

Exhibit 1

LESC Survey Section 6: 2026 Agency Comments and Recommendations

The survey invited law enforcement to provide feedback or suggestions for updates to the standards of conduct and the standards of discipline.

Do you have any additional comments regarding your agency's application of the standards? (I.e., disciplinary investigations, findings, disciplinary actions, use of mitigating/ aggravating factors, or arbitration?)
If the state had a tracking system through DPSST it would be easy to document and track any complaints or issues.
The aggravating and mitigating factors are helpful, as is the discipline matrix.
While none this past year, we have previously had cases where the standards and recommendations have been applied.
We are a very small agency (3) and have recently learned about the application of these standards. We are working on the best way to record and report any incidents.
I am not seeing any specific requirements for our agency to report on an annual basis, will this come in the form of a survey from DOJ each year?
We just renewed our CBA which triggered the implementation process of LESC. So we are still learning. Most of it was already covered by our previous policies.
None at this time. However, a refresher training or legal updates would be great to have a refresher on.
The Klamath County Sheriff's Office has incorporated the statewide standards into its existing policy and disciplinary processes and reviews disciplinary matters for applicability of the LESC standards. To date, the agency has had limited disciplinary matters involving conduct that falls within the specific LESC categories.
Our primary challenge is administrative tracking rather than application of the standards. Disciplinary matters are maintained in individual administrative investigation and personnel records, and our current system does not include a dedicated LESC-specific tracking mechanism that allows information regarding allegations, findings, sanctions, and application of the statewide standards to be readily compiled for annual reporting.
Additional guidance, standardized tracking tools, or a recommended reporting template from the Commission would be helpful to smaller and mid-sized agencies in consistently documenting LESC applicability and preparing future annual reports.
Additional TA, Staffing and coordination with the Universities HR and the State.

Do you have any recommendations for the Commission?

(i.e., regarding possible improvements, changes or additions to the uniform standards of Conduct and Discipline, how to make the standards or guide easier to use, or how to better support your agency in implementing the standards?)

Stay within scope and do not expand. This is intended for the worst misconduct, not day to day work and as with many programs, once established, they tend to grow. Fight that.

Is there a recommended adjustment to our current Lexipol Policy?

A standardized statewide software program might be beneficial, especially to smaller agencies with fewer resources.

If the state wants to pay for Statewide software for tracking, we would be more than happy to train and implement.

Portland Police Bureau has a well thought out discipline matrix that we have used. Their doc is helpful to be consistent as we review different events.

We were proactive, but step-by-step guidance would help agencies that do not conduct these investigations regularly with how to track and report.

Funding for HR systems would be great.

I am not sure if there is a Statewide commission or board but I would like to see one implemented with all LE stakeholders so we can provide input and recommendations.

Would like DUII added to LESC.

A training, even via zoom, would be helpful for staff to ensure we are all on the same page as DOJ and meeting the requirements the same across the state.

I would recommend sort of a "users packet" that covered the basic information and how to apply it. A packet that was easily digestible and could also be used as a training aid. That could be used as an addendum or attachment to policies. Those could be changed or updated as rules change without requiring policy changes.

Continue to add more types of investigations to the LESC rules.

It would be helpful if the state provided a digital framework to each agency similar to this form/questionnaire.

We recommend that the Commission develop a standardized LESC tracking form or checklist that agencies can use as part of each disciplinary investigation. The form could identify whether LESC applies, the applicable conduct category, investigative finding, presumptive or mandatory sanction, aggravating or mitigating factors considered, final discipline imposed, and whether there was any departure from the statewide standard.

A standardized tool would help agencies apply the standards consistently while also making annual

reporting more efficient and accurate. Continued practical guidance and training, particularly when rules or definitions are amended, would also be beneficial.
It would be helpful to receive paper or email notices when updates are made to the Discipline Standards for Misconduct. I noticed that changes were recently made to 265-010-0015, and our Agency will need to incorporate the updates into our Agency Policy. Thank you.
TA, possibly a quarterly Call .
Is there a recommended adjustment to our current Lexipol Policy?
A standardized statewide software program might be beneficial, especially to smaller agencies with fewer resources.

Is there anything else we haven't already asked that you would like to address?
Add an outcome response of resignation before investigation complete or discipline imposed to your outcomes. Most that would be terminated resign.
Nothing further at this time. We appreciate the Commission's continued efforts to provide guidance, consistency, and practical resources to assist agencies with implementation and annual reporting requirements.