



# DPSST Bulletin

*Training For Excellence*

October 2004

There is a great deal to report on in this issue of the DPSST Bulletin, so our October Bulletin is longer than normal. The navigation links below and throughout the newsletter will allow you to quickly find the articles of greatest interest to you.

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**The mission of  
DPSST is to  
promote  
excellence in  
public safety  
through the  
development of  
professional  
standards and the  
delivery of quality  
training.**

## Regional Training News

*Range 3000 systems delivered* - In August, DPSST took delivery of eight Range 3000 use-of-force decision-making systems. Two of the systems are assigned to Academy Training, and six will be assigned to regional coordinators and used for training delivery throughout the state.



We expect the transition from Range 2000 to be complete by the end of October and have already scheduled five Instructor Development Courses (IDCs) – one each in Madras, Monmouth, Pendleton, Medford, and Tigard. More IDCs will follow next year. Link to your preferred regional training calendar at: <http://oregon.gov/DPSST/TrainingEventsCalendars.shtml> .

The process of scenario development for use in the Range 3000 training will be an ongoing one. The regional program welcomes constituent concepts and ideas for specific scenarios to be developed for use in their regions. Please forward your suggestions to your local regional coordinator. You'll find their contact information in our on-line directory. Just go to our home page and find the links to our staff directories

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*Arab, Muslim, and Sikh Awareness and Protocols training* - The Community Relations Service of the U.S. Department of Justice sponsors Arab, Muslim, and Sikh Awareness and Protocol seminars around the country. DPSST is pleased to be co-sponsoring the local presentation of two seminars with the Tualatin Police Department. They are designed to help law enforcement and similar agencies gain a better understanding of these cultures, develop techniques for working collectively, and improve communication.

Although the first two seminars (scheduled for October 11 and 12, 2004) will already have occurred when this newsletter is distributed, future seminars are being planned. Look for announcements about additional dates.

The best way to stay current on upcoming regional training opportunities is to make sure that you are signed up with our e-mail training bulletin. If you do not currently receive training announcements, simply send Jennifer Otterlee an e-mail and ask to be added to the training bulletin e-mail list.

To be added to the e-mail training bulletin, contact Jennifer Otterlee at [Jennifer.otterlee@state.or.us](mailto:Jennifer.otterlee@state.or.us) or by phone at 503-378-2418.

### *Executive Leadership Training returns to Seaside in January*

Plans are well underway for the next Executive Leadership Training Seminar (ELTS). The January 2005 event will mark the second year of a partnership between DPSST and the Oregon Association Chiefs of Police to bring this annual training event to Oregon's public safety executives.

The date for the upcoming ELTS is January 25-27, 2005. The event will again be at the Seaside convention center. The featured speaker will be Stephen Gower. Gower has given over 4000 presentations and earned his Certified Speaking Professional designation – the highest earned designation from the national Speakers Association. He has addressed many law enforcement audiences, including the International Association of Chiefs of Police. He will give two presentations at ELTS: "What Do The See When The See You Coming?" (The Power of Perception Over Reality) and "The Art of Killing Kudzu" (Management by Encouragement).

We are looking forward to this outstanding training and hope that many of you will be able to join us in Seaside.

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More information and the registration form are available on line at <http://www.oregon.gov/DPSST/RT/docs/ELTS/ELTSHome.htm>.

### **Personnel updates**

There have been a number of staffing changes within DPSST since we distributed our last newsletter early this year. To make it a bit easier for our readers, we have organized the changes alphabetically by division:

#### Administration

*Mark Fryman* returned to DPSST as our Accounting Supervisor in February, transferring back to us from the Oregon Lottery.

*Craig Prins* joined us as Deputy Director in March, from his position as Counsel for the Legislative Assembly's Judiciary Committee.

*Richard Ross* became our Construction Manager for the facility project in March, leaving the Department of Corrections where he had managed numerous construction projects.

*Lisa Snively* joined us in October as a Senior Human Resource Analyst, transferring from the Department of Administrative Services' Human Resource Services Division.

*Pamela Strawn* became our Human Resources Division Director in September, transferring from her position as HR Director for the Department of Consumer and Business Services.

### Academy Training

*Kim Gibson* joined our staff in June as a Basic Police Training Coordinator, from his recent position as Chief of the Shady Cove Police Department and after a long law enforcement career in Nevada.

