



# DPSST Bulletin

*Training For Excellence*

September 2002

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

## **Standards & Certification workshops receive rave reviews**

DPSST began partnering with public safety agencies earlier this year to hold informational workshops around the state. Staff members from our Certification and Records section provide representatives from local area agencies with valuable information about issues that will be of ongoing importance to public safety professionals throughout their careers. Topics include:

- A review of all forms and certification processes
- New laws and rules related to public safety standards and officer certifications
- Certification denial and revocation
- The Oregon Public Safety Memorial Fund

So far this year, Shawn Irish and Elaine Extrom have made presentations in Medford, Grants Pass, La Grande, Bend, Reedsport, Sutherlin, Monmouth, Clackamas, and Ontario. Additional meetings are scheduled with members of public safety agencies in Silverton and Milton-Freewater.

Agencies participating in these workshops have let us know how valuable they are. Comments have included:

The update on DPSST policy and procedure was very helpful. Ample opportunity was given to interject questions...Having two knowledgeable people answer questions in a group situation was very worthwhile. Nothing compares to a face to face workshop and I thoroughly enjoyed meeting both Elaine and Shawn...(Josephine County Sheriff Dave Daniel)

It was one of the most informative meetings I have ever attended. The information was presented in an extremely professional, easy to understand format...I left the meeting with a much better understanding of the procedures of all of the "F" forms, and especially with the understanding that DPSST really works hard to make each one of the agencies they work with a success...(Dana Conlee, Deschutes County 911 Service District)

In addition to receiving valuable information, certified staff attending these sessions will be glad to know that the workshops are now certified so that officers can receive training hours for attending.

Agencies interested in hosting a workshop can contact Shawn Irish, Certification Coordinator, at (503) 378-2100, ext. 2223, or Elaine Extrom, Officer Certification Specialist, at ext. 2256. You can also reach them by e-mail at [shawn.m.irish@state.or.us] or [elaine.extrom@state.or.us].

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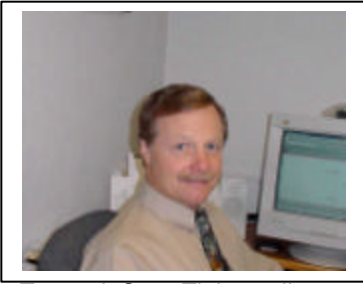
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**DPSST  
welcomes new  
staff members**

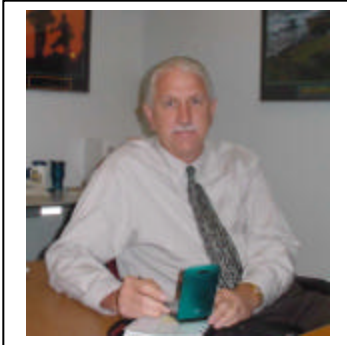
During the past several months, we have been able to fill a number of key positions throughout the agency. We are pleased to briefly introduce some of our new staff members to you:



To reach Scott Tighe, call 503-378-2100 ext. 2237, or e-mail [scott.tighe@state.or.us](mailto:scott.tighe@state.or.us)

**Scott Tighe** joined DPSST as our Standards and Certification Division Director in July. As Division Director, Scott oversees our Curriculum, Certifications and Records, and Private Security units. He holds a Ph.D. in Political Science from Ohio's Miami University, where his double majors were public administration and public policy analysis. His Masters and Bachelors degrees in government were from Ohio University.

Scott came to DPSST from the Elections Division, Secretary of State's Office, where he was the Operations Manager. He has also been an instructor at Chemeketa Community College for over eight years, teaching American Government, State and Local Government, and the Legislative Process. His past employment includes working as a firefighter with the Rome, Georgia Fire Department, Deputy Administrator for the Oregon OSHA Program and part-time faculty member at San Jacinto College's Department of Safety, Health and Fire Technology.



To reach Lloyd Lowry, call 503-378-2100 ext. 2365, or e-mail [lloyd.lowry@state.or.us](mailto:lloyd.lowry@state.or.us)

**Lloyd Lowry** joined our staff in August as DPSST's first Information Services Director. As IS Director, Lloyd will help guide the agency as we utilize technology in more ways to communicate internally and externally and to deliver training. He will also be closely involved with technology decisions as we move forward in designing the new facility.

