

Oregon Department of Public Safety Standards and Training

Academy Forecast & Hiring Report



2024-2025 ACADEMY ENROLLMENT
& POLICE WORKFORCE FORECASTING

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Oregon Department of Public Safety Standards and Training

Academy Forecast & Hiring Report

2024-2025 Enrollment Information & Police Workforce Forecasting

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EXECUTIVE SUMMARY

STATEWIDE POLICE STAFFING TRENDS & FORECAST

There are 180 agencies that employ certified officers in the state of Oregon. Municipal police agencies make up 63% of all agencies and employ 59% of Oregon officers. Small agencies (tier 3; 1-24 officers) make of the majority (70%) of agencies, but only account for 20% of officers. At the end of 2024, women comprised just shy of 11% of police officers in Oregon.

Lateral hires continue to be an important piece of context for hiring and enrollment forecasts. Similar to years prior, 2024 continued to see around 38% of total hires classified as lateral hires, which can affect the timing of the hiring of entry-level officers.

Overall, the hiring forecast for the latter part of 2024 was higher than the actual rates. Hiring levels did increase in December, suggesting an increase in hiring as the first quarter of 2025 moves forward.

2024 STATEWIDE LAW ENFORCEMENT STAFFING SURVEY

During Fall 2024, 128 agencies responded to the statewide law enforcement staffing survey. Agencies' responses suggested possible issues with shallow pools of qualified applicants, including 46% of agencies indicating that they had a "failed" recruitment in the last year. 30.2% of agencies indicated that they experienced at least one "no show," where a job offer is extended, but the newly hired officer does not start with that agency.

BASIC POLICE ENROLLMENT & WAIT TIMES

At the time of this report, wait time to begin academy is around 1-2 months. The addition of three 60-person classes and a three-class partnership with OSP reduced the wait time to well below the 90 days required by statute.

Additional analyses reveal the impact of multiple factors on the accuracy of the forecast, including monthly distribution of hires and lateral hires. Looking forward, wait times are forecasted to stay below the 90-day statute, with the average wait time of any given quarter not exceeding 50 days.

BASIC POLICE STUDENT DEMOGRAPHICS

Approximately 92% of the students who responded to the class demographics survey are between the ages of 21 and 39, with diverse academic and employment backgrounds. About 40% of students have at least an associate degree with a wide variety of majors with Criminology/Criminal Justice being the most common. The majority of students have not served in the military; however, for those who did, the Army was the most frequently reported branch. Of those who reported working previously in a public safety role, the most common prior work experience was in Corrections.

CHOOSING TO SERVE

In a preliminary review of the results of two surveys – Choosing to Serve (officers) and the Statewide Staffing Survey (agencies) – respondents had differing views on why officers choose to move laterally or leave policing altogether. Agencies primarily ranked officer-level reasons as more important, while officers ranked more organizational factors in their top five.

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PART ONE: STATEWIDE POLICE STAFFING & FORECAST

INTRODUCTION

This forecast report primarily considers data collected from January 2024 until December 2024. Unlike the 2023-2024 report, this report will not report extensively on historical data, except when needed for context. It aims to tell the story of police staffing in Oregon through an examination of the current trends in hiring and enrollment.

OREGON POLICE STAFFING SNAPSHOT

As of November 2024, there are 180 law enforcement agencies in Oregon that employ certified police officers. This number can be fluid based on the ongoing consolidation and creation of agencies. It is worth noting that not all agencies contribute to the Basic Police Academy enrollment. For example, district attorney’s offices and school district public safety departments primarily engage in lateral hiring.

Table 1 - Agency and officer counts, by type

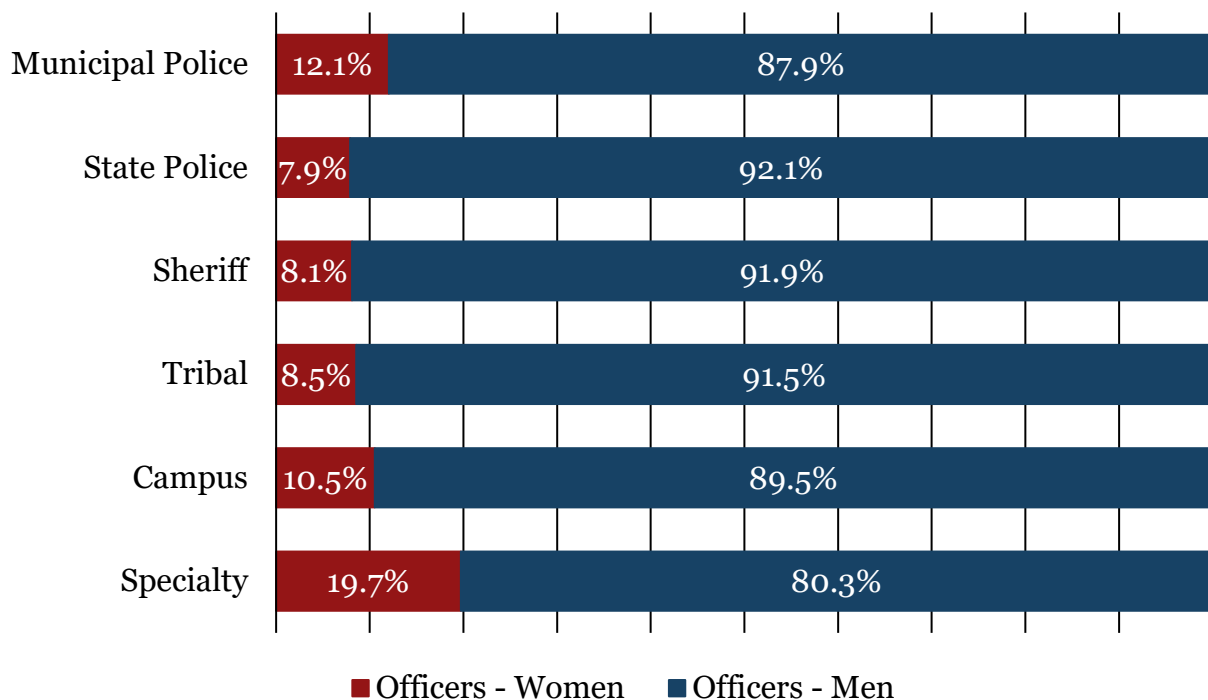
	No. of agencies	Officers - Women	Officers - Men	Total Officers
Municipal Police	114 (63.3%)	426 (67.0%)	3108 (57.8%)	3534 (58.8%)
State Police	1 (0.6%)	52 (8.2%)	605 (11.3%)	657 (10.9%)
Sheriff’s Office*	36 (20.0%)	129 (20.3%)	1464 (27.2%)	1593 (26.5%)
Tribal	8 (4.4%)	7 (1.1%)	75 (1.4%)	82 (1.4%)
Campus	4 (2.2%)	8 (1.3%)	68 (1.3%)	76 (1.3%)
Specialty**	17 (9.4%)	14 (2.2%)	57 (1.1%)	71 (1.2%)
Total	180	636	5377	6013

