

# DPSST 2025-27 Budget Presentation

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Agency Director

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April 22, 2025





# Mission and Guiding Principles

DPSST's mission is **pursuing excellence in training and accountability for public safety professionals.**

The agency's guiding principles are to provide **high-quality training** while ensuring the **safety and well-being** of students and staff.



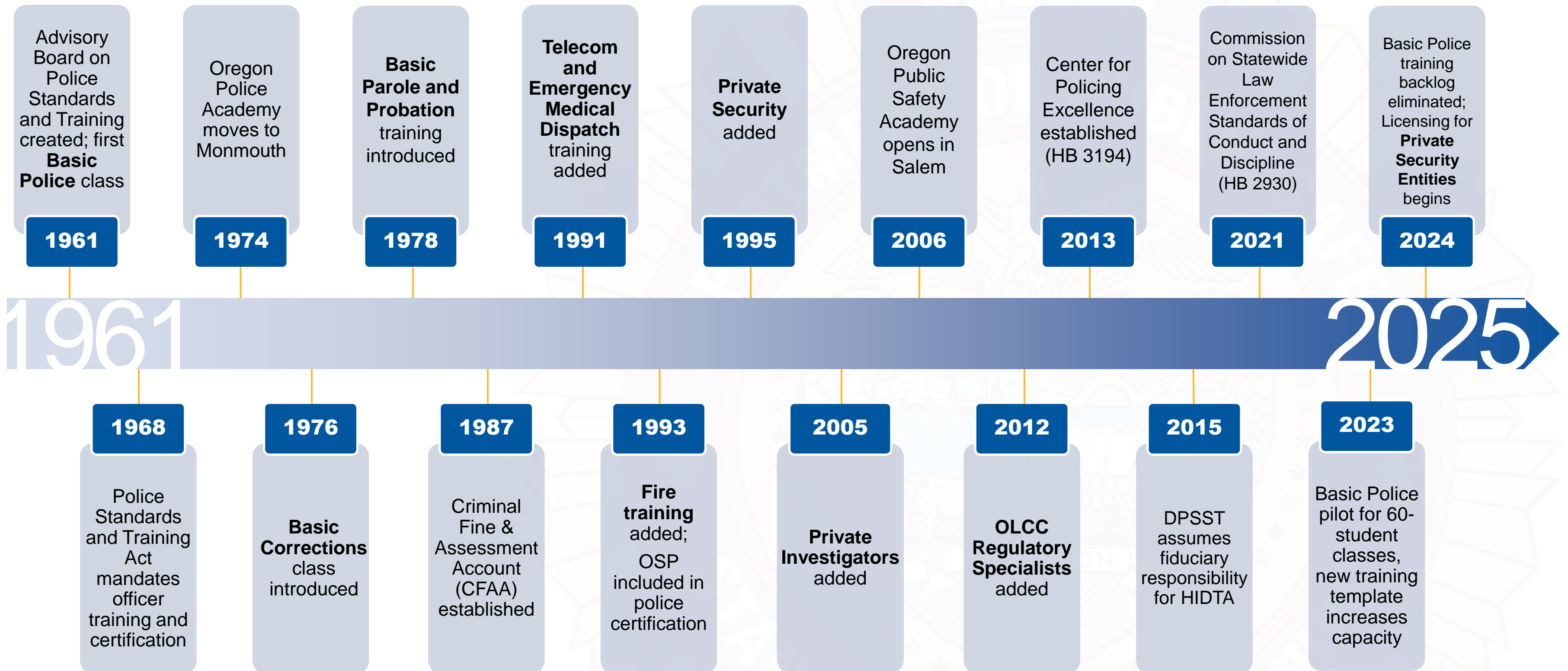
# Agency Goals

1. Increase regional training offerings by 30% over last biennium.
2. Develop a new training schedule template to support FTE efficiency.
3. Meet all customer needs with no training or certification backlogs.
4. Continue to represent Oregon as a model training academy.
5. Maintain and expand infrastructure to maximize quality and efficiency.





