

Commission on Statewide Law Enforcement Standards of Conduct and Discipline
Codified ORS 243.812
Report to House Committee on Judiciary
September 1, 2026

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 “LESC Commission” or “LESC”) 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.” This report does not set forth the specific rules adopted by the commission or instructions for the applications of those rules.

The LESC Commission and the Uniform Standards

LESC 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 LESC 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 (Chair of the Commission).	Jeff Howes, Chief Counsel, Criminal Justice
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.	Chief Jacob McKnight
Two members who are representatives of local government to represent the interests of cities and counties.	Steven Schuback 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

The LESC Executive Director is an Operations and Policy Analyst 4 position authorized by the Oregon Legislative Assembly granted to the Oregon Department of Justice. This position is located in the Criminal Justice Division of DOJ and dedicated full-time to the work of the Commission. Lauri Stewart has been the Executive Director since September 2024.

LESC Rule Making

Proposed Rule Amendments. ORS 243.812 specified a minimum of seven initial areas of misconduct LESC rules must address at a minimum. It also specified the on-going requirement for the Commission to review its rules at least every two years. Accordingly, in November 2024 the Commission began the process of reviewing the existing rules for each of the seven initial areas of misconduct, work that continued through 2025.

In developing the original rules, the initial focus for the Commission was on misconduct that would result in either mandatory or presumptive termination. In reviewing those rules, the Commission:

- Reviewed all stakeholder feedback and comments received on the current rules;
- Reviewed each rule for clarity and sufficiency of definitions,
- Considered whether the range of presumptive, maximum and minimum sanctions still appeared to be a good fit in practice to the actual range of behaviors constituting misconduct to which those rules are applied.

The Commission formed subcommittees for each of the first 4 rules under consideration to review and discuss in depth, and to develop recommendations for the entire commission to make final decisions on proposed updates in subsequent meetings.

The review process was completed in stages between September 2025 and April 2026 when the last of the proposed amendments were approved for commencing the Notice of Proposed Rulemaking (NPRM) process.

In that careful review process, the commission identified the following rules for revision:

1) OAR 265-010-0015 Unjustified or Excessive Use of Physical or Deadly Force;

The Commission voted to amend the rule to broaden the range of cases to which the rule would apply beyond only those cases that result in death or serious physical injury, and adjust the range of sanctions

2) OAR 265-010-0001 Sexual Assault;

The Commission voted to amend the rule (1) to separate sexual assault that constitutes a sex crime from sexual assault that does not, and to accordingly adjust the sanctions for each category.

3) OAR 265-010-0010 Assault;

The Commission voted to amend the rule to define conduct that would result in a mandatory sanction of termination from conduct to which a range of potential discipline might apply.

4) OAR 265-010-0025 Moral Character.

The Commission voted to amend the rule to add an additional type of Misuse of Authority. The rule previously included only “misuse of authority for financial gain.” The new language also includes “Misuse of authority by soliciting or engaging in sexual acts or favors of a sexual nature.”

5) OAR 265-005-0001 Definitions

Amendments were developed for a fifth rule (definitions) to align and support the aforementioned rule changes. The rule was amended to add the following definitions, which were not previously defined:

- “Excessive force”
- “Knowingly” or “with knowledge”
- “Misuse of Authority by soliciting or engaging in sexual acts or favors of a sexual nature”
- “Non-Disciplinary Corrective Actions”
- “Recklessly.”

The rule was also amended to revise the following definition to align with definitions in Rule rather than in statute:

- “Intentionally” or “with intent.”

Finally, the addition of new definitions required the definitions to be renumbered.

Providing Notice of Proposed Rulemaking

The Commission has adopted OAR 265-001-0005. Commission staff filed the Notice of Proposed Rulemaking (NPRM) with the Secretary of State on April 28, 2026. The notice was published in May 1, 2026, Oregon Bulletin. In addition to posting information on the LESC website, Commission staff emailed copies of the NPRM, which includes detail on the proposed rule amendments, to the individuals and entities identified in OAR 265-001-0005. In addition to the Legislature and the media, this includes sheriffs, chiefs of police, Corrections and Community Corrections, civilian review bodies, the Oregon Association of Counties, District Attorneys, and all members of the public who have requested notification.

Public Hearings

The Commission scheduled four public hearings to receive comment on the proposed rules. The hearings were both in person and virtual. The dates and locations of the hearings were:

- July 7, 2026: 800 SE Emigrant, Suite 310, Pendleton
- July 8, 2026: 150 NW Pacific Park Lane, Suite 100, Bend
- July 13, 2026: 100 SW Market St., Portland
- July 15, 2026: 2440 NW Troost St., Ste 100, Roseburg

Final adoption of proposed amendments to LESC Rules

After consideration of input from the Public Comment period, the LESC Commission voted during their August 6, 2026, meeting to adopt the proposed amendments to the Rules described above. The amended rules went into effect August 10, 2026. Notification was posted on the LESC website and email notice was sent to all law enforcement, corrections and community corrections agencies in the state; all District Attorneys, Civilian oversight agencies, city and county HR directors, city attorneys, and city managers; and all community members who have subscribed for such notice.

Proposed New Rules

The LESC also voted to propose a new rule, “Misuse of Confidential Information.” We will be filing a Notice of Proposed Rulemaking, scheduling public hearings and soliciting public comment for that rule shortly.

Finally, the LESC is currently considering two new rules on “Duty to Intervene” and “Duty to Report,” and possible expansion of OAR 265-010-0030 “Use of Controlled Substance While on Duty,” to include off-duty conduct.

Providing Notice of Uniform Standards

Website: Commission staff publish information about substantive changes to the Rules on the LESC website, in addition to emailing information to our stakeholders informing them of the changes to the Rules, and of updates to the LESC Guide for the application of those Rules. We also maintain the public-facing [LESC Commission](#) website. In addition to information about the Commission’s public meetings and rulemaking activities, the site 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 and reviewing the standards, and instructions on how the public can comment on and participate in the commission’s meetings and the rulemaking process.

Outreach and training materials: Commission staff continue to review and update existing outreach materials, including handouts and PowerPoint displays, and developing new materials for training and outreach.

Narrative Guide: The Commission maintains the [Guide to the LESC Rules](#). The guide is available on the LESC Commission website at [LESC - Oregon Department of Justice](#). 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 to be applied.

Outreach and Informational Presentations since September 2025

Current Chair Jeff Howes, former Chair Michael Slauson and Director Stewart 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 2025
- **Oregon State Sheriff's Association (OSSA)** – Elected Sheriff Meeting, December 2025?
- **Oregon Association of Chiefs of Police (OACP)** – Executive Leadership Conference, January 2025
LESC Public Hearings - The previously mentioned Public Hearings for Rulemaking, in Pendleton, Bend, Portland and Roseburg in July 2026.
- **State-Tribal Public Safety Cluster (STPSC)** Meeting, April 2026
- **Eugene Police Department** “Ethics and the LESC” training presentation for 200 officers, 4 days, Sept 2025 (EPD Training).
- **Oregon State Police** CJIS Division, April 2025
- **Ashland PD**, April 2026
- **Salem PD**, August 2026
- **Association of Oregon Counties**, January 2026, informational presentation to increase awareness of the Commission's work and how it may affect officers and agencies they oversee.
- **Curry County** outreach Sept 2025
- **Oregon Association of Community Corrections Directors** 2025
- **DOC Senior leadership**; various dates

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 July 2026.

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, application of rule in disciplinary cases, sanctions applied, whether any went to arbitration, and if so, how these were resolved. The database contains data collected from law enforcement agencies from 2023 through 2025.

Statewide Implementation Surveys:

Commission staff requested information from law enforcement agencies on their progress in implementing and applying the standards since September of 2025. Staff sent electronic surveys to law enforcement (165 agencies), corrections and community corrections (44

agencies), and civilian oversight agencies (9), to district attorneys (36), and to city and county staff that may on occasion handle disciplinary issues for police (HR directors, city managers, and city attorneys – 187 offices) at the beginning of August, with follow up requests on August 24, 2026. Recipients were informed that their responses would become part of this report and be made public. There were 90 responses to the survey, a return rate of 54% of all law enforcement agencies surveyed. This was down slightly from last year’s survey return rates, though still higher than previous years.

The tables below summarize the survey questions and the responses to each question. Survey responses are also attached as Exhibit 1.

2026 Law Enforcement Agency Survey Results

Section 1: Adoption of the standards

Q: What has your agency done so far to implement the statewide standards of conduct and discipline? (Select all that apply)	Number of agencies reporting
Reviewed standards and guide	82
Provided information to all staff that investigate or make disciplinary decisions	63
Provided information to all officers to whom LESC Rules apply	42
Adopted policies/included in existing policies	52
Integrated into disciplinary procedures	54
Requested training or technical assistance in applying the standards	6
None of the above: have not yet implemented	3
Other: One agency reported adopting an applicable Lexipol policy update, another included it in their CBA.	2

Q: Please identify any obstacles to implementing statewide standards of conduct and discipline	Number of agencies reporting
We didn’t need to do anything as we were already compliant.	59
We were unaware of the LESC standards	1
We were unsure what was required for implementation	4
We were awaiting expiration of then-current CBA	13
Lack of resources	1
Other: “My time to update the policies...”; “Currently working on integrating the rules into office policy”; “The information is contained in the CBA, but will be added to our policy”: Just ensuring that LESC standards are taught in both basic classes as well as SLA and OLM classes at DPSST to keep familiarity with frequent staff turnover.	4

Section 2: Application in Disciplinary actions

How many individual disciplinary matters or investigations of sworn officers have you concluded or resolved in your agency in the past year?				
None	One to 9	10 to 20	20 to 99	100 plus
41 agencies	34 agencies	6 agencies	5 agencies	3 agencies

Types of Conduct Reported as Resulting in Disciplinary Investigations

49 responding agencies reported having disciplinary matters or investigations open in the last year, reporting a (partially estimated) total of 1838 disciplinary cases in the last year statewide. Because exact numbers are often not available, particularly for the largest agencies with the largest number of disciplinary actions, it is difficult with the current reporting framework to determine how many of all disciplinary matters for law enforcement officers are covered by LESC Rules, versus those that are not. But judging from those agencies that do have precise numbers, it appears that the majority of disciplinary proceedings involving Law Enforcement Officers are for types of conduct that are not addressed in LESC Rules. That in turn seems reasonable to expect given that LESC Rules focus on the most serious kinds of misconduct, which are not the types most frequently resulting in disciplinary actions. Of the 49 agencies that reported disciplinary actions in the last year, 36 agencies reported disciplinary actions for allegations that are not covered by LESC Rules.

Of types of conduct covered by LESC rules, the most frequently reported allegations resulting in disciplinary investigations are shown in the table below. Most common again this year was Lack of Good Moral Character (reported by 26 agencies), followed by unjustified Use of Physical Force (reported by 25 agencies), a significant increase from numbers reported last year (though nearly half of that number may reflect a single incident involving multiple officers; the survey does not examine individual cases.) The next most common category (at a distant third) was *Conduct 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*, reported by eight agencies, reported by 8 agencies. The remaining types of allegations were reported by 5 or fewer agencies.

Of those matters concluded or resolved in the past year, what types of issues or conduct were investigated?	Number of agencies reporting
Assault	1
Unjustified or excessive use of force	25
Unjustified or excessive use of deadly force	2
Sexual assault	3
Sexual harassment	5

Of those matters concluded or resolved in the past year, what types of issues or conduct were investigated?	Number of agencies reporting
Conduct 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	8
Lack of Good Moral character (conduct constituting a state or federal felony, DV, stalking, Drug-related offense, bias or hate crime, sex crime, untruthfulness, misuse of authority)	26
Use of alcohol or drugs while on duty	4
Other issues than the above	35
Check this box if your agency does not track allegation types in a way that readily allows exact reporting	2

Other Types of Conduct reported

Agencies were asked to identify allegation types not covered by LESC rules, if they are able to readily do so. Some agencies have advised they are not able to track complaints easily by allegation, so that question was made optional. The complete original responses are available in Exhibit A, but they are roughly summarized into general categories below:

Please specify "Other types of conduct" (not covered by LESC rules) that were the subject of disciplinary matters in the past year if you can reasonably do so:
• Agency policy violations • Performance, quality of work • Failure to perform duties • Driving issues, collisions, pursuits • Attitude - courtesy, rudeness, insubordination, conduct unbecoming an officer • Professionalism, integrity, judgment • Time - leave issues, timekeeping, tardiness, failure to show up for shifts, court, training • Procedural issues – failure to properly investigate, evidence handling, reports, lost/damaged equipment, search and seizure, etc. • Off-duty substance use • Officer safety, firearm discharge, tactical judgment • Citizen complaints

Analysis

Of all individual conduct categories reported, the single largest category of conduct types resulting in disciplinary matters was conduct not addressed by LESC rules. While the data is very imperfect, this question was asked in the hopes that it might be helpful for commissioners in considering priorities for expanding and refining LESC rules. It also shows some areas where further training is required, as some of the types of allegations reported as being outside of LESC scope include types of conduct that may in fact be covered by LESC Rules. One agency, for example, described a disciplinary issue as one of moral turpitude, which is potentially a Moral Character issue. Several others described cases involving dishonesty, or "Brady issue" as unrelated to LESC rule, when truthfulness is part of the LESC Moral Character Rule.

Section 3: Discipline

Were the Statewide Standards of Conduct and Discipline (OAR Chapter 265) applied in any of the matters concluded or resolved in the past year?

Did your agency apply the Statewide Standards of Conduct and Discipline (OAR 265) in any of the matters concluded or resolved in the past year?	Number of agencies reporting
Yes, in one or more cases	16
No, standards were not applicable	27
No, other reason	6

Did any matter(s) in which you applied the statewide standards of conduct and discipline result in SUSTAINED findings?	Number of agencies reporting
Yes (in all allegations)	8
Yes (in at least one allegation)	7
No, officer left agency before investigation was completed	2
No, other reason	5
Other	0

Did any sustained findings in the matter(s) above result in DISCIPLINE? (Defined as termination, economic sanctions such as demotion or suspension, or written reprimand)	Number of agencies reporting
Yes, in all cases	6
Yes, in some cases	5
No, officer left agency before discipline was determined or imposed	3
No sustained matters resulted in discipline	1
N/A or Other (1 resulted in a letter of reprimand)	1

What level of sanction did your agency impose?	Number of agencies reporting
The Mandatory sanction	7
The Presumptive sanction	4
An aggravated sanction	3
A mitigated sanction	6
Other	3

Section 4: Arbitration

We noted that this is the first year an agency has reported an arbitration in which the arbitrator upheld agency findings and discipline.