* includes agencies who have contracted with and are staffed by a larger agency
** includes railroads, BLM, Humane society, school districts, district attorney’s offices, Oregon Department of Justice- Criminal Justice Division, Oregon Judicial Department – Marshal’s office, and Portland Fire Bureau Investigations

To better understand the landscape of Oregon policing, agencies can be classified and examined in two ways – agency type (Table 1) and agency size (Table 2). The

examination here is limited to officer counts and binary gender demographics.¹ As expected, municipal agencies make up the majority of police agencies in Oregon and subsequently employ the largest percentage of officers (58.8%). The Oregon State Police is large enough that, while it is only one of 180 agencies, it employs 10.9% of the state’s certified officers. While specialty agencies are the third largest agency type, they employ the least amount of certified officers. A unique feature of this type of agency, as mentioned before, is that their primary hire type is lateral officers.

Figure 1 - Gender demographics, by agency type



At a state level, women make up 10.6% of officers. Notably, the percentage of women officers is showing a very slow increase. The 10% mark has only been broken five times since 2001, three of which were 2022, 2023, and 2024. Currently, 95 agencies employ only one (39 agencies) or no women officers (56 agencies). This is a decrease from three years ago when around 110 agencies employed only one (39 agencies) or no women officers (71 agencies). Of the agency types that rely heavily on entry-level hires,

¹ DPSST does not readily track a robust set of officer demographics (i.e. race/ethnicity, sexual orientation, etc.) other than age and gender.

municipal police employ the highest percentage of women (Figure 1); women officers comprise 12.1% of their certified officers. Large agencies employ the largest percentage of women officers (Figure 2), making up 12.1% of their certified officers.

Figure 2 - Gender demographics, by agency size

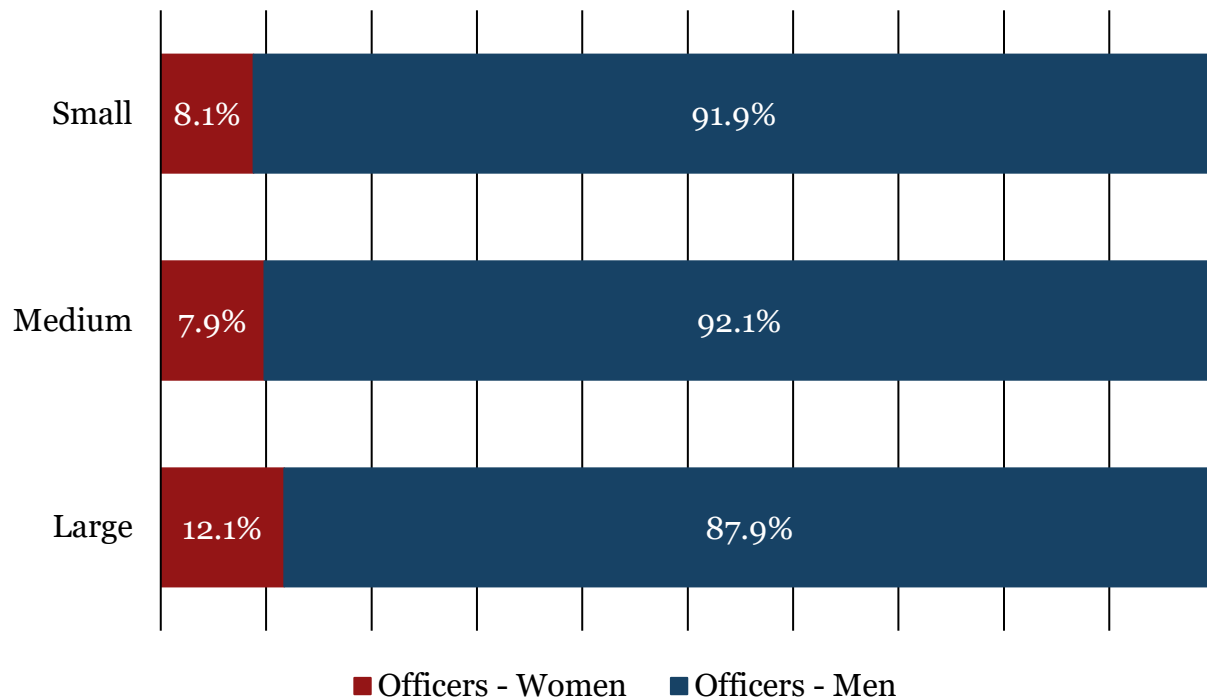


Table 2 shows that while only 6.7% of agencies are considered large (over 100 officers), these agencies account for almost 50% of Oregon officers. Conversely, small agencies (1-24 officers) make up about 70% of Oregon agencies, but only 20% of officers.

Table 2 - Agency and officer counts, by size

	No. of agencies	Officers - Women	Officers - Men	Total Officers
Small	125 (69.4%)	105 (16.5%)	1085 (20.2%)	1190 (19.8%)
Medium	43 (23.9%)	181 (28.5%)	1658 (30.8%)	1839 (30.6%)
Large	12 (6.7%)	350 (55.0%)	2634 (49.0%)	2984 (49.6%)
Total	180 (100%)	636 (100%)	5377 (100%)	6013 (100%)

STATEWIDE STAFFING TRENDS

To better understand current and future registration trends, it is important to examine how Oregon police staffing has changed over time (Figure 3).