Lloyd has been involved with all phases of information systems during his career. Highlights include 13 years with the Marion Salem Data Center, where he was involved in system design, construction and implementation and started a resource center for supporting PCs and networks. More recently, Lloyd oversaw a number of significant upgrades and expansions of IS services in his seven years as the City of McMinnville's first IT Director.

In addition to filling these two key positions, we have been able to fill a number of important positions in our Regional Training Division:



To reach Cameron, call 503-378-4888 ext. 246, or e-mail [cameron.campbell@state.or.us](mailto:cameron.campbell@state.or.us)

**Cameron Campbell**, DPSST's new Regional Training Supervisor, will be helping to coordinate the ongoing expansion of our criminal justice regional training program. Because several vacant regional training coordinator positions have now been filled, we will soon be able to deliver even more regional training courses around the state.

Cameron has a varied background that includes time spent with the Israel Defense Forces and with Maine's Drug Enforcement Agency. Most recently, Cameron joined the Camden, Maine Police Department in 1994 as a patrol sergeant, was later promoted to Lieutenant and served as second-in-command until his retirement in April.

Pages 3 and 4 of this newsletter are a tear-out insert to make it easy for you to get in touch with our regional training staff. Side one introduces you to all of our criminal justice regional training coordinators, both new and old. The reverse side provides contact information for the regional training staff members.

***Supervision and Middle Management course revisions get underway***

***Current program changes***

As part of our ongoing efforts to improve and enhance training, this spring DPSST's Leadership Training team began an in-depth review and revision of our Supervision and Middle Management courses. This two-phase process will cover course subjects, redundancies, course structure and delivery options.

Phase one of the revision is already well underway:

- Because the duties of supervisors can be quite different from those of middle managers, current course content is being modified to more effectively address their distinct roles and responsibilities. *(continued on p. 5)*

## ***Criminal Justice Regional Training Coordinators***

**Loren Deffenbaugh** was raised in the Willamette Valley but moved to Ashland when he joined the Ashland Police Department in 1987. Loren joined DPSST in July as our coordinator for the South Coast and Southern Regions.

Loren received his Associates degree in criminal justice from Chemeketa Community College. He served as a reserve officer with Mt. Angel Police Department before being hired by that department in 1986. Loren joined the Ashland Police Department in 1987 and was promoted to sergeant in 1999. He has been a Field Training Evaluation Program (FTEP) instructor for four years.

**Mike Herbes** joined the DPSST staff in May to serve the Eastern Oregon region. He has lived in the area all his life, and came to DPSST 14 years with the Eastern Oregon Correctional Institution. While there, he served on the tactical response team, was an instructor in several subjects and the institution's armorer. He has conducted advanced multidisciplinary training on a variety of topics in the local area.

Mike's Associates degree is in General Studies, and he is continuing his education with Eastern Oregon University. Mike is a Sergeant First Class with the A 1/19<sup>th</sup> Special Forces on active reserve with the U.S. Army. Shortly after joining DPSST, Mike was activated and is currently out of the country. He is looking forward to returning to Pendleton and working with regional constituents to meet their training needs.

**Suzy Isham** started in August as our new Traffic Safety Training Coordinator. She came from the Marion County Sheriff's Office, where she served for 10 years. While there she served in a variety of assignments, including DUII enforcement deputy, School Resource Officer, detective, and acting shift supervisor.

Suzy received her Bachelors degree in Criminology from Southern Oregon State College. She is a certified SFST and DRE instructor and has certifications in Drug Impairment Training for Educational Professionals (DITEP) and Gang Resistance Education and Training (GREAT).

**Jim Powell** came to DPSST in July from the Portland Police Bureau, where he worked for over 25 years. Jim's efforts will be primarily focused in the Portland metropolitan and Columbia Gorge areas.

Up to his retirement as a sergeant in June 2002 Jim was supervising a detective unit, neighborhood response team, two bicycle units, and other special units and events. During his career he had numerous assignments, including background investigation, narcotics officer, child abuse team, and family services. Jim is also a member of the Oregon Army National Guard, serving for 34 years with the 234<sup>th</sup> Army Band in Portland.