Did your agency conclude arbitrations for any disciplinary matters in the last year?	Number of agencies reporting
Yes	5
No	85

What were the results of arbitration?	Number of agencies reporting
Arbitrator upheld agency finding(s) and disciplinary action(s)	2
Arbitrator found the agency did not meet burden of proof for one or more findings, or found one or more disciplinary actions arbitrary and capricious or not in accordance with LESC rules, and referred case(s) back to the disciplining body.	1
Arbitrator did not uphold the agency finding and/or disciplinary action, and did not refer any part of the case back to the agency/disciplining body.	1
Other outcome ("Still pending")	1

Section 5: Tracking and Reporting Capacity

Due to anecdotal evidence of limitations and challenges in data collection, tracking and reporting capabilities, this year for the first time the LESC included questions about agency systems and procedures to explore possible issues, to better understand current data collection and tracking systems and how best to support agencies in accurate and reliable tracking and reporting. This is a particularly serious issue for large (Tier 1) agencies.

If obligations were expanded to s your agency able to meet annual reporting requirements regarding disciplinary investigations, allegations, findings, and sanctions?	Number of agencies reporting
Yes	73
No	1
Yes but only with additional resources	11
Yes but only with system upgrades	2
Other ("Yes, but burdensome manual process" "Staffing issue" "Haven't had any disciplinary cases yet")	3

Does your agency track whether statewide standards of conduct and discipline were applied in any given case?	Number of agencies reporting
Yes, consistently	43
Yes, but not consistently	3
Only informally (e.g., IA notes, supervisor recollection)	25
No	14
Other ("too few cases to require tracking.")	2

How does your agency currently track disciplinary investigations and disciplinary actions?	Number of agencies reporting
Paper files only	27
Shared digital folders or spreadsheets	30
Internal Affairs case management software (IAPro, Blue Team, Lefta, Axon, Guardian, Frontline, CMTS, AIM, Shield)	21
RMS or HR system with disciplinary tracking built in	5
Other (Hybrid, transitioning to software)	6

What barriers, if any, prevent your agency from tracking disciplinary investigations, allegations, findings, and sanctions in a consistent, reportable manner?	Number of agencies reporting
No centralized tracking system	22
Paper based or fragmented recordkeeping	16
IA and HR systems are separate and uncoordinated	10
Insufficient staff capacity to enter or extract data	10
Existing software cannot categorize allegations or outcomes	8
Lack of internal policy requiring systematic tracking	4
Other (too small to need tracking; Coordination between IA and HR could be better; new software should improve reporting capacity; fragmented records are hard to compile, hard to report for LESC reporting year as agency uses calendar year.	6

Analysis

The results from this new section of the survey demonstrate why, given current tracking systems and processes, it is currently a challenge to get accurate detailed agency information on disciplinary actions in which LESC Rules apply (or should apply). For example, as one agency expressed it in their comments,

“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.”

The data we have been able to collect raise questions about whether allegations are being consistently, correctly identified as subject to LESC rules, and whether the rules are being properly applied in determining sanctions, particularly in application of aggravating and mitigating factors, and in the context of arbitration. It would be very helpful to have more precise data, and data on individual cases, rather than sweeping aggregates. Those cases would also allow us to better identify areas in which rules might support better policy and procedures, and where targeted training might be helpful.

As another agency commented, “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.”

Section 6: Agency Comments and Recommendations

The survey also 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?)
--

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?)
--

Is there anything else we haven't already asked that you would like to address?
--

All agency responses to those questions are included in Exhibit 2.

Public Comments and Recommendations

Members of the Public. Commission staff sent an electronic survey to members of the public and organizations that participated in the rulemaking process. A total of 224 individuals and organizations received the survey;

Nine police oversight agencies, and 187 City and County officials (City Managers, City Attorneys and HR Directors), both groups receiving an invitation to both the agency and the public survey, with the request to complete whichever one was appropriate, the agency survey if they made disciplinary decisions for any law enforcement officers in the last year, the public survey if they did not).

28 Individuals and organizations who have been involved or interested in the LESC's work, and/or requested to be on the contact list for the annual survey, also received the invitation. This survey asked for public comments and general feedback for the LESC Commission. Recipients were informed that their responses would become part of this report and be made public. This year only one public response was received, a question repeated here in full: were received.

The Public feedback received is summarized below and attached as Exhibit 3.

2026 Public Survey Response

"Would it be possible to conduct a Statewide Training on common themes gathered by the issues public safety professionals are facing? If it's ethics or moral character decision making or a lack thereof. Just something for Department Heads to be aware of and this will assist in creating some training ideas for the year ahead."

Future Priorities and Conclusion

New Rules

Having completed revisions to existing LESC rules, the LESC will continue to focus on new rules.

- The LESC will be filing a Notice of Proposed Rulemaking for the newly proposed new rule, "Misuse of Confidential Information," and scheduling public hearings and soliciting public comment for that rule this coming autumn.
- The LESC expected to vote shortly on two more new rules, "Duty to Intervene" and "Duty to Report." If approved, we will initiate the Rulemaking process and public hearings for those new Rules as well.
- We have received requests for clarification and possible expansion of rules around substance use, both on and off duty.
- The LESC Commission is also considering priorities for development of additional new rules and procedures

Updating the Revised Guide to the LESC Rules

Revisions to the LESC Guide are also underway to align with the new rule language and further develop guidance content in alignment with rule and statute, in response to stakeholder feedback, and in the spirit of continuous improvement.

Developing an LESC Mission statement

The LESC Commission is also discussing development of a formal Mission statement for the LESC Commission.

Expanding outreach, training, and stakeholder engagement

We also intend to expand outreach, training efforts, and stakeholder engagement efforts in the coming year to increase awareness and understanding of LESC Rules, and to provide additional guidance and resources on their correct application by all Law Enforcement groups now subject to LESC Rules.

2026 LEA Rule Implementation Agency Report

Row 1

Agency	King City Police
Your Name	Ernie Happala
3. Phone	+1 (503) 620-8851
4. Email	ehappala@ci.king-city.or.us
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	None
8a. Please specify	
9. Types of issues or conduct were investigated?	
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Only informally (e.g., IA notes, supervisor recollection)

15a. If other, please explain:

16. track disciplinary investigations and discipl? Paper files only

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency? Insufficient staff capacity to enter or extract data

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments?

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge ☒

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2026 LEA Rule Implementation Agency Report

Row 2

Agency	Hermiston Police Department
Your Name	Jason Edmiston
3. Phone	+1 (541) 567-5519
4. Email	jedmiston@hermiston.gov
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Integrated into disciplinary procedures Provided information to all officers to whom LESC Rules apply Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	More than one
8a. Please specify	2
9. Types of issues or conduct were investigated?	Lack of Good Moral character (conduct constituting a state or federal felony, DV, stalking, Drug-related offense, bias or hate crime, sex crime, untruthfulness, misuse of authority) Other issues than the above
9a. If you are able to easily specify the types of	Moral Turpitude matter
10. agency APPLY the LESC of Conduct and Disciplin	Yes, in one or more cases
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

Yes (in all allegations)

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

No, officer left agency before discipline was determined or imposed.

12a. If other, please explain:

13. What level of sanction did your agency impose?

The Mandatory sanction

14.DPSST expanded the obligation to include discipl

Yes, but only with additional resources

14a. If other, please explain:

15. Agency track whether applied in any given case

Yes, consistently

15a. If other, please explain:

16. track disciplinary investigations and discipl?

Paper files only

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency?

Insufficient staff capacity to enter or extract data No centralized tracking system Paper based or fragmented recordkeeping

17a.If other, please explain:

18. Matters arbitrated in the last year?

No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments? No

21. Recommendations for the Commission? No

22. haven't already asked that you would like? No

Acknowledge ☒

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2026 LEA Rule Implementation Agency Report

Row 3

Agency	University of Oregon Police
Your Name	Jason Wade
3. Phone	+1 (541) 346-2905
4. Email	jason.wade@uopd.org
5. Agency done implement the statewide standard?	Provided information to all officers to whom LESC Rules apply Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	None
8a. Please specify	
9. Types of issues or conduct were investigated?	
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Yes, consistently

15a. If other, please explain:

16. track disciplinary investigations and discipl? Internal Affairs case management software

16a. If Internal Affair case management software IAPro

16b. If other, please explain:

17. What barriers, if any, prevent your agency?

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments? None

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge ☒

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2026 LEA Rule Implementation Agency Report

Row 4

Agency	Rogue River Police Department
Your Name	Dave Rash
3. Phone	+1 (541) 582-4931
4. Email	Drash@rogueriverpolice.org
5. Agency done implement the statewide standard?	Provided information to all officers to whom LESC Rules apply Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	None
8a. Please specify	
9. Types of issues or conduct were investigated?	
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Other

15a. If other, please explain: We haven't had any but if did I would track internally.

16. track disciplinary investigations and discipl? Other

16a. If Internal Affair case management software

16b. If other, please explain: Internal file

17. What barriers, if any, prevent your agency?

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments?

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/14/26 1:11 PM

2026 LEA Rule Implementation Agency Report

Row 5

Agency	The Dalles Police Department
Your Name	Tom Worthy
3. Phone	+1 (541) 296-2613
4. Email	Tworthy@thedalles.gov
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Integrated into disciplinary procedures Provided information to all officers to whom LESC Rules apply Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	All cases are unique and application of this policy is still not black and white, but it is sufficient.
8. Disciplinary matters or investigations?	More than one
8a. Please specify	3
9. Types of issues or conduct were investigated?	Other issues than the above
9a. If you are able to easily specify the types of	Minor misconduct, rudeness.
10. agency APPLY the LESC of Conduct and Disciplin	No, standards were not applicable
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Other

14a. If other, please explain: Yes with a burdensome manual process.

15. Agency track whether applied in any given case Yes, consistently

15a. If other, please explain:

16. track disciplinary investigations and discipl? Internal Affairs case management software

16a. If Internal Affair case management software AIM

16b. If other, please explain:

17. What barriers, if any, prevent your agency?

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments? No

21. Recommendations for the Commission? 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.

22. haven't already asked that you would like? No

Acknowledge ☒

Created 08/14/26 1:47 PM

2026 LEA Rule Implementation Agency Report

Row 6

Agency	Tillamook Police Department
Your Name	Nick Troxel
3. Phone	+1 (503) 842-2522
4. Email	ntroxel@tillamookor.gov
5. Agency done implement the statewide standard?	None of the above: have not yet implemented
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We were unaware of the LESC standards
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	None
8a. Please specify	
9. Types of issues or conduct were investigated?	
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Other

15a. If other, please explain: We haven't implemented anything yet.

16. track disciplinary investigations and discipl? Shared digital folders or spreadsheets

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency? No centralized tracking system Paper based or fragmented recordkeeping

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments? No.

21. Recommendations for the Commission? Is there a recommended adjustment to our current Lexipol Policy?

22. haven't already asked that you would like? No.

Acknowledge ☒

Created 08/14/26 3:28 PM

2026 LEA Rule Implementation Agency Report

Row 7

Agency	Pilot Rock Police Department
Your Name	Daniel Badal
3. Phone	+1 (541) 680-8307
4. Email	daniel.badal@cityofpilotrock.org
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Integrated into disciplinary procedures Provided information to all officers to whom LESC Rules apply Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	None
8a. Please specify	
9. Types of issues or conduct were investigated?	
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Yes, consistently

15a. If other, please explain:

16. track disciplinary investigations and discipl? Paper files only

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency? No centralized tracking system

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments? None

21. Recommendations for the Commission? None

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/14/26 5:08 PM

2026 LEA Rule Implementation Agency Report

Row 8

Agency	Warrenton Police Department
Your Name	Mathew Workman
3. Phone	+1 (971) 286-2032
4. Email	mworkman@warrentonoregon.us
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Integrated into disciplinary procedures Provided information to all officers to whom LESC Rules apply Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	More than one
8a. Please specify	2
9. Types of issues or conduct were investigated?	Other issues than the above
9a. If you are able to easily specify the types of	Tardiness, Neglect Firearm Discharge
10. agency APPLY the LESC of Conduct and Disciplin	No, standards were not applicable
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Yes, consistently

15a. If other, please explain:

16. track disciplinary investigations and discipl? Shared digital folders or spreadsheets

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency?

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments? None at this time.

21. Recommendations for the Commission? A standardized statewide software program might be beneficial, especially to smaller agencies with fewer resources.

22. haven't already asked that you would like? Not at this time.

Acknowledge ☒

Created 08/15/26 1:57 PM

2026 LEA Rule Implementation Agency Report

Row 9

Agency	Harney County Sheriff's Office
Your Name	Dan Jenkins
3. Phone	+1 (541) 573-6156
4. Email	dan.jenkins@harneycountyor.gov
5. Agency done implement the statewide standard?	Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	More than one
8a. Please specify	2
9. Types of issues or conduct were investigated?	Other issues than the above
9a. If you are able to easily specify the types of	failure to perform duties of the job, insubordination
10. agency APPLY the LESC of Conduct and Disciplin	No, standards were not applicable
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Only informally (e.g., IA notes, supervisor recollection)

15a. If other, please explain:

16. track disciplinary investigations and discipl? Paper files only

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency? IA and HR systems are separate and uncoordinated Insufficient staff capacity to enter or extract data

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments?