Definitions

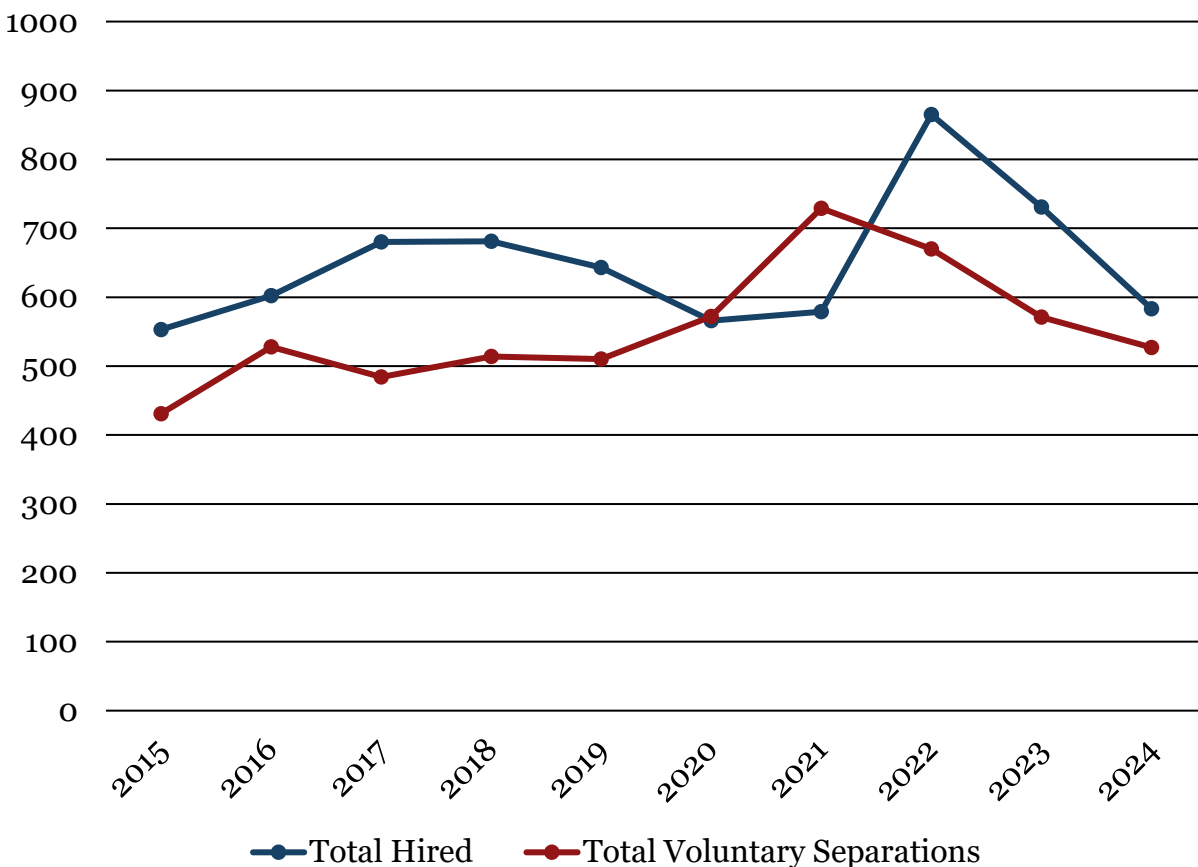
- **Total Hired:** A combined count of any police officers who had the action “Hired” in their SkillsManager record during that period, this includes entry-level and lateral hires.
 - **Entry-level:** Individuals hired with no current Oregon police certification and no equivalent certification from another state. These individuals are required to attend the Basic Academy. This also includes “reclassification” hires within agencies (e.g. corrections deputy becomes patrol deputy, a reserve officer or telecommunicator becomes patrol officers). Inclusion of reclassifications in entry-level counts is a new addition in this report but is not explored in depth.
 - **Lateral:** Individuals hired at an agency with a current Oregon police certification or an equivalent certification from another state. These individuals do not require a spot at the Basic Academy. An examination of lateral transfers is offered later in this report.
- **Total Separations:** A combined count of any police officers who had the following actions in their SkillsManager record during that period: Resign, Retire, Discharged, Terminated, Probationary Discharge, or Deceased

Creation of a “bubble”

From 2015 to 2019 hiring and separations trends remained relatively steady. During those years, the “Total Hired” yearly average was 632 officers (red dotted line). Across all years, especially from 2020 to 2022, voluntary separations (resign and retire) remain the largest contributors to the separation counts. From 2015 to 2019, an average of 493 officers voluntarily left their agencies (blue dotted line).

However, beginning in 2020, these trends changed drastically. 2020 and 2021 saw a substantial dip in hiring – 566 and 579, respectively. This dip in hiring, along with simultaneous rise in voluntary separations (2020 - 572, 2021 – 729, 2022 - 670) resulted in a net loss of officers for the state of Oregon. From 2020 to 2022, the number of voluntary separations per year rose to an average of 657 officers.

Figure 3 - Yearly total officers hired and separated, 2015-2024



Possibly as a consequence of this inversion in hiring and separation numbers in 2020 and 2021, a corresponding rebound in hiring, or “bubble”, occurred in 2022 (865 hires) and 2023 (731 hires). Ultimately, this sudden increase – including an increase in entry-level hires - and its concentration in just one or two quarters resulted in wait times exceeding the 90-day statute. Additionally, the rise in voluntary separations combined with the rise in entry-level hires would suggest that many of these voluntary separations were not in-state lateral moves, but decisions to leave policing entirely, or at least in Oregon.

LATERAL HIRING

Differentiating between an entry-level hire and a lateral hire is an important part of the staffing conversation, as well as for forecasting Basic Police Academy registrations². Almost all lateral hires—except for a few out-of-state officers or officers who have not worked in law enforcement for 5 years or more—will not have to attend Basic Police Academy. This can have a significant effect on the enrollment forecast.

A variety of officers fall under the umbrella of a lateral hire:

- **In-state lateral transfer:** currently certified officers whose most recent law enforcement employment was at another agency in the State of Oregon
- **Out-of-state lateral:** currently certified officers whose most recent law enforcement employment was at an agency outside the State of Oregon
- **Lateral-retired:** currently certified officers who have retired and are then rehired by a different agency
- **Internal lateral:** currently certified officer whose most recent law enforcement employment was at the same agency, but they separated from that agency for a period of time

Table 3 shows the total number of lateral hires in the context of total hiring for 2024. For comparison, the column on the far right shows the same data for the 2018-2023 period.

Table 3 –Entry-level hires and lateral transfers, 2024 versus 2018-2023

Type of hire	2024		2018-2023
	n	% of all hires	% of all hires
Entry-level hire	366	62.8%	62.6%
Lateral hire	217	37.2%	37.4%
Total	583	100%	100%

² “Lateral” is not currently a data entry option, so to understand lateral hiring, data in *SkillsManager*, beginning with 2018 was hand-coded to distinguish between the types of hires.

