

---

# DPSST

## 2021-23 Budget Presentation



# Our Mission

*“To promote excellence in public safety by delivering quality training and developing and upholding professional standards”*



# History

- **BPST**
- **BPSST**
- **DPSST**



# 60 Years of Service to Public Safety

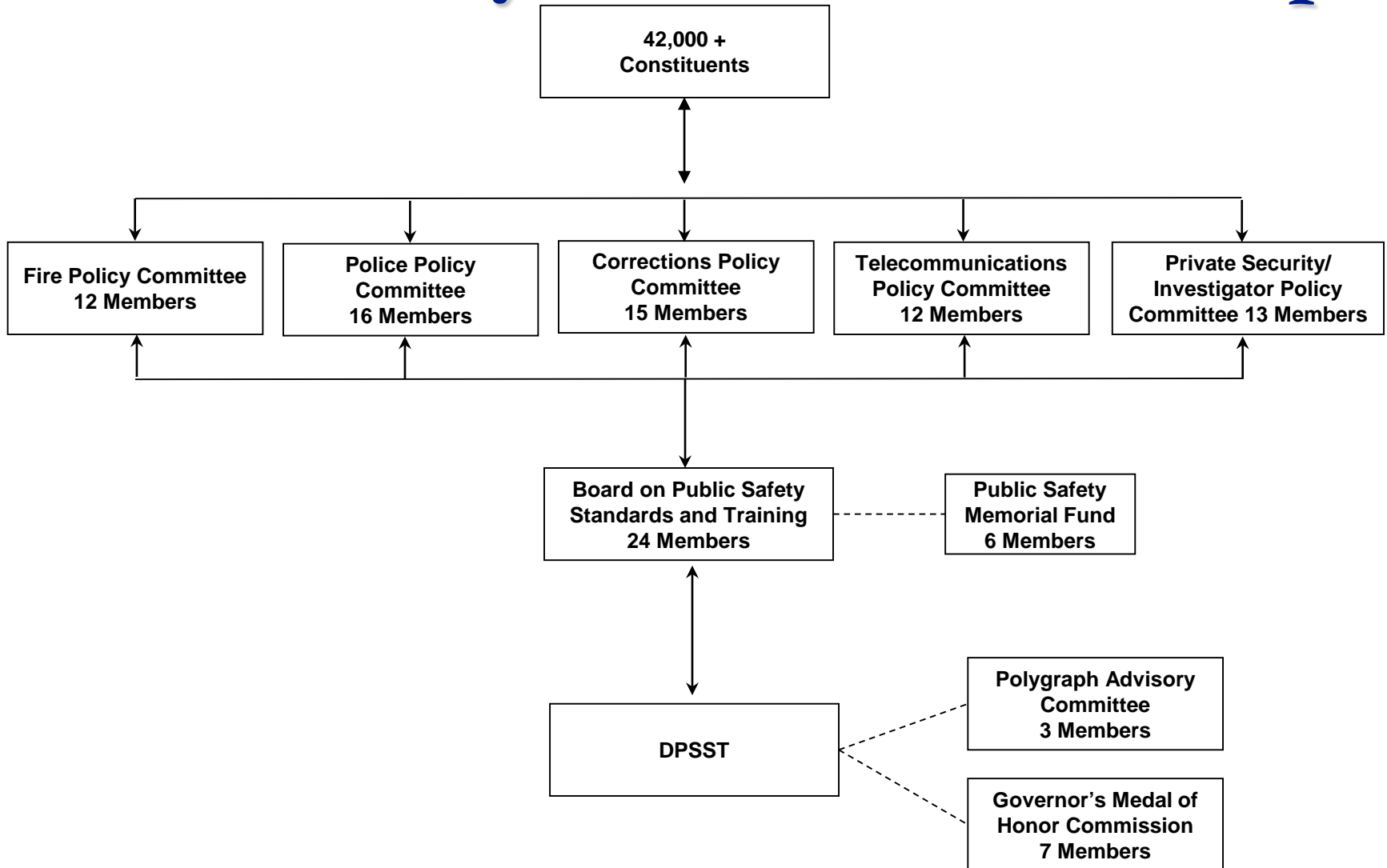
- 1961 – Advisory Board on Police Standards and Training created; first Basic Police Class
- 1968 – Police Standards and Training Act made police officer training and certification mandatory
- 1974 – Oregon Police Academy moved from Camp Withycombe to Monmouth
- 1976 – First Basic Corrections Class
- 1978 – First Basic Parole and Probation Class
- 1987 – Criminal Fine & Assessment Account (CFAA) established
- 1991 – Telecommunications and EMD added
- 1993 – Fire Training added; OSP included in certification
- 1995 – Private Security added
- 2004 – Construction started on Oregon Public Safety Academy
- 2005 – Private Investigators added
- 2006 – DPSST moved from Monmouth to new facility in Salem
- 2012 – OLCC Regulatory Specialists added
- 2013 – Center for Policing Excellence (HB 3194)
- 2015 – DPSST assumed fiduciary responsible for Oregon High Intensity Drug Trafficking (HIDTA)

---

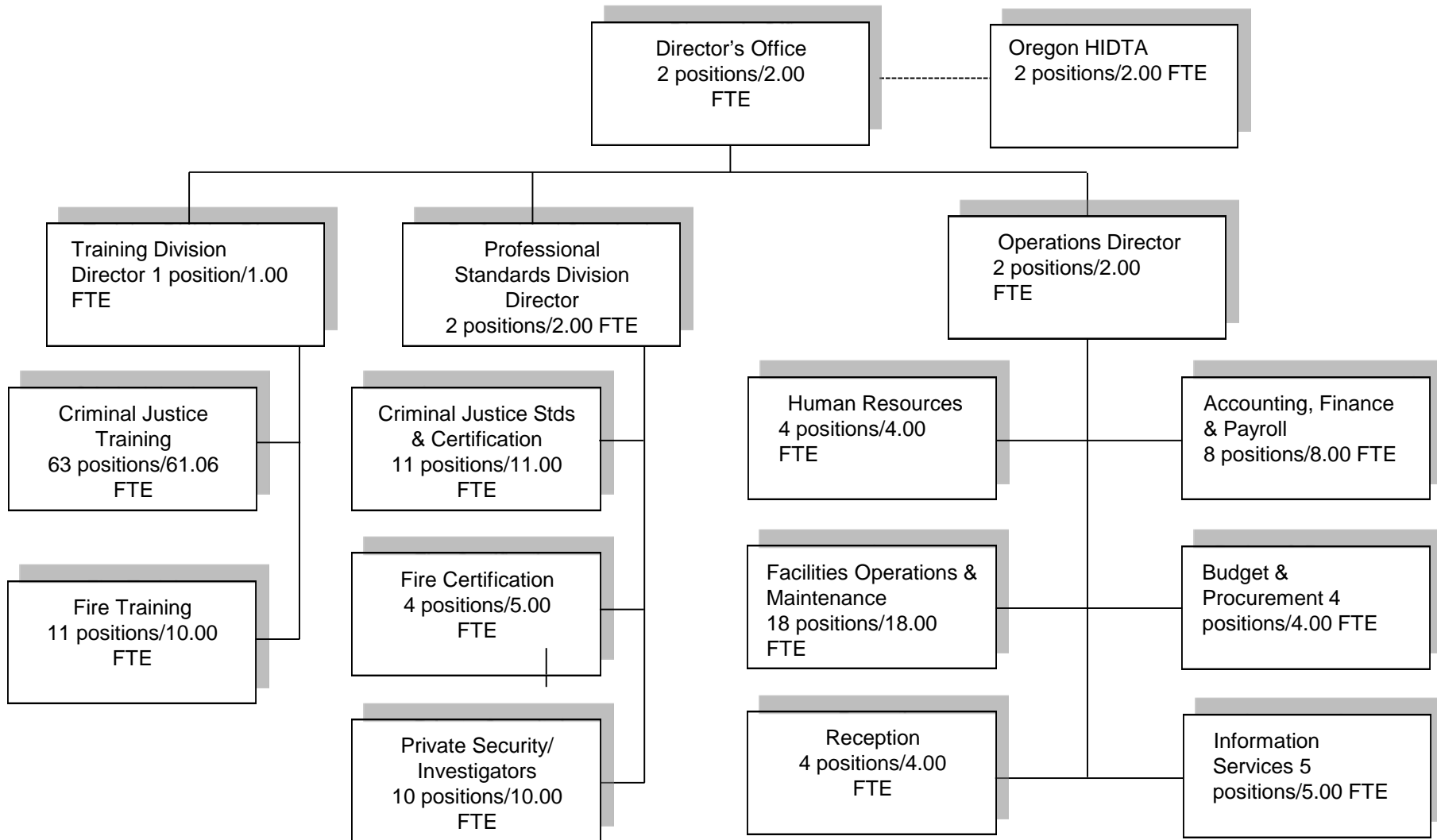
# Overview of Organization, Environmental Factors & Budget Drivers



