

**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, 2024**

## 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 to 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.	Phil Castle
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	Representative Jeff Helfrich
Two members who are Chief Law Enforcement Officers	Chief George Burke Sheriff Angela Brandenburg
Two members who represent labor organizations who represent law enforcement officers.	Anil Karia Michael Lopez
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.	
Two members who are representatives of local government to represent the interests of cities and counties.	Steven Schuback Commissioner Dave Henslee
One member who represents public defender organizations established under ORS chapter 151 or the Oregon Criminal Defense Lawyers Association.	Kristen Winemiller
One member who represents the interests of prosecutors in this state.	Kelsie J. Davis McDaniel

**Executive Director.** The Oregon Legislative Assembly granted the Oregon Department of Justice an Operations and Policy Analyst 4 position to serve as the Executive Director of the Commission. This position is located in the Criminal Justice Division and will be dedicated to the work of the Commission full time. The Department of Justice issued a nationwide recruitment for the Executive Director position during 2024, and the successful candidate will begin work on September 3, 2024.

**Adoption of Rule Amendments.** During the 2023 session, the Legislative Assembly enacted [Senate Bill 808](#), which included a broader definition of “law enforcement officer” and “law enforcement agency” than the prior law. Accordingly, amendments to OAR 256-001-0005 and OAR 265-005-0001 were needed to conform with these changes. The amendments added the Director of Oregon Department of Corrections to OAR 256-001-0005, which sets forth rules of procedure for giving notice of proposed rulemaking and updated the definitions of “Law Enforcement Officers” and “Law Enforcement Agency” in OAR 265-005-0001, which provides definitions that apply to the rules.

The Commission met on November 7, 2023, to consider the changes needed to the administrative rules. The Commission received public comment on the amendments in December 2023. On February 5, 2024, the Commission met to consider the comments received and voted to adopt the amendments. Staff filed the amended rules with the Oregon Secretary of State, and the rules were effective February 5, 2024.

## 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, initially published in 2022, 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.** Chair Michael Slauson presented on Commission’s rules and definitional updates to Oregon’s district attorneys at the Oregon District Attorney’s Association Conference on July 24, 2024.

## 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 June 10, 2024, and sent a follow up request on July 1, 2024. Recipients were informed that their responses would become part of this report and be made public. There were 40 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 implemented the statewide standards of conduct?***

In Progress	Yes	No
7	32	1

***Question: If in progress, please identify what progress your agency has made in implementing the rules***

Adopted Policies	Provided Training	Distributed Educational Materials	Issued Directives	Other
4	1	1		3

***Question: If you answered no, why hasn't your agency implemented the statewide standards of conduct and discipline?***

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

***Question: If yes, 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
4	8	28

***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
		2		1	6		3

**Question: Did the matter result in Discipline?**

Yes in all cases	Yes in some cases	No
10	2	

**Question: What level of sanction did your agency impose?**

The presumptive sanction	The mandatory sanction	An aggravative sanction	A mitigated sanction
6	2		3

**Question: If no, please explain?**

No current arbitrations of disciplinary matters	Other	N/A
27		1

## 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.

# 2024 Law Enforcement Commission Survey

Row 28

<b>Law Enforcement Agency:</b>	Albany Police Department
<b>Name:</b>	Marcia Harnden
<b>Phone Number:</b>	5419173203
<b>Email:</b>	Marcia.Harnden@albanyoregon.gov
<b>Progress towards conduct &amp; discipline Y/N</b>	Yes
<b>In Progress</b>	
<b>Why Yes Comments:</b>	
<b>If no, why not? (multi-select)</b>	
<b>Comments:</b>	
<b>Arbitration or disciplinary action?</b>	No
<b>If no, please explain why not</b>	No current arbitrations or disciplinary matters
<b>If no, please explain why not (comment box)</b>	
<b>What category of conduct was at issue</b>	N/A
<b>Did the matter result in discipline?</b>	N/A
<b>Comments: Part3 if yes</b>	
<b>What level of sanction did</b>	N/A

**your agency  
impose**

---

**Uniform  
standards of  
conduct?**

---

**Uniform  
standards of  
discipline?**

---

**I  
acknowledgment ☒  
no confidential  
information**

---

**Date:** 06/26/24

---

# 2024 Law Enforcement Commission Survey

Row 14

<b>Law Enforcement Agency:</b>	Astoria Police Department
<b>Name:</b>	Eric Halverson
<b>Phone Number:</b>	5032982541
<b>Email:</b>	EHALVERSON@ASTORIA.GOV
<b>Progress towards conduct &amp; discipline Y/N</b>	Yes
<b>In Progress</b>	
<b>Why Yes Comments:</b>	
<b>If no, why not? (multi-select)</b>	
<b>Comments:</b>	
<b>Arbitration or disciplinary action?</b>	No
<b>If no, please explain why not</b>	No current arbitrations or disciplinary matters
<b>If no, please explain why not (comment box)</b>	
<b>What category of conduct was at issue</b>	N/A
<b>Did the matter result in discipline?</b>	N/A
<b>Comments: Part3 if yes</b>	
<b>What level of sanction did</b>	N/A



**your agency  
impose**

---

**Uniform  
standards of  
conduct?**

---

**Uniform  
standards of  
discipline?**

---

**I  
acknowledgment ☒  
no confidential  
information**

---

**Date:** 06/12/24

---

# 2024 Law Enforcement Commission Survey

Row 21

<b>Law Enforcement Agency:</b>	Benton County Sheriff's Office
<b>Name:</b>	Jef Van Arsdall
<b>Phone Number:</b>	5417666055
<b>Email:</b>	jefri.vanarsdall@bentoncountyor.gov
<b>Progress towards conduct &amp; discipline Y/N</b>	In Progress
<b>In Progress</b>	Adopted policies
<b>Why Yes Comments:</b>	We review the state web site (one time) and ensure we meet the requirements.
<b>If no, why not? (multi-select)</b>	
<b>Comments:</b>	
<b>Arbitration or disciplinary action?</b>	No
<b>If no, please explain why not</b>	No current arbitrations or disciplinary matters
<b>If no, please explain why not (comment box)</b>	
<b>What category of conduct was at issue</b>	N/A
<b>Did the matter result in discipline?</b>	N/A
<b>Comments: Part3 if yes</b>	
<b>What level of sanction did</b>	N/A