*Ken Herbst* was promoted to the position of Academy Training Supervisor in February, moving from his position as a Training Coordinator for Basic Police.

*Ray Rau* joined us in June as a Basic Police Training Coordinator, coming from the Sandy Police Department.

### Curriculum

*Norm Clark* joined us as our Curriculum Supervisor in March, coming from ODOT where he had been working as a project manager. Norm has also been a part-time instructor for us in our Leadership program.

*Richard Gardner* was hired as our new Job Task Analysis Coordinator in August. He came to us after a lengthy career in the education field.

*Linda Glazier* was first hired as our testing specialist in May, and was promoted to Testing Development Coordinator in August. She joined us from Tracy, California, where she had been a high school teacher.

### Private Security

*Cheryl Robertson* was appointed as a Private Security Specialist in June. Before its closure, Cheryl had worked as a 9-1-1 dispatcher at the Silver Falls dispatch center.

### Regional Training

*Cameron Campbell* was selected in May as our Regional Coordinator to serve from the Cornelius office when that position became vacant upon Kris Eiesland's retirement. Cameron's desire to do more hands-on training and work closer to home left our Regional Training Supervisor position vacant.

*Kim Gibson* transferred from Academy Training in September to become our Leadership Program Coordinator.

*Mike Herbes* returned from his military leave in August to assume his position as Regional Coordinator for the Eastern region.

*Suzy Isham* was appointed to the position of Regional Training Supervisor in October, leaving her prior position as Traffic Safety Training Coordinator.

### Skills Training

*Brian Harvey* was promoted to the position of Survival Skills Supervisor in January, moving from his position as a Training Coordinator for Basic Police.

*Andrew Taufassau* joined us as a full-time Skills Instructor in September. In addition to working for the Newport Police Department, he had served as a part-time DPSST instructor for over three years.

*Ed Thompson* was hired in July as a full-time EVOC Training Coordinator. Ed was formerly a Lieutenant with the Thurston County, WA Sheriff's Office. He will also be responsible for vehicle stops training.

### Standards and Certification

*Kelli Gilman* was promoted to our Scheduling Specialist position in April, from her prior position as a Private Security Specialist.

If you need to reach these or any other members of the DPSST staff, you'll find their contact information on line in either our [alphabetical staff list](#) or our [staff list by division](#).

Bonnie Salle joined us in January as our Certification Coordinator. She came from the Department of Human Services, where she had been serving as a Corrective Action Officer/Investigator.

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## **New DPSST website comes on line**

For more information, contact Marilyn Lorange, Government Liaison, at 503-378-2089, or by e-mail at [marilyn.lorange@state.or.us](mailto:marilyn.lorange@state.or.us)

If you regularly log on to DPSST's web site, you will already have noticed the site's new look and feel. All state agencies are in the process of migrating their web content and structures into a new statewide web program managed by the Department of Administrative Services.

All of the DPSST information you rely on has been moved to the new site, but if you have bookmarked favorite links, they might not work on the new site. If this happens, you will need to log on to our home page at [www.dpsst.state.or.us](http://www.dpsst.state.or.us) and navigate to the information you are looking for. We have posted a "Web Site Navigation Help" link right on our home page to help you as we make this transition together.

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## **DPSST and the 2005 Legislative Session**



As we put the final touches on this newsletter, the 2005 legislative session is less than three months away. There are always two topics of great importance for DPSST to share with our constituents as each session approaches:

- The Agency Request Budget that we submitted to the Governor; and
- The legislative proposals that were developed, conceptually approved by the policy committees and the Board, and approved for drafting by the Governor.

Our Agency Request Budget includes a number of Policy Package proposals to improve our programs. In addition to the packages required for technical reasons, a number of these Policy Packages are essential if we are to train and operate in the new facility, increase regional training, and make other important improvements in service delivery. Critical packages include:

### **Policy Package 103**

Provides for start-up and operations at the new facility.

### **Policy Package 104**

Provides for needed staffing and technology improvements for the 16-week Basic Police course.

### **Policy Package 105**

Provides for the limited duration Traffic Safety Coordinator (funded each biennium through ODOT) and three facility construction positions.

### **Policy Package 106**

Provides for technology improvements when we move to new facility.

### **Policy Package 107**

Provides for restoration of regional training positions lost during the current biennium, the addition of three new regional coordinators, and purchase of driving simulators for the criminal justice regional training program.

