
DPSST

2015-2017 Budget Presentation



Our Mission

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



History

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



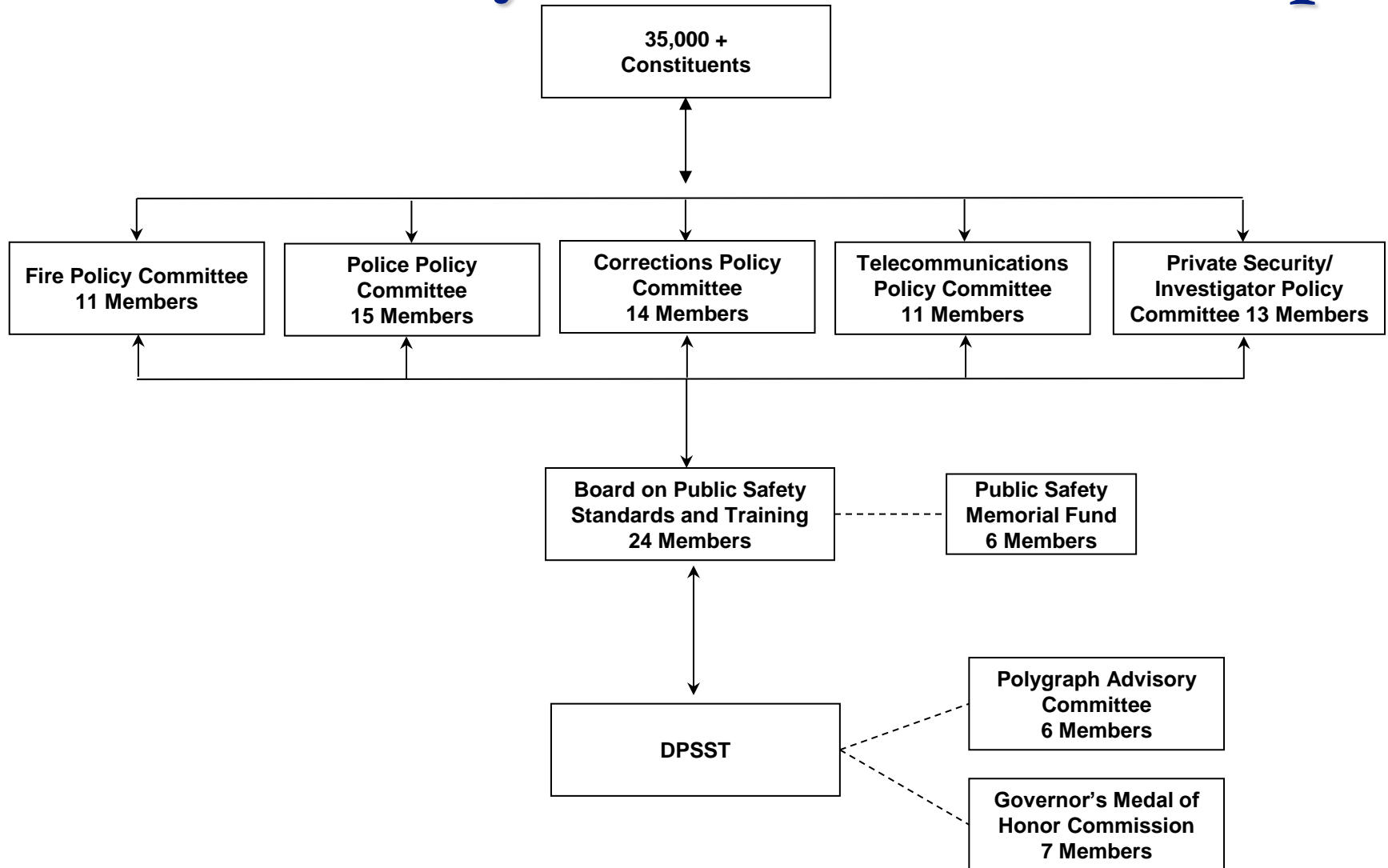
50 Years of Service to Public Safety

- 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
- 2011 – Marked 50th year for Basic Police Training
- 2013 – Center for Policing Excellence (HB 3194)

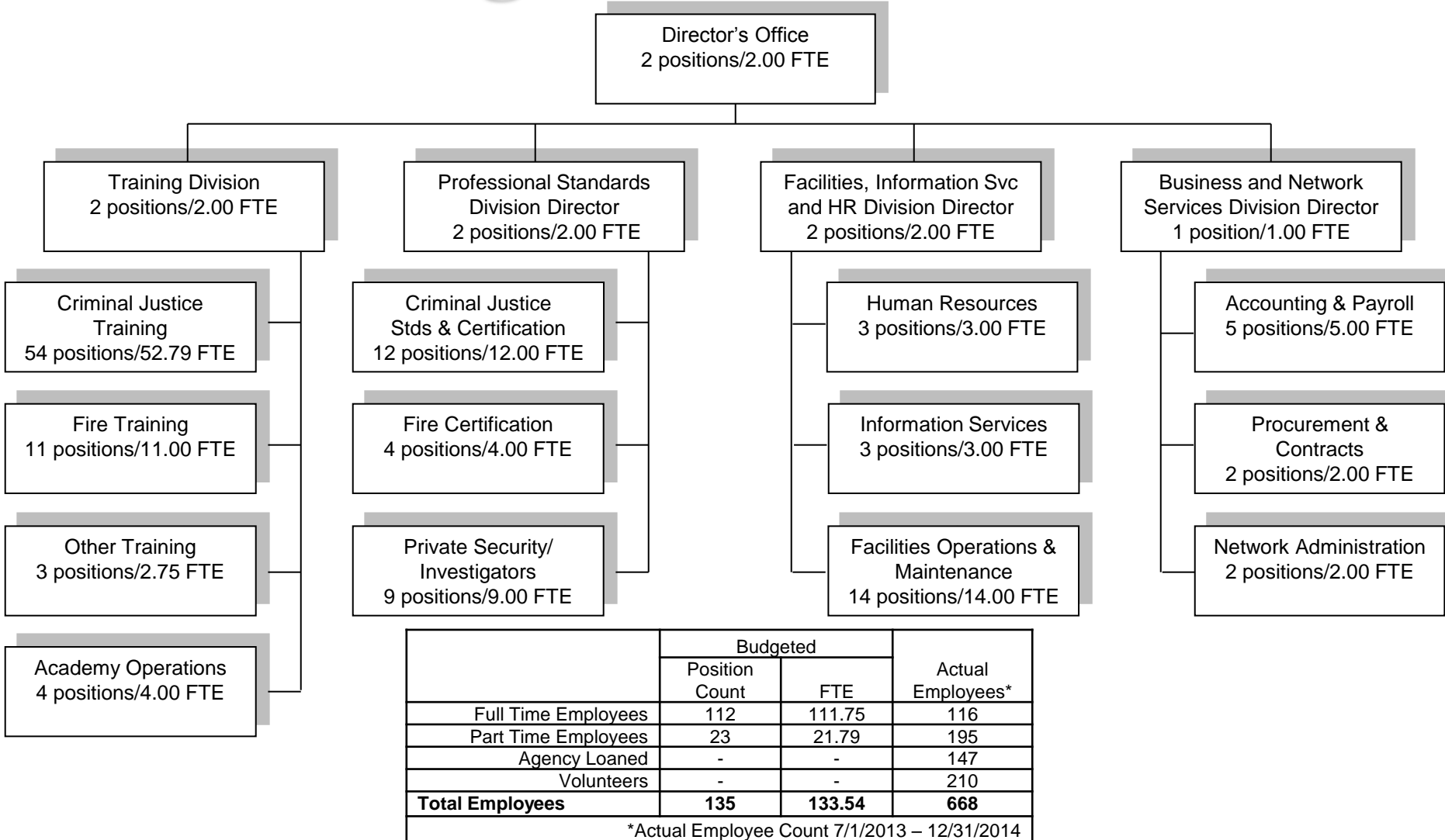
Overview of Organization & Budget Drivers



