



# Oregon

Tina Kotek, Governor

## Department of Public Safety Standards and Training

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November 3, 2025

Senator Kate Lieber  
Representative Tawna Sanchez  
Co-Chairs, Joint Interim Committee on Ways and Means  
Oregon State Legislature  
900 Court St NE  
Salem, OR 97301

Dear Co-Chairs Lieber and Sanchez,

On behalf of the Department of Public Safety Standards and Training (DPSST), we are responding to the Joint Interim Committee on Ways and Means request for information regarding our agency's statutory mission and our methodology for identifying and prioritizing potential budget reductions.

### **Agency Statutory Mission**

DPSST is statutorily charged with promoting excellence, accountability, and professionalism across Oregon's public safety workforce. Guided by its mission to pursue excellence in training and accountability for public safety professionals, DPSST provides basic and ongoing training, certifies officers, and monitors compliance with professional standards established by the Board on Public Safety Standards and Training (Board).

DPSST trains and certifies a wide range of public safety professionals, including city, county, tribal, and state police officers, corrections officers, parole and probation officers, fire service professionals, telecommunicators, emergency medical dispatchers, and regulatory specialists. The agency also certifies and licenses private security providers and entities, private investigators, and polygraph examiners, ensuring that these professionals meet rigorous qualifications and adhere to ethical standards.

Training is delivered both at the 235-acre Oregon Public Safety Academy in Salem and regionally throughout the state. DPSST offers basic, leadership, and specialized training programs in collaboration with Oregon's public and private safety agencies. These efforts support a consistent, high-quality approach to public safety training statewide.

Oversight is provided by the 26-member Board on Public Safety Standards and Training, which establishes training and certification standards for more than 50,000 public safety professionals across Oregon. The Board also makes determinations in cases involving potential decertification

and is supported by six discipline-specific policy committees that provide technical expertise and stakeholder input.

Through its statutory responsibilities under ORS Chapters 181A and 703, DPSST remains committed to fostering a competent, ethical, and diverse public safety workforce that serves and protects Oregon's communities.

### **Approach to Budget Reductions**

Our two guiding principles are to ensure the safety and wellbeing of staff and students and provide our constituents with quality services. Every decision we make at this agency is made with an emphasis on safety and quality. Our strategy for considering reduction options is to adhere to our guiding principles while prioritizing the preservation of core programs, maintaining our statutory obligations, and delivering the greatest value to our constituents.

DPSST touches every aspect of the careers of thousands of public safety professionals across our state. From attending basic training at the Oregon Public Safety Academy, to returning to their agencies for field training to gain basic certification, and pursuing advanced levels of certification and training to become leaders, DPSST plays a role in developing skills, imparting knowledge and upholding accountability every step of the way.

With so many areas of responsibility in both training and certification, we sought to identify areas for gaining efficiency while minimizing impacts on our constituents and their ability to keep Oregon's communities safe. We have undertaken a comprehensive review of all agency programs and proposed reductions that are structured to maintain delivery of core services. However, there will be inevitable impacts on DPSST's ability to provide those services with the same efficiency, responsiveness and capacity we currently maintain.

DPSST's 2025-27 budget includes \$687,720 in Other Funds for traffic safety and field sobriety training. Because these are federal grant funds administered by the Oregon Department of Transportation, they were excluded from this reduction exercise.

### **2.5% Reduction Options and Impacts**

We want to highlight that a 2.5% cut will require DPSST to reduce enrollment in academy classes, including Basic Police and Basic Corrections Local. This risks creating a training backlog for both disciplines, pushing enrollment times beyond statutory limits and reversing legislative progress made in 2023. The cuts will also shrink the pool of qualified trainers and limit hands-on training opportunities. These changes will slow the pipeline of trained officers entering the workforce and strain local agencies' capacity to keep their communities and facilities safe.

During the 2025 session, the Legislature provided DPSST with \$500,000 for non-bondable deferred maintenance costs at the Oregon Public Safety Academy. DPSST proposes returning \$51,411 in General Fund dollars allocated for this study. Forgoing this funding will alter the

preliminary work and planning needed for upcoming deferred maintenance projects at the academy.

DPSST's Fire Program serves more than 11,000 career and volunteer fire professionals in Oregon. The program is funded by the Fire Insurance Premium Tax (Other Funds) and aims to provide a wide variety of training opportunities, emphasizing safety and utilizing nationally recognized best practices. The Fire Program has traditionally provided the state's fire service, which includes more than 300 agencies and 22 regional training associations, with grant funding to help further this goal. These grant dollars helped associations fund conferences, and they aided agencies with training and equipment.

We are prepared to discontinue a plan to distribute the \$150,000 allocated for grant funding this biennium, which will impact agencies and associations throughout the state. Many of the state's volunteer agencies have minimal budgets and rely on grant funding to provide training. This will increase the cost of professional development, reduce or eliminate conference attendance, and limit agencies' ability to purchase equipment or offer training courses that they cannot self-fund. The Fire Program would save an additional \$7,363 by reducing travel and overtime pay for its regional fire training staff, who are stationed in districts throughout the state to provide the fire service with free, high-quality training that agencies otherwise wouldn't be able to provide due to lack of resources, equipment and personnel.

The Private Professional Certification and Licensing Program certifies and licenses private security providers, private security entities, and private investigators. DPSST will reduce services and supplies to the program, which is fee-based, for savings of \$133,397. This action will reduce customer service hours, training materials, technology systems and data processing, which will delay application processing and issuing of certifications and hinder training. The program serves about 26,000 individual private security providers, 1,000 private security entities and 870 private investigators. The impact on these constituents are likely to be significant, as they would be facing diminished services shortly after a series of fee increases enacted by House Bill 2033 went into effect in July 2025.

