	Adopted policies Distributed educational materials or manuals Provided training
Why Yes Comments:	Many of the new statewide standard were already incorporated into our policies and procedures for discipline and personnel issues.
If no, why not (multi-select)	N/A
Why No Comments:	
Arbitration or disciplinary action?	Yes, in more than one disciplinary matter
If no, please explain why not	N/A
If no, please explain why not (comment box)	We've applied them in two separate incidents. One resulted in a suspension, the other resulted in termination.
What category of conduct was at issue	Moral character Unjustified or excessive use of physical force
Did the matter result in discipline?	Yes in all cases
What level of sanction did your agency impose	An aggravated sanction The presumptive sanction

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Uniform standards of conduct?	If officers have been terminated for violations of conduct standards, their certifications should be automatically revoked.
Uniform standards of discipline?	Ensure agencies keep discretion when looking at discipline for individuals, so discipline can be implemented based on the totality of circumstances.
I acknowledgment no confidential information	<input checked="" type="checkbox"/>
Date:	08/03/23

Law Enforcement Commission Survey

Row 7

Law Enforcement Agency:	Roseburg Police Department
Name:	Gary Klopfenstein
Phone Number:	5414926771
Email:	gklopfenstein@cityofroseburg.org
Progress towards conduct & discipline Y/N	Yes
If yes,	Adopted policies
Why Yes Comments:	We utilize Lexipol policy manual. We also added required language into our bargaining unit contract
If no, why not (multi-select)	N/A
Why No Comments:	
Arbitration or disciplinary action?	No
If no, please explain why not	No current arbitrations or disciplinary matters
If no, please explain why not (comment box)	
What category of conduct was at issue	N/A
Did the matter result in discipline?	N/A
What level of sanction did your agency impose	N/A

Uniform standards of conduct? None

Uniform standards of discipline? None

I
acknowledgment
no confidential
information

Date: 07/13/23

Law Enforcement Commission Survey

Row 56

Law Enforcement Agency:	Salem Police Department
Name:	Brandon Ditto
Phone Number:	503-932-4672
Email:	bditto@cityofsalem.net
Progress towards conduct & discipline Y/N	Yes
If yes,	Distributed educational materials or manuals Provided training
Why Yes Comments:	The rules have been shared with the Professional Standards Unit and training has been conducted as to when the matrix would apply. Additional training regarding the aggravating and mitigating factors was also covered.
If no, why not (multi-select)	N/A
Why No Comments:	
Arbitration or disciplinary action?	Yes, in one disciplinary matter
If no, please explain why not	N/A
If no, please explain why not (comment box)	
What category of conduct was at issue	Moral character
Did the matter result in discipline?	Yes in all cases
What level of sanction did	The mandatory sanction

**your agency
impose**

**Uniform
standards of
conduct?**

**Uniform
standards of
discipline?**

**I
acknowledgment
no confidential
information**

Date: 08/07/23

Law Enforcement Commission Survey

Row 23

Law Enforcement Agency:	Sandy Police Department
Name:	Sean A Lundry
Phone Number:	5037832582
Email:	slundry@ci.sandy.or.us
Progress towards conduct & discipline Y/N	Yes
If yes,	Adopted policies Provided training
Why Yes Comments:	
If no, why not (multi-select)	N/A
Why No Comments:	
Arbitration or disciplinary action?	Yes, in one disciplinary matter
If no, please explain why not	N/A
If no, please explain why not (comment box)	
What category of conduct was at issue	Moral character
Did the matter result in discipline?	Yes in all cases
What level of sanction did your agency impose	The mandatory sanction

**Uniform
standards of
conduct?**

**Uniform
standards of
discipline?**

**I
acknowledgment
no confidential
information**

Date: 08/02/23

Law Enforcement Commission Survey

Row 5

Law Enforcement Agency:	Silverton Police Department
Name:	James Anglemier
Phone Number:	15038735326
Email:	janglemier@silverton.or.us
Progress towards conduct & discipline Y/N	Yes
If yes,	Provided training
Why Yes Comments:	Have trained and critiqued incidents that have occurred as an example of inappropriate conduct and consequences. On-going of policy review for compliance.
If no, why not (multi-select)	N/A
Why No Comments:	
Arbitration or disciplinary action?	No
If no, please explain why not	No current arbitrations or disciplinary matters
If no, please explain why not (comment box)	
What category of conduct was at issue	N/A
Did the matter result in discipline?	N/A
What level of sanction did your agency impose	N/A