# 64 Years of Service to Public Safety

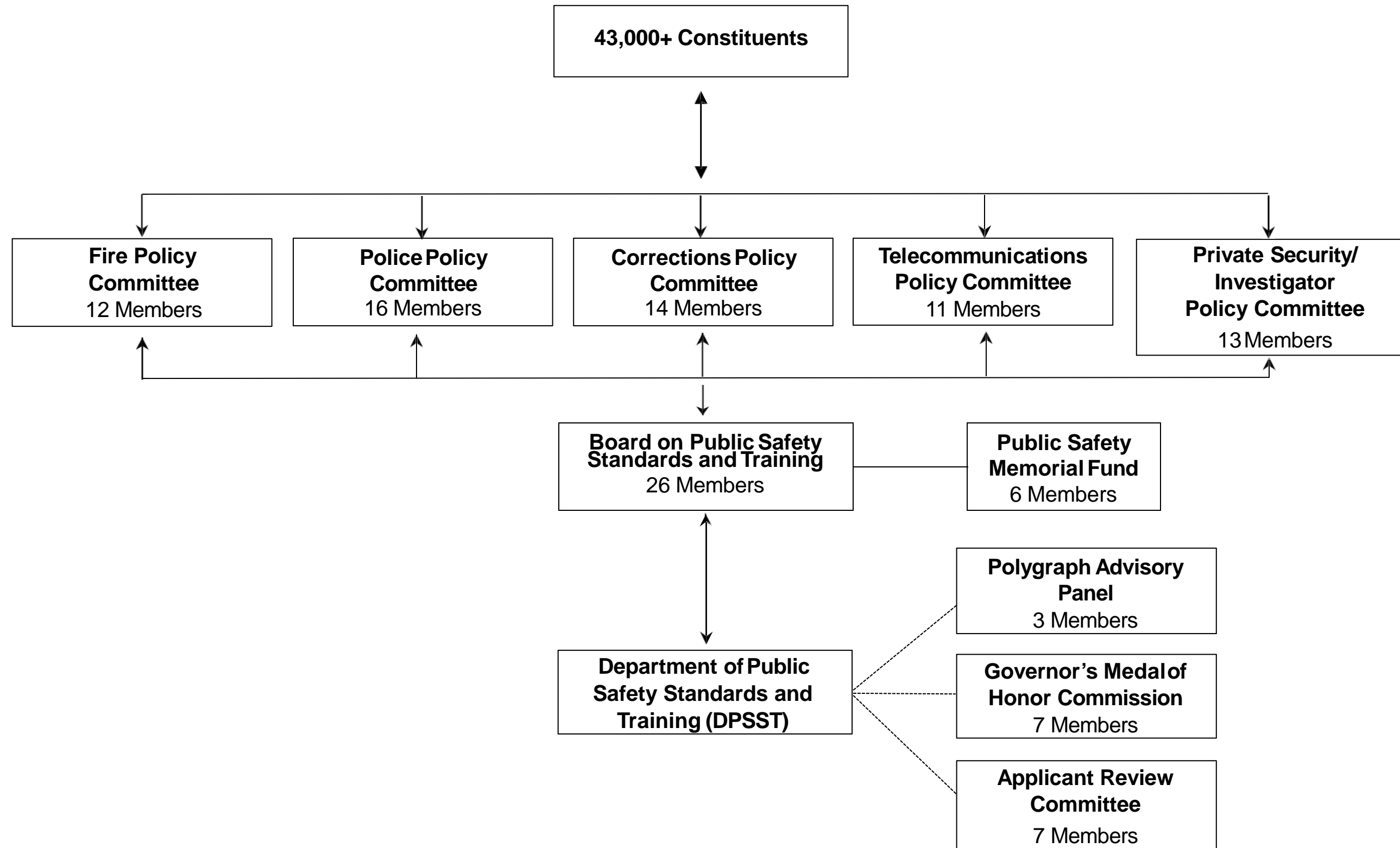




# Overview of Organization, Programs and Services

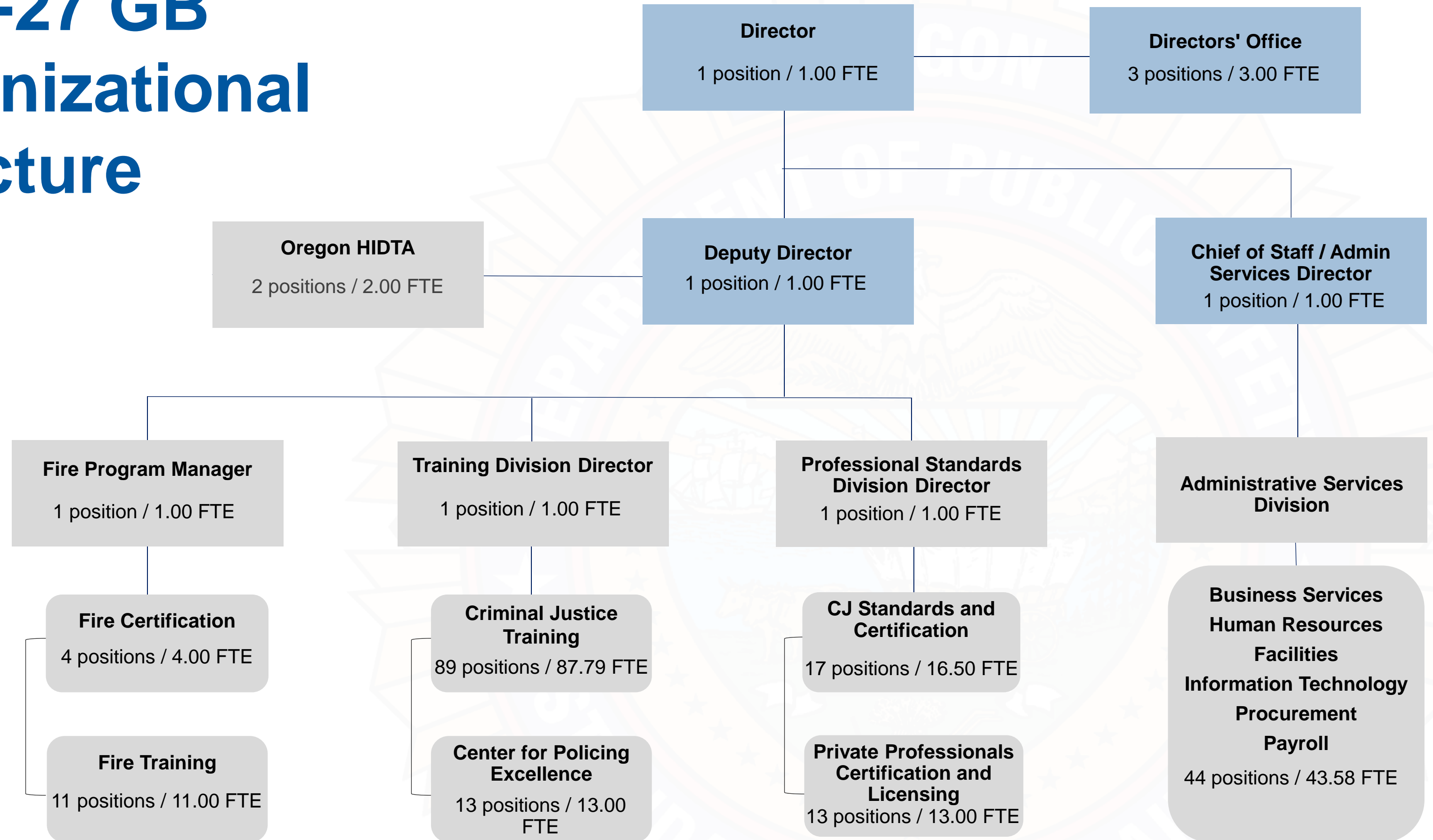


# Public Safety Shared Stewardship



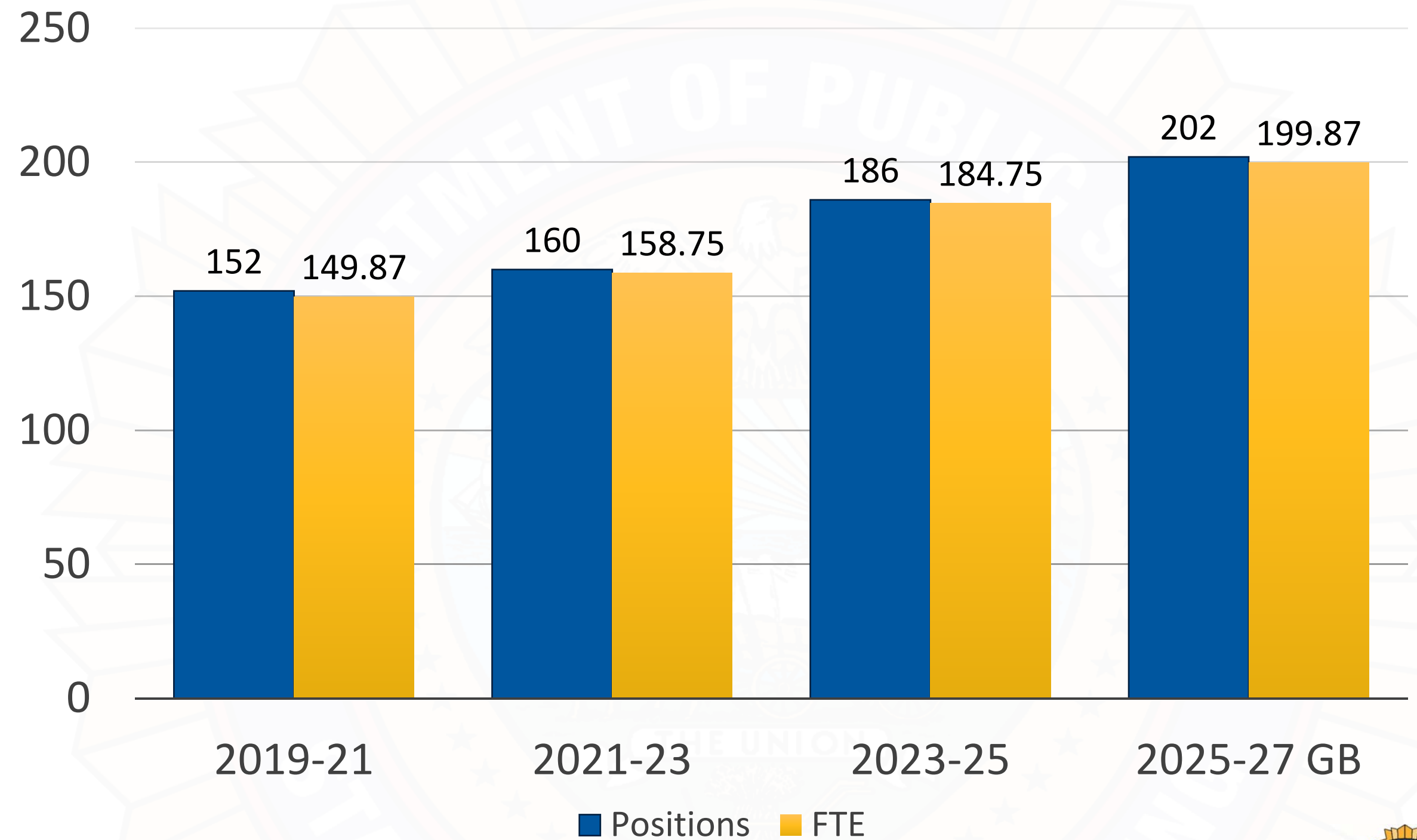


# 2025-27 GB Organizational Structure



# Staffing

Position and FTE count  
over the past three  
biennia and 2025-27  
Governor's Budget





# Agency Performance

*Quality Assurance/Quality Performance*

## Academy-Based Programs

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- 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 Oregon Public Safety Academy
- Academy student survey

## Board on Public Safety Standards and Training

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- Direct input and oversight standards for stakeholders
- Six discipline-specific policy committees
- Discipline-specific curriculum advisory subcommittees
- Annual evaluation of DPSST director
- Task forces and workgroups

## Validation of Standards and Training

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- Job Task Analysis survey instruments
- External review by experts – SAIF, OSHA, Secretary of State, others
- Washington State University partnership for developing evidence-based training

## Constituent Feedback

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- Constituent customer service survey
- Leadership Listening Tour
- Fire Chiefs Roundtable
- Constituent feedback at conferences, meetings, etc.





# Criminal Justice Overview

DPSST's Criminal Justice Program serves almost 14,000 public safety professionals and around 270 Oregon public safety agencies across six disciplines.

## Agency partners:

- Oregon State Police
- Oregon Department of Corrections
- Oregon Liquor & Cannabis Commission

## Other key partners:

- Oregon Association of Chiefs of Police
- Oregon State Sheriff's Association
- Criminal Justice Commission
- Oregon Association of Community Corrections Directors
- Oregon Association of Public Safety Communications Officials
- Legislative Commission on Indian Services