The Administrative Services Division provides essential service functions and includes Business Services, Facilities, Human Resources, Information Services, Payroll, and Procurement. The division would achieve \$602,107 in savings through reducing usage of temporary appointments, overtime, and shift differentials, along with a reduction in services and supplies. These cuts would mostly affect agency administrative functions.

They would include a reduction in equipment updates and computer replacements, which increases the risk of equipment failures and user disruptions. IS Help Desk support will have lower capacity to provide troubleshooting assistance, which will mean longer wait times and lower productivity. The employee onboarding process will slow, with reduced capacity for timely background checks caused by lower usage of temporary background investigators.

Reductions to the division will also include holding a vacant HVAC technician position on the Facilities team open for an additional six months. Facilities is responsible for maintaining the 216-acre campus and its 23 structures, and they will have lower capacity to respond after hours or during periods of high demand. This will impact constituents, including academy students and other visitors, as the dormitory and training venues are areas of high service need.

The Training Division works with local, state and federal partners to provide advanced, specialized and maintenance training at the Oregon Public Safety Academy in Salem and regionally throughout the state. DPSST will reduce enrollment basic training courses among all disciplines funded by DPSST, including Basic Police, Basic Corrections, Basic Parole and Probation, and Armed Parole and Probation, for a savings of \$539,508.

Basic Police enrollment would be reduced by 80 students, a 7.6 reduction from forecasted enrollment. Basic Corrections Local would be reduced by 40 students (-8.3%), Basic Parole and Probation by 24 students (-17%), and Armed Parole and Probation by 20 students (-16%).

Reducing enrollment in these courses will directly impact constituent agencies, partners, and communities throughout Oregon. The reductions are likely to create a training backlog, which would eliminate the progress made with significant investment from the Legislature in 2023. We anticipate enrollment delays that will push Basic Police and Basic Corrections Local wait times near or past the mandated 90-day enrollment period. The reductions will also increase Basic and Armed Parole and Probation enrollment wait times by about 20% and 16%, respectively, though these programs do not have mandated enrollment periods.

Spreading enrollment reductions across classes rather than eliminating entire classes would partially mitigate impact, but optimal savings can be achieved through cancellation of full classes. The reductions will have a detrimental effect on Oregon's public safety agencies and the people they serve. Training delays will compound hiring issues and increase costs while slowing the time it takes to have new officers ready to work in their communities and institutions. It is important to note that while these enrollment reductions will cause delays, they do not come at the expense of safety or quality of training.

The Training Division will reduce an additional \$82,777 in spending by eliminating public graduation ceremonies for basic academy classes. While graduations are a long-standing tradition that allow students to be recognized by family, friends, and employers, they require substantial staff resources and offer no direct connection to learning or job readiness. The division implemented a non-public livestream model during the pandemic and will return to this format to reduce costs.

In addition to savings on staffing, further austerity measures include replacing formal plaques with paper awards and discontinuing leather diploma holders. While these changes diminish the ceremonial recognition students receive, they align with the Division's core mission to train competent public servants and reflect the need to prioritize essential services.

The Training Division will realize \$487,087 in services and supplies savings by targeting several high-cost areas, beginning with ammunition procurement and inventory. The division has historically maintained a six-month contingency supply to safeguard against supply chain disruptions, a strategy that proved essential during the pandemic. The proposed cut would reduce this reserve to under 2.5 months, increasing the risk of training interruptions. Additionally, the division plans to shift to a more affordable, non-frangible lead-free round, which cannot be used with steel targets. While this change offers cost savings, it impacts the current training model that relies on steel targets for immediate feedback and instructional efficiency. The remaining inventory of premium frangible rounds will be used to support continued, selective use of steel targets, while all other training drills will shift to paper targets.

Reductions to in-state travel will limit the ability of staff to attend continuing education. Staff will be required to seek training locally or virtually, which may jeopardize their ability to remain subject matter experts in their assigned programs. Further savings will be achieved by discontinuing travel reimbursement for part-time instructors who live more than 100 miles from their assigned training site. While this will reduce costs, it may also limit the pool of qualified instructors available for scheduling.

Finally, the Training Division proposes reducing its training vehicle fleet by four vehicles, two patrol-equipped and two used in scenario-based training. This will require adjustments to training delivery and may reduce opportunities for students to act as primary officers during exercises. It also increases the risk of vehicle shortages during maintenance periods. These reductions carry slight operational risks, but they offer meaningful savings with minor impacts to quality of training, and we are confident that modifications to training will mitigate any negative impacts.

We have prioritized reducing basic training enrollment over other Training Division reductions because doing so provides greater certainty that the other divisional savings measures can be implemented effectively. The services and supplies reductions are built on the concept that basic training reductions are enacted first. Decreasing the number of students provides the latitude to reduce our ammunition supply and our training fleet and lowers the need for part-time instructors whose travel costs require reimbursement. Conversely, maintaining enrollment numbers while reducing our instructor pool or the number of rounds fired on the range would risk degrading both the safety and quality of training.

The Public Safety Memorial Fund provides benefits to public safety officers who are permanently and totally disabled due to a line-of-duty injury, as well as to the families of officers who have been killed or similarly disabled in the line of duty. Managed by a six-member board and administered by DPSST, the fund also supports memorial upkeep and recognition events that honor fallen officers. A proposed \$8,059 reduction would come from decreased financial assistance to officers and their families. While this action would generate savings, it risks diminishing public trust in the state's commitment to honoring the sacrifices of public safety

professionals. It may also impact the quality and frequency of memorial events that ensure these sacrifices are remembered. Preserving the integrity of this fund remains a top priority for DPSST, and any reduction would be considered only under significant fiscal constraints.