**your agency  
impose**

---

**Uniform  
standards of  
conduct?**

---

**Uniform  
standards of  
discipline?**

---

**I  
acknowledgment ☒  
no confidential  
information**

---

**Date:** 06/17/24

---

# 2024 Law Enforcement Commission Survey

Row 3

**Law Enforcement Agency:** BURNS POLICE DEPARTMENT

**Name:** STEVE MACARTNEY

**Phone Number:** 541-573-6781

**Email:** smacartney@cityofburnsor.gov

**Progress towards conduct & discipline Y/N** Yes

**In Progress**

**Why Yes Comments:**

**If no, why not? (multi-select)**

**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?** Yes in all cases

**Comments: Part3 if yes**

**What level of sanction did** The presumptive sanction

**your agency  
impose**

---

**Uniform  
standards of  
conduct?**

---

**Uniform  
standards of  
discipline?**

---

**I  
acknowledgment ☒  
no confidential  
information**

---

**Date:** 06/11/24

---

# 2024 Law Enforcement Commission Survey

Row 22

**Law Enforcement Agency:** Clackamas County District Attorney

**Name:** John Krummenacker

**Phone Number:** 503-655-8431

**Email:** jkrummenacker@clackamas.us

**Progress towards conduct & discipline Y/N** Yes

**In Progress**

**Why Yes Comments:**

**If no, why not? (multi-select)**

**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** Sexual harassment

**Did the matter result in discipline?** Yes in all cases

**Comments: Part3 if yes**

**What level of sanction did** The presumptive sanction

**your agency  
impose**

---

**Uniform  
standards of  
conduct?**

---

**Uniform  
standards of  
discipline?**

---

**I  
acknowledgment ☒  
no confidential  
information**

---

**Date:** 06/17/24

---

# 2024 Law Enforcement Commission Survey

Row 2

<b>Law Enforcement Agency:</b>	Clackamas County Sheriff's Office
<b>Name:</b>	Angela Brandenburg
<b>Phone Number:</b>	9712699800
<b>Email:</b>	Angiebran@clackamas.us
<b>Progress towards conduct &amp; discipline Y/N</b>	Yes
<b>In Progress</b>	
<b>Why Yes Comments:</b>	
<b>If no, why not? (multi-select)</b>	
<b>Comments:</b>	
<b>Arbitration or disciplinary action?</b>	No
<b>If no, please explain why not</b>	No current arbitrations or disciplinary matters
<b>If no, please explain why not (comment box)</b>	
<b>What category of conduct was at issue</b>	N/A
<b>Did the matter result in discipline?</b>	N/A
<b>Comments: Part3 if yes</b>	
<b>What level of sanction did</b>	N/A



**your agency  
impose**

---

**Uniform  
standards of  
conduct?**

---

**Uniform  
standards of  
discipline?**

---

**I  
acknowledgment ☒  
no confidential  
information**

---

**Date:** 06/10/24

---

# 2024 Law Enforcement Commission Survey

Row 7

<b>Law Enforcement Agency:</b>	Clatsop County Sheriff's Office
<b>Name:</b>	Paul Williams
<b>Phone Number:</b>	503-325-8635
<b>Email:</b>	pwilliams@clatsopcounty.gov
<b>Progress towards conduct &amp; discipline Y/N</b>	Yes
<b>In Progress</b>	
<b>Why Yes Comments:</b>	
<b>If no, why not? (multi-select)</b>	
<b>Comments:</b>	In the second case the Deputy resigned prior to disciplinary action being taken, however, a finding was made, and the sanction was going to be termination.
<b>Arbitration or disciplinary action?</b>	Yes, in more than one disciplinary matter
<b>If no, please explain why not</b>	N/A
<b>If no, please explain why not (comment box)</b>	
<b>What category of conduct was at issue</b>	Moral character
<b>Did the matter result in discipline?</b>	Yes in some cases
<b>Comments: Part3 if yes</b>	

---

**What level of  
sanction did  
your agency  
impose**

The mandatory sanction

---

**Uniform  
standards of  
conduct?**

None

---

**Uniform  
standards of  
discipline?**

None

---

**I  
acknowledgment  
no confidential  
information** ☒

---

**Date:** 06/11/24

---

# 2024 Law Enforcement Commission Survey

Row 11

**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

**In Progress**

**Why Yes Comments:**

**If no, why not? (multi-select)**

**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

**Comments: Part3 if yes**

**What level of sanction did** The presumptive sanction

**your agency  
impose**

---

**Uniform  
standards of  
conduct?**

Have DPSST Policy Boards uphold the discipline imposed

---

**Uniform  
standards of  
discipline?**

Require DPSST Policy Committees to uphold the sanctions imposed for certification purposes.

---

**I  
acknowledgment  
no confidential  
information**



---

**Date:** 06/11/24

---

# 2024 Law Enforcement Commission Survey

Row 13

<b>Law Enforcement Agency:</b>	Cottage Grove Police Department
<b>Name:</b>	Cory Chase
<b>Phone Number:</b>	5417674141
<b>Email:</b>	cchase@cgpolice.org
<b>Progress towards conduct &amp; discipline Y/N</b>	Yes
<b>In Progress</b>	
<b>Why Yes Comments:</b>	CGPD Policy 1020
<b>If no, why not? (multi-select)</b>	
<b>Comments:</b>	
<b>Arbitration or disciplinary action?</b>	No
<b>If no, please explain why not</b>	No current arbitrations or disciplinary matters
<b>If no, please explain why not (comment box)</b>	
<b>What category of conduct was at issue</b>	N/A
<b>Did the matter result in discipline?</b>	N/A
<b>Comments: Part3 if yes</b>	
<b>What level of sanction did</b>	N/A

**your agency  
impose**

---

<b>Uniform standards of conduct?</b>	None
--	------

---

<b>Uniform standards of discipline?</b>	None
---	------

---

<b>I acknowledgment no confidential information</b>	<input checked="" type="checkbox"/>
---	-------------------------------------