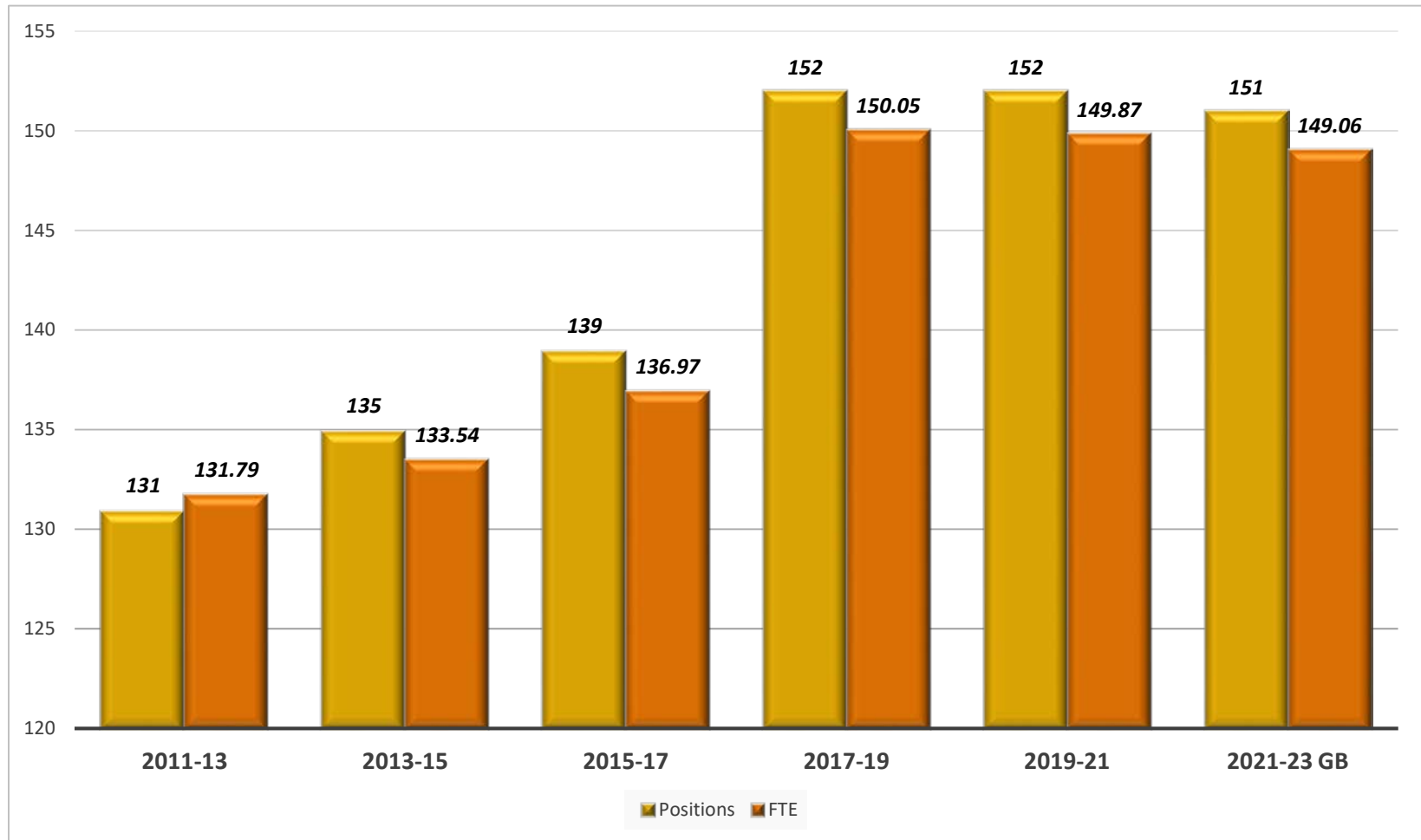
# Public Safety Shared Stewardship



# 2021-23 GB Organizational Structure



# Position/FTE Count Over Last 10 Years and 2021-23 Governor's Budget





# Academy Basic Training

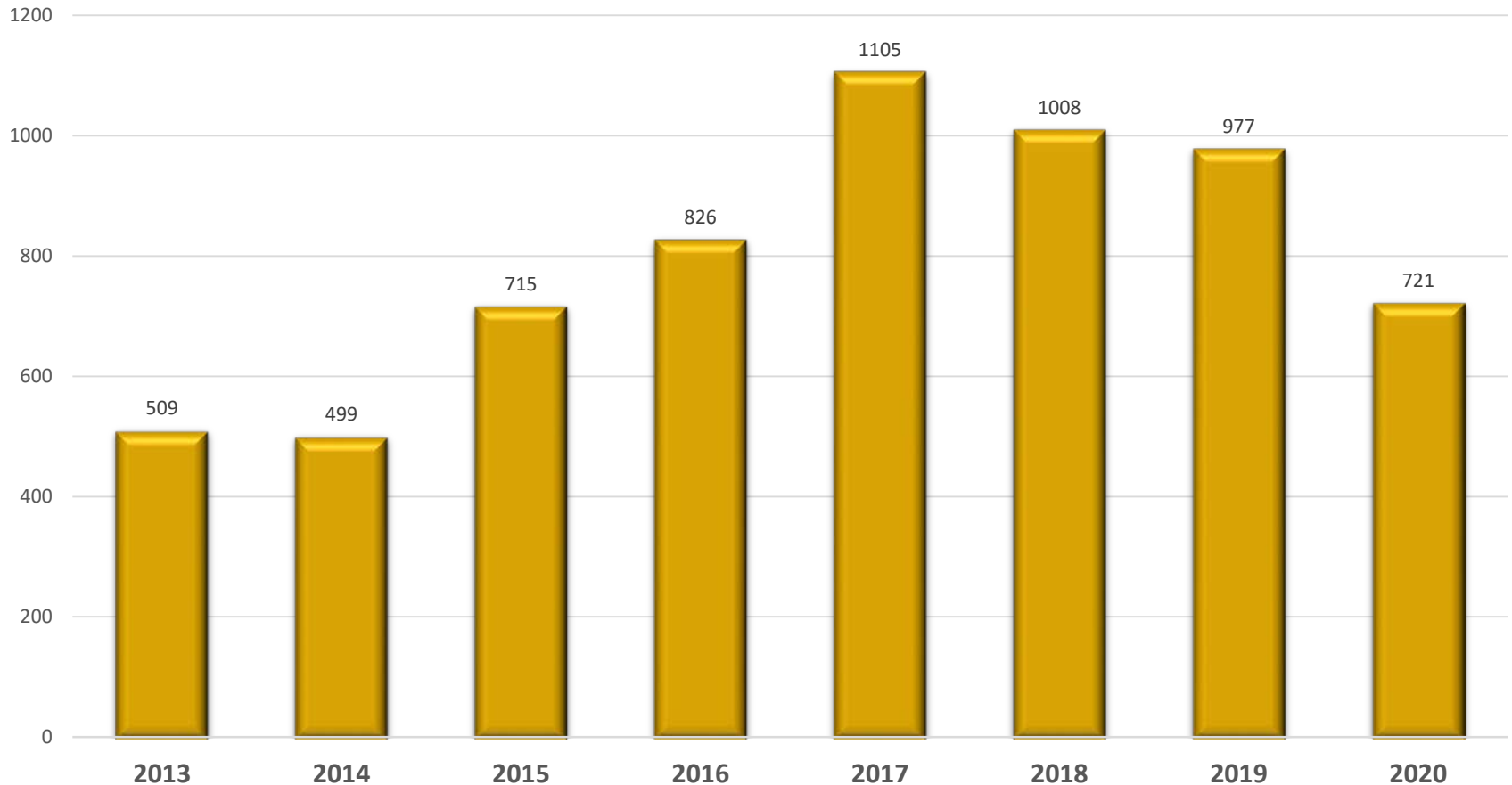
- Basic Police (16 weeks)
- Basic (City and County) Corrections (6 weeks)
- Basic Parole & Probation (5 weeks + 2 week for armed officers)
- Basic Telecommunications (9-1-1) (3 weeks)
- Emergency Medical Dispatch (24 hours)
- Police – Career Officer Development (2 weeks)
- Corrections – Career Officer Development (self study)

	Students 2014	Students 2015	Students 2016	Students 2017	Students 2018	Students 2019	Students** 2020
Basic Police	149	282	401	482	400	437	320
Basic Corrections	105	135	155	211	201	180	119
Basic Parole & Probation	52	81	47	78	59	44	19
Basic Telecommunications	69	100	122	189	142	130	110
Emergency Medical Dispatch	68	63	50	75	136	118	98
Police – Career Officer Development	47	53	45	65	54	57	46
Corrections – Career Officer Development	9	1	6	5	16	11	9

\*\*Due to Covid 19 OSPA was closed March and April of 2020

# Academy Basic Training

Basic Training Student Enrollment



# Basic Training Investment with Criminal Fine Account (CFA) and Local Funding

## DPSST Provides:

- Professional training Instruction and scenario training
- Ammunition/targets, student apparel, classroom, technology, and other training materials
- Meals and lodging

## Employing Agency Provides:

- Officers' salaries and benefits
- Officers' equipment (safety equipment, handgun)
- Agency-loaned instructors when possible

## EXAMPLE

Basic Police Training (16 weeks) – Per Student Investment

### DPSST:

Training Delivery and Supplies	\$ 9,739
Meals	1,776
Lodging	<u>4,128</u>
<b>Total</b>	<b>\$15,643</b>

### Local Agency (Keizer PD):\*\*

Salary and Benefits	\$21,318
Equipment	<u>9,117</u>
<b>Total</b>	<b>\$30,435</b>

**\*\* Based on 19-21 figures**

# Center for Policing Excellence

- HB 3194 Reinvestment
- Evidenced-Based Policing
- 80-Hour Supervision Leadership Training
- 80-Hour Organizational Leadership & Management Training
- 160-Hour Leadership Development Program (IPSLEI)
- Criminal Justice Research
- Mental Health/Crisis Intervention Training
- Police Legitimacy and Transparency Training
- Academy Curriculum Development
- Facilitated to Learning

	2014	2015	2016	2017	2018	2019	2020
Number of students enrolled in leadership Development Program (IPSLEI) classes	33	33	16	20	20	20	15
Number of students enrolled in Supervision classes	131	143	135	144	134	117	91
Number of students enrolled in Middle Management classes	37	47	29	45	47	56	23
Number of students enrolled in specialized mental health crisis response classes			707	1714	511	599	320

# Criminal Justice Advanced Training

- Perishable skills maintenance (Emergency Vehicle Operator Course, Active Shooter, defensive tactics, legal updates, domestic violence, use-of-force decision making, and many others)
- State and federal partnerships (HIDTA, Governor’s Advisory Committee on DUII, OSP Oregon Regional Forensic Academy, and many others)
- Field Training & Evaluation Program (FTEP)
- Regional field offices
- Courses range from one hour to 120 hours

	2014	2015	2016	2017	2018	2019	2020
Number of students enrolled in regional, specialized and advanced training classes	5,548	5,318	3,520	3,856	3,173	3,316	2,209

# Fire Training and Certification Program

- Training of Fire Service Professionals (Code-3 driving, hands-on live-fire training to include vehicle, flammable gas and structure fire coursework. National Incident Management System training, National Fire Academy and wildland fire fighting training)
- Issue and review applications for certification for over 80 levels of certifications for Oregon Fire Service Professionals.
- Manage Agency Accreditation Agreements for the Oregon Fire Service via 27 District Liaison Officers stationed throughout the state.
- Manage the process for instructor certification and teaching approval.
- Review cases for Revocation and Denial process.
- Serve over 11,000 career and volunteer firefighters
- Regional field offices
- FEMA Assistance to Firefighters Grant Program received between 2015 – 2019, \$1,707,071 in FF for mobile live fire vehicle, fire and mobile flammable gas training props, trailers and equipment.

