

The Oregon POLICE CHIEF

The professional voice of Oregon law enforcement

Fall 2006

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President's Message

A new era for public safety begins in Oregon with the opening of the new Department of Public Safety Standards and Training (DPSST) Academy in September 2006.

A tremendous amount of hard work and dedication was required to make the new public safety academy a reality. Without the support of DPSST, the tenacity of public safety advocates like the police chiefs and sheriffs of the state and the visionary leadership of Oregon's elected officials, the new academy would remain an urgent need and an unfulfilled dream. Securing funding for this important project required the active support of both Governor John Kitzhaber and Governor Ted Kulongoski along with Speaker of the House Karen Minnis, Senate President Peter Courtney, Representative Wayne Scott, Senator Kurt Schrader, (Ways and Means Committee Co-Chairs) and the 90 members of the Oregon Legislative Assembly. This example of bi-partisan partnership should be an encouragement to the citizens of Oregon and an example of what is possible when unified leadership prevails.



The new academy is a state-of-the-art training facility for police recruits. In fact, this new facility and the curriculum that will be implemented for public safety officers is a model for states across the country and Canada. The ability to train in a scenario-based atmosphere, where police, fire, corrections and 911 communicators can cross-train together, will significantly improve the training experience for public safety recruits. This approach will also allow the DPSST trainers to more effectively evaluate the recruits and to provide supplemental training as necessary. In addition, field training officers from agencies throughout the state will be invited to come to the academy and observe their recruits as a way to enhance the quality of training that each recruit will receive.

The new academy will allow DPSST to offer the full 16 weeks of basic training for police officers and will accommodate expansion for future growth. The academy experience will give each municipal officer, county deputy and state police officer an outstanding training base and will facilitate relationships between recruits from agencies throughout the state. This training base will provide for better law enforcement service to our respective communities, residents and visitors to the State of Oregon.

On behalf of OACP and all of its members, I would like to thank all of those who have given so much of their time and support to build our new police academy. This has been a long time coming and law enforcement across the state has seen the need for this new facility and the staff to operate the facility for decades. On behalf of the current and future attendees of the new academy – thank you!

A handwritten signature in dark ink that reads "David K. Nelson".

David K. Nelson
OACP President

State Leaders instrumental in bringing Oregon a new Public Safety Academy



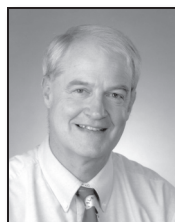
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THE HIGH STAKES OF POLICE TRAINING...

WHY THE NEW PUBLIC SAFETY ACADEMY WILL MAKE OREGONIANS AND OFFICERS SAFER.

*by Kevin Campbell,
Executive Director, Oregon Association Chiefs of Police*

Within the last several years, the police officer's role has become extraordinarily complex. Officers must be knowledgeable and competent regarding a constantly changing body of law (including the U.S. Constitution, state law and local statutes). They must be able to consistently apply this knowledge accurately, fairly and impartially, often with only split seconds to render decisions with life and death implications. Officers that fail to meet our expectations face litigation and intense media scrutiny.

We expect our officers to be able to safeguard DNA evidence, to use communication and data technologies, clean-up methamphetamine labs and to intervene in domestic disturbances where we require them to handcuff abusers and safeguard victims in the most emotional and personal of situations.

The increasing complexity and diversity of our communities impose an enormous challenge for officers as they strive to understand, serve and communicate with the public. We ask them to perform their duties in communities with an increasing number of citizens suffering from mental illness and/or substance abuse disorders where the social services infrastructure is inadequate.

The very nature of crime itself has evolved in ways never before imagined due to changes in technology, a more mobile society and rapidly evolving world events. "Routine" public safety risks our officers deal with now, even in relatively small communities, can include the potential for domestic and international terrorism, concerns that have rarely been considered part of the police officer's role in the past.

In light of these considerations, a job task analysis was conducted in 1997 to determine the appropriate number of basic training weeks for police officers in Oregon. The report confirmed that the training requirement in Oregon was severely deficient and that a marked increase in training weeks was needed. At the time, we were ranked with the State of Mississippi at the bottom of the training level scale. At just eight weeks of training, our requirement was half of the standard for the rest of the western United

States. As they considered the gravity of our training deficit, the legislature recognized that poorly trained officers are much more likely to make mistakes, violate the rights of individuals, make poor use-of-force decisions, create liability costs to cities and counties and place themselves and the public they serve in danger.

In response, the Oregon Legislature set a new professional standard for law enforcement training in the State of Oregon by increasing the mandated basic training requirement from eight to 16 weeks. However, space constraints at the academy facility, located on the Western Oregon University campus, made the increase to 16 weeks impossible.

At best, the Department of Public Safety Standards and Training was only able to deliver ten of the required 16 weeks. (The national average for required basic training weeks was over 22 weeks.) In reaction, the Oregon Association Chiefs of Police and the Oregon State Sheriffs' Association, along with other public safety partners, embarked on an effort to secure funding for construction of a new public safety academy. During the 2003 Legislative Session, the Oregon

Legislative Assembly secured the funding necessary to construct a new public safety academy for the State of Oregon. During the 2005 Legislative Session, operations funding for the mandated 16 weeks of basic training was secured. With the official opening of the new facility on July 17, 2006 and after nearly ten years of effort on the part of the public safety professions and state leaders, the Department of Public Safety Standards and Training is finally poised to implement the 16-week training requirement.

