



DPSST Bulletin

Training For Excellence

December 2002

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

OUTSTANDING SEMINAR EXPECTED IN JANUARY

By now, all of you should have received your registration information for January's Public Safety Executives Training Seminar (PSETS) in Sunriver. This year's theme, "Strength Through Unity," emphasizes the importance of public safety professionals from all disciplines uniting behind our common objective of providing for the safety and security of all Oregonians. Working together to achieve this objective is increasingly important in light of the budgetary issues currently facing so many who work in the field of public safety, and the events of September 11, 2001.

PSETS attendees are sure to enjoy learning from Dr. Julie White, Don Malarkey and Vance Day, and Dr. Jack Enter, whose credentials are highlighted in your registration brochure. Wednesday's luncheon speaker will be Howard Baker, communication skills coach and humorist, president of The Speakers' Forum, and author of a variety of books including The One Minute Communicator. Mr. Baker is also a professor at Willamette University's Atkinson School of Management, and has been a part-time DPSST instructor since 1993. Thursday's luncheon will feature a number of timely updates for public safety executives.

If you would like more information or have questions, please call Marie Ahrendt at 503-378-4888, ext. 274, or send an e-mail to [marie.ahrendt@state.or.us].

BUDGET BLUES MAY CAUSE TRAINING WOES

Although DPSST has not been directly impacted by the budget shortfalls facing the state's General Fund agencies during the current biennium, issues with the dedicated funding sources that provide our revenue may seriously impact our budget in the 2003-2005 biennium. These issues have the potential to directly affect the training that we will be able to deliver to you in the future.

Criminal Fine and Assessment Account (CFAA) revenues fund our criminal justice academy training, regional training, and standards and certification services. This fund is also the source of the revenue to repay the debt service associated with building the new public safety training facility.

The 2001 legislature anticipated the need for additional revenue to fund facility construction and operation when they passed legislation restructuring the CFAA. The new law established the Criminal Fine and Assessment Public Safety Fund and set "public safety standards, training and facilities" as the first priority for the fund. During each legislative session, the legislature is to determine the percentage of CFAA revenues to be distributed to the Public Safety Fund and the percentage to be transferred to the General Fund.

Although the October 2002 Emergency Board approved the facility construction project, which will require significant additional revenue, DPSST was asked to prepare a significant reduction package as part of our 2003-2005 budget.

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Marilyn Lorange, Editor
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Implementing these reductions in the next budget cycle would mean:

- **Elimination** of regional training, leadership training, the accreditation unit, child abuse and D.A.R.E. training, and numerous positions in academy training and curriculum. **No authorization** for facility-related positions.
- **Reduced** basic training availability.
- **Insufficient staff** to prepare to operate and deliver training in the new facility.

These reductions could total more than 30% of our operating budget. Similar instructions given to the Department of Justice Crime Victims Assistance Section would also mean reductions for their programs, which are the second priority for distributions from the Public Safety Fund.

Fire Insurance Premium Tax (FIPT) revenues fund all of the fire programs and services that DPSST provides. Population growth and inflation have been creating revenue shortfalls over the past several years. We have already had to make some reductions to our fire program to balance our budget to available revenues. However, the terrorist attacks of September 11, 2001 have the potential to devastate the fire program.

Under current law, insurance companies are allowed to offset the costs of covering policyholders' claims from failed insurance companies against excise taxes and the FIPT. Insurance company failures after the terrorist attacks have dramatically accelerated the offsets against the FIPT. Current projections anticipate that FIPT revenues will be completely decimated by the beginning of the 2003 biennium.

DPSST training and certification services funded by the FIPT include:

- Coordinating and delivering entry-level, specialized leadership, and maintenance training for thousands of fire service constituents annually.
- Assisting 22 regional fire training associations and over 300 fire departments statewide in identifying training needs and issues.
- Implementing and maintaining fire training and certification standards for fire service professionals.
- Developing, processing, certifying, issuing and tracking all fire department accreditation and individual firefighter certifications.
- Serving as the state liaison for the United States Fire Administration and the National Fire Academy.

If alternate funding sources are not found, these DPSST fire programs, as well as programs in the Office of the State Fire Marshal and the arson investigation services of Oregon State Police, face elimination in the coming biennium.

We have prepared more detailed fact sheets on both of these funding issues. We are also working with other affected state agencies to help insure that decision-makers and stakeholders are aware of the impacts that these funding shortfalls could have on public safety training in the state.