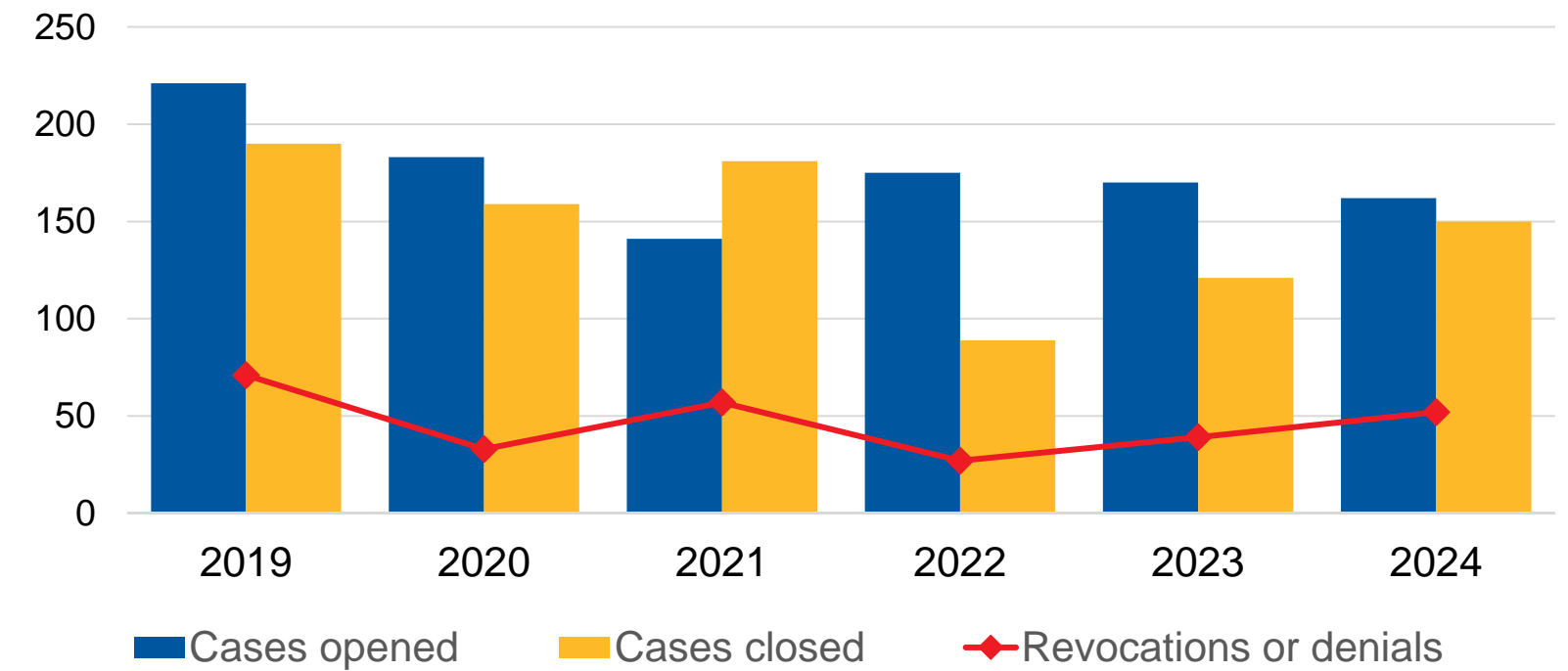




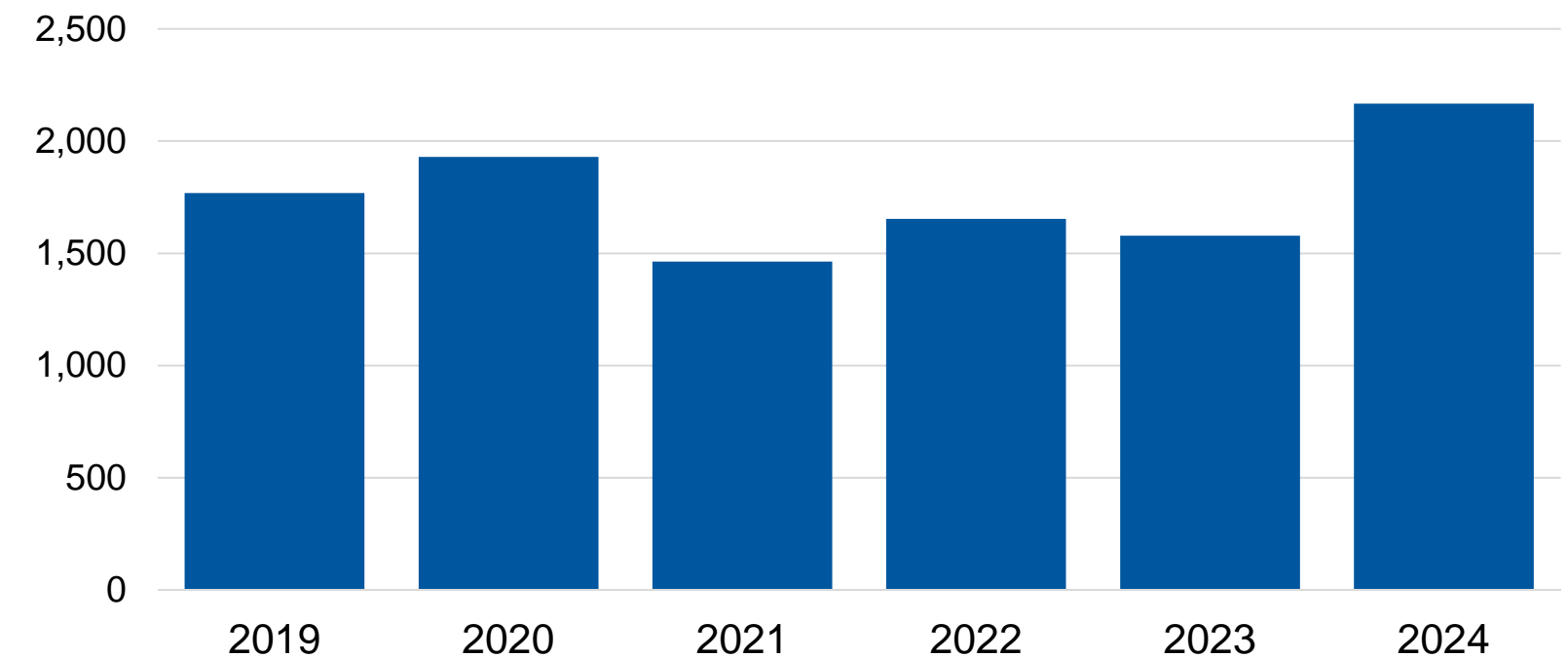
# Standards and Certification

- Certifies officers and monitors ongoing compliance with standards established by the Board
- Certification and training maintenance compliance for:
  - Police
  - Corrections
  - Parole & Probation
  - Telecommunicators
  - Emergency Medical Dispatchers
  - Regulatory Specialists (OLCC)
  - Instructors
- Evaluates and certifies training programs and instructors
- Ensures agency compliance with administrative rules
- Serves as custodian of all agency public records
- Coordinates DPSST's administrative rules process
- Examines eligibility of candidates for sheriff

Professional Standards Cases



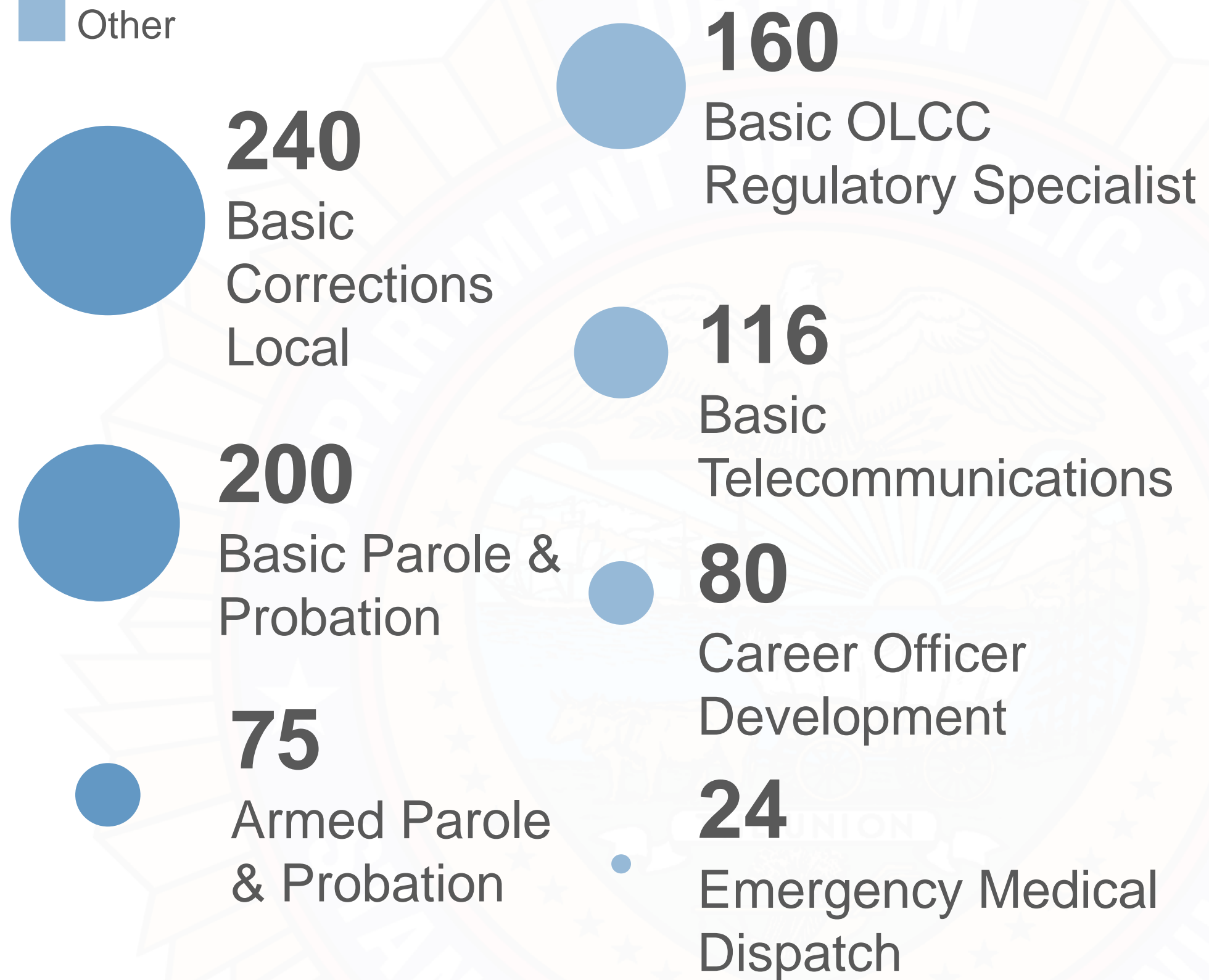
Certification Applications Processed



# Basic Academy Enrollment Hours

■ Police ■ Corrections / P&P ■ Other

Total Basic hours: 1,695

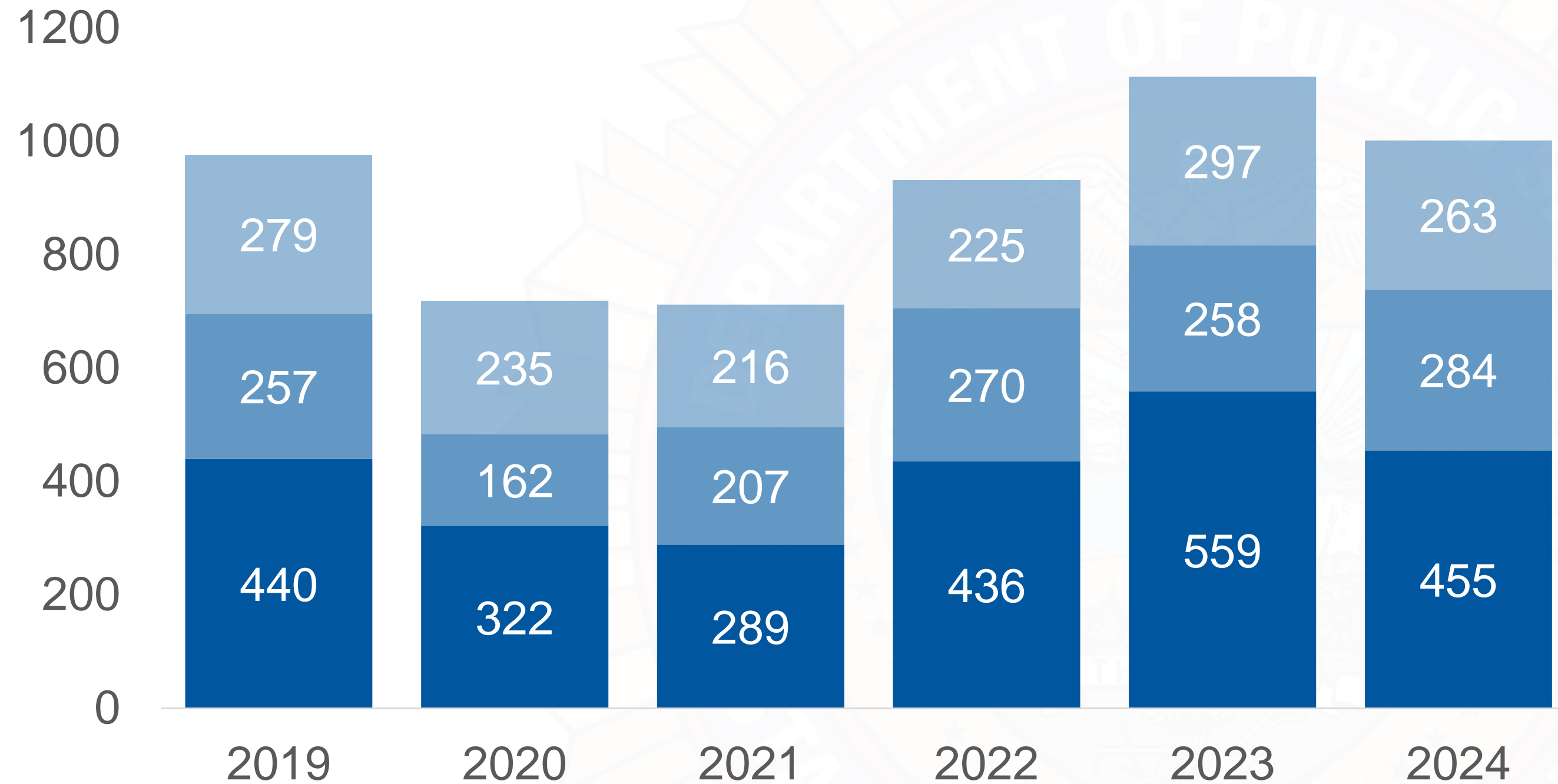




# Basic Academy Enrollment

■ Police ■ Corrections / P&P ■ Other

*P&P includes armed and unarmed; Other includes Telecom, EMD, OLCC, PCOD, & CCOD*



