
DPSST

2023-25 Budget Presentation



Our Mission

“To cultivate excellence in public safety by developing and delivering training and upholding established professional standards”



Our Goals

- **DPSST will adopt a forward-thinking mindset focused on evolving staff needs and industry trends.**
- **DPSST will encourage an evolving platform of communication strategies designed to achieve collective understanding.**
- **DPSST will embrace private sector ideologies to create a catalyst for continually improving organizational success.**
- **DPSST will adopt a focused approach to resource allocation.**



History

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



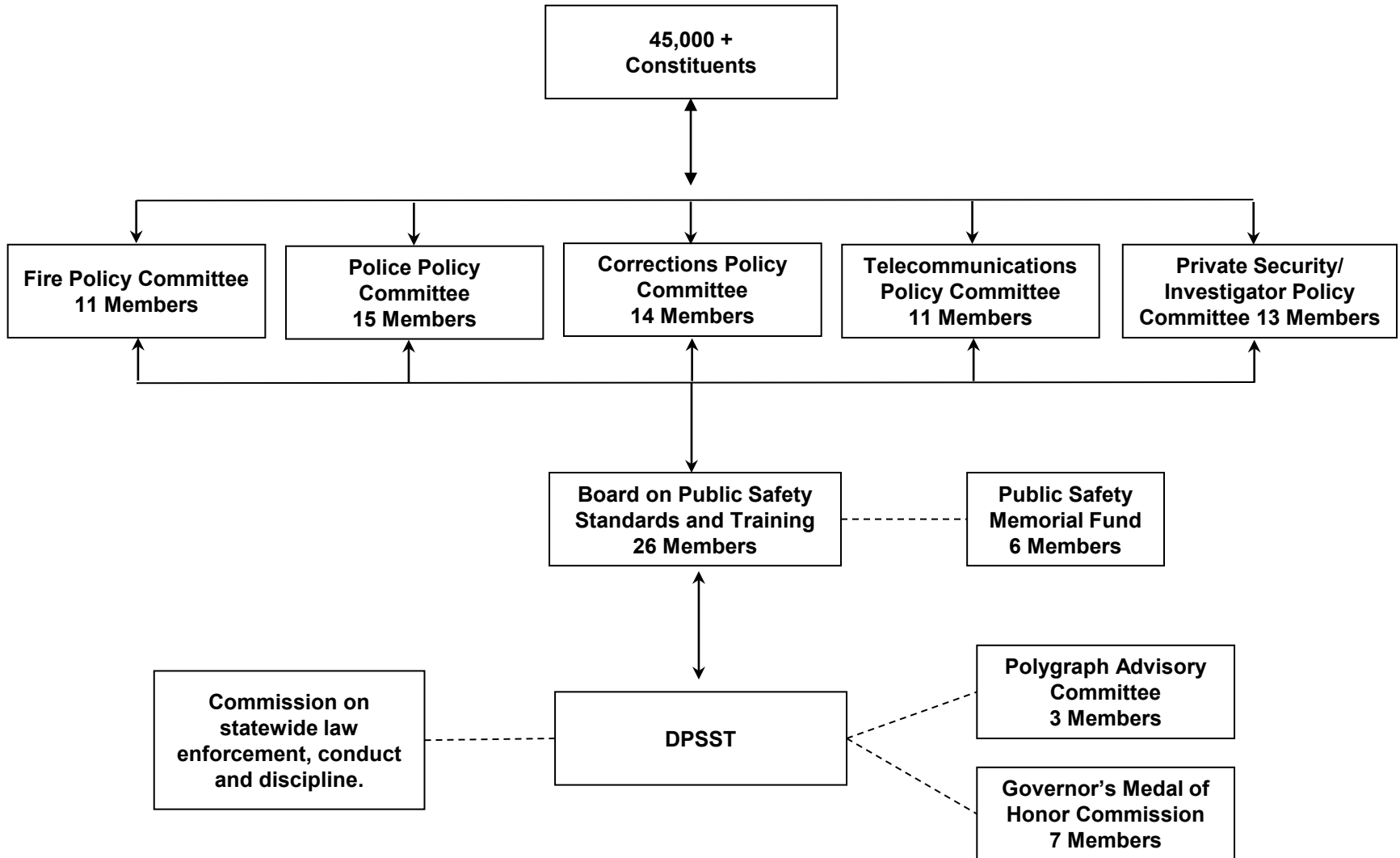
62 Years of Service to Public Safety

- **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)**
- **2021 – Commission on Statewide Law Enforcement Standards of Conduct and Discipline(HB 2930)**
- **2021 – New licensing for private security business entities effective of 01/01/2024 (HB2527)**

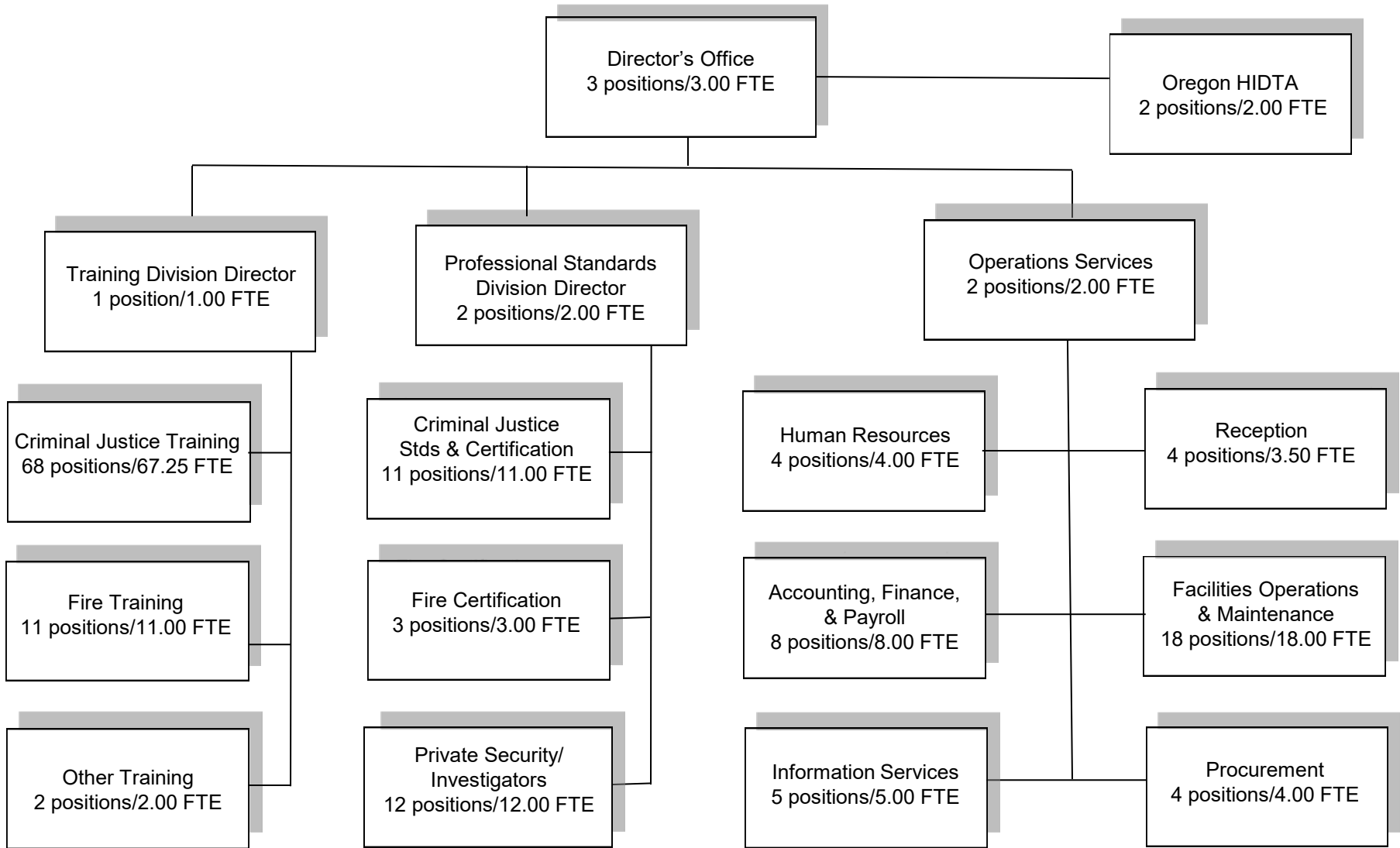
Overview of Organization, Environmental Factors & Budget Drivers



