

I started my law enforcement career in 2003 as a reserve police officer for a small police agency. I was hired in 2005 by the Marion County Sheriff's office. I've worked several divisions to include judicial security, corrections and patrol. During my time on patrol, I was an SRO, FTO and SWAT team member. My agency does not use corporals, instead if the shift SGT is gone for a shift the agency would task a Deputy to run the shift. I was tasked with this many times throughout my career. After being an FTO for several years, I became the FTEP coordinator in charge of all new hires going through FTEP on patrol. I held this position until the day I was fired. I was on SWAT for eight years, six on the entry team, the last two as a sniper.

November of 2017, I was working graveyard shift. I was living with my girlfriend, Jesa Lane (now my wife). I would always take me dinner breaks at my residence with her. She was celebrating her birthday at a bar in Stayton and asked me to follow her home if I was on the area as her headlight was working intermittently. I was in the area on a separate call and agreed to follow her home. I sent her a text message advising her to not tell anyone in the bar I was going to follow her home. I am fully aware of public perception and did not want her to be overheard saying her "cop" boyfriend is going to follow her home. I believe my exact words in the text were, "Not a word to anyone." Jesa had been at the bar for four hours. She told me that she had drunk one alcoholic drink and a partial of another one as she did not like it and gave it to the bartender. I saw her in person at the bar at midnight and did not believe her to be intoxicated or even slightly buzzed. I was confident in her driving. I met her again at the bar at approximately 1:00 am (*****not sure of exact times as they are listed in arbitration report.) I was still confident in her ability to safely drive the car home. I pulled up in my patrol car and met her as she walked to her car. I then followed her home.

Later that week, I was served an IA notice for following her home. I worked with no restrictions as a patrol deputy during my IA and that included me still working on cases and making arrests. At the conclusion of the IA, I was ultimately fired for policy violations and untruthfulness. I was completely shocked as I had been completely truthful during the IA process and had told Jesa to only tell the truth about what happened. We both cooperated fully. The district attorney also placed me on the Brady list.

My union took the case to arbitration to appeal the decision. Up until arbitration, I was still unsure what my untruthfulness was. It was never explained in the investigative report or firing documents. The Undersheriff testified that my untruthfulness was my text message that I had sent Jesa to not tell anyone.

I ultimately won the Arbitration with a make whole remedy. Arbitrator stated I did not lie, had no policy violations and I am not a Brady cop. Arbitrator pointed out multiple issues with the investigator to include him making a decision before the investigation that lead his investigation to get the conclusion he wanted. Arbitrator pointed out and explained 10 different examples of a poor investigation to include the investigator asking leading questions, omitting statements that would have exonerated me and misstating quotes to fit his agenda. The arbitrator called it the worst investigation he has seen in his 20+

years of doing arbitrations. The Arbitrator ordered the county to provide a copy of his decision to the district attorney's office and recommended that I be taken off the brady list.

The county was not happy with the decision and did not want to hire me back. They even emailed the arbitrator asking him to redo his decision not ordering the county hire me back because of the Brady listing. The arbitrator replied stating his decision stands as is and I am not a Brady cop. The county then offered me a county job in a different dept (not the SO) at a lessor pay. I told them no. County finally agreed to bring me back at the jail as a Deputy but that I could only work as a facility security aide working sub controls. Five months later I was moved to work the visiting desk.

I later found out during depositions of the Sheriff and Undersheriff they did not believe the arbitrator as that was only his opinion. Nothing happened to the investigative officer of my IA. He continued to work as a Shift SGT of the patrol division for another 1 ½ years before retiring. He now works as a Police Officer for the Black Butte Police Dept.

The district attorney refused to take me off the Brady list. She testified in depositions that she barely looked through the arbitrator decision with a 15 minute meeting with the Sheriff. The decision is over 90 pages long. *****not sure exact page length*****

After I returned to the office, I heard numerous rumors about me and the initial investigation. It was rumored that I had told complete lies, it was rumored I told my girlfriend to lie, it was rumored I destroyed evidence. All untrue. Numerous people told me that they were completely surprised and taken aback after the arbitrator decision was published online and they were able to read it. I was told the report did not fit the narrative that was told when I was fired.

I have lost numerous friends. Friends that I had worked with for many years and now wont return text messages. Invitations to events that I used to be invited to stopped coming. My name has been destroyed by the very office that I dedicated my career too. I no longer have the distinction of being a SWAT team member or challenging new recruits to making themselves a better Deputy Sheriff's. I have been reduced to working in an office environment scheduling visits for the public and attorneys.

I did not just become a cop. I worked hard to get where I was at in my career. During my 13 years as a deputy with Marion Co I had only one disciplinary action in my file and that was a verbal warning and in return my career ended with a phone call on a Monday morning stating I was no longer employed by the Sheriff's Office because I had lied but not a single person in management could tell me what I had lied about.

My job was to protect and serve while enforcing the law. How can someone be expected to enforce those few traits when the agency they work for can not provide the same justice for their own.