### **5% Reduction Options and Impacts**

The second 2.5% of proposed budget reductions will significantly impact DPSST's ability to deliver essential training and services. Cuts to mandated leadership programs will increase already lengthy wait times, while reductions in staffing across divisions will slow procurement, private professional certification and licensing, degrade dormitory and custodial services, and hinder technical support. Plans to expand regional training will be stalled, and staffing reductions will hinder the efficiency of firearms training, and a plan to expand training on operating heavy vehicles in adverse weather will be cancelled. Additionally, reductions to constituent services across all divisions will place further strain on local agencies already facing resource limitations.

We have calculated savings from staffing reductions based on an 18-month period. Should these options be exercised, a shorter timeframe may require additional adjustments to services and supplies reductions or the elimination of another position.

DPSST would return an additional \$51,411 of the \$500,000 in funds provided by the Legislature this year for non-bondable deferred maintenance costs at the Oregon Public Safety Academy campus. Forgoing this funding will alter the preliminary work and planning needed for upcoming deferred maintenance projects at the academy.

The Training Division would reduce enrollment in leadership programs that are mandated for front-line supervisors and mid-level managers, saving \$176,870. The Supervisory Leadership Program will be reduced by 48 students, a 17% decrease from the ARB forecast of 288 students, resulting in savings of \$78,480. The Organizational Leadership and Management Program will be reduced by 60 students, a 20% decrease, saving \$98,100. These programs already face significant wait times, with new supervisors waiting 100 to 120 days and middle managers waiting approximately 160 days. These delays are largely due to local agency challenges in releasing promoted staff for training. The proposed reductions are expected to increase wait times by about 20 percent. While an equivalency process allows agencies to use external programs, this may not be a viable option for jurisdictions with limited resources. The Training Division does not currently have a mitigation plan to address the impacts of these reductions.

The Fire Program would reduce services and supplies costs by \$157,364 by cancelling plans to upfit a pair of trucks and trailers for use as regional skid truck training tools. DPSST acquired two former Oregon State Fire Marshal (OSFM) truck and trailer sets, one which OSFM provided at no cost and the other procured from surplus for \$62,500. DPSST allocated \$100,000 to upfit both trailers with heating, seating and tables, basic amenities they currently lack for providing a sheltered, comfortable space for students to complete the virtual reality portion of the training. Cancelling the improvement plan and selling the purchased truck/trailer back to surplus would result in fewer opportunities for fire service personnel throughout Oregon to receive training on the safe operation of heavy vehicles in adverse weather conditions.



The Private Professional Certification and Licensing Program would reduce an additional \$22,237 in services in supplies, including further reduced customer service hours, training materials, technology systems and data processing, which will further delay application processing and issuing of certifications and hinder training. This second 2.5% of S&S cuts would have a significant impact on a large constituent base in the wake of recently imposed fee increases.

The Administrative Services Division would implement an additional \$51,522 in reductions to temporary appointments, overtime, shift differential, and services and supplies. This will exacerbate the impacts of the first 2.5% reduction. The Administrative Services Division operates with minimal overhead, and additional reductions will hinder its ability to effectively support the agency's daily operations. Reductions will also stall critical advancements like the deployment of the newly funded Learning Management System (LMS), impact the agency's ability to deliver timely services, and limit its ability to modernize key operations.

The Administrative Services Division's Information Services unit would eliminate a limited-duration Information Specialist 3 position for a \$157,448 reduction. The position elimination would reduce technical support capacity and slow response times to service issues. Legislative funding for the LMS did not come with any positions, and eliminating the IS3 would be detrimental to the efficient operation of the Information Services team by increasing its workload amid a major project rollout.

The Training Division would eliminate an Office Specialist 2 position for a savings of \$153,929. This role, currently vacant, is intended to provide additional support to the Academy Operations team and ensure consistent staffing at the dormitory front desk, particularly after hours. Without this position, the dormitory will remain unstaffed for most of the operational week. While the primary impact will be felt in dormitory operations, the broader Academy Operations team will also lose a resource intended to enhance overall administrative support.

The Administrative Services Division's Procurement unit would eliminate a Procurement Manager 1 position to reduce \$269,820 in spending. The position is essential for ensuring efficient procurement processes, and its elimination will lead to slower purchasing, reduced oversight and delays that will impact agency operations.

The Facilities unit, also within the Administrative Services Division, would eliminate a Custodian position at \$123,317. This will reduce the level of service in facility maintenance, delay the cleaning of the dormitory and add workload to other custodial staff, impacting overall cleanliness and building safety.

An Office Specialist 2 position in the Private Professional Certification and Licensing Program would be reduced to a part-time role, saving \$111,060. As with other proposed cuts to this

program, the reduction would degrade services by slowing application processing and issuance of certifications, diminishing constituent services following a recently imposed fee increase.

The Center for Policing Excellence (CPE) is a unit within the Training Division that researches, develops and maintains curricula for all mandated public safety training and maintains testing processes. DPSST would eliminate a Public Safety Specialist 2 position and reduce services and supplies for a combined reduction of \$316,892. The Program Development Coordinator is a core position in CPE, but there is redundancy within other CPE positions to offset the elimination of this role. This reduction would increase workload for other staff and interrupt efforts to reorganize the position's role within the team. A services and supplies reduction will impact the unit's ability to attend conferences and learn about best practices through education, networking and collaboration. It will also limit the size and scope of research projects.