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/17/26 7:52 AM

2026 LEA Rule Implementation Agency Report

Row 10

Agency	Toledo Police Department
Your Name	Michael Pace
3. Phone	+1 (541) 635-2356
4. Email	michael.pace@cityoftoledo.org
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Integrated into disciplinary procedures Provided information to all officers to whom LESC Rules apply Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	More than one
8a. Please specify	1
9. Types of issues or conduct were investigated?	Other issues than the above
9a. If you are able to easily specify the types of	Late to work / not showing up for a scheduled shift
10. agency APPLY the LESC of Conduct and Disciplin	No, standards were not applicable
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Yes, consistently

15a. If other, please explain:

16. track disciplinary investigations and discipl? Shared digital folders or spreadsheets

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency? Existing software cannot categorize allegations or outcomes IA and HR systems are separate and uncoordinated Insufficient staff capacity to enter or extract data No centralized tracking system Paper based or fragmented recordkeeping

17a.If other, please explain:

**18. Matters
arbitrated in the
last year?** No

**19. What were the
results of the
arbitration?**

**19a. If Other
outcome, please
explain**

**20. additional
comments?**

**21.
Recommendations
for the
Commission?**

**22. haven't already
asked that you
would like?**

Acknowledge ☒

Created 08/17/26 8:07 AM

2026 LEA Rule Implementation Agency Report

Row 11

Agency	Grant County Sheriff's Office
Your Name	Todd McKinley
3. Phone	+1 (541) 575-1131
4. Email	mckinleyt@grantcounty-or.gov
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Integrated into disciplinary procedures Provided information to all officers to whom LESC Rules apply Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	None
8a. Please specify	
9. Types of issues or conduct were investigated?	
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Yes, but not consistently

15a. If other, please explain:

16. track disciplinary investigations and discipl? Paper files only

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency? IA and HR systems are separate and uncoordinated

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments?

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/17/26 8:35 AM

2026 LEA Rule Implementation Agency Report

Row 12

Agency	Tigard Police Department
Your Name	Leigh Erickson
3. Phone	+1 (503) 718-2761
4. Email	leigh.erickson@tigard-or.gov
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Integrated into disciplinary procedures Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	More than one
8a. Please specify	1
9. Types of issues or conduct were investigated?	Lack of Good Moral character (conduct constituting a state or federal felony, DV, stalking, Drug-related offense, bias or hate crime, sex crime, untruthfulness, misuse of authority)
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	Yes, in one or more cases
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

Yes (in all allegations)

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

Yes, in all cases

12a. If other, please explain:

13. What level of sanction did your agency impose?

The Mandatory sanction

14.DPSST expanded the obligation to include discipl

Yes, but only with system upgrades

14a. If other, please explain:

15. Agency track whether applied in any given case

Only informally (e.g., IA notes, supervisor recollection)

15a. If other, please explain:

16. track disciplinary investigations and discipl?

Internal Affairs case management software

16a. If Internal Affair case management software

IAPro

16b. If other, please explain:

17. What barriers, if any, prevent your agency?

Insufficient staff capacity to enter or extract data

17a.If other, please explain:

18. Matters arbitrated in the last year?

Yes

19. What were the results of the arbitration?

Other outcome

19a. If Other outcome, please explain

Currently pending arbitration

20. additional comments?

Not at this time. This is my first year in this role so I am still learning and absorbing knowledge.

21. Recommendations for the Commission?

Again, not at thist ime.

22. haven't already asked that you would like?

No.

Acknowledge



Created

08/17/26 8:39 AM

2026 LEA Rule Implementation Agency Report

Row 13

Agency	Lincoln City Police Department
Your Name	Dave Broderick
3. Phone	+1 (541) 994-1446
4. Email	dbroderick@lincolncity.org
5. Agency done implement the statewide standard?	Integrated into disciplinary procedures Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	More than one
8a. Please specify	1
9. Types of issues or conduct were investigated?	Other issues than the above
9a. If you are able to easily specify the types of	Dishonesty
10. agency APPLY the LESC of Conduct and Disciplin	Yes, in one or more cases
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

Yes (in all allegations)

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

Yes, in some cases

12a. If other, please explain:

13. What level of sanction did your agency impose?

The Mandatory sanction

14.DPSST expanded the obligation to include discipl

Yes

14a. If other, please explain:

15. Agency track whether applied in any given case

Yes, consistently

15a. If other, please explain:

16. track disciplinary investigations and discipl?

Shared digital folders or spreadsheets

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency?

17a.If other, please explain:

18. Matters arbitrated in the last year?

No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments?

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/17/26 8:45 AM

2026 LEA Rule Implementation Agency Report

Row 14

Agency	Clatsop County Sheriff's Office
Your Name	Matt Phillips
3. Phone	+1 (503) 325-8635
4. Email	mphilips@clatsopcounty.gov
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Integrated into disciplinary procedures Provided information to all officers to whom LESC Rules apply Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	
7. Describe any other obstacles to implementation	No issues
8. Disciplinary matters or investigations?	More than one
8a. Please specify	23
9. Types of issues or conduct were investigated?	Lack of Good Moral character (conduct constituting a state or federal felony, DV, stalking, Drug-related offense, bias or hate crime, sex crime, untruthfulness, misuse of authority) Other issues than the above
9a. If you are able to easily specify the types of	Citizen complaints, sick leave issues, personnel conflicts, performance issues.
10. agency APPLY the LESC of Conduct and Disciplin	Yes, in one or more cases
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

Yes (in all allegations)

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

Yes, in some cases

12a. If other, please explain:

13. What level of sanction did your agency impose?

A mitigated sanction The Mandatory sanction

14.DPSST expanded the obligation to include discipl

Yes

14a. If other, please explain:

15. Agency track whether applied in any given case

Yes, consistently

15a. If other, please explain:

16. track disciplinary investigations and discipl?

Shared digital folders or spreadsheets

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency?

17a.If other, please explain:

18. Matters arbitrated in the last year?

No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments? No

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/17/26 9:11 AM

2026 LEA Rule Implementation Agency Report

Row 15

Agency	Sherman County Sheriff
Your Name	James Burgett
3. Phone	+1 (541) 565-3622
4. Email	jburgett@shermancountyor.gov
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Integrated into disciplinary procedures Provided information to all officers to whom LESC Rules apply Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	None
8. Disciplinary matters or investigations?	None
8a. Please specify	
9. Types of issues or conduct were investigated?	
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Yes, consistently

15a. If other, please explain:

16. track disciplinary investigations and discipl? Paper files only

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency? Paper based or fragmented recordkeeping

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments? If the state had a tracking system through DPSST it would be easy to document and track any complaints or issues.

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/17/26 9:54 AM

2026 LEA Rule Implementation Agency Report

Row 16

Agency	Wheeler County Sheriff's Office
Your Name	Jeremiah Holmes
3. Phone	+1 (541) 763-4101
4. Email	sheriff@wheelercountyor.gov
5. Agency done implement the statewide standard?	Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	Lack of resources
7. Describe any other obstacles to implementation	We are in the process of updating our policies and procedures.
8. Disciplinary matters or investigations?	None
8a. Please specify	
9. Types of issues or conduct were investigated?	
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes, but only with additional resources

14a. If other, please explain:

15. Agency track whether applied in any given case No

15a. If other, please explain:

16. track disciplinary investigations and discipl? Paper files only

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency? Existing software cannot categorize allegations or outcomes No centralized tracking system

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments? No

21. Recommendations for the Commission? No

22. haven't already asked that you would like? No

Acknowledge ☒

Created 08/17/26 10:28 AM

2026 LEA Rule Implementation Agency Report

Row 17

Agency	Rainier Police Department
Your Name	Gregg Griffith
3. Phone	+1 (503) 556-2644
4. Email	ggriffith@cityofrainier.com
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Integrated into disciplinary procedures Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	None
8a. Please specify	
9. Types of issues or conduct were investigated?	
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Yes, consistently

15a. If other, please explain:

16. track disciplinary investigations and discipl? Paper files only

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency?

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments? NO

21. Recommendations for the Commission? No

22. haven't already asked that you would like? No

Acknowledge ☒

Created 08/17/26 10:30 AM

2026 LEA Rule Implementation Agency Report

Row 18

Agency	Sandy Police Department
Your Name	Patrick Huskey
3. Phone	+1 (971) 437-9045
4. Email	phuskey@ci.sandy.or.us
5. Agency done implement the statewide standard?	Integrated into disciplinary procedures Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	The labor union often does not understand the process nor the terminology.
8. Disciplinary matters or investigations?	More than one
8a. Please specify	2
9. Types of issues or conduct were investigated?	Other issues than the above
9a. If you are able to easily specify the types of	Performance/Policy related issues.
10. agency APPLY the LESC of Conduct and Disciplin	No, standards were not applicable
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes, but only with additional resources

14a. If other, please explain:

15. Agency track whether applied in any given case Yes, consistently

15a. If other, please explain:

16. track disciplinary investigations and discipl? Internal Affairs case management software

16a. If Internal Affair case management software Guardian Tracking

16b. If other, please explain:

17. What barriers, if any, prevent your agency? Existing software cannot categorize allegations or outcomes IA and HR systems are separate and uncoordinated Paper based or fragmented recordkeeping

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments? NO

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

22. haven't already asked that you would like? No

Acknowledge ☒

Created 08/17/26 10:34 AM

2026 LEA Rule Implementation Agency Report

Row 19

Agency	Crook County Sheriff's Office
Your Name	John Gautney
3. Phone	+1 (541) 480-1310
4. Email	john.gautney@crookcountysheriff.org
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Integrated into disciplinary procedures Provided information to all officers to whom LESC Rules apply Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	More than one
8a. Please specify	2
9. Types of issues or conduct were investigated?	Lack of Good Moral character (conduct constituting a state or federal felony, DV, stalking, Drug-related offense, bias or hate crime, sex crime, untruthfulness, misuse of authority) Other issues than the above
9a. If you are able to easily specify the types of	Agency policy violations
10. agency APPLY the LESC of Conduct and Disciplin	Yes, in one or more cases
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?	Yes (in at least one allegation)
11a. If other, please explain:	
12. Disciplinary matters that resulted discipline?	Yes, in all cases
12a. If other, please explain:	
13. What level of sanction did your agency impose?	A mitigated sanction
14.DPSST expanded the obligation to include discipl	Yes, but only with additional resources
14a. If other, please explain:	
15. Agency track whether applied in any given case	Only informally (e.g., IA notes, supervisor recollection)
15a. If other, please explain:	
16. track disciplinary investigations and discipl?	Shared digital folders or spreadsheets
16a. If Internal Affair case management software	
16b. If other, please explain:	
17. What barriers, if any, prevent your agency?	Insufficient staff capacity to enter or extract data Lack of internal policy requiring systematic tracking No centralized tracking system Paper based or fragmented recordkeeping
17a.If other, please explain:	
18. Matters arbitrated in the last year?	No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments?

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/17/26 10:54 AM

2026 LEA Rule Implementation Agency Report

Row 20

Agency	Klamath Falls Police Department
Your Name	Rob Dentinger
3. Phone	+1 (541) 883-5336
4. Email	rdentinger@klamathfalls.city
5. Agency done implement the statewide standard?	Integrated into disciplinary procedures Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	None
8a. Please specify	
9. Types of issues or conduct were investigated?	
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Yes, consistently

15a. If other, please explain:

16. track disciplinary investigations and discipl? Shared digital folders or spreadsheets

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency?

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments?

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/17/26 11:06 AM

2026 LEA Rule Implementation Agency Report

Row 21

Agency	Independence Police Department
Your Name	Juventino Banuelos
3. Phone	+1 (503) 837-1101
4. Email	jbanuelos@ci.independence.or.us
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Integrated into disciplinary procedures Provided information to all officers to whom LESC Rules apply Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	More than one
8a. Please specify	11
9. Types of issues or conduct were investigated?	Other issues than the above
9a. If you are able to easily specify the types of	Perceived violations of policy alleged by community members were the majority of issues. Timeliness and preparedness was the second most addressed issue.
10. agency APPLY the LESC of Conduct and Disciplin	No, standards were not applicable
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Only informally (e.g., IA notes, supervisor recollection)

15a. If other, please explain:

16. track disciplinary investigations and discipl? Internal Affairs case management software

16a. If Internal Affair case management software We have an Internal Affair case management software as part of LEFTA Systems SHIELD suite implemented recently.

16b. If other, please explain:

17. What barriers, if any, prevent your agency?

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments? No

21. Recommendations for the Commission? No

22. haven't already asked that you would like? No

Acknowledge ☒

Created 08/18/26 9:42 AM

2026 LEA Rule Implementation Agency Report

Row 22

Agency	Cannon Beach Police Department
Your Name	Rob Schulz
3. Phone	+1 (503) 436-2811
4. Email	schulz@ci.cannon-beach.or.us
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Integrated into disciplinary procedures Provided information to all officers to whom LESC Rules apply Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	None
8a. Please specify	
9. Types of issues or conduct were investigated?	
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Yes, consistently

15a. If other, please explain:

16. track disciplinary investigations and discipl? Shared digital folders or spreadsheets

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency?

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments? No

21. Recommendations for the Commission? No

22. haven't already asked that you would like? No

Acknowledge ☒

Created 08/18/26 11:23 AM

2026 LEA Rule Implementation Agency Report

Row 23

Agency	Cottage Grove Police Department
Your Name	Cory Chase
3. Phone	+1 (541) 942-9145
4. Email	cchase@cottagegroveor.gov
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Integrated into disciplinary procedures Provided information to all officers to whom LESC Rules apply Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	More than one
8a. Please specify	2
9. Types of issues or conduct were investigated?	Unjustified or excessive use of force
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	No, standards were not applicable
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes, but only with additional resources

14a. If other, please explain:

15. Agency track whether applied in any given case Only informally (e.g., IA notes, supervisor recollection)

15a. If other, please explain:

16. track disciplinary investigations and discipl? Shared digital folders or spreadsheets

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency? Existing software cannot categorize allegations or outcomes

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments?

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/18/26 12:24 PM

2026 LEA Rule Implementation Agency Report

Row 24

Agency	Josephine County Sheriff's Office
Your Name	Travis Snyder
3. Phone	+1 (541) 474-5146
4. Email	tsnyder@josephinecounty.gov
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Integrated into disciplinary procedures Provided information to all officers to whom LESC Rules apply Provided information to all staff that investigate or make disciplinary decisions Requested training or technical assistance in applying the standards Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We were awaiting expiration of then-current CBA
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	More than one
8a. Please specify	10
9. Types of issues or conduct were investigated?	Other issues than the above
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	No, standards were not applicable
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Only informally (e.g., IA notes, supervisor recollection)

15a. If other, please explain:

16. track disciplinary investigations and discipl? Shared digital folders or spreadsheets

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency?

