

Department of Public Safety Standards and Training

2024

Government-to-  
Government  
Agency Report

December 2024

## Introduction

The mission of the Department of Public Safety Standards and Training (DPSST) is pursuing excellence in training and accountability for public safety professionals.

DPSST is responsible for providing basic and ongoing training, certifying officers, and monitoring compliance with professional standards established by the Board on Public Safety Standards and Training (Board). DPSST trains and certifies public safety professionals including city, county, tribal and state police officers, corrections officers, parole and probation officers, fire service professionals, telecommunicators, emergency medical dispatchers, private security providers and entities, and private investigators.

DPSST works with Oregon’s public and private safety agencies by providing basic, leadership, and specialized training at the 237-acre Oregon Public Safety Academy in Salem and regionally throughout the state.

DPSST is governed by the 26-member Board, which establishes the training and certification standards for more than 43,000 public safety professionals throughout Oregon. The Board makes determinations on cases involving potential decertification and is supported by six discipline-specific policy committees.

## Key Contacts

The individuals at DPSST primarily responsible for tribal liaisons are:

**Bill Steele**

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*Facilities & Fleet Manager*

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Deputy Director Bill Steele currently serves as the primary agency representative on the Government-to-Government Public Safety and Enforcement Cluster Group. DPSST uses the information gathered at cluster group meetings to ensure agency-sought statutory or administrative rule changes that could impact members of the public safety community - including tribal law enforcement, corrections, and fire service agencies - are constructed and informed to recognize the sovereignty of the tribes. Information from national associations and federal public safety agencies that is of potential interest to cluster group participants, which include state and tribal public safety agencies, is also provided on an ongoing basis.

## DPSST Policy on Tribal Relations

DPSST’s Policy 112, Tribal Government-to-Government Relations, is included as an attachment to this report. The purpose of the policy is to recognize the distinct and unique cultural heritage of Native Americans, and to promote positive relations with each of Oregon’s nine federally

recognized tribes to enhance communication and mutual cooperation, identify issues of mutual concern, find solutions and develop programs that meet the needs of all Oregonians.

The current version of the policy was made effective Feb. 1, 2023. In the year ahead, DPSST's Policy Review Workgroup will engage in a thorough review and updating of the policy to ensure it is relevant and comprehensive. The updated policy will be included with DPSST's 2025 Government-to-Government report.

## Government-to-Government Collaboration

DPSST staff across multiple divisions and program areas have worked closely with tribal partners across the state throughout 2024 to provide training, assistance and regulatory guidance.

### Criminal Justice Standards and Training Program

The purpose of the Criminal Justice Standards and Training program is to train and certify all law enforcement officers, city and county corrections officers, parole and probation officers, 9-1-1 telecommunicators and emergency medical dispatchers. The Criminal Justice Standards and Training program affects more than 270 public safety agencies employing more than 13,000 public safety professionals in Oregon.

Members of the Professional Standards and Training divisions collaborated with the following tribal agencies this year:

**Klamath Tribes Department of Public Safety** – Professional Standards staff worked with the agency's chief via email before a group of division staff traveled to Chiloquin on May 15 to meet and conduct an in-person presentation. The presentation focused on certification documents and DPSST operations, and DPSST staff answered questions from then-Police Chief Alvarez, officer Moore (now the acting chief of police), and members of the Tribes' human resources staff.

A follow-up meeting was held on Sept. 16 with Acting Chief Moore and a tribal council member. During the second meeting, DPSST staff continued to answer questions and provide guidance on hiring, certification and training. DPSST also introduced the Tribe's Department of Public Safety with a DPSST Regional Training staff member who is based in Klamath Falls and is a tribal member as an additional resource. The Regional Training coordinator has assisted the department with questions related to interviewing and hiring new officers and provided guidance on the Oregon Physical Abilities Test (ORPAT), which new officers must pass to gain basic law enforcement certification.

**Warm Springs Tribal Police Department** – Professional Standards staff have communicated extensively with the department over certification and moral fitness cases. DPSST staff have also communicated extensively with an attorney hired by the Warm Springs Tribal Council to assist with handling complaints and providing recommendations on best practices.