Further reductions to the Professional Standards Division would include the elimination of an Office Specialist 2 position and a services and supplies reduction for a combined savings of \$187,509. The position elimination will have an immediate negative impact on the division. Other staff will be expected to absorb the work, and constituent services around the reporting and tracking of training hours will suffer. A reduction of \$44,620 in services and supplies will place further constraints on the division's budget, portions of which it has no control over due to unexpected fees arising from contested professional standards cases. Public safety professionals are increasingly choosing to dispute certification revocations, which leads to extensive fees from the Department of Justice for legal representation and the Office of Administrative Hearings for holding proceedings.

A savings of \$34,000 would be made by down-classing a Public Safety Training Specialist 2 to PSTS 1 in the Training Division. The down class of a PSTS 2 within the Firearms Training Program will significantly impact this critical, high-risk program. It is currently staffed with two coordinators and a team of instructors, which allows for multiple ranges to be operated simultaneously. Reclassifying one of the coordinators will result in an inability to staff a coordinator to the program during all training sessions, but retaining the employee as an instructor will mitigate some of the impact on operations. The loss of a coordinator will require the Training Division to designate lead instructors in that role, or cross-staff other coordinators to the building as needed. This is a high-risk venue, and we are committed to assuring safety by adequately staffing and supervising training operations.

Eliminating a Public Safety Training Specialist 1 position within the Regional Training Program would save \$240,173. Losing this position will reduce our ability to deliver mandated leadership training on all fronts. This position has been pivotal in stabilizing the Leadership Training Program and has built the foundation on which we plan to deliver regional leadership programs around the state. This reduction would likely end that project, resulting in an ongoing need for constituents to travel to Salem to receive the training, causing them hardship and exacerbating scheduling and staffing challenges at the academy.



Lastly, an additional \$8,059 reduction would come from decreased financial assistance to officers and their families under the Public Safety Memorial Fund. Further reducing this fund would diminish public trust in the state's commitment to honoring the sacrifices of public safety professionals. Maintaining this fund is a top priority for DPSST.

We have approached these reduction proposals strategically, aiming to maintain the integrity of our mission without compromising safety or quality. While these reductions are structured to minimize harm, they would inevitably impede the agency's ability to deliver services at current levels. The cumulative effect would be a leaner operation with reduced responsiveness and capacity, particularly in areas that support training delivery, criminal justice certification, private security and investigator certification and licensing, facilities maintenance and information systems support.

Our staff are our greatest asset, and these proposed reductions reflect difficult decisions that were made with considerable care. We are committed to doing what's necessary to support our state's fiscal health, and we appreciate the Committee's leadership and thoughtful consideration through this challenging process.

Please do not hesitate to contact me should you require additional information or clarification.

Respectfully yours,

A handwritten signature in blue ink, appearing to read "Phil Castle", with a stylized, cursive script.

Phil Castle  
Agency Director

Agency Name: <b>DPSST</b>																
2025-27 Biennium																
2025-27 LAB				2,056,439	-	80,411,969	-	82,468,408								
Detail of Reductions to 2025-27 Legislatively Adopted Budget																
1	2	3	4	5	6	7	8	9	12	13	14	15	16	17		
Priority (ranked most to least preferred)		Agency	SCR or Activity Initials	Program Unit/Activity Description	GF	LF	OF	NL-OF	TOTAL FUNDS	Pos.	FTE	Gov. Reduction Target Yes / No	One-Time Yes / No	Describe the reduction and associated impact on services and outcomes. Please identify the source of Other Funds reductions.		
Dept	Prgm/ Div															
Admin	Facilities	DPSST	050	Facilities Assessment	51,411				\$ 51,411			N	Y	Partial return of funds provided under a \$500,000 policy option package for non-bondable deferred maintenance costs at the Oregon Public Safety Academy. First 2.5%.		
Fire	Fire	DPSST	020	Fire Program			150,000		\$ 150,000			N	Y	DPSST may discontinue a plan to distribute \$150,000 in grant funding to Oregon fire departments and associations. The Fire Program has historically awarded grants to the Oregon fire service to fund conferences, equipment, and course offerings. Eliminating this funding source would increase the cost of professional development, force departments to reduce or eliminate conference attendance, or reallocate funds away from other areas of need. It would also limit fire departments' ability to purchase equipment or offer training courses that they cannot independently fund. First 2.5%. Other Funds, Fire Insurance Premium Tax.		
Fire	Fire	DPSST	020	Fire Program			7,363		\$ 7,363			N	Y	Reduce regional travel and overtime for DPSST's regional fire training staff, who are stationed in districts throughout the state to provide Oregon's fire service with free, high-quality training that departments often otherwise wouldn't be able to provide due to lack of resources, equipment and personnel. First 2.5%. Other Funds, Fire Insurance Premium Tax.		
PSPI	Security	DPSST	030	Private Security			133,397		\$ 133,397			N	Y	Reduce services and supplies to include reductions in customer service hours, training materials, technology systems and data processing. The reductions would delay application processing and hinder training and certification, diminishing constituent services following a recently imposed fee increase. First 2.5%.		
Admin	Admin	DPSST	050	Administration			602,107		\$ 602,107			N	Y	Reduce temporary appointments, overtime, shift differential, and services and supplies in the Administrative Services Division, which includes Business Services, Facilities, Human Resources (HR), Information Services (IS), Payroll, and Procurement. Cuts would include a reduction in equipment updates and computer replacements, increasing the risk of equipment failures and user disruptions. IS Help Desk will have lower capacity to provide support, resulting in longer wait times and reduced productivity. The Facilities team, which is responsible for maintaining a 216-acre campus that sees 24/7 use, will have lower capacity to respond after hours or during periods of high demand. The HR onboarding process will slow due to reduced usage of temporary background investigators, and HR development and training efforts would be suspended, limiting staff growth and internal capacity building. First 2.5%. Other Funds, Criminal Fines Account.		