	2014	2015	2016	2017	2018	2019	2020
Number of training classes for fire service professionals	724	511	308	244	299	284	336
Number of participants attending training classes	7,993	5,318	3,200	8,577	8,959	8,776	6,008
Number of fire certifications issued	3,716	2,578	3,305	3,834	4,510	4,998	3,972
Number of fire certification applications rejected	309	490	555	540	545	618	341

# Standards and Certification

- Criminal Justice Public Safety Professional certifications
- Professional standards compliance
  - Revocation of certification
  - Denial of certification
  - Ethics Bulletin
- Criminal Justice Public Safety Professional records
- Certification & training maintenance compliance

	2014	2015	2016	2017	2018	2019	2020
Number of certification applications processed	2,059	2,344	1,317	1,649	1,793	1,769	1,929
Number of revocation or denial cases opened	251	194	252	270	243	221	137
Number of revocation or denial cases closed	245	198	207	249	219	190	159
Number of revocations or denials	79	50	64	83	77	71	55

# Private Security/Investigators/Polygraph Program

- Certification/Licensure of private security (PS) providers
- Delivery of statutorily mandated training programs for PS Managers & Instructors
- Licensing of private security managers and private investigators
- Professional standards compliance
- Certification of Private Security Instructors (Armed, Unarmed, Alarm Monitoring)

	2014	2015	2016	2017	2018	2019	2020
Number of newly certified private security providers	4,738	4,554	5,208	5,294	7,350	5,183	3,954
Number of private security providers renewing certification	3,906	3,610	3,948	3,735	3,851	4,149	4,399
Number of new private investigator applicants	108	90	110	123	112	109	116
Number of private investigators renewing licenses	280	231	267	255	277	300	263



# Public Safety Memorial Fund

- Established in 1999 and has paid more than \$1.8 Million to date
- Provides aid to public safety officers who are permanently and totally disabled in the line of duty and to beneficiaries of officers who are killed in the line of duty.
  - \$25,000 payment
  - Health and dental insurance (for an eligible officer, designee or spouse for up to 5 years and for children up to 18 years of age or 23 years of age if in school)
  - Mortgage payments for up to one year
  - Higher education scholarships

Biennium	Benefits Paid	Biennium	Benefits Paid	Biennium	Benefits Paid
2003-2005	\$166,787	20011-2013	\$241,038	2019-2021	\$54,020*
2005-2007	\$164,410	2013-2015	\$143,733	2021-2-23	TBD
2007-2009	\$237,568	2015-2017	\$160,898	2023-2025	TBD
2009-20011	\$137,639	2017-2019	\$81,408	2025-2027	TBD

\* Estimated as of January 20, 2021

---

# Administration & Support Services

## ■ Director

- Makes policy, manages agency and consults the Board

## ■ Operations and Support Services Division

- Budget Development and Execution
- Financial Reporting
- Asset Management and Risk Reporting
- Accounting, Payroll and Finance
- Purchasing, Contracting and Grant Management
- Federal Fiduciary Management (HIDTA)
- Provide support for use of technology solutions
- Manage and maintain information systems
- Keep technology on pace with agency needs
- Support information technology needs
- Network Administration, wireless and VoIP communications for 200 full time agency and tenant employees

---

# Operations & Support Services Cont.

- ❑ Maintain 236 acres of property including 50 plus acres of protected wetlands and white oak savannah
- ❑ Maintain over 330,000 square feet of building space
- ❑ Maintain and repair building infrastructure including: HVAC, lighting, energy management, access control systems and equipment
- ❑ Provide custodial services including general cleaning, refuse and recycling programs and housekeeping services
- ❑ Provide reception and student services at dormitory building
- ❑ Manage food service, security, and linen contracts
- ❑ Support tenant agencies facility needs
- ❑ Position Management and Classification
- ❑ Recruitment and Background Investigations
- ❑ Labor Relations

# Budget Drivers

- Population growth
- Aging workforce – “Baby Boomers”
  - Succession planning
  - Demand for training and certification
- General Fund constraints impacting Criminal Fine Account (CFA) fund
- Increase in litigation and Attorney General costs
- National and local dialogue/criminal justice reform initiatives
- Potential deferred maintenance as facility ages
- Stability of Fire Insurance Premium Tax (FIPT)
- Stability of Criminal Fines Account
- Continued support of state-wide Continuity of Operations (COOP) disaster mediation and recovery efforts

# Challenges

- Reliance on volunteers and agency-loaned instructors and role players
- Managing case load related to revocations and denials
- Student enrollment numbers depend on local hiring trends/budgets, and other recruitment and retention factors
- Finding qualified individuals representing a diversified workforce
- Improve customer service
- Budget uncertainties = lay-off employees, employee morale, maintaining facilities with no budgetary support process (Deferred Maintenance Account)
- Meeting on-going demands for special training (e.g.; Regional Training, mental illness, use of force, racial profiling, sexual violence, etc.)

	2009-11	2011-13	2013-15	2015-17	2017-2019	2019-2021
Total volunteer and agency-loaned hours	13,215	9,963	7,350	8,721	8,305	4,092*
Approximate value of hours (at average of \$29.33/hour)	\$339,626	\$256,049	\$188,895	\$470,606	\$243,586	\$120,018*
Estimated FTE (1 FTE = 4,160 hrs/biennium)	3.18	2.47	1.77	2.10	2.0	.98*
Students dismissed for rules violations including academic failures	6	16	17	18	23	5*
Students dropped-out or removed by home agencies	25	12	19	39	46	35*

\*Through January 20, 2021

# 2019-2021 Significant Events

- COVID-19:
  - Delivery of training under COVID environment
  - Support of State Emergency Command Center
  - Support of Wilsonville Distribution Center
  - Incident Command Post at DPSST
  - Battelle N95 Critical Care Decontamination System (CCDS) @ University of Oregon



# 2019-2021 Significant Events

- Wildfires:
  - Trained 749 additional Oregon National Guard members as wildland firefighters
  - Support ODF Molalla & Lyons Operations
  - Support State ECC
  - Support of State JIC



# Budgetary Effects of 2020 Non-Budgeted Events

## ■ COVID-19 Pandemic Response

Standup/staffing of ECC and Agency Response \$1,237,408

CARES ACT FUNDING	\$783,564
FEMA Public Assistance Grants (pending)	\$431,116
CJC CESF COVID Grant	\$ 22,728

## ■ Oregon National Guard Training

ONG wildland firefighting training (424 ONG trained) \$ 323,657

Camp Rilea Wildland firefighting training (325 ONG trained) \$ 112,949

## ■ Santiam Canyon Wildfires

ODF Cascade Fire Incident Support \$ 69,660



# Agency Performance Results

- **Quality Assurance/Quality Improvement**
  - **Academy Based-Programs**
    - Academy Training Operations Management System (ATOMS)
    - Standards and Training Ad hoc Reporting System (STARS)
    - Field Training Officer survey
    - Field Training Officer involvement in students academy training
    - Comment cards on meal service at academy
  - **Secretary of State Audits results**
  - **Constituent Customer Service Survey**
  - **Constituent Feedback – Conferences, Meetings, etc.**
  - **Validation of Standards and Training**
    - Job Task Analysis survey instruments
    - External review by experts – SAIF, OSHA, Secretary of State, others
  - **Board on Public Safety Standards and Training**
    - Direct input and oversight of stakeholders
    - Discipline specific policy committees
    - Discipline specific curriculum advisory sub-committees
    - Annual evaluation of DPSST director sent to Governor
    - Task forces and work groups

# Cost Containments/Efficiencies

- **Public Safety Efficiencies Workgroup**
- **Department of Corrections**
  - Inmate Labor
  - Recycling Through Department of Corrections
    - E-Waste
    - Cardboard
- **Oregon State Police**
  - Recruiting and Training
  - Tribal Gaming Section
  - State Athletic Commission
- **Oregon Youth Authority Training Division**
- **Public Safety Task forces and workgroups**
- **Apply Lean principles to consolidate programs and reduce duplication of services and unnecessary processes**
- **Internal policy updates and audit recommendation implementation that leads to better infrastructure and organizational success**
- **Oregon Strategic Energy Management (SEM) Program.**

---

# Budget Overview



# Funding Sources

<u>Program</u>	<u>Primary Funding Source</u>
■ Standards and Certification	CFA
■ Basic Police	CFA
■ Basic Corrections	CFA
■ Basic Parole & Probation	CFA
■ Basic Telecomm/EMD	9-1-1 Tax
■ Center for Policing Excellence	CFA/OHA Grant
■ Regional Training	CFA/ODOT Grant
■ Fire Training & Certification	FIPT
■ Private Security/Investigators	Licensing Fees/Civil Penalties
■ Administration	CFA
■ Debt Service	General Fund
■ HIDTA	Federal Fund