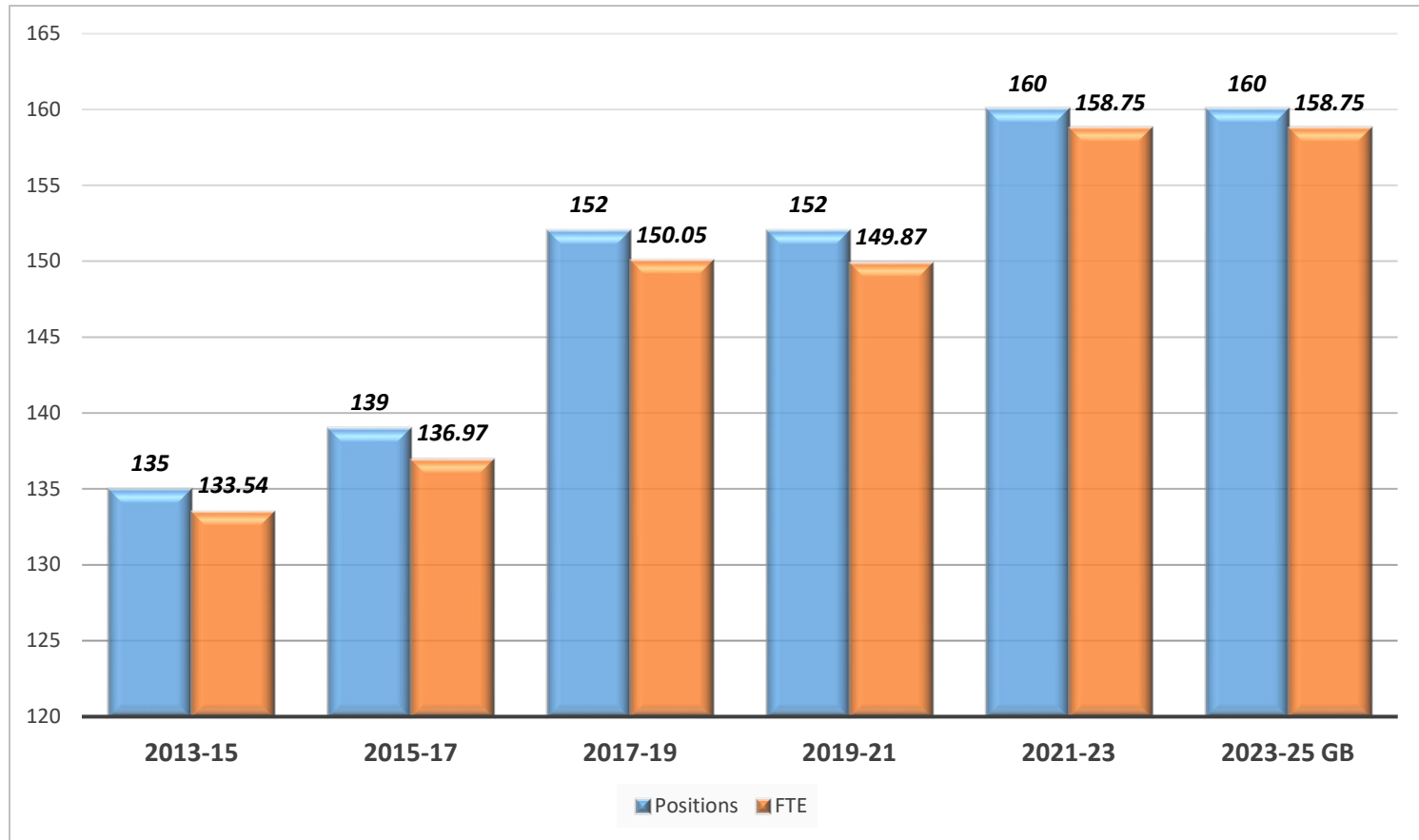
Public Safety Shared Stewardship



2023-25 GB Organizational Structure



Position/FTE Count Over Last 10 Years and 2023-25 Governor's Budget



Agency Performance

■ **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
- Washington State University partnership for developing the evidence-based training

□ **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

Academy Basic Training

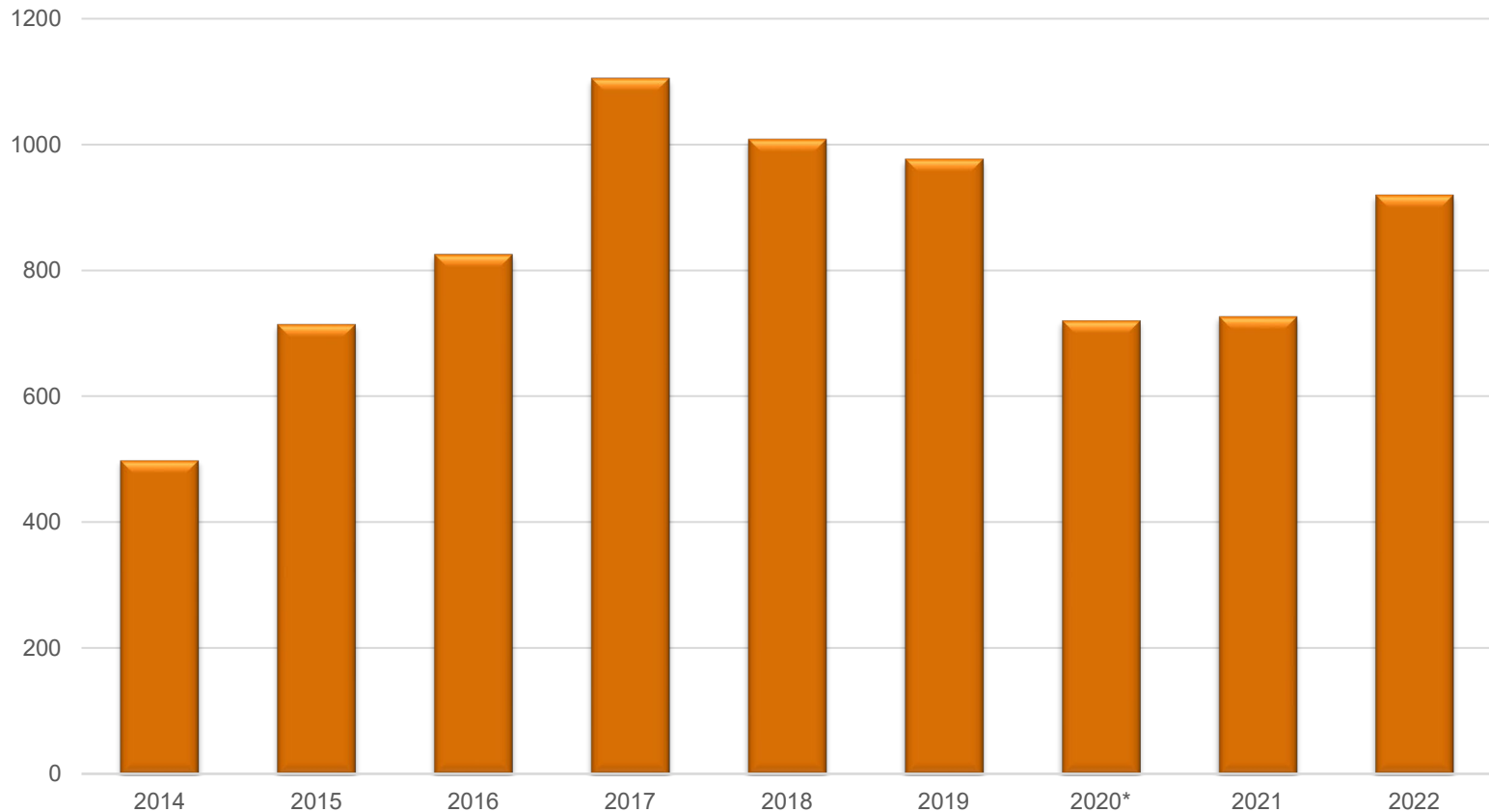
- Basic Police (16 weeks)
- Basic (City and County) Corrections (6 weeks)
- Basic Parole & Probation (5 weeks + 2 week for armed officers)
- Basic Telecommunications (9-1-1) (3 weeks)
- Emergency Medical Dispatch (24 hours)
- Police – Career Officer Development (2 weeks)
- Corrections – Career Officer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

Number of student enrolled in	2014	2015	2016	2017	2018	2019	2020*	2021	2022
Basic Police courses	149	282	401	482	400	437	320	285	434
Basic Correction courses	105	135	155	211	201	180	119	173	180
Basic Parole & Probation courses	52	81	47	78	59	44	19	19	46
Basic Telecommunication courses	69	100	122	189	142	130	110	123	119
Emergency Medical Dispatch courses	68	63	50	75	136	118	98	66	94
Police – Career Officer Development courses	47	53	45	65	54	57	46	50	43
Corrections – Career Officer Development courses	9	1	6	5	16	11	9	11	4

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

Academy Basic Training

Basic Training Student Enrollment



*Due to Covid-19, the OPSA was closed March and April of 2020

Academy Criminal Justice Training Course Counts

	2013-15			2015-17			2017-19			2019-21			2021-23		
	LAB	Add	Total	LAB	Add	Total	LAB	Add	Total	LAB	Add	Total	LAB	Add	Total
Basic Police	13	-	13	13	2	15	15	5	20	16	2	18	16	4*	20
Basic Correction	5	-	5	5	1	6	8	1	9	9	1	10	9	-	9
Parole and Probation	2	-	2	2	-	2	5	-	5	5	-	5	5	-	5

- Since 2015-17, DPSST has the averaged 18 Basic Police courses per biennia, trending to 20 courses.
- * 2021-23 Additional courses from:
 - September 2022 E-Board 2 Basic Police Courses
 - December 2022 E-Board 2 Basic Police Courses

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>
Total	\$15,643

Local Agency (Keizer PD):**

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

** Based on 19-21 figures

Center for Policing Excellence

- HB 3194(2013 session) 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

Number of students enrolled in	2014	2015	2016	2017	2018	2019	2020	2021	2022
Leadership Development Program (IPSLEI) classes	33	33	16	20	20	20	15	16	14
Supervision classes	131	143	135	144	134	117	91	89	101
Middle Management classes	37	47	29	45	47	56	23	33	45
Specialized mental health crisis response classes			707	1714	511	599	84	494	476

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

Number of students enrolled in	2020	2021	2022
Regional, specialized and advanced training classes	1681	1831	1262

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	2021	2022
Number of certification applications processed	2,059	2,344	1,317	1,649	1,793	1,769	1,929	1,463	1,654
Number of revocation or denial cases opened	251	194	252	270	243	221	183	141	175
Number of revocation or denial cases closed	245	198	207	249	219	190	159	181	89
Number of revocations or denials	79	50	64	83	77	71	33	57	27

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 – 2020, \$1,939,114 in FF for mobile live fire vehicle, fire and mobile flammable gas training props, trailers and equipment.