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Dept	Prgm/ Div															
Training	Training	DPSST	010	Basic Training Programs			539,508		\$ 539,508			N	Y	Reduce enrollment in basic training courses among all disciplines funded by DPSST. Basic Police Program enrollment would be reduced by 80 students (a 7.6% reduction from forecasted enrollment), Basic Corrections Local by 40 students (-8.3%), Basic Parole and Probation by 24 students (-17%) and Armed Parole and Probation by 20 students (-16%). These reductions will likely create a backlog in training, eliminating the progress made with significant investment from the Legislature in 2023. We anticipate enrollment delays that will push Basic Police and Basic Corrections wait times near or past the mandated 90-day enrollment period. The reductions will also increase Basic and Armed Parole and Probation enrollment wait times by about 20% and 16%, respectively, though these programs do not have mandated enrollment periods. Spreading reductions across classes rather than eliminating entire classes would partially mitigate impact, but optimal savings can be achieved through cancellation of full classes. The reductions will have a detrimental effect on Oregon’s public safety agencies and the people they serve. Training delays will compound hiring issues and increase costs while slowing the time it takes to have new officers ready to work in their communities and institutions. First 2.5%. Other Funds, Criminal Fines Account.		
Training	Training	DPSST	010	Basic Training Program Graduations			82,777		\$ 82,777			N	Y	Elimination of Basic Course Graduation Ceremony. A savings of \$44,442 would be achieved by eliminating staff hours for the public graduation ceremonies held for all basic academy classes. DPSST would also replace formal wood and metal award plaques with paper versions for a savings of \$11,970, eliminate leather diploma holders for course completion certificates for a savings of \$20,865, and modify a contract with a bagpiper for a savings of \$5,500. Graduation ceremonies are a meaningful tradition marking the completion of training and an opportunity for families, friends and employing agencies to recognize and celebrate students. However, they offer no meaningful impact on public safety, require considerable resources, and are a luxury that cannot be maintained among service reductions. DPSST will shift to a non-public online streaming graduation, as it did during the pandemic, as partial mitigation. First 2.5%. Other Funds, Criminal Fines Account.		

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Dept	Prgm/ Div															
Training	Training	DPSST	010	Skills Training Programs			487,087		\$ 487,087			N	Y	Reduce services and supplies by reducing contingency ammunition reserve, using lower-cost ammunition, reducing budgeted in-state travel, and reducing training fleet. The Training Division maintains a six-month reserve of ammunition to ensure adequate supply during the fiscal turnover process and safeguard against supply chain interruptions. The current inventory of 600,000 rounds would be reduced to 249,000 rounds, a two-month supply, for a savings of \$175,161. This savings comes at the risk of our ability to provide training if our ability to source ammunition is compromised. The Firearms Training Program would shift to a lower-cost ammunition for a savings of \$169,400. DPSST currently uses a lead-free frangible round, allowing students to train on steel targets that are ideal for training quality and efficiency. It would shift to a marginally more affordable lead-free non-frangible round, which is suitable for use with paper, but not steel targets. Paper targets do not offer the immediate auditory signal of steel and take longer to score because instructors must pause training and proceed downrange. The Training Division would utilize the current inventory of frangible ammunition to support continued, selective use of steel targets in training and revise all other firearms drills to utilize paper targets only. Changes to budgeted in-state travel would yield \$115,787 in savings. This would include staff travel for their own development and continuing education and travel reimbursement for part-time instructors. Staff would be limited to local or virtual training options. Our instructional model relies on DPSST staff acting as subject matter experts, and this action may jeopardize their ability to remain so. DPSST reimburses part-time instructors for travel to and from their assigned teaching location, and we will stop authorizing such instructors to teach at the Salem campus if they reside outside a 100-mile radius. This action would significantly reduce travel costs but would also limit the pool of available personnel and may cause challenges staffing training with qualified instructors. Reducing the training fleet would save \$26,739. Fleet reductions would include two patrol-equipped vehicles and two vehicles used as subject vehicles for scenario and vehicle stops training sessions. This may reduce the number of instances in which a student may act as the primary officer during training and exacerbate shortages incurred when a vehicle is out of service for maintenance. First 2.5%. Other Funds, Criminal Fines Account.		
Memorial	Memorial	DPSST	040	Public Safety Memorial Fund			8,059		\$ 8,059			N	Y	Reduce financial assistance to the families of officers who are killed or permanently disabled in the line of duty. Such reductions could diminish public trust in the state's commitment to honoring their sacrifices and may impact upkeep of memorials and hosting of recognition events that ensure those sacrifices are not forgotten. Maintaining this fund is an utmost priority for DPSST. First 2.5%. Other Funds, Criminal Fines Account.		
Admin	Facilities	DPSST	050	Facilities Assessment	51,411				\$ 51,411			N	Y	Return additional funds provided under a \$500,000 policy option package for non-bondable deferred maintenance costs at the Oregon Public Safety Academy. Second 2.5%.		