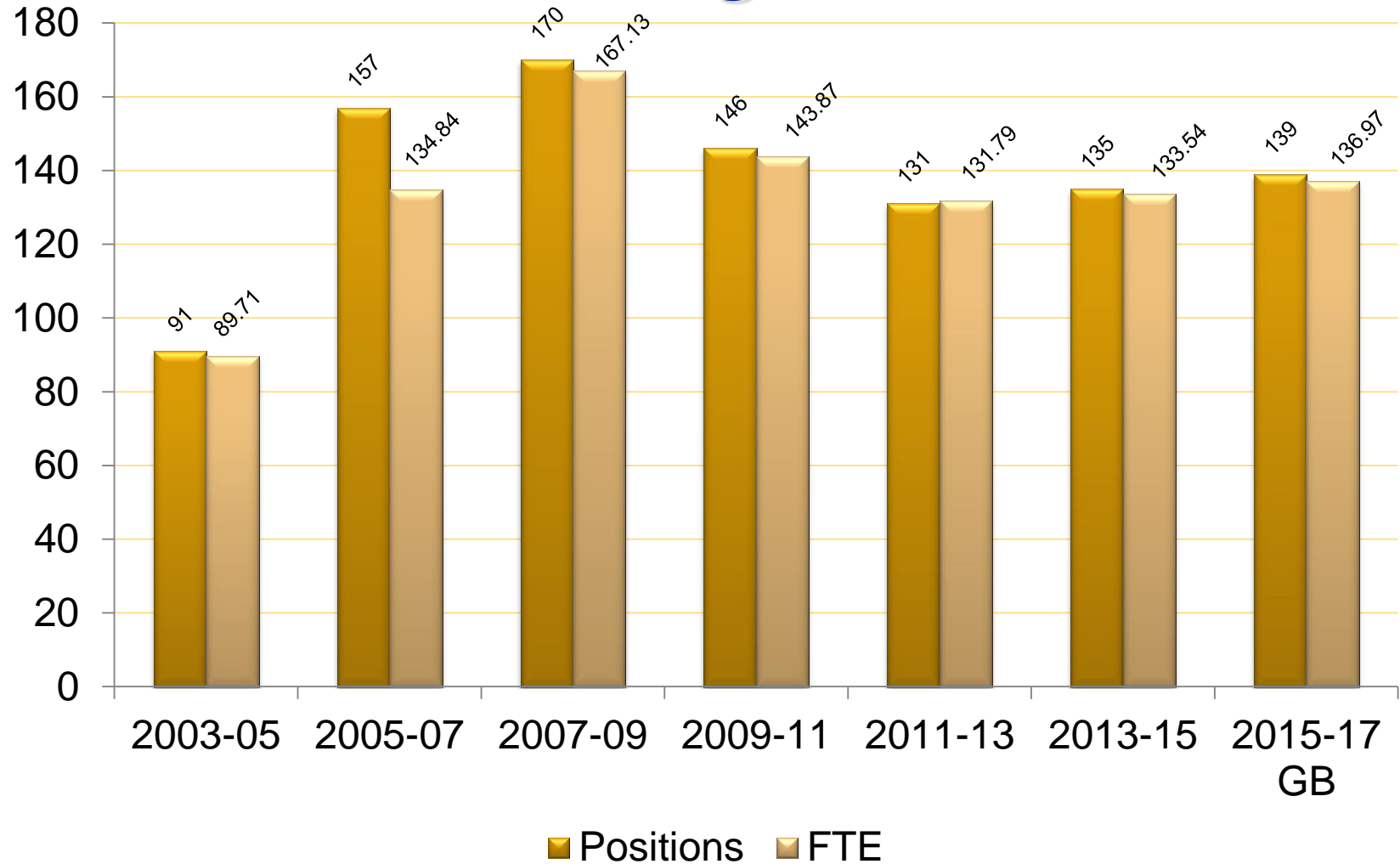
Public Safety Shared Stewardship



2013-15 Organizational Structure



Position/FTE Count Over Last 10 Years and 2015-17 Governor's Budget



Academy Basic Training

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

	Students Enrolled 2010	Students Enrolled 2011	Students Enrolled 2012	Students Enrolled 2013	Students Enrolled 2014
Basic Police	221	156	135	149	186
Basic Corrections	91	76	66	106	105
Basic Parole & Probation	20	27	19	62	52
Basic Telecommunications	103	88	80	106	92
Emergency Medical Dispatch	40	32	55	51	68
Police – Career Officer Development	39	39	13	33	47
Corrections – Career Officer Development	8	3	3	2	9

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

DPSST Provides:

- Instruction and scenario training
- Ammunition/targets, classroom 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	\$16,000
Meals	1,900
Lodging	<u>3,800</u>
Total	\$21,700

Local Agency (Keizer PD):

Salary and Benefits	\$24,573
Equipment	<u>8,908</u>
Total	\$33,481

Center for Policing Excellence

- HB 3194 Reinvestment
- 80-Hour Supervision Leadership
- 80-Hour Leadership & Management
- Leadership Development Program (IPSLEI)
- Evidenced-Based Policing
- Migration to Technology
- Facilitated Learning

	2010	2011	2012	2013	2014
Leadership Development Program (IPSLEI) classes					2
Number of students trained					33
Number of Supervision classes					6
Number of students trained					131
Middle Management classes					2
Number of students trained					37

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 (Attorney General's Sexual Assault Task Force, Governor's Advisory Committee on DUII, OSP Oregon Regional Forensic Academy, and many others)
- Field Training & Evaluation Program (FTEP)
- 4 regional field offices
- Courses range from one hour to 120 hours

	2010	2011	2012	2013	2014
Number of regional, specialized and advanced classes	286	260	227	188	277
Number of students trained	7,611	5,805	5,117	4,845	5,548

Fire Training and Certification Program

- Training of Fire Service Professionals (Code-3 driving, hands-on live-fire training, National Incident Management System training, National Fire Academy training, and many more courses)
- Certification of Fire Service Professionals
- Serve over 11,000 career and volunteer firefighters
- Regional field offices

	2010	2011	2012	2013	2014
Number of training classes for fire service professionals	579	722	1,070	705	724
Number of participants attending training classes	7,172	8,183	11,146	7,203	7,993
Number of fire certifications issued	4,521	4,173	3,344	3,258	3,716
Number of fire certification applications rejected	287	277	182	223	309

Standards and Certification

- Officer certifications
- Professional standards compliance
 - Revocation of certification
 - Denial of certification
 - Ethics Bulletin
- Officer records
- Certification & training maintenance compliance
- Polygraph licensing
- Tribal Peace Officer Powers (SB 412 – 2012 Regular Session)

	2010	2011	2012	2013	2014
Number of law enforcement certification applications processed	1,636	1,842	1,631	1,686	2,059
Number of revocation or denial cases opened	294	274	318	250	251
Number of revocation or denial cases closed	264	261	356	253	245
Number of revocations or denials	98	125	105	98	79

Private Security/Investigators Program

- Certification of private security professionals
- Licensing of private security managers and private investigators
- Professional standards compliance
- Certification of instructors
- Delivery of statutorily mandated training programs

	2010	2011	2012	2013	2014
Number of newly certified private security officers	3,316	4,214	4,426	4,517	4,738
Number of private security officers renewing certification	5,523	4,105	3,947	3,942	3,906
Number of new private investigator applicants	108	103	131	89	108
Number of private investigators renewing licenses	303	195	296	225	280

Public Safety Memorial Fund

- Established in 1999 and has paid more than \$1.7 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
1999-2001	\$230,739	2007-2009	\$237,568
2001-2003	\$424,920	2009-2011	\$137,639
2003-2005	\$166,787	2011-2013	\$241,038
2005-2007	\$164,410	2013-2015*	\$143,733

* Projected as of December 31, 2014

Administration & Support Services

- Director makes policy, manages agency and consults the Board

- Business and Network Services Division
 - Budget Development and Execution
 - Financial Reporting
 - Asset Management and Risk Reporting
 - Accounting and Payroll
 - Purchasing, Contracting and Grant Management
 - Network Administration, wireless and VoIP communications for 200 full time agency and tenant employees

Administration & Support Services

- Facilities, Information Services and Human Resources Division
 - Maintain 236 acres of property including 21 acres of protected wetlands
 - 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
 - Provide support for use of technology solutions
 - Manage and maintain information systems
 - Keep technology on pace with agency needs
 - Manage food service, security and linen contracts
 - Support tenant agencies facility needs and information technology 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
- Demand for access to training venues
- Demand for meeting space (set-up, tear-down, cleaning)
- Increase in litigation and Attorney General costs
- Impact on local governments of potential loss of timber funds
- Potential deferred maintenance as warranties on building components and equipment expire
- Growth and stability of Criminal Fine Account (CFA) and Fire Insurance Premium Tax (FIPT)

Challenges

- Reliance on volunteers and agency-loaned instructors and role players
- Increased case load related to revocations and denials = Increased Department of Justice costs
- Student dismissals/removals
- Budget uncertainties = lay-off employees, employee morale, increased sewer/storm water and utility costs, etc.
- Unable to meet on-going demands for use-of-force and special training (Regional Training, mental illness, racial profiling, sexual violence, etc.)