On Aug. 20, staff with both the Professional Standards and Training divisions traveled to Warm Springs to meet with the department, deliver a presentation on hiring, certification, moral fitness case work, and training.

**Grand Ronde Tribal Police Department** – A Professional Standards Division staff member coordinated with the chief of the Grand Ronde Tribal Police Department to set up a meeting for DPSST Training Division staff seeking outreach and engagement opportunities with law enforcement agencies. On Sept. 9, staff with the Training and Professional Standards divisions met with the agency to discuss academy training and certification.

#### Private Professional Certification and Licensing Program

One of the responsibilities of DPSST's Private Professional Certification and Licensing Program is the regulatory function of certifying and licensing private security providers. Program staff have assisted tribal casinos that provide private security services both on and off reservation lands with the application process for private security certification.

On Jan. 1, 2024, the program began regulating Private Security Entity licenses. House Bill 2527 (2021) established a requirement for those who employ private security professionals to obtain an entity license. Program staff notified entities of the need to comply with the new regulation and assisted them through the process.

Staff received questions from some of the tribes regarding specific portions of the application for licensure, including the Tax Compliance Certification and the proof of ability to promptly pay wages for private security providers. DPSST issued a Temporary Authorization Form to the Wildhorse Resort and Casino (WRC) while staff resolved their questions.

Program staff worked with counsel at the Oregon Department of Justice, who recommended bringing tribal affairs and Native American law expert Karen Clevering into the conversation. DPSST and the Confederated Tribes of the Umatilla Indian Reservation (CTUIR) came to an agreement that a Memorandum of Understanding between the parties would be sufficient to set the terms for licensure, and resolve any issues associated with entity licensing documentation required of WRC Security Department for providing private security services at Hamley & Co. and the Golf Course at Birch Creek. The MOU was signed by casino CEO Gary E. George on Nov. 27 and by Suzy Herring, Private Professional Certification and Licensing Program Manager, on Dec. 4.

#### Fire Program

The Fire Training and Certification program is responsible for implementing and maintaining standards for the training and certification of Oregon's career and volunteer firefighters. In partnership with 22 regional fire training associations, staff members hold hundreds of classes each year across the state and issue thousands of fire service certifications.

Confederated Tribes of Grand Ronde Department of Emergency Services, Umatilla Tribal Fire Department, and Warm Springs Fire Safety have accreditation agreements with DPSST's Fire

Program which stipulate that they can use documented, in-house training to apply for fire certifications. Every three years, a volunteer DPSST District Liaison Officer visits the departments to conduct a review of their training programs and renew their agreements.

In 2024, the following training sessions were held at the three tribal fire departments:

- DPSST's Northeast Fire District training coordinator led a Vehicle Fire Safety class with a DPSST car fire training prop at Umatilla Tribal Fire Department on June 6.
- In September, several firefighters from Warm Springs Fire Safety attended a Skid Avoidance Training in Hood River. Due to operating constraints of the skid truck, there are limited locations in Oregon the training to be held, and this was the closest location to Warm Springs Fire Safety.
- On Nov. 5, the training coordinator for the Central Fire District held a Flammable Liquids and Gases (FLAG) class using a DPSST mobile FLAG prop at Warm Springs Fire Safety.

DPSST publicizes multiple training classes throughout the year which all departments, including tribal departments, are invited to attend. Opportunities including the annual Winter Fire School and regional National Fire Academy classes are open to all firefighters and are attended by members of tribal departments.

Over the course of the year, firefighters with tribal fire departments applied for and received a total of 94 fire certifications. This includes 40 certifications for the Confederated Tribes of Grand Ronde Department of Emergency Services, eight for Umatilla Tribal Fire Department, and 46 for Warm Springs Fire Safety. It is worth noting that some firefighters have affiliations with multiple departments, so some of those certifications may have been issued to firefighters who do not solely work for the tribal departments. Also, all certifications are voluntary – fire service professionals are not required by statute to obtain certification.