## **DPSST Agency Request Budget for 2005-07**



### **Policy Package 108**

Provides for restoration of the fire training coordinator and the fire certification specialist that were lost during the current biennium, and the addition of two new positions to improve training and certification service delivery. (funded from Fire Insurance Premium Tax revenues).

### **Policy Package 109**

Provides for three new positions to improve service delivery in the Certification and Records unit.

### **Policy Package 110**

Provides for a one-week increase to the current four-week Basic Parole and Probation Course.



Our budget request totals \$44.7 million, an increase of \$21.3 million over our 2003-05 budget. This increase includes an additional \$10.4 million for debt service on the new facility. We are also requesting authority for an additional 72 positions, for a total of 164 positions. Our staffing and funding requests are consistent with the earliest projections of the resources that would be needed for adequate support for training and operations in the new facility.

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### **Budget Reduction package required**

Unfortunately, unless the current allocation formula for Criminal Fine and Assessment (CFAA) revenues is adjusted, DPSST's projected allocation of CFAA revenue will not be enough to fund these needed increases. Consequently, we were also required to submit a budget reduction package that will balance our budget to available revenues, if the allocations are not changed. This "070" package represents a \$4.1 million reduction from our current budget, and reduces our current staffing by 21 positions. Not only would we not receive the increases necessary to increase training and operate at the new facility, the impact of these reductions on current programs would be dramatic:

- The Basic Parole and Probation Course and staffing would be eliminated.
- The Criminal Justice Regional Training program and staffing would be eliminated.
- The Curriculum Specialist and Testing Development Coordinator positions would be eliminated, reducing Curriculum unit staffing by 33%.
- The Training Division Director position would be eliminated.
- The Revocation/Denial Coordinator and Certification Specialist positions would be eliminated.
- The Government Liaison Officer, Background Investigator, Executive Assistant to the Deputy Director and Policy Committees, and Accounting Technician positions would be eliminated.

Our Agency Request Budget goes through an extensive analysis process before the Governor's office releases his Governor's Recommended Budget. We will keep you informed as we learn more.

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### **DPSST Legislative Concepts for 2005 Session**

In addition to submitting our budget requests, DPSST works with the Board and the policy committees to develop legislative proposals to be submitted to the legislature during each legislative session. These proposals are designed to improve the effectiveness or increase the efficiency with which DPSST and the Board can carry out our statutory responsibilities and meet the needs of our





constituents. This year, the following concepts were proposed and approved by the Governor's office to be submitted for drafting:

**LC 343**

This concept would revise Oregon law governing the process of denial and revocation of public safety certifications. The concept would:

- Permit the policy committees and the Board to review a circumstance that would constitute a discretionary disqualifier before an officer receives training.
- Give DPSST and the Board authority to adopt rules governing the circumstances under which reapplication may occur following denial or revocation of a certification and specifying those disqualifying events for which an individual whose certification has been denied or revoked may not reapply for certification.

**LC 344**

This concept would:

- Give DPSST authority to impose civil penalties on public safety agencies for violation of certification requirements. The process would be established by rule and approved by the policy committees and the Board. The amount of any penalties would be transferred to the State General Fund.
- Hold public safety employers harmless from civil liability if employees holding certified positions are terminated or reassigned from those positions solely because they cannot meet certification requirements.

**LC 345**

This concept would add private entities to the current list of those to whom DPSST, in consultation with the Board, may provide grants.

**LC 623**

This concept would permit DPSST and the Board to develop fees and guidelines for the use of the facilities of the Oregon Public Safety Academy and for non-mandated training provided to federal, state or other governmental agencies, private entities or individuals.

**LC 346**

This concept makes several changes to the provisions of the Private Security Service Providers Act. The concept would:

- Simplify current law by specifying that training requirements and contents of an application shall be determined by rule rather than statute.
- Create a Class A violation of providing private security services without having the appropriate certification in possession.

**LC 624**

This concept submits to the legislature a series of fee increases in private security provider licensing and certification fees. The fee increases were adopted administratively during the 2003-2005 biennium to address a projected revenue shortfall for the program.

Those interested in more details about the issues being addressed by these concepts can click on this [Concept Summary](#) link. When you are ready to return to the newsletter, just click on the "Back" button on your browser.