---

<b>Date:</b>	06/12/24
--------------	----------

---

# 2024 Law Enforcement Commission Survey

Row 5

**Law Enforcement Agency:** Dallas Police Department

**Name:** Jerry Mott

**Phone Number:** 5038313516

**Email:** jerry.mott@dallasor.gov

**Progress towards conduct & discipline Y/N** Yes

**In Progress**

**Why Yes Comments:**

**If no, why not? (multi-select)**

**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

**Comments: Part3 if yes**

**What level of sanction did** N/A



**your agency  
impose**

---

**Uniform  
standards of  
conduct?**

---

**Uniform  
standards of  
discipline?**

---

**I  
acknowledgment ☒  
no confidential  
information**

---

**Date:** 06/11/24

---

# 2024 Law Enforcement Commission Survey

Row 16

<b>Law Enforcement Agency:</b>	Deschutes County Sheriff's Office
<b>Name:</b>	L. Shane Nelson, Sheriff
<b>Phone Number:</b>	541-388-6659
<b>Email:</b>	shane.nelson@deschutes.org
<b>Progress towards conduct &amp; discipline Y/N</b>	Yes
<b>In Progress</b>	
<b>Why Yes Comments:</b>	Not at this time
<b>If no, why not? (multi-select)</b>	
<b>Comments:</b>	N/A
<b>Arbitration or disciplinary action?</b>	No
<b>If no, please explain why not</b>	No current arbitrations or disciplinary matters
<b>If no, please explain why not (comment box)</b>	
<b>What category of conduct was at issue</b>	N/A
<b>Did the matter result in discipline?</b>	N/A
<b>Comments: Part3 if yes</b>	
<b>What level of sanction did</b>	N/A

**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:**

06/12/24

---

# 2024 Law Enforcement Commission Survey

Row 32

<b>Law Enforcement Agency:</b>	Gladstone Police Department
<b>Name:</b>	John Schmerber
<b>Phone Number:</b>	971-712-3420
<b>Email:</b>	jschmerber@gladstoneoregon.us
<b>Progress towards conduct &amp; discipline Y/N</b>	Yes
<b>In Progress</b>	
<b>Why Yes Comments:</b>	Prior to any discipline being delivered, Guidelines and rules are reviewed for compliance. We have also worked with the police union informing them of such.
<b>If no, why not? (multi-select)</b>	
<b>Comments:</b>	NA
<b>Arbitration or disciplinary action?</b>	No
<b>If no, please explain why not</b>	Other (Please describe in comment box)
<b>If no, please explain why not (comment box)</b>	A recent disciplinary action did not involve the rules as outlined in the statewide standards. The issues of discipline were performance based on the individual resigned during the course of the investigation.
<b>What category of conduct was at issue</b>	N/A
<b>Did the matter result in discipline?</b>	No
<b>Comments: Part3 if yes</b>	

---

**What level of  
sanction did  
your agency  
impose**

N/A

---

**Uniform  
standards of  
conduct?**

None, the guidelines and rules are clear.

---

**Uniform  
standards of  
discipline?**

None, there is room to utilize discretion throughout the standards of discipline so long as you remain within the guardrails.

---

**I  
acknowledgment  
no confidential  
information** ☒

---

**Date:** 07/01/24

---

# 2024 Law Enforcement Commission Survey

Row 13

<b>Law Enforcement Agency:</b>	Gresham Police Department
<b>Name:</b>	Chief Travis Gullberg
<b>Phone Number:</b>	5032016212
<b>Email:</b>	travis.gullberg@greshamoregon.gov
<b>Progress towards conduct &amp; discipline Y/N</b>	No
<b>In Progress</b>	
<b>Why Yes Comments:</b>	No - awaiting current CBA expiration date.
<b>If no, why not? (multi-select)</b>	Collective bargaining agreement
<b>Comments:</b>	
<b>Arbitration or disciplinary action?</b>	
<b>If no, please explain why not</b>	
<b>If no, please explain why not (comment box)</b>	
<b>What category of conduct was at issue</b>	
<b>Did the matter result in discipline?</b>	
<b>Comments: Part3 if yes</b>	
<b>What level of sanction did</b>	

**your agency  
impose**

---

**Uniform  
standards of  
conduct?**

---

**Uniform  
standards of  
discipline?**

---

**I  
acknowledgment ☒  
no confidential  
information**

---

**Date:** 07/02/24

---

# 2024 Law Enforcement Commission Survey

Row 1

Law Enforcement Agency:	Hermiston Police Department
Name:	Jason Edmiston
Phone Number:	541-567-5519
Email:	jedmiston@hermiston.gov
Progress towards conduct & discipline Y/N	Yes
In Progress	
Why Yes Comments:	
If no, why not? (multi-select)	
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
Comments: Part3 if yes	
What level of sanction did	N/A



**your agency  
impose**

---

**Uniform  
standards of  
conduct?**      None.

---

**Uniform  
standards of  
discipline?**      None.

---

**I  
acknowledgment  
no confidential  
information**      ☒

---

**Date:**      06/10/24

---

# 2024 Law Enforcement Commission Survey

Row 15

**Law Enforcement Agency:** Hillsboro Police Department

**Name:** Jim Coleman

**Phone Number:** (503) 6815289

**Email:** jim.coleman@hillsboro-oregon.gov

**Progress towards conduct & discipline Y/N** Yes

**In Progress**

**Why Yes Comments:**

**If no, why not? (multi-select)**

**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

**Comments: Part3 if yes**

**What level of sanction did** N/A

**your agency  
impose**

---

**Uniform  
standards of  
conduct?**

---

**Uniform  
standards of  
discipline?**

---

**I  
acknowledgment ☒  
no confidential  
information**

---

**Date:** 07/01/24

---

# 2024 Law Enforcement Commission Survey

Row 35

**Law Enforcement Agency:** Jackson County Sheriff's Office

**Name:** Nathan Sickler

**Phone Number:** 541-770-8923

**Email:** Sicklenj@jacksoncountyor.gov

**Progress towards conduct & discipline Y/N** Yes

**In Progress**

**Why Yes Comments:**

**If no, why not? (multi-select)**

**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

**Comments: Part3 if yes**

**What level of sanction did** N/A

**your agency  
impose**

---

**Uniform  
standards of  
conduct?**

---

**Uniform  
standards of  
discipline?**

---

**I  
acknowledgment ☒  
no confidential  
information**

---

**Date:** 07/02/24

---

# 2024 Law Enforcement Commission Survey

Row 15

Law Enforcement Agency:	Jefferson County Sheriff's Office
Name:	Jason Pollock, Sheriff
Phone Number:	5414756520
Email:	jpollocksheriff@jcso.jeffersoncountyOR.gov
Progress towards conduct & discipline Y/N	Yes
In Progress	
Why Yes Comments:	
If no, why not? (multi-select)	
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
Comments: Part3 if yes	
What level of sanction did	A mitigated sanction

**your agency  
impose**


---

<b>Uniform standards of conduct?</b>	To mandate city and County attorney's to attend trainings regarding the state standard and procedures regarding conduct so they can better advise agency heads on said standard.
--------------------------------------	--