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments? no

21. Recommendations for the Commission? no

22. haven't already asked that you would like? no

Acknowledge ☒

Created 08/18/26 1:50 PM

2026 LEA Rule Implementation Agency Report

Row 25

Agency	Polk County Community Corrections
Your Name	Jodi Merrit
3. Phone	+1 (503) 623-5226
4. Email	merritt.jodi@polkcountyor.gov
5. Agency done implement the statewide standard?	Provided information to all officers to whom LESC Rules apply Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We were awaiting expiration of then-current CBA
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	None
8a. Please specify	
9. Types of issues or conduct were investigated?	
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Yes, consistently

15a. If other, please explain:

16. track disciplinary investigations and discipl? Shared digital folders or spreadsheets

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency? Other

17a.If other, please explain: N/A

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments?

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/18/26 4:06 PM

2026 LEA Rule Implementation Agency Report

Row 26

Agency	Grant County Community Corrections
Your Name	Josh Wolf
3. Phone	+1 (541) 575-1743
4. Email	wolfj@grantcounty-or.gov
5. Agency done implement the statewide standard?	Provided information to all officers to whom LESC Rules apply Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	Other
7. Describe any other obstacles to implementation	Currently working on integrating the rules into office policy, CBA agreements reference OAR 265 chapter 10 regarding disciplinary action.
8. Disciplinary matters or investigations?	None
8a. Please specify	
9. Types of issues or conduct were investigated?	
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case No

15a. If other, please explain:

16. track disciplinary investigations and discipl? Shared digital folders or spreadsheets

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency? No centralized tracking system

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments?

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/18/26 4:13 PM

2026 LEA Rule Implementation Agency Report

Row 27

Agency	Coos County Community Justice
Your Name	Michael R. Crim
3. Phone	+1 (541) 396-7703
4. Email	mcrim@co.coos.or.us
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Provided information to all officers to whom LESC Rules apply Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	Other
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	None
8a. Please specify	
9. Types of issues or conduct were investigated?	
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl

Yes, but only with additional resources

14a. If other, please explain:

15. Agency track whether applied in any given case

Only informally (e.g., IA notes, supervisor recollection)

15a. If other, please explain:

16. track disciplinary investigations and discipl?

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency?

No centralized tracking system

17a.If other, please explain:

18. Matters arbitrated in the last year?

No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments?

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/19/26 7:08 AM

2026 LEA Rule Implementation Agency Report

Row 28

Agency	Umatilla County Sheriff's Office
Your Name	Jim Littlefield
3. Phone	+1 (541) 966-3630
4. Email	jim.littlefield@umatillacounty.gov
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Integrated into disciplinary procedures Provided information to all officers to whom LESC Rules apply Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	Other
7. Describe any other obstacles to implementation	We did not experience any obstacles.
8. Disciplinary matters or investigations?	None
8a. Please specify	
9. Types of issues or conduct were investigated?	
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Yes, consistently

15a. If other, please explain:

16. track disciplinary investigations and discipl? Shared digital folders or spreadsheets

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency? No centralized tracking system

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments?

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/19/26 8:33 AM

2026 LEA Rule Implementation Agency Report

Row 29

Agency	Milwaukie Police Department
Your Name	Ryan Burdick
3. Phone	+1 (503) 786-7490
4. Email	burdickr@milwaukieoregon.gov
5. Agency done implement the statewide standard?	Other Reviewed standards and guide
5a. If other, please explain	Working on updating our CBA and Policy with changes
6.Experienced obstacles adopting and implementing?	We were awaiting expiration of then-current CBA
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	None
8a. Please specify	
9. Types of issues or conduct were investigated?	
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Yes, but not consistently

15a. If other, please explain:

16. track disciplinary investigations and discipl? Shared digital folders or spreadsheets

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency? Other

17a.If other, please explain: IA and HR are coordinated but this is an area that could be better. We work with HR and DPSST when we have discipline of any kind (from Letter of Reprimand to Terminations).

**18. Matters
arbitrated in the
last year?** No

**19. What were the
results of the
arbitration?**

**19a. If Other
outcome, please
explain**

**20. additional
comments?** The aggravating and mitigating factors are helpful, as is the discipline matrix.

**21.
Recommendations
for the
Commission?** 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.

**22. haven't already
asked that you
would like?** No

Acknowledge ☒

Created 08/19/26 11:17 AM

2026 LEA Rule Implementation Agency Report

Row 30

Agency	Sunriver Police Department
Your Name	Pete Rasic
3. Phone	+1 (541) 693-1014
4. Email	prasic@sunriversdor.gov
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	More than one
8a. Please specify	1
9. Types of issues or conduct were investigated?	Other issues than the above
9a. If you are able to easily specify the types of	Investigation revealed no statute or policy violations
10. agency APPLY the LESC of Conduct and Disciplin	No, standards were not applicable
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Yes, consistently

15a. If other, please explain:

16. track disciplinary investigations and discipl? Paper files only

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency? Other

17a.If other, please explain: None. We are a very small agency and do not currently have a need for advanced tracking platforms.

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments? None

21. Recommendations for the Commission? None

22. haven't already asked that you would like? None

Acknowledge ☒

Created 08/19/26 11:20 AM

2026 LEA Rule Implementation Agency Report

Row 31

Agency	Molalla Police Department
Your Name	Chris Long
3. Phone	+1 (503) 829-8817
4. Email	clong@molallapolice.com
5. Agency done implement the statewide standard?	Integrated into disciplinary procedures Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	More than one
8a. Please specify	1
9. Types of issues or conduct were investigated?	Lack of Good Moral character (conduct constituting a state or federal felony, DV, stalking, Drug-related offense, bias or hate crime, sex crime, untruthfulness, misuse of authority)
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	No, other reason
10a. If other reason, please explain:	Resigned after criminal investigation. No chance to conduct an administrative investigation.

11.DID conduct and discipline result in SUSTAINED?

No, officer left agency before investigation was completed.

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl

Yes

14a. If other, please explain:

15. Agency track whether applied in any given case

No

15a. If other, please explain:

16. track disciplinary investigations and discipl?

Shared digital folders or spreadsheets

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency?

17a.If other, please explain:

18. Matters arbitrated in the last year?

No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments?

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/19/26 1:40 PM

2026 LEA Rule Implementation Agency Report

Row 32

Agency	City of Redmond
Your Name	Keith Leitz
3. Phone	+1 (541) 923-7738
4. Email	keith.leitz@redmondoregon.gov
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Integrated into disciplinary procedures Provided information to all officers to whom LESC Rules apply Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	More than one
8a. Please specify	3
9. Types of issues or conduct were investigated?	Other issues than the above Unjustified or excessive use of force
9a. If you are able to easily specify the types of	Policy violations (pursuit, etc.)
10. agency APPLY the LESC of Conduct and Disciplin	Yes, in one or more cases
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

Yes (in at least one allegation)

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

Yes, in some cases

12a. If other, please explain:

13. What level of sanction did your agency impose?

A mitigated sanction An aggravated sanction The Mandatory sanction The Presumptive sanction

14.DPSST expanded the obligation to include discipl

Yes, but only with additional resources

14a. If other, please explain:

15. Agency track whether applied in any given case

Yes, consistently

15a. If other, please explain:

16. track disciplinary investigations and discipl?

RMS or HR system with disciplinary tracking built in

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency?

17a.If other, please explain:

18. Matters arbitrated in the last year?

No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments?

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/19/26 1:46 PM

2026 LEA Rule Implementation Agency Report

Row 33

Agency	Dallas Police Department
Your Name	JERRY MOTT
3. Phone	+1 (503) 831-3516
4. Email	jerry.mott@dallasor.gov
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Integrated into disciplinary procedures Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	More than one
8a. Please specify	2
9. Types of issues or conduct were investigated?	Unjustified or excessive use of force Use of alcohol or drugs while on duty
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	Yes, in one or more cases
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED? Yes (in all allegations)

11a. If other, please explain:

12. Disciplinary matters that resulted discipline? Yes, in all cases

12a. If other, please explain:

13. What level of sanction did your agency impose? A mitigated sanction Other

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Only informally (e.g., IA notes, supervisor recollection)

15a. If other, please explain:

16. track disciplinary investigations and discipl? Other

16a. If Internal Affair case management software

16b. If other, please explain: Paper files and Spreadsheet

17. What barriers, if any, prevent your agency?

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments?

21. Recommendations for the Commission?

22. haven't already asked that you would like? Add an outcome response of resignation before investigation complete or discipline imposed to your outcomes. Most that would be terminated resign.

Acknowledge ☒

Created 08/19/26 2:13 PM

2026 LEA Rule Implementation Agency Report

Row 34

Agency	Yamhill County Sheriff's Office
Your Name	Sam Elliott
3. Phone	+1 (503) 505-2706
4. Email	elliotts@yamhillcounty.gov
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Integrated into disciplinary procedures Provided information to all officers to whom LESC Rules apply Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We were awaiting expiration of then-current CBA
7. Describe any other obstacles to implementation	Just ensuring that LESC standards are taught in both basic classes as well as SLA and OLM classes at DPSST to keep familiarity with frequent staff turnover.
8. Disciplinary matters or investigations?	More than one
8a. Please specify	14
9. Types of issues or conduct were investigated?	Check this box if your agency does not track allegation types in a way that readily allows exact reporting Lack of Good Moral character (conduct constituting a state or federal felony, DV, stalking, Drug-related offense, bias or hate crime, sex crime, untruthfulness, misuse of authority)
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	No, standards were not applicable

10a. If other reason, please explain:

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Yes, consistently

15a. If other, please explain:

16. track disciplinary investigations and discipl? Shared digital folders or spreadsheets

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency?

17a.If other, please explain:

**18. Matters
arbitrated in the
last year?** No

**19. What were the
results of the
arbitration?**

**19a. If Other
outcome, please
explain**

**20. additional
comments?** While none this past year, we have previously had cases where
the standards and recommendations have been applied.

**21.
Recommendations
for the
Commission?**

**22. haven't already
asked that you
would like?**

Acknowledge ☒

Created 08/19/26 2:24 PM

2026 LEA Rule Implementation Agency Report

Row 35

Agency	Corvallis Police Department
Your Name	Ryan Eaton
3. Phone	+1 (541) 766-6420
4. Email	ryan.eaton@corvallisoregon.gov
5. Agency done implement the statewide standard?	Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We were awaiting expiration of then-current CBA
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	More than one
8a. Please specify	8
9. Types of issues or conduct were investigated?	Other issues than the above Unjustified or excessive use of force
9a. If you are able to easily specify the types of	Performance, Professionalism, etc.
10. agency APPLY the LESC of Conduct and Disciplin	No, standards were not applicable
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case No

15a. If other, please explain:

16. track disciplinary investigations and discipl? Internal Affairs case management software

16a. If Internal Affair case management software IAPro/BlueTeam

16b. If other, please explain:

17. What barriers, if any, prevent your agency?

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments?

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/19/26 2:33 PM

2026 LEA Rule Implementation Agency Report

Row 36

Agency	Wassco County Sheeiff's Office
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Your Name	Lane Magill
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3. Phone	+1 (541) 506-2580
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4. Email	lanem@wascocountyor.gov
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5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Integrated into disciplinary procedures Provided information to all staff that investigate or make disciplinary decisions
---	--

5a. If other, please explain	
-------------------------------------	--

6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
---	---

7. Describe any other obstacles to implementation	
--	--

8. Disciplinary matters or investigations?	None
---	------

8a. Please specify	
---------------------------	--

9. Types of issues or conduct were investigated?	
---	--

9a. If you are able to easily specify the types of	
---	--

10. agency APPLY the LESC of Conduct and Disciplin	
---	--

10a. If other reason, please explain:	
--	--

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Yes, consistently

15a. If other, please explain:

16. track disciplinary investigations and discipl? Shared digital folders or spreadsheets

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency? Existing software cannot categorize allegations or outcomes

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments?

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/19/26 3:47 PM

2026 LEA Rule Implementation Agency Report

Row 37

Agency	Deschutes County Community Justice
Your Name	Tanner Wark
3. Phone	+1 (541) 330-8260
4. Email	tanner.wark@deschutes.org
5. Agency done implement the statewide standard?	Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We were unsure what was required for implementation
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	None
8a. Please specify	
9. Types of issues or conduct were investigated?	
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl

Yes, but only with system upgrades

14a. If other, please explain:

15. Agency track whether applied in any given case

No

15a. If other, please explain:

16. track disciplinary investigations and discipl?

Shared digital folders or spreadsheets

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency?

No centralized tracking system

17a.If other, please explain:

18. Matters arbitrated in the last year?

No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments? No

21. Recommendations for the Commission? No

22. haven't already asked that you would like? No

Acknowledge ☒

Created 08/19/26 4:09 PM

2026 LEA Rule Implementation Agency Report

Row 38

Agency	Curry County community corrections
Your Name	David Denney
3. Phone	+1 (541) 247-3381
4. Email	david.denney@currycountyor.gov
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Integrated into disciplinary procedures Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	None
8a. Please specify	
9. Types of issues or conduct were investigated?	
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Only informally (e.g., IA notes, supervisor recollection)

15a. If other, please explain:

16. track disciplinary investigations and discipl? Paper files only

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency? IA and HR systems are separate and uncoordinated No centralized tracking system Paper based or fragmented recordkeeping

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments? none

21. Recommendations for the Commission? none

22. haven't already asked that you would like? no.

Acknowledge ☒

Created 08/20/26 8:21 AM

2026 LEA Rule Implementation Agency Report

Row 39

Agency	Myrtle Creek Police Department
Your Name	Jonathan Paul Brewster
3. Phone	+1 (541) 863-5222
4. Email	jpbrewster@myrtlecreek.org
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	None
8a. Please specify	
9. Types of issues or conduct were investigated?	
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Yes, consistently

15a. If other, please explain:

16. track disciplinary investigations and discipl? Paper files only

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency? Paper based or fragmented recordkeeping

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments? No

21. Recommendations for the Commission? No

22. haven't already asked that you would like? No

Acknowledge ☒

Created 08/20/26 9:07 AM

2026 LEA Rule Implementation Agency Report

Row 40

Agency	Union County Community Corrections
Your Name	Travis Miller
3. Phone	+1 (541) 963-1005
4. Email	travis.a.miller@union-county.org
5. Agency done implement the statewide standard?	None of the above: have not yet implemented
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We were unsure what was required for implementation
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	None
8a. Please specify	
9. Types of issues or conduct were investigated?	
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case No

15a. If other, please explain:

16. track disciplinary investigations and discipl? Paper files only

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency? Lack of internal policy requiring systematic tracking

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments?

