



CLEET

FY 2026 Budget Hearing Presentation

Submitted by: Darry Stacy, Executive Director

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Executive Director



The Council on Law Enforcement Education and Training serves as Oklahoma by implementing and enforcing statutory training, certification, and continuing education standards for peace officers; reviewing and approving licenses for private security guards, private investigators, bail enforcers, and related schools and businesses; conducting investigations and disciplinary actions of licensees as necessary to enforce statutory requirements; and maintaining training and employment records for all Oklahoma peace officers and CLEET-licensed individuals and businesses, among other things.

Founded in 1963 this agency, now encompasses the following divisions: Administration, Facilities, Training, Field Representatives/Investigations, Peace Officer Records, and Private Security.

The Council on Law Enforcement Education and Training also oversees the vetting/approval of new and oversight of existing law enforcement agencies, CareerTech centers, other authorized law enforcement training organizations that provide basic peace officer training, and Collegiate Officer Program schools; SDA instructor training standards; administrative support for the Polygraph Examiners Board.

Agency Vision, Mission and Core Values

Vision: Consistently improve the professionalism of Oklahoma's peace officers and public safety licensees.

Mission: To ensure Oklahoma's peace officers, security guards, private investigators, bail enforcers, and others receive excellent training, necessary support, and effective regulatory oversight.

Core Values: Integrity, Excellence, Customer Service



Accomplishments

Top accomplishments for FY 2024 – FY 2025

- 1) The Advanced Active Response Center (AARC) that will provide our training staff to develop training scenarios and obtain any appropriate training/certification to be ready to teach basic cadets and continuing education attendees. The AARC will be in the initial phases of construction in FY 2025.
- 2) Provided curriculum for, tested and certified 856 new fulltime and 130 reserve peace officers across the state including officers trained at CLEET academies, academy city academies, BPOCs, COP classes, and reserve academies. CLEET continues to train 2/3rd of the total certified officers at the CLEET facility in Ada. (An increase of 107 fulltime and 11 reserve officers from FY23. This increase is a continued pattern that appears to be growing annually.)
- 3) Reviewed 5,754 applications and approved 4,453 applications for private licenses for security guards, private investigators, bail enforcers, security agencies, investigative agencies, security guard/investigator/bail enforcer schools, and others. (An increase of 903 applications reviewed and 684 increase of approved applications from FY23)
- 4) Field Representatives vehicles were purchased and upfitted to allow our leased vehicles to be returned producing an annual savings of \$33,259.46 while also providing our stakeholders the upfront customer service experience in education and training.
- 5) Made updates to Armed Security License and Armed Private Investigator License applications to meet the statutory change Title 59 O.S. 1750.6 (3) and a seamless process for State of Oklahoma Retired Peace Officers.



Analysis of Agency Challenges

	Challenge	Current Actions (Briefly describe how the agency is currently addressing the challenge.)	Planned Actions (Briefly describe how the agency plans to address the challenge going forward.)
1	Recruitment and retention. CLEET's salaries as compared to salaries for comparable positions in both government and private sector have improved but are still deficient. This impairs both recruitment and retention. Because CLEET is a small agency, growth potential within the agency is relatively limited and that has a negative impact on retention. Also, because of its small size, many individual employees are expected to wear multiple hats and have limited backup or support. Such circumstances negatively impact retention rates.	Legislative support by providing increased funding over the last couple of years has allowed CLEET to raise pay for all positions, which has led to greater numbers of qualified applicants for many key positions and has had a positive impact on retention. The agency is also making concerted efforts to expand the workforce to help make workloads more manageable for individual employees and to have trained backup and support in all functional areas.	Continued efforts to focus on increasing salaries, especially in highly skilled positions.
2	National Accreditation	CLEET inspires to obtain a national accreditation, but it will require significant resources in terms of money, personnel, and time as well as stakeholder buy-in to be successful. In obtaining national accreditation, CLEET will increase standards, have a stronger defense against liability, and reduce risk.	CLEET is currently exploring accreditation types and is meeting with accreditation providers and individuals from similar agencies in sister states to develop a realistic understanding of time and resource commitments related to accreditation.
3	Improve Curriculum	CLEET has undertaken efforts to standardize its basic peace officer curriculum by assigning a dedicated staff member to organize and make curriculum more uniform and by having subject matter expert instructors review and update learning objectives and materials. However, CLEET needs an updated, comprehensive job-task analysis against which to review current curriculum for overhaul. This will require additional staff and resources.	CLEET has requested funding for a dedicated curriculum specialist and has begun exploring mechanisms for accomplishing a statewide job-task analysis.