---

<b>Uniform standards of discipline?</b>	To have a more broad scope of what types of discipline can be used. Discipline should fit the type of conduct.
---	--

---

**I  
acknowledgment  
no confidential  
information** 

---

<b>Date:</b>	06/12/24
--------------	----------

---

# 2024 Law Enforcement Commission Survey

Row 19

<b>Law Enforcement Agency:</b>	Keizer Police Department
<b>Name:</b>	Andrew Copeland
<b>Phone Number:</b>	503-390-3713
<b>Email:</b>	Copelanda@keizer.org
<b>Progress towards conduct &amp; discipline Y/N</b>	Yes
<b>In Progress</b>	
<b>Why Yes Comments:</b>	
<b>If no, why not? (multi-select)</b>	
<b>Comments:</b>	
<b>Arbitration or disciplinary action?</b>	Yes, in more than one disciplinary matter
<b>If no, please explain why not</b>	N/A
<b>If no, please explain why not (comment box)</b>	
<b>What category of conduct was at issue</b>	N/A
<b>Did the matter result in discipline?</b>	Yes in all cases
<b>Comments: Part3 if yes</b>	
<b>What level of sanction did</b>	A mitigated sanction



**your agency  
impose**

---

**Uniform  
standards of  
conduct?**

---

**Uniform  
standards of  
discipline?**

---

**I  
acknowledgment ☒  
no confidential  
information**

---

**Date:** 06/13/24

---

# 2024 Law Enforcement Commission Survey

Row 6

**Law Enforcement Agency:** La Grande Police Department

**Name:** Gary Bell

**Phone Number:** 541-963-1017

**Email:** gbell@cityoflagrande.org

**Progress towards conduct & discipline Y/N** Yes

**In Progress**

**Why Yes Comments:**

**If no, why not? (multi-select)**

**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

**Comments: Part3 if yes**

**What level of sanction did** N/A

**your agency  
impose**

---

**Uniform  
standards of  
conduct?**

---

**Uniform  
standards of  
discipline?**

---

**I  
acknowledgment ☒  
no confidential  
information**

---

**Date:** 06/11/24

---

# 2024 Law Enforcement Commission Survey

Row 25

<b>Law Enforcement Agency:</b>	Lane County Sheriff's Office
<b>Name:</b>	Carl Wilkerson
<b>Phone Number:</b>	541-682-4450
<b>Email:</b>	Carl.Wilkerson@lanecountyor.gov
<b>Progress towards conduct &amp; discipline Y/N</b>	In Progress
<b>In Progress</b>	Other (please describe in comment box)
<b>Why Yes Comments:</b>	In the process of working with legal counsel, Labor organization, and reviewing General Orders.
<b>If no, why not? (multi-select)</b>	
<b>Comments:</b>	
<b>Arbitration or disciplinary action?</b>	No
<b>If no, please explain why not</b>	No current arbitrations or disciplinary matters
<b>If no, please explain why not (comment box)</b>	Discipline was already fairly consistent with new standards, however; we are still In the process of working with legal counsel, Labor organization, and reviewing General Orders. There have been disciplinary actions including financial sanctions for other disciplinary matters.
<b>What category of conduct was at issue</b>	N/A
<b>Did the matter result in discipline?</b>	N/A
<b>Comments: Part3 if yes</b>	

---

**What level of  
sanction did  
your agency  
impose**

N/A

---

**Uniform  
standards of  
conduct?**

N/A - currently unable to make an recommendation.

---

**Uniform  
standards of  
discipline?**

Better communications with agency and example from agencies who have already completely updated policies regarding their process and work with labor to achieve the goals.

---

**I  
acknowledgment  
no confidential  
information**



**Date:**

06/21/24

---

# 2024 Law Enforcement Commission Survey

Row 18

<b>Law Enforcement Agency:</b>	Lincoln County Sheriff's Office
<b>Name:</b>	Adam Shanks
<b>Phone Number:</b>	5412650653
<b>Email:</b>	ashanks@co.lincoln.or.us
<b>Progress towards conduct &amp; discipline Y/N</b>	Yes
<b>In Progress</b>	
<b>Why Yes Comments:</b>	
<b>If no, why not? (multi-select)</b>	
<b>Comments:</b>	
<b>Arbitration or disciplinary action?</b>	No
<b>If no, please explain why not</b>	No current arbitrations or disciplinary matters
<b>If no, please explain why not (comment box)</b>	
<b>What category of conduct was at issue</b>	N/A
<b>Did the matter result in discipline?</b>	N/A
<b>Comments: Part3 if yes</b>	
<b>What level of sanction did</b>	N/A

**your agency  
impose**

---

<b>Uniform standards of conduct?</b>	N/A
--	-----

---

<b>Uniform standards of discipline?</b>	N/A
---	-----

---

<b>I acknowledgment no confidential information</b>	<input checked="" type="checkbox"/>
---	-------------------------------------

---

<b>Date:</b>	06/12/24
--------------	----------

---

# 2024 Law Enforcement Commission Survey

Row 10

<b>Law Enforcement Agency:</b>	Linn County Sheriff's Office
<b>Name:</b>	Michelle Duncan
<b>Phone Number:</b>	5419673950
<b>Email:</b>	mduncan@linnsheriff.org
<b>Progress towards conduct &amp; discipline Y/N</b>	Yes
<b>In Progress</b>	
<b>Why Yes Comments:</b>	
<b>If no, why not? (multi-select)</b>	
<b>Comments:</b>	
<b>Arbitration or disciplinary action?</b>	Yes, in more than one disciplinary matter
<b>If no, please explain why not</b>	N/A
<b>If no, please explain why not (comment box)</b>	
<b>What category of conduct was at issue</b>	Moral character
<b>Did the matter result in discipline?</b>	Yes in all cases
<b>Comments: Part3 if yes</b>	
<b>What level of sanction did</b>	The mandatory sanction The presumptive sanction



**your agency  
impose**

---

**Uniform  
standards of  
conduct?**

---

**Uniform  
standards of  
discipline?**

---

**I  
acknowledgment ☒  
no confidential  
information**

---

**Date:** 06/11/24

---

# 2024 Law Enforcement Commission Survey

Row 24

**Law Enforcement Agency:** Marion County Sheriff's Office

**Name:** Jay Bergmann

**Phone Number:** 503-540-8084

**Email:** jbergmann@co.marion.or.us

**Progress towards conduct & discipline Y/N** Yes

**In Progress**

**Why Yes Comments:** We have incorporated the matrix into our Disciplinary Considerations Worksheet and are in the middle of adjusting our policy to reflect our compliance with the OAR.