# Basic Police Training Investments

## Criminal Fines Account

### DPSST Provides:

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

#### Cost per student

Training delivery and supplies	\$17,895
Meals	\$737
Lodging	\$1,106

**DPSST Total: \$19,738**

## Local Funding

### Employing Agency Provides:

- Officers' salaries and benefits
- Uniform and equipment (ballistic vest, duty belt, weapons, etc.)
- Agency-loaned instructors, as available

#### Cost per student

Salary and benefits*	\$40,058
Equipment*	\$14,354

*\*average of costs provided by five local agencies*

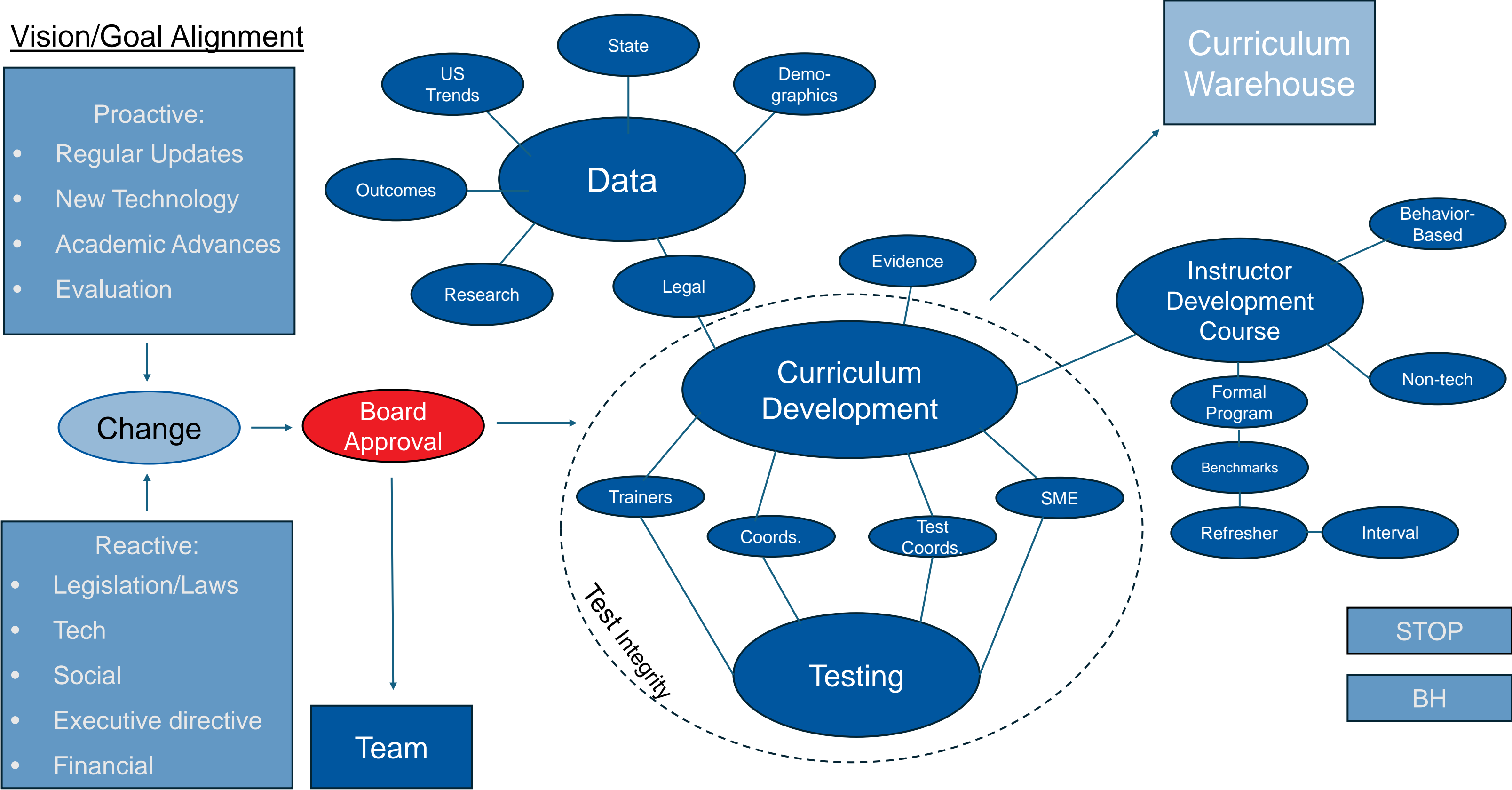
**Agency Total: \$54,412**





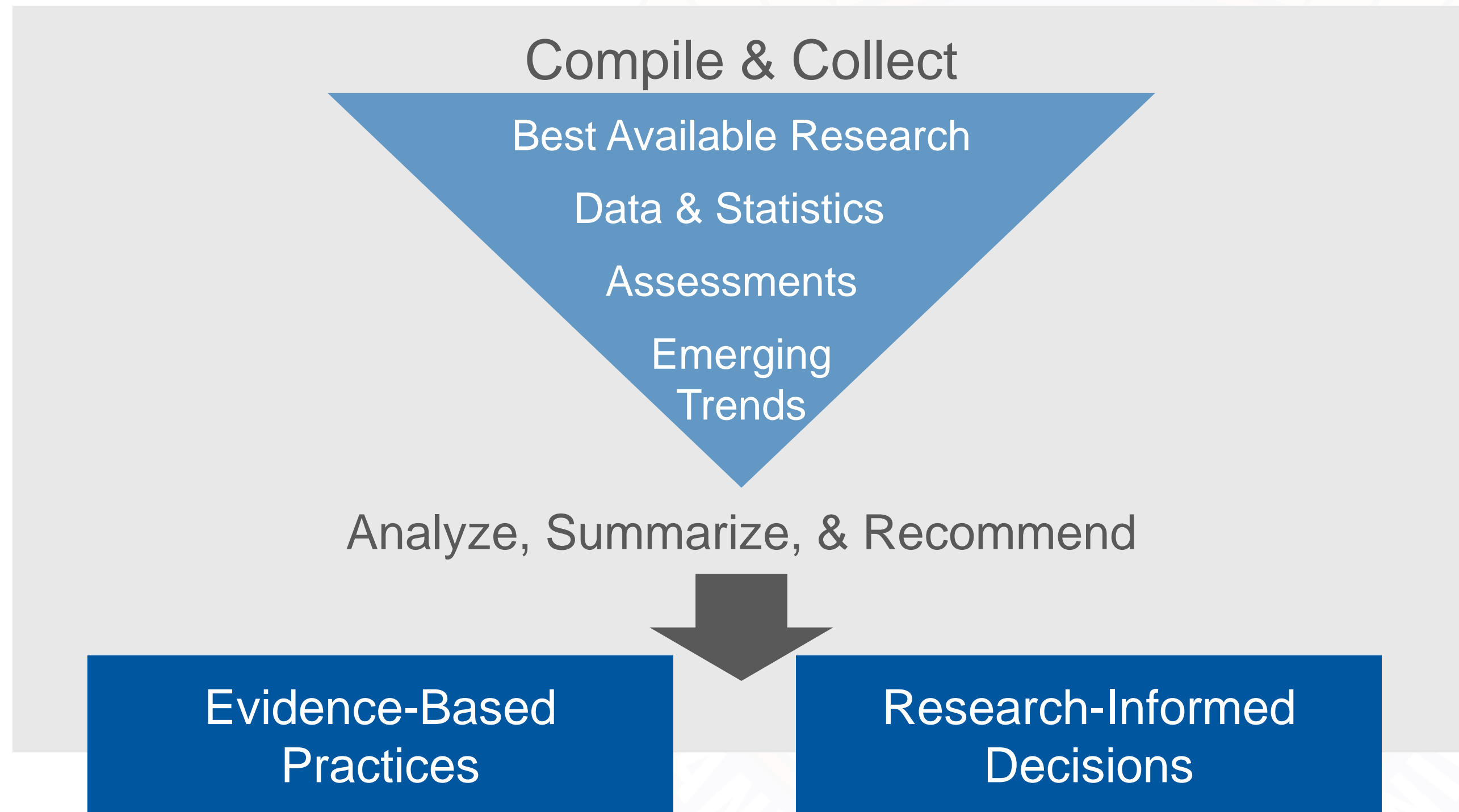
# Center for Policing Excellence

## Vision/Goal Alignment



# Center for Policing Excellence

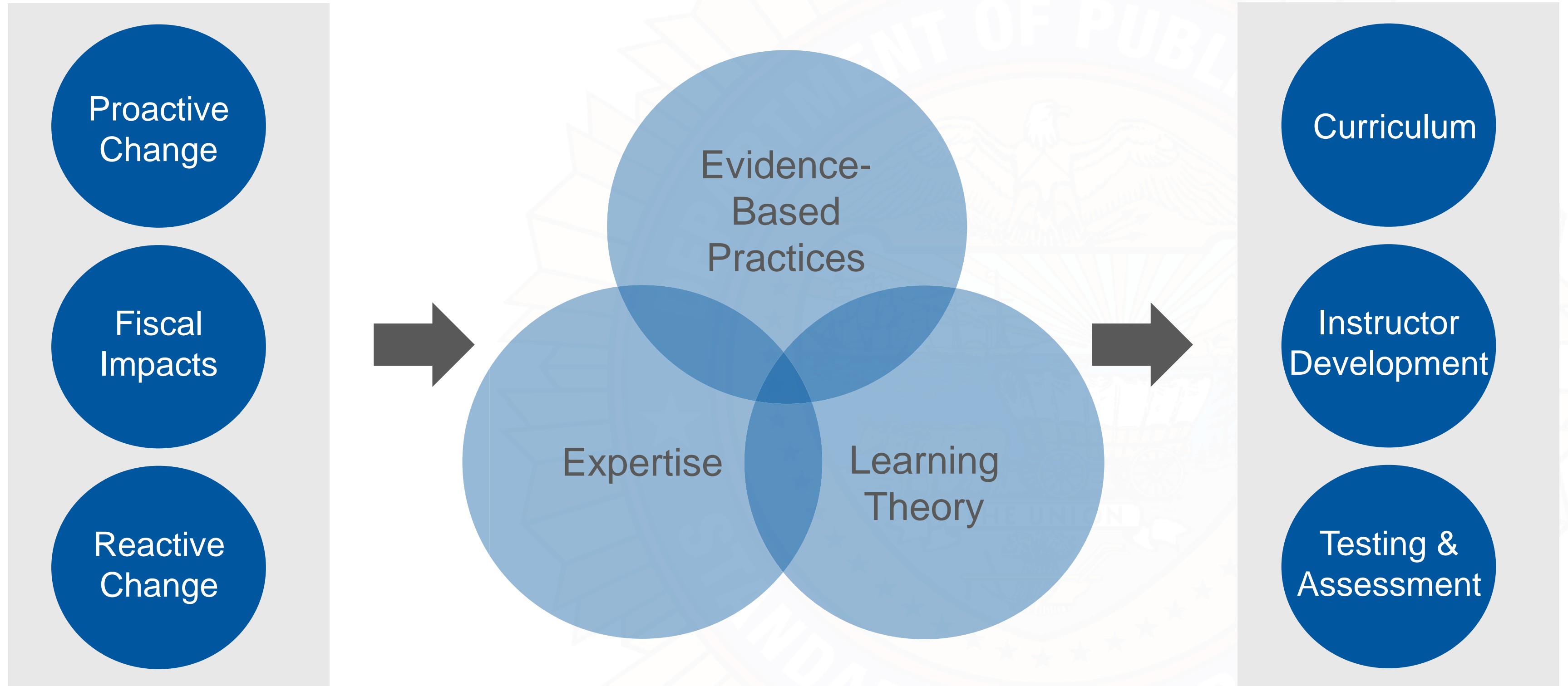
Research, STOP, & Equity








# Center for Policing Excellence

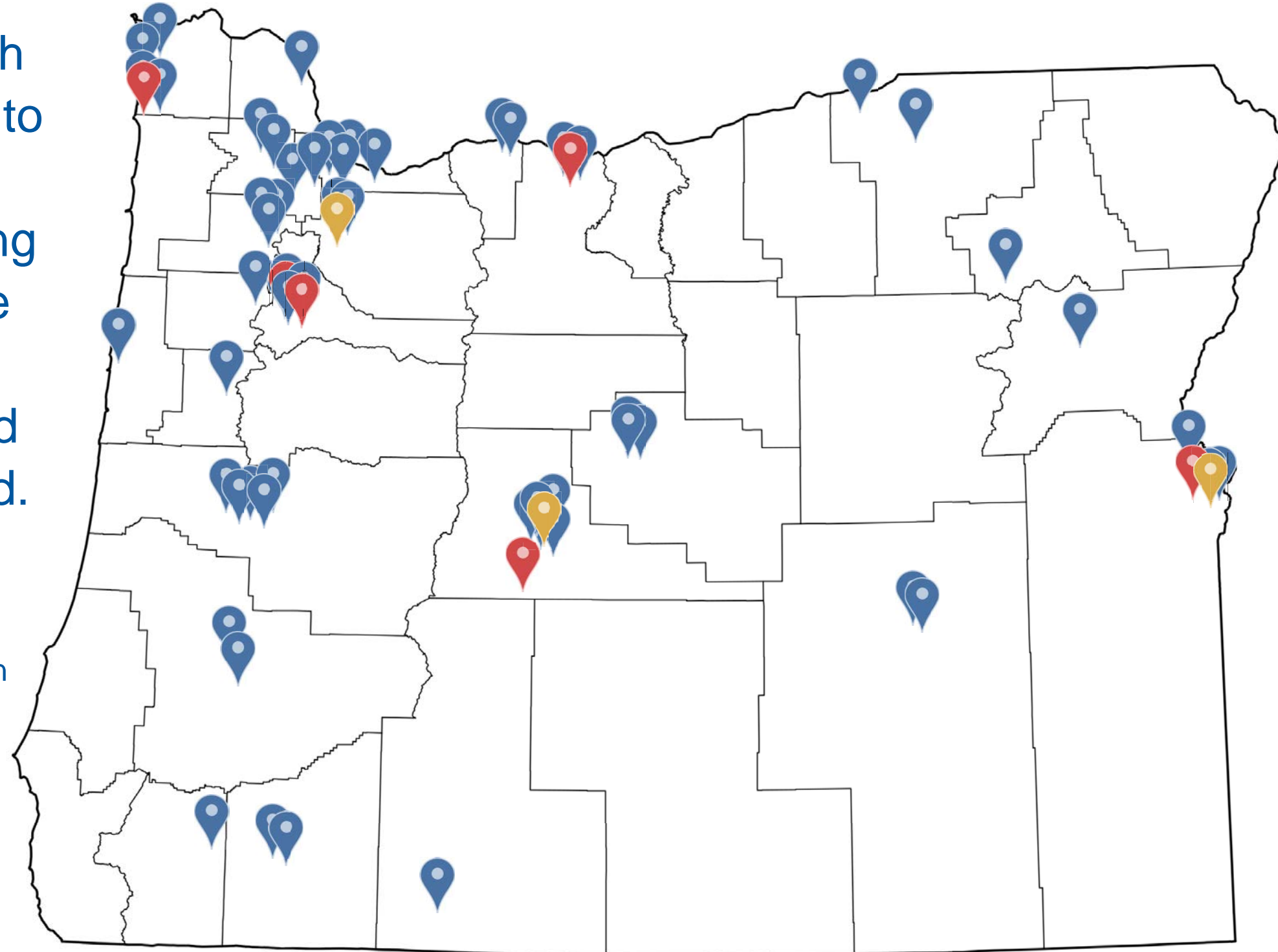
## Curriculum & Instruction



# CPE: Behavioral Health Program

DPSST's Behavioral Health Program provides training to basic students in the academy, advanced training to professionals across the state, and technical assistance to agencies and organizations as requested.