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/20/26 9:11 AM

2026 LEA Rule Implementation Agency Report

Row 41

Agency	Clackamas County Sheriff's Office
Your Name	James Rhodes
3. Phone	+1 (503) 785-5000
4. Email	jrhodes@clackamas.us
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Integrated into disciplinary procedures Provided information to all officers to whom LESC Rules apply Provided information to all staff that investigate or make disciplinary decisions Requested training or technical assistance in applying the standards Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	N/A
8. Disciplinary matters or investigations?	More than one
8a. Please specify	21
9. Types of issues or conduct were investigated?	Conduct 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 Lack of Good Moral character (conduct constituting a state or federal felony, DV, stalking, Drug-related offense, bias or hate crime, sex crime, untruthfulness, misuse of authority) Other issues than the above Unjustified or excessive use of deadly force Unjustified or excessive use of force
9a. If you are able to easily specify the types of	Department policy violations

**10. agency APPLY
the LESC of
Conduct and
Disciplin**

Yes, in one or more cases

**10a. If other
reason, please
explain:**

**11.DID conduct
and discipline
result in
SUSTAINED?**

Yes (in at least one allegation)

**11a. If other,
please explain:**

**12. Disciplinary
matters that
resulted
discipline?**

Yes, in some cases

**12a. If other,
please explain:**

**13. What level of
sanction did your
agency impose?**

The Presumptive sanction

**14.DPSST
expanded the
obligation to
include discip**

Yes, but only with additional resources

**14a. If other,
please explain:**

**15. Agency track
whether applied in
any given case**

Only informally (e.g., IA notes, supervisor recollection)

**15a. If other,
please explain:**

**16. track
disciplinary
investigations and
discipl?**

Internal Affairs case management software

**16a. If Internal
Affair case
management
software**

Axon standards

**16b. If other,
please explain:**

**17. What barriers,
if any, prevent** Other

your agency?

17a.If other,
please explain: N/A

18. Matters
arbitrated in the
last year? Yes

19. What were the
results of the
arbitration? Arbitrator did not uphold the agency finding and/or disciplinary
action, and did not refer any part of the case back to the
agency/disciplining body.

19a. If Other
outcome, please
explain

20. additional
comments? N/A

21.
Recommendations
for the
Commission? N/A

22. haven't already
asked that you
would like? N/A

Acknowledge ☒

Created 08/20/26 10:48 AM

2026 LEA Rule Implementation Agency Report

Row 42

Agency	Albany Police Department
Your Name	Marcia Harnden
3. Phone	+1 (541) 917-3203
4. Email	MARCIA.HARDEN@ALBANYOREGON.GOV
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Integrated into disciplinary procedures Other Reviewed standards and guide
5a. If other, please explain	Received guidance from legal advisors to PD
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	None
8a. Please specify	
9. Types of issues or conduct were investigated?	
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Yes, consistently

15a. If other, please explain:

16. track disciplinary investigations and discipl? Internal Affairs case management software

16a. If Internal Affair case management software We use a program called Guardian Tracking - this houses all IA-related materials in a case.

16b. If other, please explain:

17. What barriers, if any, prevent your agency?

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments?

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

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/20/26 11:21 AM

2026 LEA Rule Implementation Agency Report

Row 43

Agency	West Linn Police Department
Your Name	Oddis Rollins
3. Phone	+1 (503) 742-6139
4. Email	orollins@westlinnoregon.gov
5. Agency done implement the statewide standard?	Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	More than one
8a. Please specify	1
9. Types of issues or conduct were investigated?	Lack of Good Moral character (conduct constituting a state or federal felony, DV, stalking, Drug-related offense, bias or hate crime, sex crime, untruthfulness, misuse of authority)
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	Yes, in one or more cases
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

Yes (in all allegations)

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

No, officer left agency before discipline was determined or imposed.

12a. If other, please explain:

13. What level of sanction did your agency impose?

The Mandatory sanction

14.DPSST expanded the obligation to include discipl

Yes

14a. If other, please explain:

15. Agency track whether applied in any given case

Other

15a. If other, please explain:

To my knowledge, there has only been 1 discipline investigation since the adoption of the LESC standards, so there has been no tracking needed.

16. track disciplinary investigations and discipl?

Shared digital folders or spreadsheets

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency?

17a.If other, please explain:

**18. Matters
arbitrated in the
last year?** No

**19. What were the
results of the
arbitration?**

**19a. If Other
outcome, please
explain**

**20. additional
comments?**

**21.
Recommendations
for the
Commission?**

**22. haven't already
asked that you
would like?**

Acknowledge ☒

Created 08/20/26 3:02 PM

2026 LEA Rule Implementation Agency Report

Row 44

Agency	Benton County Sheriff's Office
Your Name	Don Rogers
3. Phone	+1 (541) 766-6056
4. Email	don.rogers@bentoncountyor.gov
5. Agency done implement the statewide standard?	Provided information to all officers to whom LESC Rules apply Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We were awaiting expiration of then-current CBA
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	More than one
8a. Please specify	13
9. Types of issues or conduct were investigated?	Conduct 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 Lack of Good Moral character (conduct constituting a state or federal felony, DV, stalking, Drug-related offense, bias or hate crime, sex crime, untruthfulness, misuse of authority) Other issues than the above Unjustified or excessive use of force
9a. If you are able to easily specify the types of	failure to report for duty and unwanted physical contact
10. agency APPLY the LESC of Conduct and Disciplin	No, standards were not applicable
10a. If other reason, please	

explain:

11.DID conduct
and discipline
result in
SUSTAINED?

11a. If other,
please explain:

12. Disciplinary
matters that
resulted
discipline?

12a. If other,
please explain:

13. What level of
sanction did your
agency impose?

14.DPSST
expanded the
obligation to
include discip

Yes, but only with additional resources

14a. If other,
please explain:

15. Agency track
whether applied in No
any given case

15a. If other,
please explain:

16. track
disciplinary
investigations and
discipl? Other

16a. If Internal
Affair case
management
software

16b. If other,
please explain: Paper and digital spreadsheet

17. What barriers,
if any, prevent
your agency?

17a.If other,
please explain:

18. Matters
arbitrated in the No

last year?

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments?

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/20/26 3:36 PM

2026 LEA Rule Implementation Agency Report

Row 45

Agency	Baker City Police Department
Your Name	Barry Murphy
3. Phone	+1 (541) 524-2040
4. Email	citymanager@bakercity.gov
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Integrated into disciplinary procedures Provided information to all officers to whom LESC Rules apply Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	Other
7. Describe any other obstacles to implementation	No, we have experienced any obstacles.
8. Disciplinary matters or investigations?	More than one
8a. Please specify	2
9. Types of issues or conduct were investigated?	Other issues than the above
9a. If you are able to easily specify the types of	Minor misconduct
10. agency APPLY the LESC of Conduct and Disciplin	No, standards were not applicable
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Yes, consistently

15a. If other, please explain:

16. track disciplinary investigations and discipl? RMS or HR system with disciplinary tracking built in

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency? Existing software cannot categorize allegations or outcomes IA and HR systems are separate and uncoordinated Insufficient staff capacity to enter or extract data No centralized tracking system Paper based or fragmented recordkeeping

17a.If other, please explain:

**18. Matters
arbitrated in the
last year?** No

**19. What were the
results of the
arbitration?**

**19a. If Other
outcome, please
explain**

**20. additional
comments?** No

**21.
Recommendations
for the
Commission?** Funding for HR systems would be great.

**22. haven't already
asked that you
would like?** No.

Acknowledge ☒

Created 08/21/26 10:02 AM

2026 LEA Rule Implementation Agency Report

Row 46

Agency	Portland Police Bureau
Your Name	Christopher Lindsey
3. Phone	+1 (971) 253-9152
4. Email	christopher.lindsey@police.portlandoregon.gov
5. Agency done implement the statewide standard?	Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We were awaiting expiration of then-current CBA
7. Describe any other obstacles to implementation	None
8. Disciplinary matters or investigations?	More than one
8a. Please specify	(2025 Numbers) 275
9. Types of issues or conduct were investigated?	Conduct 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 Lack of Good Moral character (conduct constituting a state or federal felony, DV, stalking, Drug-related offense, bias or hate crime, sex crime, untruthfulness, misuse of authority) Other issues than the above Sexual harassment Unjustified or excessive use of force
9a. If you are able to easily specify the types of	Pursuit and Pursuit Management, Professionalism and Courtesy, Insubordination, Evidence Handling, Report Writing
10. agency APPLY the LESC of Conduct and Disciplin	No, other reason
10a. If other reason, please	Current CBA has not expired.

explain:

11.DID conduct
and discipline
result in
SUSTAINED?

No, other reason

11a. If other,
please explain:

12. Disciplinary
matters that
resulted
discipline?

12a. If other,
please explain:

13. What level of
sanction did your
agency impose?

14.DPSST
expanded the
obligation to
include discip

Yes

14a. If other,
please explain:

15. Agency track
whether applied in No
any given case

15a. If other,
please explain:

16. track
disciplinary
investigations and
discipl?

Internal Affairs case management software

16a. If Internal
Affair case
management
software

AIM and Shared Digital Folders

16b. If other,
please explain:

17. What barriers,
if any, prevent
your agency?

17a.If other,
please explain:

18. Matters
arbitrated in the

No

last year?

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments?

None at this time.

21. Recommendations for the Commission?

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.

22. haven't already asked that you would like?

None at this time.

Acknowledge



Created

08/21/26 10:17 AM

2026 LEA Rule Implementation Agency Report

Row 47

Agency	Salem Police Department
Your Name	Lieutenant Steve Galvin
3. Phone	+1 (503) 588-6155
4. Email	sgalvin@cityofsalem.net
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Integrated into disciplinary procedures Provided information to all officers to whom LESC Rules apply Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	More than one
8a. Please specify	8 Formal Investigations and 15 Informal Investigations 9/1/25-8/31/26
9. Types of issues or conduct were investigated?	Conduct 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 Lack of Good Moral character (conduct constituting a state or federal felony, DV, stalking, Drug-related offense, bias or hate crime, sex crime, untruthfulness, misuse of authority) Other issues than the above Unjustified or excessive use of force
9a. If you are able to easily specify the types of	Body-worn Camera, Traffic Collision, and Standards of Conduct polices.
10. agency APPLY the LESC of Conduct and Disciplin	No, standards were not applicable

10a. If other reason, please explain:

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Yes, consistently

15a. If other, please explain:

16. track disciplinary investigations and discipl? Internal Affairs case management software

16a. If Internal Affair case management software IAPro and Blueteam

16b. If other, please explain:

17. What barriers, if any, prevent your agency?

17a.If other, please explain:

**18. Matters
arbitrated in the
last year?** No

**19. What were the
results of the
arbitration?**

**19a. If Other
outcome, please
explain**

**20. additional
comments?**

**21.
Recommendations
for the
Commission?**

**22. haven't already
asked that you
would like?**

Acknowledge ☒

Created 08/24/26 9:15 AM

2026 LEA Rule Implementation Agency Report

Row 48

Agency	Prineville Police Department
Your Name	Shane Wilson
3. Phone	+1 (541) 447-4168
4. Email	swilson@prinevillepd.org
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Integrated into disciplinary procedures Provided information to all staff that investigate or make disciplinary decisions Requested training or technical assistance in applying the standards Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	More than one
8a. Please specify	3
9. Types of issues or conduct were investigated?	Conduct 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 Lack of Good Moral character (conduct constituting a state or federal felony, DV, stalking, Drug-related offense, bias or hate crime, sex crime, untruthfulness, misuse of authority) Unjustified or excessive use of force
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	No, other reason

10a. If other reason, please explain:	Matters alleging LESC violations were unfounded/not-sustained.
--	--

11.DID conduct and discipline result in SUSTAINED?	No, other reason
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11a. If other, please explain:	
---------------------------------------	--

12. Disciplinary matters that resulted discipline?	
---	--

12a. If other, please explain:	
---------------------------------------	--

13. What level of sanction did your agency impose?	
---	--

14.DPSST expanded the obligation to include discipl	Yes
--	-----

14a. If other, please explain:	
---------------------------------------	--

15. Agency track whether applied in any given case	Yes, consistently
---	-------------------

15a. If other, please explain:	
---------------------------------------	--

16. track disciplinary investigations and discipl?	Shared digital folders or spreadsheets
---	--

16a. If Internal Affair case management software	
---	--

16b. If other, please explain:	
---------------------------------------	--

17. What barriers, if any, prevent your agency?	
--	--

17a.If other, please explain:	
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**18. Matters
arbitrated in the
last year?** No

**19. What were the
results of the
arbitration?**

**19a. If Other
outcome, please
explain**

**20. additional
comments?** No

**21.
Recommendations
for the
Commission?** Not at this time.

**22. haven't already
asked that you
would like?** No

Acknowledge ☒

Created 08/24/26 2:40 PM

2026 LEA Rule Implementation Agency Report

Row 49

Agency	Beaverton
Your Name	Ben Howard
3. Phone	+1 (971) 253-9677
4. Email	bhoward@beavertonoregon.gov
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Integrated into disciplinary procedures Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	None
8a. Please specify	
9. Types of issues or conduct were investigated?	
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Yes, consistently

15a. If other, please explain:

16. track disciplinary investigations and discipl? RMS or HR system with disciplinary tracking built in

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency?

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments?