	2007-09	2009-11	2011-13	2013-15
Total volunteer and agency-loaned hours	26,355	13,215	9,963	7,350
Approximate value of hours (at average of \$25.70/hour)	\$677,324	\$339,626	\$256,049	\$188,895
Estimated FTE (1 FTE = 4,160 hrs/biennium)	6.34	3.18	2.47	1.77
Students dismissed for rules violations including academic failures	21	6	16	17
Students dropped-out or removed by home agencies	73	25	12	19

*Through December 2014

Measuring Performance



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 “Calls for Service Week”
 - Comment cards on meal service at academy
 - **Strategic Planning Process**
 - **DPSST Listening Tour**
 - **Constituent Feedback – Conferences, Meetings, etc.**
 - **Validation of Standards and Training**
 - Job Task Analysis survey instruments
 - External review by experts – SAIF, OSHA, others
 - **Board on Public Safety Standards and Training**
 - Direct input and oversight of stakeholders
 - Six 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**

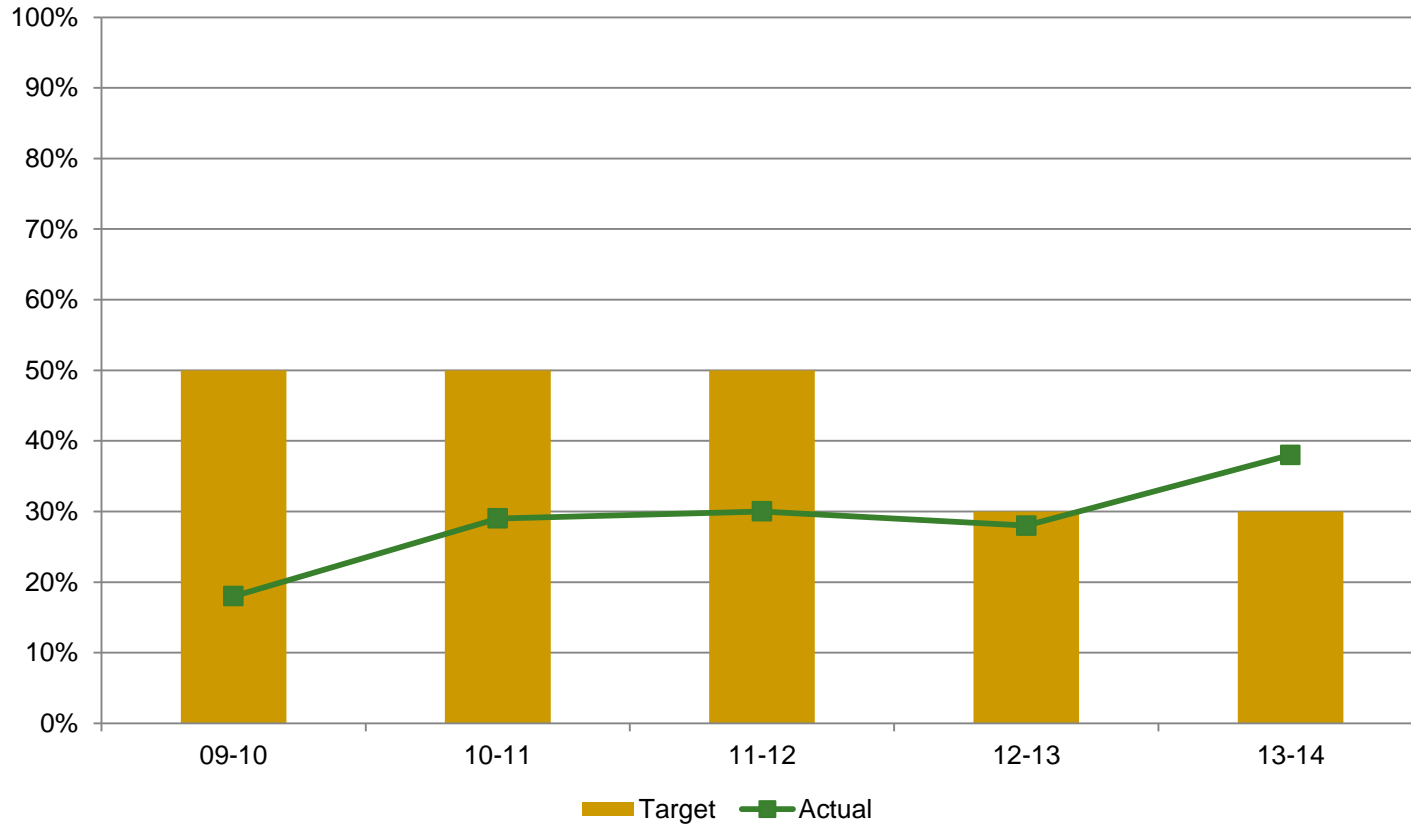
- **Public Safety Task forces and workgroups**

Staffing Ratio Target Efforts

- DPSST received an exception to HB 4131 requirement to obtain an 11:1 non-supervisory to supervisory employees ratio for the 2013-15 biennium due to its unique personnel needs and safety protocols.
 - The staffing ratio is calculated by “budgeted” positions and does not take into account part time or agency loaned employees or volunteers. The following non-supervisory employees are not considered in the calculation:
 - 23 “budgeted” positions are filled by 195 part-time employees; on average, 107 of these personnel are active at DPSST every month, leaving 84 active employees not counted every month
 - 147 Agency-Loaned Employees
 - 210 Volunteers
 - If formula included only the addition of the 84 average part-time personnel, DPSST ratio would be 14:1
 - Due to the inherent dangers in the types of training provided by DPSST, a higher supervisory ratio is necessary to mitigate risk
 - Firearms Training
 - Emergency Vehicle Operations
 - Defensive Tactics
 - Survival Skills
 - Use of Force

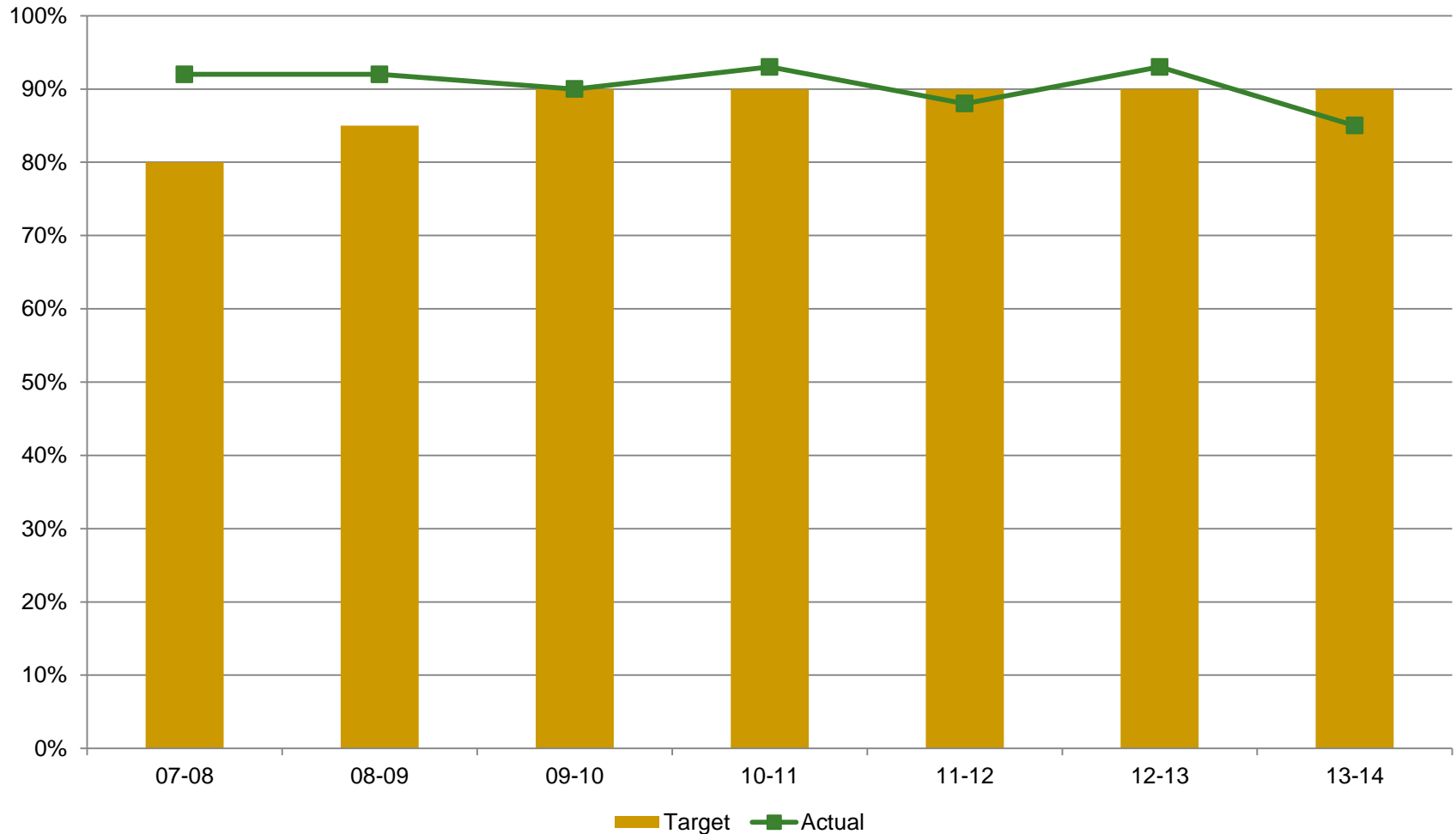
KPM #1 –Police Officer Training

Average increase in Police Officer Trainee test scores based on assessments at entry and completion of Police Basic Training (established in 2009).



