

Telecommunications Policy Committee Minutes

August 7, 2024

The Telecommunications Policy Committee of the Board on Public Safety Standards and Training held a regular meeting on August 7, 2024, at the Oregon Public Safety Academy in Salem, Oregon. Chair, Mike Fletcher called the meeting to order at 9:00 a.m.

Committee Members:

Michael Fletcher, Chair, APCO-NENA
Rosa Antoine, Association of Public Safety Communications Officials
Travis Ash, Oregon State Sheriff's Association
Gary Bell, Oregon Association of Chiefs of Police
Brandon Hamilton, Oregon Fire Chief's Association
Ronda Griffin, APCO-NENA, EMS Section
Sean Joyce, Oregon State Police
Rebecca Long, Emergency Medical Services & Trauma Rep
Raeann Thurber, Telecommunicator
Noah Juarez, Line-Level Communicator

Committee Members Absent:

Stephen King, Association of Public Safety Communications Officials
Vacant, Public Member

Guests:

None

DPSST Staff:

Phil Castle, Director
Kathy McAlpine, Professional Standards Division Director
Kathy Fink, Criminal Justice Program Manager
Melissa Lang-Bacho, Professional Standards Compliance Coordinator
Jennifer Levario, Professional Standards Compliance Coordinator
Cindy Park, Professional Standards Compliance Coordinator
Jennifer Howald, Administrative Rules Coordinator
Erica Riddell, Criminal Justice Support Specialist
Shelby Wright, Executive Assistant
Juan Lopez-Hernandez, Executive Support Specialist



1. Introductions

Introductions of members, guests and staff.

2. Approve May 1, 2024 Meeting Minutes

A consensus was reached to approve the May 1st, 2024, Meeting Minutes.

3. Administrative Closure Consent Agenda

Presented by Melissa Lang-Bacho, Professional Standards Compliance Coordinator

The Department presented recommendations to administratively close the following professional standards cases to the Telecommunications Policy Committee.

a) Daugherty, Tabetha (53558) Telecommunications and Emergency Medical Dispatch

On December 28, 2023, Tabetha Daugherty resigned during an internal investigation. On October 2, 2023, the Umatilla Tribal Police Department (UTPD) received a complaint of misconduct from the Assistant United States Attorney (AUSA) of the District of Oregon. The UTPD hired an outside investigator to investigate the matter. The investigation indicates that Daugherty received a call from a dispatcher from another agency while dispatching calls related to a shooting from August 2, 2023. Daugherty made comments on the recorded line that were disparaging towards the victim of a shooting and made unprofessional comments about a deputy responding to the incident. Daugherty resigned and declined to participate in an interview for the investigation.

The Department determined there was insufficient information to determine if Daugherty violated the Board's moral fitness standards. For the Department to determine that Daugherty violated the Board's moral fitness standard for misuse of authority, the Department would need to find that Daugherty intentionally used her position of authority for her benefit or to harm another. Daugherty did not participate in an interview as a part of the investigation, making it challenging for the Department to determine the intentionality of her conduct.

b) Griffith, Cassandra (43266) Telecommunications and Emergency Medical Dispatch

On September 15, 2023, Cassandra (Cassie) Griffith resigned as part of a settlement agreement in lieu of termination from the Toledo Police Department (TPD). On May 4, 2020, prior to her resignation, Griffith entered a Last Chance Agreement (LCA).

After successfully meeting the goals in her LCA with the TPD, issues began to arise in Griffith's work habits and leadership abilities in 2022. Documentation from the TPD indicates that staff at the dispatch center had concerns about not feeling heard by Griffith as a supervisor and concerns Griffith would retaliate if they were to express dissatisfaction. The documentation also indicates that Griffith failed to demonstrate leadership during a chaotic incident. Another concern was Griffith's failure to address training deficiencies with a new dispatcher.

The Department determined Griffith's conduct consisted of performance-based issues that did not rise to the level of moral fitness violations. There were no allegations that Griffith was dishonest, and the performance issues lack a nexus between Griffith's conduct and a loss of public confidence in the public safety profession.

Brandon Hamilton moved to approve the Administrative Closure Consent Agenda recommendations made by the Department. Raeann Thurber seconded the motion. The motion passed unanimously.

4. Agency Updates

Presented by Phil Castle, Director

- DPSST, like all State agencies, is diligently working with the Governor's Office on the next round of Policy Option Packets. DPSST is requesting the Legislature to look at three

large requests that include a Learning Management System, some additional staffing for our regional training team, and some additional buildings on campus to approve.

- DPSST is working on the class schedules for the upcoming 2025 training year. We are going to try a new process of overscheduling courses so that we can cancel courses throughout the year if they are not needed instead of adding courses when the need arises.
- DPSST completed their listening tour a few weeks ago and received great feedback from constituents throughout the state. One ask was that DPSST improve the training opportunities for those agencies located regionally that are unable to attend the additional training courses that are offered throughout the year. DPSST will be working on a plan to work on mitigating these issues and bringing more training to our constituent agencies across the state.

5. Division Updates

Presented by Kathy McAlpine, Professional Standards Division Director

- October is the final Basic Telecommunications course for the year, and it is currently sitting at full attendance. The next course offered after that will be in January, and there are still several spots left. If agencies would like their individuals to get into training as soon as possible, please submit paperwork as soon as possible.
- At any given time, there are about 100-130 deferred cases that the Professional Standards team works through. Because DPSST lacks jurisdiction for individuals who are not certified and not employed, we are unable to complete our review process until the individual has gained employment in another certifiable role. We are currently working with the Moral Fitness Workgroup and the Legislature to help us figure out how to circumvent the issues that we are facing with these cases.

6. Section Updates

Presented by Kathy Fink, Criminal Justice Program Manager

- DPSST had a virtual training session in June for our constituent agencies throughout Oregon. The training session was very successful, and we were able to cover topics all the way from hiring to maintenance training and then to professional standards. We are looking forward to holding more of these in the future.
- DPSST is currently working on the Emergency Medical Dispatcher equivalency form (F20). More information about this form will be available in the future.
- Several individuals from the Standards and Certification section will be attending the APCO conference in Bend in September. This will be a great opportunity for our constituent EMD and Telecommunications agencies to ask questions and learn more about our forms and our processes within the Standards and Certification section.

7. Next Telecommunications Policy Committee Meeting: November 6, 2024 at 9:00 a.m.

Administrative Notes:

These minutes reflect the order of the discussion/voting items as they appear on the official meeting agenda. The actual order in which they were discussed may vary.

All documents reviewed and discussed in this meeting are subject to Oregon Public Records Law (ORS 192.410 to ORS 192.505). These documents can be requested by contacting DPSST at dpsst.records@dpsst.oregon.gov.