-  Crisis Intervention Program Training / Technical Assistance
-  Advanced De-Escalation and Escalation Prevention Training (ADEPT)
-  Other Behavioral Health Training / Technical Assistance





# Criminal Justice Regional Training

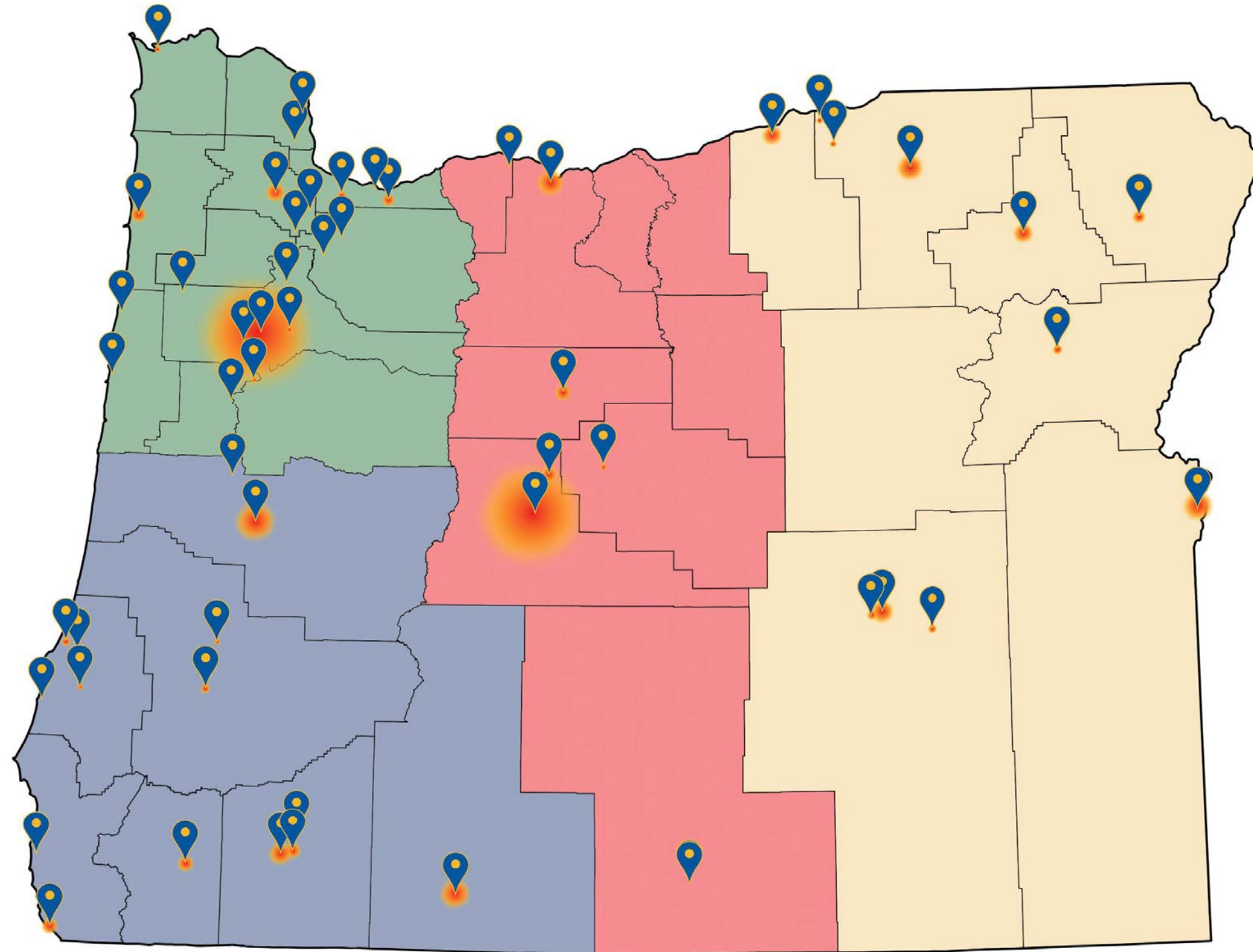
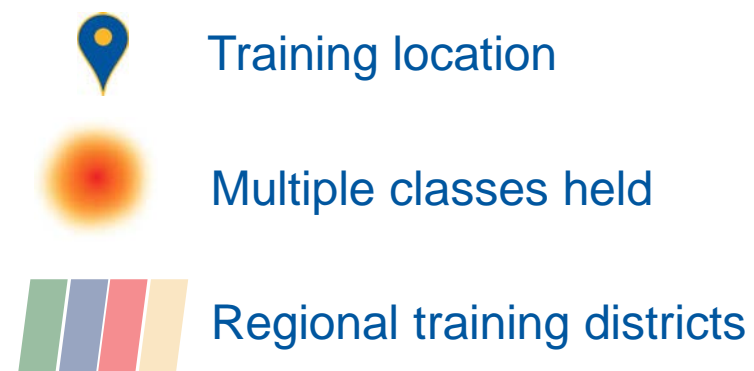
- Instructor Development Programs
- Maintenance Training Support
  - Skills training
  - Ethics
  - Equity
  - Airway and Circulatory Anatomy and Physiology (ACAP)
- Traffic safety programs
  - Standardized Field Sobriety Testing
  - Drug Recognition Expert
  - Intoxilyzer Program
- Leadership Program
  - Supervisory Leadership
  - Organizational Leadership and Management
  - IPSLEI Program
- Regional field offices
  - Klamath Falls
  - Salem
  - Burns
  - Redmond





# Criminal Justice Regional Training

DPSST regional training coordinators stationed in four districts throughout the state have conducted more than 220 training sessions in more than 50 communities throughout Oregon this biennium.