---

# Program Priorities

## ■ Agency-wide priorities:

1. Criminal Justice Training
2. Criminal Justice Standards & Certification
3. Fire Training & Certification
4. Other Training Programs (Telecomm, Traffic Safety, OLCC)
5. Private Security / Private Investigators/Polygraph Licensing & Training
6. Public Safety Memorial Fund
7. HIDTA

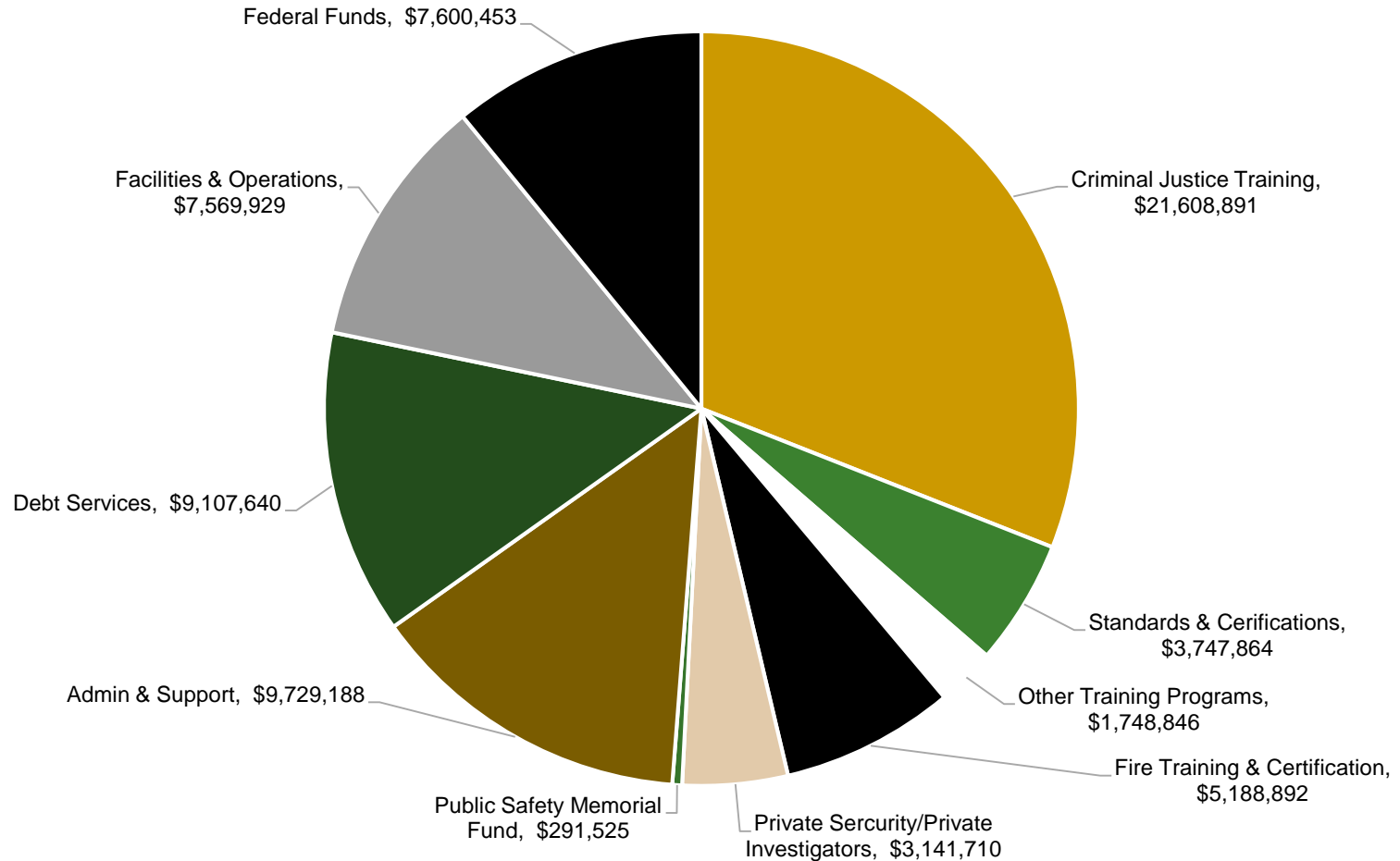
Not ranked: Debt Service, Administration, Support Services, & Operations

# 2021-23 Current Service Level (CSL)

CSL=Estimated cost of continuing existing programs into the next biennium

	All Funds	Positions	FTE
<b>2019-2021 Legislatively Adopted/Approved Budget</b>	<b>\$65,456,977</b>	<b>152</b>	<b>149.87</b>
General Fund Debt Service Adjustment	\$(557,370)		
Increase: Other Funds	\$2,533,708		
Increase: Federal Funds	\$37,069		
Increase FTE			1.38
<b>2021-2023 Base Budget</b>	<b>\$67,470,384</b>	<b>152</b>	<b>151.25</b>
Increase for Non-PICS Pers Services/Vacancy Factor Adjustments	\$236,903		
Decrease for Phased Out Program & One-time Cost	\$(766,744)		
Increase for Inflation & Price List Adjustment	\$2,883,620		
<b>2021-2023 Current Service Level</b>	<b>\$69,824,163</b>	<b>152</b>	<b>151.25</b>
Revenue Reductions/Shortfall	\$(89,225)		
<b>2021-2023 Modified Current Service Level</b>	<b>\$69,734,938</b>	<b>152</b>	<b>151.25</b>

# 2021-23 Current Service Level (CSL)



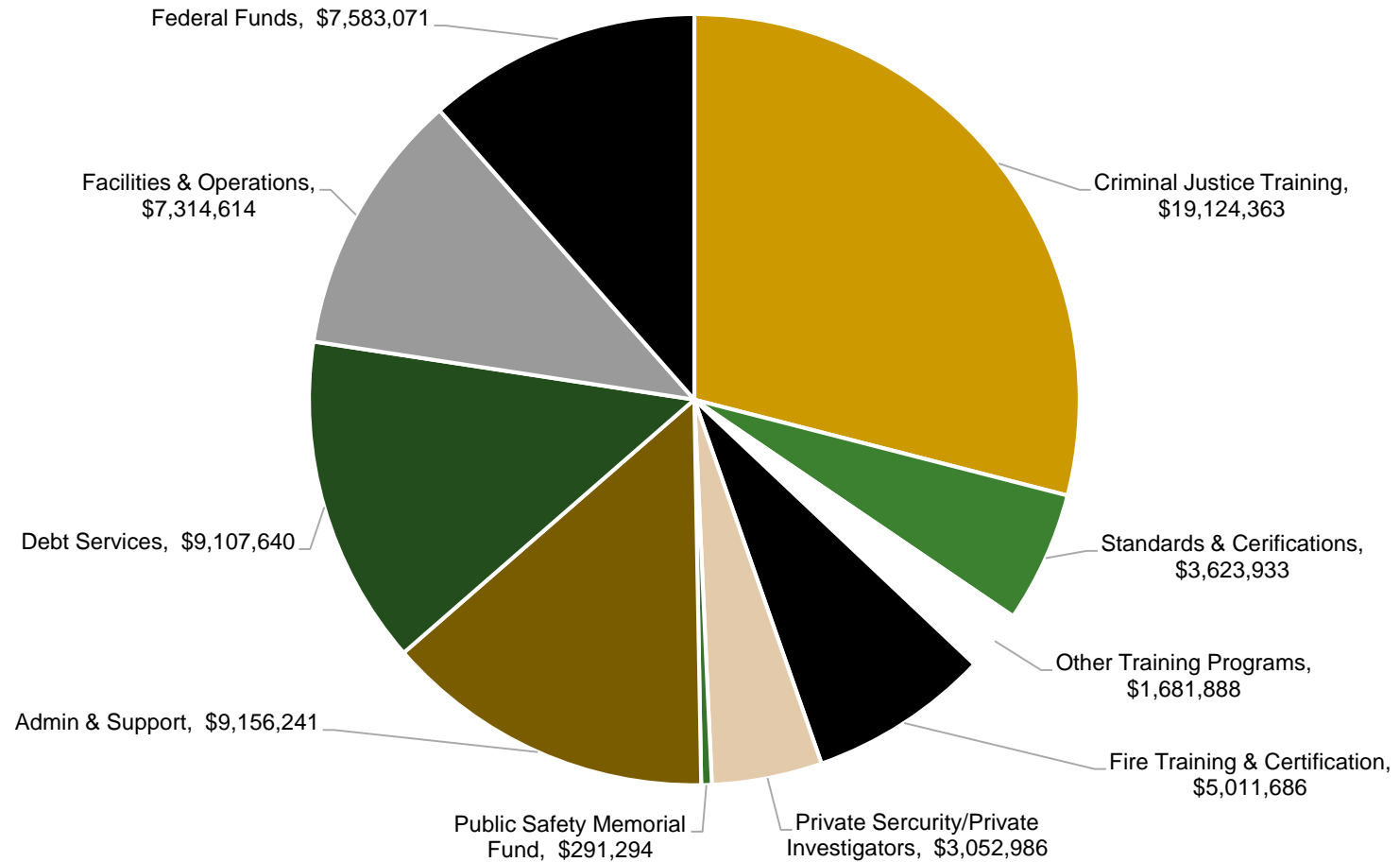
**2021-23 Current Service Level All Funds: \$69,734,938**

# 2021-23 Governor's Budget

	All Funds	Positions	FTE
<b>2019-21 Current Service Level</b>	<b>\$69,734,938</b>	<b>152</b>	<b>151.25</b>
<b>Policy Packages</b>			
Policy Package 090 – CFO Analyst Recommendation			
<ul style="list-style-type: none"> <li>3 Basic Police &amp; 2 Basic Corrections Local training classes eliminated from biennial schedule</li> </ul>	\$(3,185,374)	(8)	(8.00)
Policy Package 091 – Standard Inflation removed for some S&S accounts	\$(540,113)		
Policy Package 092 – Increase to Vacancy Savings	\$(849,708)		
Policy Package 096 – Statewide DAS Rates Reduction	\$(468,602)		
Policy Package 097 – Statewide Attorney General Reduction	\$(24,625)		
Policy Package 099 – M365 Consolidation	\$(107,221)		
Policy Package 101 – Statistical Transparency of Policing	\$360,656	2	1.66
Policy Package 102 – Instructor Development	\$1,027,765	5	4.15
<b>Total Policy Packages</b>	<b>\$(3,787,222)</b>	<b>(-1)</b>	<b>(-1.00)</b>
<b>2021-23 Governor's Budget</b>	<b>\$65,947,716</b>	<b>151</b>	<b>149.06</b>



# 2021-23 Governor's Budget



**2021-23 Governor's Budget All Funds: \$65,947,716**

---

# Policy Option Packages



---

# Policy Packages

- **Pkg 101 – Statistical Transparency of Policing**

- The budget summary for HB 2355 (2017) states the Legislative Fiscal Office anticipates DPSST will need additional resources related to this work once data is collected and reports are received from CJC providing more information on traffic stop data issues and training needs.