EXHIBIT 1
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Uniform standards of conduct?	None
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Uniform standards of discipline?	None
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I acknowledge no confidential information	<input checked="" type="checkbox"/>
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Date:	07/13/23
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Law Enforcement Commission Survey

Row 20

Law Enforcement Agency:	Springfield Police Department
Name:	Andrew Shearer
Phone Number:	4582104226
Email:	ashearer@springfield-or.gov
Progress towards conduct & discipline Y/N	Yes
If yes,	Other (please describe in comment box)
Why Yes Comments:	Reviewed rules for consistency with existing policy/procedure
If no, why not (multi-select)	N/A
Why No Comments:	
Arbitration or disciplinary action?	No
If no, please explain why not	No current arbitrations or disciplinary matters
If no, please explain why not (comment box)	
What category of conduct was at issue	N/A
Did the matter result in discipline?	N/A
What level of sanction did your agency impose	N/A

**Uniform
standards of
conduct?**

**Uniform
standards of
discipline?**

**I
acknowledgment
no confidential
information**

Date: 07/27/23

Law Enforcement Commission Survey

Row 29

Law Enforcement Agency:	St Helens Police Department
Name:	Brian Greenway
Phone Number:	503-397-3333
Email:	bgreenway@sthelensoregon.gov
Progress towards conduct & discipline Y/N	Yes
If yes,	Adopted policies Provided training
Why Yes Comments:	
If no, why not (multi-select)	N/A
Why No Comments:	
Arbitration or disciplinary action?	No
If no, please explain why not	No current arbitrations or disciplinary matters
If no, please explain why not (comment box)	
What category of conduct was at issue	N/A
Did the matter result in discipline?	N/A
What level of sanction did your agency impose	N/A

**Uniform
standards of
conduct?**

**Uniform
standards of
discipline?**

**I
acknowledgment
no confidential
information**

Date: 08/02/23

Law Enforcement Commission Survey

Row 55

Law Enforcement Agency:	Talent Police Department
Name:	Jennifer Snook
Phone Number:	541-535-1253
Email:	jsnook@cityoftalent.org
Progress towards conduct & discipline Y/N	Yes
If yes,	Distributed educational materials or manuals
Why Yes Comments:	
If no, why not (multi-select)	N/A
Why No Comments:	
Arbitration or disciplinary action?	No
If no, please explain why not	N/A
If no, please explain why not (comment box)	
What category of conduct was at issue	N/A
Did the matter result in discipline?	N/A
What level of sanction did your agency impose	N/A

**Uniform
standards of
conduct?**

**Uniform
standards of
discipline?**

**I
acknowledgment
no confidential
information**

Date: 08/07/23

Law Enforcement Commission Survey

Row 24

Law Enforcement Agency:	The Dalles Police Department
Name:	Tom Worthy
Phone Number:	5412962613
Email:	tworthy@ci.the-dalles.or.us
Progress towards conduct & discipline Y/N	Yes
If yes,	Adopted policies Other (please describe in comment box)
Why Yes Comments:	Received OACP training and booklet
If no, why not (multi-select)	N/A
Why No Comments:	.
Arbitration or disciplinary action?	No
If no, please explain why not	No current arbitrations or disciplinary matters
If no, please explain why not (comment box)	We will use when it is time. No sense in artificially forcing the issue.
What category of conduct was at issue	N/A
Did the matter result in discipline?	N/A
What level of sanction did your agency impose	N/A

Uniform standards of conduct?

Keep and increase flexibility. No "One size fits all" solutions. Our world is not black and white.

Uniform standards of discipline?

