

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, 2025

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 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 Executive Director Lauri Stewart began work in September 2024.

Adoption of Commission By-Laws

The Commission voted to approve new By-laws in January 2025.

Rule Making

Proposed Rule Amendments. ORS 243.812 requires the Commission to review the rules every two years. In developing the original rules, the initial focus for the Commission was on misconduct that would result in either mandatory or presumptive termination. Accordingly, the Commission began the process of reviewing the existing rules for each of the seven areas of misconduct, and identified the following rules for potential revision:

- 1) OAR 265-010-0015 Unjustified or excessive use of physical or deadly force;
- 2) OAR 265-010-0001 Sexual assault;
- 3) OAR 265-010-0010 Assault; and
- 4) OAR 265-010-0025 Moral character.

The Commission reviewed all stakeholder feedback and comments received on the current rules and methodically addressed these four areas with a specific eye toward identifying and describing misconduct that would have an applicable presumptive sanction, maximum sanction, and minimum sanction.

The Commission also considered an additional minimum sanction of “Non-Disciplinary Corrective Actions” and its definition.

Providing Notice of Uniform Standards

Website: Commission staff replaced the old LESC public-facing website with a significantly expanded [LESC Commission](#) website in 2025 and relocated it to a more accessible location. In addition to information about the Commission’s public meetings and rulemaking activities, the new site now includes Frequently Asked Questions with resources for Law Enforcement Agencies and officers, those involved in arbitration, and for the general public. The website also contains all the materials the Commission considered in developing the standards, as well as instructions for public participation in the commission’s meetings and rulemaking. The website provides a new, shorter email address (LESC@doj.oregon.gov) to contact the Commission, a

subscription button to sign up for notifications, and a comment button for interested stakeholders or members of the public to provide input about the Commission's work at any time.

Outreach and training materials: Commission staff also reviewed and updated all existing outreach materials, including handouts and PowerPoint displays, and is developing new materials for training and outreach.

Narrative Guide: The Commission maintains the [Guide to the LESC Rules](#). The purpose of the guide is to assist stakeholders, including law enforcement officers, law enforcement agencies, disciplining bodies, and the public, in understanding the uniform standards and how they are applied. The guide is available on the LESC Commission website at [LESC - Oregon Department of Justice](#).

Outreach and Informational Presentations.

Chair Michael Slauson and Director Stewart made presentations about the Commission and its work, current rules, applicability, and definitional updates to the following groups:

- Oregon District Attorney Association (ODAA) – Elected DA Meeting, December 2024
- Oregon State Sheriff's Association (OSSA) – Elected Sheriff Meeting, December 2024
- Oregon Association of Chiefs of Police (OACP) – Executive Leadership Conference, January 2025
- Tribal Leadership Circle – Coos, Lower Umpqua, Siuslaw tribe, March 2025
- State-Tribal Public Safety Cluster (STPSC) Meeting, April 2025
- Oregon Association of Chiefs of Police (OACP) – Law Enforcement Leadership Meeting, April 2025

Outreach to cities and counties: Oregon Cities and Counties are considered stakeholders of the LESC Commission, and the statute creating LESC specifies two seats for them on the Commission. In August 2025, an informational email was sent to the Association of Oregon Counties and League of Oregon Cities to increase awareness of the Commission's work and how it may affect officers and agencies they oversee.

Outreach to Corrections and Community Corrections (Oregon Association of Community Corrections Directors): Information emails were sent to Corrections and Community Corrections to ensure they were aware of and understand the LESC Rules to which they are now subject.

Outreach through the annual survey: Links to the LESC Rules, the Guide to the LESC Rules, and to additional information on the LESC website, were emailed to district attorneys, police chiefs, sheriffs, Tribal governments, Civilian review and oversight organizations, Corrections and Community Corrections organizations, Oregon County and City associations, as part of our annual survey invitation beginning in late July, 2025.

Progress of Agencies in Implementing and Applying Standards

Implementation Database:

Commission staff developed a database to track Agency implementation and application of LESC rules by all Law Enforcement, Corrections and Community Correction Agencies and disciplinary bodies subject to those rules. It tracks steps taken to adopt policy, types of conduct subject to disciplinary action, outcomes of those cases, sanctions applied, whether any went to arbitration, and if so, how these were resolved. The database contains data collected from law enforcement agencies in 2023 and 2024.

Statewide Implementation Surveys:

Commission staff requested information from law enforcement agencies on their progress in implementing and applying the standards since July 2024. Staff sent an electronic survey to 2XX law enforcement, Corrections and Civilian Oversight agencies and district attorneys between July 28 and August 5, 2025, and sent follow up requests on August X, 2025. Recipients were informed that their responses would become part of this report and be made public. **There were XX responses to the survey.**

The tables below summarize the survey questions and the responses to each question. Survey responses are also attached as Exhibit 1. – *This section is pending final survey results*

Future Priorities

We intend to expand outreach and training activities and continue development and delivery of outreach and training materials to increase awareness and understanding of LESC Rules, and provide guidance and resources on their correct application by those Law Enforcement groups now subject to LESC Rules. In addition to conducting live sessions, we plan to develop on-demand, online training from the live sessions. Finally, a priority in the coming year will be making our Implementation Tracking system available online as an interactive tool.

Conclusion

The Commission will continue to expand outreach and stakeholder engagement, to solicit, review and consider feedback and recommendations to update and expand the Standards of Conduct and Discipline, and to refine and expand the Rules and our guidance as appropriate.