- **Pkg 102 – Instructor Development**

- DPSST's GB includes dedicated funding for the development of Academy or local law enforcement agency instructors who currently work at the Oregon Public Safety Academy. This means instructors will have access to training on important topics such as cultural competence, implicit bias, emotional intelligence, police legitimacy and procedural justice, legal updates, use of force, and other topics. The package includes the equivalent of 5 FTE to deliver instructor training and professional development opportunities for full and part-time staff.

# Governor's Adjusted Working 2021-23 Budget

	All Funds	Positions	FTE
<b>2019-21 Legislatively Approved Budget</b>	<b>\$65,456,977</b>	<b>152</b>	<b>149.87</b>
16 Basic Police classes included in CSL			
9 Basic Corrections Classes included in CSL			
5 Parole and Probation Classes Included in CSL			
10 Basic Telecommunications Classes included in CSL			
2019-21 Base Adjustments	\$ 2,013,407	0	1.38
<b>2021-2023 Base Budget</b>	<b>\$67,470,384</b>	<b>152</b>	<b>151.25</b>
<b>Reductions from Gov's Budget from 10% reductions</b>			
Reduction of 2 Basic Police Classes		(6)	(6.00)
Reduction of 1 Basic Police and 2 Basic Corrections Local Classes		(2)	(2.00)
<b>Additions from Gov's Budget</b>			
Add Instructor Development Policy Option Package		5	4.15
Add STOP Program (HB 2355) Policy Option Package		2	1.66
<b>2021-23 Appeals Governor's Adjusted Working</b>	<b>\$65,947,716</b>	<b>151</b>	<b>149.06</b>

# Hurdles and factors/impacting DPSST in 2021-23

## ■ 1) Budget constraints

- Potential reduction in Basic, Regional & Advanced Criminal Justice Training
- Instructor Recruitment and Development

## 2) Nation Wide and Political Issues surrounding policing

- Governor's Task Force on Police Training and Accountability
- Secretary of State Audits
- Legislative action on use of force and other public safety topics
- Public Opinion

## 3) Increased training demand regionally to address topics like:

- Inclusion and Diversity
- Use of Force updates
- Ethics
- Legitimacy in policing, etc

## 4) Secession Planning

- Change in Agency Leadership. Retirement of Director Eriks Gabliks 30 years of DPSST Knowledge

---

# Factors cont. State and National Dialog

- Racial Inequity
- Defund The Police
- Governor's Taskforce on Police Training and Accountability
- Recruitment & Retention
- Retirement of the Baby Boomers "Silver Tsunami"
- Established evidence-based training curricula
  - Legitimacy / Practices / Training / Interacting with People in Crisis

# Significant Events



---

# Possible Legislation with a Direct Fiscal Impact on DPSST

## Introduced/Anticipated Legislative Concepts with a Direct Fiscal Impact to DPSST:

- Increase in hours/topics of Basic Police training.
- Increased record-keeping role of officer pre-employment background/misconduct records
- Modifications to the Board's purpose/membership
- Increased investigatory function (before, during and after employment)
- Increased regulation over private security businesses/providers
- Increased legislative reporting responsibilities
  - Bills we're watching with potential fiscal Impacts (Not all inclusive).

**HB 2162, 2936, 2934, 2759, 2513, 2575**

**SB 471, 648, 593, 611, 613, 593**



# 10% REDUCTION OPTIONS (ORS 291.216)

ACTIVITY OR PROGRAM	DESCRIBE REDUCTION	AMOUNT AND FUND TYPE	RANK AND JUSTIFICATION
(WHICH PROGRAM OR ACTIVITY WILL NOT BE UNDERTAKEN)	(DESCRIBE THE EFFECTS OF THIS REDUCTION. INCLUDE POSITIONS AND FTE IN 2021-23 AND 2023-25)	(GF, LF, OF, FF. IDENTIFY REVENUE SOURCE FOR OF, FF)	(RANK THE ACTIVITIES OR PROGRAMS NOT UNDERTAKEN IN ORDER OF LOWEST COST FOR BENEFIT OBTAINED)
1.Criminal Justice Program (Criminal Justice Training) Eliminate 3 positions	ELIMINATE 1 BASIC POLICE CLASS FROM BIENNIAL TRAINING SCHEDULE. ELIMINATES 2 PUBLIC SAFETY TRAINING SPECIALIST(PSTS) 1 & 1 PSTS2 POSITIONS (3 FTE) (1517502, 0507202,1517506)	PERSONAL SERVICES \$682,995 SUPPLIES & SERVICES \$401,710  TOTAL \$1,084,705 CRIMINAL FINES ACCOUNT	#1
2.Criminal Justice Program (Criminal Justice Training) Eliminate 3 positions	ELIMINATE 1 BASIC POLICE CLASS FROM BIENNIAL TRAINING SCHEDULE. ELIMINATES 2 PUBLIC SAFETY TRAINING SPECIALIST(PSTS) 1 & 1 PSTS2 POSITIONS (3 FTE) (9704134, 0709020, 1921014)	PERSONAL SERVICES \$670,726 SUPPLIES & SERVICES \$413,979  TOTAL \$1,084,705 CRIMINAL FINES ACCOUNT	#2
3. Fire Program regional training. Eliminate 1 position	ELIMINATE THE FIRE TRAINING INSTRUCTOR (PSTS-1) 1 FTE (0709013)	PERSONAL SERVICES \$192,346 SERVICES & SUPPLIES \$66,398  TOTAL \$258744 FIRE INSURANCE PREMIUM TAX	#3
4. PS/PI Program- Compliance Eliminate 1 position	REDUCES THE PRIVATE SECURITY/INVESTIGATOR'S COMPLIANCE POSITION PSTS2 FROM 1FTE TO .5 FTE (9913443)	PERSONAL SERVICES \$149,152 SERVICES & SUPPLIES \$7,934  TOTAL \$157,086 LICENSING AND CERT FEES	#4
5.Oregon-IdahoHIDTA Programs Federal Funds limitation	REDUCE LIMITATION FOR SERVICES AND SUPPLIES FOR FEDERALLY FUNDED HIDTA. NO REQUIRED STATE MATCHING FUNDS.	\$405,153 FF (FEDERAL GRANT)	#5
6. Facilities Maintenance	REDUCE GENERAL MAINTENANCE ACCOUNT	SERVICES & SUPPLIES \$69,863 (CRIMINAL FINES ACCOUNT)	#6
2/1/2021			TOTAL FIRST 5% \$3,060,256  CFA, FIPT, OT, FF

## 10% REDUCTION OPTIONS (ORS 291.216)

<p>7. Criminal Justice Program (Criminal Justice Training) Eliminate 3 positions</p>	<p>ELIMINATE 1 BASIC POLICE CLASS FROM BIENNIAL TRAINING SCHEDULE. ELIMINATES 2 PUBLIC SAFETY TRAINING SPECIALIST(PSTS) 1 &amp; 1 PSTS2 POSITIONS (3 FTE) (0507326, 709040 (.5FTE), 9963133)</p>	<p>PERSONAL SERVICES \$586,821 SUPPLIES &amp; SERVICES \$415,126</p> <p>TOTAL \$1,001,947 CRIMINAL FINES ACCOUNT</p>	<p>#7</p>
<p>8. Criminal Justice Program (Criminal Justice Training) Eliminate 2 positions</p>	<p>ELIMINATE 1 BASIC POLICE CLASS AND 2 BASIC CORRECTIONS LOCAL FROM BIENNIAL TRAINING SCHEDULE. ELIMINATES (2 PSTS2 POSITIONS (2 FTE) (0507207, 9709134)</p>	<p>PERSONAL SERVICES \$584,337 SUPPLIES &amp; SERVICES \$417,611</p> <p>TOTAL \$1,001,948 CRIMINAL FINES ACCOUNT</p>	<p>#8</p>
<p>9. Fire Program Eliminate 1 position</p>	<p>ELIMINATES ONE FIRE TRAINING INSTRUCTOR (PSTS-1) POSITION. 1 FTE (0709014)</p>	<p>PERSONAL SERVICES \$192,346 SERVICES &amp; SUPPLIES \$66,398</p> <p>TOTAL \$258744 FIRE INSURANCE PREMIUM TAX</p>	<p>#9</p>
<p>10. PS/PI Program Eliminate 1 position</p>	<p>ELIMINATES THE PRIVATE SECURITY/INVESTIGATOR'S COMPLIANCE POSITION PSTS2 FROM 1FTE (9913443)</p>	<p>PERSONAL SERVICES \$149,152 SERVICES &amp; SUPPLIES \$7,934</p> <p>TOTAL \$157,086 LICENSING AND CERT FEES</p>	<p>#10</p>
<p>11. Oregon-Idaho HIDTA Programs Reduce Federal Funds limitation</p>	<p>REDUCE LIMITATION FOR SERVICES AND SUPPLIES FOR FEDERALLY FUNDED HIDTA. NO REQUIRED STATE MATCHING FUNDS.</p>	<p>\$405,153 FF (FEDERAL GRANT AWARD)</p>	<p>#11</p>
<p>12. Agency Operations and Services. Eliminate 1 Management position and reduce S&amp;S.</p>	<p>ELIMINATE PEMD (PROCUREMENT MANAGER) AND REDUCE AGENCY OPERATIONS S&amp;S. 1FTE (0033003)</p>	<p>PERSONAL SERVICES \$231,878 SERVICES &amp; SUPPLIES \$ 3,500</p> <p>TOTAL \$235,378 (CRIMINAL FINES ACCOUNT)</p>	<p>#12</p>
			<p>TOTAL SECOND 5% CFA, FIPT, OT, FF \$3,060,256</p>
			<p>TOTAL 10% REDUCTION ALL FUNDS \$6,120,512</p>