I
acknowledgment
no confidential
information

Date: 08/02/23

Law Enforcement Commission Survey

Row 4

Law Enforcement Agency:	The Dalles Police Department
Name:	Tom M. Worthy
Phone Number:	541-296-2613
Email:	tworthy@ci.the-dalles.or.us
Progress towards conduct & discipline Y/N	Yes
If yes,	Provided training
Why Yes Comments:	Policy Supports the standards but it's not explicitly written that way
If no, why not (multi-select)	N/A
Why No Comments:	.
Arbitration or disciplinary action?	No
If no, please explain why not	No current arbitrations or disciplinary matters
If no, please explain why not (comment box)	This doesn't apply until the need arises and thankfully it hasn't so far. When it does, then we will use the standards. I have the hand out book from OACP.
What category of conduct was at issue	N/A
Did the matter result in discipline?	N/A
What level of sanction did your agency impose	N/A

Uniform standards of conduct?

Rather than a straight punishment model, consider restorative justice, training and mentoring when possible.

Uniform standards of discipline?

I
acknowledgment
no confidential
information

Date: 07/13/23

Law Enforcement Commission Survey

Row 30

Law Enforcement Agency:	Tigard Police Department
Name:	Kathy McAlpine
Phone Number:	503-718-2570
Email:	kathy.mcalpine@tigard-or.gov
Progress towards conduct & discipline Y/N	Yes
If yes,	Other (please describe in comment box)
Why Yes Comments:	Currently in negotiations and have agreed to the disciplinary matrix but the contract has not been settled.
If no, why not (multi-select)	Collective bargaining agreement
Why No Comments:	see above
Arbitration or disciplinary action?	No
If no, please explain why not	No current arbitrations or disciplinary matters
If no, please explain why not (comment box)	
What category of conduct was at issue	N/A
Did the matter result in discipline?	N/A
What level of sanction did your agency impose	N/A

Uniform standards of conduct?

None at this time.

Uniform standards of discipline?

I
acknowledgment
no confidential
information

Date: 08/02/23

Law Enforcement Commission Survey

Row 10

Law Enforcement Agency:	Tualatin Police Department
Name:	Greg Pickering
Phone Number:	5036914800
Email:	gpickering@tualatin.gov
Progress towards conduct & discipline Y/N	Yes
If yes,	Adopted policies Provided training
Why Yes Comments:	
If no, why not (multi-select)	N/A
Why No Comments:	
Arbitration or disciplinary action?	No
If no, please explain why not	No current arbitrations or disciplinary matters
If no, please explain why not (comment box)	
What category of conduct was at issue	N/A
Did the matter result in discipline?	N/A
What level of sanction did your agency impose	N/A

**Uniform
standards of
conduct?**

**Uniform
standards of
discipline?**

**I
acknowledgment
no confidential
information**

Date: 07/14/23

Law Enforcement Commission Survey

Row 37

Law Enforcement Agency: Umatilla Police Department

Name: Darla Huxel

Phone Number: 541-922-3789

Email: huxel@umatilla-city.org

Progress towards conduct & discipline Y/N Yes

If yes, Adopted policies Distributed educational materials or manuals
Provided training

Why Yes Comments:

If no, why not (multi-select) N/A

Why No Comments:

Arbitration or disciplinary action? No

If no, please explain why not No current arbitrations or disciplinary matters

If no, please explain why not (comment box)

What category of conduct was at issue N/A

Did the matter result in discipline? N/A

What level of sanction did your agency impose N/A

**Uniform
standards of
conduct?**

**Uniform
standards of
discipline?**

**I
acknowledgment
no confidential
information**

Date: 08/03/23

Law Enforcement Commission Survey

Row 13

Law Enforcement Agency: Warrenton Police Department

Name: Mathew Workman

Phone Number: 503-861-2235

Email: mworkman@ci.warrenton.or.us

Progress towards conduct & discipline Y/N Yes

If yes, Adopted policies Distributed educational materials or manuals
Issued directives Provided training

Why Yes Comments:

If no, why not (multi-select) N/A

Why No Comments:

Arbitration or disciplinary action? No

If no, please explain why not No current arbitrations or disciplinary matters

If no, please explain why not (comment box)

What category of conduct was at issue N/A

Did the matter result in discipline? N/A

What level of sanction did your agency impose N/A

EXHIBIT 1
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Uniform standards of conduct?	Continue to put out guidance and updates as necessary.
Uniform standards of discipline?	None at this time.
I acknowledge no confidential information	<input checked="" type="checkbox"/>
Date:	07/15/23

