

# **Board on Public Safety Standards and Training Minutes**

**October 22, 2020**

The Board on Public Safety Standards and Training held a regular meeting at 9:00 a.m. on Thursday, October 22, 2020 in the Boardroom at the Oregon Public Safety Academy in Salem. Chair Darren Bucich called the meeting to order at 9:00 a.m.

## **Board members present in-person and by Video/Teleconference:**

Nadine Purington, Non-Management Parole and Probation  
James Oeder, Oregon Volunteer Firefighters Association  
Mark Kreutzer, Oregon Fire District Directors Association  
John Teague, Oregon Association of Chiefs of Police  
Elizabeth Lawrence, Non-Management Law Enforcement  
Thomas Thomas, Private Security Industry  
Darren Bucich, Oregon Fire Chief's Association  
Doug Marteeny, Oregon District Attorney's Association  
DaNeshia Barrett, Non-Management Law Enforcement  
Travis Hampton, Superintendent, Oregon State Police  
Matt English, Oregon State Sheriff's Association  
Scott Derickson, League of Oregon Cities  
Sara Boone, Chief, Portland Fire & Rescue  
Loren Cannon, Federal Bureau of Investigation  
Colette Peters, Director, Department of Corrections  
James Adams, Oregon Fire Fighter's Council  
Benjamin McNulty, Private Security Industry

## **Board Members Absent**

Chuck Lovell, Chief, Portland Police Bureau (excused)

## **DPSST Staff:**

Eriks Gabliks, Director  
Linsay Hale, Professional Standards Division Director/Interim Academy Training Division Director  
Theresa Janda, Executive Assistant  
Mona Riesterer, Executive Support  
Jennifer Howald, Rules Coordinator

Guests:

Chris Davis, Assistant Chief, Portland Police Bureau

## **1. Introductions**

Chair Darren Bucich introduced new Board members, Benjamin McNulty and James Adams.

## **2. \*Minutes**

*Approve minutes from the July 23, 2020 Meeting.*

**John Teague motioned to approve the Minutes from July 23, 2020. DaNeshia Barrett seconded the motion. A vote was taken by roll call of members present and the motion carried unanimously.**

### **3. Fire Policy Committee**

#### **a. Fire Policy Committee Update – James Oeder, Chair**

Jim Oeder briefly updated the Board members on the activities of the Fire Policy Committee, stating that there were three cases reviewed during the last meeting with two revocations and one with no action, three OAR's approved and two re-appointed FPC members. There will be no Fire Policy Committee meeting in November, due to a lack of agenda items.

#### **b. Consent Agenda (The following items to be ratified by one vote)**

##### **A. \*Travis Ballard DPSST #F28961 (Netarts-Oceanside RFPD) - Revoke**

*Recommended to the Board unanimously by the FPC on August 26, 2020.*

##### **B. \*Kyle Bryant DPSST #F12984 (Umatilla Fire District #1) - Revoke**

*Recommended to the Board unanimously by the FPC on August 26, 2020.*

##### **C. \*Stephen Patoine DPSST #F39669 (Douglas County Fire District # 2) – No Action**

*Recommended to the Board unanimously by the FPC on August 26, 2020.*

##### **D. \*OAR 259-009-0087 Proposed Rule Change – Approve**

Review of Accreditation Agreements

*Recommended to the Board unanimously by the FPC on August 26, 2020.*

##### **E. \*OAR 259-009-0059 et al - Proposed Rule Change – Approve**

Fire Service Professional Certification Denial and Revocation Standards and Processes.

*Recommended to the Board unanimously by the FPC on August 26, 2020*

##### **F. \*OAR 259-009-0065 - Proposed Rule Change – Approve**

Time extensions for Maintenance Recertification

*Recommended to the Board unanimously by the FPC on August 26, 2020*

##### **G. \*Committee Appointments**

- Richard Cearns; Re-appointment to the FPC; representing the Oregon Fire Instructor Association; 2<sup>nd</sup> term effective 10/23/20.
- Kevin Larson; Re-appointment to the FPC; representing the Non-Management Fire Fighters; 2<sup>nd</sup> term effective 10/23/20.