The new public safety academy and the move to 16 weeks of basic training will help to guarantee that officers will arrive to their law enforcement agency assignments prepared to begin their important work, to do so with professionalism and competence and to return home safely to their families. This new academy, and the vital training that will occur there, will help insure that the public continues to view the law enforcement profession with trust and confidence.



Kevin Campbell, Master of Ceremony, at Dedication



RIBBON CUTTING MARKS NEW ERA IN PUBLIC SAFETY TRAINING

Oregonians marked the beginning of a new era in public safety training July 17, 2006. That's the date the Oregon Public Safety Academy officially opened for business with a celebratory ribbon cutting ceremony.

Located at its new campus in Salem, the Academy will continue to offer basic, intermediate, advanced and executive level training for all public safety disciplines across the state, and will increase the time new police recruits spend in basic training from 10 to 16 weeks. As of January 1, 2007, the Oregon State Police troopers will also join their city and county peers in the Basic Police Academy.

"We are very proud to be here," said John Minnis, director of the Department of Public Safety Standards and Training. "Opening the new Academy will now give us the ability to increase training for police recruits, which we were not able to do in the past."

Minnis was in good company July 17. A host of public safety professionals spoke at the event, including Board on Public Safety Standards and Training (BPSST) Chairman Bob Tardiff, BPSST member Harold Burke-Sivers and Oregon's Attorney General Hardy Myers. Minnis and Deputy Director Eriks Gabliks also spoke.

Dignitaries and guests then watched the Board cut a ceremonial ribbon. The day ended with a reception and facility tours.

"We're pleased at the number of people who turned out for the event and think it represents the enthusiasm all of our public safety constituents feel about the new facility," Minnis said. "The Academy is a testament to their hard work to gain Legislative support for an important project."



It's All About Excellence...



The Critical Mission of DPSST



It is the Department of Public Safety Standards and Training's (DPSST's) mission to promote excellence in public safety through the development of professional standards and the delivery of quality training. The programs offered statewide by DPSST span the entire field of public safety, including police, fire, corrections, parole and probation, 9-1-1 telecommunications, private security, and polygraph examination.

Training

Training helps public safety professionals protect lives and ensure the integrity of Oregon's criminal justice system and the public safety community. Standards ensure that officers continually meet the physical, emotional, moral, intellectual and fitness requirements for all public safety disciplines. The Department's goal is to provide resources and certification programs that public safety professionals and local public safety organizations need to maintain the highest professional skill standards, stewardship and service to

Oregon's communities and citizens. To accomplish this goal DPSST provides:

- Basic and leadership training
- Regional programs for advanced and maintenance training
- Mandatory and voluntary certification of public safety personnel
- On-site consultants to local public safety agencies

Police, corrections, parole and probation officers and telecommunications professionals come to the Academy – now located in southeast Salem – for basic, supervisory, management and specialized training. Fire service training is also conducted at the Academy and through DPSST's regional network and local in-service trainings. Basic training and field training are required for certification in all of the professions except private security. Private security professionals train from a certified curriculum that is administered by private security instructors and through private business and community colleges.

The Department strives to review and update its training curriculum on a regular basis. DPSST also conducts regular evaluations and training updates of more than 600 public safety professionals who, in addition to their regular duties, dedicate time as instructors at the Academy and out in the regional network. This effort helps ensure the highest quality training courses and mentors are available to public safety recruits. DPSST's training methodology has been an asset in identifying academic, skill and disciplinary problems early in the certification process, before valuable resources are spent on individuals not suited to the public safety profession.

Training Approach

The centerpiece of DPSST's law enforcement academy is scenario-based training, a highly effective approach that allows students to learn, then apply their knowledge through realistic scenarios. This method of instruction and learning enables students to move from theory to practical application of skills, which increases their opportunity to react favorably in real-life situations.

To serve local needs for advanced and maintenance training, DPSST assists with the coordination and delivery of more than 500 regional training classes per year. These

Scenario based training is a highly effective approach—allowing trainees to apply classroom knowledge in realistic environments



Scenario Based training set

classes are provided throughout the state in partnership with ten regional training councils and are attended by thousands of public safety professionals each year.

Training Programs

In total, DPSST offers more than 20 types of basic, advanced, and specialized training to public safety providers across disciplines.

Examples of some of these programs include:

Police Training – Currently consists of 400 hours in a 10-week course at the Academy. Basic training is supported and advanced by field training programs in each of the police agencies around the state and through regional training. Beginning in January 2007, the Basic Police Academy will be expanded to a 640-hour, 16-week model, giving students many more opportunities to increase their skills and knowledge in lifelike training scenarios.

Corrections Training – Consists of 200 hours in a five-week course offered at the Academy. Basic training is supported and advanced by field training programs in each agency. Students have the opportunity to visit local jails and Department of Correction facilities to increase their understanding of the challenges of corrections operations.