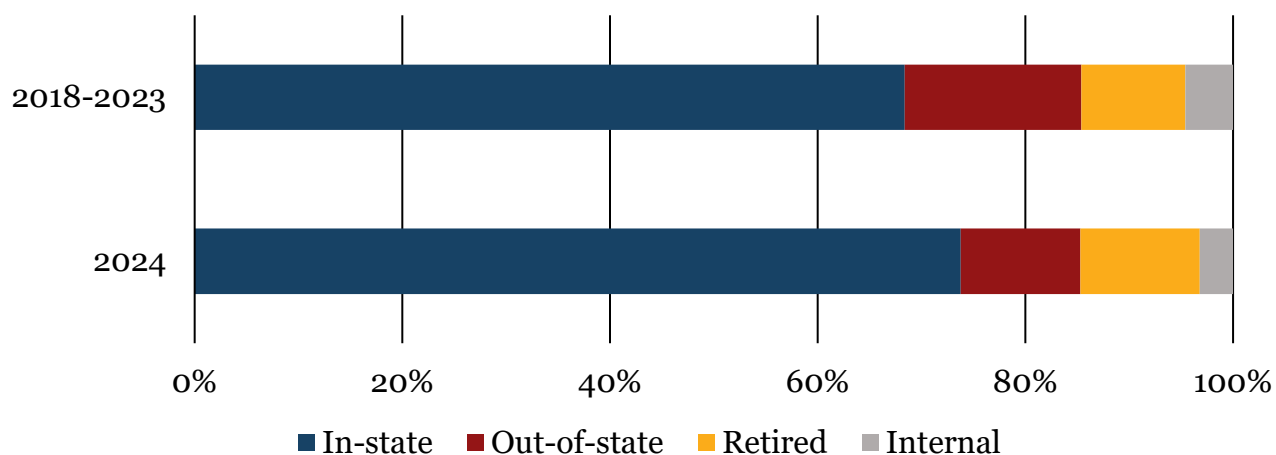
Lateral hiring for 2024 mirrors the historical trends with roughly 4 in 10 hired officers being some type of lateral hire, leaving roughly 6 in 10 as entry-level hires.

Table 4 - Lateral hires by type, 2024 versus 2018-2023

Type of lateral	2024		2018-2023
	n	% of all laterals	% of all laterals
In-state	160	73.7%	68.3%
Out-of-state	25	11.5 %	17.0%
Retired	25	11.5 %	10.0%
Internal	7	3.2 %	4.6 %
Total	217	100%	100%

Table 4 and Figure 1 show the different composition of laterals. One way the 2024 trends differ slightly from the historical data is in the composition of laterals. Compared to 2018-2023 data, as a percentage, 2024 saw an increase in in-state and retired laterals and a decrease in all other types of laterals.

Figure 4 - Lateral hires by type, 2024 versus 2018-2023



HIRING FORECAST

Hiring (entry-level & lateral, combined) levels for October - December 2024 were below the forecast (Figure 5). This is discussed later in further detail as it applies to entry-level hires. However, December reversed that trend and experienced a record high of entry-level hires (December 2014-2024). This could be early evidence of the expected slight increase in hiring for January - March 2025 (2025 Q1).

Figure 5 - Total officers hired per quarter thru 2025-27 biennium

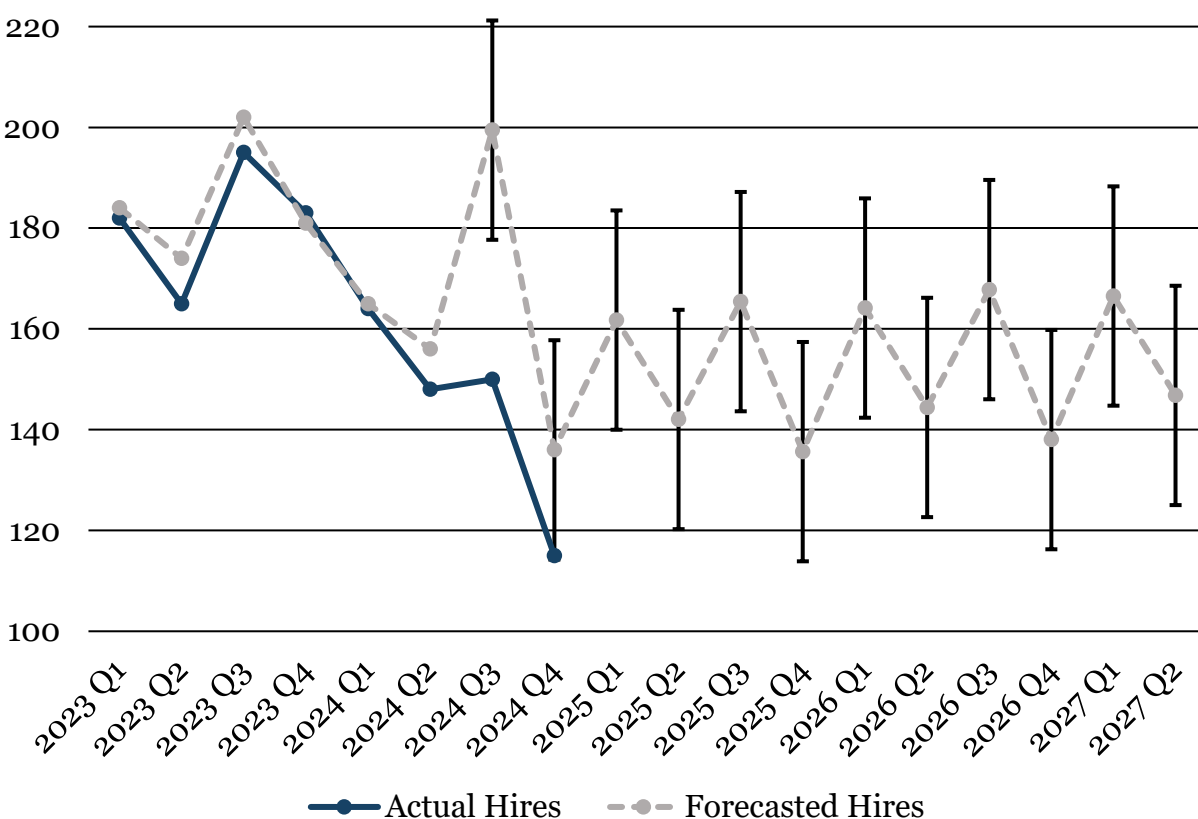


Table 5 illustrates forecasting errors since 2023. The last two quarters resulted in the largest forecast errors, which could be related to the “popping” of the staffing “bubble” of 2022 and 2023. Beginning with 2025 Q1, forecasts take this into account and predict a return to the gradual increase in yearly total hiring seen prior to 2020.

Table 5 - Hiring and Forecasted Hiring Comparison

Quarter	Actual Hiring Data*	Forecasted Hiring Data	Difference (Forecast – Actual)
2023 Q1	182	184	+2
2023 Q2	165	174	+9
2023 Q3	195	202	+7
2023 Q4	183	181	-2
2024 Q1	164	165	+1
2024 Q2	148	156	+8
2024 Q3	150	199	+49
2024 Q4	115	136	+21
2025 Q1		162	
2025 Q2		142	

** Data may differ from prior reports as the understanding of our hiring data continues to evolve.*

Statewide hiring and academy enrollment are multi-faceted phenomena with agency staffing levels and hiring processes at the heart. Based on the information available at this time, the greatest forecasting uncertainties continue to stem from the timing and length of hiring processes, local budget cycles, the rate of separations and lateral hires, and shrinking pool of qualified applicants seen at agencies across the nation.

PART TWO: 2024 STATEWIDE LAW ENFORCEMENT STAFFING SURVEY

RESPONDING AGENCIES

Beginning in October and running through December 2024, DPSST sent law enforcement agencies an online survey covering a number of staffing-related questions. A few of those questions will be summarized here. One hundred twenty-eight (128) agencies responded, resulting in a response rate of approximately 71%.

