



**OFFICE OF THE SHERIFF**

**Sheriff Curtis L. Landers**

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**Potential Conflict of Interest Statement**

**May 11, 2023**

Per ORS 244.120 as an elected public official, I am required to announce any potential or actual conflict of interest. For the upcoming FY 2023/2024 budget process, I must announce a potential conflict of interest involving Sheriff's Office employee Support Services Specialist Natalie Landers.

Ms. Landers is my daughter-in-law and works in our Support Services Division. Ms. Landers' direct supervisor is Support Services Director Lisa Combs and I have delegated all authority for the supervision and management of Ms. Landers to Administrative Lieutenant Adam Shanks, per Lincoln County Sheriff's Office policy 1033, Nepotism (attached).

A potential conflict of interest exists during the budget process because Ms. Landers salary is paid from the Sheriff's Office budget, that I annually recommend to the Board of Commissioners. This is only a potential conflict of interest due to my authority of the budget approval process is at a recommendation level and the final approval falls within the Board of Commissioners.

A handwritten signature in blue ink, appearing to read "C. Landers".

Sheriff Curtis Landers

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## Nepotism and Conflicting Relationships

### 1033.1 PURPOSE AND SCOPE

The purpose of this policy is to ensure equal opportunity and effective employment practices by avoiding actual or perceived favoritism, discrimination, or actual or potential conflicts of interest by or between members of this office. These employment practices include: recruiting, testing, hiring, compensation, assignment, promotion, use of facilities, access to training opportunities, supervision, performance appraisal, purchasing and contracting, discipline and workplace safety and security.

### 1033.2 RESTRICTED DUTIES AND ASSIGNMENTS

The Sheriff's Office will not prohibit all personal or business relationships between employees. However, in order to avoid nepotism or other inappropriate conflicts, the following reasonable restrictions shall apply:

- (a) Employees are prohibited from directly supervising any other employee who is a relative, who resides with the member or with whom they are involved in a personal or business relationship (ORS 244.179).
  - 1. Relative for this policy includes the spouse of the member, any children of the member or of the members's spouse, and brothers, sisters, half-brothers, half-sisters, brothers-in-law, sons-in-law, daughters-in-law, stepparents, stepchildren or parents of the member or of the member's spouse, or any individual for which the member has a legal support obligations (ORS 244.020).
  - 2. If circumstances require that such a supervisor/subordinate relationship exist temporarily, the supervisor shall make every reasonable effort to defer matters pertaining to the involved employee to an uninvolved supervisor.
  - 3. When personnel and circumstances permit, the Sheriff's Office will attempt to make every reasonable effort to avoid placing employees in such supervisor/subordinate situations. The Sheriff's Office reserves the right to transfer or reassign any employee to another position within the same classification in order to avoid conflicts with any provision of this policy.
- (b) Employees are prohibited from participating in, contributing to, or recommending promotions, assignments, performance evaluations, transfers or other personnel decisions affecting an employee who is a relative or who resides with the member or with whom they are involved in a personal or business relationship (ORS 244.177).
- (c) Whenever possible, FTOs and other trainers will not be assigned to train relatives. FTOs and other trainers are prohibited from entering into or maintaining personal or business relationships with any employee they are assigned to train until such time as the training has been successfully completed and the employee is off probation.

# Lincoln County Sheriff's Office

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## *Nepotism and Conflicting Relationships*

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- (d) To avoid actual or perceived conflicts of interest, members shall refrain from developing or maintaining personal or financial relationships with victims, witnesses or other individuals during the course of, or as a direct result of, any official contact.
- (e) Except as required in the performance of official duties or, in the case of immediate relatives, employees shall not develop or maintain personal or financial relationships with any individuals they know or reasonably should know are under criminal investigation, are convicted felons, parolees, fugitives, registered sex offenders or who engage in serious violations of state or federal laws.