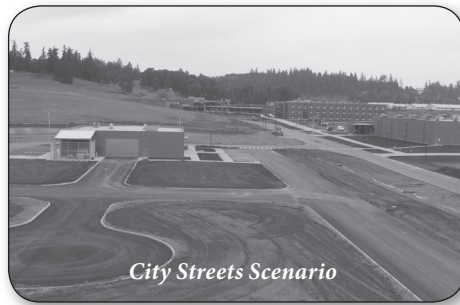
Fire Service Training – Thousands of fire fighters attend more than 300 training classes and events, conducted through the Department's regional training network and locally-offered in-service trainings each year. Most of these classes are based on recognized national fire standards.

Parole and Probation Training – Consists of 160 hours in a four-week course offered twice a year at the Academy. Students represent sheriff's offices, county corrections agencies and county departments of community justice.

Telecommunications Training – Consists of 80 hours in a two-week course for personnel who will receive calls via the 9-1-1 emergency reporting system. After basic training is completed at the Academy or regionally, students complete a field training program at their employing agency.

Career Officer Development – Two-week courses for experienced officers coming from other states and Oregon officers returning to public safety service after an extended leave. The primary focus of these courses is Oregon law.

Leadership Training – Two-week courses for line supervisors and middle managers on employee development, state and federal employment laws, agency management, and incident command.



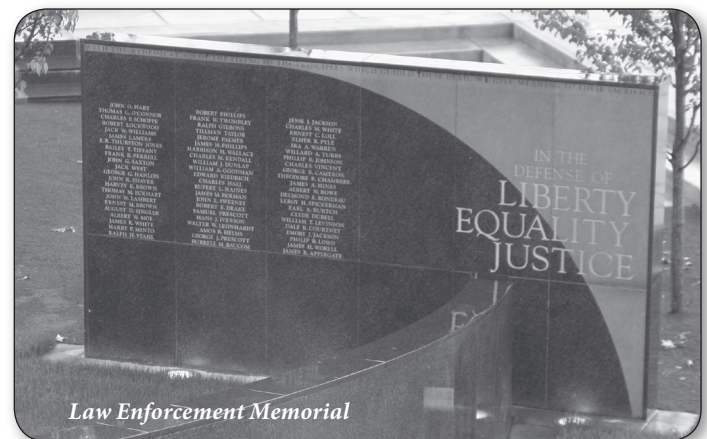
Standards and Certification

To ensure the fitness of all public safety professionals, DPSST certifies public safety officers, evaluates and accredits training programs, certifies instructors, maintains a centralized records system and regulates compliance with training standards throughout the careers of public safety personnel in Oregon. In addition to this regulatory function, the Department works together with private security providers and private investigators to ensure they meet minimum standards of operation set by the Board with industry input. DPSST also examines the eligibility and training requirements for candidates running for sheriff and administers the polygraph examiner licensing process.

Honoring the Fallen

Oregon has shown a deep commitment to honoring public safety officers who have lost their lives or who have been disabled while serving in the line of duty. The Oregon Fallen Law Enforcement Officers Memorial and the Oregon Fallen Firefighters Memorial stand in honor of public safety officers who have been killed while serving the citizens of our great state.

The Legislature also established the Public Safety Memorial Fund to provide benefits to family members of public safety officers who have been killed or permanently disabled in the line of duty. A six-member, Governor-appointed board determines eligibility and benefits for those who apply for assistance, and manages the Fund.



Behind the Scenes of the New Academy...



SURVIVAL SKILLS BUILDING

The survival skills facility is designed to provide space for training on health, fitness and defensive tactics, which will increase students' ability to protect the communities they serve as well as themselves. This building includes a large fitness room, which students will use to run the Oregon Physical Abilities Test, three mat rooms for defensive tactics training, two computer simulated use-of-force/decision making training rooms that utilize the Range 3000 system, and two scenario-based use-of-force/decision making training rooms for confrontational simulations.

A Guided Tour and Inside Look.

FIREARMS TRAINING

Firearms training will be held in the academy's new indoor range. The facility actually houses one 50-yard range and two 25-yard ranges that are each fully tactical from the 25-yard mark. This allows for target placement at any location down range, as opposed to stationary/fixed targets used in the past. Targets can charge forward, run from side to side pop up or be moved to any location in the range.

Each range can accommodate 25 students at a time. Lighting is controlled by a dimming system, so students can gain experience in

low-light, night-like circumstances. The building is designed to accommodate vehicles, allowing students to combine vehicle operation skills with marks-

manship and decision making all at one time. The range is designated as a lead-free, "green" facility. Only DPSST-issued ammunition and firearms will be allowed, and all cleaning solvents and agents will be environmentally friendly.



Confrontational simulations place students, instructors and role players in protective equipment and real time situations. Students gain experience in a variety of controlled incidents ranging from domestic violence disturbances to altercations that involve deadly weapons. Students apply what they've learned in the classroom in a safe environment, gaining first-hand experience to draw from when they return to their home communities.