Law Enforcement Commission Survey

Row 16

Law Enforcement Agency:	Wasco County Sheriff's Office
Name:	Lane O Magill
Phone Number:	5415062580
Email:	Lanem@co.wasco.or.us
Progress towards conduct & discipline Y/N	Yes
If yes,	Provided training
Why Yes Comments:	
If no, why not (multi-select)	N/A
Why No Comments:	
Arbitration or disciplinary action?	Yes, in one disciplinary matter
If no, please explain why not	N/A
If no, please explain why not (comment box)	
What category of conduct was at issue	Moral character
Did the matter result in discipline?	Yes in all cases
What level of sanction did your agency impose	A mitigated sanction

**Uniform
standards of
conduct?**

**Uniform
standards of
discipline?**

**I
acknowledgment
no confidential
information**

Date: 07/18/23

Law Enforcement Commission Survey

Row 63

Law Enforcement Agency:	Washington County Sheriff's Office
Name:	Chief Deputy Erroll McCrea
Phone Number:	5037931614
Email:	erroll_mccrea@washingtoncountyor.gov
Progress towards conduct & discipline Y/N	Yes
If yes,	Other (please describe in comment box)
Why Yes Comments:	Through our ongoing policy review for CALEA our policies are routinely reviewed to ensure they are in line with the updated standards. Many of the recommendations from the recommended standards were already part of our policies.
If no, why not (multi-select)	N/A
Why No Comments:	
Arbitration or disciplinary action?	No
If no, please explain why not	Other (Please describe in comment box)
If no, please explain why not (comment box)	No disciplinary action was taken in the matter due to the employee's resignation, however the agency was prepared to act in accordance with the standards and investigators made sure the decision maker was aware of the rule's requirements.
What category of conduct was at issue	Moral character
Did the matter result in discipline?	No
What level of sanction did	N/A

EXHIBIT 1
Page 129 of 134

**your agency
impose**

**Uniform
standards of
conduct?**

No recommendations at this time.

**Uniform
standards of
discipline?**

No recommendations at this time.

**I
acknowledgment
no confidential
information**

Date: 08/10/23

Law Enforcement Commission Survey

Row 26

Law Enforcement Agency:	Woodburn PD
Name:	Martin Pilcher
Phone Number:	5039802459
Email:	marty.pilcher@ci.woodburn.or.us
Progress towards conduct & discipline Y/N	Yes
If yes,	Issued directives
Why Yes Comments:	
If no, why not (multi-select)	N/A
Why No Comments:	
Arbitration or disciplinary action?	No
If no, please explain why not	No current arbitrations or disciplinary matters
If no, please explain why not (comment box)	
What category of conduct was at issue	N/A
Did the matter result in discipline?	N/A
What level of sanction did your agency impose	N/A

**Uniform
standards of
conduct?**

**Uniform
standards of
discipline?**

**I
acknowledgment
no confidential
information**

Date: 08/02/23

Law Enforcement Commission Survey

Row 62

Law Enforcement Agency:	Yamhill County Sheriff's Office
Name:	Captain Sam Elliott
Phone Number:	5035052706
Email:	elliotts@co.yamhill.or.us
Progress towards conduct & discipline Y/N	Yes
If yes,	Distributed educational materials or manuals
Why Yes Comments:	
If no, why not (multi-select)	N/A
Why No Comments:	
Arbitration or disciplinary action?	No
If no, please explain why not	Other (Please describe in comment box)
If no, please explain why not (comment box)	Currently in labor negotiations.
What category of conduct was at issue	N/A
Did the matter result in discipline?	N/A
What level of sanction did your agency impose	N/A

**Uniform
standards of
conduct?**

**Uniform
standards of
discipline?**

**I
acknowledgment
no confidential
information**

Date: 08/09/23

Commission Survey

Row 6

Organization (if any): Pacific Northwest Family Circle

Name: Barbara Kenny

Phone Number: REDACTED

Email: REDACTED

Uniform standards of conduct?

Uniform standards of discipline?