**If no, why not? (multi-select)**

**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 have had two cases that involved the matrix. Our office terminated both employees. They both chose to arbitrate the decision. Arbitration is scheduled in one case and we are awaiting the arbitrator's decision in the other.

**What category of conduct was at issue** Moral character

**Did the matter result in discipline?** Yes in all cases

**Comments: Part3 if yes**

---

**What level of  
sanction did  
your agency  
impose**

The presumptive sanction

---

**Uniform  
standards of  
conduct?**

None at this time.

---

**Uniform  
standards of  
discipline?**

None at this time.

---

**I  
acknowledgment  
no confidential  
information**



**Date:**

06/21/24

---

# 2024 Law Enforcement Commission Survey

Row 27

<b>Law Enforcement Agency:</b>	Multnomah County Sheriff's Office
<b>Name:</b>	Stephanie LaCarrubba
<b>Phone Number:</b>	503-988-4409
<b>Email:</b>	stephanie.lacarrubba@mcsso.us
<b>Progress towards conduct &amp; discipline Y/N</b>	In Progress
<b>In Progress</b>	Adopted policies
<b>Why Yes Comments:</b>	New rules incorporated into Corrective Action Guidelines as of May 22, 2024. Standards will be in full effect upon entry into new collective bargaining agreement with unionized law enforcement members.
<b>If no, why not? (multi-select)</b>	
<b>Comments:</b>	
<b>Arbitration or disciplinary action?</b>	No
<b>If no, please explain why not</b>	No current arbitrations or disciplinary matters
<b>If no, please explain why not (comment box)</b>	
<b>What category of conduct was at issue</b>	N/A
<b>Did the matter result in discipline?</b>	N/A
<b>Comments: Part3 if yes</b>	

---

**What level of  
sanction did  
your agency  
impose**

N/A

---

**Uniform  
standards of  
conduct?**

---

**Uniform  
standards of  
discipline?**

---

**I  
acknowledgment ☒  
no confidential  
information**

---

**Date:** 06/25/24

---

# 2024 Law Enforcement Commission Survey

Row 30

**Law Enforcement Agency:** Myrtle Point Police Department

**Name:** Scott David Robinson

**Phone Number:** 5415722124

**Email:** s.robinson@myrtlepointpolice.com

**Progress towards conduct & discipline Y/N** Yes

**In Progress**

**Why Yes Comments:**

**If no, why not? (multi-select)**

**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

**Comments: Part3 if yes**

**What level of sanction did** N/A

**your agency  
impose**

---

**Uniform  
standards of  
conduct?**

---

**Uniform  
standards of  
discipline?**

---

**I  
acknowledgment ☒  
no confidential  
information**

---

**Date:** 07/01/24

---

# 2024 Law Enforcement Commission Survey

Row 34

<b>Law Enforcement Agency:</b>	Ontario Police Department
<b>Name:</b>	Michael Iwai
<b>Phone Number:</b>	5418813225
<b>Email:</b>	michael.iwai@ontariooregon.org
<b>Progress towards conduct &amp; discipline Y/N</b>	In Progress
<b>In Progress</b>	Other (please describe in comment box)
<b>Why Yes Comments:</b>	Currently, in the collective bargaining process.
<b>If no, why not? (multi-select)</b>	
<b>Comments:</b>	
<b>Arbitration or disciplinary action?</b>	No
<b>If no, please explain why not</b>	No current arbitrations or disciplinary matters
<b>If no, please explain why not (comment box)</b>	
<b>What category of conduct was at issue</b>	N/A
<b>Did the matter result in discipline?</b>	N/A
<b>Comments: Part3 if yes</b>	
<b>What level of sanction did</b>	N/A



**your agency  
impose**

---

**Uniform  
standards of  
conduct?**

---

**Uniform  
standards of  
discipline?**

---

**I  
acknowledgment ☒  
no confidential  
information**

---

**Date:** 07/02/24

---

# 2024 Law Enforcement Commission Survey

Row 4

<b>Law Enforcement Agency:</b>	Oregon State Police
<b>Name:</b>	Andy Heider
<b>Phone Number:</b>	503 934-0235
<b>Email:</b>	andy.heider@osp.oregon.gov
<b>Progress towards conduct &amp; discipline Y/N</b>	Yes
<b>In Progress</b>	
<b>Why Yes Comments:</b>	
<b>If no, why not? (multi-select)</b>	
<b>Comments:</b>	
<b>Arbitration or disciplinary action?</b>	No
<b>If no, please explain why not</b>	No current arbitrations or disciplinary matters
<b>If no, please explain why not (comment box)</b>	
<b>What category of conduct was at issue</b>	N/A
<b>Did the matter result in discipline?</b>	N/A
<b>Comments: Part3 if yes</b>	
<b>What level of sanction did</b>	N/A

**your agency  
impose**

---

**Uniform  
standards of  
conduct?**      NA

---

**Uniform  
standards of  
discipline?**      NA

---

**I  
acknowledgment  
no confidential  
information**      ☒

---

**Date:**      06/11/24

---

# 2024 Law Enforcement Commission Survey

Row 29

<b>Law Enforcement Agency:</b>	Pendleton Police Department
<b>Name:</b>	Charles Byram
<b>Phone Number:</b>	541-276-4411
<b>Email:</b>	charles.byram@pendletonor.gov
<b>Progress towards conduct &amp; discipline Y/N</b>	Yes
<b>In Progress</b>	
<b>Why Yes Comments:</b>	
<b>If no, why not? (multi-select)</b>	
<b>Comments:</b>	
<b>Arbitration or disciplinary action?</b>	No
<b>If no, please explain why not</b>	No current arbitrations or disciplinary matters
<b>If no, please explain why not (comment box)</b>	
<b>What category of conduct was at issue</b>	N/A
<b>Did the matter result in discipline?</b>	N/A
<b>Comments: Part3 if yes</b>	
<b>What level of sanction did</b>	N/A