**Mark Kreutzer motioned to approve the Fire Policy consent agenda. Matt English seconded the motion. A vote was taken by roll call of members present and the motion carried unanimously.**

### **4. Criminal Justice Policy Committees**

#### **a. Police Policy Committee Update – John Teague, Chair**

John Teague briefly updated the Board on the Police Policy Committee activities stating that the PPC reviewed a complaint filed against Terry Timeus, former Chief of the West Linn Police Department. The Policy Committee unanimously recommended a professional standards case be initiated to review the conduct.

**b. Telecommunications Policy Committee Update – Lindsay Hale**

Lindsay presented the Telecommunications Policy Committee (TPC) update since a Chair has not yet been appointed to replace Kelly Dutra. She stated that there was no meeting in August, due to a lack of agenda items. There are a number of issues to be considered in November, however, so that meeting will take place.

**c. Corrections Policy Committee Update – Nadine Purington, Chair**

Nadine Purington briefly updated the Board on the Corrections Policy Committee activities, stating that they did have an August meeting where they discussed the eligibility criteria for the Oregon Law Enforcement memorial which will be continued at the November meeting. They will also be nominating a Vice Chair.

**d. \*Consent Agenda (The following items to be ratified by one vote)**

**A. \*John “Nick” Falkenhagen DPSST#53278 (Medford Police Department) – Revoke**  
*Recommended to the Board unanimously by the PPC on August 20, 2020*

**B. \*Ryan Fauver DPSST#51694 (Douglas County Sheriff’s Office) – No Action**  
*Recommended to the Board in a 7/3 vote with 1 abstention by the PPC on August 20, 2020*

**C. \*Matthew Higgins DPSST#50256 (Medford Police Department) – Revoke**  
*Recommended to the Board in an 10/1 vote by the PPC on August 20, 2020.*

**D. \*Charles Huitt DPSST#45375 (Marion County Sheriff’s Office) – No Action**  
*Recommended to the Board unanimously by the PPC on August 20, 2020*

**E. \*Jason Maurry DPSST#43487 (Multnomah County Sheriff’s Office) – No Action**  
*Recommended to the Board unanimously, with one abstention, by the PPC on August 20, 2020*

**F. \*Andrew Moyer DPSST#31899 (Columbia County Sheriff’s Office) – Revoke**  
*Recommended to the Board unanimously by the PPC on August 20, 2020*

**G. \*David Sytsma DPSST#50389 (Town of Lakeview Police Department) – No Action**  
*Recommended to the Board in a 6/5 vote by the PPC on August 20, 2020*

**H. \*Angela Branford DPSST#49801 (Washington County Sheriff’s Office) – Revoke**  
*Recommended to the Board unanimously by the CPC on August 11, 2020*

**I. \*Robert Conklin DPSST#53852 (Harney County Sheriff’s Office) – Revoke**  
*Recommended to the Board unanimously by the CPC on August 11, 2020*

**J. \*Benjamin Daley DPSST#56374 (Department of Corrections Oregon State Correctional Institution) – Revoke**  
*Recommended to the Board unanimously by the CPC on August 11, 2020*