	2014	2015	2016	2017	2018	2019	2020	2021	2022
Number of training classes for fire service professionals	279	297	308	244	299	284	215	238	228
Number of participants attending training classes	7,993	5,318	3,200	8,577	8,959	8,939	7,685	8,437	6,735
Number of fire certifications issued	3,394	2,878	3,441	3,517	3,846	4,788	4,765	3,903	4,672
Number of fire certification applications rejected	251	272	688	516	507	640	454	286	602

Private Security/Investigators

- Certification/Licensure of private security professionals
- Licensure of private security entities (HB 2527 in 2021 session)
- Delivery of statutorily mandated training programs for Private Security Managers & Instructors
- Licensing of private security managers and private investigators
- Professional standards compliance
- Certification of Private Security Instructors (Armed, Unarmed, Alarm Monitoring)

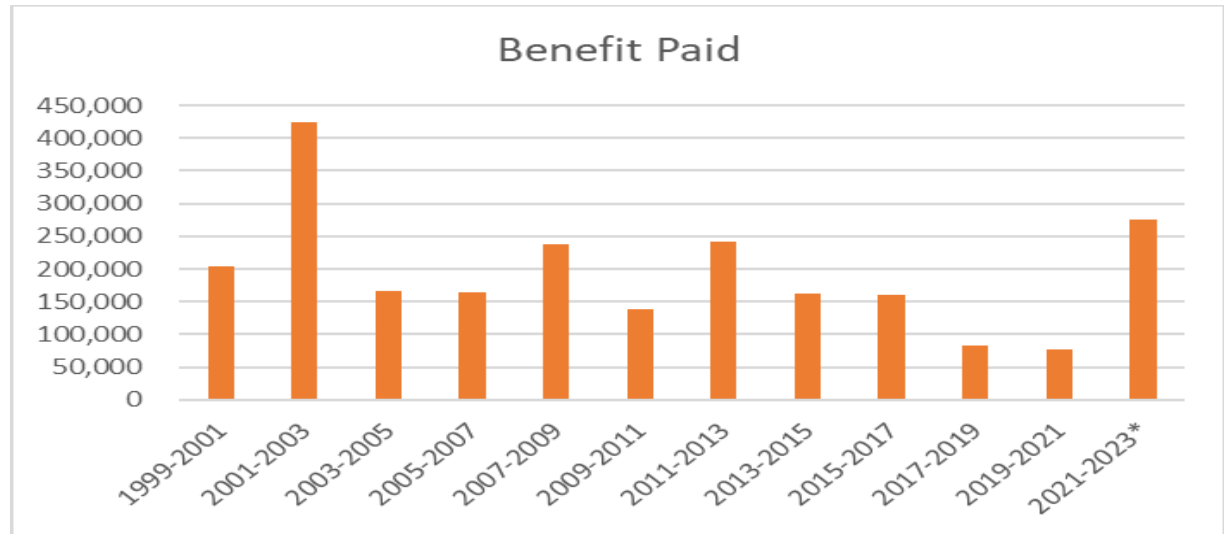
	2014	2015	2016	2017	2018	2019	2020	2021	2022
Number of newly certified private security providers	4,738	4,554	5,208	5,294	7,350	5,183	6,830	4,287	5,209
Number of private security providers renewing certification	3,906	3,610	3,948	3,735	3,851	4,149	6,057	4,049	4,004
Number of new private investigator applicants	108	90	110	123	112	109	117	129	122
Number of private investigators renewing licenses	280	231	267	255	277	300	287	289	239

*HB2527 in 2021 session

Public Safety Memorial Fund

- Established in 1999 and has paid more than \$2.3 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
- HB 4113(2022 session) adds to cancers covered by rebuttable presumption of occupational disease for eligible non-volunteer firefighters.

Biennium	Benefit Paid
1999-2001	203,739
2001-2003	424,920
2003-2005	166,787
2005-2007	164,410
2007-2009	237,568
2009-2011	137,893
2011-2013	241,038
2013-2015	162,631
2015-2017	161,247
2017-2019	83,706
2019-2021	78,111
2021-2023*	274,724



* 2021-2023 Through Dec 14, 2022

Administration & Support Services

■ Director

- Makes policy, manages agency and consults the Board

■ Operations

- 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

Administration & 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

Oregon-Idaho High Intensity Drug Trafficking Areas (HIDTA)

- DPSST as the fiduciary agency for the Federal Funds granted program
- Consists of 2 state employees(2 position/2 FTE) and 3 full-time contractors
- Goals
 - To disrupt the market of illegal drugs by disrupting and dismantling drug trafficking and money laundering organizations
 - To improve the effectiveness and efficiency of program participants (18 federal agencies, 7 state agencies, 53 local agencies, 2 tribal agencies, and the U.S. Attorney's Office in the District of Oregon and the District of Idaho)

Significant Issues

- Secretary of State Performance Audit (2021):
Key Recommendations and Findings: Police Accountability, Training and Use of Force
 - Analyze workforce capacity, develop options for addressing staffing and resource constraints
 - Analyze instructor development needs (Budget note)
 - Implement learning management system
 - Diversity of DPSST instructor cadre
 - DPSST's 16-week Basic Police Course & Delivery System
 - Field Training Officer Certification Program
 - Agency's ability to provide efficient and effective police training and to certify and de-certify officers is hindered by staffing and technical restraints
- State law requires all newly hired police officers attend a DPSST Basic Police Course within 90 days of hire and become DPSST certified within 18 months. However, the current average waiting period for new hires to attend the basic police class is 180 days and as of August 2022.

2021-2023 Significant Events

- Additional Basic Police courses
- COVID-19 Recovery
- Continuity of State Operations
 - Public Safety Reform Impacts
 - Secretary of State Performance Audit (2021)
 - Governor's Task Force on Police Standards and Training (2020)



2021-2023 Significant Events



Budget Drivers

- Public Safety Reform
 - Hiring and Retirement Trends
- Covid19
- Government Directives
- Public Safety Memorial Funds payouts
- Global Market Prices
- 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

Challenges

- Reliance on part-time 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
- Social economic uncertainties = lay-off employees, employee morale, maintaining facilities with no budgetary support process (ORS 291.215_Deferred Maintenance 2% of CRV)
- 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	2017-19	2019-21	2021-23*
Total volunteer and agency-loaned hours	13,215	9,963	7,350	8,721	8,305	5692	2743
Approximate value of hours (at average of \$29.33/hour)	\$387,596	\$292,215	\$215,576	\$255,787	\$243,586	\$166,946	\$80,452
Estimated FTE (1 FTE = 4,160 hrs/biennium)	3.18	2.39	1.77	2.10	2.00	1.37	0.66
Students dismissed for rules violations including academic failures	6	16	17	18	23	4	8
Students dropped-out or removed by home agencies	25	12	19	39	46	54	16

*Through September 2022

Hurdles and Factors/Impacting DPSST in 2023-25

- Budget constraints
 - Potential reduction in Basic, Regional & Advanced Criminal Justice Training
 - Instructor Recruitment and Development
- Factors impacting DPSST public safety training academy
 - Public Opinion
 - Governor's Task Force on Police Training and Accountability
 - Secretary of State Audits
 - Legislative action on use of force and other public safety topics
- Increased training demand regionally to address topics like:
 - Inclusion and Diversity
 - Use of Force updates
 - Ethics
 - Legitimacy in policing, etc.
- Seccession Planning
 - Change in Agency Leadership: Retirement of Director Eriks Gabliks
(30 years of DPSST Knowledge)

Factors Cont. State and National Dialog

- Racial Inequity
- On-going Public Safety Reform
- Governor's Taskforce on Police Training and Accountability
- Recruitment & Retention
 - Retirement
 - Hiring Trends
 - Equity
- Established evidence-based training curricula
 - Legitimacy / Practices / Training / Interacting with People in Crisis
- CFA is not an infinitely expanding revenue source, and yet costs will continue to increase.