### Ongoing Public Safety Outreach

DPSST provides regular updates for training opportunities available to all public safety agencies, including tribal public safety agencies, and hosts a variety of training sessions for public safety managers, executives, and field training officers. Past training sessions have included subjects such as active shooter, implicit bias, behavioral health and crisis response, Stress First Aid, investigative techniques, and many others.

These training opportunities are provided free of charge at the Oregon Public Safety Academy in Salem and at locations throughout the state through DPSST's Regional Training section. All of Oregon's tribal police agencies actively participate in DPSST training opportunities.

DPSST invites tribal law enforcement personnel to participate in workgroups formed for the purposes of updating training curriculum and certification standards.

All new officers are required to complete the 16-week Basic Police Course and the Police Field Training Manual, both of which have been evaluated and approved by the United States Department of Justice and the Bureau of Indian Affairs for equivalency to satisfy tribal law enforcement training standards.

DPSST shares information with tribal fire-rescue agencies on available Federal Emergency Management Agency (FEMA) grants which provide funds for equipment, apparatuses, training, safety gear, staffing, and fire prevention.

### [SB 412 \(2011\), SB 731 \(2021\), and Authorized Tribal Police Officers](#)

Senate Bill 412 (2011) gave participating tribal law enforcement agencies and authorized tribal police officers the same police powers as city, county, and state police officers. DPSST works with tribal law enforcement agencies to maintain the documentation required for exercising the authorities granted under SB 412.

There are currently eight tribal law enforcement agencies, all of which are in compliance with SB 412 and may utilize authorized tribal police officers. Those agencies and the dates they achieved recognition include:

- Klamath Tribal Department of Public Safety – Oct. 12, 2011
- Coos, Lower Umpqua, & Siuslaw Tribal Police Department – Dec. 21, 2011
- Umatilla Tribal Police Department – Jan. 6, 2012
- Warm Springs Tribal Police Department - April 9, 2012
- Grande Ronde Tribal Police Department - May 30, 2012
- Columbia River Inter-Tribal Police Department – Sept. 21, 2012
- Coquille Indian Tribal Police Department – Dec. 21, 2012
- Cow Creek Tribal Police Department – Dec. 7, 2020

In order for a tribal law enforcement agency to use these powers, the tribal police officer must be a DPSST certified. As of the date of this report, these tribal police departments employ 88 total certified police officers who are subject to the certification maintenance requirements, including maintaining minimum moral fitness standards, defined by Oregon Administrative Rule.

Senate Bill 731 (2021 Regular Session) amended portions of SB 412 to recognize the sovereignty of the tribes and ensure that statutory changes imposed on law enforcement agencies did not end up indirectly regulating tribal law enforcement agencies and their officers on tribal lands. SB 731 did not affect the requirement for tribal governments that utilize SB 412 to comply with

the statutory and administrative rule requirements related to the employment, training and certification of police officers. It took effect on Jan. 1, 2022.

## Training Relating to Missing and Murdered Indigenous Persons

During the 2022 legislative session, DPSST was directed to submit a proposal outlining an operational plan for the provision of training for police officers concerning the investigation and reporting of cases involving missing or murdered Indigenous persons. The Center for Policing Excellence (CPE) within the Training Division at DPSST developed this plan and submitted it to the Legislative Assembly in October 2022.

CPE conducted an assessment to determine the most effective, efficient, and equitable means to develop and deliver this training. The assessment included an examination of federal guidelines (Savanna's Act), discussions with the Oregon Department of Justice Missing and Murdered Indigenous Persons Coordinator, discussions with the Oregon Tribal Chiefs of Police, and collaboration with the United States Attorney's Office Tribal Liaison.

Although House Bill 4102 did not make it through the session, DPSST recognized the importance of the training and implemented it into curriculum at the Oregon Public Safety Academy. Three hours of the 640-hour Basic Police training were reallocated to provide all new police officers with instruction on *Criminal Jurisdiction Related to Tribal Lands and Missing and Murdered Indigenous Persons*.