Savings & Efficiencies (Current or Planned)

Savings or Efficiency Name	Brief description of how savings were achieved	Savings in Unit of Measurement*	FY 2024 (Actual \$ Savings)	FY 2025 (Projected \$ Savings)	FY 2026 (Projected \$ Savings)
Lease Fleet Vehicles	Returned all Leased Vehicles.	Dollars	N/A	\$24,944.58	\$33,259.46
Computer Leases	We have purchased a portion of the computers at the end of FY24 and will purchase the remainder of computers in FY25 to end our leases.	Dollars	N/A	\$8,559.90	\$17,119.80
Paperless Processes	CLEET licensing application processes went online in August 2022 and is now paperless. CLEET is trying to go paperless in other operations of the agency and paper cost should decline over FY 25.	Dollars	~1500.00	~2500.00	~3000.00
Replace magnetic ID badges with key fobs.	When the security upgrades are finished, key fobs will be distributed to new employees and recycled as turnover occurs rather than using more expensive magnetic ID badges which cannot be reused.	Dollars	N/A	~200.00	~200.00



Agency Goals and Key Performance Metrics

Goal		Metric	FY 24 Target	FY 24 Actuals	FY 25 Target	FY 29 Target
1	Improve Customer Service	Numbers of in-person contacts with law enforcement agencies, licensed allied public safety entities, and authorized training facilities; reductions in wait times for basic academy admission; reduced processing times for license applications.	N/A	N/A	N/A	N/A
2	Continue making progress on the Advanced Active Response Center.	With funding secure, the Advanced Active Response Center (AARC) should break ground this year. This will allow the implementation of an active shooter scenario-based training for both basic peace officer cadets and continuing education attendees and monitoring number of trainings and number of attendees.	N/A	N/A	N/A	N/A
3	Continue to update, review, and improve basic peace officer training topics and materials.	Review each basic peace officer academy learning module/course at least once each calendar year, update as needed, archive previous version, and date and publish new edition showing review date even if no changes were made. (No. Review/Total (98))	98/98	98/98	98/98	98/98
4	Continue to work toward ensuring agency staff pay schedules reflects market conditions and that all agency employees are appropriately compensated. We made progress on this goal with support from the Legislature last year and hope to continue our incremental efforts in the coming years until all staff pay schedules better match market levels.	Conduct an across the board pay study to ensure each employee is captured in the correct pay band for the current job.	N/A	N/A	N/A	N/A
5	Obtain formal national accreditation of CLEET's basic training academy and peace officer regulation practices.	Implementation of the accreditation process through IADLEST or CALEA, gaining compliance internally by proofs of standards to gain accreditation.	N/A	N/A	N/A	N/A



Projects for FY 2025

- 1) **Advanced Active Response Center.** A state-of-the-art Advanced Active Response Center (AARC), which is currently in the design and planning stages, will significantly enhance CLEET's ability to train basic cadets and seasoned officers in the most current active shooter response tactics. This project is funded through the Legacy Capital Financing Fund.
- 2) **Firing Range Lighting.** The lighting at the firing range was original to initial construction in 2006. The lighting has been replaced and/or upgraded and the project is complete. The new and upgraded lighting significantly improves visibility and safety during live-fire exercises.
- 3) **Carpet Replacement.** The carpet in CLEET's classroom building is original to the building's construction in 2006 and is badly worn. When looking at carpet replacement, experts have advised us that there is a moisture intrusion issue with the concrete slab in the building. As such, we are exploring moisture mitigation schemes as well as considering flooring options that are not as susceptible to moisture issues as carpet would be. This investigation is ongoing.
- 4) **Saferooms.** There are no specifically designed saferooms on CLEET's campus. In its budget requests, CLEET originally proposed combination restroom/saferoom construction at the driving course and firing range, but further analysis has suggested that the most effective location for saferooms would be at the main campus near the cadet dormitories so that there would be convenient access to them during after-hours weather emergencies. This locational change removes the need to combine the saferooms with restrooms. CLEET has obtained an RFP through OMES's Construction and Properties Division and is proceeding with soliciting design and cost estimates for an above-ground shelter at the main campus.