Agency Changes

2017-2019	2019-2021	2021-2023
<ul style="list-style-type: none">STOP Program	<ul style="list-style-type: none">COVID-19 Pandemic Response/ECC (\$1.2M Non-Budgeted)Oregon National Guard Training (\$437K Non-Budgeted)Wildfire-ODF Cascade Fire Incident Support (\$70K Non-Budgeted)	<ul style="list-style-type: none">HB 2162-Instructor DevelopmentHB 2527-Private Security Entity

Possible Legislation with a Fiscal Impact on DPSST

- DPSST is actively tracking bills that have the potential to directly impact the budget.
 - Requirements to develop or deliver new training programs
 - Changes to the agency's administrative duties
 - Placeholders

15% Reduction Options (ORS 291.216)

ACTIVITY OR PROGRAM <small>(WHICH PROGRAM OR ACTIVITY WILL NOT BE UNDERTAKEN)</small>	DESCRIBE REDUCTION <small>(DESCRIBE THE EFFECTS OF THIS REDUCTION. INCLUDE POSITIONS AND FTE IN 2021-23 AND 2023-25)</small>	AMOUNT AND FUND TYPE <small>(GF, LF, OF, FF. IDENTIFY REVENUE SOURCE FOR OF, FF)</small>	RANK AND JUSTIFICATION <small>(RANK THE ACTIVITIES OR PROGRAMS NOT UNDERTAKEN IN ORDER OF LOWEST COST FOR BENEFIT OBTAINED)</small>
Oregon HIDTA	REDUCE SPECIAL PAYMENTS	PERSONAL SERVICES \$0.00 SUPPLIES & SERVICES \$0.00 SPECIAL PAYMENTS \$381,152 FF TOTAL \$381,152 THE WHITE HOUSE OFFICE OF NATIONAL DRUG CONTROL POLICY	#1_ THIS REDUCTION WAS APPLIED TO CURRENT SERVICE LEVEL. FIRST 5%
Criminal Justice Training	REDUCE SERVICES & SUPPLIES	PERSONAL SERVICES \$0.00 SUPPLIES & SERVICES \$1,207,741 OF TOTAL \$1,207,741 CRIMINAL FINES ACCOUNT	#2_ THIS REDUCTION WAS APPLIED TO CURRENT SERVICE LEVEL. FIRST 5%
Criminal Justice Other Training	REDUCE SERVICES & SUPPLIES	PERSONAL SERVICES \$0.00 SUPPLIES & SERVICES \$85,529 OF TOTAL \$85,529 GRANT FROM OTHER STATE AGENCIES	#3_ THIS REDUCTION WAS APPLIED TO CURRENT SERVICE LEVEL. FIRST 5%
Fire Standards and Certification	REDUCE SERVICES & SUPPLIES	PERSONAL SERVICES \$0.00 SUPPLIES & SERVICES \$274,003 OF TOTAL \$274,003 FIRE INSURANCE PREMIUM TAX	#4_ THIS REDUCTION WAS APPLIED TO CURRENT SERVICE LEVEL. FIRST 5%
Administrative and Support Services	REDUCE SERVICES & SUPPLIES	PERSONAL SERVICES \$0.00 SUPPLIES & SERVICES \$488,021 OF TOTAL \$488,021 CRIMINAL FINES ACCOUNT	#5_ THIS REDUCTION WAS APPLIED TO CURRENT SERVICE LEVEL. FIRST 5%
Facilities	REDUCE SERVICES & SUPPLIES	PERSONAL SERVICES \$0.00 SUPPLIES & SERVICES \$428,176 OF TOTAL \$428,176 CRIMINAL FINES ACCOUNT	#6_ THIS REDUCTION WAS APPLIED TO CURRENT SERVICE LEVEL. FIRST 5%

15% Reduction Options Cont.

Criminal Justice Standards & Certification	REDUCE SERVICES & SUPPLIES	PERSONAL SERVICES \$0.00 SUPPLIES & SERVICES \$191,898 OF TOTAL \$191,898 CRIMINAL FINES ACCOUNT	#7_ THIS REDUCTION WAS APPLIED TO CURRENT SERVICE LEVEL. FIRST 5%
Public Safety Memorial Fund	REDUCE SPECIAL PAYMENTS	PERSONAL SERVICES \$0.00 SUPPLIES & SERVICES \$0.00 SPECIAL PAYMENTS \$15,188 OF TOTAL \$15,188 CRIMINAL FINES ACCOUNT	#8_ THIS REDUCTION WAS APPLIED TO CURRENT SERVICE LEVEL. FIRST 5%
Private Security and Private Investigators	ELIMINATE 1 COMPLIANCE SPECIALIST 2 POSITION (0305098) REDUCE SERVICES & SUPPLIES	PERSONAL SERVICES \$197,159 SUPPLIES & SERVICES \$3,815 OF TOTAL \$200,974 BUSINESS LICENSE & FEES	#9_ THIS REDUCTION WAS APPLIED TO CURRENT SERVICE LEVEL. FIRST 5%
Oregon HIDTA	REDUCE SPECIAL PAYMENTS	PERSONAL SERVICES \$0.00 SUPPLIES & SERVICES \$0.00 SPECIAL PAYMENTS \$381,152 FF TOTAL \$381,152 THE WHITE HOUSE OFFICE OF NATIONAL DRUG CONTROL POLICY	#10_ THIS REDUCTION WAS APPLIED TO CURRENT SERVICE LEVEL. SECOND 5%
Criminal Justice Training	ELIMINATE 1 PUBLIC SAFETY EDUCATION AND TRAINING MANAGER 1 POSITION (0507206), 3 PUBLIC SAFETY TRAINING SPECIALIST 2 POSITIONS (1719800, 1315007, 1517001)	PERSONAL SERVICES \$1,212,652 SUPPLIES & SERVICES \$0.00 OF TOTAL \$1,212,652 CRIMINAL FINES ACCOUNT	#11_ THIS REDUCTION WAS APPLIED TO CURRENT SERVICE LEVEL. SECOND 5%
Criminal Justice Other Training	REDUCE SERVICES & SUPPLIES	PERSONAL SERVICES \$0.00 SUPPLIES & SERVICES \$85,529 OF TOTAL \$85,529 GRANT FROM OTHER STATE AGENCIES	#12_ THIS REDUCTION WAS APPLIED TO CURRENT SERVICE LEVEL. SECOND 5%
Facilities	ELIMINATE 1 PROCUREMENT MANAGER 1 POSITION (0033003) REDUCE SERVICES & SUPPLIES	PERSONAL SERVICES \$330,626 SUPPLIES & SERVICES \$97,550 OF TOTAL \$428,176 CRIMINAL FINES ACCOUNT	#13_ THIS REDUCTION WAS APPLIED TO CURRENT SERVICE LEVEL. SECOND 5%

15% Reduction Options Cont.

Fire Standards and Certification	ELIMINATE 1 PUBLIC SAFETY TRAINING SPECIALIST 1 POSITION (0709014)	PERSONAL SERVICES \$280,663 SUPPLIES & SERVICES \$0.00 OF TOTAL \$280,663 FIRE INSURANCE PREMIUM TAX	#14_ THIS REDUCTION WAS APPLIED TO CURRENT SERVICE LEVEL. SECOND 5%
Criminal Justice Standards & Certification	ELIMINATE 1 OFFICE SPECIALIST 2 POSITION (0507241) REDUCE SERVICES & SUPPLIES	PERSONAL SERVICES \$138,904 SUPPLIES & SERVICES \$52,994 OF TOTAL \$191,898 CRIMINAL FINES ACCOUNT	#15_ THIS REDUCTION WAS APPLIED TO CURRENT SERVICE LEVEL. SECOND 5%
Administrative and Support Services	ELIMINATE 1 ACCOUNTING TECHNICIAN POSITION (0507254) REDUCE SERVICES & SUPPLIES	PERSONAL SERVICES \$158,531 SUPPLIES & SERVICES \$317,919 OF TOTAL \$476,450 CRIMINAL FINES ACCOUNT	#16_ THIS REDUCTION WAS APPLIED TO CURRENT SERVICE LEVEL. SECOND 5%
Public Safety Memorial Fund	REDUCE SPECIAL PAYMENTS	PERSONAL SERVICES \$0.00 SUPPLIES & SERVICES \$0.00 SPECIAL PAYMENTS \$15,188 OF TOTAL \$15,188 CRIMINAL FINES ACCOUNT	#17_ THIS REDUCTION WAS APPLIED TO CURRENT SERVICE LEVEL. SECOND 5%
Private Security and Private Investigators	ELIMINATE 1 OFFICE SPECIALIST 2 POSITION (0101036) REDUCE SERVICES & SUPPLIES	PERSONAL SERVICES \$151,340 SUPPLIES & SERVICES \$49,634 OF TOTAL \$200,974 BUSINESS LICENSE & FEES	#18_ THIS REDUCTION WAS APPLIED TO CURRENT SERVICE LEVEL. SECOND 5%
Oregon HIDTA	REDUCE SPECIAL PAYMENTS	PERSONAL SERVICES \$0.00 SUPPLIES & SERVICES \$0.00 SPECIAL PAYMENTS \$381,152 FF TOTAL \$381,152 THE WHITE HOUSE OFFICE OF NATIONAL DRUG CONTROL POLICY	#19_ THIS REDUCTION WAS APPLIED TO CURRENT SERVICE LEVEL. THIRD 5%
Criminal Justice Training	REDUCE SERVICES & SUPPLIES	PERSONAL SERVICES \$0.00 SUPPLIES & SERVICES \$1,207,741 OF TOTAL \$1,207,741 CRIMINAL FINES ACCOUNT	#20_ THIS REDUCTION WAS APPLIED TO CURRENT SERVICE LEVEL. THIRD 5%

15% Reduction Options Cont.