For more information, contact Marilyn Lorange, Government Liaison, at 503-378-2089, or by e-mail at [marilyn.lorange@state.or.us](mailto:marilyn.lorange@state.or.us)

## **News from the Board and committees**

When the Board on Public Safety Standards and Training met in April, members nominated and unanimously approved Newberg Police Chief Bob Tardiff as incoming Board Chair. Polk County Sheriff Bob Wolfe was unanimously selected to serve another term as Vice-Chair. Chief Tardiff assumed his duties on July 1<sup>st</sup>, at the expiration of the term of outgoing Chair Rick Lewis, Chief of the Silverton Police Department.

Also at the April meeting, Chair Lewis approved the appointment of several policy committee members to fill vacant positions:

- Chris Hoy of the Marion County Sheriff's Office was appointed to represent the Oregon Jail Managers Association on the Corrections Policy Committee.
- Charles Mathews of Guardsmark, Inc. was appointed as the "unarmed" representative on the Private Security Policy Committee.
- Derek Bliss of First Response was appointed as the "armed" representative on the Private Security Policy Committee.
- Randy Woolard of the Boeing Corporation was appointed as the "government entity/private business" representative on the Private Security Policy Committee.
- Tina Kelley of the Yamhill Communications Agency was appointed as the "Associated Public Safety Communications Officers" representative on the Telecommunications Policy Committee.
- Elizabeth Morgan of the Department of Human Services was appointed as the "Emergency Medical Services and Trauma Systems" representative on the Telecommunications policy Committee.

Contact information for these and all Board and committee members is available on our website. From our home page, click on the "Boards" tab and follow the links.

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## **Curriculum Advisory Committees**

The DPSST proposal to establish curriculum advisory committees as subcommittees of each of the policy committees is being met with enthusiasm. DPSST, the Board, and the policy committees believe that these groups will be invaluable as we work to ensure that all course curricula are current, valid, and effective.

Subcommittee members will be appointed to two-year terms and will include administrators, command staff, training officers, and line-level officers. Members will also reflect statewide geographic and size diversity of their professions.

Staff is currently reviewing and assessing the 16-week basic police curriculum materials that have already been developed. They will determine the curriculum components that may no longer be current, those that need additional curriculum development, and those that should include scenario development. When that work is complete, we will begin to convene and coordinate subcommittees and subject matter expert workgroups needed to support subcommittee activities. We will be sending out letters to constituents in the next few weeks, soliciting the names of those who would be interested in partnering with us in this important work.

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For more information, contact Eriks Gabliks at (503) 378-2332 or [eriks.gabliks@state.or.us](mailto:eriks.gabliks@state.or.us)

## **HR 218**

Several law enforcement agencies have worked at the national level with our elected officials in Washington D.C. on House Resolution 218. H.R. 218 is known as the "Law Enforcement Officers' Safety Act." It boasted more than 290 cosponsors – a two-thirds majority of that body. The legislation, sponsored by Representative Randy "Duke" Cunningham (R-CA), was passed by the House in June, and by the Senate in early July. President Bush signed HR 218 into law on July 22, 2004.

HR 218, now Public Law 108-277, exempts qualified active and retired law enforcement officers from State and local prohibitions with respect to carrying concealed firearms. Now that the measure has been signed into law, active and retired law enforcement officers who meet specific requirements will be able to carry their firearms even when traveling outside their own jurisdictions.

During testimony on HR 218, two incidents were cited in which off-duty police officers were victims of crimes. In one instance a city police officer died because he was unable to carry his weapon into an adjoining state. In the other incident, the officer was a federal police officer who was able to carry his weapon in the adjacent state and took action that saved the officer's life as well as that of his passenger.

To see HR 218 please click on the following web page:

<http://www.tcleose.state.tx.us/Public%20Notice/US-HR218-Enrolled.doc>

In Oregon, ORS 166.250 already generally exempts "sheriffs, constables, marshals, police officers, whether active or honorably retired, parole and probation officers or other duly appointed peace officers" from the prohibition against carrying a concealed firearm. The text of this statute is not limited to Oregon law enforcement officers, so it should also apply to officers from other states traveling within Oregon.

The new federal law will impact active or retired Oregon law enforcement officers who travel to other states. Among other provisions, the law requires that retired officers carry a photo identification card and meet the state's firearms qualifications standards. The DPSST/BPSST Police Policy Committee (PPC) discussed this issue when they met on August 11, 2004. The Committee tasked the DPSST Training Division with taking the lead on the provisions of this federal law that will have an impact in Oregon. A full report will be submitted to the Police Policy Committee at its next meeting. Draft language will also be discussed with the Oregon Association Chiefs of Police, the Oregon State Sheriffs' Association and the Oregon State Police.