Thank you for considering my two suggestions. 1. The Commission needs to explicitly define the term "Excessive Use of Force." The Commission has identified two areas of misconduct that uses that term, "Unjustified or excessive use of deadly physical force..." and "Unjustified or excessive use of physical force..." but that term is never defined. The other terms used in the standards developed by the Commission (e.g. "assault," "sexual assault," "sexual harassment," "moral character," etc.) are defined under Rule 265-005-0001, but a definition for "excessive" is glaringly absent. This point has already been made during the public comment period in August 2022. A legal expert in police use-of-force cases summarizes this in the last sentence of his written comment to the Commission
(
https://justice.oregon.gov/lescd/documents/NPRM_2022-07-28_Public_Comments_Redacted.ppt
, "The Commission should define 'excessive' and be explicit about the factors every agency must evaluate when assessing this form of misconduct." However, the Commission has never formally responded to the comments received (written or by Zoom) in the August 2022 public comment period so it is unclear if this particular comment, or any others given during that public comment period, were ever considered. Without a definition, there doesn't seem to be any use of force that is considered "excessive." For example, in March 2019, my loved one had stopped their car, was unarmed, seat-belted, and on the phone with 911 asking for help. The initiating patrol officer broke out my loved one's car window without warning and immediately grabbed them by the hair and punched them 8-12 times in the face with enough force for the officer to break his hand. Three additional officers also punched my loved one multiple times in the face, and then, after ripping off their sweatshirt, two officers Tased my loved one simultaneously for over 20 seconds, including one probe in the groin (this use of a Taser violates at least three manufacturer's recommendations but apparently is still not "excessive"). This sequence of unremitting violence happened in less than 60 seconds and without any attempt at de-escalation and without any opportunity given for my seat-belted

loved one to comply. But this level of unnecessary violence was not considered to be “excessive,” even though it ultimately led directly to my loved one's death less than 15 seconds later. My question to the Commission is: If this level of force is not excessive, then what is? (See the Critical Incident Review by OIR Group, the Dec. 11, 2020 Washington Post podcast, and the Kenny v. Springfield lawsuit for details.) “Excessive use of force” should be defined in the standards if the Commission intends to consider it a form of misconduct. 2. The Commission should make every effort to include the voice(s) of families who have been directly impacted by police misconduct and violence, especially because the legislature declined to modify the membership of the Commission during the 2023 session (the original version of SB-808 offered this opportunity). Otherwise the appearance is that the Commission represents a predominantly pro-law enforcement viewpoint, more forgiving of police misconduct, without the balance of the viewpoint of people who have been directly impacted by police violence.

I
acknowledgment
no confidential
information

Date: 08/15/23

Column9 

Commission Survey

Row 1

Organization (if any):

Name: Marc Poris

Phone Number:

Email: REDACTED

Uniform standards of conduct?

Please read the public comments submitted to the LESC and published on September 19, 2022:
https://justice.oregon.gov/lesc/documents/NPRM_2022-07-28_Public_Comments_Redacted.p
 Please watch recordings of the 4 Public Hearings:
<https://justice.oregon.gov/lesc/nprm-archives.html> Please read the testimony provided on SB 808 in which the only 2 objections to the initial wording of the bill were from ORCOPS and the Sheriffs and Chiefs Associations:
<https://olis.oregonlegislature.gov/liz/2023R1/Measures/Testimony/SB808> Please recognize that the only organizations or individuals opposed to the very small rebalancing of voices on the LESC that the original wording of SB 808 offered came from the lobbyists who have a seat at the table in each of the Legislature's Judiciary Committees. Please allow for some dialog with members of the public who are following your work when the LESC re-convenes and begins holding meetings again. Please allow Commissioner Laura Fine to follow up on her idea of responding to the public comments that the LESC has already received. Please consider putting a link to the next survey on the LESC website. Please make more of an effort to publicize your work. The Commission should be doing work that they are proud of, so there is no reason to hide it. Please consider bringing on partners/non-voting members of the Legislature who are willing and able to attend the vast majority of LESC meetings, as one of the current non-voting legislators on the Commission attended just a handful of meetings.

Uniform standards of discipline?