Criminal Justice Other Training	REDUCE SERVICES & SUPPLIES	PERSONAL SERVICES \$0.00 SUPPLIES & SERVICES \$85,529 OF TOTAL \$85,529 GRANT FROM OTHER STATE AGENCIES	#21_ THIS REDUCTION WAS APPLIED TO CURRENT SERVICE LEVEL. THIRD 5%
Fire Standards and Certification	REDUCE SERVICES & SUPPLIES	PERSONAL SERVICES \$0.00 SUPPLIES & SERVICES \$274,003 OF TOTAL \$274,003 FIRE INSURANCE PREMIUM TAX	#22_ THIS REDUCTION WAS APPLIED TO CURRENT SERVICE LEVEL. THIRD 5%
Public Safety Memorial Fund	REDUCE SPECIAL PAYMENTS	PERSONAL SERVICES \$0.00 SUPPLIES & SERVICES \$0.00 SPECIAL PAYMENTS \$15,188 OF TOTAL \$15,188 CRIMINAL FINES ACCOUNT	#23_ THIS REDUCTION WAS APPLIED TO CURRENT SERVICE LEVEL. THIRD 5%
Facilities	REDUCE SERVICES & SUPPLIES	PERSONAL SERVICES \$0.00 SUPPLIES & SERVICES \$428,176 OF TOTAL \$428,176 CRIMINAL FINES ACCOUNT	#24_ THIS REDUCTION WAS APPLIED TO CURRENT SERVICE LEVEL. THIRD 5%
Criminal Justice Standards & Certification	REDUCE SERVICES & SUPPLIES	PERSONAL SERVICES \$0.00 SUPPLIES & SERVICES \$191,898 OF TOTAL \$191,898 CRIMINAL FINES ACCOUNT	#25_ THIS REDUCTION WAS APPLIED TO CURRENT SERVICE LEVEL. THIRD 5%
Administrative and Support Services	REDUCE SERVICES & SUPPLIES	PERSONAL SERVICES \$0.00 SUPPLIES & SERVICES \$488,021 OF TOTAL \$488,021 CRIMINAL FINES ACCOUNT	#26_ THIS REDUCTION WAS APPLIED TO CURRENT SERVICE LEVEL. THIRD 5%
Private Security and Private Investigators	REDUCE SERVICES & SUPPLIES	PERSONAL SERVICES \$0.00 SUPPLIES & SERVICES \$200,974 OF TOTAL \$200,974 BUSINESS LICENSE & FEES	#27_ THIS REDUCTION WAS APPLIED TO CURRENT SERVICE LEVEL. THIRD 5%

15% Reduction Options Cont.

			TOTAL FIRST 5% \$3,272,682 CFA, FIPT, FF
			TOTAL SECOND 5% \$3,272,682 CFA, FIPT, FF
			TOTAL THIRD 5% \$3,272,682 CFA, FIPT, FF
			TOTAL 15% REDUCTION ALL FUNDS \$9,818,046

Long-term Vacancy

- As of 12/31/2022

DCR	Pos No	Position Class Comp		Position Title	Pos Type	FTE	2023-25 Total Bien PS BUDGET	Reason for vacancy
25900-010-03-00-00000	2123004	AS	C1347 AP	Public Safety Training Specialist 1	PF	1.00	212,452	Recruitment is currently open.
25900-030-01-00-00000	2123002	AS	C5247 AP	Compliance Specialist 2	PF	1.00	178,249	Hold for Organization Structure Review
25900-050-01-00-00000	0109001	MENN	Z0119 AP	Executive Support Specialist 2	PF	1.00	174,015	Pending Classification Review
25900-050-01-00-00000	0507228	AS	C0103 AP	Office Specialist 1	PP	0.50	70,300	Pending Classification Review
25900-050-01-00-00000	0507254	AS	C0212 AP	Accounting Technician	PF	1.00	158,531	Included in PFP 2023-02
25900-050-02-00-00000	0709006	AS	C4116 AP	Laborer/Student Worker	PF	1.00	140,600	Pending Classification Review
25900-050-02-00-00000	0709007	AS	C4116 AP	Laborer/Student Worker	PF	1.00	140,600	Pending Classification Review

Cost Containments/Efficiencies

- Department of Corrections
 - 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
- HIDTA Fiduciary
- Public Safety Task forces and workgroups
- Internal policy updates and audit recommendation implementation
- Oregon Strategic Energy Management (SEM) Program
- Partnership memos of understanding with state and local agencies

Cost Containments/Efficiencies Cont.

- MOU (OEM, DOF, ODOT, OLCC, ODSFM and OHA)
- Food contract Re-negotiation
- Revitalize Agency Loan Program
- IT Replacement Cycles to capitalize on hybrid work efficiencies
- Capitalize on cloud-based services
- Increase fleet gas/electronic
- Night audits
- Water & Utilities
- Over time/comp time usage audit report
- Background check
- Asset Panda

Governor's Budget Overview



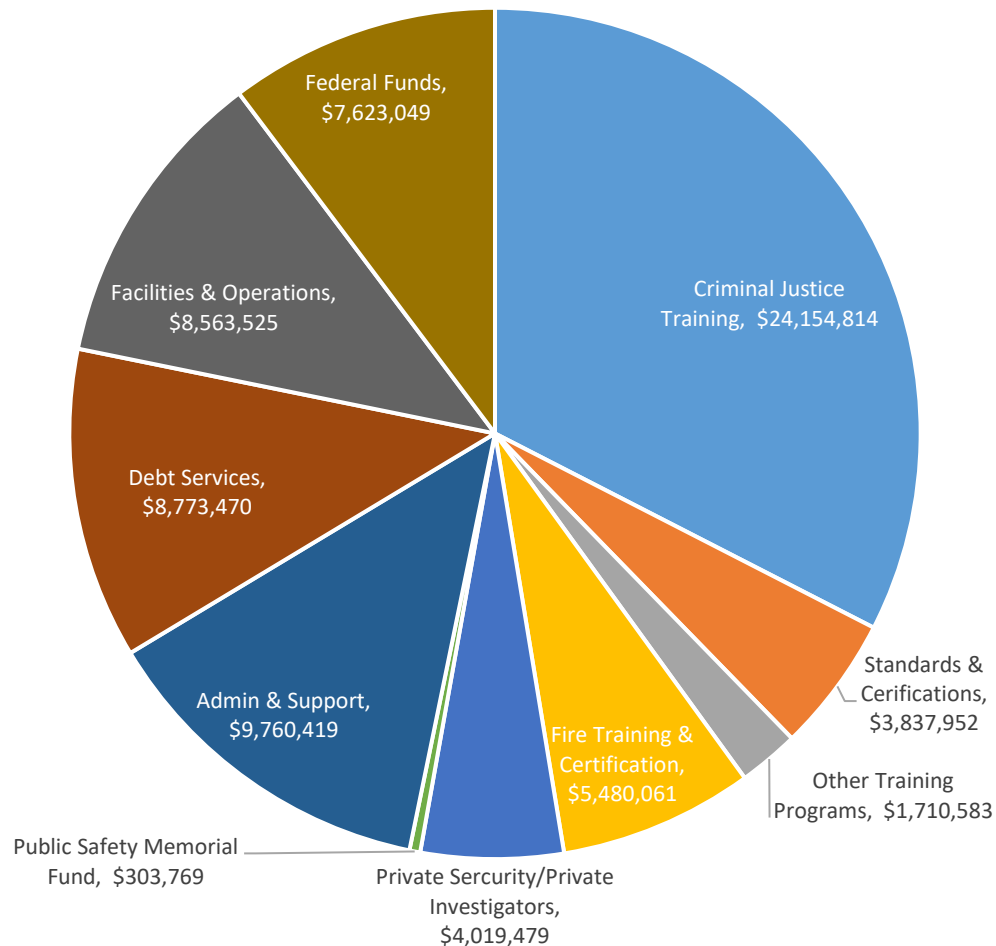
DPSST Funding Sources

<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 Professionals/Entities	Licensing Fees/Civil Penalties
■ Private Investigators	Licensing Fees/Civil Penalties
■ Polygraph Examiners	Licensing Fees/Civil Penalties
■ Administration	CFA
■ Facilities	CFA
■ Debt Services	General Fund
■ HIDTA	Federal Fund

2023-25 Current Service Level (CSL)

	Total Funds	Positions	FTE
2021-23 Leg Adopted Budget	72,254,304	160	158.74
2021-23 Emergency Boards	1,677,730	-	-
2021-23 Leg Approved Budget	73,932,034	160	158.74
2021-23 Leg Approved Budget (Base)	73,932,034	160	158.74
Summary of Base Adjustments	1,047,338	-	0.01
2023-25 Base Budget	74,979,372	160	158.75
010: Non-PICS Pers Svc/Vacancy Factor	(451,616)	-	-
020: Phase In/Out Pgm & One-time Cost	(1,612,472)	-	-
030: Inflation & Price List Adjustments	1,311,837		
2023-25 Current Service Level	74,227,121	160	158.75
Modified 2023-25 Current Service Level	74,227,121	160	158.75

2023-25 Current Service Level (CSL)