Table 6 - Responding agencies

	No. of responding agencies*
Municipal Police	93
State Police	1
Sheriff's Office	27
Tribal	4
Campus	3
Total	128

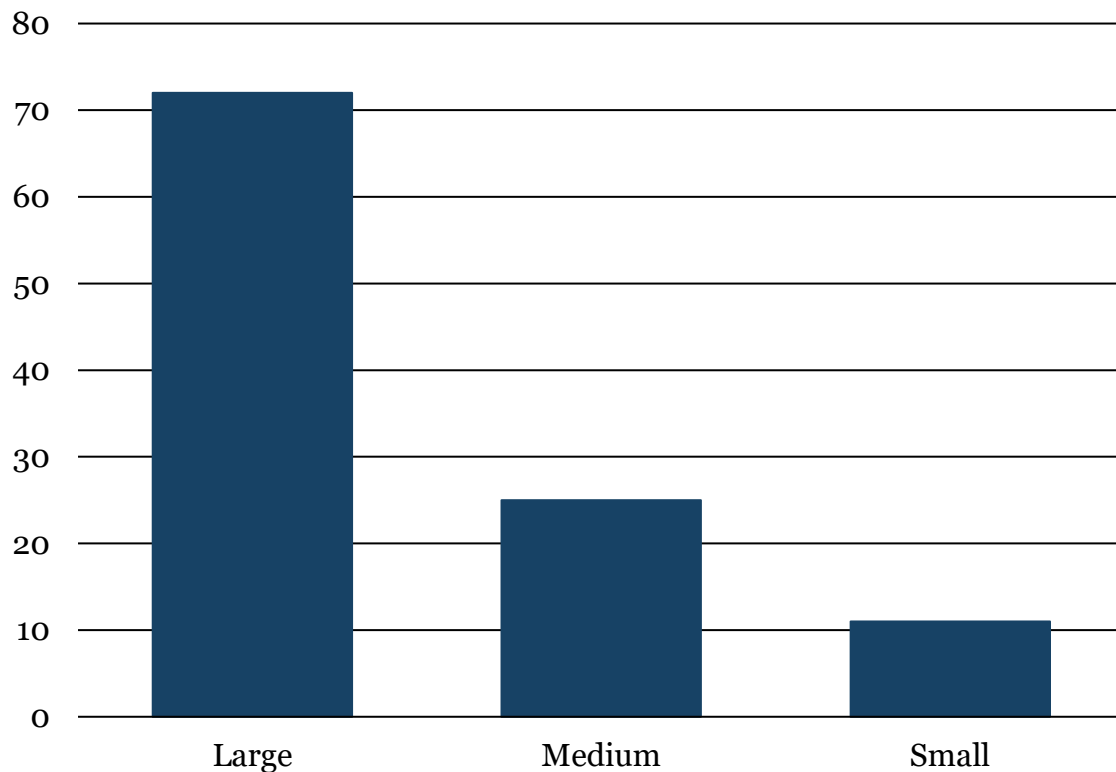
* No specialty agencies responded

RECRUITMENT

There is evidence that agencies in Oregon are continuing to have trouble finding suitable applicants. In the 2024 statewide law enforcement staffing survey ("the survey"), responding agency heads self-reported that in the last year they had an average of 22 applicants per posting³. However, this number varies drastically depending on the size of the agency (Figure 6).

³ For the purpose of this particular analysis, two large agencies and one medium agency were left out as their applicant estimations (1300, 750, and 500) were outliers and produced an average that was not reflective of agencies across the state. Including these agencies would result in an overall average of 46 applicants per recruitment and a Tier 1 average of 245 applicants per recruitment Tier 2 average of 39.

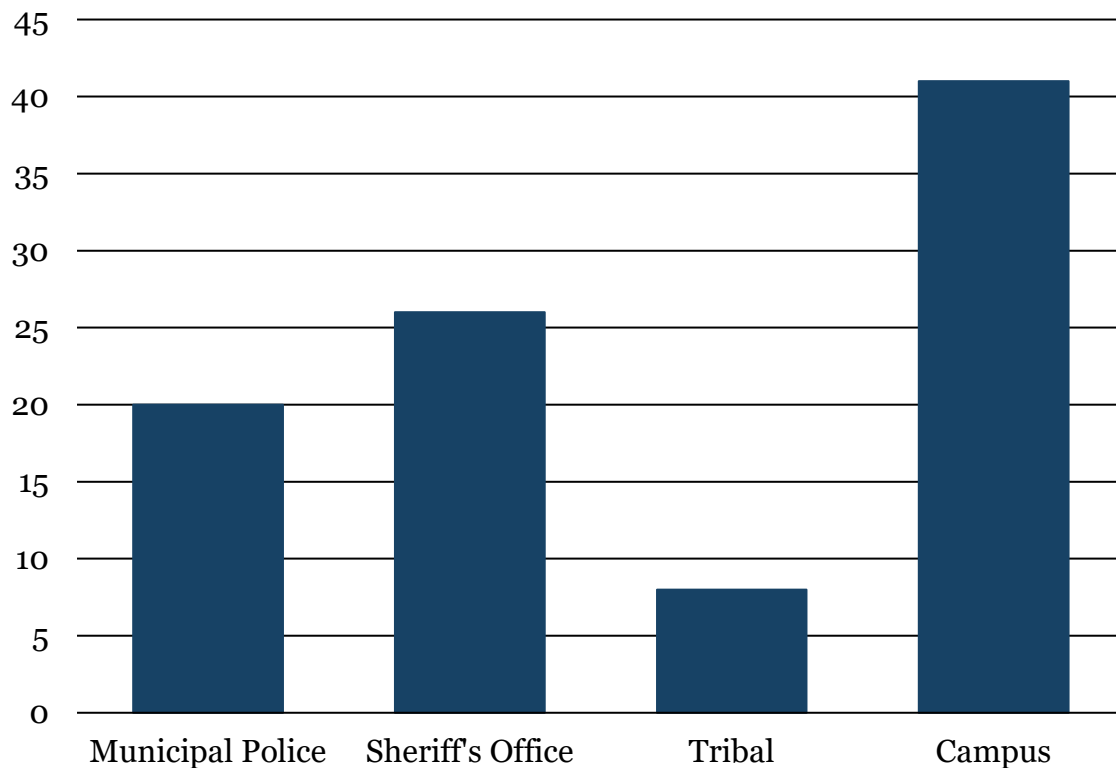
Figure 6 - Average number of applicants per recruitment by agency size, 2024



Larger agencies (tier 1, 100+ officers) estimated an average of 72, medium agencies (tier 2, 25-99 officers) an average of 25, and small (tier 3, 1-24 officers) an average of only 11. These numbers vary even more when you consider agency type (Figure 7) with campus agencies attracting an average of 41 applicants per recruitment and tribal police only attracting 8. If outliers were included, state police would be highest at 1300 applicants and municipal police would be second at 45 applicants per recruitment.