TACTICAL TRAINING TOWER

Firefighters who attend DPSST's annual Winter Fire School will be able to utilize a four-story tactical training tower, where fire and smoke scenarios can be generated by a computer-based ignition system. In addition to fire suppression exercises, the building also provides a year-round venue for learning other tactical skills like search and rescue techniques and rappelling.

EMERGENCY VEHICLE OPERATIONS COURSE

The majority of a police officer's time is spent on patrol in a vehicle. The new 1.6 mile emergency vehicle operations (EVO) course at the academy

allows officers to learn critical decision making and driving skills so they can do their job safely and professionally. The course is designed to replicate the





Aerial View of EVOC Track

various driving surfaces and conditions found across the state including concrete and asphalt, curves, straightaways, city streets and country roads. Training focuses on officers' ability to make sound decisions at both high and low speeds.

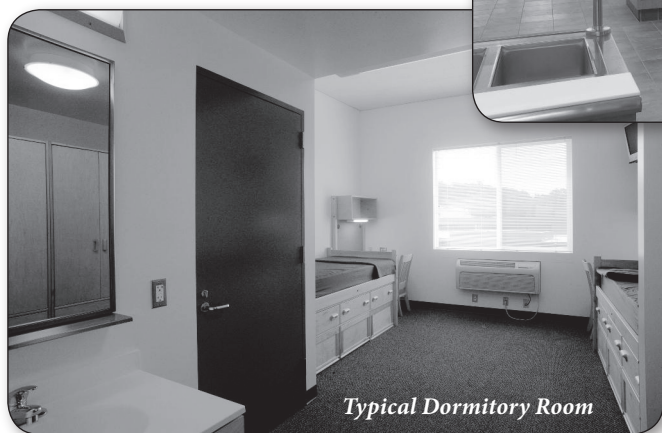
Located out at the EVO course is a skills pad, where students begin their vehicular operation training by re-learning basic driving skills. Students can also practice controlling their vehicles in the "ice or rain," by utilizing the academy's skid car, which replicates adverse driving conditions.

"CITY STREETS"

One of the highlights of the new academy is a combination of training venues called "City Streets." This area replicates a community and includes a number of streets, houses, buildings, and outdoor areas specifically constructed for scenario-based training. Students will be dispatched to simulated, real time calls and evaluated on a full range of scenario-based elements including problem solving, application of the law, ethics, survival skills, community policing and diversity.

SCENARIO BUILDING

As a part of the "City Streets"



Typical Dormitory Room

area, students will 'respond' to training calls inside the scenario building. The scenario building houses a full-sized city street, with curbs and sidewalks. The street is flanked by building facades that represent businesses found in any police agency's jurisdiction. The buildings are set up with furniture that realistically replicates business settings and will give students a chance to respond to calls at a bank, a bar, an apartment with basement access or any other configuration that training staff

members create. Only imagination limits what we can do with this space.

DORMITORIES

Dormitories, located at the new public safety academy, are set up to house a maximum of 350 students at any one time. Two students will share each room and there is one restroom facility to every two dorm rooms. Students will each have a bed and storage area. There are desks, cable television and wireless internet access in every room. Common areas include student reception, a large computer lab, a lounge with larger television and pool tables, laundry facilities and gymnasium with aerobic and weight lifting equipment. Students also have access to a rigorous, outdoor fitness trail.

KITCHEN AND DINING HALL

Students are provided breakfast, lunch and dinner Monday through Friday, while they stay at the academy. In order to feed all 350 students, DPSST constructed a full commercial kitchen and dining hall to accommodate students' food service needs. An outside contractor runs the kitchen for DPSST and based on experience to date, they are doing a fabulous job. Meals are served quickly and taste great.

ACADEMY TRAINING AND OPERATIONS BUILDING

The academy training building houses nine, 40-person class-

rooms, several smaller breakout rooms, a resource center, a mock court room and a 9-1-1 dispatch room with working equipment. Classrooms are set up with all the latest technology including pre-mounted projectors, laptops, and other components that are easily accessible to instructors at a central control pad located at



Kitchen & Serving Area

the front of each room. Academy training and operations staff members are located on the second floor of the building.

ADMINISTRATION BUILDING

The main administration building fronts the rest of the academy and houses all DPSST administrative staff members. Main reception, the board room and several conference rooms are located in this building, as is the large multi-purpose room where student graduations are held.

MEMORIALS

Prominently located at the entrance of the academy, the Oregon Fallen Law Enforcement Officers Memorial and the Oregon Fallen Firefighters Memorial honor over 160 city, county and state law enforcement officers, and 138 firefighters who have made the ultimate sacrifice while serving their communities.

New Academy Facts & Figures...

Your Questions Answered

Why does Oregon need a new public safety training facility?

DPSST's former facilities did not allow the expansion of the state's mandatory basic police training program from 10 weeks to 16 weeks as directed by the 1997 Oregon Legislature.

DPSST's former facilities did not allow staff to fully incorporate the highly effective scenario-based training approach into Department programs.