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Dept	Prgm/ Div															
Training	Training	DPSST	010	Leadership Programs			176,870		\$ 176,870			N	Y	Reduction in enrollment in leadership programs, related to services and supplies. Reduce enrollment in Supervisory Leadership Program by 48 students, a 17% reduction from the ARB enrollment forecast of 288 students, for savings of \$78,480. Reduce enrollment in Organizational Leadership & Management Program by 60 students, a 20% reduction from the ARB enrollment forecast of 288 students, for savings of \$98,100. These reductions will dramatically increase wait times for enrollment in these mandated programs for front-line supervisors and mid-level managers. An equivalency process is available for agencies that choose to enroll in outside programs, but this may not be a viable option for lower-resource jurisdictions. Second 2.5%. Other Funds, Criminal Fines Account.		
Fire	Fire	DPSST	020	Fire Program			157,364		\$ 157,364			N	Y	Discontinues skid truck improvement plan. DPSST acquired two former Oregon State Fire Marshal (OSFM) truck and trailer sets, one provided by OSFM at no cost and the other procured from surplus. DPSST allocated \$100,000 to upfit both trailers with basic amenities they currently lack for providing an adequate space for students to complete the virtual reality portion of the training. Cancelling the improvement plan and selling the purchased truck/trailer back to surplus would result in fewer opportunities for fire service personnel throughout Oregon to train on operating heavy vehicles in adverse weather conditions. Second 2.5%. Other Funds, Fire Insurance Premium Tax.		
PSPI	Investigators	DPSST	030	Private Investigators			22,337		\$ 22,337			N	Y	Additional reduction of services and supplies, including reduced customer service hours, training materials, technology systems and data processing. Reductions would slow application processing and hinder training and certification, diminishing constituent services following a recently imposed fee increase. Second 2.5%. Other Funds, Business License and Fees.		
Admin	Admin	DPSST	050	Administration			51,522		\$ 51,522			N	Y	Reduce temporary appointments, overtime, shift differential, and services and supplies. Impacts include restricted ability to respond to urgent needs, such as managing unforeseen maintenance demands or ensuring training and administrative operations are able to continue with little to no interruption. The Administrative Services Division operates with minimal overhead, and further reductions will hinder its ability to effectively support the agency's daily operations. Reductions will also stall critical advancements like the deployment of the newly funded LMS, impact the agency's ability to deliver timely services, and limit its ability to modernize key operations. Second 2.5%. Other Funds, Criminal Fines Account.		
Admin	IS	DPSST	050	Information Services			157,448		\$ 157,448	1	0.75	N	Y	Eliminate LD Information Specialist 3. This position provides technical support for information systems, and its elimination would reduce support capacity and slow response times to service issues. Legislative funding for a Learning Management System did not come with any positions, and eliminating the IS3 would be detrimental to the efficient operation of the Information Services team by increasing its workload amid a major project rollout. Second 2.5%. Other Funds, Criminal Fines Account.		
Training	Training	DPSST	010	Academy Operations			153,929		\$ 153,929	1	0.75	N	Y	Eliminate Office Specialist 2. This position, currently vacant, supports the Academy Operations team and provides staffing at the front desk in the dormitory. This position is intended to provide more comprehensive staffing at the dormitory reception desk, and its elimination will result in the dormitory being unstaffed for most of the operational week. Second 2.5%. Other Funds, Criminal Fines Account.		

position  
4442024

position  
0507227

Agency Name: <i>DPSST</i>																
2025-27 Biennium																
		2025-27 LAB		2,056,439	-	80,411,969	-	82,468,408								
Detail of Reductions to 2025-27 Legislatively Adopted Budget																
1	2	3	4	5	6	7	8	9	12	13	14	15	16	17		
Priority (ranked most to least preferred)		Agency	SCR or Activity Initials	Program Unit/Activity Description	GF	LF	OF	NL-OF	TOTAL FUNDS	Pos.	FTE	Gov. Reduction Target Yes / No	One-Time Yes / No	Describe the reduction and associated impact on services and outcomes. Please identify the source of Other Funds reductions.		
Dept	Prgm/ Div															
Admin	Procurement	DPSST	050	Procurement			269,820		\$ 269,820	1	0.75	N	Y	Eliminate Procurement Manager 1. This position is essential for ensuring efficient procurement processes. Its elimination would result in longer lead times for goods and services, decreased oversight of procurement processes, and delays that will impact operations throughout the agency. Second 2.5%. Other Funds, Criminal Fines Account.		
Admin	Facilities	DPSST	050	Facilities custodial services			123,317		\$ 123,317	1	0.75	N	Y	Eliminate Custodian. Eliminating one custodian will reduce the level of service in facility maintenance, delay cleaning of the dormitory where students reside while attending the academy, and add workload to other custodial staff, impacting overall cleanliness and building safety. Second 2.5%. Other Funds, Criminal Fines Account.		
PSPI	Investigators	DPSST	030	Private Investigators			111,060		\$ 111,060	1	0.50	N	Y	Reduce Office Specialist 2 to part-time. This reduction would degrade services by slowing application processing and issuance of certifications, diminishing constituent services following a recently imposed fee increase. Second 2.5%. Other Funds, Business License and Fees.		
Training	Training	DPSST	010	Center for Policing Excellence			316,892		\$ 316,892	1	0.75	N	Y	Eliminate Public Safety Specialist 2, within the Center for Policing Excellence (CPE). The Program Development Coordinator is a core position in CPE, but the team’s growth in recent years provides redundancy within other positions to offset the elimination of this role. This reduction would increase workload for other staff and interrupt efforts to reorganize the position’s role within the team. DPSST would reduce another \$44,661 in services and supplies. CPE is statutorily designed to ensure that DPSST utilizes best practices across all public safety disciplines. This reduction will impact the unit's ability to attend conferences to learn about best practices through education, networking and collaboration. It will also limit the size and scope of research projects. Second 2.5%. Other Funds, Criminal Fines Account.		
Training	Standards	DPSST	010	Professional Standards			187,509		\$ 187,509	1	0.75	N	Y	Eliminate Office Specialist 2, and services and supplies. The elimination of this position will have an immediate negative impact on the Professional Standards Division. Other staff will be expected to absorb the work, impacting the services provided to constituents around the reporting and tracking of training hours. This position is also the back-up to several other staff members, and is one of two support staff for the Board and committees. A reduction of \$44,620 in services and supplies is also proposed. This reduction will place further constraints on the division's budget, portions of which it has no control over due to unexpected fees arising from contested professional standards cases. Public safety professionals are increasingly choosing to dispute certification revocations, which leads to extensive fees from the Department of Justice for legal representation and the Office of Administrative Hearings for holding proceedings. Second 2.5%. Other Funds, Criminal Fines Account.		