To explore applicant pools further, the survey asked agency heads: “In the last year, how many failed recruitments has your agency had? For this survey, “failed recruitment” is defined as a job posting that resulted in no job offers.” Of the 101 agencies that indicated they conducted recruitment processes in the last year, 45.6% experienced a failed recruitment process. Among these agencies, just under half indicated they had more than one failed process.

Figure 7 - Average number of applicants per recruitment by agency type, 2024



Even if a recruitment process is successful, a recruit may never begin employment at the original hiring agency. Police agencies have lengthy hiring processes involving background checks, psychological assessments, and physical fitness requirements. This means that even if an agency has the means and desire to hire an officer, they may be unable to get an applicant through the entire process or the recruitment process itself could take longer than expected.

Of the 116 agencies that answered the survey question “In the last year, how many individuals have received a job offer (conditional or official), but ultimately do not begin employment at your agency (i.e. “no shows”),” 35 (30.2%) agencies reported at least 1 no show, for a total of approximately 130 new hires who were given some type of job offer but failed to start at the offering agency. The top three reasons indicated (in descending order) were “applicant failed background check,” “applicant failed psychology evaluation,” and “applicant changed mind about job.”

After an applicant is hired, survey respondents estimated that in the last year an average of 9% of new hires voluntarily separate from the agency during their probationary period and an average 8% are terminated during that same period. The top two reasons for any type of separation during the probationary period were that those new hires “didn’t pass agency agency’s field training program” (30%) or they “changed mind about being a police officer” (18%).

APPLICANTS

In the survey, agencies were also asked limited questions to help paint a picture of law enforcement applicants. Since this is not data that is readily collected at a statewide level, this is the first small step in eventually understanding who is applying for law enforcement positions in Oregon and who ultimately makes it through to academy.

Trends in agencies’ gender demographic estimates by agency size follow the gender demographic trends of . Small agencies employ a smaller percentage of women and report a smaller percentage of women applicants. Non-white applicants also follow this trend.

Table 7 - Applicant demographic estimates by agency size, 2024

	% women applicants	% non-white applicants	% out-of-state applicants
Small	11.3%	16.7%	8.8%
Medium	14.8%	22.0%	12.0%
Large	17.4%	31.0%	18.9%
All	13.1%	19.9%	10.8%

The category “out-of-state” applicants is included here to help understand the movement of lateral officers, as well as the effectiveness of out-of-state marketing campaigns. Overall, agencies estimated 10.8% of their applicants come from out-of-state. As with gender and race, large agencies estimate a higher percentage of out-of-state applicants.

Table 8 - Applicant demographic estimates by agency type, 2024

	% women applicants	% non-white applicants	% out-of-state applicants
Municipal Police	13.0%	19.0%	9.0%
State Police	11.0%	30.0%	15.0%
Sheriff's Office	12.4%	23.1%	24%
Tribal	22.3%	15.7%	7.0%
Campus	10.0%	24.0%	30.0%
All	13.1%	19.9%	10.8%

By agency type (Figure 7), tribal agencies report the highest average percentage of women officers, while campus agencies report the lowest. The exact opposite is true for out-of-state applicants. Tribal agencies report the lowest at 7% of their applicants coming from outside Oregon and campus agencies report the highest at 30%. The Oregon State Police report that 30% of their applicants are non-white, while tribal agencies report 15.7%.

RETENTION

Another important factor to consider in understanding hiring and enrollment forecasts is trends in officer retention. An agency's officer retention rate is directly related to their need for Basic Police academy seats. This will be explored further in the *Choosing to Serve* report but staffing survey results paint a picture consistent with national trends.⁴ When agency heads were asked to estimate the average length of service of officers who left for any reason *other than* retirement, the overall average response was about five years. When looked at by size, small agencies saw an average length of service of about 4 years. By type, the average length of service reported ranged from three years (Campus) to 16 years (Tribal).

⁴ International Association of Chiefs of Police. (2024) *The state of recruitment and retention: A continuing crisis for policing, 2024 survey results*. Accessed January 22, 2025. https://www.theiacp.org/sites/default/files/2024-11/IACP_Recruitment_Report_Survey.pdf

PART THREE: BASIC POLICE ENROLLMENT & WAIT TIMES

CURRENT ENROLLMENT

Table 9 - 2023-25 biennium Enrollment for BP431 - BP455 as of 01/14/2025

BP Class	Start Date	End Date	Enrolled	Class Size
BP431	08/14/2023	12/15/2023	40	40
BP432	09/18/2023	01/26/2024	40	40
BP433	10/16/2023	03/01/2024	40	40
BP434	11/13/2023	03/29/2024	61	60
BP435-OSP	11/27/2023	04/05/2024	36	40
BP436	12/18/2023	04/26/2024	60	60
BP437	01/29/2024	05/24/2024	60	60
BP438	03/04/2024	06/21/2024	40	40
BP439	04/01/2024	07/26/2024	41	40
BP440	04/29/2024	08/23/2024	40	40
BP441	05/27/2024	10/04/2024	41	40
BP442-OSP	06/24/2024	11/01/2024	40	40
BP443	07/29/2024	12/06/2024	42	40
BP444	09/09/2024	01/17/2025	40	40
BP445	10/07/2024	02/14/2025	42	40
BP446	11/04/2024	03/21/2025	40	40
BP447	12/09/2024	04/18/2025	30	40
BP448	01/20/2025	05/16/2025	40	40
BP449*	02/24/2025	06/13/2025	28	40
BP450-OSP*	03/03/2025	06/20/2025	38	40
BP451 [†]	03/24/2025	07/18/2025	Closed	40
BP452 [†]	04/21/2025	08/15/2025	Closed	40
BP453 [†]	05/19/2025	09/19/2025	Closed	40
BP454 [†]	06/16/2025	10/17/2025	Closed	40
BP455 [†]	07/21/2025	11/14/2025	Closed	40

* Currently enrolling

[†] Not open for enrollment

With the funding provided by the legislature, DPSST increased three classes (BP434, BP436, and BP437) from 40 students to 60 students during the 2024 calendar year. Through a partnership with Oregon State Police (OSP) additional 40-person classes were proposed for the 2023-2025 biennium and at the time of this report, three were ultimately added (BP435, BP442, and BP450). The increase in capacity has dropped and maintained the wait time back within the 90-day state statute. Table 9 provides dates and enrollment details.