**K. \*Justen Roberts DPSST#54117 (Department of Corrections Oregon State Penitentiary) – No Action**

*Recommended to the Board unanimously by the CPC on August 11, 2020*

**L. \*Sergio Verduzco DPSST#42247 (Department of Corrections/Deer Ridge Correctional Institution) – Revoke**

*Recommended to the Board unanimously by the CPC on August 11, 2020*

**M. \*Benjamin West DPSST#60954 (Department of Corrections/Coffee Creek Correctional Facility) – No Action**

*Recommended to the Board unanimously by the CPC on August 11, 2020*

**N. \*Joseph Yeane DPSST#25561 (Department of Corrections/Columbia River Correctional Institution) – Revoke**

*Recommended to the Board in an 8/4 vote by the CPC on August 11, 2020*

**O. \*Committee Appointments**

- Kathy McAlpine, replaces Dale Cummins, representing the Oregon Association of Chiefs of Police; Appointment to the PPC; 1<sup>st</sup> term effective 10/22/20.
- Alex Gardner; replaces Andy Heider representing Oregon State Police Command Staff; Appointment to the PPC; 1<sup>st</sup> term effective 10/27/20.
- Robin Sells; re-appointment to the TPC representing the Oregon Association of Chiefs of Police; 2<sup>nd</sup> term effective 10/22/20.
- Matt Dale; re-appointment to the TPC representing the Oregon Fire Chiefs Association EMS Section; 2<sup>nd</sup> term effective 10/22/20.
- James Ristoff; replaces Gary Bergerson; representing non-management Corrections Officers; 1<sup>st</sup> term effective 10/22/20.
- DaNeshia Barrett; replaces Brian Wolfe on the Public Safety Memorial Fund Board; 1<sup>st</sup> term effective 10/22/20.

**Item G was pulled from the consent agenda for discussion prior to voting. DaNeshia Barrett motioned to approve the Criminal Justice consent agenda minus item G. James Oeder seconded the motion. A vote was taken by roll call of members present and the motion carried unanimously.**

**Item G discussion:** Liz Lawrence requested that item G be pulled due to concerns she had about the case and felt more discussion was warranted due to the seriousness of the actions by David Sytsma. Linsay explained that the vote by the PPC was not a unanimous vote but it was a contested vote. John Teague further gave additional information about the Police Policy Committee's discussion regarding this case prior to voting. Benjamin McNulty asked clarifying questions regarding the circumstances of the case. Linsay explained to Board members that the next step was to make a motion on whether to affirm the PPC's recommendations or to send it back to the Police Policy Committee for review, in which case the Board will need to send instructions as to what the PPC should consider that they have not already considered.

**John Teague motioned to affirm the Police Policy Committee's recommendation to take no action. There was no second. The motion died.**

**Liz Lawrence moved to send the case back to the PPC. Scott Derickson recommended to send it back with instructions to reconsider the identified dysfunction within Systma's agency as a mitigating factor. James Oeder seconded the motion as suggested. A vote was taken by roll call of members present and the motion carried unanimously.**

**e. \*OAR 259-008-0110 – Proposed Rule Change - Approve.**

Jennifer Howald gave an overview of the proposed rule change explaining that this rule requires the Board to adopt rules that prohibit the training of Police Officers and Reserve Officers to use physical force that impedes the normal breathing or circulation of another person (commonly referred to as a chokehold), except as a defensive maneuver. DPSST asked the PPC to complete an additional review of the legislation, make needed changes to the draft rule, present the draft rule to the Board here, and then update the PPC and the CPC in November.

House Bill 4301 (Second Special Session) expanded the application of HB 4203 to apply to corrections officers in addition to peace officers and revised Oregon's use of force statutes. DPSST's proposed rule language further expands the application to all defined law enforcement officers, to include parole and probation and OLCC regulatory specialists.

This language codifies the Department's current training practices and prohibits the Department from engaging in any future prohibited use of force training, the addition of instruction on the use of force option in basic course curriculums and field training manuals or approval of agency-specific field training manuals if it includes prohibited use of force training. If the rule receives comment it will return to the Policy Committees and Board for additional consideration.

**John Teague moved to adopt the Proposed Rule Change. DaNeshia Barrett seconded the motion. A vote was taken by roll call of members present and the motion carried unanimously. No fiscal impact was identified.**

**5. Private Security/Investigator Policy Committee**

**a. Private Security Investigator Policy Committee Update – Thomas Thomas, Chair**

Thomas Thomas briefly updated the Board on the activities of the Private Security and Investigator Policy Committee giving an overview of the items on the agenda today for Board consideration. He also mentioned that there are vacancies on the PSIPC currently for Retail and Manufacturing representatives that staff is working to fill.

**b. Consent Agenda (The following items to be ratified by one vote)**

**A. \*Committee Appointments**

- Richard Valencia; Re-appointment to the PSIPC representing Unarmed Security Providers; 2<sup>nd</sup> term effective 10/25/20.

