



CLEET

FY 2027 Budget Hearing Presentation

Submitted by: Shelby Humphrey, Executive Director

Shelby Humphrey Executive Director



- Founded in 1963, the Council on Law Enforcement Education and Training (CLEET) implements and enforces training, certification, and continuing education standards for peace officers and operates the primary basic law enforcement academy for the state. CLEET also reviews and approves licenses for private security guards, private investigators, bail enforcers, and related schools and businesses. The agency has regulatory responsibilities for peace officers and CLEET-licensed individuals and businesses including conducting investigations and preferring disciplinary actions against certificate-holders and licensees as necessary to enforce applicable statutes and rules and maintaining certain training and employment records related to such individuals.
- Other duties of CLEET include vetting and approving entities that wish to provide basic peace officer academy training, including law enforcement agencies, CareerTech centers, and Collegiate Officer Program colleges and universities; maintaining Self-Defense Act curriculum and instructor training standards; and providing 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 2025 – FY 2026

- 1) The CLEET Center for Active Shooter Preparedness (CCASP) 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 CCASP will be in the initial phases of construction in FY 2026.
- 2) With the generosity of the Legislature, CLEET has accomplished carpet replacement, lighting at the firing range, and saferooms for cadets and staff. CLEET has also updated gym equipment and training mats. This will ensure fewer injuries for cadets and staff in training.
- 3) Provided curriculum for, tested, and certified 817 new fulltime and 153 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 half of the total certified officers at the CLEET facility in Ada.
- 4) Reviewed 5,828 applications and approved 4,768 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 74 applications reviewed and 315 increase of approved applications from FY24)
- 5) CLEET has partnered with local and state agencies across the state to obtain rent-free office space for our field representatives. These agreements ensure CLEET coverage throughout the state and greatly improves our efficiency in making contacts with and assisting academies, law enforcement agencies, private licensees, and others.



Analysis of Agency Challenges

	Challenge Description	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	<p>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.</p>	<p>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.</p>	<p>Continued efforts to focus on increasing salaries, especially in highly skilled positions.</p>
2	<p>Improve Curriculum</p>	<p>CLEET has undertaken efforts to standardize the formatting of 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.</p>	<p>Providing robust professional development for instructors, fostering collaboration among stakeholders, setting clear goals and expectations, and continuously monitoring progress through a mix of qualitative and quantitative data.</p>
3	<p>National Accreditation</p>	<p>CLEET aspires 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.</p>	<p>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.</p>



Savings & Efficiencies (Current or Planned)

Savings or Efficiency Name	Brief description of how savings were achieved	Savings in Unit of Measurement*	FY 2025 (Actual \$ Savings)	FY 2026 (Projected \$ Savings)	FY 2027 (Projected \$ Savings)
Computer Leases	In FY25, CLEET purchased computers and returned all leased computers.	Dollars	\$8559.90	\$17,119.80	\$17,119.80
Consolidation of FTE	CLEET consolidated Law Enforcement Records Manager and Private Security Manager into one.	Dollars	N/A	\$73,986.00	\$73,986.00
Copier Leases	In FY25, CLEET purchased copiers and returned all lease copiers.	Dollars	N/A	\$11,595.29	\$11,595.29
Office Space	CLEET has partnered with local and state agencies across the state to obtain rent-free office space for our field representatives. These agreements ensure CLEET coverage throughout the state and greatly improves our efficiency in making contacts with and assisting academies, law enforcement agencies, private licensees, and others.	N/A	N/A	N/A	N/A



Agency Goals and Key Performance Metrics

Goal	Metric	FY 25 Target	FY 25 Actuals	FY 26 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
2 Continue making progress on the CLEET Center Active Shooter Preparedness	With funding secure, the CLEET Center Active Shooter Preparedness (CCASP) 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
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
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.	Conducted 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
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



Projects for FY 2026

- 1) **CLEET Center for Active Shooter Preparedness.** As noted previously, a state-of-the-art CLEET Center for Active Shooter Preparedness 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) **Active Shooter Scenario Training** EO 2022-13 emphasized a need for improved and uniform statewide active shooter training. CLEET had previously intended to purchase a high-tech, virtual reality based training system, however, because of changes in the costs and availability of various commercial computer-based shooting simulation products, CLEET has determined it is more cost-effective and appropriate to focus instead on using approved funds to obtain new and improved training helmets, "gunshot box" technology, breaching doors, and modular wall systems that allow for configuring changeable training scenarios within one training space.
- 3) **Technology Upgrades-** In compliance with the goals of the Efficiency Licensing Taskforce that is set forth in 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.