FORECASTING VARIABLES

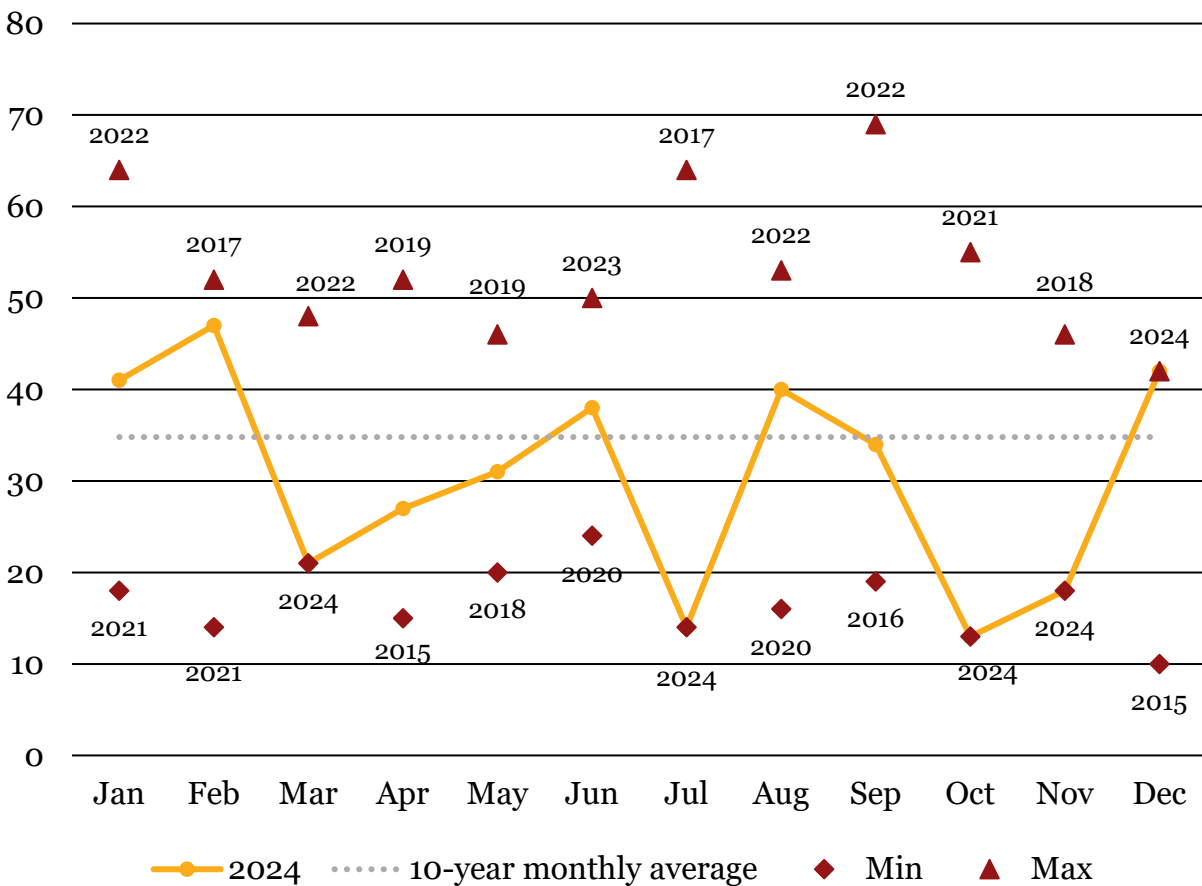
Monthly variation

The forecast error for enrollment over the last two quarters has been slightly higher than prior forecasts, prompting a more in depth examination of enrollment trends. First, as just discussed, when yearly hires and enrollments are examined, it shows that 2022 and 2023 were “bubble” years, not a sustained steep increase. The decrease in both hires and enrollments in 2024 indicates a return to the more gradual yearly increase seen pre-2020 and future forecasting will consider this.

Additionally, a zoomed-in examination of monthly entry-level hires (Figure 8) offers a better understanding of how quarterly forecasting can be accurate and still result in uneven enrollment (i.e. 30 in one class, more than 40 the next) and consequently, wait times.

For example, a prior forecast mentioned the possibility of exceeding our statutory maximum wait time of 90-days, requiring BP448 to be shifted to a 60-person class. However, when the relevant quarter (Q3; October – December) is examined, it reveals that instead of an increase in enrollments, October and November saw unexpected 10-year record lows in monthly enrollment numbers. This changed the distribution of enrollments considerably and eliminated the need for the 60-person class at this time.

Figure 8 - Monthly entry-level hires in 2024 with 10- year high and low records



Lateral hires

Based on lateral hire data, the yearly entry-level hire rate for 2024 reflected 2018-2023, hovering around 62%. However, this masks notable variation on a quarterly basis. This is important because it could be a source of variation or uncertainty for Basic Police enrollment. If there was a quarter with an unusually large number of lateral hires – pushing the entry-level rate down—using 62% would *overestimate* Basic Police Academy enrollment because a larger portion of hires for that period would *not* have to attend basic police academy. For periods where there are relatively more entry-level hires to lateral hires, the model would *underestimate* Basic Police Academy enrollment because more of the hires will require a spot in Basic Police Academy.

For instance, in the 1st quarter of 2024, 166 total officers were hired and 109 were entry level, resulting in an entry level rate of 65.7% and 62% would have been an

