Umatilla **C**ounty **L**aw **E**nforcement **A**ssociation

Established in 2006 with the purpose of:
"Improvement of employment relations for its members with the County of Umatilla."

Date: November 24, 2026
To: Umatilla County Board of Commissioners
From: Umatilla County Law Enforcement Association
Subject: No Confidence Vote on Sheriff Terry Rowan

On November 19, 2026, members of the Umatilla County Law Enforcement Association (UCLEA) convened to discuss and vote on a motion of No Confidence in Umatilla County Sheriff Terry Rowan. The results of the vote reflect the depth and seriousness of these concerns, with **93% of votes cast in favor of the motion of No Confidence.**

This decision was not made lightly. UCLEA members recognize the gravity of this action and the responsibility we have to the citizens of Umatilla County. We understand the importance of strong, effective, ethical, and accountable leadership in an office entrusted with protecting and serving our community.

UCLEA members expressed significant and ongoing concerns stemming from Sheriff Rowan's previous criminal legal matters concerning driving under the influence of intoxicants, as well as the recent decision by the Department of Public Safety Standards and Training (DPSST) to suspend his law enforcement certification on dishonesty and moral fitness grounds. In our view, these circumstances, combined with the subsequent actions and inactions of the Sheriff, have raised serious questions about the agency's ability to fulfill its obligations and responsibilities to both its employees and the community it serves. UCLEA members know very well, that the mission we serve expects and deserves excellence, and where we fall short, accountability follows, as it should. For Sheriff Rowan, the same is true. We are all held to a higher standard, and the Sheriff of Umatilla County is no exception.

Members have expressed additional and on-going concerns regarding several critical areas of agency leadership and administration, including:

- Employee morale, workplace conditions, and the overall working environment.
- Lack of communication, lack of transparency, and the non-existent flow of information between administration and employees.
- The erosion of trust and confidence between employees and agency administration and leadership.
- The erosion of public trust and confidence in the Umatilla County Sheriff's Office.
- The maintenance of professional standards, accountability, and a positive organizational culture.
- The agency's diminished operational effectiveness and its ability to recruit, develop, and retain qualified personnel.

- The destruction of the relationship between the Sheriff and UCLEA membership, including the ability to maintain a productive, respectful, and collaborative working relationship.

These concerns are interconnected and reflect broader issues of leadership, accountability, and organizational health. Their impact extends beyond the workplace, affecting the agency's ability to operate effectively and maintain the confidence of the community it serves.

A sheriff must maintain the confidence of the employees they lead and the public they serve. That confidence is fundamental to effective leadership, organizational stability, and public trust. When leadership decisions and actions erode that confidence and trust, the consequences extend throughout the entire organization. Employees are placed in increasingly difficult positions, morale suffers, organizational effectiveness is compromised, and the public's confidence in its law enforcement agency is diminished. UCLEA members have seen and heard firsthand, from our community, that has expressed frustration with the Sheriff, and in some instances, viewed UCLEA members in a negative light, simply because they work for the Sheriff.

The UCLEA strongly believes the circumstances facing this agency require a change in leadership. Our responsibility is ultimately to the employees of this agency, and most importantly, to the citizens of Umatilla County. For these reasons, the Umatilla County Law Enforcement Association respectfully calls for Sheriff Terry Rowan's immediate resignation.

This position reflects the collective concerns of the Umatilla County Law Enforcement Association, and it is our belief that new leadership is necessary to restore organizational effectiveness, confidence, strengthen accountability, fairness, improve working relationships, and move the Sheriff's Office forward.