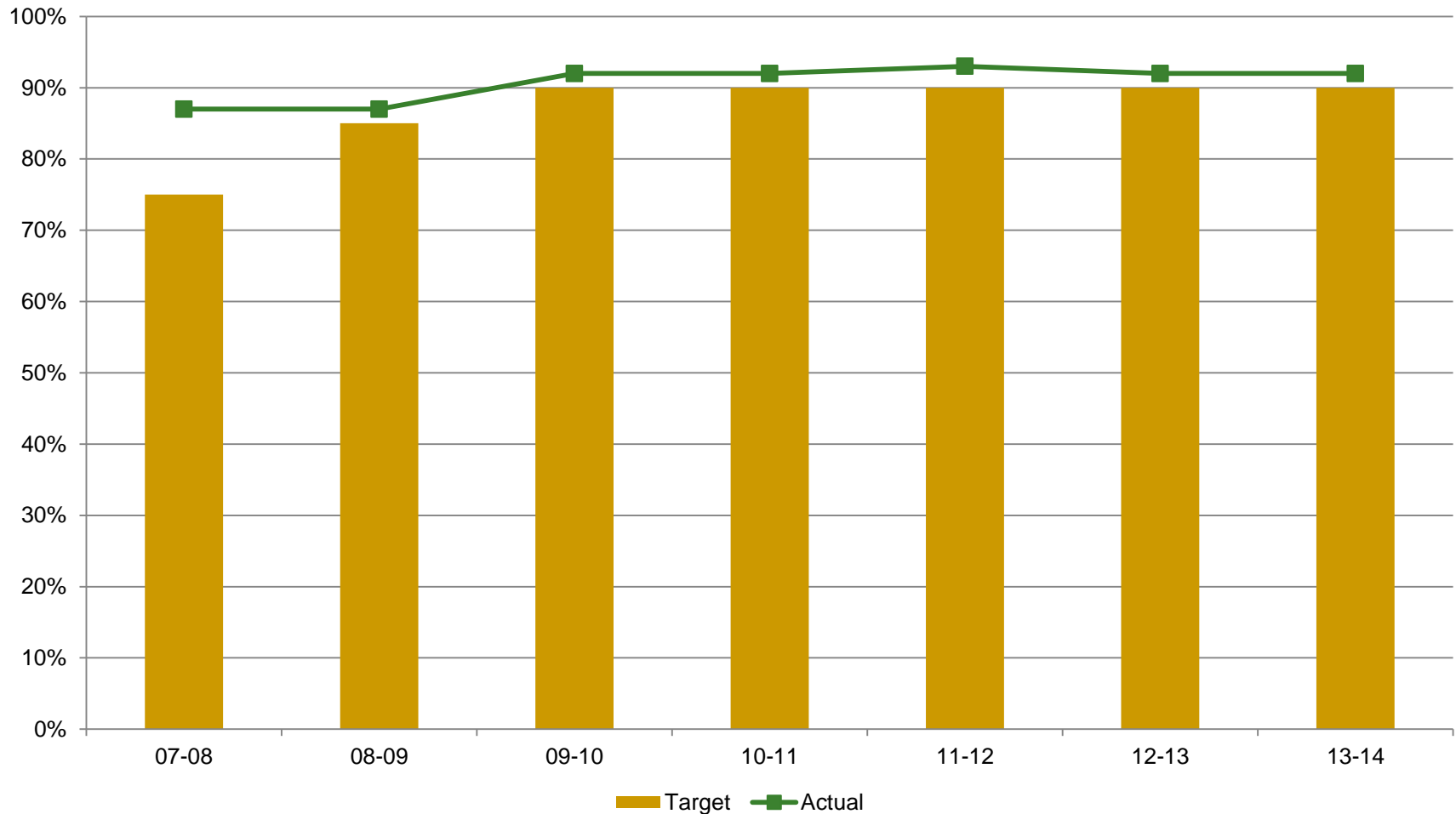
KPM #2 – Regional Training

Percentage of attendees who ranked the usefulness of DPSST criminal justice training courses at or above “6” on a scale of 1-7



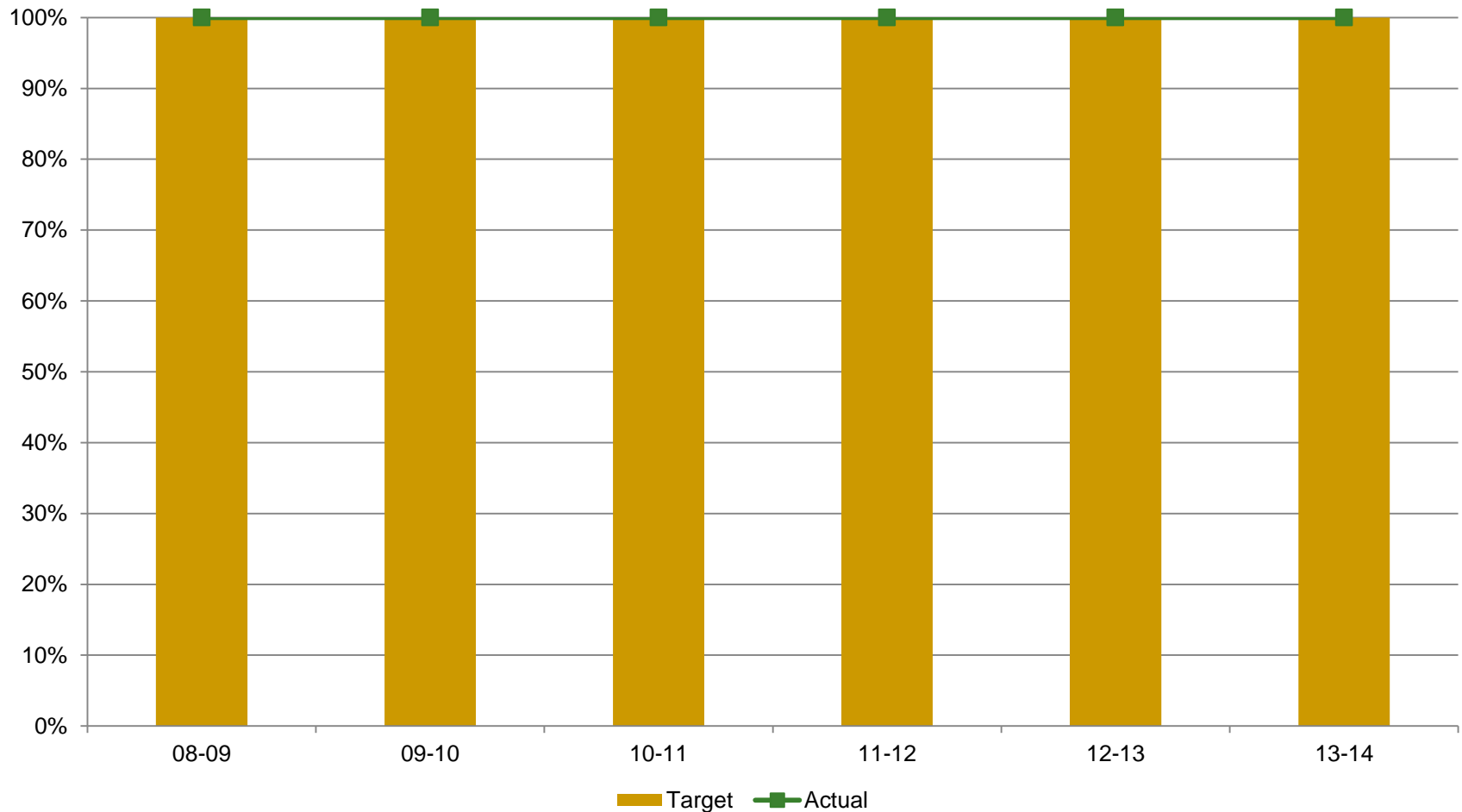
KPM #3 – Fire Training

Percentage of attendees who ranked the usefulness of DPSST fire service regional training courses at or above “6” on scale of 1-7