These new coordinators have joined DPSST staff members Pam Collett, Kris Eiesland, and Karen Evans:

**Pam Collett**, our 9-1-1 Training Coordinator, has just completed the coordination of an update to the Oregon Emergency Medical Dispatch cards, featured elsewhere in this newsletter. She came to DPSST in July 2001 with over 16 years of experience with Eugene Police/Central Lane 9-1-1. Her accomplishments there included implementing the Field Training Evaluation Program for Eugene PD's Communication Division.

**Kris Eiesland** came to DPSST in 1996, after 23 years with the Beaverton Police Department. She serves as regional coordinator for the north coast and Portland metro areas. Kris also specializes in child abuse training and serves on the Sexual Abuse Task Force. Her Masters degree is in Criminal Justice and she is a graduate of the FBI National Academy.

**Karen Evans** has been with DPSST since 1991. In addition to serving as regional coordinator for the southern Willamette Valley and surrounding areas, Karen specializes in crime prevention, community policing and DARE training programs. Before joining DPSST, Karen served with the Springfield and Eugene Police Departments. Her Bachelors degree is from the University of Oregon.

## REGIONAL ADVANCED/ SPECIALIZED/ TRAINING SECTION

### **Elaine Premo**

Assistant Director of Regional Training  
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### **Suzy Isham**

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### **Karen Evans**

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### **Vacant**

Central Region Training Coordinator  
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246

### **Jim Powell**

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### **Maria Ahrendt**

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### **Barb Clayton**

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- Instructors have moved from a lecture-based format to an adult-learning, scenario-based format. Students now have the opportunity to apply the concepts delivered in class, utilizing real-life work samples from various agencies.
- Students are now given “pre-work” to complete before they begin their two-week course. This insures a consistent knowledge base among all participants and allows more class time to be devoted to actual scenarios.
- Instructors are coordinating related aspects of various classes being taught. This means that learning in one class can be “leveraged” to increase the level of knowledge delivered in subsequent classes.
- To address concerns about participants being away from their agencies for two weeks at a time, the courses have been split into two one-week segments. Participants now have practical assignments to complete before returning to Monmouth for their second week of the course, further enhancing the learning.

These changes are receiving high marks. Comments from this year’s course participants indicate that they appreciate the improved course content and delivery and are finding the training more challenging and more relevant than participants have in past years.

### Upcoming program changes

Phase two of the course revisions began a couple of months ago. Mike Stafford, our Leadership Training Coordinator, implemented an ongoing process of surveying course participants six to nine months after they complete the Supervision or Middle Management course. These surveys ask participants to assess both how often they use the knowledge that they gained and how important that knowledge is in completing their work. In addition to confirming that we are providing participants with valuable, relevant information, survey results have pointed out where course modifications were indicated. Survey data will continue to be used to guide upcoming program changes.

Additionally, curriculum workgroups were formed early this summer to review course content for both programs. These workgroups consisted of constituent representatives, subject matter experts and DPSST staff members. Using survey results and the results of Job Task Analyses conducted in 2000, participants developed specific learning objectives for both programs.

The next step is to use the learning objectives to assess all Supervision and Middle Management classes. Based on these assessments, classes will be added, revised or removed from each course. The structure of both courses will also be revised to help us address needs in three key areas:

- More in-depth classroom learning.
- Further emphasis on applied learning, using adult learning and scenario-based formats.
- Concerns about participants being away from their agencies for a two-week block of time.

The revised core Supervision and Middle Management programs will be ready for delivery early in 2003. They will become the core components of an expanded leadership training program, forming the basis for advanced training that DPSST will begin to make available regionally. Regional delivery of advanced courses will allow our constituents to select the in-depth training that they need to perform their specific jobs. Based on constituent feedback, advanced courses in project management, psychological survival, and budgeting are already being developed for regional delivery.

For more information: Mike Stafford at 503-378-2100 ext. 2206. Or e-mail [mike.stafford@state.or.us]

We would like to acknowledge the hard work and dedication of the public safety agency representatives who served on the workgroups, providing the expertise that guided development of these improved leadership training programs.