Projects for FY 2026

- 1) **Advanced Active Response Center.** As noted previously, a state-of-the-art Advanced Active Response Center (AARC) will significantly enhance CLEET's ability to train basic cadets and seasoned officers in the most current active shooter response tactics. CLEET anticipates significant construction on the project to occur in FY 2026.
- 2) **Laser/Active Shooter System.** With budget approval, the Laser/Active Shooter System will provide CLEET with having the best simulators available as we expose cadets and other learners to realistic, high-intensity situations in which cadets and learners must make split-second use of force decisions.
- 3) **Flooring and Countertops.** The carpet in CLEET's classroom building is original to the building's construction in 2006 and is badly worn. With budget approval, the flooring and countertops in the dorm rooms and restrooms that are no longer serviceable will be replaced. This will significantly extend the functionality and improve the aesthetics of our facility and reduce trip-hazards, potential injuries, and liabilities.
- 4) **Technology Upgrades-** In compliance with the goals of the Efficiency Licensing Taskforce that is set forth in the executive order 2024-14. Licensing System Provider updates/changes will be especially beneficial to staff and help to reduce significant inefficiencies that exist in the current system, which will improve licensing times and help CLEET to more effectively capture and retrieve necessary information. We expect the changes will also help us to be more effective in collecting and processing fees from district and municipal courts as well as be more efficient in tracking and collecting delinquent promissory notes.



FY 2025 Budgeted Full Time Equivalents (FTE)