position  
0033003

position  
2325109

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0507325

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1517508

position  
0507241



Agency Name: <b>DPSST</b>																
2025-27 Biennium																
2025-27 LAB					2,056,439	-	80,411,969	-	82,468,408							
Detail of Reductions to 2025-27 Legislatively Adopted Budget																
1	2	3	4	5	6	7	8	9	12	13	14	15	16	17		
Priority (ranked most to least preferred)		Agency	SCR or Activity Initials	Program Unit/Activity Description	GF	LF	OF	NL-OF	TOTAL FUNDS	Pos.	FTE	Gov. Reduction Target Yes / No	One-Time Yes / No	Describe the reduction and associated impact on services and outcomes. Please identify the source of Other Funds reductions.		
Dept	Prgm/ Div															
Training	Training	DPSST	010	Academy Training			34,000		\$ 34,000			N	Y	Down-class Public Safety Training Specialist 2, to PSTS 1. The down-class of a PSTS 2 within the Firearms Training Program will significantly impact this critical, high-risk program. It is currently staffed with two coordinators and a team of instructors, which allows for multiple ranges to be operated simultaneously. Reclassifying one of the coordinators will result in an inability to staff a coordinator to the program during all training sessions, but retaining the employee as an instructor will mitigate some of the impact to operations. The loss of a coordinator will require the Training Division to designate lead instructors in that role, or cross staff other coordinators to the building as needed. This is a high-risk venue, and the Division is committed to adequately staffing and supervising training operations to assure safety. Second 2.5%. Other Funds, Criminal Fines Account.		
Training	Training	DPSST	010	Regional and Leadership Training			240,173		\$ 240,173	1	0.75	N	Y	Eliminate Public Safety Training Specialist 1, within the Regional Training Program. Losing this position will impact our ability to deliver mandated leadership training on all fronts. This position has been pivotal in stabilizing the Leadership Training Program and has built the foundation on which we plan to deliver regional leadership programs around the state. This reduction would likely end that project, resulting in an ongoing need for constituents to travel to Salem to receive the training, causing them hardship and exacerbating scheduling and staffing challenges at the academy. Second 2.5%, Other Funds, Criminal Fines Account.		
Memorial	Memorial	DPSST	040	Public Safety Memorial Fund			8,059		\$ 8,059			N	Y	Further reduction of financial assistance to the families of officers who are killed or permanently disabled in the line of duty. Such reductions could diminish public trust in the state's commitment to honoring their sacrifices and may impact upkeep of memorials and hosting of recognition events that ensure those sacrifices are not forgotten. Maintaining this fund is an utmost priority for DPSST. Second 2.5%. Other Funds, Criminal Fines Account.		
									\$ -							
									\$ -							
				TOTAL	102,822	-	4,020,598	-	\$ 4,123,420	8	5.75					

Target (5%)	102,822	-	4,020,598		4,123,420
Difference	-	-	-		-
	102,822	-	4,020,598		4,123,420

position  
1315007

position  
0709021

Agency Name <b>DPSST</b> 2025-27 Biennium															
Detail of Programs in the 2025-27 Legislatively Approved Budget that have been established or expanded since 2021-23															
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Agency	SCR	Program Establishment / Expansion			Program Description	GF	LF	OF	NL-OF	FF	NL-FF	TOTAL FUNDS	Pos.	FTE	Implementation Status
		Biennium	Effective Date	Authorization											
DPSST	050	25-27	7/1/2025	HB 5006	<b>Learning Management System (LMS)</b> DPSST requested a LMS to achieve strategic plan goals of optimizing training resources and investing in technology to improve workforce and constituent needs across the state. An enterprise-wide LMS, along with the staff to support it, will help in maintaining quality and equitable training for students across all public safety disciplines. Additionally, the implementation of this software will allow DPSST to modernize technology and streamline processes for a more efficient workforce, decreasing inefficiencies of outdated and unsupported systems that require a significant amount of manual maintenance.	422,609		3,443,030				\$ 3,865,639			In progress. DPSST is currently in the process of hiring a project manager. We are on the list with DAS for the Spring 2026 bond sale.
DPSST	010	23-25	7/1/2023	SB 5533	<b>Basic Police Course 60-Student Pilot Program</b> Package 801 authorized DPSST to expand its basic police training capacity to address a student backlog. The pilot program aimed to ensure newly hired officers began training within the statutory 90-day requirement. It included three classes of 60 students and three additional 40-students classes delivered in partnership with Oregon State Police. This added 300 students to the 800-student base established under Package 90, allowing DPSST to train up to 1,100 students during the 2023–25 biennium.			6,417,983				\$ 6,417,983	19	19.00	Fully implemented. DPSST launched the pilot with the first 60-student basic police class in November 2023, and the other expanded classes followed in the two subsequent months. The three 40-student classes with Oregon State Police were completed using one-time funding. The backlog was eliminated by spring 2024. This expansion was successful in both eliminating the backlog and establishing staffing levels necessary to meet increased demand for training and fulfill the 90-day statutory training requirement. The expansion of the three 60-student classes, or additional 180 students, has become part of CSL. DPSST continues to project the need to instruct a minimum of 980 basic police students per biennium.