**your agency  
impose**

---

**Uniform  
standards of  
conduct?**

---

**Uniform  
standards of  
discipline?**

---

**I  
acknowledgment ☒  
no confidential  
information**

---

**Date:** 07/01/24

---

# 2024 Law Enforcement Commission Survey

Row 8

**Law Enforcement Agency:** Rainier Police Department

**Name:** Gregg Griffith

**Phone Number:** (503) 556-3644

**Email:** ggriffith@cityofrainier.com

**Progress towards conduct & discipline Y/N** Yes

**In Progress**

**Why Yes Comments:**

**If no, why not? (multi-select)**

**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

**Comments: Part3 if yes**

**What level of sanction did** N/A

**your agency  
impose**

---

**Uniform  
standards of  
conduct?**

---

**Uniform  
standards of  
discipline?**

---

**I  
acknowledgment ☒  
no confidential  
information**

---

**Date:** 06/11/24

---

# 2024 Law Enforcement Commission Survey

Row 12

<b>Law Enforcement Agency:</b>	Redmond Police Department
<b>Name:</b>	Devin Lewis
<b>Phone Number:</b>	5415043402
<b>Email:</b>	devin.lewis@redmondoregon.gov
<b>Progress towards conduct &amp; discipline Y/N</b>	In Progress
<b>In Progress</b>	Adopted policies Distributed educational materials or manuals Provided training
<b>Why Yes Comments:</b>	Working on getting them adopted into the RPOA collective bargaining contract. Should be fully adopted by July 2024.
<b>If no, why not? (multi-select)</b>	
<b>Comments:</b>	
<b>Arbitration or disciplinary action?</b>	No
<b>If no, please explain why not</b>	N/A No current arbitrations or disciplinary matters
<b>If no, please explain why not (comment box)</b>	
<b>What category of conduct was at issue</b>	N/A
<b>Did the matter result in discipline?</b>	N/A
<b>Comments: Part3 if yes</b>	
<b>What level of sanction did</b>	N/A



**your agency  
impose**

---

<b>Uniform standards of conduct?</b>	The categories of conduct need to be broader and encompassing. We have had discipline issues that do not fall under the current categories of conduct, including discipline severe enough to warrant termination.
--	--

---

<b>Uniform standards of discipline?</b>	The categories of conduct need to be broader and encompassing. We have had discipline issues that do not fall under the current categories of conduct, including discipline severe enough to warrant termination.
---	--

---

<b>I acknowledgment no confidential information</b>	<input checked="" type="checkbox"/>
---	-------------------------------------

---

<b>Date:</b>	06/11/24
--------------	----------

---

# 2024 Law Enforcement Commission Survey

Row 9

**Law Enforcement Agency:** Rogue River Police Department

**Name:** Dave Rash

**Phone Number:** 541-582-4931

**Email:** drash@rogueriverpolice.org

**Progress towards conduct & discipline Y/N** Yes

**In Progress**

**Why Yes Comments:** In our policy manual through Lexipol.

**If no, why not? (multi-select)**

**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)** I just became Chief 3 months ago. There were no disciplinary pending and I have not had one since being here.

**What category of conduct was at issue** N/A

**Did the matter result in discipline?** N/A

**Comments: Part3 if yes**

**What level of sanction did** N/A

**your agency  
impose**

---

**Uniform  
standards of  
conduct?**

---

**Uniform  
standards of  
discipline?**

---

**I  
acknowledgment ☒  
no confidential  
information**

---

**Date:** 06/11/24

---

# 2024 Law Enforcement Commission Survey

Row 17

**Law Enforcement Agency:** Roseburg Police Department

**Name:** Gary Klopfenstein

**Phone Number:** 541 492-6771

**Email:** gklopfenstein@roseburgor.gov

**Progress towards conduct & discipline Y/N** Yes

**In Progress**

**Why Yes Comments:**

**If no, why not? (multi-select)**

**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

**Comments: Part3 if yes**

**What level of sanction did** N/A

**your agency  
impose**

---

<b>Uniform standards of conduct?</b>	None
--	------

---

<b>Uniform standards of discipline?</b>	None
---	------

---

<b>I acknowledgment no confidential information</b>	<input checked="" type="checkbox"/>
---	-------------------------------------

---

<b>Date:</b>	06/12/24
--------------	----------

---

# 2024 Law Enforcement Commission Survey

Row 20

<b>Law Enforcement Agency:</b>	Salem Police Department
<b>Name:</b>	Brandon Ditto
<b>Phone Number:</b>	5039324672
<b>Email:</b>	bditto@cityofsalem.net
<b>Progress towards conduct &amp; discipline Y/N</b>	Yes
<b>In Progress</b>	
<b>Why Yes Comments:</b>	In the newest CBA that was recently signed.
<b>If no, why not? (multi-select)</b>	
<b>Comments:</b>	
<b>Arbitration or disciplinary action?</b>	No
<b>If no, please explain why not</b>	No current arbitrations or disciplinary matters
<b>If no, please explain why not (comment box)</b>	
<b>What category of conduct was at issue</b>	N/A
<b>Did the matter result in discipline?</b>	N/A
<b>Comments: Part3 if yes</b>	
<b>What level of sanction did</b>	N/A

**your agency  
impose**

---

**Uniform  
standards of  
conduct?**

---

**Uniform  
standards of  
discipline?**

---

**I  
acknowledgment ☒  
no confidential  
information**

---

**Date:** 06/13/24

---

# 2024 Law Enforcement Commission Survey

Row 23

<b>Law Enforcement Agency:</b>	Sandy Police Department
<b>Name:</b>	Kim Yamashita
<b>Phone Number:</b>	5036685566
<b>Email:</b>	kyamashita@ci.sandy.or.us
<b>Progress towards conduct &amp; discipline Y/N</b>	Yes
<b>In Progress</b>	
<b>Why Yes Comments:</b>	
<b>If no, why not? (multi-select)</b>	
<b>Comments:</b>	Termination on one, resignation in Leu on the other
<b>Arbitration or disciplinary action?</b>	Yes, in more than one disciplinary matter
<b>If no, please explain why not</b>	N/A
<b>If no, please explain why not (comment box)</b>	
<b>What category of conduct was at issue</b>	N/A
<b>Did the matter result in discipline?</b>	Yes in some cases
<b>Comments: Part3 if yes</b>	
<b>What level of sanction did</b>	N/A



**your agency  
impose**

---

<b>Uniform standards of conduct?</b>	none
--	------

---

<b>Uniform standards of discipline?</b>	none
---	------

---

<b>I acknowledgment no confidential information</b>	<input checked="" type="checkbox"/>
---	-------------------------------------