Projects for FY 2027

- 1) CLEET Center for Active Shooter Preparedness.** As noted previously, a state-of-the-art CLEET Center for Active Shooter Preparedness (CCASP) will significantly enhance CLEET's ability to train basic cadets and seasoned officers in the most current active shooter response tactics. CLEET anticipates construction completion on the project to occur in FY 2027.
- 2) Chiller.** With budget approval, CLEET will replace the facility's aging chiller system., which is approaching the end of its service life. The new system will improve energy efficiency, ensure consistent temperature control throughout the campus, and support the comfort and safety of cadets, staff, and visitors.
- 3) Skylights.** With budget approval, CLEET will pursue an economic but aesthetically and structurally sound means of addressing skylights that are beginning to fail. Remediating the failing skylights will improve insulation, reduce maintenance needs, and create a more modern and welcoming training environment.
- 4) Flooring and Countertops.** 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.



Estimated Impact of Federal Funding Changes

<i>Program Name</i>	<i>Federal Agency</i>	<i>Description of expected change (s) (i.e. change in state match, admin costs, program requirements or client eligibility, etc.)</i>	<i>Actual FY 25 Total Federal Funding Received (\$)</i>	<i>Projected FY 26 Total Federal Funding To Be Received (\$)</i>	<i>Estimated FY 27 Total Federal Funding To Be Received (\$)</i>
N/A			\$	\$	\$
			\$	\$	\$
			\$	\$	\$
			\$	\$	\$
			\$	\$	\$
			\$	\$	\$
			\$	\$	\$
			\$	\$	\$
			\$	\$	\$
			\$	\$	\$

** Only list programs with federal funding that are expected to change. Refer to the agency's Federal Funds Schedule in the Budget Request document.*