# Fire Program Overview

DPSST's Fire Program serves around 11,000 career and volunteer firefighters and more than 300 Oregon fire service agencies.

## Agency partners:

- Oregon State Fire Marshall
- Oregon Department of Emergency Management
- Oregon Department of Forestry
- Oregon National Guard

## Other key partners:

- Oregon Fire Chiefs Association
- Oregon Volunteer Firefighters Association
- Oregon Fire District Directors Association
- Special Districts Association of Oregon
- Oregon Fire Service Office Administrators
- Oregon Fire Marshals Association
- Oregon State Fire Fighters Council
- Oregon Fire Service Honor Guard
- Regional Fire Training Associations





# Fire Certification

- Issue and review applications for 70+ levels of certification
- Manage Agency Accreditation Agreements for the Oregon Fire Service via 23 District Liaison Officers stationed throughout the state.
- Manage the process for instructor certification and teaching approval.
- Review professional standards cases for certification revocation and denial process.

	2019	2020	2021	2022	2023	2024
Fire certifications issued	4,860	3,955	4,325	5,320	6,092	5,637
Fire certification applications rejected	618	341	352	394	360	374





# Fire Training

- Training on topics including emergency driving, flammable gas, vehicle and structure fires, and wildland firefighting
- National Incident Management System and National Fire Academy training
- Regional training coordinators stationed in seven regions throughout the state
- Hosts annual Winter Fire School, a free two-day training for more than 200 firefighters from throughout the state
- DPSST regularly seeks FEMA Assistance to Firefighters Grant Program funding to equip regional training districts with their own cadre of training props

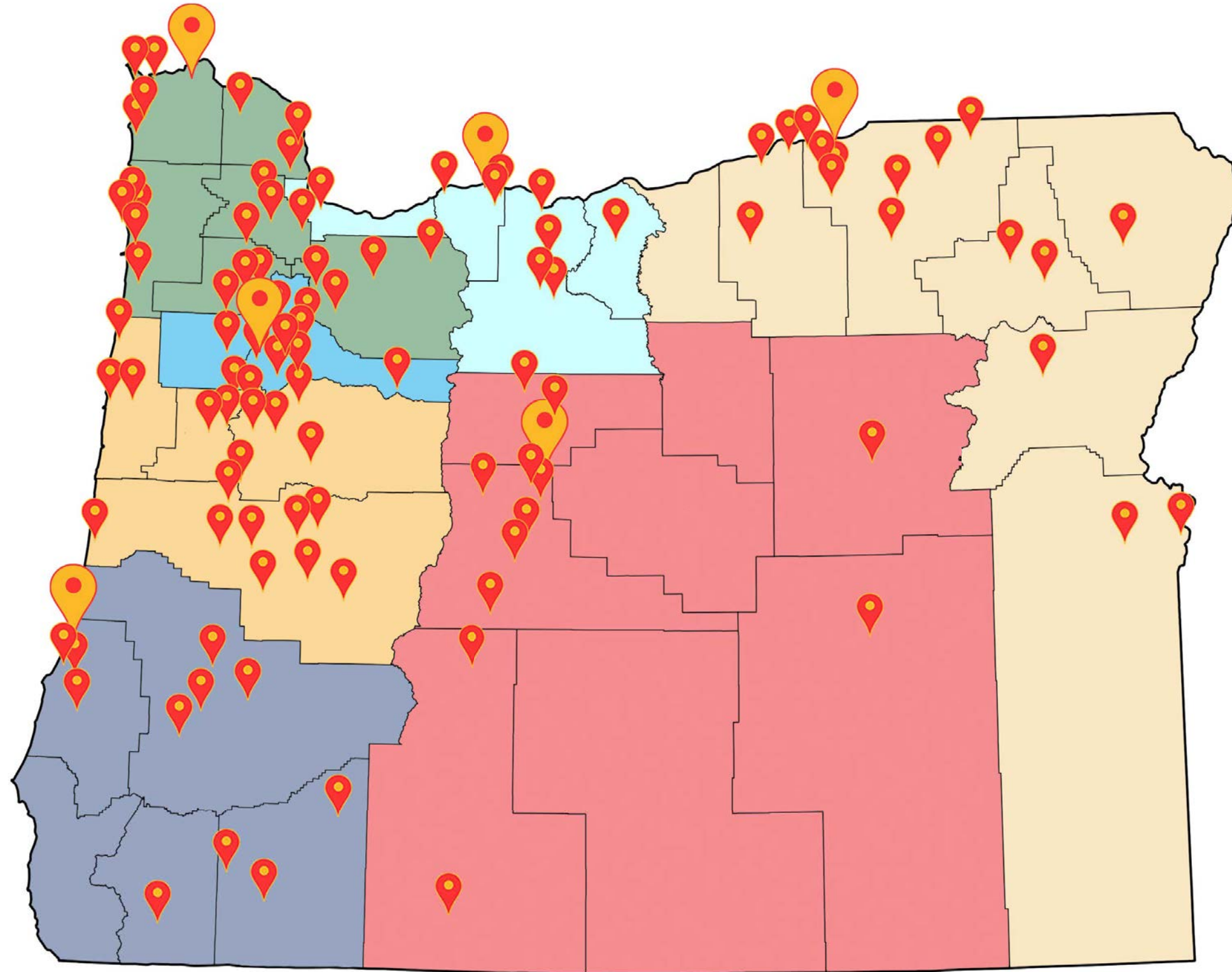
	2019	2020	2021	2022	2023	2024
Classes Taught by DPSST Fire Training Staff	369	244	280	260	307	275
Students Taught by DPSST Fire Training Staff	3,837	3,500	2,911	3,468	5,588	3,979
DPSST Staff Instructional Hours	2,052	1,465	1,940	1,903	1,462	1,930





# Regional Fire Training

DPSST fire training coordinators stationed in seven districts throughout the state have **trained firefighters in more than 100 communities** across Oregon this biennium.



# Five Corners Training

In response to constituent feedback during the 2024 listening tour, DPSST has begun offering comprehensive cross-disciplinary joint training for law enforcement and firefighters in remote corners of the state.

Training subjects include:

- Active threat response
- Off-road vehicle operations
- Forcible entry for law enforcement
- De-escalation skills for firefighters
- Skid truck
- Police vehicle extrication





# Private Professional Certification and Licensing Program Overview

The Private Professional Certification and Licensing Program serves around 26,000 private security providers, 450 private security entities, 800 private investigators, and 35 polygraph examiners in the state of Oregon.





# Private Professional Certification and Licensing

- Certification of private security professionals (alarm monitor, armed, event and entertainment, unarmed)
- Certification of private security instructors (alarm monitoring, firearms, unarmed)
- Licensing of private security managers and private investigators
- Licensing of private security entities
- Curriculum development and delivery of statutorily mandated training programs for event and entertainment professionals, private security managers, and private security instructors
- Complaints process, investigations, audits and curriculum development
- Moral Fitness standards (mandatory and discretionary misconduct)



	2019	2020	2021	2022	2023	2024
New Private Investigator Applicants	109	116	129	122	150	157
Private Investigators Renewing Licenses	300	263	289	239	294	276





# Public Safety Memorial Fund

- Provides aid to public safety officers who are disabled in the line of duty and to beneficiaries of officers killed in the line of duty, including:
  - \$25,000 lump sum payment
  - Health and dental insurance
  - Mortgage payments for up to one year
  - Higher education scholarships
- Established in 1999 and has paid more than \$2.4 million to date
- HB 4113 (2022) expanded the list of cancers presumed to be work-related for eligible non-volunteer firefighters
- SB 699 (2023) expanded the definition of public safety officer to include OLCC Regulatory Specialists

Biennium	Total Expenses Paid	Law Enforcement Recipients		Fire Service Recipients	
		Line of Duty Deaths	Injury/ Disease	Line of Duty Deaths	Injury/ Disease
2019-21	\$78,112	2	2	-	-
2021-23	\$341,555	3	3	1	3
2023-25	\$71,165	1	1	-	1





# Oregon-Idaho High Intensity Drug Trafficking Areas (HIDTA)

- DPSST as the fiduciary agency for the Office of National Drug Control Policy (ONDC) Federal Funds granted program
- Consists of 2 state employees (2 FTE) and 5 full-time non-DPSST contractors
- Goals:
  - To disrupt the market for illegal drugs by dismantling or disrupting drug trafficking and/or money laundering organizations; and
  - Improve the efficiency and effectiveness of HIDTA initiatives in the region, which is comprised of members from 13 federal, 68 local, 6 state, and 1 tribal agency, as well as the United State Attorney's Offices in the District of Oregon and the District of Idaho.





# **Significant Issues and Events, Budget Drivers, and Challenges**



# Significant Issues

- **Aging campus:** The Oregon Public Safety Academy campus is now 20 years old, and systems are increasingly becoming obsolete and needing repair or replacement.
- **Professional Standards caseload:** case volume exceeds system capacity
- **Regional training demand:** Law enforcement and fire constituents need more regional and cross-disciplinary training, especially in more remote areas of the state.
- **Basic Corrections and Telecommunications classes:** adapted delivery of courses to align with constituent need, to include increased enrollment and matching course dates against local need.
- **Administrative cost increases:** revenue shortfall in the fee-based Private Professional Certification and Licensure Program due in large part to increased cost of personnel services.
- **Outdated IT systems:** IT modernization is slowed by rising technology costs and budget constraints. DPSST depends on several outdated systems which are nearing failure and could necessitate a return to manual processes if they cease functioning.