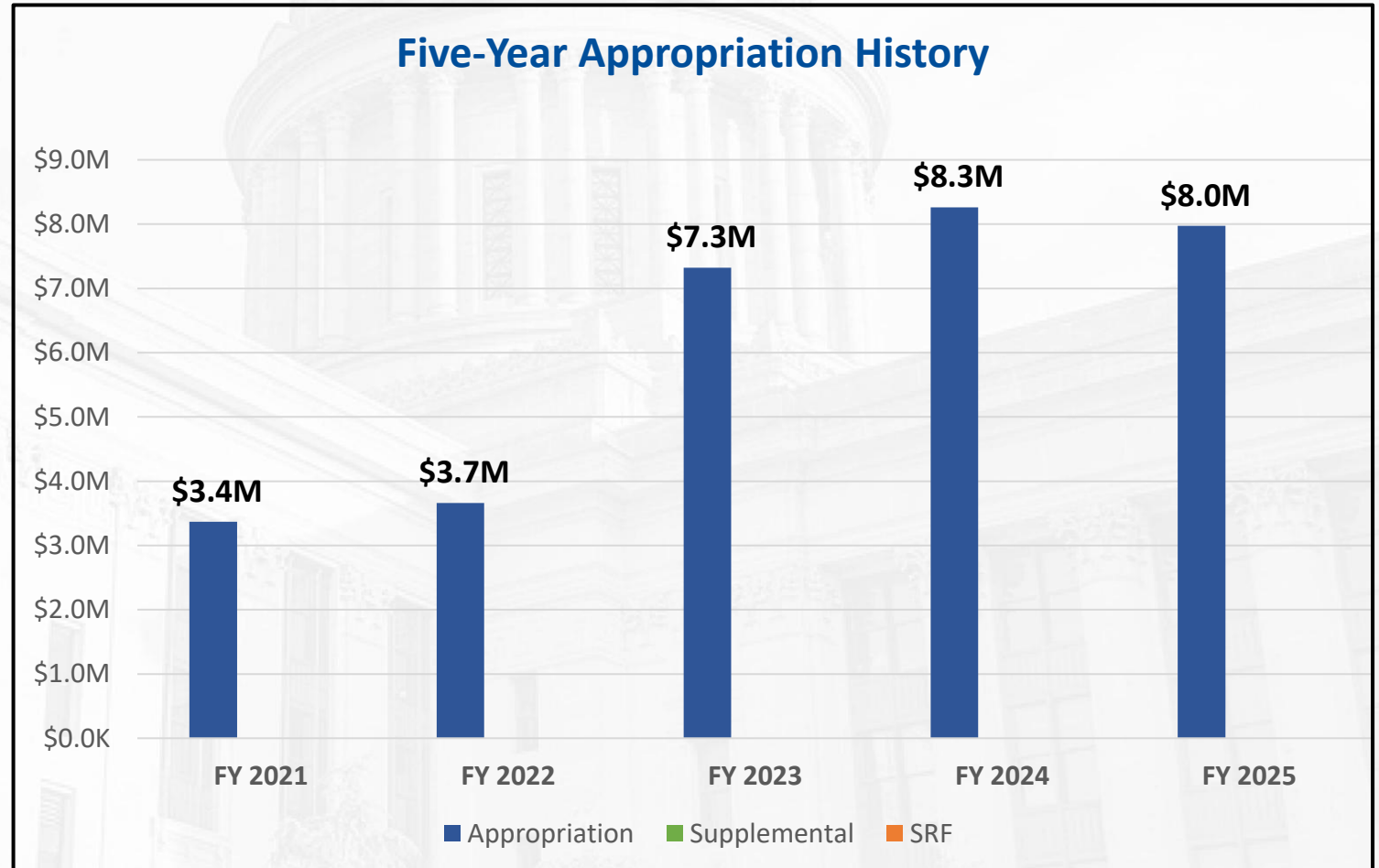


	FY 2025 Budgeted FTE
Total FTE	68
Supervisor FTE	12*
Supervisors to Total FTE Ratio (%)	19.11%
Current Budgeted but Unfilled FTE	4

*This number reflects all staff members who have some supervisory responsibility over others. Rather than occupying “manager” positions, the majority of supervisory staff at CLEET manage small teams of employees while continuing to be personally responsible for a proportionate share of the daily workload required of their assigned teams.

Appropriation History

Fiscal Year	Legislated Appropriation (\$) <i>(Includes supplementals and SRF/ARPA.)</i>
FY 2021	\$3,370,835
FY 2022	\$3,661,758
FY 2023	\$7,321,579 (includes significant one-time appropriations for capital improvement and rehabilitation projects)
FY 2024	\$8,262,560 (includes significant one-time appropriations for capital improvement and rehabilitation projects)
FY 2025	\$7,971,674



Financial Resource Analysis

Carryover	FY 2021	FY 2022	FY 2023	FY 2024
Total appropriated carryover amount expended (\$)	\$143,065.88	\$184,976	\$142,454.48	\$582,955.24

Historical Cash Balances	FY 2021	FY 2022	FY 2023	FY 2024
Year End Revolving Fund Cash Balances <i>(All Revolving Funds)</i>	\$1,349,454.03	\$1,055,657.1	\$985,624.42	\$1,235,544

Revolving Class Fund # <i>(Unrestricted only)</i>	Revolving Class Fund Name <i>(Unrestricted only)</i>	Current cash balance (\$)	Projected FY 2025 year-end cash balance (\$)
#	All CLEET revolving funds are statutorily restricted for a specific purpose.	\$	\$
	Total Unrestricted Revolving Fund Cash balance:	\$	\$