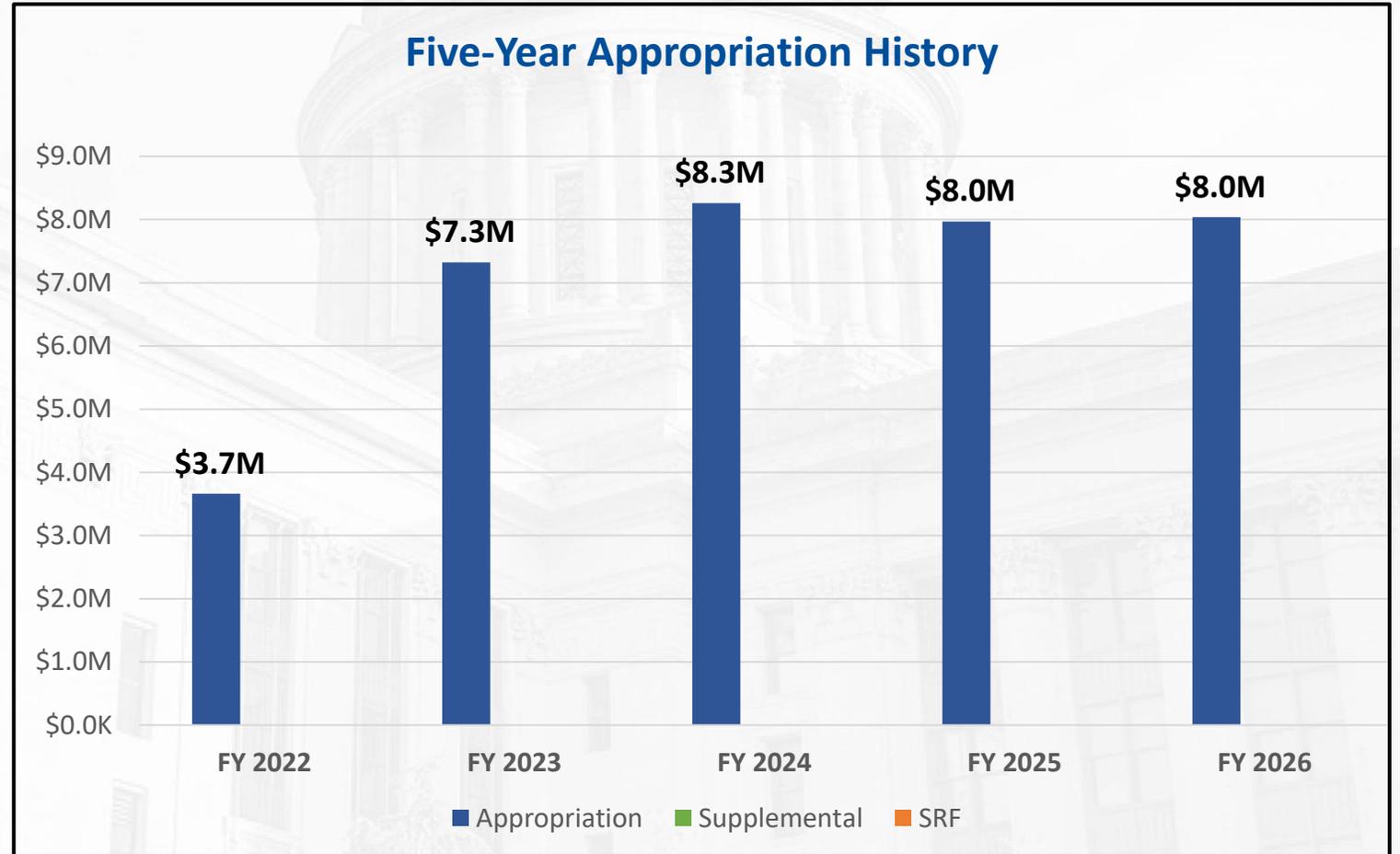


FY 2026 Budgeted Full Time Equivalents (FTE)

	FY 2026 Budgeted FTE
Total FTE	65
Supervisor FTE	11
Supervisors to Total FTE Ratio (%)	16.92%
Current Budgeted but Unfilled FTE	5

Appropriation History

Fiscal Year	Legislated Appropriation (\$) (Includes supplementals and SRF/ARPA.)
FY 2022	\$3,661,758
FY 2023	\$7,321,579
FY 2024	\$8,262,560
FY 2025	\$7,971,674
FY 2026	\$8,039,731



*Includes Supplemental and Statewide Recovery Fund (ARPA) appropriations.



Financial Resource Analysis

Carryover	FY 2022	FY 2023	FY 2024	FY 2025
Total appropriated carryover amount expended (\$)	\$184,976	\$142,454.48	\$582,955.24	\$912,591.01(FY24) \$136,436.48(FY23)

Historical Cash Balances	FY 2022	FY 2023	FY 2024	FY 2025
Year End Revolving Fund Cash Balances <i>(All Revolving Funds)</i>	\$1,055,657.10	\$985,624.42	\$1,235,544	\$1,577,023.47

Revolving Class Fund # <i>(Unrestricted only)</i>	Revolving Class Fund Name <i>(Unrestricted only)</i>	Current cash balance (\$)	Projected FY 2026 year-end cash balance (\$)
#	All Revolving are Restricted	\$	\$
#		\$	\$
#		\$	\$
#		\$	\$
#		\$	\$
#		\$	\$
	Total Unrestricted Revolving Fund Cash balance:	\$	\$



Unrestricted funds are those that are not limited by state or federal law, rule, regulation, other legally binding method, or donor restriction.