# 2023-25 Significant Events

- Pilot program to eliminate the Basic Police training backlog
- Creation of a flexible training template to accommodate academy enrollment surges
- Changes stemming from public safety reform legislation, including:
  - Airway and Circulatory Anatomy and Physiology (ACAP) training
  - Economic sanctions database
  - Duty to intervene/mandatory reporting
- House Bill 4002
- House Bill 2527, private security entity licensing
- Private professional fee increases
- Purchase of Oregon Public Safety Academy land from DOC
- Structural damage to training building
- Hosted international delegations from Colombia, Nepal and Taiwan
- DPSST Leadership Listening Tour





# Budget Drivers

- Public safety hiring and retirement trends, high turnover leading to historic training numbers
- Demand for regional training resources
- Increase in legal and litigation costs
- Government directives
- Repair and replacement of aging facility and equipment
- Oregon Public Safety Academy campus capacity limitations
- Vehicle costs, including fleet expansion for regional training and high fuel consumption for training delivery
- Private security funding changes
- National and global economic conditions
- Stability of Criminal Fines Account and Fire Insurance Premium Tax





# Challenges

## Agency

- DPSST recruitment and retention of qualified individuals representing a diversified and expert workforce

## Professional Standards Division

- Professional Standards caseload management

## Training Division

- Refining our staffing model
  - Reduction in availability of adjunct instructors
  - Optimized use of full-time instructors
- Adapting our training schedule and format to respond to local agency hiring and operational needs
- Curriculum maintenance and development
  - ~1,950 hours of instructional content
  - Increased complexity in revision process
- Meeting ongoing demands for advanced and specialized training





# 2025 Agency Requested Bills

- **HB 2916**, Fire Policy Committee
  - Provides a technical amendment for the member position that represents fire training instructors in the state of Oregon
- **HB 2926**, Denial of Training or Certification
  - Grants DPSST the authority to complete an investigation and deny training or certification when a public safety officer, before being certified, engages in conduct that violates moral fitness standards and separates employment before a DPSST investigation is completed
- **HB 5033**, Agency Fee Ratification Bill
  - Approves fee increases for the private investigator license, the private security entity license, and the nine different private security provider certifications and licenses



# **Reduction Options, Long-term Vacancies, and Efficiencies**





# 10% Reduction Options

Activity or Program	Describe Reduction	Fund Type	Amount	POS	FTE	Rank and Justification
1. Oregon HIDTA	Reduce Special Payments	FF	\$398,391	-	-	#1. This reduction was applied to Current Service Level. First 5%.
2. Criminal Justice Training	Eliminate temporary appointments, overtime payments, shift differential, and all other differentials. Reduce Services & Supplies.	OF	\$1,889,061	-	-	#2. This reduction was applied to Current Service Level. First 5%.
3. Criminal Justice Other Training	Eliminate temporary appointments, overtime payments, shift differential, and all other differentials. Reduce Services & Supplies.	OF	\$110,800	-	-	#3. This reduction was applied to Current Service Level. First 5%.
4. Fire Training and Certification	Reduce Services & Supplies	OF	\$314,727	-	-	#4. This reduction was applied to Current Service Level. First 5%.
5. Administrative and Support Services	Eliminate temporary appointments, overtime payments, shift differential, and all other differentials. Reduce Services & Supplies.	OF	\$767,123	-	-	#5. This reduction was applied to Current Service Level. First 5%.
6. Facilities	Eliminate temporary appointments, overtime payments, shift differential, and all other differentials. Reduce Services & Supplies.	OF	\$434,629	-	-	#6. This reduction was applied to Current Service Level. First 5%.
7. Criminal Justice Standards and Certification	Eliminate temporary appointments, overtime payments, shift differential, and all other differentials. Reduce Services & Supplies.	OF	\$253,270	-	-	#7. This reduction was applied to Current Service Level. First 5%.

# 10% Reduction Options (continued)

Activity or Program	Describe Reduction	Fund Type	Amount	POS	FTE	Rank and Justification
8. Public Safety Memorial Fund	Reduce Services & Supplies	OF	\$16,121	-	-	#8. This reduction was applied to Current Service Level. First 5%.
9. Private Security and Private Investigators	Reduce Services & Supplies	OF	\$241,794	-	-	#9. This reduction was applied to Current Service Level. First 5%.
10. Oregon HIDTA	Reduce Services & Supplies	FF	\$398,391	-	-	#10. This reduction was applied to Current Service Level. Second 5%.
11. Criminal Justice Training	Eliminate 1 Public Safety Training Specialist 2 position (1719858), 4 Public Safety Training Specialist 1 positions (9970134, 2325123, 2325124, 0507202), 1 Operations and Policy Analyst 3 position (2123005), and Reduce Services & Supplies	OF	\$1,889,061	6	6.00	#11. This reduction was applied to Current Service Level. Second 5%.
12. Criminal Justice Other Training	Reduce Services & Supplies	OF	\$110,800	-	-	#12. This reduction was applied to Current Service Level. Second 5%.
13. Facilities	Eliminate 1 Grounds Maintenance 2 position (0507256) and Reduce Services & Supplies	OF	\$434,629	1	1.00	#13. This reduction was applied to Current Service Level. Second 5%.
14. Fire Training and Certification	Eliminate 1 Public Safety Training Specialist 1 position (0709013) and Reduce Services & Supplies	OF	\$314,727	1	1.00	#14. This reduction was applied to Current Service Level. Second 5%.



# 10% Reduction Options (continued)

Activity or Program	Describe Reduction	Fund Type	Amount	POS	FTE	Rank and Justification
15. Criminal Justice Standards and Certification	Eliminate 1 Office Specialist 2 position (0507241) and Reduce Services & Supplies	OF	\$253,270	1	1.00	#15. This reduction was applied to Current Service Level. Second 5%.
16. Administrative and Support Services	Eliminate 1 Accounting Technician position (0507254) and Reduce Services & Supplies	OF	\$767,123	1	1.00	#16. This reduction was applied to Current Service Level. Second 5%.
17. Public Safety Memorial Fund	Reduce Special Payments	OF	\$16,121	-	-	#17. This reduction was applied to Current Service Level. Second 5%.
18. Private Security and Private Investigators	Reduce 1 Learning and Development Specialist 2 position (1921008) to 0.5FTE and Reduce Services & Supplies	OF	\$241,794	-	.50	#18. This reduction was applied to Current Service Level. Second 5%.
Subtotal FF			\$796,782			
Subtotal OF			\$8,055,050			
TOTAL			\$8,851,832	10	10.50	

# Long-term vacancy

Long-term vacancies as of Dec. 31, 2024												
DCR	Pos No	Position Class Comp		Position Title	Pos Type	OF Fund Split	FTE	2025-27 OF PS Total	2025-27 Total Bien PS BUDGET	Vacant Date	Position eliminated in GRB? Y/N	Reason for vacancy
25900-050-01-00-00000	0507228	A	S C0103	Office Specialist 1	PP	1.00	0.50	84,751	84,751	4/30/2021	N	Pending Reclassification Review
25900-050-01-00-00000	0507254	A	S C0212	Accounting Technician	PF	1.00	1.00	194,055	194,055	10/1/2020	N	Position has recently been filled (03/2025)
TOTAL						2.00	1.50	278,806	278,806			







# Cost Containments/Efficiencies

- Strategic implementation of revised staffing model to build efficiencies alongside effectiveness
- Revitalization of partnerships with local agencies to increase roster of loaned instructors
- Overtime/comp time usage audit report
- Public safety task forces and workgroups
- Partnership memos of understanding with state and local agencies
- Completing Facilities projects in-house
- Directives implementing cost savings and reducing spending
- IT Service Management System – IT Service Strategy, reports and dashboards, and continual service improvement
- Move of file servers to DAS Data Centers
- Capitalizing on cloud-based services
- Food service contract renegotiation
- Background check process efficiencies