KPM #4 – Professional Standards

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



KPM #5 – Corrections Officer Training

Established in 2013 – inadequate data to report at this time

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

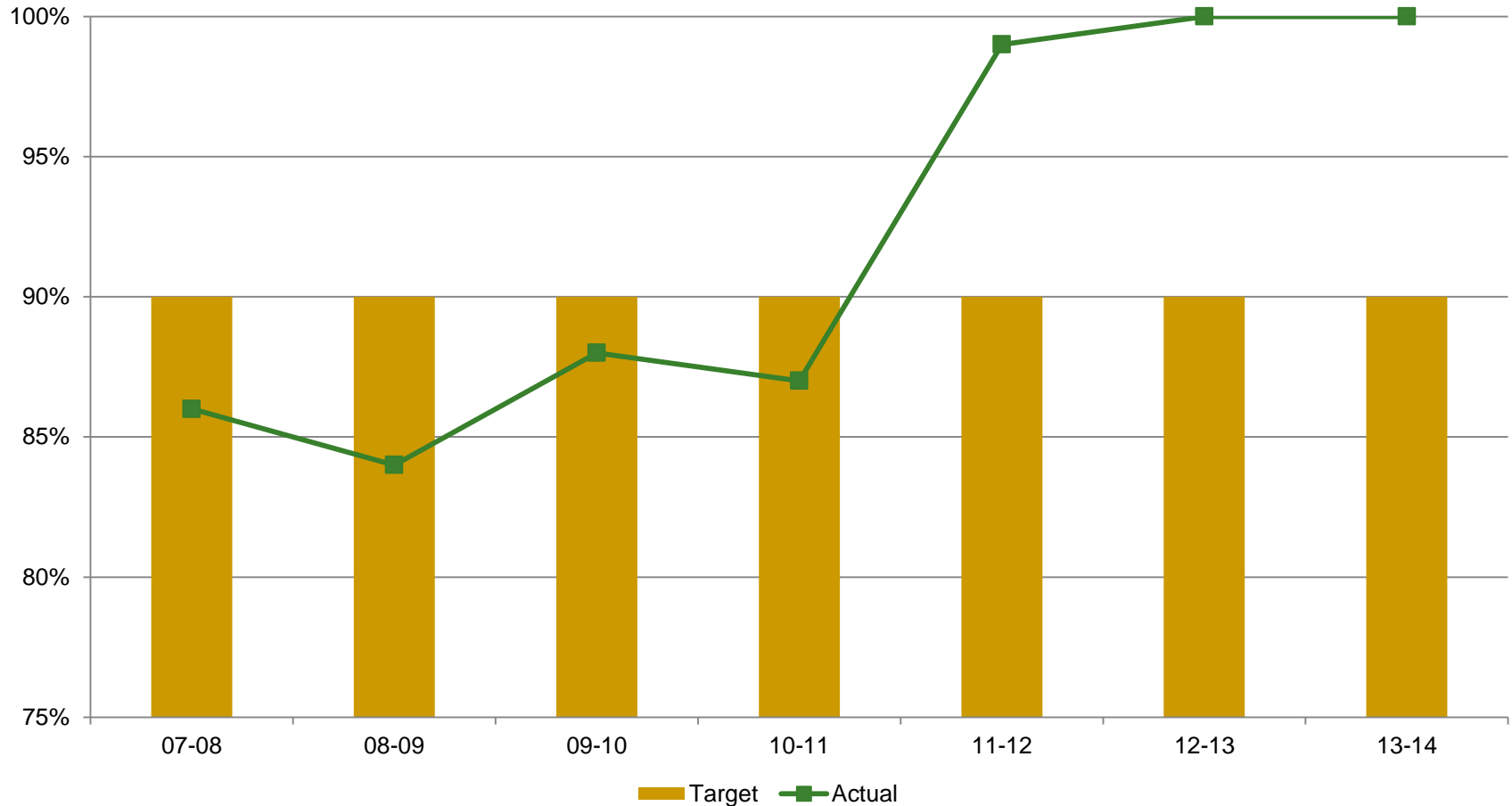
KPM #6 – Increase Professionalism of Private Security Industry

Established in 2013 – inadequate data to report at this time

The percent of the total number of individuals renewing their private security certifications who have not incurred a disqualifying violation within the current or preceding year.

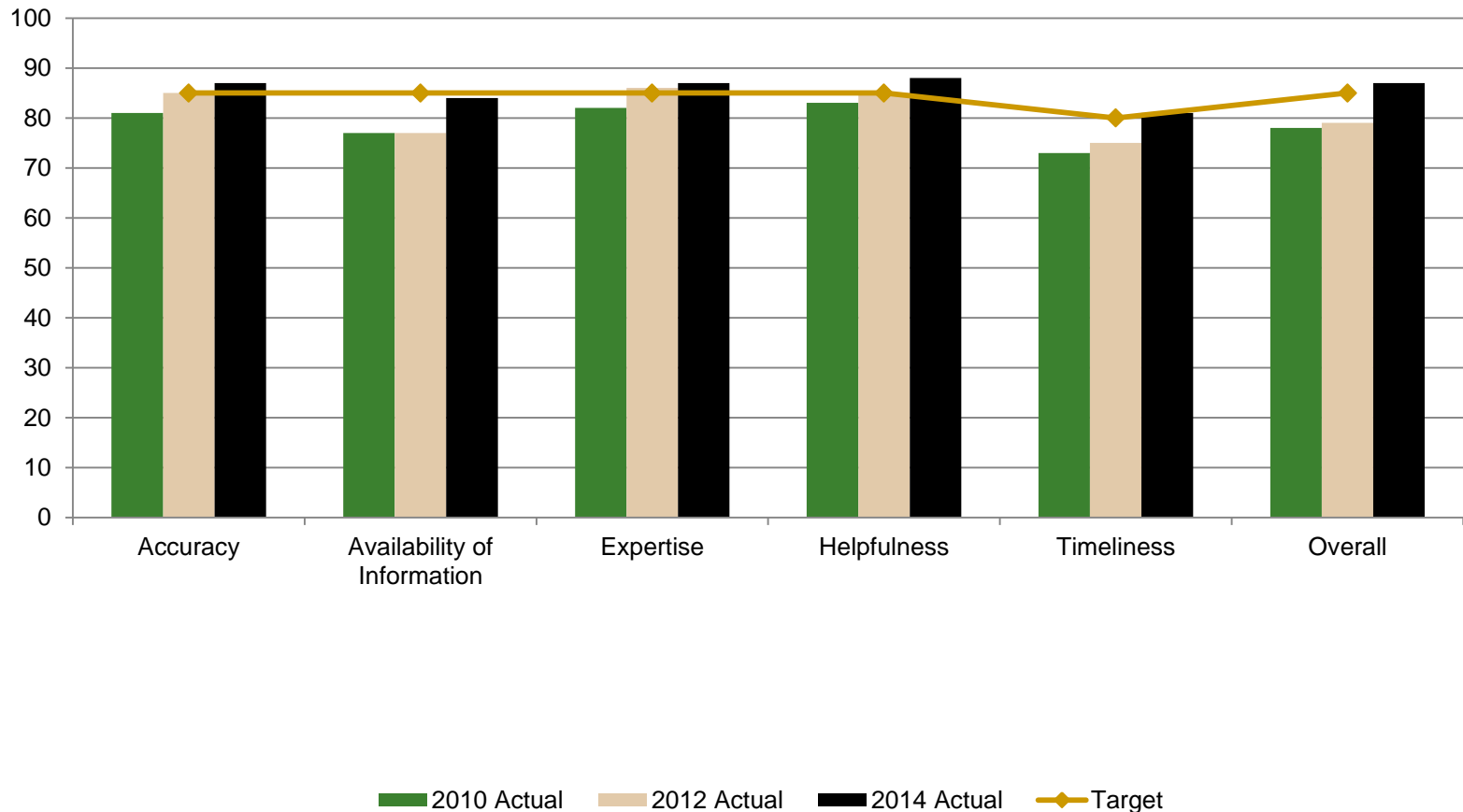
KPM #7 – Records Accuracy

Percentage of constituents who rank the accuracy and availability of records as “Above Average”