FY 2024 – 2025 Appropriation Change Review

<i>Purpose of appropriation increase or decrease</i>	<i>Amount FY 2024</i>	<i>Amount FY 2025</i>	<i>Total amount received FY 2024 - 25</i>	<i>Total amount expended by 11/1/2025</i>	<i>Included in FY 2026 approp? (Yes/No)</i>	<i>If not expended fully, please explain.</i>
Employee Salary Market Adjustments	\$1,826,800	\$1,826,800	\$3,653,600	\$3,653,600	Yes	
Campus Wide Access Controls	\$125,000	\$	\$125,000	\$112,392.50	No	Contractor has failed to complete the project, and we are seeking other vendors for completion.
LCF Payment	\$199,181	\$199,181	\$398,362.00	199,181	Yes	Due to the delay of the architecture, funds were not requested until July 2024, which caused the payments to start in 2025.
Cafeteria Cost Increases	\$150,000	\$150,000	\$150,000	\$150,000	Yes	
Carpet Replacement	\$	\$115,000	\$115,000	\$115,000	No	
Technology Upgrade	\$100,000	\$	\$100,000	\$61,425	No	Changes within Administration and Thentia created a delay in getting a contract approved in a timely manner.
Firing Range Lighting	\$	\$12,500	\$12,500	\$12,500	No	
Saferooms	\$	\$160,000	\$160,000	\$122,111.90	No	After doing a tornado drill with cadets, it was determined to order additional saferooms. The remaining will be for safety equipment and paint for the saferooms.
Totals	\$2,400,981	\$2,463,481	\$4,714,462	\$4,426,210.40		



**Do not include SRF / ARPA appropriation increases.*

FY 2026 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 2027 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>
Active Shooter Scenario Training	\$300,000	No		EO 2022-13 emphasized a need for improved and uniform statewide active shooter training. CLEET had previously intended to purchase a high-tech, virtual reality based training system, however, because of changes in the costs and availability of various commercial computer-based shooting simulation products, CLEET has determined it is more cost-effective and appropriate to focus instead on using approved funds to obtain new and improved training helmets, "gunshot box" technology, breaching doors, and modular wall systems that allow for configuring changeable training scenarios within one training space.
Total adjustment	\$			



**Do not include SRF / ARPA appropriation increases.*

Incremental & Supplemental Request Summary

Request Name		FY 2027 Incremental Appropriation Request Amount (\$) {or FY 2026 for Supplementals}	Type of Request: Recurring, One-time, or Supplemental
1	Chiller Replacement	\$2,025,000.00	Needed for 3 Years One-Time
2	Skylight Replacement	\$300,000.00	One-Time
3	Facility Upgrades – Flooring and Countertops	\$370,000.00	One-Time
4	Technology Upgrades	\$250,000.00	One-Time
5			



(1) Incremental Budget Request

Chiller Replacement	
Type: One-Time	\$2,025,000.00
<p>The chillers, installed during the Ada campus's original construction, have reached the end of their service life. Replacing parts and components to keep them operational has become a costly and ongoing necessity, and full replacement is now required. In FY24, repair expenditures totaled \$57,419, rising sharply to \$148,041 in FY25. This is an increase of 61%.</p>	



(2) Incremental Budget Request

Skylight Replacement	
Type: One-Time	\$300,000.00
<p>The funding request will allow the agency to replace or otherwise address failing skylights and other related unreliable building features. The skylights are original to the building, which will be 20 years old in 2026. This budget request will reduce costly intermittent repairs, better protect the facility from the elements, and improve utility efficiency by easing the strain on the cooling system. As an example of the urgency of the request, the facility's utility costs have increased from \$262,236.00 in FY24 to \$336,298.00 in FY25, a 22% rise. Much of that increase is believed to be directly related to the deterioration of the existing skylights.</p>	



(3) Incremental Budget Request

Replacement of 2006 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>	



(4) Incremental Budget Request

Technology Upgrades	
Type: One-Time	\$250,000.00
<p>CLEET is transitioning the Basic Academy to a fully paperless, electronic system. This shift includes the integration of digital testing and the capability to record designated non-skills courses. The initiative is designed to generate long-term cost savings by reducing daily supply usage, while also improving the efficiency of data management, storage, and accessibility. At the same time, CLEET is enhancing to its existing database system (Thentia) to further strengthen compliance with statutory requirements, expand online application functionality, improve customer service delivery, and provide greater flexibility to adapt to future statutory and regulatory changes.</p>	



Appendix

Budget Request #3

Examples of Dorm Room Flooring and Countertops