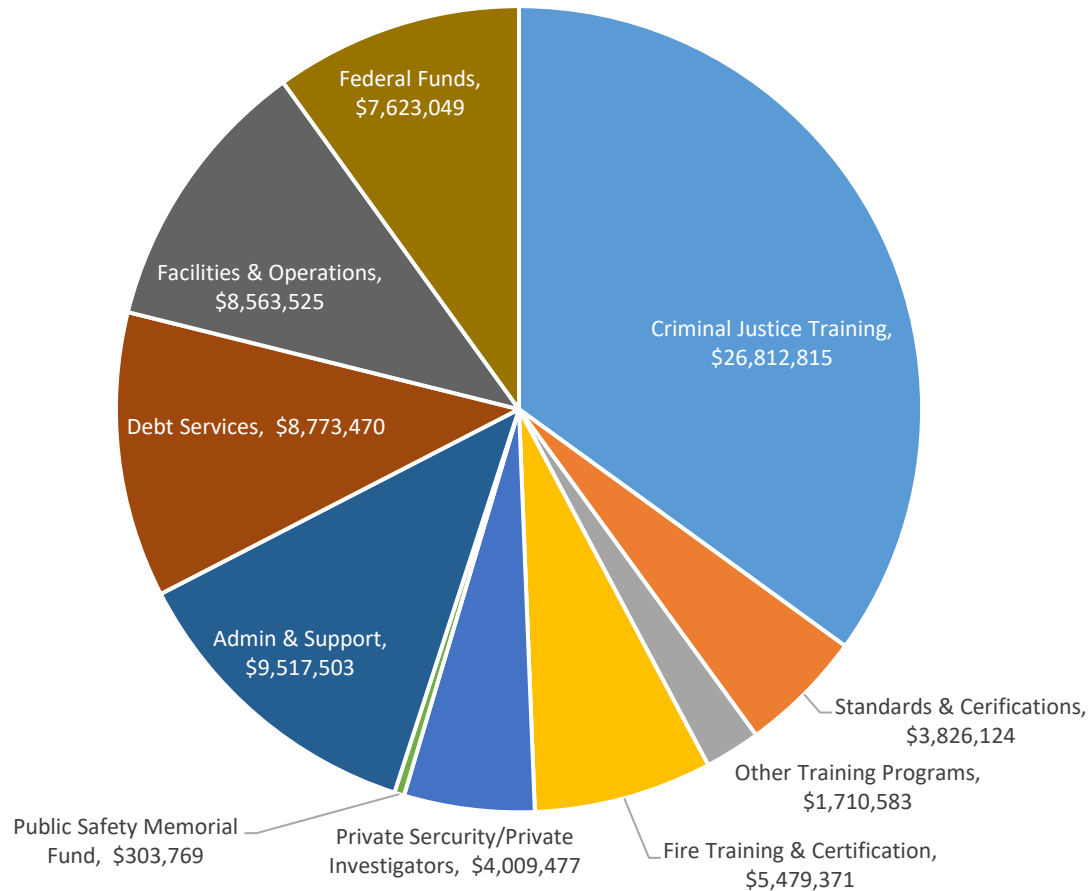


2023-25 Current Service Level All Funds: \$74,227,121

2023-25 Governor's Budget

	Total Funds	Positions	FTE
2021-23 Leg Adopted Budget	72,254,304	160	158.74
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020: Phase In/Out Pgm & One-time Cost	(1,612,472)	-	-
030: Inflation & Price List Adjustments	1,311,837		
2023-25 Current Service Level	74,227,121	160	158.75
Total Appeals/Gov's Working Adjustments	2,392,565	-	-
2023-25 Governor's Budget	76,619,686	160	158.75

2023-25 Governor's Budget



2023-25 Governor's Budget All Funds: \$76,619,686

Governor's Adjusted Working Budget

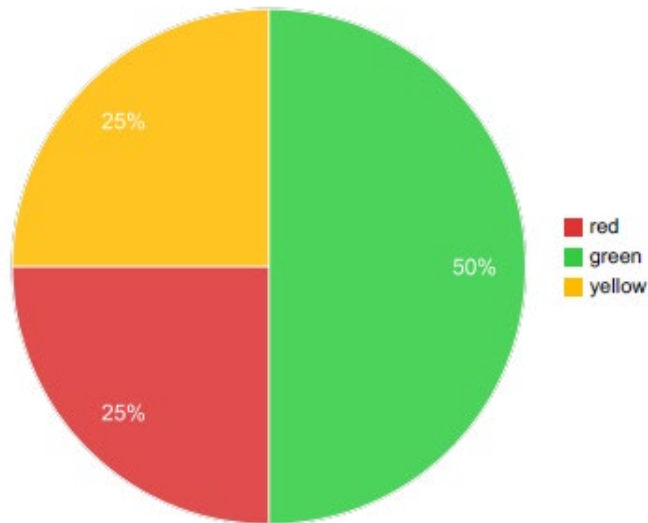
- **Package 090:**
 - **Additional funding to increase Basic Police Courses for 2023-25 from 16 courses to 20 courses**
 - **\$50K additional funding for contracted services to develop and deliver an online course on behavioral health related to Measure 110 implementation**
- **Package 092:**
 - **Statewide reduced Attorney General costs**
- **Package 093:**
 - **Statewide reduced administrative costs including DAS assessments**

Key Performance Measures



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 DPSST criminal 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 DPSST fire 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	Armed Private Security Providers - Percentage of armed private security providers and private security firearms instructors whose armed certifications are suspended due to a failure to successfully complete the required annual training
8	CUSTOMER SERVICE - 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 -



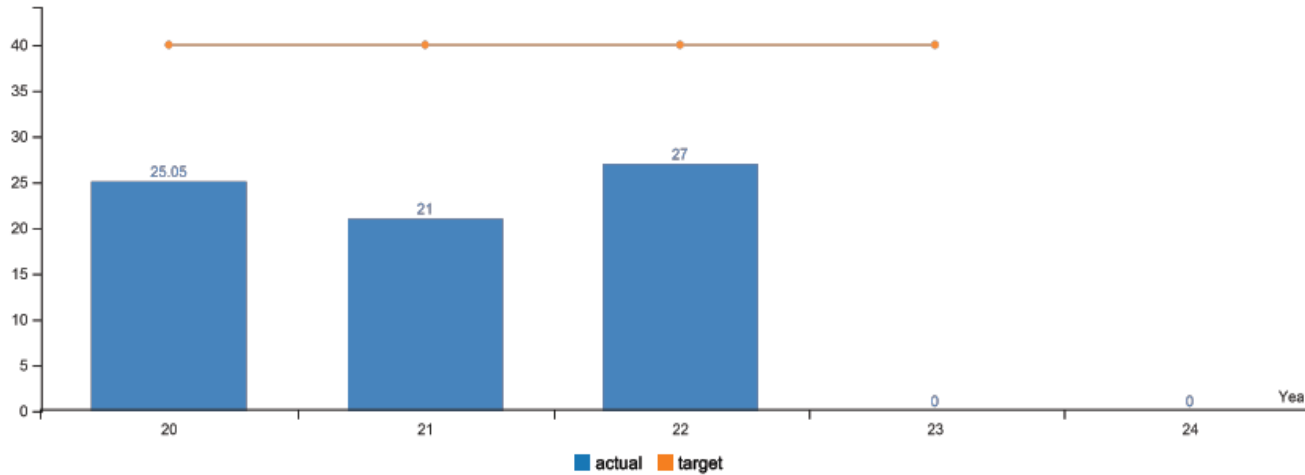
Performance Summary	Green	Yellow	Red
	= Target to -5%	= Target -5% to -15%	= Target > -15%
Summary Stats:	50%	25%	25%

KPM #1

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

* Upward Trend = positive result

Data Collection Period: Jul 01 - Jun 30



Report Year	2020	2021	2022	2023	2024
Average increase in Police Officer Trainee test scores based on assessments at entry and completion of Police Basic Training.					
Actual	25.05%	21%	27%		
Target	40%	40%	40%	40%	

How Are We Doing

For each class represented in this reporting period, there was a noticeable increase in test scores from the beginning of academy training to the end. However, the average increase did not reach the target measure.

Factors Affecting Results

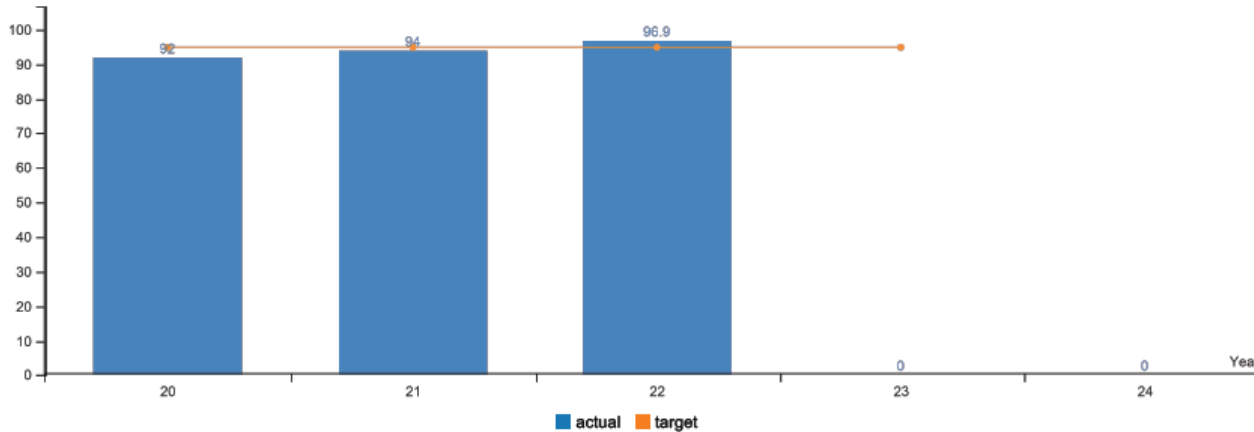
There are a number of factors that may have contributed to this outcome. The average pre-test scores rose consistently for each successive class who graduated during this reporting period (from about 68% to 78%) while the classes' average final test scores remained fairly constant (at around 91%). This affected the total average increase in test scores across classes for the reporting period. Additional factors may come from outside the academy. Changing recruitment standards at individual agencies and the level of prior knowledge of incoming students, are likely contributors to the differences in pre-test scores.

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.

* Upward Trend = positive result

Data Collection Period: Jul 01 - Jun 30



Report Year	2020	2021	2022	2023	2024
Percentage of attendees who ranked the usefulness of DPSST criminal justice regional training course at or above					
Actual	92%	94%	96.90%		
Target	95%	95%	95%	95%	

How Are We Doing

The percentage of attendees ranking the usefulness of DPSST's regional training courses above a "6" surpassed the established target of 95%. This year's 96.9% reflects the continued increase since 2018.