KPM #8 – Customer Service

Percentage of customers rating satisfaction with agency services above average or excellent for timeliness, accuracy, helpfulness, expertise and availability of information



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
■ Regional Training	CFA/ODOT Grant
■ Fire Training & Certification	FIPT
■ Private Security/Investigators	Licensing Fees/Civil Penalties
■ Administration	CFA
■ Debt Service	General 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, Campus Public Safety, OLCC)
5. Private Security Licensing & Training
6. Private Investigators Licensing & Training
7. Public Safety Memorial Fund

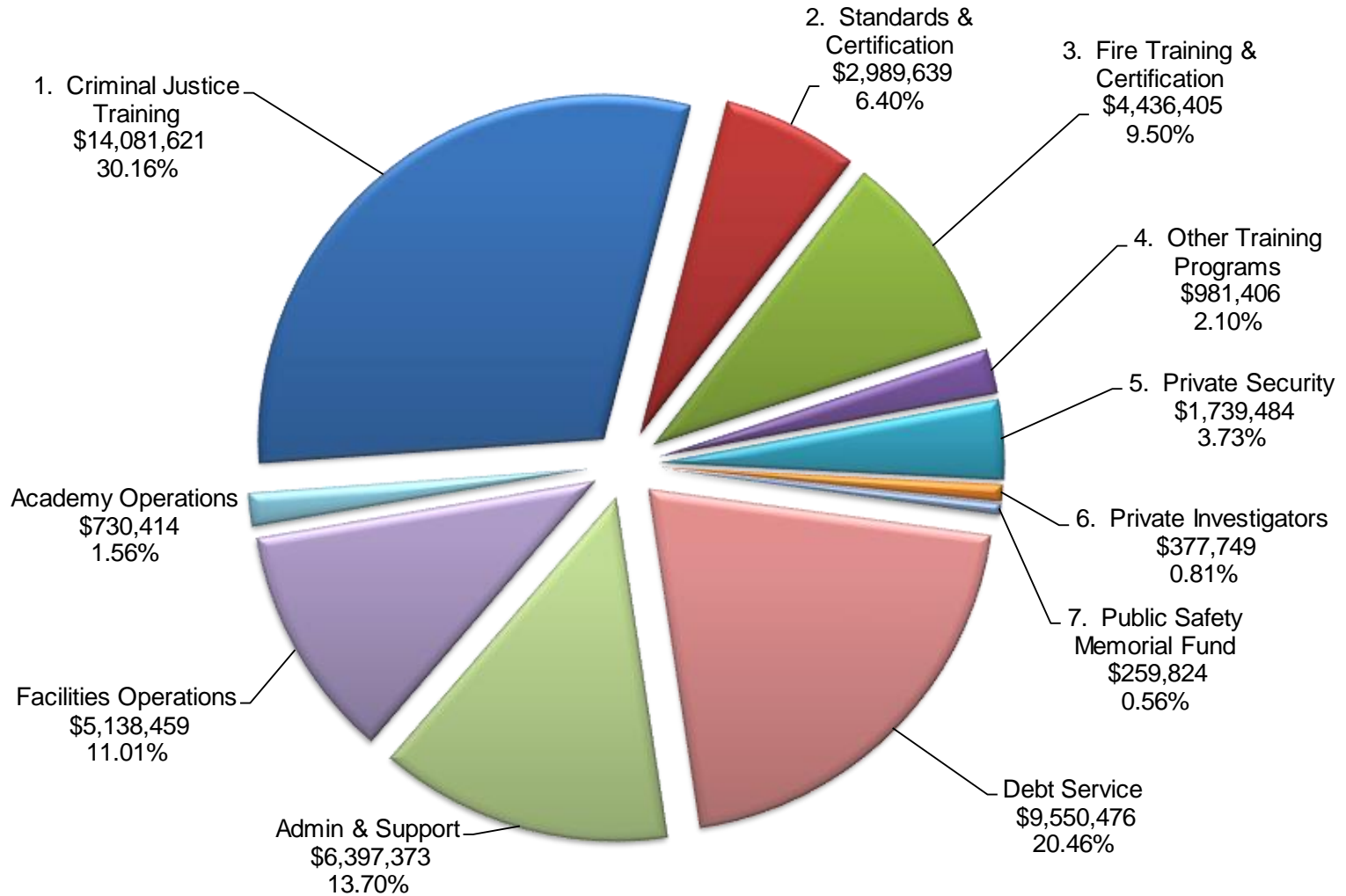
Not ranked: Debt Service, Administration, Support Services, & Operations

2015-17 Current Service Level (CSL)

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

	All Funds	Positions	FTE
2013-15 Legislatively Adopted Budget	\$44,906,211	135	133.05
Increase: HB 5201 – February 2014 – Salary Pot Adjustment	809,646	-	-
2013-15 Legislatively Approved Budget	\$45,715,857	135	133.05
Increase: Personal Services Increases (Merit Increases, COLAs, etc)	332,009	-	-
Increase: Adjust for Phased-In New Position in 2013-15 (HB 3194)	75,432	-	0.49
Decrease: Debt Service Adjustment	(237,822)	-	-
2015-17 Base Budget	\$45,885,476	135	133.54
Decrease for Vacancy Factor Adjustments	(20,716)	-	-
Increase for PERS Debt Service allocation	75,569	-	-
Increase for Non-PICS Inflation	8,807	-	-
Increase for Inflation on Supplies & Services	372,874	-	-
Increase for State Government Service Charges	360,840	-	-
2015-17 Current Service Level	\$46,682,850	135	133.54