Recognizing these problems, the 1999 Oregon Legislature directed DPSST to begin the design and site location process for a new facility. The Legislative Emergency Board granted project approval in October 2002. The Governor's office and 2003 Legislature worked with DPSST and fiscal analysts to develop a project schedule that would minimize the financial impact on the 2003-05 budget, yet keep this important public safety project moving forward.

What facilities did DPSST use in the past?

DPSST leased facilities on the Western Oregon University campus in Monmouth. Students and instructors traveled to Camp Adair for fire-arms training. All emergency vehicle operations training was completed on an abandoned runway at the Corvallis airport. Traffic stops and patrol training was conducted at a nearby wildlife refuge. DPSST also utilized the Dallas Armory gymnasium, Polk County Fairgrounds and the Oregon Military Academy for training. Additional office space was leased in Salem for the Private Security and Regional Training units.

How was the new facility funded?

The 2001 Oregon Legislature authorized DPSST to fund construction of the new training facility through issuance of Certificates of Participation (COPs). The Department will repay these obligations from normal funding sources, over the next 20 years.

How much did the new facility cost?

\$77.8 million

How large is the new facility?

The facility sits on 213 acres, formerly owned by the Oregon Department of Corrections. Building square footage will total more than 300,000 square feet.

Where is the new facility located?

The new facility is located in southeast Salem on Aumsville Highway.

When did construction begin?

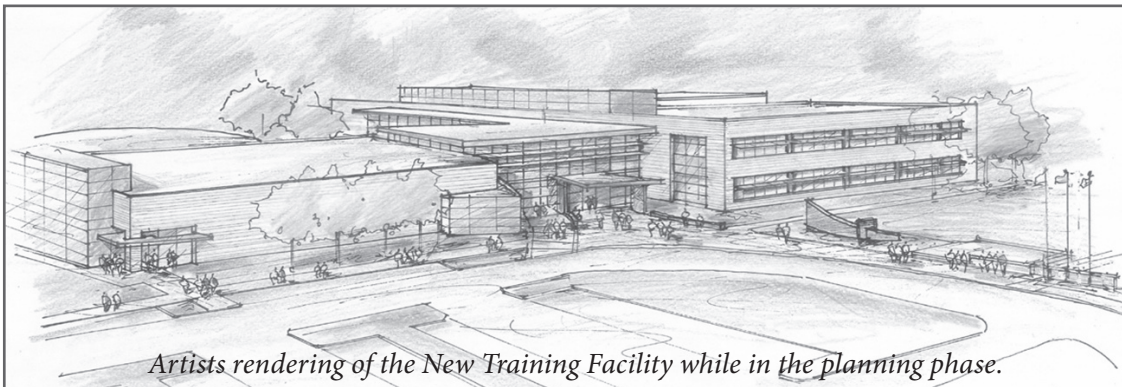
July 1, 2004

Who ran the project?

Contractor: Hoffman Construction Company of Oregon

Architect: Yost Grube Hall, Inc.

Project Management: CH2M HILL



Artists rendering of the New Training Facility while in the planning phase.

Chasing Safety . . .

New Emergency Vehicle Operations Course Adds Realism to Driver Training

As a part of the new 16-week Basic Police Academy, recruits will spend an additional 12 hours of training time behind the wheel, learning how to safely and effectively operate a motor vehicle.

"This training really shows students why cars do what they do," explained Emergency Vehicle Operations Course (EVOC) Training Coordinator Steve Theissen. "We teach students the physics of an object in motion and help them understand that accidents happen when people operate outside their vehicle's capability."

Training begins with the basics – foundational driving techniques on the skills pad adjacent to the course.

"We teach recruits how to steer the vehicle again with proper grip on the wheel. We teach them backing skills and how to maneuver the car at low speeds," Theissen explained. "Then we head out to the course where they learn how to operate the vehicle on a variety of road surfaces, in a variety of conditions. When recruits are out on the course they learn how to accelerate, steer, corner and brake while remaining in control of the vehicle at all times."

They also learn emergency maneuvers and quick, safe lane changes within short distances.

"Our goal is to train them how to quickly take in all information available from behind the wheel, and make the best possible decisions about how to respond," he said,

In some instances, a pursuit may be warranted, but Theissen says recruits are always asked to think about why they would choose to pursue, or if there are alternative resolutions to the situation instead of pursuing.

"We steer the conversation toward the reason behind pursuit. The original infraction should warrant it," Theissen explained.

But these topics were all covered in the 10-week academy. What's been enhanced?

First, the 1.6 mile course at the new Academy is a huge improvement over the last training venue recruits had access to.

"This new course is so much more realistic," he said.

The airstrip was long and flat. The new course has curves, dips and blind spots. It is constructed of both concrete and asphalt; and it is striped just as real roadways and freeways are striped across the state.

And, it's really a matter of gaining more training behind the wheel.

"Driving is a critical training piece for officers, their home agencies and for the public," he said, "but it's often overlooked because many new recruits are experiencing other things – like carrying a weapon or shooting – for the very first time. This is just as important, and we're pleased to be increasing training time behind the wheel from 24 to 36 hours."



LOOKING BACK AS WE MOVE FORWARD...