# Hyperlink/URL

The 2021-23 Governor's Budget is available on the department's website at [Department of Public Safety Standards & Training : About DPSST : State of Oregon.](#)

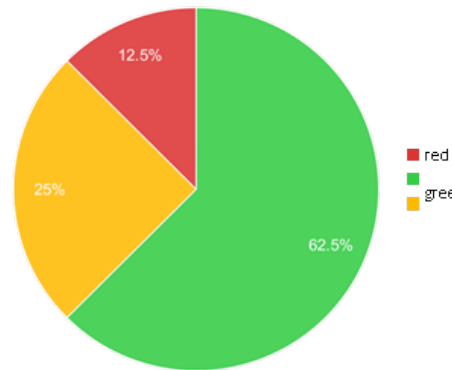


# Measuring Performance



# Key Performance Measures

KPM #	Approved Key Performance Measures (KPMs)
1	Average increase in Police Officer Trainee test scores based on assessments at entry and completion of Police Basic Training. -
2	Percentage of attendees who ranked the usefulness of DPSSTcriminal justice regional training courses at or above "6" on a scale of 1-7. (Added per 2003 legislative direction) -
3	Percentage of attendees who ranked the usefulness of DPSSTfire service regional training courses at or above "6" on a scale of 1-7. (Added per 2003 legislative direction) -
4	Percentage of revocation or denial actions appealed that are upheld at the appellate level. -
5	Average increase in Corrections Officer Trainee test scores based on assessments at entry and completion of Corrections Basic Training. -
6	Number of proceedings initiated to revoke the certification or license of a private security provider due to a violation of the Board's established moral fitness standards. -
8	CUSTOMERSERVICE- Percent of customers rating satisfaction with agency services "good" or"excellent" for: timeliness, accuracy, helpfulness, expertise, information availability.
9	Average increase in the Center for Policing Excellence test scores based on assessments at entry and completion of Supervisory Leadership Academy and Organizational Leadership Management Academy -

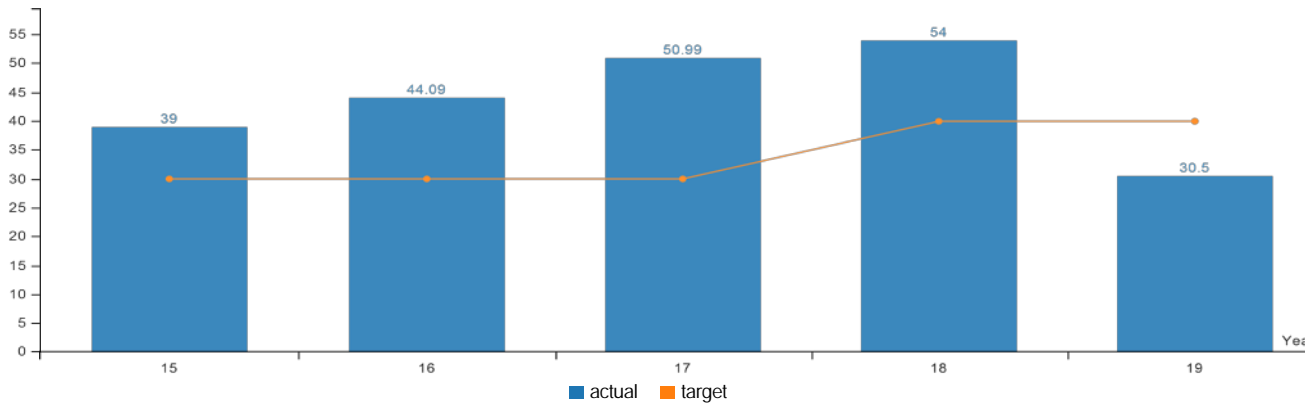


Performance Summary	Green	Yellow	Red
Summary Stats:	= Target to -5% 62.50%	= Target -5% to -15% 25%	= Target >-15% 12.50%

# KPM #1 Average increase in Police Officer Trainee test scores based on assessments at entry and completion of Police Basic Training.

Data Collection Period: Jul 01 - Jun 30

\* Upward Trend = positive result



Report Year	2015	2016	2017	2018	2019
<b>Average increase in Police Officer Trainee test scores based on assessments at entry and completion of Police Basic Training.</b>					
Actual	39%	44.09%	50.99%	54%	30.50%
Target	30%	30%	30%	40%	40%

## How Are We Doing

Test scores from entry to completion of students enrolled in the Basic Police course continue to reflect an increase in knowledge as a result of the training. The average student improvement during the current reporting period was 30.50%. Students' increased performance on knowledge-based tests, as well as performance while attending the course is regularly assessed with results demonstrating improvement consistently.

## Factors Affecting Results

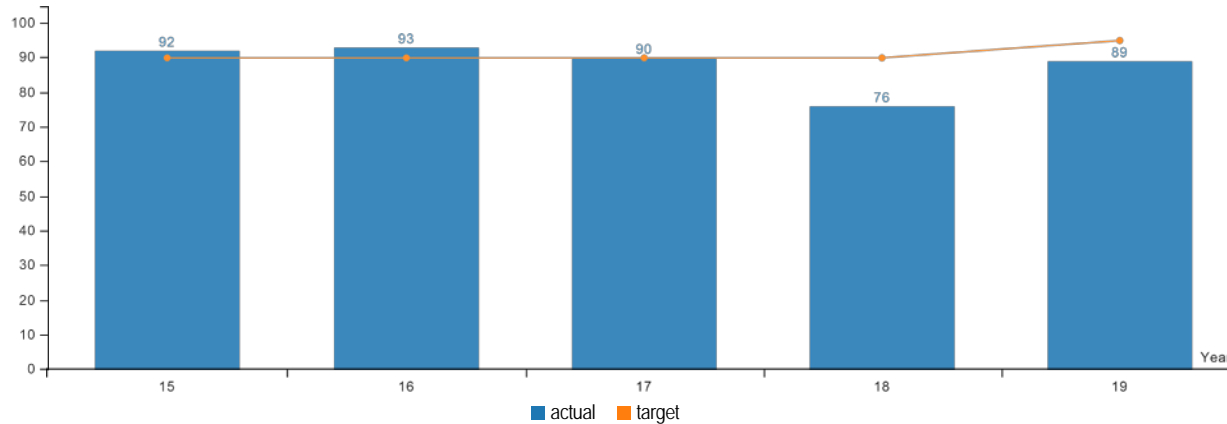
The Basic Police course does demonstrate a significant impact on the level of knowledge of the students, however scores for this reporting period are markedly different from previous periods due to a comprehensive revision of the Basic Police course that is currently underway. This revision will occur in three phases from 2018-2020, each of which will impact course tests and associated scores. The first phase of changes impacted all student cohorts recorded above. Upon completion of all phases of revision, this KPM and its target will require modification.

Factors affecting these results also include students' various backgrounds, educational levels, and years of related experience prior to participating in the Basic Police courses.

# KPM #2 Percentage of attendees who ranked the usefulness of DPSST criminal justice regional training courses at or above "6" on a scale of 1-7

Data Collection Period: Jul 01 - Jun 30

\* Upward Trend = positive result



Report Year	2015	2016	2017	2018	2019
<b>Percentage of attendees who ranked the usefulness of DPSST criminal justice regional training course at or above</b>					
Actual	92%	93%	90%	76%	89%
Target	90%	90%	90%	90%	95%

## How Are We Doing

The percentage of attendees who ranked the usefulness of DPSST's criminal justice regional training courses above a "6" on a scale of 1-7 remains slightly under the established target of 95% (which was increased from 90% this reporting period). While short of the target, this number reflects a drastic increase from the 76% reported one year ago.

