



**Date:** September 12, 2024

**To:** Jennifer Nash, Chair of PDSC  
OPDC Commissioners

**From:** Jessica Kampfe, Executive Director

**Re:** Workplace Solutions 2024 Retaliation Report

The incidents that were referred to in the Workplace Solutions investigation report occurred between 2019 and 2021 when the agency was under different leadership and had limited capacity to address complaints. Over the last four years, we have implemented significant changes to create more transparent and consistent systems for public defenders. For example, pay is now aligned with qualification levels and case types. Complaints about public defenders are now managed by the Compliance, Audit, and Performance (CAP) division where counsel assesses the complaints using the Oregon State Bar's performance standards. Immediate concerns are addressed by a special team in the CAP division. Complaints requiring further investigation are forwarded to the Oregon State Bar.

We take allegations of retaliation seriously. The concerns outlined in the investigation report have been addressed and there have been no further complaints submitted since 2021.

We are confident the changes we have made will prevent the actions described in the investigator's report from ever happening again. We value and respect our public defenders, and it is one of our utmost priorities that their experience with OPDC is positive and professional. We look forward to a continued productive collaboration with the public defense community as we implement future improvements that support our unwavering commitment to provide constitutionally protected legal representation to eligible persons.