Since Rob DuValle, our Human Resources Director, joined DPSST in late April, he has worked diligently to streamline our hiring process. In the last few months we have filled the last two vacant supervisory positions here at DPSST, as well as our vacant Fire Certification Coordinator position. We are pleased to introduce these new staff members to you:

For more information, contact
Marilyn Lorange at 503-378-
2100 ext. 2204, or e-mail
[marilyn.lorange@state.or.us].

**DPSST
welcomes new
staff members**

To reach Mark Cushman, call 503-378-2100 ext. 2510, or e-mail mark.cushman@state.or.us

Mark Cushman joined the Training Division as our Survival Skills Supervisor in November after 22 years with the Springfield Police Department (SPD). During his tenure there, his assignments included field training officer, firearms instructor, SWAT scout and entry team member. With his promotion to sergeant in 1998 Mark began supervising the FTO program and firearms program. He is a recipient of the SPD's Medal of Valor and Lifesaving award.

Mark received his Bachelor's degree in Business Management from Northwest Christian College (NCC) in 1998, and expects to complete their MBA program in 2003.

Brian Henson worked for the Oregon Department of Revenue for five years before joining DPSST as our Private Security Supervisor in December. He held a variety of management positions with Revenue and spent the last two years supervising their Portland Field Office. Before joining the State in 1997, he worked in the private sector for Albertsons. He spent his last eight years with the company working as a program manager, supervisor and department manager.

To reach Brian Henson, call 503-378-4888 ext. 244, or e-mail brian.henson@state.or.us

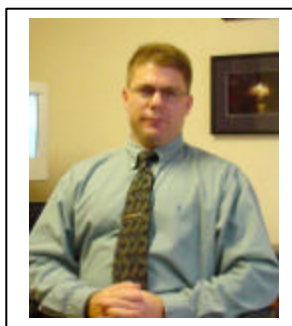
Brian attended both Western Oregon State College and Oregon State University, worked in a management internship with Walt Disney World, and holds a Certificate of Public Management from Willamette University's Atkinson Graduate School of Management.

Julie Olsen-Fink joined the Certification and Records unit in September as our Fire Certification Coordinator. Her background makes her uniquely suited to this position.

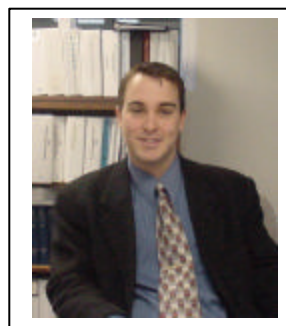
Julie's previous position in the long-term health care field gave her an extensive background assessing, understanding and applying statutory and regulatory requirements.

To reach Julie Olsen-Fink, call 503-378-2100 ext. 2240, or e-mail Julie.olsen-fink@state.or.us

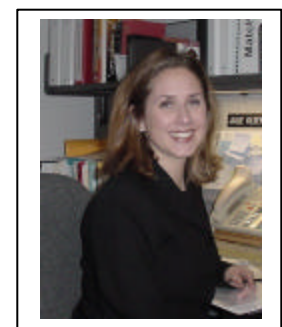
In addition, Julie has been with the Dallas Fire Department for 5 years. She is currently a NFPA Fire Fighter I, working on finishing her NFPA Fire Fighter II certification, and is also attending the Dallas FD Engineer Academy. Her husband is a career Fire Fighter and Paramedic with the City of Gresham who also volunteers at Dallas Fire Department.



Mark Cushman



Brian Henson



Julie Olsen-Fink

Facility update

At the time our last newsletter went to press, we had just received Emergency Board approval for project construction. Since that time we have been thoroughly reviewing the design development drawings. As part of our review, a value engineering study was undertaken in late October. Design review and value engineering are helping us to ensure that the facility will meet the critical training needs in an efficient, cost-effective, environmentally sound manner.



Good progress is being made in other areas of facility planning, as well. Contracts have been issued for the next phase of the wetlands and archaeological studies. Consultants will be working with the Division of State Lands and the State Historical Preservation Office to finalize these studies. Initial permit applications have been filed with the City of Salem. Design of the off-site sewer system upgrades is nearing completion.

The project schedule currently calls for facility groundbreaking next summer. We will let you know when a construction schedule is developed.

Updated Field Training Manual in pilot phase

In August 2001 a workgroup was formed to review and update the Field Training Manual (FTM) currently used by Field Training Officers (FTOs) to assess police officers who are in the field training phase of their training program. Thanks to the diligent work of this dedicated group of experts, an updated FTM is now being piloted in several jurisdictions around the state.