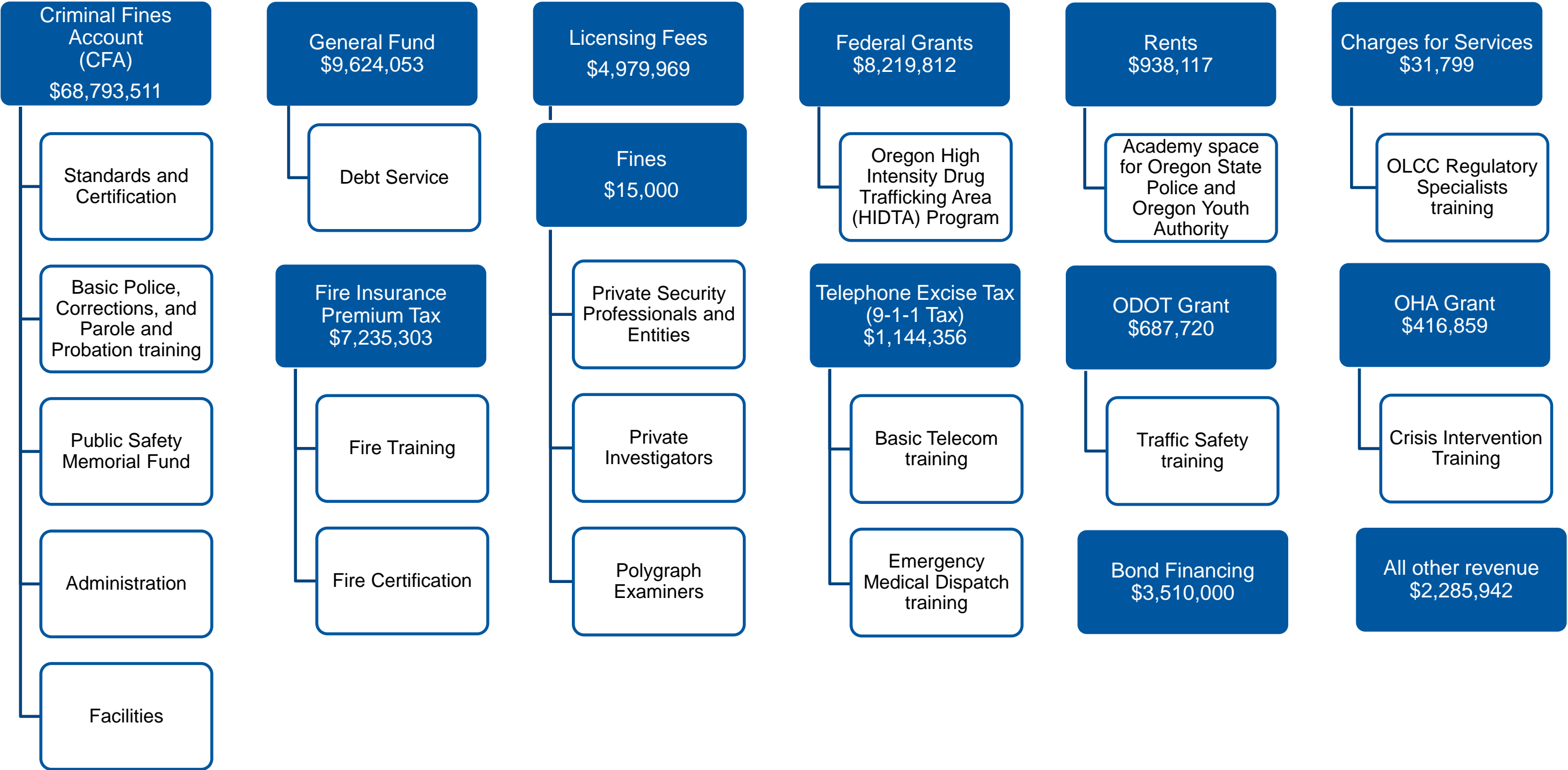


# Governor's Budget Overview

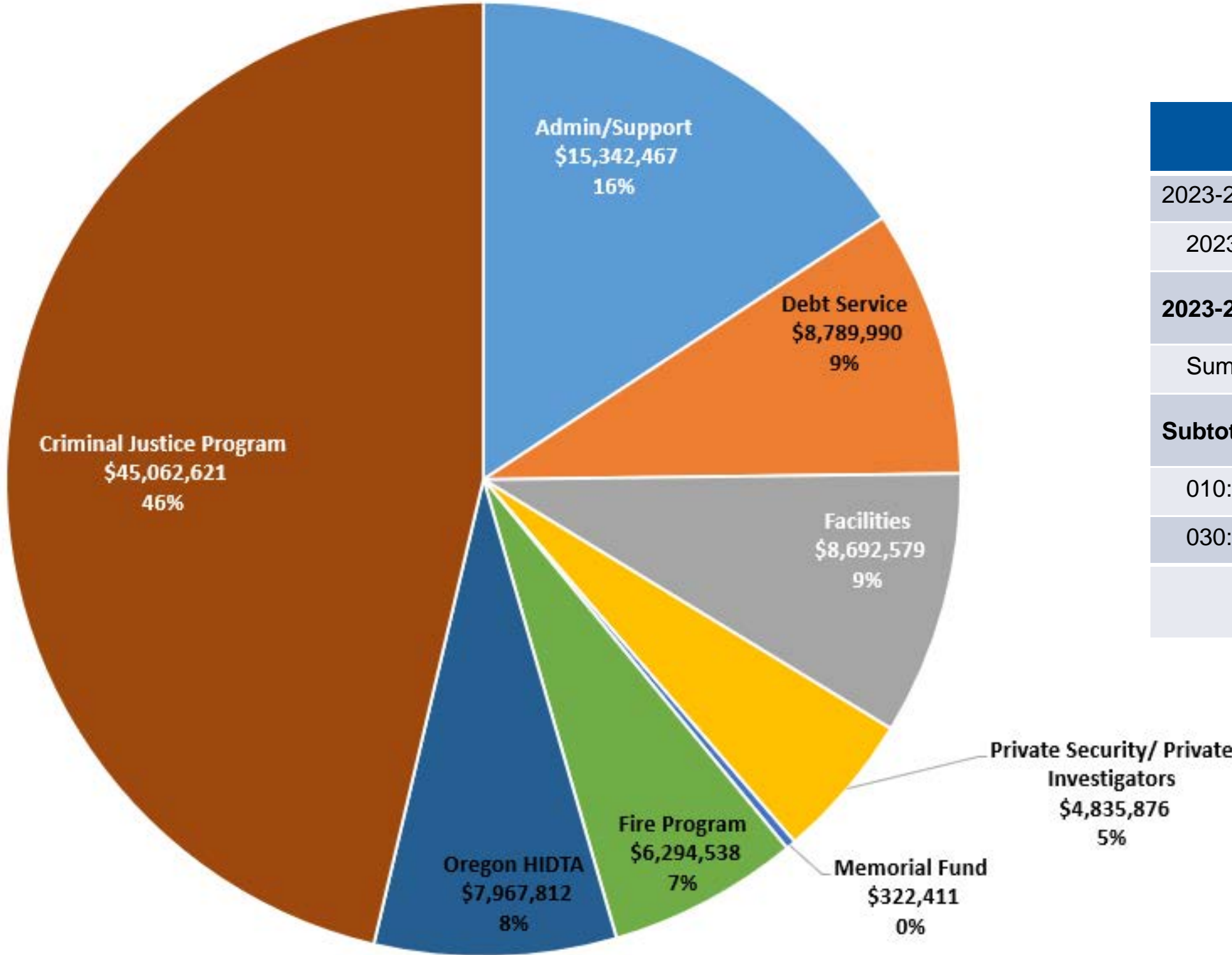




# DPSST Funding Sources



# 2025-27 Current Service Level (CSL)

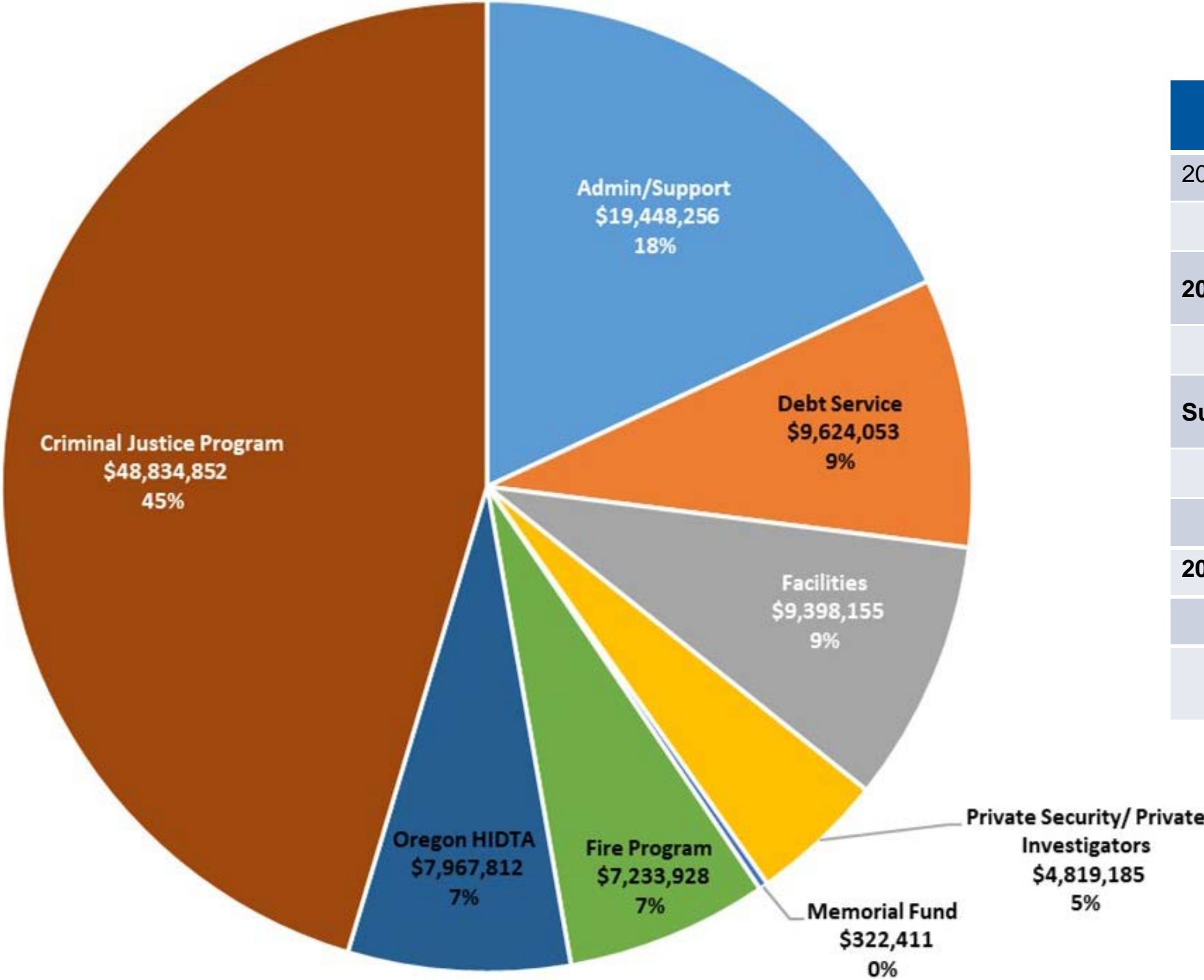


	Positions	FTE	Total Funds
2023-25 Leg Adopted Budget	186	184.75	82,998,682
2023-25 Emergency Boards	-	-	5,854,466
2023-25 Leg Approved Budget	186	184.75	88,853,148
Summary of base adjustments	(2)	(2)	5,342,707
Subtotal 2025-27 Base Budget	184	182.75	94,195,855
010: Non-PICS Pers Svc/Vacancy Factor	-	-	1,011,143
030: Inflation & Price List Adjustments	-	-	2,101,296
2025-27 Current Service Level	184	182.75	\$97,308,294





# 2025-27 Governor's Budget



	Positions	FTE	Total Funds
2023-25 Leg Adopted Budget	186	184.75	82,998,682
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2025-27 Current Service Level	184	182.75	97,308,294
Policy Packages	18	17.12	10,340,358
2025-27 Governor's Budget	202	199.87	\$107,648,652



# Policy Option Packages

- Package 101, **Learning Management System**
  - Employ a Learning Management System to enhance the learning environment for public safety professionals at the Oregon Public Safety Academy and at their home agencies
  - 2 POS, 1.12 FTE, \$4,699,702 All Funds
- Package 102, **Positions – Training, Operations, and Administrative Divisions**
  - Adds staff to meet ongoing high demand for administration of DPSST training and certification programs, addresses the need for wildland firefighting training, and bolsters the agency's ability to manage its workforce and maintain aging facilities.
  - 16 POS, 16.00 FTE, \$5,482,438 OF
- Package 090, **Campus Infrastructure**
  - Provides funding for an Oregon Public Safety Academy campus expansion study.
  - \$500,000 OF





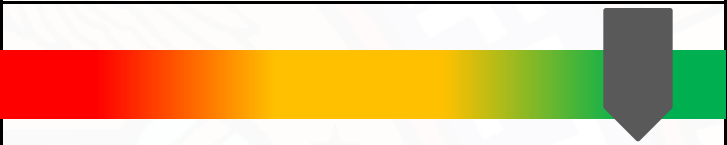
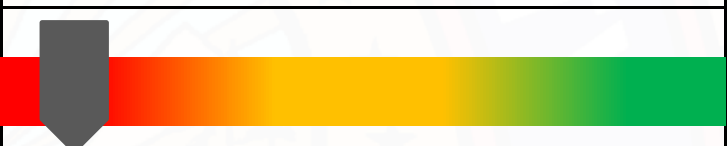





# Key Performance Measures



# Key Performance Measures At-a-Glance

\*No data reported for KPM #4  
KMP #7 does not exist

KPM	Description	Target	2024 Actual	Performance
1	Increase in BP test scores	40%	23%	
2	Regional Criminal Justice Training	95%	100%	
3	Regional Fire Service Training	95%	95%	
5	Increase in BCL test scores	50%	25%	
6	Armed Private Security	100%	100%	
8	Customer Service Satisfaction Survey	90%	83% (avg.)	
9	Increase in Leadership scores	40%	45%	





# Thank you!

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