



# Oregon

Tina Kotek, Governor

Department of Public Safety Standards and Training

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April 28, 2023

Honorable Senator Sollman,

In follow up to our recent meeting, thank you for your time and for allowing me to brief you on the issues surrounding the backlog of basic police students waiting for the start date of their assigned class, and our agency's proposed model for addressing this matter.

This memo is intended to summarize our conversation and provide an update on our proposal and projected costs. DPSST will present this information to the Public Safety subcommittee of Ways and Means, on May 4<sup>th</sup>.

DPSST's Center for Policing Excellence (CPE) has worked with our constituents to understand our current student demand and project future demand for our Basic Police (BP) course. Demand equates to the number of newly hired police officers waiting to attend the legislatively mandated BP course. I have attached the report of CPE's findings to this correspondence. The report shows student enrollment projections will continue to climb well above the historical average throughout the next 2 or more biennia, outpacing our available supply of BP courses.

The Governor's Recommended Budget (GRB) for DPSST includes 20 BP courses for the 23-25 biennium. Twenty (20) BP courses is the maximum number of BP courses DPSST can teach in a biennium under our current construct. The reported CPE projections show that 20 BP courses will not cover the projected student enrollment for the 23-25 biennium, nor will it address the current 5-6 month waiting period from enrollment to start date for newly hired police officers. As a result, the backlog of students is projected to nearly double each year through 2025 and likely beyond. Currently, there is a backlog of approximately 240 newly hired police recruits registered and waiting for their assigned BP course to begin.

Historically, DPSST has worked over the last several biennia with support from our constituents and the legislature to address backlogs of students waiting for their class start date. The legislature approved adding 3 additional BP courses during the 19-21 biennium and 4 additional BP courses during the 21-23 biennium. These additional courses resulted in approximately 280 additional police recruits completing the BP course. The 4 additional BP courses approved through the legislature this biennium resulted in approximately 160 additional police recruits attending the academy for a total biennial enrollment of approximately 800 BP students. Despite this increase, the backlog remains at approximately 200-240 students, or 5-6 months' wait time.

Recently, two separate teams, one sponsored by the Portland Metro area chiefs and sheriffs and one within DPSST ran feasibility studies on the potential for satellite academies to further address the backlog of students waiting the start date of their training. Both teams found a satellite academy was not feasible at this time.

DPSST has worked to model a new academy structure to increase our student capacity. We have designed a model that would allow us to run (20) 60 person and (2) 40-person student BP courses during a biennium, on the campus and grounds of the Oregon Public Safety Academy in Salem. To accomplish this DPSST would expand its training hours into the evening, with courses running in the AM and PM. Currently, the models show with additional staff and funding we could run 20 academies of 60 persons each (3 cohorts of 20 per class) throughout the 23-25 biennium, without impacting delivery of our other public safety disciplines basic courses; or the quality and fidelity of our curriculum. The Oregon State Police's Training unit housed at the Oregon Public Safety Academy would partner with DPSST to staff the (2) 40-person courses. The purposed model would provide for an additional 480 BP students, above GRB, attending training during the 23-25 biennium for a total of 1280 BP students. DPSST has run multiple models to ensure we are serving the greatest number of students possible within our resource constraints.

As you know, DPSST depends on a pool of part-time and agency loaned trainers to supplement our full-time instructor cadre. Many of these instructors are currently employed public safety officers. Due to statewide staffing issues, we are aware our law enforcement partners are no longer able to provide these vital instructor resources to DPSST, at their historical levels. The expected reduction in our staffing resources will result in an inadequate staffing level to support the 20 BP courses provided for in the GRB.

DPSST has modeled our staffing and funding requirements needed to run the 20 - 60 person and (2) 40-person BP courses. We would need approximately \$12,839,761.00 of additional funding (from CSL), to cover S&S and Staffing costs. A detailed budgeting model has been provided to LFO, John Terpening. The model includes 42 additional FTE, including 37 full-time instructors and 8 additional positions made up of support staff and managers.

The implementation of day and evening academy classes creates a flexible model of academy course delivery that better serves our law enforcement partners across the state. A model that increases our capacity, begins to address student backlog, and one that can expand and contract over time to better address fluctuations in student enrollment. Ultimately, ensuring Oregon's police force is adequately and timely trained, and ready to serve their communities across Oregon.

#### **Costs**

CSL	\$10,240,000.00
GB	\$12,800,000.00
Proposed	\$12,839,76.00
CSL + Proposed	\$23,079,761.00

**Positions**

30 PSTS1

5 PSTS2

2 Custodian

2 ISS3

1 HRA2

Business Operations

2 Supervisor 2

1 Compliance Specialist 2

43 Total

Respectfully,



Phil Castle, Executive Director