The updated manual is designed to be flexible, allowing the FTO to cover modules and topics as they arise during the new officer's field training program. In addition, the Seven Themes (Community Policing, Ethics, Communication, Diversity, Health and Wellness, the Law, and Survival Skills) that are incorporated into every phase of a police officer's basic program have been included in the updated FTM.

Other highlights of the new FTM include:

- Supporting information
- Table of Contents and Index
- Academy-based references to supporting material from the Basic curriculum.

For more information: call Brian Kauffman at 503-378-2100 ext. 2241, or e-mail brian.kauffman@state.or.us

The agencies with December graduates from DPSST's Basic Police classes 259 and 260 are participating in the pilot program, using the updated FTM during their officers' field training programs. DPSST hosted FTM orientations for the participating agencies' FTOs. Both the new officers and their FTOs will be asked to evaluate and provide feedback on the new FTM. Based on their input, any needed changes will be made before the new manual replaces existing FTMs statewide.

Regional training unit rolls out another course

Using one of our fully equipped regional training trailers, DPSST's regional training unit quite literally rolled out a new defensive tactics (DT) refresher course during December. This new course is designed to allow shorter blocks of training (the course is four hours long) to be delivered to smaller numbers of officers in more locations around the state.

For more information: call Cameron Campbell at 503-378-4888 ext. 246, or e-mail cameron.campbell@state.or.us

Before the classes began, DPSST's instructor updated local agencies' DT instructors on the techniques that would be taught during the course. Local instructors then helped deliver the training to local area officers. The new DT course was delivered in Enterprise and La Grande during December. Feedback from these courses has been extremely positive. Our regional trainers will be back on the road delivering this training throughout central and eastern Oregon during January.

OREGON DPSST
ETHICS BULLETIN

Volume No. 3



The Oregon Department of Public Safety Standards and Training (DPSST) has the legislative mandate to establish and enforce the physical, mental, and moral fitness standards for all law enforcement officers, telecommunicators and emergency medical dispatchers in the state.

This requirement also defines the procedure for the Department and Board to use when denying or revoking certification of an officer, telecommunicator or emergency medical dispatcher who has fallen below the moral fitness standards.

The Ethics Bulletin is published to provide insight into the types of misconduct that could result in revocation or denial of certification. The following cases of misconduct **resulted in revocation** of certification by DPSST from June 2002 through October 2002.

Case #1 -

Officer A delivered cigarettes to two female inmates, allowed female inmates to be out of their cells dressed only in their undergarments and allowed them into the control room. He kissed and fondled them and was fondled by the female inmates. He was convicted of Official Misconduct for these actions. Officer A's Basic Certification was Revoked

Case #2 -

Officer B was discharged for cause and then subsequently convicted of embezzling approximately \$30,000 in parole and probation fees while he was a supervisor. Officer B's Basic, Intermediate, Advanced and Multi-discipline Certifications were Revoked

Case #3 -

Officer C had an ongoing sexual relationship with a female inmate while on and off duty. He also kissed and fondled another female inmate and moved her to another cell in order to be able to directly observe her. He was convicted of Official Misconduct for inappropriate sexual conduct with a female inmate. Officer C's Basic Certification was Revoked

Case #4 -

Officer D struck an inmate in the sternum area with a fist while the inmate was in leg restraints and handcuffed. He then threw the inmate against the wall and into a counter. During transport he made the inmate fear for his life by threatening to shoot him. He was discharged for cause for use of excessive force. Officer D's Basic, Intermediate and Advanced Certifications were Revoked

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Case #5 -

Officer E was discharged for cause for dating an inmate and having sex with the male inmate while he was on furlough. Officer E had her Basic Certification Revoked

Case #6 -

Officer F was discharged for cause for stealing narcotic medication from the inmates' medicine cabinet. He stated that he took the medication because he was depressed from the allegations of sexual harassment of a year ago. Officer F had his Basic Certification Revoked

Case #7

Officer G took a female inmate into the laundry room allegedly to fold clothes. Instead he raped her and had deviate sexual relations, while on duty. He was discharged for cause from his agency. Officer G's Basic Certification was Revoked

Case #8

Officer H was discharged for cause for untruthfulness. He repeatedly called in sick saying his back was out but in reality had flown out of state on a vacation. Officer H's Basic Certification was Revoked