---

<b>Date:</b>	06/20/24
--------------	----------

---

# 2024 Law Enforcement Commission Survey

Row 26

<b>Law Enforcement Agency:</b>	Wasco County Sheriff's Office
<b>Name:</b>	Lane Magill Magill
<b>Phone Number:</b>	5415062580
<b>Email:</b>	lanem@co.wasco.or.us
<b>Progress towards conduct &amp; discipline Y/N</b>	In Progress
<b>In Progress</b>	Other (please describe in comment box)
<b>Why Yes Comments:</b>	The Wasco County Sheriff's Office is a member of Lexipol and we are currently working towards a policy to address ORS 243.812.
<b>If no, why not? (multi-select)</b>	
<b>Comments:</b>	
<b>Arbitration or disciplinary action?</b>	No
<b>If no, please explain why not</b>	No current arbitrations or disciplinary matters
<b>If no, please explain why not (comment box)</b>	We did have a pending case but after the January 1st implementation. I noted below we had a case as "yes" but the survey required me to not skip this part. Not sure what happened but we do have a pending case but can't use the statute since the incident occurred prior to Jan. 1st
<b>What category of conduct was at issue</b>	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
<b>Did the matter result in discipline?</b>	Yes in all cases
<b>Comments: Part3 if yes</b>	

---

**What level of  
sanction did  
your agency  
impose**

N/A The presumptive sanction

---

**Uniform  
standards of  
conduct?**

We need better clarity on all of the standards and where they fall into a disciplinary category.

---

**Uniform  
standards of  
discipline?**

None at this time

---

**I  
acknowledgment  
no confidential  
information**



**Date:**

06/21/24

---

# 2024 Law Enforcement Commission Survey

Row 36

**Law Enforcement Agency:** Cannon Beach Police Department

**Name:** Robert W Schulz

**Phone Number:** 5034362811

**Email:** schulz@ci.cannon-beach.or.us

**Progress towards conduct & discipline Y/N** Yes

**In Progress**

**Why Yes Comments:**

**If no, why not? (multi-select)**

**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

**Comments: Part3 if yes**

**What level of sanction did** N/A

**your agency  
impose**

---

<b>Uniform standards of conduct?</b>	No recommendations at this time
--	---------------------------------

---

<b>Uniform standards of discipline?</b>	No recommendtions at this time
---	--------------------------------

---

<b>I acknowledgment no confidential information</b>	<input checked="" type="checkbox"/>
---	-------------------------------------

---

<b>Date:</b>	07/02/24
--------------	----------

---

# 2024 Law Enforcement Commission Survey

Row 37

**Law Enforcement Agency:** Oakridge Police Department

**Name:** Kevin R. Martin

**Phone Number:** 5417824232

**Email:** kevinmartin@ci.oakridge.or.us

**Progress towards conduct & discipline Y/N** Yes

**In Progress**

**Why Yes Comments:** Union did not negotiate fully on the Matrix, but new Union Agreement went into place July 1st 2023.

**If no, why not? (multi-select)**

**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

**Comments: Part3 if yes**

**What level of sanction did** N/A

**your agency  
impose**

---

**Uniform  
standards of  
conduct?**

---

**Uniform  
standards of  
discipline?**

---

**I  
acknowledgment ☒  
no confidential  
information**

---

**Date:** 07/04/24

---

# 2024 Law Enforcement Commission Survey

Row 38

<b>Law Enforcement Agency:</b>	Coquille Police Dept.
<b>Name:</b>	Scott Sanders
<b>Phone Number:</b>	5413962114
<b>Email:</b>	ssanders@cityofcoquille.org
<b>Progress towards conduct &amp; discipline Y/N</b>	Yes
<b>In Progress</b>	
<b>Why Yes Comments:</b>	
<b>If no, why not? (multi-select)</b>	
<b>Comments:</b>	
<b>Arbitration or disciplinary action?</b>	Yes, in more than one disciplinary matter
<b>If no, please explain why not</b>	N/A
<b>If no, please explain why not (comment box)</b>	
<b>What category of conduct was at issue</b>	Moral character
<b>Did the matter result in discipline?</b>	Yes in all cases
<b>Comments: Part3 if yes</b>	
<b>What level of sanction did</b>	N/A



**your agency  
impose**

---

**Uniform  
standards of  
conduct?**

---

**Uniform  
standards of  
discipline?**

---

**I  
acknowledgment ☒  
no confidential  
information**

---

**Date:** 07/05/24

---

# 2024 Law Enforcement Commission Survey

Row 39

**Law Enforcement Agency:** Malheur County

**Name:** Travis Johnson

**Phone Number:** 5414735126

**Email:** tjohnson@malheurco.org

**Progress towards conduct & discipline Y/N** In Progress

**In Progress** Adopted policies

**Why Yes Comments:**

**If no, why not? (multi-select)**

**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

**Comments: Part3 if yes**

**What level of sanction did** N/A

**your agency  
impose**

**Uniform  
standards of  
conduct?**

No recommendation, I think the standards of conduct are good.

**Uniform  
standards of  
discipline?**

I think these standards are good. I do have some issue with the implementation for smaller agencies. Smaller agencies do not have the experience with personnel investigations which can be very difficult to navigate. If they are not done perfectly it often times leads to legal claims. There needs to be some protections for agencies to be able to implement the discipline.

**I  
acknowledgment  
no confidential  
information**



**Date:** 07/05/24

# 2024 Law Enforcement Commission Survey

Row 40

<b>Law Enforcement Agency:</b>	Yamhill County Sheriff's Office
<b>Name:</b>	Sam Elliott
<b>Phone Number:</b>	503-505-2706
<b>Email:</b>	elliotts@co.yamhill.or.us
<b>Progress towards conduct &amp; discipline Y/N</b>	Yes
<b>In Progress</b>	
<b>Why Yes Comments:</b>	
<b>If no, why not? (multi-select)</b>	
<b>Comments:</b>	
<b>Arbitration or disciplinary action?</b>	Yes, in more than one disciplinary matter
<b>If no, please explain why not</b>	N/A
<b>If no, please explain why not (comment box)</b>	
<b>What category of conduct was at issue</b>	Sexual harassment
<b>Did the matter result in discipline?</b>	Yes in all cases
<b>Comments: Part3 if yes</b>	
<b>What level of sanction did</b>	A mitigated sanction The presumptive sanction