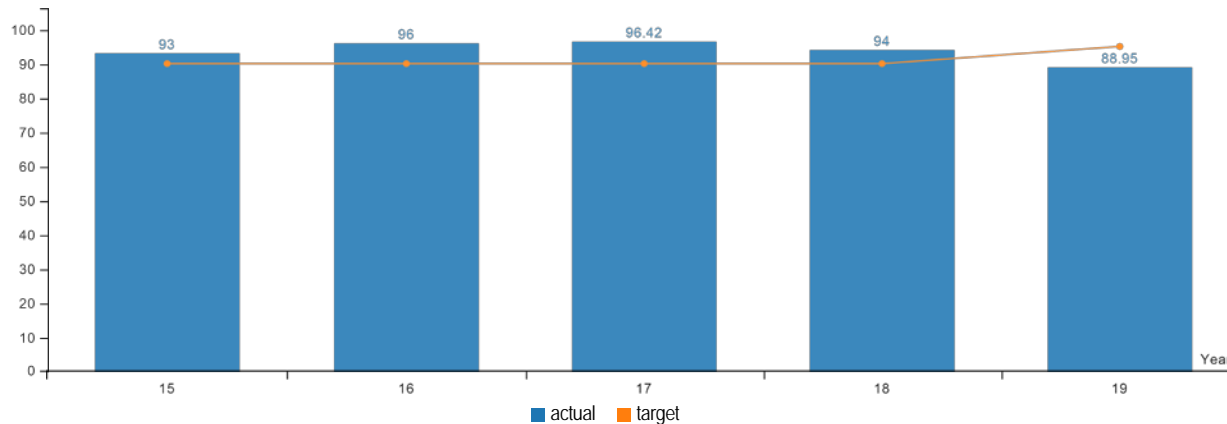
## Factors Affecting Results

The regional training program for Criminal Justice continues to improve, mostly due to the hiring of a number of new training coordinators and changes in program leadership. (The program consists of five Regional Training Coordinators for Statewide delivery of Criminal Justice training and one manager.) Regional Training is in the process of filling the last vacant training coordinator for the Central Region. DPSST continues to evaluate the program and implement improvements in our delivery of training, training topics and communications with constituents and remains confident in future performance.

# KPM #3 Percentage of attendees who ranked the usefulness of DPSST fire service regional training courses at or above "6" on a scale of 1-7

Data Collection Period: Jul 01 - Jun 30

\* Upward Trend = positive result



Report Year	2015	2016	2017	2018	2019
<b>Percentage attendees who ranked the usefulness of DPSST fire service regional training course at or above</b>					
Actual	93%	96%	96.42%	94%	88.95%
Target	90%	90%	90%	90%	95%

## How Are We Doing

The percentage of attendees who ranked the usefulness of DPSST fire service regional training courses at or above "6" on a scale of 1-7 during this reporting period was 88.95%. This number is down slightly from the last reporting period, and slightly lower than the target of 95% (which was adjusted from 90% this reporting period).

## Factors Affecting Results

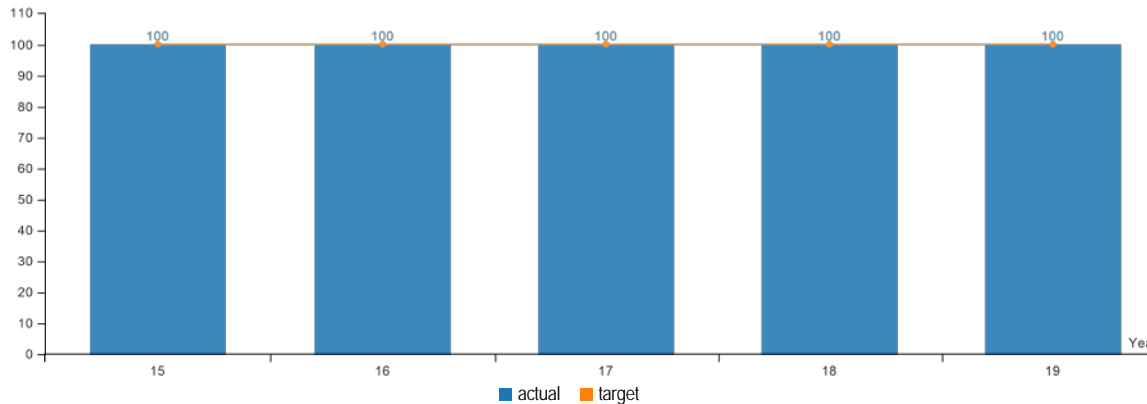
The regional fire training program has experienced some challenges over the course of the last year due a number of personnel changes and prolonged vacancies. The program consists of five Regional Training Coordinators for statewide delivery of fire training, with two of those positions currently vacant. DPSST continues to evaluate the program's structure, training delivery, training topics and communication with constituents. The program is actively engaged in creating specific strategies to address each of these deficiencies and remains confident in future performance.



# KPM #4 Percentage of revocation or denial actions appealed that are upheld at the appellate level

Data Collection Period: Jul 01 - Jun 30

\* Upward Trend = positive result



Report Year	2015	2016	2017	2018	2019
<b>Percentage of certification revocations upheld at appellate level</b>					
Actual	100%	100%	100%	100%	100%
Target	100%	100%	100%	100%	100%

## How Are We Doing

DPSST takes its responsibilities of enforcing the Board on Public Safety Standards and Training's (Board) certification/licensure standards for Oregon's public and private safety providers very seriously. The agency understands the importance of the professional standards processes on maintaining the public's trust in each of the disciplines it regulates. The agency's target is that 100% of any denial, suspension or revocation decisions appealed to the Oregon Court of Appeals are upheld by the Court. This target reflects the seriousness with which the DPSST and the Board approach certification/licensure denial, suspension or revocation actions. This reporting period saw one case remanded by the Court of Appeals due to a procedural error, but no cases overturned resulting in an actual result of 100%.

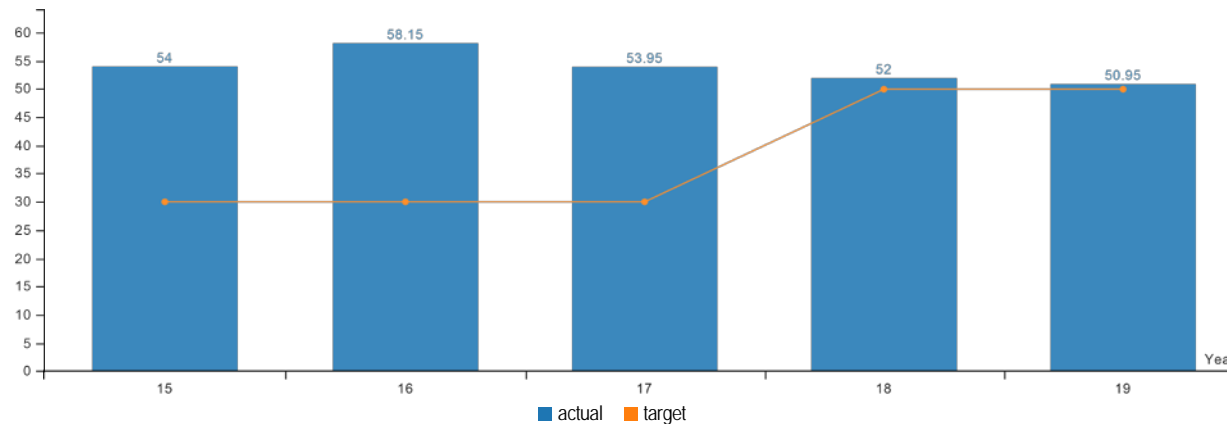
## Factors Affecting Results

As stated above, the DPSST and the Board take its enforcement of professional standards very seriously. Cases are evaluated and reviewed with great care by staff, discipline-specific policy committees and the Board. Staff ensure that denial/suspension/revocation cases have a well-developed record of the conduct involved and clearly outlines the particular standards for which conduct is to be measured. A process has been developed to allow any affected public or private safety professional to provide mitigation for consideration. This further ensures a fair and thorough process and relevant decision making within the framework of laws and administrative rules.

# KPM #5 Average increase in Corrections Officer Trainee test scores based on assessments at entry and completion of Corrections Basic Training

Data Collection Period: Jul 01 - Jun 30

Upward Trend = positive result



Report Year	2015	2016	2017	2018	2019
<b>Average increase in Corrections Officer Test Scores</b>					
Actual	54%	58.15%	53.95%	52%	50.95%
Target	30%	30%	30%	50%	50%

## How Are We Doing

Test scores from entry to completion of students enrolled in the Basic Corrections Local course continue to reflect an increase in knowledge as a result of the training. The average student improvement during the current reporting period was 50.95%. This is only a 0.92% decrease from the last period. Overall, students are clearly increasing their knowledge during the Basic Corrections Local course.

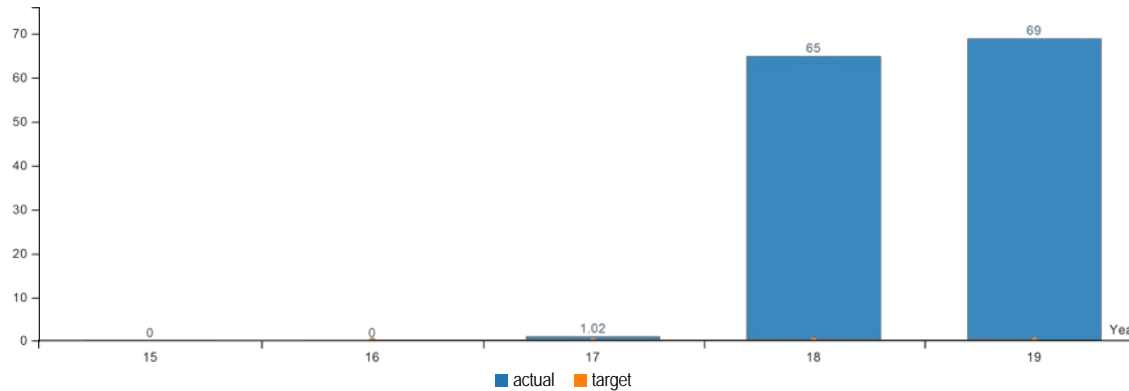
## Factors Affecting Results

Factors affecting these results include students' various backgrounds, educational levels, and years of related experience prior to participating in the Basic Corrections Local courses. Even considering multiple potential factors, the Basic Corrections Local course does demonstrate a significant impact on the level of knowledge of the students. Students' increased performance on knowledge-based tests, as well as performance while attending the course is regularly assessed with results demonstrating improvement consistently.