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/24/26 2:50 PM

2026 LEA Rule Implementation Agency Report

Row 50

Agency	Sweet Home Police Department
Your Name	Jason Ogden
3. Phone	+1 (541) 367-5181
4. Email	jogden@sweethomeor.gov
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Integrated into disciplinary procedures Other Provided information to all officers to whom LESC Rules apply Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	Implementation was accomplished through adoption of the applicable Lexipol policy update. We did not encounter a material obstacle.
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant. We were unaware of the LESC standards
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	More than one
8a. Please specify	10
9. Types of issues or conduct were investigated?	Unjustified or excessive use of force
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	Yes, in one or more cases
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

No, other reason

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl

Yes

14a. If other, please explain:

15. Agency track whether applied in any given case

Only informally (e.g., IA notes, supervisor recollection)

15a. If other, please explain:

16. track disciplinary investigations and discipl?

Paper files only

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency?

No centralized tracking system

17a.If other, please explain:

18. Matters arbitrated in the last year?

No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments?

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/25/26 10:45 AM

2026 LEA Rule Implementation Agency Report

Row 51

Agency	Oregon Dept of Corrections
Your Name	Joe Saltarello
3. Phone	+1 (971) 283-8170
4. Email	joe.saltarello@gmail.com
5. Agency done implement the statewide standard?	Integrated into disciplinary procedures Provided information to all officers to whom LESC Rules apply Provided information to all staff that investigate or make disciplinary decisions Requested training or technical assistance in applying the standards Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	More than one
8a. Please specify	Total: 325+. LESC-related: Unknown
9. Types of issues or conduct were investigated?	Assault Check this box if your agency does not track allegation types in a way that readily allows exact reporting Lack of Good Moral character (conduct constituting a state or federal felony, DV, stalking, Drug-related offense, bias or hate crime, sex crime, untruthfulness, misuse of authority) Sexual assault Sexual harassment Unjustified or excessive use of force Use of alcohol or drugs while on duty
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	Yes, in one or more cases

10a. If other reason, please explain:

11.DID conduct and discipline result in SUSTAINED?

Yes (in at least one allegation)

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

Yes, in all cases

12a. If other, please explain:

13. What level of sanction did your agency impose?

A mitigated sanction An aggravated sanction The Mandatory sanction The Presumptive sanction

14.DPSST expanded the obligation to include discipl

Yes

14a. If other, please explain:

15. Agency track whether applied in any given case

Only informally (e.g., IA notes, supervisor recollection)

15a. If other, please explain:

16. track disciplinary investigations and discipl?

Internal Affairs case management software

16a. If Internal Affair case management software

HRIS and CMTS

16b. If other, please explain:

17. What barriers, if any, prevent your agency?

Lack of internal policy requiring systematic tracking

17a.If other, please explain:

**18. Matters
arbitrated in the
last year?** Yes

**19. What were the
results of the
arbitration?** Arbitrator found the agency did not meet burden of proof for one
or more findings, or found one or more disciplinary actions
arbitrary and capricious or not in accordance with LESC rules,
and referred case(s) back to the disciplining body.

**19a. If Other
outcome, please
explain**

**20. additional
comments?**

**21.
Recommendations
for the
Commission?** Would like DUII added to LESC.

**22. haven't already
asked that you
would like?**

Acknowledge ☒

Created 08/25/26 10:50 AM

2026 LEA Rule Implementation Agency Report

Row 52

Agency	Umatilla Police Department
Your Name	Jonathan Egan
3. Phone	+1 (541) 922-3226
4. Email	jonathan.egan@umatilla.gov
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Integrated into disciplinary procedures Provided information to all officers to whom LESC Rules apply
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	None
8a. Please specify	
9. Types of issues or conduct were investigated?	
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Yes, consistently

15a. If other, please explain:

16. track disciplinary investigations and discipl? Paper files only

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency?

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments?

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/25/26 11:19 AM

2026 LEA Rule Implementation Agency Report

Row 53

Agency	Linn and Douglas County Community Corrections, ODOC
Your Name	Maureen Robb
3. Phone	+1 (541) 967-6759
4. Email	maureen.m.robb@doc.oregon.gov
5. Agency done implement the statewide standard?	Provided information to all officers to whom LESC Rules apply Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	None
8a. Please specify	
9. Types of issues or conduct were investigated?	
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Yes, consistently

15a. If other, please explain:

16. track disciplinary investigations and discipl? RMS or HR system with disciplinary tracking built in

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency?

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments?

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/25/26 12:29 PM

2026 LEA Rule Implementation Agency Report

Row 54

Agency	Talent Police Department
Your Name	Jennifer Snook
3. Phone	+1 (541) 535-1253
4. Email	jsnook@cityoftalent.org
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Integrated into disciplinary procedures Provided information to all officers to whom LESC Rules apply Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We were awaiting expiration of then-current CBA
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	None
8a. Please specify	
9. Types of issues or conduct were investigated?	
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl

Yes, but only with additional resources

14a. If other, please explain:

15. Agency track whether applied in any given case

Only informally (e.g., IA notes, supervisor recollection)

15a. If other, please explain:

16. track disciplinary investigations and discipl?

Paper files only

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency?

Paper based or fragmented recordkeeping

17a.If other, please explain:

18. Matters arbitrated in the last year?

No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments?

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/25/26 1:23 PM

2026 LEA Rule Implementation Agency Report

Row 55

Agency	NEWPORT POLICE DEPT
Your Name	Jason Malloy
3. Phone	+1 (541) 574-0606
4. Email	j.malloy@newportpolice.net
5. Agency done implement the statewide standard?	Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We were awaiting expiration of then-current CBA
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	More than one
8a. Please specify	3
9. Types of issues or conduct were investigated?	Other issues than the above
9a. If you are able to easily specify the types of	Driving and fail to follow policy
10. agency APPLY the LESC of Conduct and Disciplin	No, standards were not applicable
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case No

15a. If other, please explain:

16. track disciplinary investigations and discipl? Shared digital folders or spreadsheets

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency? Existing software cannot categorize allegations or outcomes No centralized tracking system

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments?

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/25/26 1:27 PM

2026 LEA Rule Implementation Agency Report

Row 56

Agency	Phoenix Police Department
Your Name	Derek A. Bowker
3. Phone	+1 (541) 535-1113
4. Email	dbowker@pxpd.org
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Integrated into disciplinary procedures Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	None
8a. Please specify	
9. Types of issues or conduct were investigated?	
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Only informally (e.g., IA notes, supervisor recollection)

15a. If other, please explain:

16. track disciplinary investigations and discipl? Paper files only

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency? Paper based or fragmented recordkeeping

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments?

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/25/26 1:35 PM

2026 LEA Rule Implementation Agency Report

Row 57

Agency	Morrow County Sheriff's Office
Your Name	Kristen Bowles
3. Phone	+1 (541) 676-2530
4. Email	kbowles@morrowcountyor.gov
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Integrated into disciplinary procedures Provided information to all officers to whom LESC Rules apply Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	More than one
8a. Please specify	4
9. Types of issues or conduct were investigated?	Other issues than the above
9a. If you are able to easily specify the types of	1-paperwork 1-insbordination 2- fail to preform duties
10. agency APPLY the LESC of Conduct and Disciplin	Yes, in one or more cases
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?	Yes (in all allegations)
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11a. If other, please explain:	
---------------------------------------	--

12. Disciplinary matters that resulted discipline?	N/A or Other
---	--------------

12a. If other, please explain:	Letters of reprimand
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13. What level of sanction did your agency impose?	Other
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14.DPSST expanded the obligation to include discipl	Yes
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14a. If other, please explain:	
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15. Agency track whether applied in any given case	Yes, consistently
---	-------------------

15a. If other, please explain:	
---------------------------------------	--

16. track disciplinary investigations and discipl?	Paper files only
---	------------------

16a. If Internal Affair case management software	
---	--

16b. If other, please explain:	
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17. What barriers, if any, prevent your agency?	Other
--	-------

17a.If other, please explain:	No barriers
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18. Matters arbitrated in the last year?	No
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19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments?

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/25/26 1:36 PM

2026 LEA Rule Implementation Agency Report

Row 58

Agency	Central Point Police Dept
Your Name	Scott Logue
3. Phone	+1 (541) 664-5578
4. Email	scott.logue@centralpointoregon.gov
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Integrated into disciplinary procedures Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	None
8a. Please specify	
9. Types of issues or conduct were investigated?	
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Yes, consistently

15a. If other, please explain:

16. track disciplinary investigations and discipl? Shared digital folders or spreadsheets

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency?

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments?

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/25/26 1:39 PM

2026 LEA Rule Implementation Agency Report

Row 59

Agency	University of Oregon Police
Your Name	Jason Wade
3. Phone	+1 (541) 346-2905
4. Email	jason.wade@uopd.org
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Integrated into disciplinary procedures Provided information to all officers to whom LESC Rules apply Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	None
8a. Please specify	
9. Types of issues or conduct were investigated?	
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Yes, consistently

15a. If other, please explain:

16. track disciplinary investigations and discipl? Internal Affairs case management software

16a. If Internal Affair case management software IAPro

16b. If other, please explain:

17. What barriers, if any, prevent your agency?

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments?

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/25/26 1:55 PM

2026 LEA Rule Implementation Agency Report

Row 60

Agency	Medford Police Department
Your Name	Sergeant Nick Alden
3. Phone	+1 (541) 774-2206
4. Email	nicholas.alden@cityofmedford.org
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Integrated into disciplinary procedures Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	More than one
8a. Please specify	+/- 29
9. Types of issues or conduct were investigated?	Lack of Good Moral character (conduct constituting a state or federal felony, DV, stalking, Drug-related offense, bias or hate crime, sex crime, untruthfulness, misuse of authority) Other issues than the above Unjustified or excessive use of force Use of alcohol or drugs while on duty
9a. If you are able to easily specify the types of	Rudeness, poor quality of work, missed court, conduct
10. agency APPLY the LESC of Conduct and Disciplin	Yes, in one or more cases
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED? Yes (in at least one allegation)

11a. If other, please explain:

12. Disciplinary matters that resulted discipline? No, officer left agency before discipline was determined or imposed.

12a. If other, please explain:

13. What level of sanction did your agency impose? Other

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Yes, consistently

15a. If other, please explain:

16. track disciplinary investigations and discipl? Internal Affairs case management software

16a. If Internal Affair case management software Guardian Tracking

16b. If other, please explain:

17. What barriers, if any, prevent your agency?

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments?

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/25/26 1:58 PM

2026 LEA Rule Implementation Agency Report

Row 61

Agency	Ontario Police Department
Your Name	Jason Cooper
3. Phone	+1 (541) 881-3225
4. Email	jason.cooper@ontariooregon.org
5. Agency done implement the statewide standard?	Integrated into disciplinary procedures Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	More than one
8a. Please specify	8
9. Types of issues or conduct were investigated?	Lack of Good Moral character (conduct constituting a state or federal felony, DV, stalking, Drug-related offense, bias or hate crime, sex crime, untruthfulness, misuse of authority) Other issues than the above Sexual assault Sexual harassment Unjustified or excessive use of force
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	No, standards were not applicable
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Yes, consistently

15a. If other, please explain:

16. track disciplinary investigations and discipl? Shared digital folders or spreadsheets

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency?

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments?

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/25/26 2:21 PM

2026 LEA Rule Implementation Agency Report

Row 62

Agency	Yamhill County Department of Community Justice
Your Name	Jessica Beach
3. Phone	+1 (503) 474-4942
4. Email	beachj@yamhillcounty.gov
5. Agency done implement the statewide standard?	Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	N/A
8. Disciplinary matters or investigations?	None
8a. Please specify	
9. Types of issues or conduct were investigated?	
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case No

15a. If other, please explain:

16. track disciplinary investigations and discipl? Other

16a. If Internal Affair case management software

16b. If other, please explain: Just via paper and electronic files via HR.

17. What barriers, if any, prevent your agency? No centralized tracking system

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments? N/A

21. Recommendations for the Commission? N/A

22. haven't already asked that you would like? N/A

Acknowledge ☒

Created 08/25/26 2:38 PM

2026 LEA Rule Implementation Agency Report

Row 63

Agency	Gearhart Police Department
Your Name	Josh Gregory
3. Phone	+1 (503) 738-5501
4. Email	j.gregory@cityofgearhart.com
5. Agency done implement the statewide standard?	Provided information to all officers to whom LESC Rules apply Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We were unsure what was required for implementation
7. Describe any other obstacles to implementation	No obstacles.
8. Disciplinary matters or investigations?	None
8a. Please specify	
9. Types of issues or conduct were investigated?	
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Only informally (e.g., IA notes, supervisor recollection)

15a. If other, please explain:

16. track disciplinary investigations and discipl? Paper files only

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency? Insufficient staff capacity to enter or extract data Paper based or fragmented recordkeeping

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments? 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.

21. Recommendations for the Commission? Not at this time.

22. haven't already asked that you would like? No

Acknowledge ☒

Created 08/25/26 2:43 PM

2026 LEA Rule Implementation Agency Report

Row 64

Agency	Reedsport Police/Jail
Your Name	Robert Scoville
3. Phone	+1 (541) 271-2100
4. Email	rscoville@cityofreedsport.org
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	None
8a. Please specify	
9. Types of issues or conduct were investigated?	
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Yes, consistently

15a. If other, please explain:

16. track disciplinary investigations and discipl? RMS or HR system with disciplinary tracking built in

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency? IA and HR systems are separate and uncoordinated

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments?

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/25/26 2:45 PM

2026 LEA Rule Implementation Agency Report

Row 65

Agency	North Bend Police Department
Your Name	Ed Perry
3. Phone	+1 (541) 756-3161
4. Email	eperry@pd.northbendoregon.gov
5. Agency done implement the statewide standard?	Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We were unsure what was required for implementation
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	None
8a. Please specify	
9. Types of issues or conduct were investigated?	
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes, but only with additional resources

14a. If other, please explain:

15. Agency track whether applied in any given case Yes, consistently

15a. If other, please explain:

16. track disciplinary investigations and discipl? Paper files only

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency? IA and HR systems are separate and uncoordinated Insufficient staff capacity to enter or extract data

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments? 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?

21. Recommendations for the Commission? 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.

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/25/26 3:03 PM

2026 LEA Rule Implementation Agency Report

Row 66

Agency	Lane County Parole and Probation
Your Name	Greetje Brunsmann
3. Phone	+1 (541) 501-9686
4. Email	Greetje.Brunsmann@lanecountyor.gov
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Integrated into disciplinary procedures Provided information to all officers to whom LESC Rules apply Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	More than one
8a. Please specify	4
9. Types of issues or conduct were investigated?	Lack of Good Moral character (conduct constituting a state or federal felony, DV, stalking, Drug-related offense, bias or hate crime, sex crime, untruthfulness, misuse of authority)
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	No, other reason
10a. If other reason, please explain:	We used our own internal policies to drive decisions.