**your agency  
impose**

---

**Uniform  
standards of  
conduct?**

---

**Uniform  
standards of  
discipline?**

---

**I  
acknowledgment ☒  
no confidential  
information**

---

**Date:** 07/23/24

---

# 2024 Commission Survey

Row 1

<b>Organization (if any):</b>	Disability Rights Oregon
<b>Name:</b>	Thomas Stenson
<b>Phone Number:</b>	REDACTED
<b>Email:</b>	REDACTED
<b>Uniform standards of conduct?</b>	<p>The Commission should create explicit standards around the treatment of detainees, arrestees, and members of the public that have disabilities. Too many police officers do not believe they have to accommodate people with disabilities at all, or do not know how and when they should do so. The legislature made an explicit requirement that the Commission revisit these standards and the Commission's response has not been adequately specific. The commission has only addressed hate speech, profiling, and offensive speech, but not addressed a refusal to accommodate a person with a disability, nor application of standards of law that disregard disability related needs. I wrote to the Commission years ago following a high profile case of police officers who initiated a stop, chased, arrested, and prosecuted a woman with a disability for operating her mobility device without a helmet. I never received any meaningful follow up to my inquiry, and I have seen no effort from the Commission to address the serious problems of maltreatment of people with disabilities by law enforcement. I also frequently see evidence of the arrest and prosecution of people with mental illness who are primarily experiencing the symptoms of their illness without creating any true criminal harm. Those people are frequently arrested by police officers for vague, trivial offenses that mostly reflect their underlying illness. For instance, arresting a person with a mental illness who is walking down the street shouting for disorderly conduct. Officers also will arrest a person for misuse of the emergency system, when that person is clearly experiencing a paranoid episode who calls 911 to report a perceived danger that is plainly the symptom of a mental illness.</p>
<b>Uniform standards of discipline?</b>	<p>The Commission should outline standards for police discipline that outline punitive consequences for: 1) refusing to accommodate someone's disability; 2) arresting someone for disability-related behaviors in the absence of a bona fide law enforcement purpose; and 3) arresting people with disabilities for engaging in behavior (e.g., operating a mobility device) that is protected by disability law.</p>
<b>I acknowledge no confidential information</b>	<input checked="" type="checkbox"/>
<b>Date:</b>	06/10/24
<b>Column9</b>	

# 2024 Commission Survey

Row 4

<b>Organization (if any):</b>	
<b>Name:</b>	Traciee Thomas
<b>Phone Number:</b>	REDACTED
<b>Email:</b>	REDACTED
<b>Uniform standards of conduct?</b>	Conduct should be within the letter of the law and above reproach.
<b>Uniform standards of discipline?</b>	There should be no instance where a terminated, or suspended officer can apply at an outside law enforcement agency whether active duty or teaching.
<b>I acknowledge no confidential information</b>	<input checked="" type="checkbox"/>
<b>Date:</b>	06/28/24
<b>Column9</b>	

# 2024 Commission Survey

Row 2

**Organization (if any):**

**Name:** Marc Poris

**Phone Number:**

**Email:** REDACTED

**Uniform standards of conduct?** Define "excessive use of force" please. Please increase the number of people on the LESC and fix the balance such that non-police affiliated people make up at least half of the board membership. Ensure that there are at least 2 members of the public who have been harmed by police misconduct or who are loved ones of people killed by law enforcement. There is great value in listening to these voices.

**Uniform standards of discipline?** Please remove "written reprimand" completely from the discipline standards. It is incomprehensible that a law enforcement officer could sexually assault a member of the public and receive a written reprimand.

**I acknowledge no confidential information** ☒

**Date:** 06/12/24

**Column9**



# 2024 Commission Survey

Row 3

**Organization (if any):** Portland Copwatch

**Name:** Dan Handelman

**Phone Number:** REDACTED

**Email:** REDACTED

**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 and August, 2023 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. But by no means should a letter of reprimand stand as the only consequence for these acts of misconduct. \_\_\_ We continue to appreciate that Portland's entire list of aggravating and mitigating factors were reproduced in the Commission's guidelines, along with added \_aggravating\_ factors of: \_\_\_ +Prior disciplinary history +Failed or declined 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 also added \_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 should be common-sense things that an officer knows are 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).

**Uniform standards of discipline?** 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 should be used in these rules. \_\_\_ 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

EXHIBIT 2

Page 4 of 8

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, allows 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 sexual harassment, it seems that the issue is not being taken seriously by the Commission perhaps because of implicit gender bias. 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. As we said last year, we hope that the Commission will take our advice and improve these guidelines for the good of everyone in the state. It is not clear whether the section on arbitration listed in the posted rules ([https://justice.oregon.gov/lesc/documents/LESC\\_2023-02\\_Guide\\_to\\_the\\_LESC\\_Rules.pdf](https://justice.oregon.gov/lesc/documents/LESC_2023-02_Guide_to_the_LESC_Rules.pdf)) is entirely relying on existing statutes. We earlier wrote that an LESC rule was responsible for the part that requires arbitrators to return cases to jurisdictions if there are multiple allegations and they disagree that there was misconduct in just one of them, which allows 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 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 or 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: 06/25/24

---

Column9

---

# 2024 Commission Survey

Row 5

<b>Organization (if any):</b>	Sherwood Police Advisory Board
<b>Name:</b>	Lawrence O'Keefe
<b>Phone Number:</b>	REDACTED
<b>Email:</b>	REDACTED
<b>Uniform standards of conduct?</b>	None
<b>Uniform standards of discipline?</b>	None
<b>I acknowledge no confidential information</b>	<input checked="" type="checkbox"/>
<b>Date:</b>	07/07/24
<b>Column9</b>	

# 2024 Commission Survey

Row 6

<b>Organization (if any):</b>	Sherwood Police Advisory Board
<b>Name:</b>	Chris West
<b>Phone Number:</b>	REDACTED
<b>Email:</b>	REDACTED
<b>Uniform standards of conduct?</b>	Revisions look fine.
<b>Uniform standards of discipline?</b>	Revisions look fine.
<b>I acknowledge no confidential information</b>	<input checked="" type="checkbox"/>
<b>Date:</b>	07/08/24
<b>Column9</b>	

# 2024 Commission Survey

Row 7

**Organization (if any):**

**Name:** Lizzy Utterback

**Phone Number:**

**Email:**

**Uniform standards of conduct?**

I continue to be concerned with the membership of the LESC as there does not appear to be any members that are community members that have either been directly harmed by police violence or are family members of those harmed by police violence.

**Uniform standards of discipline?**

It makes me sick to think that officers are held to a lower standard than most of the working public in terms of discipline standards for sexual assault. A written reprimand is not acceptable. Please hold officers to the same standards as most of the working public and remove written reprimand from the standards.

**I  
acknowledgment  
no confidential  
information** ☒

**Date:** 07/09/24

**Column9**