Agency Name <b>DPSST</b> 2025-27 Biennium															
Detail of Programs in the 2025-27 Legislatively Approved Budget that have been established or expanded since 2021-23															
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Agency	SCR	Program Establishment / Expansion			Program Description	GF	LF	OF	NL-OF	FF	NL-FF	TOTAL FUNDS	Pos.	FTE	Implementation Status
		Biennium	Effective Date	Authorization											
DPSST	010	23-25	7/1/2023	SB 5533	<b>Basic Police Course Increase from 16 to 20 Classes Per Biennium</b> Package 90 funded an increase in basic police classes from 16 to 20 per biennium, raising capacity from 640 to 800 students. It also added 7 FTE instructors to reduce reliance on part-time, agency-loaned instructors. Previously, DPSST had to request additional funding mid-biennium to meet demand. This expansion helped stabilize training delivery, reduce local law enforcement staffing burdens, and lower overtime costs.			1,976,766				\$ 1,976,766	7	7.00	Fully implemented. The expansion successfully provided DPSST with the resources to meet the state's police officer basic training needs. This expansion, in combination with package 801, has become part of CSL. DPSST continues to project the need to instruct a minimum of 980 basic police students per biennium. Without this expansion, DPSST would not be able to provide basic police officer training within the statutory timeline requirement of 90 days from date of hire.
DPSST	030	21-23	7/1/2021	SB 5533	<b>Licensure of Private Security Entities</b> HB 2527 established a new licensing requirement for entities that employ private security providers to perform private security services. Licensure is contingent on passing a qualification exam and meeting standards of character, competence, and reliability. The bill sets additional requirements for licensed private security entities such as maintaining liability insurance, proof of ability to pay wages, and specific training for private security employees. The bill includes enforcement authority for DPSST and penalties for noncompliance. HB 2527 requires DPSST to establish rules for licensing private security entities.			665,972				\$ 665,972	3	3.00	Fully implemented. The licensing requirement went into effect January 1, 2024. DPSST has been issuing licenses and engaging in compliance efforts with those who have not yet obtained a license. In 2025, SB 300 altered the definition of a "private security entity," resulting in a change to which entities are required to obtain a license. DPSST continues to evaluate how many entities are subject to this licensing requirement and the staffing needed to support the program.
DPSST	010	21-23	7/1/2021	SB 5533	<b>Equity Training for Police Officers</b> HB 2162 included a requirement for DPSST to establish a statewide equity training program for police officers. It also required that the equity training be included in the minimum training required to obtain and maintain basic certification as a police officer. HB 2162 included two FTE for DPSST to create, manage, and deliver the equity training.			409,468				\$ 409,468	2	2.00	Fully implemented. DPSST updated the Basic Police Course curriculum in 2022. DPSST added three hours of equity training to the police officer certification maintenance training requirements, which are defined in rule. One position serves as a dedicated Equity in Policing instructor, who delivers 36 hours of topic training to basic classes at the Oregon Public Safety Academy. The other position supports research and develops updated program materials to ensure curriculum stays current with new information and guidance, as necessary.

Agency Name <b>DPSST</b> 2025-27 Biennium															
Detail of Programs in the 2025-27 Legislatively Approved Budget that have been established or expanded since 2021-23															
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Agency	SCR	Program Establishment / Expansion			Program Description	GF	LF	OF	NL-OF	FF	NL-FF	TOTAL FUNDS	Pos.	FTE	Implementation Status
		Biennium	Effective Date	Authorization											
DPSST	010	21-23	7/1/2021	HB 5031	Additional Researchers for the STOP Program HB 5031 authorized the addition of two Research Analyst 3 positions for the STOP Program. STOP is the Statistical Transparency of Policing Program established in 2017 under HB 2355. DPSST’s role within the STOP Program includes providing technical assistance to local police agencies based on the analysis of pedestrian and traffic stop data; and providing an effective educational program for all police officers related to the prevention of profiling.			467,878				\$ 467,878	2	2.00	Fully implemented. DPSST currently has two full-time Research Analyst 3 positions funded via the STOP program. These positions are heavily involved in ongoing research projects, and they work alongside a dedicated Program Coordinator who oversees the program.
DPSST	010	21-23	7/1/2021	HB 5031	DPSST Instructor Development Program This new program added a position to develop and deliver an instructor development program for DPSST instructors. The new program provides a means of keeping DPSST's full and part-time instructors current on best practices in policing, cultural competence, implicit bias, emotional intelligence, police legitimacy and procedural justice, legal updates, use of force, and other topics. Package 801 included a budget note requiring submission of an instructor development course implementation plan.			202,475				\$ 202,475	1	1.00	Fully implemented. It is set to implement an updated basic and ongoing education model in the coming months, which will benefit existing and future Training Division staff, as well as support constituent requests for program-specific content.
												\$ -			
				TOTAL		422,609	-	13,583,572	-	-	-	\$ 14,006,181	34	34.00	

Instructions

- Column (5) - Authorization should identify the source of the new program or program expansion, which could include enabling legislation, approved policy option package, or administrative establishment.
- Column (6) - Program description should include a summary of the program and the expansion (if applicable), including any partner state agencies.
- Column (16) - Current status of program implementation should be summarized, including any future budget requests anticipated upon full program implementation.