Do not allow written reprimand for: assault sexual assault sexual harassment use of excessive force the use of drugs or alcohol while on duty If the Commission was more balanced and had representation from people who have either been harmed by police misconduct or lost loved ones to police conduct, the conversations would be much different. The conversations would be different with representation from Civil Rights attorneys on the Commission. The conversations would be different with more plain old "members of the public" on the Commission. Nothing that is being said here hasn't already been presented during LESC public comment hearings or in testimony to the Legislature. The text of the email introducing this survey stated "In order to prepare this report and meet the statutory deadline, the Commission is inviting you to complete a survey to provide your input.

Responses to this survey will be submitted to the Legislature and will be made available on the Commission's website." Nothing in those two sentences says that either the Commission or the Legislature will even read anything that is provided to them. It simply says that a report will be made available. Please put stricter standards of conduct and discipline in place for Oregon's law enforcement officers. Allowing written reprimand STATEWIDE for the offenses listed above will only erode trust even more.

I
acknowledgment
no confidential
information

Date: 07/31/23

Column9

Commission Survey

Row 2

Organization (if any): Portland Copwatch

Name: Dan Handelman

Phone Number: 503-236-3065

Email: copwatch@portlandcopwatch.org

Uniform standards of conduct? To the Commission on Statewide Law Enforcement Standards of Conduct and Discipline: Our organization, Portland Copwatch, has been promoting police accountability through civilian action since 1992. We appreciate the ability to update and re-submit our testimony and continue to hope that you will make changes based on our testimony and others you hear from the community. As noted in our August, 2022 comments, parts of the state discipline standards are based on the ones bargained by the Portland Police Association (PPA) with the City of Portland. However, unlike the proposed statewide standards, Portland's guide explicitly lists termination as the presumptive discipline, with little ability for mitigation, for these violations of policy: --felony crime conviction or felonious misconduct --domestic violence --criminal conviction of a crime that is a DPSST certification disqualifying crime -- untruthfulness --public corruption for monetary gain --intentional misuse of police authority based on protected class or status --out-of-policy use of deadly force or significant policy violation of the confrontation management performance policy during use of deadly force. The state's guidelines flesh out the ideas of felonious crimes and misconduct by listing sexual assault, assault and assault without justification, stalking (which is a felony upon repeat offense), bias or hate crimes, and sex crimes. The state also includes the other categories of domestic violence, untruthfulness, and public corruption. Unfortunately, for each of these rules the state is allowing mitigating factors to take the discipline all the way down to written reprimands for any of these harmful acts. This is not acceptable for these levels of misconduct. Any of the categories not presumed to lead to termination in Portland have a presumptive discipline of 120 hours suspension without pay, aggravated discipline of termination, and mitigated discipline of 80 hours without pay. The state should follow suit, even if demotion and salary reduction are also included as options. We continue to appreciate that Portland's entire list of aggravating and mitigating factors were reproduced in the Commission's guidelines, along with new added _aggravating_ factors of: +Prior disciplinary history +Failed to de-escalate encounter when feasible +Low probability or limited potential for rehabilitation +Nature of event allowed for time to reflect +Victim's vulnerability +Presence of training or experience The state is also proposing _mitigating_ factors of: +Role of officer (subordinate to supervisor) +Attempts to de-escalate +Potential for rehabilitation +Nature of event was unpredictable, volatile or unfolded rapidly +Extraordinary circumstances or hardships +Lack of training or experience Some of these mitigating factors cause us great concern and can be categorized as "nobody said I couldn't." The administrative and criminal actions listed in this report should be common-sense things that an officer knows is wrong. The fact that an officer is a subordinate does not excuse their committing

violations of human rights, a principle established at Nuremberg ("I was just following orders" is not an excuse). Furthermore, the issue of police officers deliberately targeting people due to a protected class or status-- race, ethnicity, gender identity, sexual orientation, religion or housing status-- needs special attention. It is very good that officers violating policies about biased policing cannot get off with just a letter of reprimand. However, the use of the word "solely" to describe the reason an officer took certain actions is an unacceptable get-out-of-discipline-free card. The officer can say "I didn't like the car they were driving, and also they were Black" and not be punished. The phrase "solely or primarily" is used elsewhere, including the PPB's Immigration Directive (810.10), to determine violations here and sho

Uniform standards of discipline?