# KPM #6 Number of proceedings initiated to revoke the certification or license of a private security provider due to a violation of the Board's established moral fitness standards

Data Collection Period: Jul 01 - Jun 30

\* Upward Trend = positive result



Report Year	2015	2016	2017	2018	2019
<b>Percentage of Private Security Certification/Licensure Revocation or Denials Upheld after the Contested Case Process</b>					
Actual	No Data	No Data	1.02	65	69
Target	TBD	0	0	0	0

## How Are We Doing

Revocation proceedings were initiated on 69 certifications/licenses of private security providers (includes alarm monitor, unarmed, armed, instructor and manager) due to a violation of the Board on Public Safety Standards and Training's moral fitness standards. Current standards require the revocation of certification/licensure as a private security provider for certain criminal convictions or a demonstrated lack of moral fitness (includes dishonesty, lack of good character, mistreatment of others, lack of public trust and lack of respect for the laws of this state or nation). [OAR 259-060-0300]

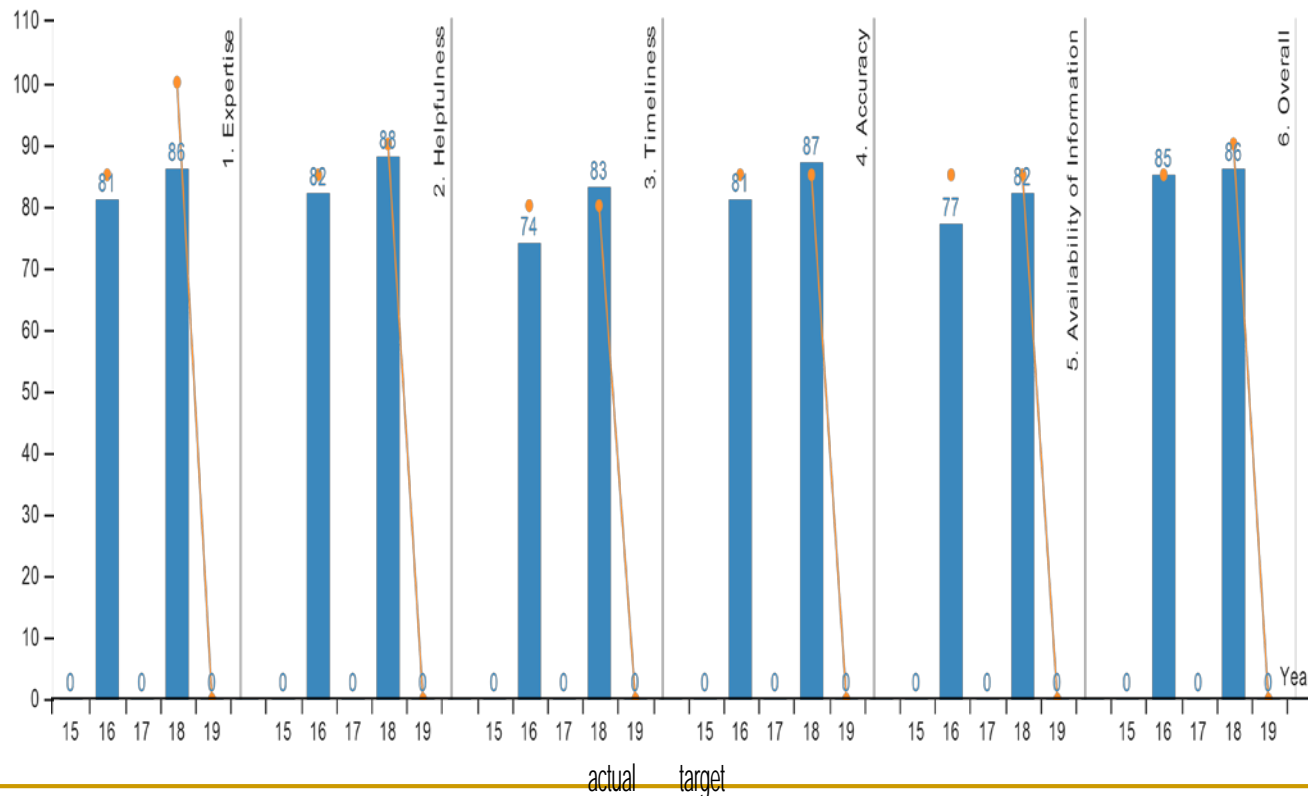
## Factors Affecting Results

This is the second year reporting on this KPM. The target was set at zero (meaning that the approximately 22,000 providers of private security services in Oregon continue to meet the established professional standards for the industry after certification/licensure is issued). It was understood that meeting this target would be difficult, if not impossible. Regardless, this metric was intended to highlight the effectiveness of the Board's established moral fitness standards for Oregon's private security providers, and the DPSST's ability to enforce these established standards.

NOTE: It became evident during the last reporting cycle that the intent of this KPM and its construction caused confusion among Legislators. As a result DPSST has requested the deletion of this KPM in lieu of the creation of a KPM that more clearly captures the work of the DPSST's regulation of private security providers.

# KPM #8 CUSTOMER SERVICE - Percent of customers rating satisfaction with agency services "good" or "excellent" for: timeliness, accuracy, helpfulness, expertise, information availability.

Data Collection Period: Jul 01 - Jun 30



# KPM #8 CUSTOMER SERVICE - Percent of customers rating satisfaction with agency services "good" or "excellent" for: timeliness, accuracy, helpfulness, expertise, information availability (continued)

Data Collection Period: Jul 01 - Jun 30

Report Year	2015	2016	2017	2018	2019
<b>Expertise</b>					
Actual	No Data	81%	No Data	86%	0%
Target	TBD	85%	TBD	100%	0%
<b>Helpfulness</b>					
Actual	No Data	82%	No Data	88%	0%
Target	TBD	85%	TBD	90%	0%
<b>Timeliness</b>					
Actual	No Data	74%	No Data	83%	0%
Target	TBD	80%	TBD	80%	0%
<b>Accuracy</b>					
Actual	No Data	81%	No Data	87%	0%
Target	TBD	85%	TBD	85%	0%
<b>Availability of Information</b>					
Actual	No Data	77%	No Data	82%	0%
Target	TBD	85%	TBD	85%	0%
<b>Overall</b>					
Actual	No Data	85%	No Data	86%	0%
Target	TBD	85%	TBD	90%	0%

The DPSST exceeded the target in the areas of timeliness and accuracy, falling just short of the targets in expertise, helpfulness, availability of information and overall satisfaction. Obviously meeting the target in each of these categories would be ideal, it should be noted that over 80% of the survey respondents rated the DPSST's performance in each of the requisite areas as "excellent" or "good".

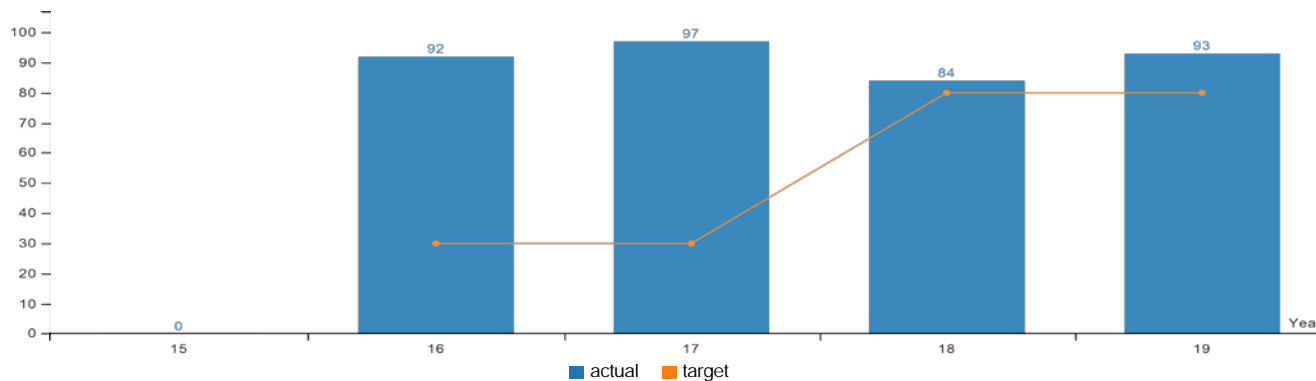
#### Factors Affecting Results

The DPSST's bi-annual customer service satisfaction survey was open from July 2 through August 23, 2018. 625 responses were received from the 44,585 individuals who fall within the agency's jurisdiction (includes police, corrections, parole & probation, telecommunications, emergency medical dispatch, OLCC regulatory specialists, fire, private security, private investigators and polygraph examiners). Though the respondents represent only 1.4% of the agency's total constituency, they do reflect overall satisfaction with the services provided by the DPSST.

# KPM #9 Average increase in the Center for Policing Excellence test scores based on assessments at entry and completion of Supervisory Leadership Academy and Organizational Leadership Management Academy

Data Collection Period: Jul 01 - Jun 30

\* Upward Trend = positive result



Report Year	2015	2016	2017	2018	2019
<b>Center For Policing Excellence Pre and Post-Test Score</b>					
Actual	No Data	92%	97%	84%	93%
Target	TBD	30%	30%	80%	80%

### How Are We Doing

The SLA and OLM courses continue to improve students' assessment of their confidence to apply learned knowledge and/or skills in identified areas. In this reporting period, the percentage of improvement has increased in all identified areas. On average, students arrive needing assistance or practice in identified areas, and complete training with an increased confidence that they can apply learned knowledge and/or skills on their own. Further, the results demonstrate that improvements continue to occur in critical areas connected with CPE's legislative expectations (problem solving, use of research, addressing future challenges).

### Factors Affecting Results

Factors affecting these results include students' various backgrounds, educational levels, and years of related experience prior to participating in the SLA or OLM courses. Nevertheless, results indicate positive improvements in all students following training. These classes are currently being reviewed and updated by a workgroup that includes DPSST staff, constituents, and citizen members with completion projected for 2020.

---

# Questions?