Factors Affecting Results

The DPSST Criminal Justice Regional training program continues to maintain a consistent presence throughout the State working with our constituent partners delivering requested training.

During this time, team staffing has remained the same as prior years, and once the state opened back up due to the pandemic, we have been busy meeting demands as well as customer expectations. In this year's customer service satisfaction survey, the CJ Regional training program received many positive responses in the open-ended questions. Some examples include:

"Being in the NE corner I'd like to say the regional training coordinators have been more readily available the last couple years than I can remember in the past."

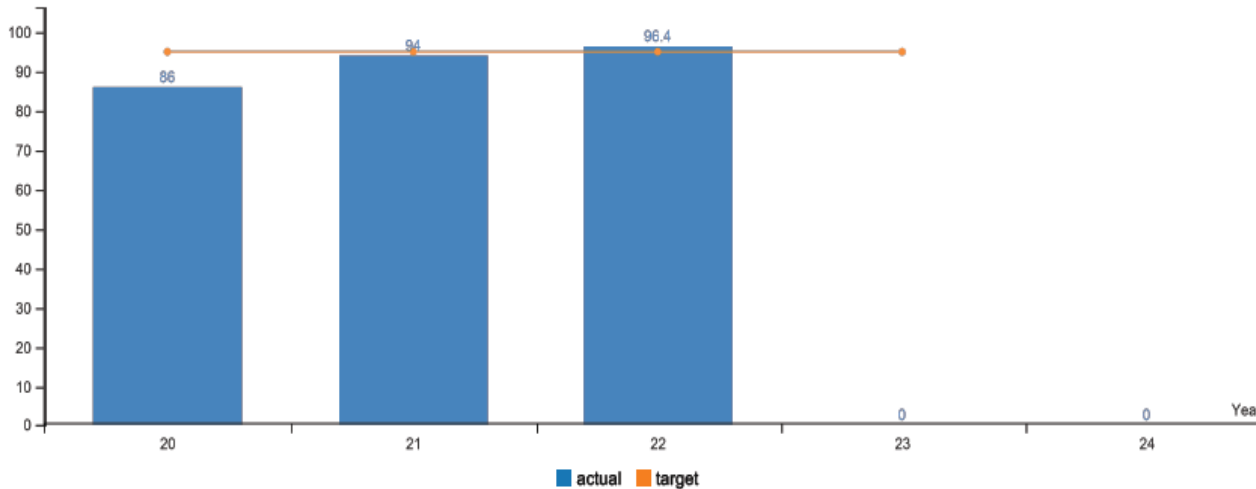
"I regularly work with Regional to assist in training my officers. They are always knowledgeable and professional."

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	2020	2021	2022	2023	2024
Percentage attendees who ranked the usefulness of DPSST fire service regional training course at or above					
Actual	86%	94%	96.40%		
Target	95%	95%	95%	95%	

How Are We Doing

In 2022, the percentage of attendees ranking the usefulness of DPSST Fire Program courses at or about a 6 reached its highest level since 2017. This is an indication that the quality and catalogue of training offered is well received from the Oregon fire service.

Factors Affecting Results

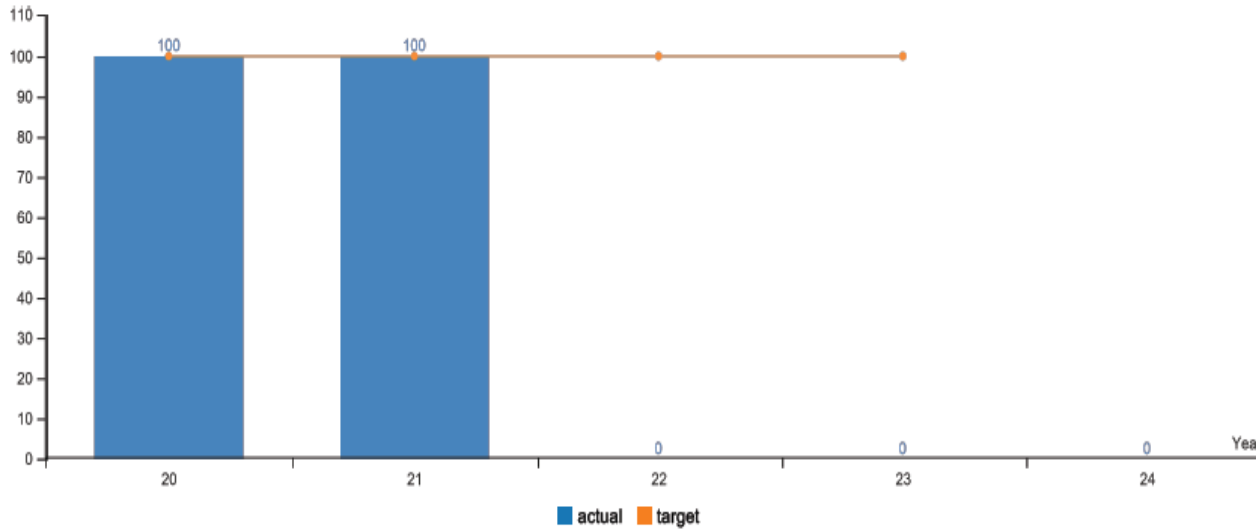
Based on the customer service satisfaction survey, the best way to support this upward trend is to explore increasing regional training offerings statewide, maintain and further develop consistent communication with fire service constituents throughout the state. The first step to achieve these goals will be to address the high vacancy factor the program is currently experiencing to ensure we are properly staff while maintaining the integrity of quality training and standards.

KPM #4

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

* Upward Trend = positive result

Data Collection Period: Jul 01 - Jun 30



Report Year	2020	2021	2022	2023	2024
Percentage of certification revocations upheld at appellate level					
Actual	100%	100%			
Target	100%	100%	100%	100%	

How Are We Doing

No data to report.

Factors Affecting Results

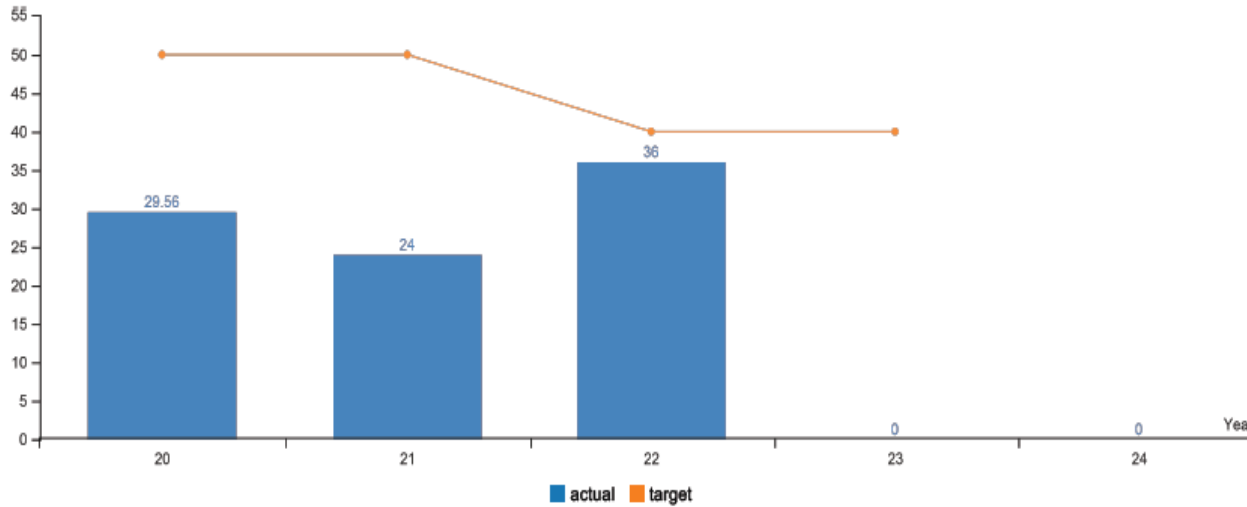
No cases completed the appellate process during the reporting period, so there is no data to report at this time. One case was submitted for appeal on May 5, 2021; however, the case was dismissed at the individual's request on June 12, 2022.

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	2020	2021	2022	2023	2024
Average increase in Corrections Officer Test Scores					
Actual	29.56%	24%	36%		
Target	50%	50%	40%	40%	

How Are We Doing

Basic Corrections-Local student test scores from entry (pre-test) to completion (final) during this reporting period indicate an increase in knowledge as a result of the training. The average improvement in test scores during the current reporting period was 36%, which is just short of the 40% target.

Factors Affecting Results

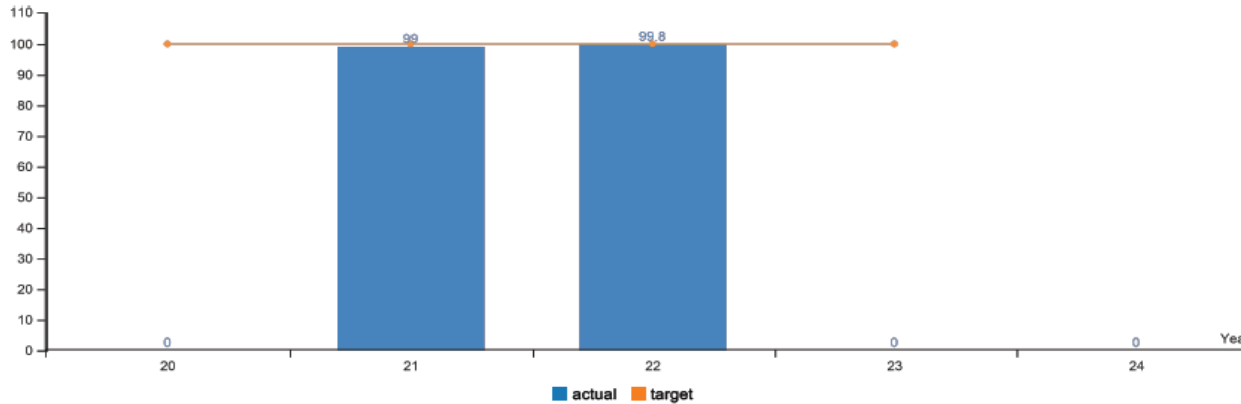
Factors affecting these results include students' various backgrounds and levels of prior knowledge gained from such sources as on-the-job training, the completion of portions of field training prior to Academy attendance, and years of related experience prior to participating in the Basic Corrections Local courses.