**B. \*OAR Chapter 259 Division 60 – Proposed Rule Change – Approve**

Updates to the Private Security Provider Moral Fitness and Denial/Revocation Standards. *Recommended to the Board in a 5/2 vote with 1 abstention by the PSIPC on September 2, 2020.*

**C. \*OAR 259-060-0500, 259-061-0010, and 259-020-0220 – Proposed Rule Change – Approve**

Overpayment of Amounts Due

*Recommended to the Board in a unanimous vote on September 2, 2020 and recommended to the Board by Director Gabliks on September 8, 2020.*

**D. \*OAR 259-060-0130 – Proposed Rule Change – Approve**

Adding reference for Event and Entertainment Private Security Professionals.

*Recommended to the Board in a unanimous vote on September 2, 2020.*

**James Oeder moved to approve items A, C, and D of the consent agenda. Item B was removed from the consent agenda for discussion. Liz Lawrence seconded the motion. A vote was taken by roll call of the members present and the motion carried unanimously.**

**Discussion of Item B:** Linsay Hale explained to the Board members that the rule change was the work of staff to review and revise the moral standards for private security certification and licensure in its entirety, last reviewed and updated in 2012. This review was timely as the office of Administrative Hearings had recently overturned some the Board's attempt to deny certification on two occasions using the Board's existing moral fitness standard. The reason cited in both instances was that the existing standard was overly harsh, causing individuals seeking employment in the private security industry to be penalized for having a criminal background without creating a nexus as to why their specific conviction precluded that individual from seeking employment in the industry.

The Department of Justice agreed that the existing standards were problematic and could not be easily be defended unless adjustments were made. These proposed adjustments recognize DPSST's regulatory role, rather than that of the employer of the Private Security Provider and also recognizes the differences between the expectations and responsibilities of the different levels of certification and the impact certain past behaviors would have on an individual's ability to perform private security services, assisting with the creation of the necessary nexus. Finally the standard recognizes the regulatory responsibility of allowing individuals an opportunity to rehabilitate by allowing the restoration of certification eligibility after an established amount of time from a bad act and an application for Private Security certification.

The proposed rule, also removes permanent ineligibility for certain convictions, identifies discretionary disqualifiers based on certification and licensure types, adjusts for, and streamlines the process and creates a more defensible rule set. The item was pulled from the agenda, because it did not receive a unanimous vote from the PSIPIC and we have also received correspondence from a concerned constituent which expressed concerns that this lessens the moral fitness standard for the industry. We wanted to acknowledge these concerns on the record and assure the Board that these do not, in our opinion, lessen the professionalism of the DPSST certification in any way. Instead, it right-sizes the standard, respects the role of the Board and the Department as a governmental regulatory entity and also respects that this is a minimum standard that should not take the place of an employer's background or hiring process.

**James Oeder moved to adopt the rule as recommended by the Private Security Private Investigator Policy Committee. Benjamin McNulty seconded the motion. A vote was taken by roll call of members present and the vote carried unanimously.**

## **6. Administrative**

### **a. \*OAR 259-007-0150 – Proposed Rule Change - Approve**

Presented by Jennifer Howald: Establishing procurement processes for goods and services through Federal programs.

As a State Agency DPSST must follow the Oregon public contracting code to purchase goods and services. To purchase goods and services through a Federal program we were informed that we needed to adopt a specific rule to establish standards in order to have those contracts. 8/20/20 DPSST presented this rule to the Executive Board and asked them to approve a temporary rule and also to approve filing the proposed rule change, which they did. The temporary rule went into effect and the proposed rule was filed with the same exact language and is included on pg. 2 of the memo. No comment was received. DPSST recommends to the Board to file the proposed rule as a permanent rule.

**John Teague moved to adopt the proposed rule. Liz Lawrence seconded the motion. A vote was taken by roll call of members present and the vote carried unanimously. No fiscal impact was identified.**

## **7. Director's Report - Director Gabliks**

### Board Member Update

Director Gabliks again welcomed Benjamin McNulty, representing the Private Security industry and James Adams, representing the Oregon Fire Fighter's Council who are present at their first Board meeting today.