In 1961, the Oregon Legislative Assembly established the Board on Police Standards and Training (BPST) to serve Oregon's 2,400 city police officers and county sheriff's deputies. Initially, the BPST oversaw operations of the two-week Basic Police Academy, which was located at Camp Withycombe (an Oregon National Guard installation located in Clackamas, Oregon).

Then, during the 1970s the academy was relocated to the campus of Western Oregon University in Monmouth. Over the past 45 years, BPST has grown from a small advisory board certifying law enforcement personnel to a full-spectrum state agency – known as the Department of Public Safety Standards and Training. The Department is responsible for professional standards, training and certification of Oregon's public safety providers.

The Department is still governed by a 24-member board and continues to work with law enforcement agencies across the state, but now extends far beyond what the Legislature of 1961 could have imagined. Today, DPSST serves more than 35,000 public safety providers in many different specialties.

The board is appointed by Oregon's Governor and is charged with establishing standards and regulations for public safety personnel across the state. One private citizen and a diverse group of professionals, representing each of the public safety disciplines serve on the board. The board and department are supported by six policy and advisory committees that provide technical expertise and serve as vital links to local public safety organizations.

On July 17, 2006 the ribbon was cut and the new Oregon Public Safety Academy opened for business in Salem. This new location is adjacent to the Marion County Sheriff's Office and two state correctional facilities on Aumsville Highway. It includes over 300,000 square feet in ten buildings, spanning 213 acres.

1958 Oregon-Washington Lawman's Association advocated for the elevation of status and requirements of law enforcement officers in Oregon

1961 Board on Police Standards and Training (BPST) formed. Two-week Basic Police Academy offered to city and county officers at Camp Withycombe

1964 Basic Police Academy expanded to three weeks

1967 Basic Police Academy expanded to four weeks

1968 Oregon's Legislative Assembly made police officer training and certification mandatory

1969 The Legislature granted BPST the ability to revoke certification. BPST began providing administrative advice to police agencies to improve law enforcement services in Oregon

1971 BPST assumed direct operational control of police academy at Camp Withycombe

1970s Police academy expanded to five weeks, and then again to seven weeks.

1980s First female student completed the academy. First advanced officer training was offered. Academy moved to campus of Oregon College of Education (now Western Oregon University)

Polygraph licensing law took effect; more types of law enforcement officers began receiving training at the academy including city and county corrections officers, school district and mass transit police, Indian police, railroad police, port police, and state parole and probation officers

1987 Bid opened for new Oregon Police Academy construction project in Monmouth

1988 BPST moved into new facility

HISTORY OF PUBLIC SAFETY TRAINING IN OREGON

1990s Students from additional law enforcement disciplines began attending the academy including telecommunicators and emergency medical dispatchers

Public Safety Memorial Fund established to provide benefits to officers/officers' families who have been disabled or killed in the line of duty

1993 Fire service personnel, Oregon State Police employees and special district employees included in constituents served by BPST

Name changed from BPST to Board on Public Safety Standards and Training to reflect diversified constituency served by the organization

1995 Private security providers added to list of agencies to whom BPSST was providing services

1997 Name changed again to form full-fledged State of Oregon Department of Public Safety Standards and Training; BPSST maintained as separate, governing body to oversee DPSST's work

1997 Oregon Legislature placed a new requirement on DPSST to move from 10-week to 16-week academy

2000 DPSST issued bid-request for a new Public Safety Academy

2001 Legislature approved sale of Certificates of Participation to fund academy construction

2004 Academy construction began at southeast Salem site

2006 DPSST took possession of new academy facility and resumed 10-week training to ease complexity of move

2007 DPSST will begin 16-week Basic Police Academy at new facility, in addition to continuing other training and certification services for all public safety disciplines

Public Safety Standards and Training Board

The 24-member Board on Public Safety Standards and Training oversees DPSST operations and sets certification standards for public safety professionals in the state of Oregon. The Board works in concert with six discipline-specific advisory committees and the Department to ensure Oregon's public safety professionals earn and maintain certification throughout their careers.

Robert Tardiff, Chair
*Oregon Association Chiefs of Police
Chief, Newberg Police Department*

Bob Wolfe, Vice-Chair
*Oregon State Sheriffs' Association
Sheriff, Polk County Sheriff's Office*

Kelly Bach
*Oregon State Fire Fighters' Council
Tualatin Valley Fire and Rescue*

Andrew Bentz
*Private Security Industry
Sheriff, Malheur County Sheriff's
Office*

Harold Burke-Sivers
*Private Security Industry
University of Portland, Department
of Public Safety*

Larry Goff
*Oregon Fire District Directors'
Association
Lake Oswego Fire Department*

Robert Jordan
*Federal Bureau of Investigation
— Oregon
Special Agent in Charge*

Robert King
*Non-Management Law Enforcement
Portland Police Bureau*

Erik Kvarsten
League of Oregon Cities

William Lafferty
*Forest Protection Agencies
Oregon State Forestry*

Eric Meyer
*Private Security Industry
EBM Security, Inc.*

Nancy Orr
Oregon State Fire Marshal

Steven Piper
*Non-Management Law Enforcement
City of Gresham Police Department*

Mark Prince
*Oregon Fire Chiefs' Association
Battalion Chief, Hillsboro Fire and Rescue*