2015-17 CSL Program Prioritization

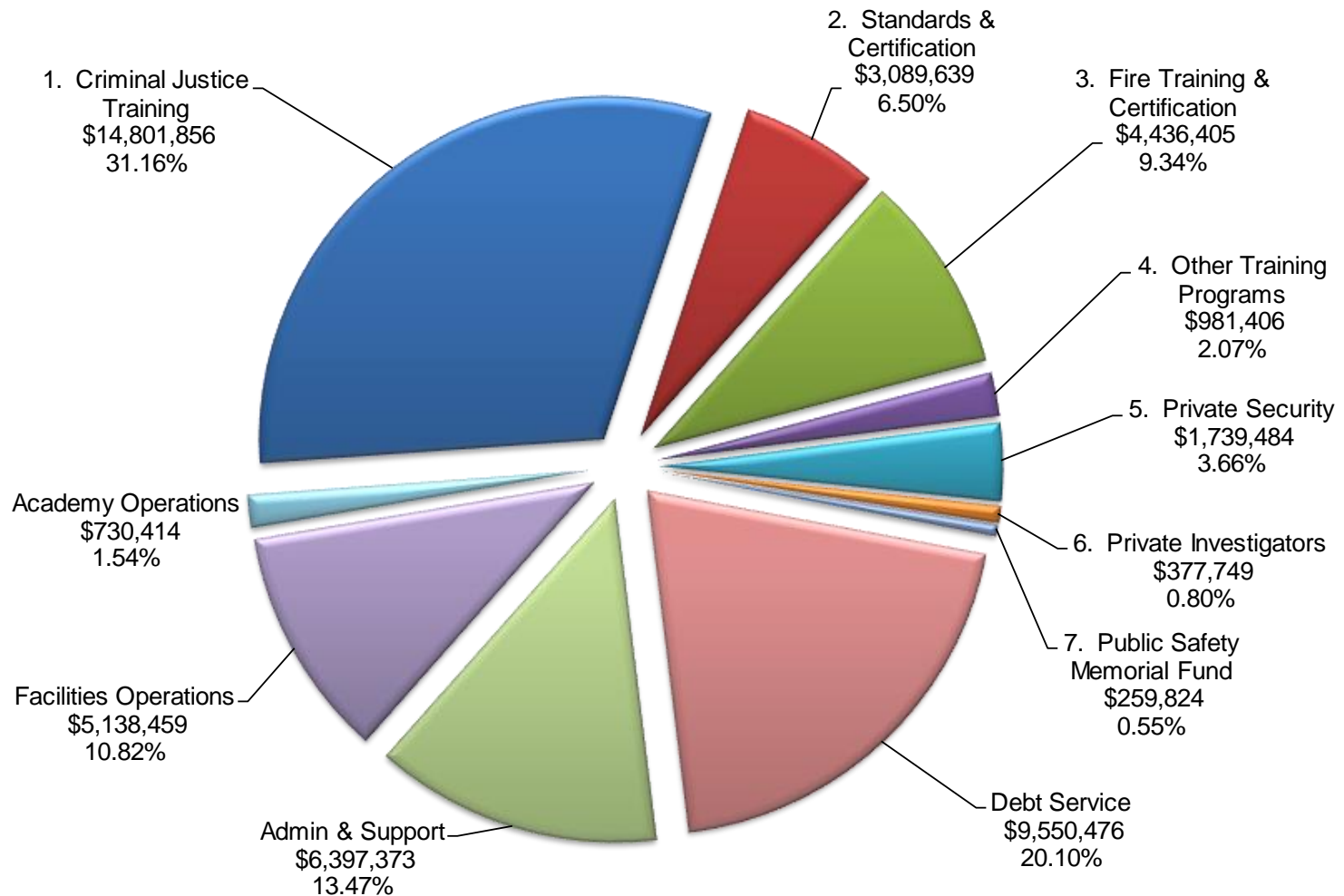


2015-17 CSL All Funds: \$46,682,850

2015-17 Governor's Budget

	All Funds	Positions	FTE
2015-17 Current Service Level	\$46,682,850	135	133.54
Policy Packages			
Policy Package 101– Mental Health Intervention Training	379,003	2	1.63
Policy Package 102 – Center for Policing Excellence	341,232	2	1.80
Policy Package 106 – Professional Standards Enforcement	100,000	-	-
Total Policy Packages	\$820,235	4	3.43
2015-17 Governor's Budget	\$47,503,085	139	136.97

2015-17 Governor's Budget



2015-17 Governor's Budget All Funds: \$47,503,085

Policy Option Packages



Policy Packages

- **Policy Package 101 – Mental Health Crisis Intervention Training**
Establishes two Public Safety Training Specialist 2 positions (October 2015 and January 2016) and related training Supplies and Services to provide advanced training to officers at the Oregon Public Safety Academy and regionally.
- **Policy Package 102 – Center for Policing Excellence Advancement**
Establishes one Public Safety Training Specialist 2 position (September 2015) and one Research Analyst 3 position (October 2015) and related training Supplies and Services to build upon the HB 3194 investment in evidence based policing.
- **Policy Package 106 – Professional Standards Enforcement**
Increase expenditure limitation within the Professional Standards Division for Attorney General costs required to enforce minimum standards.

Current Legislation with a Direct Fiscal Impact on DPSST

- Ballot Measure 91 – Marijuana Legalization – Fiscal impact is unknown at this time.
- HB 2684 & SB 211 – Makes permanent provisions allowing retired members of Public Employees Retirement System to be employed full-time by public employer as nursing instructor or as trainer for Department of Public Safety Standards and Training without loss of retirement benefits.
- SB 496 - Includes certain compensable workers' compensation claims as qualifying criteria for eligibility for benefits from Public Safety Memorial Fund

2015 Other Legislation

- HB 2372 – Requires that police officer be certified by Department of Public Safety Standards and Training rather than Board on Public Safety Standards and Training before officer may request urine test of person arrested for offense of driving while under influence of intoxicants.
- SB 238 – Requires private safety agency to comply with certain requests for personnel records from Department of Public Safety Standards and Training.
- SB 239 – Includes reserve officers in definition of "public safety personnel" and "public safety officer" subject to rules governing standards and training determinations by employing agencies.
- SB 343 & SB 389 – Repeals sunset provision related to authorized tribal police officers and protections provided to Oregon law enforcement officers.

State and National Dialog

- Arming Firefighters
- Crude Oil Trains
- National Discussion on Policing
 - Legitimacy
 - Practices
 - Training

Questions?

DPSST Presentation Appendix



DPSST 2013-15 Reclassifications

POSITION #	REPR	CLASSIFICATION	SALARY RANGE	MONTHLY SALARY	EFF DATE	COMMENT	
9907813	FROM	MMS	PRIN EXEC MGR D	31X	7,199	4/8/2014	AGENCY REORGANIZATION, CREATED PROFESSIONAL STANDARDS DIVISION DIRECTOR
	TO	MESN	PRIN EXEC MGR E	33X	7,928		
			INCREASE/(DECREASE)		729		
0709015	FROM	AFSCME	COMP SPEC 2	25	5,174	7/1/2013	INCREASE IN DUTIES REQUIRED RECLASSIFICATION
	TO	AFSCME	COMP SPEC 3	29	6,249		
			INCREASE/(DECREASE)		1,075		
0911018	FROM	AFSCME	ADMIN SPEC 1	17	3,538	2/1/2014	INCREASE IN DUTIES REQUIRED RECLASSIFICATION
	TO	AFSCME	ADMIN SPEC 2	19	3,895		
			INCREASE/(DECREASE)		357		
7175009	FROM	AFSCME	RESEARCH ANALYST 3	26	5,422	4/8/2014	AS PART OF REORGANIZATION, DUTIES MOVED TO OTHER POSITIONS (ABOVE), JUSTIFYING LOWER CLASSIFICATION
	TO	AFSCME	OFFICE SPEC 1	12	2,818		
			INCREASE/(DECREASE)		(2,604)		
2590001	FROM	MEAH	PRIN EXEC MGR G	38X	10,986	4/1/2014	DAS-HRSD DETERMINED AGENCY HEAD POSITION UNDER-CLASSIFIED BASED ON RESPONSIBILITIES, DUTIES AND CONSTITUENCY INVOLVEMENT
	TO	MEAH	PRIN EXEC MGR H	40X	12,109		
			INCREASE/(DECREASE)		1,123		
0202001	FROM	MESN	PRIN EXEC MGR E	33X	9,354	3/1/2014	AGENCY REORGANIZATION, ASSUMED HR DIVISION DIRECTOR DUTIES
	TO	MESN	PRIN EXEC MGR F	35X	10,306		
			INCREASE/(DECREASE)		952		
1315006	FROM	AFSCME	PSTS 2	30	6,682	1/1/2015	POSITION DUTIES INCREASED TO LEAD CENTER FOR POLICING EXCELLENCE AND CONSTITUENCY INVOLVEMENT JUSTIFIED UPWARD RECLASSIFICATION
	TO	MMS	OPA4	32	7,701		
			INCREASE/(DECREASE)		1,019		
1321951	FROM	MESN	PRIN EXEC MGR E	33X	8,087	3/1/2014	AS PART OF REORGANIZATION, DUTIES MOVED TO OTHER POSITION (ABOVE), JUSTIFIED LOWER CLASSIFICATION
	TO	MMC	HR ANALYST 3	29	6,663		
			INCREASE/(DECREASE)		(1,424)		

DPSST 2013-15 New Hires*

AGENCY 25900- DPSST							
PA CODE 141 - NEW HIRE							
EFFECTIVE 7/1/2013 THROUGH CURRENT							
AS OF 2/4/2015							
REPORT DATE: 2/4/2015							
ASSET CLASS 2 DATA							
DATA FROM PPDB ONLINE RECORD							
REPORT NO: EHR0940							
POSNO	REPR	CLASS DESC	STEP	JOB TITLE	APPT TYPE	EFF DATE	JUSTIFICATION FOR ABOVE STEP 2
0031001	AS	PUBLIC SAFETY TRAINING SPEC 2	04	PUBLIC SAFETY TRAINING SPEC 2	P	1/6/2014	SIGNIFICANT EXPERIENCE AS POLICE OFFICER
0101036	AS	OFFICE SPECIALIST 1	02	CERTIFICATION & LICENSING ASST	P	10/1/2013	
0101036	AS	OFFICE SPECIALIST 1	01	CERTIFICATION & LICENSING ASST	P	6/9/2014	
0101036	AS	OFFICE SPECIALIST 1	01	CERTIFICATION & LICENSING ASST	P	10/27/2014	
0507239	AS	PUBLIC SAFETY TRAINING SPEC 2	03	PUBLIC SAFETY TRAINING SPEC 2	P	9/16/2013	SIGNIFICANT EXPERIENCE AS FIREFIGHTER
0507240	AS	PUBLIC SAFETY TRAINING SPEC 2	06	PUBLIC SAFETY TRAINING SPEC 2	P	12/1/2014	SIGNIFICANT EXPERIENCE AS FIRE TRAINING AND SAFETY OFFICER
0507254	AS	ACCOUNTING TECHNICIAN 3	06	ACCOUNTING TECHNICIAN 3	P	9/22/2014	YEARS OF EXPERIENCE AS PAYROLL TECHNICIAN
0507317	AS	ELECTRICIAN 3	06	ELECTRICIAN 3	P	12/12/2014	YEARS OF EXPERIENCE AS SUPERVISING ELECTRICIAN
0507325	AS	OFFICE SPECIALIST 2	02	OFFICE SPECIALIST 2	P	10/1/2013	
0507326	AS	PUBLIC SAFETY TRAINING SPEC 2	09	PUBLIC SAFETY TRAINING SPEC 2	P	8/25/2014	SIGNIFICANT EXPERIENCE AS POLICE OFFICER
0709003	AS	INFO SYSTEMS SPECIALIST 4	05	INFORMATION SYSTEM SPEC 4	P	5/8/2014	YEARS OF EXPERIENCE AS NETWORK ADMINISTRATOR
0709006	AS	LABORER/STUDENT WORKER	01	STUDENT WORKER	P	11/10/2014	
0709006	AS	LABORER/STUDENT WORKER	01	STUDENT WORKER	P	11/10/2014	
0709007	AS	LABORER/STUDENT WORKER	01	STUDENT WORKER	P	10/1/2013	
0709007	AS	LABORER/STUDENT WORKER	01	STUDENT WORKER	P	11/10/2014	
0709013	AS	PUBLIC SAFETY TRAINING SPEC 1	06	FIRE TRAINING INSTRUCTOR	P	12/1/2014	SIGNIFICANT EXPERIENCE AS FIREFIGHTER
0911009	AS	TRAINING & DEVELOPMENT SPEC 2	03	TRAINING & DEVELOPMENT SPEC	P	1/2/2014	YEARS OF EXPERIENCE

