

**Department of Public Safety Standards and Training
(DPSST or the Department)
Memo**

Date: May 16, 2024

To: Police Policy Committee

From: Melissa Lang-Bacho
Professional Standards Compliance Coordinator

Discipline: Police

Subject: Administrative Closure Recommendation – Separation
Steven Bellshaw; DPSST No. 22870

Overview

On February 15, 2022, Steven Bellshaw retired from the Salem Police Department (SPD) as a part of a settlement agreement during an active or pending investigation into allegations of misconduct.

On November 12, 2021, Bellshaw was placed on administrative leave pending a determination to investigate alleged policy violations.

In a November 23, 2021, memo the Chief of Police requested an outside investigation into alleged policy violations that included untruthfulness by Bellshaw. The memo noted that after the Chief of Police worked closely with Bellshaw for a few months he developed concerns about Bellshaw's integrity and decision making, identifying multiple instances where Bellshaw had been asked questions and gave contradictory information in different settings.

On November 24, 2021, Bellshaw was provided a status update. The update indicated an investigation would be conducted by an external investigator and Bellshaw would remain on administrative leave while the investigation was conducted. A settlement agreement between Bellshaw and the SPD was reached prior to any outside investigation commencing.

No further investigation was conducted to determine if the allegations were sustained and Bellshaw retired as a part of the settlement agreement with the SPD.

Information Considered

- Personnel Action Form – F4s
- Separation Agreement
- November 23, 2021, Memo
- Administrative Leave Documentation

Department Determination/Recommendation

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The department reviewed the information provided by the SPD to determine if substantial evidence existed to support findings of moral fitness violations as required under OAR 259-008-0310(1). The information provided related to his separation was preliminary. Based on the preliminary nature of the allegations, there is insufficient evidence to find that Bellshaw was intentionally untruthful. Bellshaw was not interviewed as a part of the investigation, and without additional context from Bellshaw into his alleged statements, the department is unable to find sufficient evidence to support a violation of the Board's moral fitness standards.

The department recommends administrative closure of this case.