Case #9

Officer I was convicted of Official Misconduct for having sex with a female inmate. Officer I's Basic Certification was Revoked

Case #10

Officer J was discharged for cause when he discredited his agency and his discipline by swearing under oath that it was unrealistic for a police officer to not have a personal bias and that it wasn't a goal of his to not have biases. He also stated that it was not a principal of good police work to be trusted to tell the truth and to have a good track record of truthfulness and to handle any personal biases. Officer J's Basic and Intermediate Certifications were Revoked

Certification and Records Updates

Change in multi-certification training requirements

When the Board on Public Safety Standards and Training met in November, members approved the recommendations of the Police, Corrections, and Telecommunications Policy Committees to revise the Administrative Rules governing multi-certification training. Under the new rule, the same training may now be credited towards training for more than one discipline if the content of the training is specific to each of the disciplines. Each agency head has the responsibility of determining whether specific training is appropriate for more than one discipline.

Parole & probation medical standards approved

After completion of a lengthy Job Task Analysis, a workgroup began the process of developing medical standards for parole & probation officers. After public notice and a public comment period (during which no comments were received), the Corrections Policy Committee recommended that the Board approve the medical standards. The Board approved the new standard at its November meeting.

With the exception of the hearing standard, the new parole and probation standards are similar to those for police and corrections officers. Based on the JTA, the hearing standard is slightly less stringent than that for the police and corrections disciplines.

Updated blood pressure standards now in effect

The Board has also approved changes to the blood pressure standard for police and corrections officers. The new standard reflects job requirements more accurately than the standard formerly in place, and should help to better insure that new officers are able to perform their duties without undue health risks. The newly developed medical standards for parole and probation officers also incorporate the updated blood pressure standard.

A transition period for the new standard is now in effect for agencies hiring police and corrections officers, allowing time to implement the new standard. Medical exams occurring after February 1, 2003 must be conducted to the new standard and reported on the updated F-2 form. The new form is available on the DPSST website at [www.dpsst.state.or.us].

For more information: call Shawn Irish at 503-378-2100 ext. 2223 or e-mail shawn.m.irish@state.or.us

A final update recently approved is a change in the process for depth perception testing. To view DPSST's current rules, go to [www.dpsst.state.or.us/ad/ad_home.htm] and follow the "Administrative Rules" link.

Decertification Database

At its November meeting, the Board approved DPSST's participation in the National Decertification Database that has been established by the International Association of Directors of Law Enforcement Standards and Training (IADLEST). This newly established national database allows states to post the names of officers who have had their certifications revoked or denied. The database operates as a "pointer" system, directing inquiring members to the POST in the state that revoked or denied the certifications of officers whose names are listed in the database.

For more information: call Mary Gaines at 503-378-2100 ext. 2367, or Shawn Irish at ext. 2223. Or e-mail mary.l.gaines@state.or.us or shawn.m.irish@state.or.us

Eleven states are currently participating in the database. DPSST will utilize it as part of the criminal history check that we conduct before officers come to the academy for their basic training.

Accreditation numbers change

Our accreditation section has moved and has new phone numbers. You can reach Theresa Martin King, Accreditation Coordinator, at 503-378-2100 ext. 2242, and Jennifer Otterlee, Accreditation Support Specialist, at ext. 2207.



Department of Public Safety Standards and Training
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DPSST Bulletin Newsletter – September 2002

Winter Fire School

There is still time to register for the upcoming Winter Fire School, hosted by DPSST and provided through a grant from the National Fire Academy. Each year this program offers in-depth training on a number of relevant topics for Oregon's firefighters.

This year's topics are:

- Arson Detection for First Responders
- Incident Safety Officer
- Managing Company Tactical Operations-Tactics
- Training Operations for Small Departments
- Leadership 1
- Introduction to Wildland and Wildland/Urban Interface Firefighting for the Structural Company Officer
- Command and Control of Wildland/Urban Fire Operations for the Structural Chief Officer
- Incident Command System for Structural Collapse Incidents
- Incident Command for Highrise Operation

For more information: call Pam Eckert at 503-378-4888 ext. 270, or e-mail pamela.eckert@state.or.us

Winter Fire School receives rave reviews every year, and this year should be no exception. Each topic is a full 16 hours, so each participant will need to select only one topic from those listed above. Winter Fire School takes place on February 22 and 23, 2003, at the Public Safety Academy in Monmouth. Lodging at DPSST is included with the no-charge registration, and bus service from eastern and southwest Oregon will be provided.