*July 2013- December 2014

DPSST 2013-15 New Hires*

POSNO	REPR	CLASS DESC	STEP	JOB TITLE	APPT TYPE	EFF DATE	JUSTIFICATION FOR ABOVE STEP 2
1113003	AS	CUSTODIAN	03	CUSTODIAN	P	10/1/2013	YEARS OF EXPERIENCE IN FIELD
7175009	AS	OFFICE SPECIALIST 1	01	PROF STANDARDS ASSISTANT	P	4/21/2014	
7175009	AS	OFFICE SPECIALIST 1	06	PROF STANDARDS ASSISTANT	P	1/15/2015	YEARS OF EXPERIENCE
9703134	AS	PUBLIC SAFETY TRAINING SPEC 2	07	PUBLIC SAFETY TRAINING SPEC 2	P	7/29/2013	YEARS OF EXPERIENCE AS PUBLIC SAFETY OFFICER
9707134	AS	PUBLIC SAFETY TRAINING SPEC 2	05	PUBLIC SAFETY TRAINING SPEC 2	P	11/18/2013	YEARS OF EXPERIENCE AS FIREFIGHTER TRAINING OFFICER
9709134	AS	PUBLIC SAFETY TRAINING SPEC 2	01	PUBLIC SAFETY TRAINING SPEC 2	P	1/6/2014	
9904134	AS	PUBLIC SAFETY TRAINING SPEC 2	08	PUBLIC SAFETY TRAINING SPEC 2	P	7/29/2013	SIGNIFICANT EXPERIENCE AS 911 EMERGENCY MEDICAL DISPATCHER
9909104	AS	OFFICE SPECIALIST 2	02	PRIVATE SECURITY SPECIALIST	P	7/1/2013	
2008017	B	BOARD AND COMMISSION MEMBER	00	BOARD AND COMMISSION MEMBER	P	7/1/2013	
7500931	B	BOARD AND COMMISSION MEMBER	00	BOARD AND COMMISSION MEMBER	P	7/1/2014	
7500937	B	BOARD AND COMMISSION MEMBER	00	BOARD AND COMMISSION MEMBER	P	7/1/2014	
7500951	B	BOARD AND COMMISSION MEMBER	00	BOARD AND COMMISSION MEMBER	P	7/1/2014	
7500952	B	BOARD AND COMMISSION MEMBER	00	BOARD AND COMMISSION MEMBER	P	7/1/2014	
0507211	UT	PUBLIC SAFETY TRAINING SPEC 1	02	PUBLIC SAFETY TRAINING SPEC 1	L	11/13/2014	
0507211	UT	PUBLIC SAFETY TRAINING SPEC 1	02	PUBLIC SAFETY TRAINING SPEC 1	L	1/7/2015	
0507211	UT	PUBLIC SAFETY TRAINING SPEC 1	02	PUBLIC SAFETY TRAINING SPEC 1	L	1/22/2015	
0507214	UT	PUBLIC SAFETY TRAINING SPEC 1	02	PUBLIC SAFETY TRAINING SPEC 1	L	5/30/2014	
0507215	UT	PUBLIC SAFETY TRAINING SPEC 1	02	PUBLIC SAFETY TRAINING SPEC 1	L	3/18/2014	
0507215	UT	PUBLIC SAFETY TRAINING SPEC 1	02	PUBLIC SAFETY TRAINING SPEC 1	L	4/2/2014	
0507215	UT	PUBLIC SAFETY TRAINING SPEC 1	02	PUBLIC SAFETY TRAINING SPEC 1	L	4/2/2014	
0507215	UT	PUBLIC SAFETY TRAINING SPEC 1	02	PUBLIC SAFETY TRAINING SPEC 1	L	5/7/2014	
0507215	UT	PUBLIC SAFETY TRAINING SPEC 1	02	PUBLIC SAFETY TRAINING SPEC 1	L	8/1/2014	
9964133	UT	PUBLIC SAFETY TRAINING SPEC 1	00	PUBLIC SAFETY TRAINING SPEC 1	L	7/29/2013	
9964133	UT	PUBLIC SAFETY TRAINING SPEC 1	00	PUBLIC SAFETY TRAINING SPEC 1	L	8/27/2013	
9964133	UT	PUBLIC SAFETY TRAINING SPEC 1	02	PUBLIC SAFETY TRAINING SPEC 1	L	1/16/2014	
9964133	UT	PUBLIC SAFETY TRAINING SPEC 1	02	PUBLIC SAFETY TRAINING SPEC 1	L	5/7/2014	
9964133	UT	PUBLIC SAFETY TRAINING SPEC 1	02	PUBLIC SAFETY TRAINING SPEC 1	L	5/7/2014	
9964133	UT	PUBLIC SAFETY TRAINING SPEC 1	02	PUBLIC SAFETY TRAINING SPEC 1	L	1/23/2015	
9965133	UT	PUBLIC SAFETY TRAINING SPEC 1	02	PUBLIC SAFETY TRAINING SPEC 1	L	9/2/2014	
9965133	UT	PUBLIC SAFETY TRAINING SPEC 1	02	PUBLIC SAFETY TRAINING SPEC 1	L	9/3/2014	
9965133	UT	PUBLIC SAFETY TRAINING SPEC 1	02	PUBLIC SAFETY TRAINING SPEC 1	L	10/2/2014	
9967134	UT	PUBLIC SAFETY TRAINING SPEC 1	02	PUBLIC SAFETY TRAINING SPEC 1	L	12/16/2014	
9968134	UT	PUBLIC SAFETY TRAINING SPEC 1	02	PUBLIC SAFETY TRAINING SPEC 1	L	4/2/2014	
9968134	UT	PUBLIC SAFETY TRAINING SPEC 1	02	PUBLIC SAFETY TRAINING SPEC 1	L	4/16/2014	
9968134	UT	PUBLIC SAFETY TRAINING SPEC 1	02	PUBLIC SAFETY TRAINING SPEC 1	L	5/30/2014	
9968134	UT	PUBLIC SAFETY TRAINING SPEC 1	02	PUBLIC SAFETY TRAINING SPEC 1	L	6/6/2014	
9969134	UT	PUBLIC SAFETY TRAINING SPEC 1	02	PUBLIC SAFETY TRAINING SPEC 1	L	6/25/2014	
9969134	UT	PUBLIC SAFETY TRAINING SPEC 1	02	PUBLIC SAFETY TRAINING SPEC 1	L	7/3/2014	
9969134	UT	PUBLIC SAFETY TRAINING SPEC 1	02	PUBLIC SAFETY TRAINING SPEC 1	L	7/3/2014	
9969134	UT	PUBLIC SAFETY TRAINING SPEC 1	02	PUBLIC SAFETY TRAINING SPEC 1	L	9/18/2014	
9969134	UT	PUBLIC SAFETY TRAINING SPEC 1	02	PUBLIC SAFETY TRAINING SPEC 1	L	10/20/2014	
9969134	UT	PUBLIC SAFETY TRAINING SPEC 1	02	PUBLIC SAFETY TRAINING SPEC 1	L	10/22/2014	

*July 2013- December 2014