11.DID conduct and discipline result in SUSTAINED? Yes (in at least one allegation)

11a. If other, please explain:

12. Disciplinary matters that resulted discipline? Yes, in all cases

12a. If other, please explain:

13. What level of sanction did your agency impose? A mitigated sanction

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Only informally (e.g., IA notes, supervisor recollection)

15a. If other, please explain:

16. track disciplinary investigations and discipl? Shared digital folders or spreadsheets

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency?

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments?

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/25/26 3:21 PM

2026 LEA Rule Implementation Agency Report

Row 67

Agency	Greshasm Police Department
Your Name	Lt. Matthew Clay
3. Phone	+1 (503) 618-3113
4. Email	matthew.clay@greshamoregon.gov
5. Agency done implement the statewide standard?	Integrated into disciplinary procedures Provided information to all officers to whom LESC Rules apply Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant. We were awaiting expiration of then-current CBA
7. Describe any other obstacles to implementation	The only obstacle has been my time to officially update the policies. Most of the standard had already been implemented and adopted. The only thing that remains is the disciplinary guidelines.
8. Disciplinary matters or investigations?	More than one
8a. Please specify	5
9. Types of issues or conduct were investigated?	Conduct 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 Other issues than the above Sexual harassment
9a. If you are able to easily specify the types of	Substandard performance
10. agency APPLY the LESC of Conduct and Disciplin	No, standards were not applicable
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Yes, consistently

15a. If other, please explain:

16. track disciplinary investigations and discipl? Other

16a. If Internal Affair case management software

16b. If other, please explain: We currently use shared digital files and spreadsheets. We have purchased IA tracking software but have not yet implemented it.

17. What barriers, if any, prevent your agency? Other

17a.If other, please explain: There are no real barriers, but hopefully the new software will make it easier.

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments? 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.

21. Recommendations for the Commission? 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.

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/25/26 3:29 PM

2026 LEA Rule Implementation Agency Report

Row 68

Agency	Lake County Community Justice
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Your Name	Jayson "Jake" Greer, Director
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3. Phone	+1 (541) 947-6056
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4. Email	jayson.d.greer@cc.doc.state.or.us
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5. Agency done implement the statewide standard?	Reviewed standards and guide
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5a. If other, please explain	
-------------------------------------	--

6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
---	---

7. Describe any other obstacles to implementation	
--	--

8. Disciplinary matters or investigations?	None
---	------

8a. Please specify	
---------------------------	--

9. Types of issues or conduct were investigated?	
---	--

9a. If you are able to easily specify the types of	
---	--

10. agency APPLY the LESC of Conduct and Disciplin	
---	--

10a. If other reason, please explain:	
--	--

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Other

14a. If other, please explain: Yes, however, we haven't had any disciplinary investigations.

15. Agency track whether applied in any given case Other

15a. If other, please explain: We will, should we have a disciplinary investigation.

16. track disciplinary investigations and discipl? Paper files only

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency? No centralized tracking system Paper based or fragmented recordkeeping

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?	
19a. If Other outcome, please explain	
20. additional comments?	None at this time. However, a refresher training or legal updates would be great to have a refresher on.
21. Recommendations for the Commission?	
22. haven't already asked that you would like?	
Acknowledge	☒
Created	08/25/26 3:30 PM

2026 LEA Rule Implementation Agency Report

Row 69

Agency	Lane County Sheriff's Office
Your Name	Ryan Wells
3. Phone	+1 (541) 682-3021
4. Email	ryan.wells@lanecountyor.gov
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Integrated into disciplinary procedures Provided information to all officers to whom LESC Rules apply Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We were awaiting expiration of then-current CBA
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	More than one
8a. Please specify	12
9. Types of issues or conduct were investigated?	Lack of Good Moral character (conduct constituting a state or federal felony, DV, stalking, Drug-related offense, bias or hate crime, sex crime, untruthfulness, misuse of authority) Sexual assault Unjustified or excessive use of force
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	Yes, in one or more cases
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

No, officer left agency before investigation was completed.

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl

Yes

14a. If other, please explain:

15. Agency track whether applied in any given case

Only informally (e.g., IA notes, supervisor recollection)

15a. If other, please explain:

16. track disciplinary investigations and discipl?

Shared digital folders or spreadsheets

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency?

Existing software cannot categorize allegations or outcomes
Insufficient staff capacity to enter or extract data
No centralized tracking system
Paper based or fragmented recordkeeping

17a.If other, please explain:

18. Matters arbitrated in the last year?

No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments? No

21. Recommendations for the Commission? Continue to add more types of investigations to the LESC rules.

22. haven't already asked that you would like? No

Acknowledge ☒

Created 08/25/26 3:59 PM

2026 LEA Rule Implementation Agency Report

Row 70

Agency	Tualatin Police Department
Your Name	Greg Pickering
3. Phone	+1 (503) 691-4820
4. Email	gpickering@tualatin.gov
5. Agency done implement the statewide standard?	Provided information to all officers to whom LESC Rules apply Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	Other
7. Describe any other obstacles to implementation	The information is contained in the CBA, but will be added to our policy.
8. Disciplinary matters or investigations?	More than one
8a. Please specify	2
9. Types of issues or conduct were investigated?	Other issues than the above
9a. If you are able to easily specify the types of	Performance issue of a probationary officer.
10. agency APPLY the LESC of Conduct and Disciplin	No, standards were not applicable
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Only informally (e.g., IA notes, supervisor recollection)

15a. If other, please explain:

16. track disciplinary investigations and discipl? Internal Affairs case management software

16a. If Internal Affair case management software We utilize a system called Frontline that tracks complaints, threshold events, and disciplinary investigations.

16b. If other, please explain:

17. What barriers, if any, prevent your agency?

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments? No

21. Recommendations for the Commission? No

22. haven't already asked that you would like? No

Acknowledge ☒

Created 08/25/26 4:34 PM

2026 LEA Rule Implementation Agency Report

Row 71

Agency	Junction City Police Department
Your Name	Mark Waddell
3. Phone	+1 (541) 998-1245
4. Email	mwaddell@jcpolice.org
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Integrated into disciplinary procedures Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	None
8a. Please specify	
9. Types of issues or conduct were investigated?	
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Yes, but not consistently

15a. If other, please explain:

16. track disciplinary investigations and discipl? Internal Affairs case management software

16a. If Internal Affair case management software Frontline

16b. If other, please explain:

17. What barriers, if any, prevent your agency?

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments?

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/25/26 6:04 PM

2026 LEA Rule Implementation Agency Report

Row 72

Agency	Grants Pass Police Department
Your Name	Michael Miner
3. Phone	+1 (541) 450-6318
4. Email	mminer@grantspassoregon.gov
5. Agency done implement the statewide standard?	None of the above: have not yet implemented
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	More than one
8a. Please specify	Two
9. Types of issues or conduct were investigated?	Lack of Good Moral character (conduct constituting a state or federal felony, DV, stalking, Drug-related offense, bias or hate crime, sex crime, untruthfulness, misuse of authority)
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	Yes, in one or more cases
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?	Yes (in at least one allegation)
---	----------------------------------

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?	Yes, in some cases
---	--------------------

12a. If other, please explain:

13. What level of sanction did your agency impose?	The Presumptive sanction
---	--------------------------

14.DPSST expanded the obligation to include discipl	Yes
--	-----

14a. If other, please explain:

15. Agency track whether applied in any given case	Yes, consistently
---	-------------------

15a. If other, please explain:

16. track disciplinary investigations and discipl?	Internal Affairs case management software
---	---

16a. If Internal Affair case management software	Axon Standards
---	----------------

16b. If other, please explain:

17. What barriers, if any, prevent your agency?	
--	--

17a.If other, please explain:

18. Matters arbitrated in the last year?	No
---	----

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments?

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/26/26 7:23 AM

2026 LEA Rule Implementation Agency Report

Row 73

Agency	Multnomah County Community Justice
Your Name	Tira Hubbard
3. Phone	+1 (971) 460-9238
4. Email	tira.hubbard@multco.us
5. Agency done implement the statewide standard?	Integrated into disciplinary procedures Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	More than one
8a. Please specify	4
9. Types of issues or conduct were investigated?	Conduct 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 Other issues than the above
9a. If you are able to easily specify the types of	time keeping, policy violation
10. agency APPLY the LESC of Conduct and Disciplin	No, standards were not applicable
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Yes, consistently

15a. If other, please explain:

16. track disciplinary investigations and discipl? Shared digital folders or spreadsheets

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency? Other

17a.If other, please explain: Human Resources is centralized in the County and the Department is dependent on their tracking procedures.

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments?

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/26/26 8:38 AM

2026 LEA Rule Implementation Agency Report

Row 74

Agency	Polk County Sheriff's Office
Your Name	Mark Garton
3. Phone	+1 (503) 932-6115
4. Email	garton.mark@polkcountyor.gov
5. Agency done implement the statewide standard?	Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We were awaiting expiration of then-current CBA
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	More than one
8a. Please specify	2
9. Types of issues or conduct were investigated?	Other issues than the above
9a. If you are able to easily specify the types of	policy
10. agency APPLY the LESC of Conduct and Disciplin	No, standards were not applicable
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Only informally (e.g., IA notes, supervisor recollection)

15a. If other, please explain:

16. track disciplinary investigations and discipl? Internal Affairs case management software

16a. If Internal Affair case management software lefta systems

16b. If other, please explain:

17. What barriers, if any, prevent your agency?

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments?

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/26/26 8:46 AM

2026 LEA Rule Implementation Agency Report

Row 75

Agency	Vernonia Police Department
Your Name	Iwalani K Leininger
3. Phone	+1 (503) 429-7335
4. Email	leininger@vernonia-or.gov
5. Agency done implement the statewide standard?	Provided information to all officers to whom LESC Rules apply Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We were awaiting expiration of then-current CBA
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	None
8a. Please specify	
9. Types of issues or conduct were investigated?	
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Only informally (e.g., IA notes, supervisor recollection)

15a. If other, please explain:

16. track disciplinary investigations and discipl? Paper files only

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency? IA and HR systems are separate and uncoordinated Paper based or fragmented recordkeeping

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments?

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/26/26 9:20 AM

2026 LEA Rule Implementation Agency Report

Row 76

Agency	Gilliam County Sheriff's Office
Your Name	Gary Bettencourt
3. Phone	+1 (541) 980-7604
4. Email	gary.bettencourt@gilliamcountyor.gov
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Integrated into disciplinary procedures Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	None
8a. Please specify	
9. Types of issues or conduct were investigated?	
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Only informally (e.g., IA notes, supervisor recollection)

15a. If other, please explain:

16. track disciplinary investigations and discipl? Paper files only

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency? No centralized tracking system

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments?

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/26/26 9:50 AM

2026 LEA Rule Implementation Agency Report

Row 77

Agency	Linn County Sheriff's Office
Your Name	Michelle Duncan
3. Phone	+1 (541) 967-3950
4. Email	mduncan@linnsheff.org
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Integrated into disciplinary procedures Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	None
8a. Please specify	
9. Types of issues or conduct were investigated?	
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case

15a. If other, please explain:

16. track disciplinary investigations and discipl? Shared digital folders or spreadsheets

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency?

17a.If other, please explain:

18. Matters arbitrated in the last year? Yes

19. What were the results of the arbitration?

Arbitrator upheld agency finding(s) and disciplinary action(s)

19a. If Other outcome, please explain

20. additional comments?

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge



Created

08/26/26 9:54 AM

2026 LEA Rule Implementation Agency Report

Row 78

Agency	Black Butte Ranch Police Department
Your Name	Todd Rich
3. Phone	+1 (541) 595-2191
4. Email	todd.rich@blackbuttepolice.gov
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	More than one
8a. Please specify	4
9. Types of issues or conduct were investigated?	Lack of Good Moral character (conduct constituting a state or federal felony, DV, stalking, Drug-related offense, bias or hate crime, sex crime, untruthfulness, misuse of authority) Other issues than the above
9a. If you are able to easily specify the types of	Allegations of misconduct, excessive tardiness, poor conduct/unbecoming
10. agency APPLY the LESC of Conduct and Disciplin	No, standards were not applicable
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case No

15a. If other, please explain:

16. track disciplinary investigations and discipl? Paper files only

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency? No centralized tracking system

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments?

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/26/26 10:47 AM

2026 LEA Rule Implementation Agency Report

Row 79

Agency	Newberg-Dundee Police Dept.
Your Name	Jeff Kosmicki
3. Phone	+1 (503) 537-1246
4. Email	jeff.kosmicki@newbergoregon.gov
5. Agency done implement the statewide standard?	Integrated into disciplinary procedures Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant. We were awaiting expiration of then-current CBA
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	More than one
8a. Please specify	2
9. Types of issues or conduct were investigated?	Other issues than the above
9a. If you are able to easily specify the types of	Poor work performance / off duty alcohol incident
10. agency APPLY the LESC of Conduct and Disciplin	No, standards were not applicable
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Yes, consistently

15a. If other, please explain:

16. track disciplinary investigations and discipl? Shared digital folders or spreadsheets

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency?

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments? no

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

22. haven't already asked that you would like? no

Acknowledge ☒

Created 08/26/26 12:58 PM

2026 LEA Rule Implementation Agency Report

Row 80

Agency	Carlton Police Department
Your Name	Jacob Blair
3. Phone	+1 (503) 852-3807
4. Email	jblair@ci.carlton.or.us
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Provided information to all officers to whom LESC Rules apply Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	N/A
8. Disciplinary matters or investigations?	None
8a. Please specify	
9. Types of issues or conduct were investigated?	
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Yes, consistently

15a. If other, please explain:

16. track disciplinary investigations and discipl? Other

16a. If Internal Affair case management software

16b. If other, please explain: Digital folders and paper hard copies.