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***Emergency medical  
dispatch card  
revisions now  
complete***

For more information:  
Pam Collett, 911/EMD  
Coordinator, 503-378-  
2100, ext.2221, or e-mail  
pam.collett@state.or.us

Working with Emergency Medical Dispatch (EMD) instructors, constituents, and our physician advisor, DPSST has completed updates to the Oregon Emergency Medical Dispatch (OEMD) cards. The update process has been underway since early this year. Many communications centers throughout the state supported this important project by contributing the time and talents of their subject matter experts. EMD instructors also piloted the new cards in several classes around the state. We want to all of these experts for their dedication and energy.

The OEMD card system provides emergency medical dispatchers with systemized instructional protocols, which are given to citizens while fire and EMS personnel are responding. This new version also includes information on potential medical situations that may be caused by or involve a biological, nuclear, incendiary, chemical or explosive (BNICE) event. The OEMD cards are printed on heavy card stock and color-coded by subject matter. The cards are designed to fit into a three-ring binder, to permit them to be updated annually or as needed.

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***More facility  
project milestones***

For more information:  
Bob Karau, 503-378-2100  
ext. 2216, or e-mail  
[bob.karau@state.or.us].

Agency staff members working on the new facility project are pleased to report that several important project milestones have been reached since the last newsletter went to press.

In the last issue we reported that discussions were still ongoing regarding the best siting option for the emergency vehicle operations course (EVOC) on the overall DOC-owned Salem property. Many hours of diligent effort over several months, and the cooperative attitudes of DPSST, the Department of Corrections, the Department of Administrative Services, the Governor's office, and neighbors' representatives, resulted in agreement being reached on a site for the EVOC in late May. Based on that agreement, the Capitol Planning Commission granted its approval of the project site when it met in June.

While those discussions were underway, project consultants were busy working with DPSST staff and subject matter experts to refine the project design. The schematic design phase of the project ended in early June. The the architects and engineers will complete the design development phase in late September.

The current design includes academic, skills, and dormitory facilities; a multi-purpose meeting, kitchen and dining facility; a program services building for Standards & Certification, Curriculum, Regional Training, Private Security, Business and Information Systems, Human Resources and other administrative staff; a tactical training facility for fire, corrections, and law enforcement training, a city streets venue and scenario building, firearms ranges, an EVOC course with a support building, and a campus maintenance building.

We would like to thank the members of the Facilities Steering Committee for their ongoing efforts and contributions in moving this complex project forward. Committee members, representing various public safety disciplines, help oversee the facility development process to insure that Oregon's new public safety training facility will meet the training needs of all of the disciplines that we serve.

The diagram below shows the approximate layout of the new facility and its relationship to the Oregon State and Santiam Correctional Institutions and the Marion County Jail facility.



A critical project milestone is coming up on October 3 and 4, 2002. The Legislative Emergency Board meeting that had been scheduled for September 5<sup>th</sup> and 6<sup>th</sup> was postponed because of the recently concluded Special Session. DPSST is appearing before the October Emergency Board to request construction approval for this vital public safety project.

Project approval will allow the design team to begin the lengthy process of preparing construction documents, finalizing and submitting the conditional use application and other permits necessary to allow construction to begin during the summer of 2003.



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## DPSST Bulletin Newsletter – September 2002

***Important reminder  
for agencies  
employing  
telecommunicators/  
EMDs or police  
officers***

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### **12<sup>th</sup> grade reading and writing standard now mandatory**

In our last newsletter we reported on the 12<sup>th</sup> grade reading and writing standard for police officers, telecommunicators and emergency medical dispatchers (EMDs) in Oregon. On September 1<sup>st</sup> this standard, which has been phasing in since late last year, became a minimum standard for employment for all employees in these disciplines.

This means that employing agencies must administer approved tests to their applicants or employees who will be attending basic or career officer development training or wanting to challenge the basic course. This rule applies to all employees in these disciplines, even those who receive their training from an entity other than DPSST, as is the case for many telecommunicators and EMDs.

Information for those who will be receiving training directly from DPSST will be reviewed for compliance at the time we receive a Form F-5 (Application for Training) for the employee. Telecommunicators or EMDs who receive their training from other entities will need to provide proof of compliance before they can be certified. Completing an F-5 before start of training will make this process much easier for everyone involved.

DPSST Standards and Certification staff can provide information about approved tests, completing F-5's, or other aspects of this employment standard.

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