We are not opposed to people who use drugs or alcohol recreationally but do agree that officers who carry weapons, drive vehicles and interact with the public should not consume or be under the influence of mind-altering intoxicants at work. It is interesting that the use of drugs or alcohol while on duty also, like bias in policing, does not allow for a written reprimand in the proposed rules. This reinforces our concern from above that written reprimands should not be used for those other serious violations. The discipline for impairment, however, does allow for written reprimand, and it's not clear why. It is also interesting that the Commission, which is heavily dominated by male or male-presenting members, set the discipline for sexual harassment (rather than assault) at a level presumptively less than termination. While it is true sometimes men are the subjects of sexual harassment, it seems that the issue is not being taken seriously by the Commission, perhaps because of implicit gender bias. Ironically, we are particularly concerned that when the PPA contract expires in 2025, Portland will take a step backward, with the exception of the new aggravating factors included in the LESC's policies. We hope that the Commission will take our advice and improve these guidelines for the good of everyone in the state. We don't want to have to come back in 2024 with the same comments. We are also very interested in the rule that is being proposed around arbitration. It seems as if the rule will require arbitrators to return cases to jurisdictions if there are multiple allegations and they disagree that there was misconduct in just one of them, allowing the jurisdiction to set the new level of discipline. As we understand this rule, Portland Copwatch supports it. We appreciate that the arbitration rule limits the ability of an arbitrator to set aside termination in deadly force cases in order to promote the community's interests. That said, we hope that the unprovoked, unwarranted and sometimes deadly use of force leads to more instances where the community and law enforcement can agree "this cop should not be on the force any more." Finally, we want to further discuss the make-up of the Commission itself. SB 808 initially proposed to add more community members to the LESC, which is heavily dominated by people who are either from law enforcement or work for law enforcement in some way. It is true that some of the proposed rules will rankle some officers. It is also true that many times when officers in Portland lie, cheat, steal or engage in sexual misconduct, the Portland Police Association does not help those officers fight to retain their jobs, which shows a level of integrity. That said, we hope the Commission itself will assist the Legislature in revisiting the make-up of who gets to set these important guidelines for the state. The voices of those affected by police misconduct need to be part of the LESC. Thank you Dan Handelman and other members of Portland Copwatch

I acknowledgment

**no confidential
information**

Date: 07/31/23

Column9



Commission Survey

Row 3

Organization (if any): Sherwood Police Advisory Board

Name: Brian Dorsey

Phone Number: 5038080412

Email: briandorseysherwoodpab@gmail.com

Uniform standards of conduct? I have reviewed the Uniform Standards of Conduct and the revised language of the Rules to be adopted. I have no recommendations at this time and agree with the language as presented.

Uniform standards of discipline? I have reviewed the Uniform Standards of Discipline and the revised language of the Rules to be adopted. I have no recommendations at this time and agree with the language as presented.

I acknowledge no confidential information

Date: 08/03/23

Column9 ●

Commission Survey

Row 4

Organization (if any): West Linn Public Safety Advisory Board

Name: Thomas Freedland

Phone Number: 5036841273

Email: TFreedland@aol.com

Uniform standards of conduct? The current language appears adequate

Uniform standards of discipline? The current language appears adequate

I acknowledge no confidential information

Date: 08/07/23

Column9 ●

Commission Survey

Row 5

Organization (if any):

Name: Yusuf Arifin

Phone Number:

Email:

Uniform standards of conduct?	I agree with many of the intended standards of conduct, but my primary concern relates to the rights of civilians when recounting experiences with law enforcement. The guidelines currently do not explicitly state their role throughout the investigative process and I believe adding such clarifications would improve public confidence.
--------------------------------------	--

Uniform standards of discipline?	While I appreciate the Commission's attempts to reevaluate its standards of discipline, I believe many penalties do not reflect the severity of the misconduct. For instance, I do not believe any circumstances involving a sexual assault, sexual harassment, or unjustified death should result in a written reprimand. Similarly, I believe the sanction of withheld pay will not help resolve instances of discrimination. Broadly speaking, given the importance of community-law enforcement relations in our state, I believe it is imperative that the standards of discipline increase trust among civilians.
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I acknowledge no confidential information

Date: 08/08/23

Column9 ●