FY 2023 – 2024 Appropriation Change Review

<i>Purpose of appropriation increase or decrease</i>	<i>Amount FY 2023</i>	<i>Amount FY 2024</i>	<i>Total amount received FY 2023 - 24</i>	<i>Total amount expended by 11/1/2024</i>	<i>Included in FY 2025 approp? (Yes/No)</i>	<i>If not expended fully, please explain.</i>
Track Replacement & Skills Pad Repair	\$3,000,000	\$1,750,000	\$4,750,000	\$4,720,000	No	Waiting on final invoice from Benchmark Construction Services
Parking Lot	\$50,000	\$	\$50,000	\$50,000	No	
Campus Lighting	\$80,000	\$	\$80,000	\$80,000	No	
HVAC Controls	\$80,000	\$	\$80,000	\$80,000	No	
Employee Salary Market Adjustments	\$	\$1,826,800	\$1,826,800	\$1,826,800	Yes	
Campus Wide Access Controls	\$	\$125,000	\$125,000	\$0	No	Installation of access control upgrade for Building A completed. Security Camera System is on going in partnership with Cyber Security.
LCF Payment	\$	\$199,181	\$199,181	\$82,992.06	Yes	Due to the delay of the architecture, funds were not requested until July 2024, which caused the payments to start in 2025 (Carryover funds being used).
Cafeteria Cost Increases	\$	\$150,000	\$150,000	\$150,000	Yes	
Totals	\$3,210,000	\$4,050,981	\$7,260,981	\$6,989,792.06		



FY 2025 Appropriation Change Review

<i>Purpose of appropriation increase or decrease</i>	<i>Amount of increase or decrease (\$)</i>	<i>Does this need to be included in your FY 2026 appropriation? (Yes/No)</i>	<i>If yes, included in appropriation for same purpose? (Yes/No)</i>	<i>If not included for same purpose, please explain.</i>
Additional Personnel, Personnel Support Costs, and Market Adjustments	\$1,174,755.00	Yes	Yes	
Cost of Core Business Increases	\$221,859.00	Yes	Yes	
Saferooms	\$160,000	No		The location change to the main campus removes the need to combine the saferooms with restrooms.
Carpet Replacement	\$115,000	No		
Firing Range Lighting	\$12,500	No		
	\$			
	\$			
	\$			
Total adjustment	\$			



Budget & Supplemental Incremental Request Summary

Request Name		FY 2026 Incremental Appropriation Request Amount (\$) <i>{or FY 2025 for Supplementals}</i>	Type of Request: Recurring, One-time, or Supplemental
1	Thentia Increase	\$409,149.00	Recurring
2	Additional Personnel, Personnel Support Costs, and Market Adjustments	\$518,000.00	Recurring
3	LASER/Active Shooter System	\$300,000.00	One-Time
4	Facility Upgrade - Flooring and Countertops	\$370,000.00	One-Time
5	Technology Upgrades	\$150,000.00	One-Time



(1) Incremental Budget Request

Thentia Increase	
Type: Recurring	\$409,149.00
<p>OMES negotiated a new state-wide contract (SW1182) with Thentia that significantly increased fees for the services Thentia has been providing CLEET and other state agencies. (Our rate per license per month increases under SW1182 from \$0.20 to \$1.58.) We are told by OMES that the new contract terms are now comparable to other approved providers of similar licensing platform providers. CLEET negotiated directly with Thentia to minimize the immediate impact of the new statewide contract, but that negotiation has resulted in an agreement to keep SW1180 rates for FY25 with a 75% increase from SW1180 rates for FY26. (We are told by Thentia that they have agreed to a rate \$0.35 per license per month for CLEET in FY26.) CLEET expects that the rates will significantly increase over the following years as rates are raised to those in the SW1182 contract. CLEET's expenses under the contract are also expected to increase as the total number of licenses obtained from CLEET each year is expected to increase.</p>	