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### **Six—day "Command and Control of Incident Operations" course**

DPSST is partnering with the U.S. Fire Administration's Training Resources And Data Exchange (TRADE) program to host a six-day National Fire Academy course "Command and Control of Incident Operations" course. The course is being offered at no charge at the Oregon Public Safety Academy in Monmouth from January 10-15, 2005. Lodging will be available for a nominal fee.

For more information, contact  
Thelma Denney at 503-378-  
2408 or by e-mail at  
[thelma.denney@state.or.us](mailto:thelma.denney@state.or.us)

The course is designed for chief officers or company officers who have command responsibilities at emergency incidents. Command fire officers will be introduced to the Incident Command System (ICS) and study proper fire command techniques for control and extinguishment of fires ranging from small, residential structures to multi-occupancy, commercial complexes. Special emphasis is placed on firefighter safety.

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## **New Public Safety Academy**

Since the June 30<sup>th</sup> groundbreaking ceremony for the new Public Safety Academy, progress on the site has been rapid. To grade the site, more than 250,000 cubic yards of dirt – the equivalent of approximately 22,700 dump trucks – had been moved within the site by the end of September. Roadways, parking lots, and building pads are all starting to take shape.

Two web cameras allow interested parties to follow the progress. You'll find the web cams at: <http://www.hoffmancorp.com/camftp/dpsst/index.htm>. Images are updated every 15 minutes.



Photo Date October 7, 2004 11:59

For more information, contact Marilyn Lorange, Government Liaison, at 503-378-2089, or by e-mail at [marilyn.lorange@state.or.us](mailto:marilyn.lorange@state.or.us)

Construction updates report on the status of the project each month. We send e-mail notices through our agency listserves when the most current update is posted on our website. You'll find the updates and other project information at <http://www.oregon.gov/DPSST/FAC/index.shtml>.

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## **National Incident Management System and Incident Command System**

DPSST has received numerous requests from agencies throughout the state seeking guidance on implementing the recently announced National Incident Management System (NIMS). NIMS consists of a policy document with related procedure documents that complete the total system.

In a nutshell, NIMS establishes standardized incident management processes, protocols, and procedures that all responders--Federal, State, Tribal, and local--will use to coordinate and conduct response actions. Using NIMS will allow agencies to place full emphasis on incident management when a homeland security incident occurs--whether terrorism or natural disaster. National preparedness and readiness in responding to and recovering from an incident will be enhanced, since all of the Nation's emergency teams and authorities will be using a common language and set procedures.

The Incident Command System (ICS) is a component of NIMS that has ongoing training implications, but it is just one component of the entire NIMS process. Other key features of NIMS include:

- Communication and Information Management
- Preparedness
- Joint Information System (JIS)
- NIMS Integration Center (NIC)

The NIMS Integration Center has been operating since June. The Center is expected to begin publishing additional standards, guidelines, and compliance protocols during October.

NIMS recognizes the FIRESCOPE/National Wildfire Coordinating Group (NWCG) ICS training as a model for course curricula and material applicable to the NIMS system. Oregon fire departments that currently use the NWCG ICS format should be good-to-go for initial ICS compliance.

The DPSST process supports the following NWCG ICS courses, and Certified Course numbers can be found on our website.

Introduction to ICS (NIMS) (course available on CD-ROM)

I-200 Basic ICS (NIMS)

I-300 Intermediate ICS (NIMS)

I-400 Advanced ICS (NIMS)

Course curriculum and instructor guides for the NWCG ICS classes can be found on the NWCG web site at:

[http://www.nwcg.gov/pms/forms/ics\\_courses/ics\\_courses.htm](http://www.nwcg.gov/pms/forms/ics_courses/ics_courses.htm)

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[eriks.gabliks@state.or.us](mailto:eriks.gabliks@state.or.us)*

Oregon Emergency Management is hosting the ICS series of courses four times in 2005. Federal funds will make the course available to participants without a registration fee. Limited lodging assistance is also available. Information about these and other upcoming courses is posted on our on-line regional training and fire training calendars. We will also use our e-mail listserves to send out additional information as it becomes available.



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