Additionally, existing academy courses on *Missing Persons Investigations* and *Domestic Violence Investigations* were updated to include guidelines for responding to MMIP cases and the addition of the Full Faith and Credit Clause (Article IV, Section 1 of the U.S. Constitution). These curriculum changes were approved by the DPSST Board in October 2022 and implemented in the Basic Police course at the academy in February 2023.

DPSST collaborates with the US Attorney's Office on an Agency Loan agreement to secure qualified legal instructors to deliver the Criminal Jurisdiction Related to Tribal Lands course. The Tribal Chiefs of Police have been asked to take part in the training delivery as well.

## Conclusion

DPSST is committed to providing the highest-quality training and upholding professional standards for public and private safety providers throughout Oregon. The agency recognizes that support from constituents, including tribal partners, is critical to its mission. Collaboration between DPSST and its partners is critical to upholding the safety and livability of Oregon.

DPSST will continue to consult with the tribes and their public safety agencies to maintain awareness of issues that impact them, offer high-quality training both regionally and at the academy, and provide any support necessary for tribal agencies to maintain compliance and keep their communities safe.

	<b>Department of Public Safety Standards and Training POLICY</b>	<b>Policy Number:</b> 112
		<b>Effective Date:</b> 2/1/2023
<b>SUBJECT:</b> Tribal Government-to-Government Relations		<b>Supersedes:</b> 11/21/2016
<b>SIGNATURE:</b>	Signature on file  Brian Henson, Interim Director	<b>Division(s):</b> All

**APPLICABILITY:**

All Department of Public Safety Standards and Training (DPSST) employees.

**PURPOSE:**

The purpose of this policy is to recognize the distinct and unique cultural heritage of Native Americans and to promote positive government-to-government relationships with each federally recognized tribe of Oregon to enhance communication and mutual cooperation, identify issues of mutual concern, examine ways to design solutions and develop programs that meet the needs of all Oregonians.

**AUTHORITY:**

Director

**REFERENCES:**

ORS 182.162-182.168 (Relationship of State Agencies with Tribes)

**GENERAL:**

The Department of Public Safety Standards & Training (DPSST) recognizes and respects the sovereign status of Oregon’s federally recognized tribes and their respective authorities on tribal lands. DPSST will encourage dialogue between tribal governments and DPSST regarding policies affecting the training and certification of tribal public safety and private security personnel. DPSST promotes strong government-to-government relationships at the leadership, managerial, and staff levels with the tribes.

The Director, or designee, will be the agency liaison for coordination with Oregon tribal governments and will represent DPSST at Government-to-Government meetings and functions, acting as liaisons/conduits for sharing information between DPSST and tribal governments.

## **PROCEDURE:**

- DPSST will invite Oregon tribes to participate in workgroups.
- DPSST will involve the tribes in regional training councils.
- DPSST will use cooperative agreements to achieve cooperation with tribal governments when appropriate.
- DPSST's liaison will participate in meetings of the Government-to-Government Public Safety Cluster Group and consult with state agencies and tribal participants to develop meeting agendas. These meetings will be designed to achieve mutually beneficial results between state agencies and tribal governments regarding public safety issues.
- DPSST will provide training opportunities to all key agency staff in order to build positive working relationships with Oregon tribal governments. Staff who has regular contact with the tribes will attend training provided by the Department of Administrative Services regarding the legal status of tribes, the legal rights of members of tribes, and issues of concern to tribes.
- Liaison will attend the Government-to-Government Annual Summit.
- No later than December 15 of each year, the agency will submit a report to the Governor and to the Commission on Indian Services on the activities of the agency in support of state/tribal relations. In accordance with ORS 182.162-168, the report will include:
  - A copy of this policy.
  - The names of the individuals in the agency who are responsible for developing and implementing agency programs that affect tribes.
  - The process established to identify agency programs that affect tribes.
  - The agency's efforts to promote communication between the agency and tribes and government-to-government relations between the state and tribes.
  - DPSST staff who have regular communication with the tribes will receive periodic training on the legal status of the tribes, the legal rights of members of the tribes, and issues of concern of the tribes through training provided by the Department of Administrative Services or other learning opportunities.
  - The agency's method for notifying employees of statutes and policies that govern government-to-government relations in Oregon.