(2) Incremental Budget Request

Additional Personnel, Personnel Support Costs, and Market Adjustments	
Type: Recurring	\$ 518,000.00
<p>CLEET leadership has identified the need for (1) an accreditation specialist to assist the agency in obtaining and maintaining national certification/accreditation as a law enforcement training program, (2) a curriculum specialist to work with our subject matter specialists to ensure that CLEET training materials are professionally crafted and presented, regularly updated to reflect training innovations, and timely passed through the Curriculum Review Board, and (3) a materials specialist/quartermaster to focus on the acquisition, inventory, and auditing of equipment and tangible resources. National certification/accreditation has long been a goal of CLEET but to successfully accomplish the goal, CLEET needs an employee who can be specifically assigned and dedicated to the task. Having a dedicated employee who is trained in the creation and publication of curriculum materials will significantly improve CLEET's ability to leverage our outstanding subject matter experts' knowledge while simultaneously embracing industry standards in the production of CLEET's training materials. With the significant growth in CLEET personnel and corresponding equipment in recent years, CLEET is in need of a dedicated materials specialist/quartermaster to reduce the burden on current finance division staff while also improving CLEET's acquisition and tracking of equipment. Additionally, CLEET is requesting funds to continue its efforts in improving competitive employment packages. CLEET is very grateful for the support from the Legislature and the Governor in providing funds each of the last few years to increase staff and move employee salaries into more appropriate market levels. The previous support has allowed us to add much-needed positions and to raise the salaries of most employees to the mid-point. However, competitive forces in our market area are such that we still have a relatively high turnover rate, which greatly reduces our efficiency and can have a negative effect on overall staff morale, despite the previous support. This year's request will continue to allow us to work to counteract those forces. The requested new positions will render both short-term and long-term savings in increased efficiencies, more effective use of existing resources to produce improved results in affected areas, needed adjustments to current workloads of some staff members, and anticipated reduction in turnover. Funds to continue efforts to improve employment packages are expected to help with short-term turnover rates and in the long-term to continue reductions in turn over rates, improve applicant pools, and improve staff morale and effectiveness.</p>	



(3) Incremental Budget Request

LASER/Active Shooter System	
Type: One-Time	\$300,000.00
<p>CLEET is requesting funds to add to and upgrade its shooting-decision simulators. Pursuant to EO 2022-13's emphasis on improved state-wide active shooter training, it is vital that CLEET have the best simulators available as we expose cadets and other learners to realistic, high-intensity situations in which cadets and learners must make split-second use of force decisions. To the extent possible, these resources should be able to adjust to cadet/learner decision making so that training is truly interactive and dynamic rather than static and predictable. To stay effective, these systems will also need to be updated and/or replaced with some regularity. Effective interactive simulators allow effective training without potential injuries to cadets and learners. The effectiveness of the training will also extend savings to law enforcement agencies, medical services, and the general public as peace officers who have had more effective training in making use of force decisions are less likely to receive significant injuries themselves or to cause unnecessary injuries to others while on duty.</p>	



(4) Incremental Budget Request

Facility Upgrade - Flooring and Countertops	
Type: One-Time	\$370,000.00
<p>This Funding request is needed to replace the flooring for the dorm rooms and countertops in the facility restrooms due to wear and tear. The flooring and countertops have not been replaced since original construction in 2006. This will be a one-time request. The flooring and countertops are no longer serviceable and are beyond expected lifetime. The flooring is becoming a trip hazard for the cadets, staff, and visitors and the countertops although regularly cleaned appear unsanitary. Replacing these worn-out components will significantly extend the functionality and improve the aesthetics of our facility. Other savings may be realized by the reduction of trip-hazards and potential injuries and liability.</p>	



(5) Incremental Budget Request

Technology Upgrades	
Type: One-Time	\$150,000.00
<p>We have been in a live environment with our licensing portal provider, Thentia, for just over two years. In that time various aspects of the system that do not function as we had expected when designing our portals have been identified, various statutory and rule changes have rendered some functionality suboptimal and require updates and additions to others, and we are told the platform is now capable of handling some complex functionalities that were not possible at the time we launched. In addition, we are on a highly-customized platform which poses some challenges in obtaining standard functionality updates and creates some risks that would not exist in a more standardized platform. Transitioning from custom to standard platforms is possible. All of these changes, however, come with significant development and testing costs. Short- and long-term savings include more efficient and effective processes and ensuring the portal features meet changing expectations. Many of the changes will be especially beneficial to staff and help to reduce significant inefficiencies that exist in the current system, which will improve licensing times and help CLEET to more effectively capture and retrieve necessary information. We expect the changes will also help us to be more effective in collecting and processing fees from district and municipal courts as well as be more efficient in tracking and collecting delinquent promissory notes.</p>	