The Director gave an overview of the status of transitioning Board members and vacant positions on the Board:

- George Long who was going to take Kelly Dutra's place, representing APCO/NENA was offered a job in Washington State and so will not be taking that position. We are working with the APCO/NENA organization to submit a new candidate.
- Two candidates have submitted paperwork for the next Senate Confirmation hearing; Terry Rowan to replace Brian Wolfe, representing the Oregon State Sheriff's Association and Chris Skinner to replace Kristine Allison, representing the Oregon Association of Chiefs of Police.
- Other new members joining the Board include Terri Davie, Oregon State Police Superintendent to replace Travis Hampton, as well as Marian Ruiz-Temple, Oregon State Fire Marshal to replace James Walker.
- Additionally the positions representing AFSCME representing DOC and Public Citizens are vacant and staff is working to fill these.

- Doug Marteeny's term on the ODAA is coming to an end and so he will be replaced by another representative for that organization and Renn Cannon is retiring and will be replaced by the incoming SAC for the Portland FBI.

### Academy Update

Director Gabliks updated the Board members on the status of Academy enrollment. He reported that Academy enrollment continues to be steady. 20% of certified positions are nearing retirement. Two areas where we have added classes, one is the 9-1-1 program, due to a lot of turn-over of telecommunicators, and the larger fiscal impact is in Basic Police. Sixteen Basic Police classes were budgeted for this biennium. The 16<sup>th</sup> class will start in December and the class is filling up. We have no other budgeted classes until July. In the past we have asked the legislature for more money to add more classes, which we will do again this year. We will be going to the December E-Board to ask for four additional Basic Police Classes and one additional Basic Corrections class to meet the hiring needs through the end of the biennium. The Board previously approved this, in discussions with the legislative fiscal and chief financial officer they asked that we delay until we actually had the need. We anticipate that we will get funding for that until the end of the fiscal year. Director Gabliks explained that we have continued to provide basic training on campus, as well as regional law enforcement and fire training, but we are doing it differently because of the COVID environment. The campus is closed to the public and this also includes dis-allowing external agencies to use the venues, unless it is DPSST-related. We will be addressing the recent OSHA guidelines that have come out and will be in compliance with those. Staff is doing a great job in all facets of meeting the demands of the new regulations.

### 2020 Oregon Wildfires

- The Director reported that 24 DPSST employees were either evacuated or on stand-by due to the Wildfires in September. Thankfully no employees lost their homes and were very supportive of one another, helping each other out.
- The smoke conditions from the fires required that we change the training delivery model for a week, so classes had to be conducted inside, rather than outside. Everyone remained flexible and we were able to continue training.
- Eriks reported that we supported the Oregon Department of Forestry Molalla and the Lyons offices, which were working out of DPSST for nearly a month. The Lyons office was completely burned to the ground and the Molalla office was evacuated. Their command posts were set up here and we were glad to support them and also feed their wildland fire fighters who were going out each day from this base of operations.
- Our fire apparatus was also made available to agencies that lost equipment, but no one took us up on the offer.
- We also received a request from the Governor to train an additional 375 National Guard members in less than a week. The Governor activated these National Guard members, in addition to the members we trained earlier. We had more than 700 members of the National Guard trained to go on fires. We sent staff over to provide shelter training and issue equipment to help deploy the 3 initial groups of 125 that were trained in July. The additional 125 trained later did not get deployed, thanks to the rain.



## Facilities

- The Director reported on maintenance and repairs of the facility. Last budget session we replaced the fire alarm system and now we are replacing all of the smoke detectors on campus because they are getting close to the end of their service life.
- Roof repairs are being done to extend the life cycle of the building. And anticipating deferred maintenance money in the next budget to do a more long-term fix on the roofing.
- The parking lot expansion has been completed, with 60 additional slots, which will greatly enhance the parking when everything returns to normal.
- Eriks explained that because of Marion County being closed to the public we were unable to do the in-service training next door for Corrections, so our training and facilities staff have created a training venue for this purpose in the basement of the scenario village.
- The Director commended the Facilities staff at DPSST for their hard work and diligence to keep the facility clean and working a lot of hours, stating that they have done a great job and deserve a lot of thanks.