17. What barriers, if any, prevent your agency? Other

17a.If other, please explain: None

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments? No

21. Recommendations for the Commission? No

22. haven't already asked that you would like? No

Acknowledge ☒

Created 08/26/26 3:02 PM

2026 LEA Rule Implementation Agency Report

Row 81

Agency	Oregon State Police
Your Name	Capt. Gregg Withers
3. Phone	+1 (503) 932-2617
4. Email	gregg.withers@osp.oregon.gov
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Integrated into disciplinary procedures Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	N/A
8. Disciplinary matters or investigations?	More than one
8a. Please specify	950
9. Types of issues or conduct were investigated?	Conduct 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 Lack of Good Moral character (conduct constituting a state or federal felony, DV, stalking, Drug-related offense, bias or hate crime, sex crime, untruthfulness, misuse of authority) Other issues than the above Unjustified or excessive use of deadly force Unjustified or excessive use of force Use of alcohol or drugs while on duty
9a. If you are able to easily specify the types of	Damage to Department Vehicles/Equipment, Lost Equipment, Unprofessionalism, Fail to attend Court, Fail to attend Training, Improper Procedure Improper Vehicle Operation, Fail to Record Contact, Fail to Perform Duties,
10. agency APPLY the LESC of Conduct and Disciplin	No, other reason

10a. If other reason, please explain:	We complied with current contract language.
--	---

11.DID conduct and discipline result in SUSTAINED?	No, other reason
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11a. If other, please explain:	
---------------------------------------	--

12. Disciplinary matters that resulted discipline?	
---	--

12a. If other, please explain:	
---------------------------------------	--

13. What level of sanction did your agency impose?	
---	--

14.DPSST expanded the obligation to include discipl	Yes
--	-----

14a. If other, please explain:	
---------------------------------------	--

15. Agency track whether applied in any given case	No
---	----

15a. If other, please explain:	
---------------------------------------	--

16. track disciplinary investigations and discipl?	Internal Affairs case management software
---	---

16a. If Internal Affair case management software	IA Pro & Blue Team case management software. Started using this software in May 2025.
---	---

16b. If other, please explain:	
---------------------------------------	--

17. What barriers, if any, prevent your agency?	Other
--	-------

17a.If other, please explain:	We did have barriers prior to May 2025 due to using a paper based/fragmented system. We no longer have this problem since transitioning to IA Pro & Blue Teams in May 2025.
--	---

18. Matters arbitrated in the last year?	No
---	----

19. What were the results of the arbitration?	
--	--

19a. If Other outcome, please explain	
--	--

20. additional comments?	No
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21. Recommendations for the Commission?	No
--	----

22. haven't already asked that you would like?	No
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Acknowledge	☒
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Created	08/26/26 4:15 PM
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2026 LEA Rule Implementation Agency Report

Row 82

Agency	Florence Police Dept
Your Name	John Pitcher
3. Phone	+1 (541) 997-3515
4. Email	john.pitcher@ci.florence.or.us
5. Agency done implement the statewide standard?	Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	None
8a. Please specify	
9. Types of issues or conduct were investigated?	
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Yes, consistently

15a. If other, please explain:

16. track disciplinary investigations and discipl? Shared digital folders or spreadsheets

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency?

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments?

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/26/26 4:22 PM

2026 LEA Rule Implementation Agency Report

Row 83

Agency	Washington County Sheriff's Office
Your Name	Commander Timothy Tannenbaum
3. Phone	+1 (503) 846-5954
4. Email	timothy_tannenbaum@washingtoncountyor.gov
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Integrated into disciplinary procedures Provided information to all officers to whom LESC Rules apply Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	More than one
8a. Please specify	
9. Types of issues or conduct were investigated?	Other issues than the above
9a. If you are able to easily specify the types of	General Conduct, Professional Conduct, Neglect of Duty, Use of Force in Jail Setting (No injury)
10. agency APPLY the LESC of Conduct and Disciplin	No, standards were not applicable
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Yes, consistently

15a. If other, please explain:

16. track disciplinary investigations and discipl? Internal Affairs case management software

16a. If Internal Affair case management software IA Pro. We are currently migrating to Power IA

16b. If other, please explain:

17. What barriers, if any, prevent your agency?

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments?

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/26/26 4:25 PM

2026 LEA Rule Implementation Agency Report

Row 84

Agency	Klamath County Sheriff's Office
Your Name	Mike Smith
3. Phone	+1 (503) 577-3609
4. Email	msmith@klamathcountyor.gov
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Integrated into disciplinary procedures Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	Other
7. Describe any other obstacles to implementation	No significant obstacles encountered. The agency reviewed the LESC standards and incorporated the applicable requirements into its existing policies and disciplinary processes.
8. Disciplinary matters or investigations?	More than one
8a. Please specify	3
9. Types of issues or conduct were investigated?	Lack of Good Moral character (conduct constituting a state or federal felony, DV, stalking, Drug-related offense, bias or hate crime, sex crime, untruthfulness, misuse of authority) Sexual harassment Unjustified or excessive use of force
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	No, standards were not applicable
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl No

14a. If other, please explain:

15. Agency track whether applied in any given case No

15a. If other, please explain:

16. track disciplinary investigations and discipl? Paper files only

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency? Other

17a.If other, please explain:	Disciplinary investigations and actions are tracked through individual administrative investigation/personnel files and related agency records. Records include the allegations investigated, investigative findings, and any resulting disciplinary action. The agency does not currently utilize a dedicated database or separate LESC-specific tracking field that readily compiles this information for annual statistical reporting.
18. Matters arbitrated in the last year?	No
19. What were the results of the arbitration?	
19a. If Other outcome, please explain	
20. additional comments?	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.
21. Recommendations for the Commission?	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.
22. haven't already asked that you would like?	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.
Acknowledge	☒
Created	08/27/26 10:09 AM

2026 LEA Rule Implementation Agency Report

Row 85

Agency	Curry County Sheriff's Office
Your Name	Lt. John Ensley/Lt. Garrett Shannon
3. Phone	+1 (541) 247-3247
4. Email	john.ensley@currycountyor.gov
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Integrated into disciplinary procedures Provided information to all officers to whom LESC Rules apply Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	More than one
8a. Please specify	3
9. Types of issues or conduct were investigated?	Other issues than the above
9a. If you are able to easily specify the types of	Alleged Policy Violations
10. agency APPLY the LESC of Conduct and Disciplin	No, standards were not applicable
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Only informally (e.g., IA notes, supervisor recollection)

15a. If other, please explain:

16. track disciplinary investigations and discipl? Paper files only

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency?

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments? No

21. Recommendations for the Commission? No

22. haven't already asked that you would like? No Thank You

Acknowledge ☒

Created 08/27/26 1:58 PM

2026 LEA Rule Implementation Agency Report

Row 86

Agency	Multnomah County Sheriff's Office
Your Name	Stephanie LaCarrubba
3. Phone	+1 (503) 988-4409
4. Email	stephanie.lacarrubba@mcsso.us
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Integrated into disciplinary procedures Provided information to all officers to whom LESC Rules apply Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	More than one
8a. Please specify	33
9. Types of issues or conduct were investigated?	Lack of Good Moral character (conduct constituting a state or federal felony, DV, stalking, Drug-related offense, bias or hate crime, sex crime, untruthfulness, misuse of authority) Other issues than the above
9a. If you are able to easily specify the types of	Insubordination; Conformance with Agency Rules; Abuse/Misuse of Leave; Tactical Doctrine / Officer Safety
10. agency APPLY the LESC of Conduct and Disciplin	No, other reason
10a. If other reason, please explain:	All three investigations involving the moral character standard (untruthfulness) resulted in unfounded or not sustained findings.

11.DID conduct and discipline result in SUSTAINED?	No, other reason
---	------------------

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl	Yes
--	-----

14a. If other, please explain:

15. Agency track whether applied in any given case	Yes, consistently
---	-------------------

15a. If other, please explain:

16. track disciplinary investigations and discipl?	Internal Affairs case management software
---	---

16a. If Internal Affair case management software	We use both shared digital folders and Internal Affairs case management software (NEOGOV PowerIA) to track disciplinary investigations and disciplinary actions. Older cases are on paper, with digital scanned copies.
---	---

16b. If other, please explain:

17. What barriers, if any, prevent your agency?

17a.If other, please explain:

18. Matters arbitrated in the last year?	No
---	----

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments? No.

21. Recommendations for the Commission? 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.

22. haven't already asked that you would like? No.

Acknowledge ☒

Created 08/27/26 2:26 PM

2026 LEA Rule Implementation Agency Report

Row 87

Agency	Port Orford Police Department
Your Name	Hank Hobart
3. Phone	+1 (541) 366-4567
4. Email	hhobart@portorford.org
5. Agency done implement the statewide standard?	Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	None
8a. Please specify	
9. Types of issues or conduct were investigated?	
9a. If you are able to easily specify the types of	
10. agency APPLY the LESC of Conduct and Disciplin	
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Only informally (e.g., IA notes, supervisor recollection)

15a. If other, please explain:

16. track disciplinary investigations and discipl? Paper files only

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency? No centralized tracking system

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments? None.

21. Recommendations for the Commission? Not at this time.

22. haven't already asked that you would like? Not at this time.

Acknowledge ☒

Created 08/27/26 4:05 PM

2026 LEA Rule Implementation Agency Report

Row 88

Agency	McMinnville Police
Your Name	Cord Wood
3. Phone	+1 (503) 434-7307
4. Email	cord.wood@mcminnvilleoregon.gov
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Provided information to all staff that investigate or make disciplinary decisions Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	More than one
8a. Please specify	1
9. Types of issues or conduct were investigated?	Other issues than the above
9a. If you are able to easily specify the types of	Driving conduct while off duty
10. agency APPLY the LESC of Conduct and Disciplin	No, standards were not applicable
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Only informally (e.g., IA notes, supervisor recollection)

15a. If other, please explain:

16. track disciplinary investigations and discipl? Internal Affairs case management software

16a. If Internal Affair case management software IAPro

16b. If other, please explain:

17. What barriers, if any, prevent your agency?

17a.If other, please explain:

18. Matters arbitrated in the last year? No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments?

21. Recommendations for the Commission?

22. haven't already asked that you would like?

Acknowledge ☒

Created 08/27/26 4:55 PM

2026 LEA Rule Implementation Agency Report

Row 89

Agency	Portland State University Campus Public Safety/ Policing
Your Name	Kevin Modica
3. Phone	+1 (971) 349-0059
4. Email	klm27@pdx.edu
5. Agency done implement the statewide standard?	Adopted policies/included in existing policies Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	
8. Disciplinary matters or investigations?	More than one
8a. Please specify	1
9. Types of issues or conduct were investigated?	Other issues than the above
9a. If you are able to easily specify the types of	Brady Allegation
10. agency APPLY the LESC of Conduct and Disciplin	Yes, in one or more cases
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?	Yes (in all allegations)
11a. If other, please explain:	
12. Disciplinary matters that resulted discipline?	Yes, in all cases
12a. If other, please explain:	
13. What level of sanction did your agency impose?	An aggravated sanction
14.DPSST expanded the obligation to include discipl	Other
14a. If other, please explain:	Staffing
15. Agency track whether applied in any given case	Other
15a. If other, please explain:	Our agency hasn't formally tracked. We do receive legal updates and advisements through Lexipol on State required updates.
16. track disciplinary investigations and discipl?	Paper files only
16a. If Internal Affair case management software	
16b. If other, please explain:	
17. What barriers, if any, prevent your agency?	IA and HR systems are separate and uncoordinated Lack of internal policy requiring systematic tracking Paper based or fragmented recordkeeping
17a.If other, please explain:	
18. Matters arbitrated in the last year?	No

19. What were the results of the arbitration?

19a. If Other outcome, please explain

20. additional comments? Additional TA, Staffing and coordination with the Universities HR and the State.

21. Recommendations for the Commission? TA, possibly a quarterly Call .

22. haven't already asked that you would like? No.

Acknowledge ☒

Created 08/28/26 11:44 AM

2026 LEA Rule Implementation Agency Report

Row 90

Agency	St. Helens Police Department
Your Name	Matthew Smith
3. Phone	+1 (971) 813-9000
4. Email	msmith@STHELENSOREGON.GOV
5. Agency done implement the statewide standard?	Reviewed standards and guide
5a. If other, please explain	
6.Experienced obstacles adopting and implementing?	We didn't need to do anything as we were already compliant.
7. Describe any other obstacles to implementation	We did not experience any issues.
8. Disciplinary matters or investigations?	More than one
8a. Please specify	2
9. Types of issues or conduct were investigated?	Other issues than the above
9a. If you are able to easily specify the types of	Conduct Unbecoming
10. agency APPLY the LESC of Conduct and Disciplin	No, standards were not applicable
10a. If other reason, please explain:	

11.DID conduct and discipline result in SUSTAINED?

11a. If other, please explain:

12. Disciplinary matters that resulted discipline?

12a. If other, please explain:

13. What level of sanction did your agency impose?

14.DPSST expanded the obligation to include discipl Yes

14a. If other, please explain:

15. Agency track whether applied in any given case Yes, consistently

15a. If other, please explain:

16. track disciplinary investigations and discipl? Shared digital folders or spreadsheets

16a. If Internal Affair case management software

16b. If other, please explain:

17. What barriers, if any, prevent your agency? No centralized tracking system

17a.If other, please explain:

18. Matters arbitrated in the last year? Yes

19. What were the results of the arbitration?	Arbitrator upheld agency finding(s) and disciplinary action(s)
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19a. If Other outcome, please explain
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20. additional comments?	None.
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21. Recommendations for the Commission?	I have no recommendations.
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22. haven't already asked that you would like?	No.
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Acknowledge	☒
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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?)
Not at this time. This is my first year in this role so I am still learning and absorbing knowledge.
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?

None

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 .
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.

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.

2026 LESC Public Survey - Comments and Recommendations

The survey invited members of the public to provide feedback or suggestions for updates to the standards of conduct and the standards of discipline. Only one response was received this year.

26/27 Public Comments and General Feedback
Jake Greer, Director Lake County Community Justice
Would it be possible to conduct a Statewide Training on common themes gathered by the issues public safety professionals are facing? If it's ethics or moral character decision making or a lack thereof. Just something for Department Heads to be aware of and this will assist in creating some training ideas for the year ahead.