KPM #6

Percentage of armed private security providers and private security firearms instructors whose armed certifications are suspended due to a failure to successfully complete the required annual training.

Data Collection Period: Jul 01 - Jun 30

* Upward Trend = positive result



Report Year	2020	2021	2022	2023	2024
Percentage of armed private security providers and private security firearms instructors whose armed certifications are suspended due to a failure to successfully complete the required annual training					
Actual		99%	99.80%		
Target	100%	100%	100%	100%	

How Are We Doing

For the 2021 reporting period, 577 (29% of armed PS certifications) armed private security professionals/instructors failed to successfully complete the required annual training by the due date. Of those, 576 of the certifications were suspended in a timely manner, resulting in a rate of 99.8% timely suspensions. Of note, 136 of the 576 suspensions were reinstated after successful completion of firearms certification.

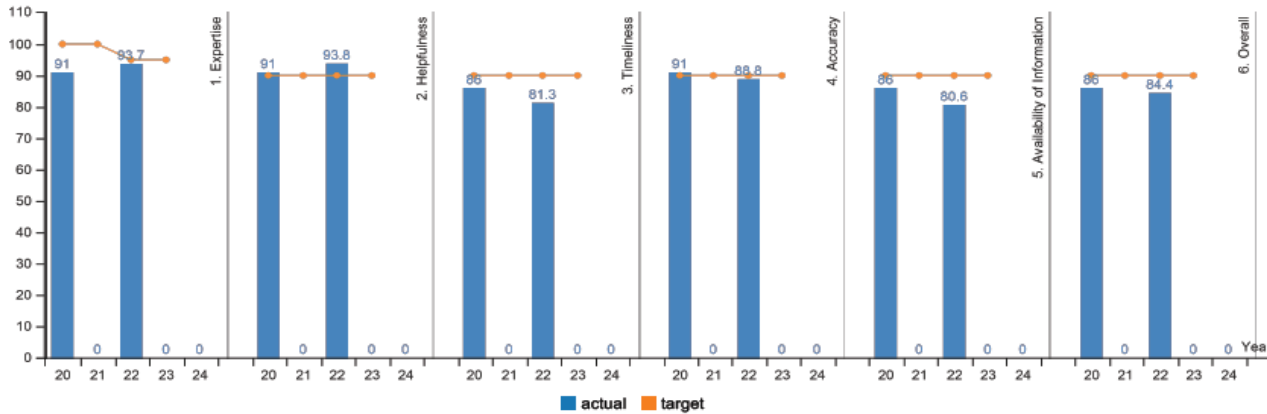
Factors Affecting Results

Current standards require armed providers to complete the firearms marksmanship qualification and armed refresher course annually to demonstrate proof of their current knowledge and skills with a firearm. The due date for qualification and training is determined by the last successfully completed course per OAR 259-060-0120 and 0135. This qualification and training requirement must be successfully completed, submitted to, and accepted by DPSST by the due date. Individuals who do not submit proof of successful completion of training are emergency suspended and may no longer provide armed private security services.

The high rate highlights the effectiveness of the Board's established training standards for Oregon armed private security providers and the DPSST's ability to enforce these established standards. Both of which contributes to the professionalism, public trust, public safety and confidence in Oregon's 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



Report Year	2020	2021	2022	2023	2024
1. Expertise					
Actual	91%	0%	93.70%		
Target	100%	100%	95%	95%	
2. Helpfulness					
Actual	91%	0%	93.80%		
Target	90%	90%	90%	90%	
3. Timeliness					
Actual	86%	0%	81.30%		
Target	90%	90%	90%	90%	
4. Accuracy					
Actual	91%	0%	88.80%		
Target	90%	90%	90%	90%	
5. Availability of Information					
Actual	86%	0%	80.60%		
Target	90%	90%	90%	90%	
6. Overall					
Actual	86%	0%	84.40%		
Target	90%	90%	90%	90%	

KPM #8 Cont.

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

How Are We Doing

Overall, DPSST received generally positive feedback on the required dimensions (Figure 2), however the target of 90% or 95% "excellent" or "good" responses was only met in one area - Helpfulness (93.8%).

The survey's open-ended questions shed light on the off-target results. Constituents identified three primary areas where DPSST can focus efforts on improvement – desire for more training (specifically, more basic academies), systems (records management, IRIS, virtual reality training) improvement, and better communication – both regarding internal processes and in terms of a more personal approach to outreach.

Factors Affecting Results

For 2022, the customer service survey was changed in few ways. First, the 2022 survey contained more questions than in previous years, allowing for a slightly more nuanced examination of the customer service dimensions listed above. Additionally, the question regarding Availability of Information was specifically tied to the website, as it was developed around the time of the 2020 survey.

Finally, only one survey instrument was developed, versus the separate Public Safety and Private Security surveys in 2020.

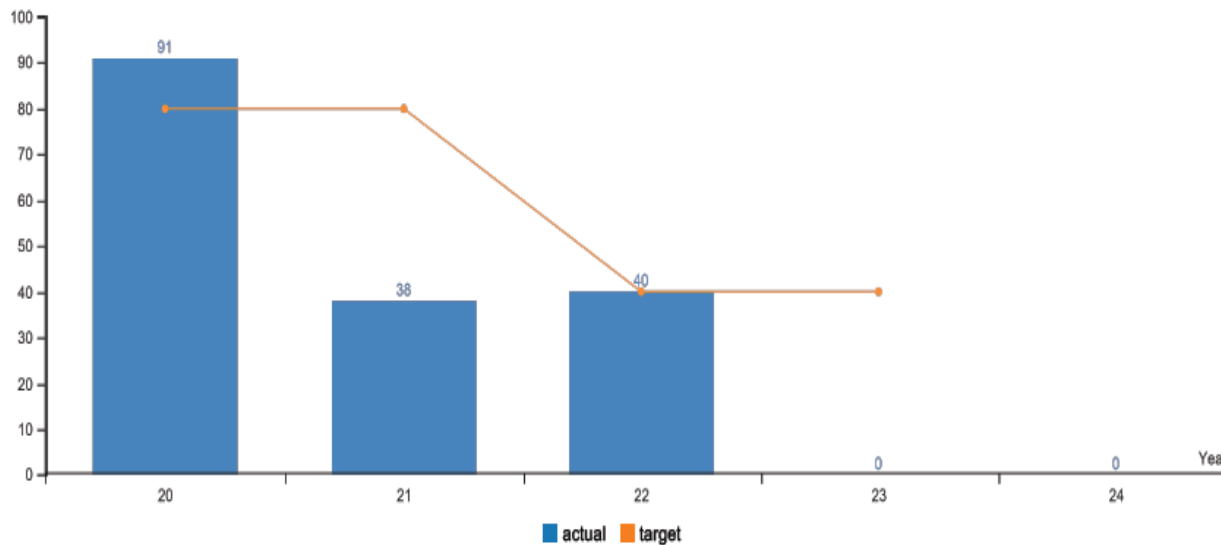
Lastly, over the last two years, the COVID pandemic had and continues to have a significant impact on services provided by DPSST. Specifically, adapting courses traditionally taught in the classroom to a virtual environment.

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	2020	2021	2022	2023	2024
Center For Policing Excellence Pre and Post-Test Score					
Actual	91%	38%	40%		
Target	80%	80%	40%	40%	

KPM #9 Cont.

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

How Are We Doing

The SLA and OLM courses continue to improve students' self-assessed confidence to apply learned knowledge and/or skills in identified areas. The 40% increase in assessment scores is down from 2021's 42% increase (avg. pre score of 2.6, avg. post score: 3.46) (see note below). However, just as in previous years, the increase in student confidence remains statistically significant.

The decreasing change over the years is not surprising, as students are entering Leadership classes with a higher average "pre" assessment of their confidence, reducing the amount of growth that can be measured by the current scoring system (ratings are between 1-4).

More specifically, student confidence increased in all critical areas connected with CPE's legislative expectations – problem solving, use of research, and addressing future challenges. The average percent increases were 33%, 58%, and 46% respectively.

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.

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. Additionally, during the reporting period, CPE continued adjusting to pandemic conditions and delivered both virtual and in-person classes depending on circumstances. Nevertheless, results indicate positive improvements in all students following training.

Note: In the next APPR, DPSST will be requesting a change to the language of this question to better reflect the data that we are and have been reporting.

To better reflect this change, the analysis of the 2022 data was done slightly differently than 2021. Equivalent results for 2020 and 2021 are listed below. 2020: 45% (avg. pre score: 2.43, avg. post score: 3.43); 2021: 42% (avg. pre score: 2.51, avg. post score: 3.42)

Q&A



Thank you!