## Budget

- Director Gabliks reported that the budget is overspent by 1.2 million dollars currently, however FEMA owes us 1.2 million dollars for all of the work we have done to support other State agencies such as assistance to Oregon Emergency Management and some other agencies during the pandemic. We will internally adjust expenditures to make ends meet until we receive this reimbursement. We also have received a grant from the Criminal Justice Commission for personal protection equipment for students and staff. We did receive reimbursement for the National Guard wildfire training done in July, with one exception. We have not yet received a bill for the equipment used for the fire cache for training, such as shelters and hand tools, which came out of Boise. They don't think they will be able to give us a bill until April for the equipment, which is about \$40,000.00. We are also awaiting payment for the National Guard training that we just provided.
- We have two FEMA Assistance to Firefighters grant active.
- We are also billing for ODF support
- The agency applied for and received a BRIC Grant, which is infrastructure service from FEMA, which we have slotted for a Micro-Grid study here on campus for an emergency generation system, as we don't have emergency power on campus other than the kitchen refrigeration and dorms. This project will be done in cooperation with PGE.

## 2021-2023 Agency Request Budget

In July the Board approved our Agency requested budget which was sent downtown. The Chief Financial Officer analysts make recommendations after which we submitted our appeal. The DPSST had our appeals meeting on October 21, 2020 with Governor Brown present and a number of her staff. The impacts of the proposed reductions were discussed as well as what we envision as needs for the future. A great discussion was had about DPSST's role in public safety and how budget decisions could impact that. So now we will await the Governor's recommended budget.

## Governor's Task Force on Police Accountability, Training and Use of Force

Director Gabliks explained to the Board that the interest has been focused on the Police training over the last six months, however, we have explained that DPSST is more than a Police Academy. The discussions of the Governor's Task Force on Police Accountability, Training and Use of Force has focused on several subjects, all of which would require additional funding to implement, other than the last bullet point, which includes adding additional community members to the Board and Policy Committees:

- Greater Diversity of DPSST instructor cadre
- Citizen members as co-presenters
- Expansion of 16-week Basic Police Course
- Field Training Officer Program (FTEP)
- Distance Learning/Learning Management Opportunities
- Accreditation of Law Enforcement Agencies
- Increased role by DPSST in professional standards investigations
- More community member/citizen representation of Board and Policy Committees

## Secretary of State Performance Audit of DPSST: Police Accountability, Training and Use of Force

The Director reported that there is also a Secretary of State performance audit taking place at the same time as the Governor's Task Force, which is looking at many of the same issues, but from a more academic/research-based perspective.

- Both diversity of instructor cadre and the need for citizen members as co-presenters were again identified as areas needing improvement.
- They were especially impressed with our 16-week Basic Police Course delivery system and our partnership with Washington State University. Our goal is to be the first Law Enforcement Training Academy in the U.S. to be completely evidence-based and we are three-quarters through that transition.
- They identified gaps during their field interviews of the Field Training programs in that the things being taught and the cultural changes reflected in the training at DPSST is not necessarily embraced by field training officers at the agencies, making that transitional link an important focus for improvement.
- They also identified that our IS staffing is limited, having gone from eight to four staff since the opening of the new Academy to today and that is having an impact. Hopefully this discovery will help in the future with budget discussions to hire additional IS staff.
- Gaps were also identified in what the employer role is in a professional standards investigation and what DPSST's role is.

## Feedback Instruments Overview

Director Gabliks also gave an overview of information shared with the Board members by email prior to the Board meeting, of feedback instruments used to measure performance and customer satisfaction, which were also forwarded to the legislature. He stated that there has not been enough staff resources focused on these instruments due to insufficient staffing in the past. Since adding a

research analyst to the Center for Policing Excellence, however, this will change and possibly improve with more useful Key Performance Measurements tracked, going forward.