Lane Roberts
*Oregon Association Chiefs of Police
Chief, Redmond Police Department*

Ronald Ruecker
Superintendent, Oregon State Police

David Schutt
*Oregon District Attorneys' Association
Lake County District Attorney*

Rosie Sizer
Chief, Portland Police Bureau

Wanda Sorenson
*Public Citizen Member
Sorenson Office Services*

Dave Sprando
Chief, Portland Fire and Rescue

Eric Swanson
*Public Safety Telecommunicators
Tillamook County Emergency Communications*

James Whelan
*Oregon Volunteer Firefighters Association
Chief, Stanfield Fire District*

Max Williams
Director, Oregon Department of Corrections

Thomas Wright
*DOC Bargaining Unit Representative
Two Rivers Correctional Institution*

Law Enforcement Leaders Invited to Experience New Academy Firsthand

DPSST's constituent law enforcement agencies are invited to participate in two training sessions this fall, gaining a firsthand look at what their new recruits will experience at the Academy and utilizing the space for additional executive level training.



Hardy Myers at the Ribbon Cutting Event

“This is a way for us to involve our field training officers and executives from the very beginning,” said Regional Training Supervisor Suzy Isham. “We already have more than 200 participants signed up to attend from all law enforcement disciplines including police, corrections, parole and probation, and telecommunications.”

On August 18, field training officers (FTOs) will meet and spend the day learning about where the Academy came from and its vision for the future.

“We’re going to introduce them to the new 16-week curriculum and the importance of scenario-based training. They’ll receive an FTEP update and updates from each of the training managers and then have an opportunity to spend about 20 to 30 minutes at each venue,” Isham said.

The intention is to help FTOs gain an understanding of what recruits will and will not be learning while they attend the Academy.

“In the past we’ve received feedback that FTO’s were not sure what skills their recruits would come back from the Academy

with,” Isham said. “This training will show them exactly what recruits will be learning, and what they’ll have to complete when recruits return home.”

Isham and her training division peers want constituents to gain an understanding of what is possible by working together.

“The way we envision the 16-week program right now actually involves FTOs as evaluators during training. We want to invite them in, give them immediate access to the training facility and identify how we can work together to fully implement the new curriculum so that everyone benefits.”

On September 20 and 21, DPSST will also partner with the Oregon Association Chiefs of Police and Oregon State Sheriffs’ Association to host the two organizations’ fall meetings for law enforcement executives.



Fire Range Masters Control Booth

“This is in direct response to requests for more executive level training,” Isham explained.

During the morning of September 20, the two associations will hold their fall business meetings. Then in the afternoon, they’ll receive updates on use-of-force and new case law.

The following morning, Portland’s FBI Special Agent in Charge will make a presentation on a new federal program that will assist law enforcement agencies with missing children cases. Finally, executives will hear from nationally-known speaker Randy Means. Means’ presentation is titled, ‘The Top 10 Hot Topics in Public Safety.’

“This group will also have opportunities to tour the facility and hear about the new 16-week, scenario-based Basic Police Academy if they haven’t already done so,” Isham added. “We really want our constituents to have a full understanding of what we’re providing their recruits; we also want them to know that this is their training facility and that we are responsive to meeting their needs.”



Tactical Training Tower, in action

Countdown to 16-Week Academy

When Legislators approved funding for the new Oregon Public Safety Academy, it was with a clear mission in mind: the state's mandatory Basic Police Academy would be expanded from ten to 16 weeks.

So when ground was broken at the southeast Salem construction site in 2004, planning for a 16-week Basic Police Academy moved forward in earnest.

But it wasn't just about adding time. DPSST's training staff and constituents knew that the Academy curriculum needed a considerable update.

"We knew we wanted to move away from a training model that embraced rote memorization to a model of scenario-based, practical training for students," said DPSST Tactical Supervisor Ed Thompson. "Research shows that the brain cannot differentiate between experience gained in real life and experience gained in a training exercise. Our goal with the new 16-week program is to load students' mental 'hard drives' with experiences they can draw from when they are back out on the streets."

To get the job done, DPSST's training staff worked together with the Police Policy Advisory Committee and Curriculum Committee to identify best training practices and adult learning methods, and re-sequence the ten-week program into a smoother, more active 16-week version.

In the 16-week model, students still spend time in the classroom gaining foundational knowledge, but now they'll spend more time actually practicing the things they've read about or discussed in class. In fact, training scenarios begin during the second week of the Academy.

"The idea is to give students knowledge in the classroom and then let them immediately build their practical skills by using the knowledge in realistic scenarios," Thompson said.

That's not the only change students can expect. Thompson explained that the past instruction model was fairly prescrip-

tive. Students were specifically told or shown how to respond to a variety of circumstances. Now, however, they will be trained to better analyze situations and make appropriate decisions based on what they have learned.