#### Annual Performance Progress Report:

The Annual Performance Progress Report was reviewed with the Director stating that the most useful report involved the Customer Service questionnaire, which asked our stakeholders to measure our service. The report included the measurements below:

- Average increase in Police Officer Trainee test scores based on assessments at entry and completion of Police Basic Training.
- Percentage of attendees who ranked the usefulness of DPSST criminal justice regional training courses at or above "6" on a scale of 1-7. (Added per 2003 legislative direction)
- Percentage of attendees who ranked the usefulness of DPSST fire service regional training courses at or above "6" on a scale of 1-7. (Added per 2003 legislative direction)
- Percentage of revocation or denial actions appealed that are upheld at the appellate level.
- Average increase in Corrections Officer Trainee test scores based on assessments at entry and completion of Corrections Basic Training.
- Number of proceedings initiated to revoke the certification or license of a private security provider due to a violation of the Board's established moral fitness standards.
- Customer Service - Percent of customers rating satisfaction with agency services "good" or "excellent" for: timeliness, accuracy, helpfulness, expertise, information availability.
- Average increase in the Center for Policing Excellence test scores based on assessments at entry and completion of Supervisory Leadership Academy and Organizational Leadership Management Academy.

#### Strategic Plan:

Eriks also reviewed the Strategic Plan, which he stated is ready for an update. He pointed out that strategy #2, which involves technology resources, is possibly the most lacking and needs renewed effort and focus. He stated that the work has been incremental and gradual however overall, through collaboration with our stakeholders, the work we have done and things that have been accomplished over time is amazing. Eriks said that the State has been recognized as a National leader in preparing public safety professionals to provide competent and professional services.

- **STRATEGY 1**  
We will evaluate and improve the efficiency and effectiveness of agency communications – internally and externally.
- **STRATEGY 2**  
We will creatively explore and implement information technology resources that will provide accurate, efficient and secure mediums, which will improve the delivery of programs and services provided by Department of Public Safety Standards and Training.
- **STRATEGY 3**  
We will develop a comprehensive research and data collection system to evaluate and guide implementation of the agency's mission and vision.
- **STRATEGY 4**  
We will continually evaluate and modify our resources, programs, facilities and staff to meet the needs of our internal and external partners.
- **STRATEGY 5**

We will develop and maintain partnerships with public safety organizations, allied professionals and the people of Oregon, enabling the agency to develop, implement and maintain training and professional standards that meet the needs of the state.

- **STRATEGY 6**

We will, in partnership with public safety organizations and the people of Oregon, secure and maintain stable, dedicated funding to accomplish the mission and vision.

- **STRATEGY 7**

We will foster public trust by collaborative, ongoing evaluation and enhancement of professional standards, and through education of the public about the Department of Public Safety Standards and Training's regulatory functions.

- **STRATEGY 8**

We will develop and deliver innovative training that is efficient, and effectively prepares public safety professionals to provide competent and professional services.

### Director Recruitment

Director Gabliks announced to the Board members that he will be retiring after 30 years of service to the State of Oregon. He said that he has been the Director for 10 years and it has been a pleasure and an honor to work with and for them. He applied for a position with FEMA and was selected as the next Superintendent of the National Fire Academy. He also explained that the recruitment for the new Director has been opened since September 17, 2020 and will close on November 17, 2020. The recruitment was done on a National level, with outreach to national public safety associations including underrepresented organizations such as NOBLE, Women in Fire, etc., using digital recruiting vehicles. DAS Executive Recruitment is managing the process and the Governor plans to involve Board members, stakeholders and staff in the process. An Interim Director will be selected by the Governor as the recruitment and selection process moves forward to serve until a new Director is selected.

Scott Derickson thanked Eriks for his service and all that he has done for the State of Oregon and expressed concern for the future leadership of DPSST, stating that he felt it was so important for the safety of our communities. The Board members discussed what the level of their participation might be in the selection process for the new Director and how they might offer their assistance to the Governor's office.

**Board members, by consensus, agreed that the Board Chair should send a letter to the Governor's office offering their assistance in the selection process, due to the level of involvement that the Board has in the governance of DPSST and collaboration with the Director.**

### **8. Next Meeting Date: January 28, 2021**