"We are also moving away from a model that prescribes exact responses. Today's law enforcement officers need to be able to analyze complex situations," he said.

One answer doesn't always fit all similar circumstances anymore. Officers will come away from the Academy being able to think quickly and make sound decisions that solve problems.

Finally, students will complete their time at the Academy engaged in a week of "patrol shifts." Essentially, they will respond to a series of (mock) calls for service at various, on-site training venues. Their responses will be evaluated by training staff.

"This is when they put it all together and show us what they've learned," Thompson said, "and we couldn't have done any of this without the new facility. In the past we tailored training around the facilities we had available.

Now we've tailored the facility around the training we want to provide."

According to other experts in the field, namely Dr. Curtis Clarke of Alberta, Canada, the new 16-week Academy is a good example of best practices in law enforcement training.

"The DPSST curriculum development process is consistent with cur-

rent educational theory, more importantly it parallels innovative practices unfolding in various international jurisdictions," Curtis wrote in an assessment report of the curriculum. "The 16-week recruit training is a synthesis of innovative teaching models (scenario-based) and practices of andragogy (teaching of adults).

DPSST's first 16-week Basic Police Academy will commence in January 2007.



New Fitness Training Room



New Fitness Training Room



New Training Classroom



Bursting at the Seams...

Public Safety Training Effort Outgrows Western Oregon University Facilities



Crowded office at WOU facility

After more than two decades of exceptional relations between the Department of Public Safety Standards and Training and Western Oregon University, the public safety academy moved to its new, southeast Salem location in May.

WHY?

There wasn't enough room to maintain existing levels of service at WOU, let alone expand the Basic Police Academy from 10 to 16 weeks as directed by the 1997 Legislative Assembly.

"We had staff members packed into every nook and cranny we could find," explained DPSST Deputy Director Eriks Gabliks. "And learning conditions for students were equally crowded."

Most cumbersome of all was the inability to provide on-site experiential training for students.

"Almost all the practical skills students learned while they attended the old facility had to be taught off campus at training venues located throughout Polk and Benton counties,"

Gabliks said. "We had emergency vehicle operations training at an abandoned landing strip at the Corvallis airport and firearms training at Camp Adair, which was halfway between Monmouth and Corvallis."

DPSST also utilized the Dallas Armory and the Polk County Fairgrounds for offsite training.

"Getting students into busses and transporting them to and from each of the off-site venues was cutting into valuable training time," he added. So when the Legislature directed DPSST to implement a 16-week Basic Police Academy, something had to give.

Department staff members launched a facilities assessment and program research process to identify best training practices and adult learning methods known. They found that, although the ten-week Basic Police Academy was conveying much-needed information to students, it was not providing them with enough experience.

"Research showed us time and again that students retain more by combining theory with hands-on experience. Based on that information we clearly need to offer students more opportunities to participate in lifelike scenarios where they can apply classroom theory in partnership with the practical skills of being a police officer. We need them to be able to do it all at once," said Gabliks.

But without more space that idea just wasn't going anywhere very quickly. So the conversation shifted to construction of a new facility, and that inevitably led to conversations about funding.

"Between 1997 and 2002, Oregon's police chiefs and sheriffs spent a considerable amount of time talking to their legislators, telling them how important it would be to fund construction of a new public safety academy," said Gabliks. "Then during two consecutive sessions, the Oregon Association Chiefs of Police and the Oregon State Sheriffs Association lobbied the Legislature to support the project."

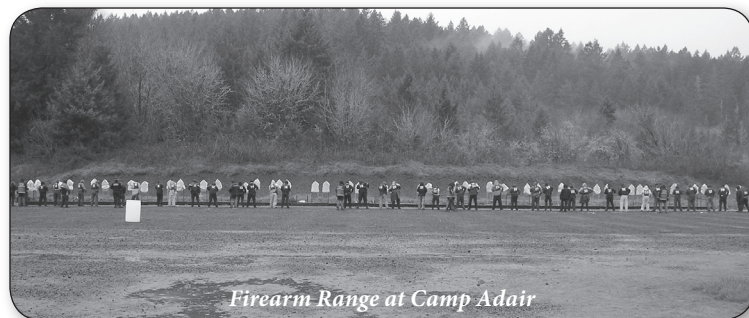
That meant rededicating revenue collected in the Criminal Fines and Assessments Account back to law enforcement training and victims' assistance programs where it was originally intended to go.

"It was a big deal when the Legislature made that happen," Gabliks said. "It took a lot of hard work, but even in one of Oregon's hardest economic periods the Legislature prioritized construction of the new Academy."

After a two-year siting process, Academy construction began in July 2004. Hoffman Construction was chosen as the General Contractor, CH2M HILL was the project manager and Yost Grube Hall was the project architect.

"The new Academy is exactly what we needed. All our training venues are right here on site, cutting out the whole element of travel time," Gabliks explained. "We included everything necessary to be completely self-sufficient and we designed the facility around our training needs, not the other way around."

"We'll not only be able to implement the 16-week Academy, but also continue and likely expand the other training we provide including Basic Corrections and Basic Parole and Probation classes."



Firearm Range at Camp Adair