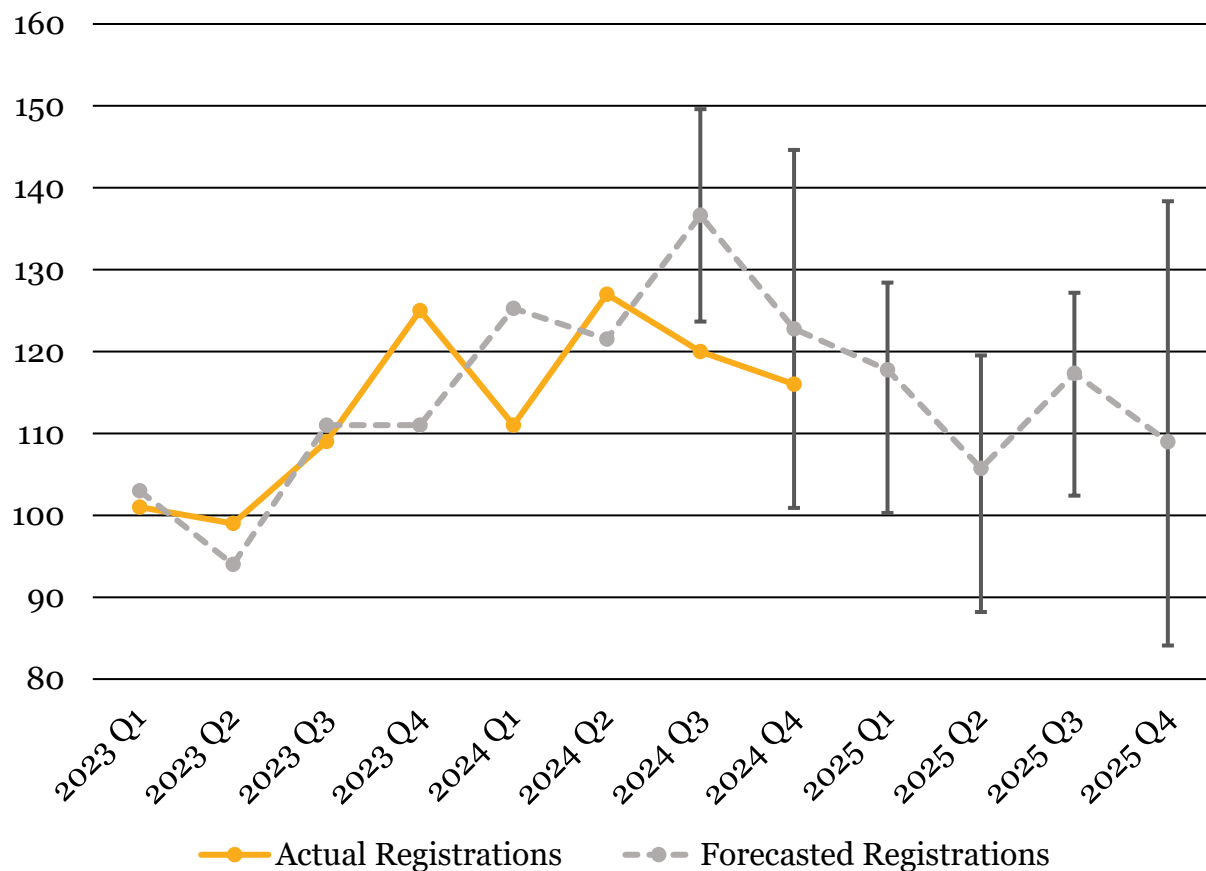
underestimate (Table 10). Conversely, the 3rd quarter rate of 58.7% means that using 62% would have overestimated the enrollment need.

Table 10 - Entry-level hires as calculated by lateral hire rate

Entry-level hire rate by quarters, 2024	% of entry-level hires
2024 Q1	65.7%
2024 Q2	63.2%
2024 Q3	58.7 %
2024 Q4	63.3 %
Yearly Rate	62.8 %

ENTRY-LEVEL HIRES AND THE ENROLLMENT FORECAST

Figure 9 - Quarterly enrollment forecast, 2023-2025



With the complex nature of police hiring in mind, a forecasting model through the end of the 2023-2025 biennium is presented in Table 11 and depicted graphically in Figure 9. Table 11 also compares the actual enrollment for 2023 and 2024 with the forecasted enrollment. As with any forecast, these projections remain fluid, and adjustments are made with every new quarter's worth of staffing data.

The current model (Figure 9) takes a number of factors into consideration. Each quarters forecasted enrollment is an average of three calculations – an ARIMA forecast in Excel, the average historical entry-level hire rate of 62%, and average entry-level hire rate of 77% estimated by agencies⁵. The largest of these three is the top error limit and the smallest is the bottom error limit.

Table 11 – Enrollment and forecasting enrollment comparison, 2023-2025 biennium

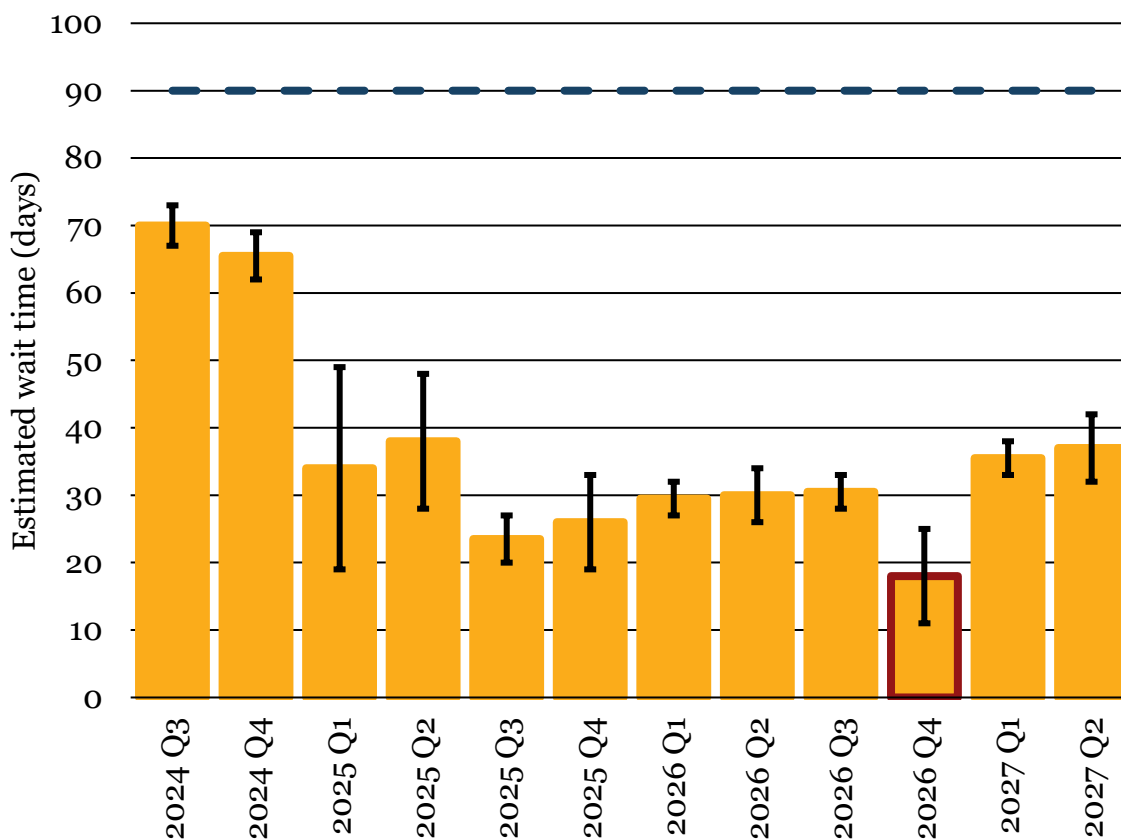
Quarter	Actual Enrollment Data*	Forecasted Data	Difference (Forecast – Actual)
2023 Q1	101	103	+2
2023 Q2	99	94	-5
2023 Q3	109	111	+2
2023 Q4	125	111	-14
2024 Q1	111	125	+14
2024 Q2	127	122	-5
2024 Q3	120	137	+17
2024 Q4	116	123	+7
2025 Q1		118	
2025 Q2		106	
2025 Q3		117	
2025 Q4		109	

⁵ In the 2024 staffing survey agencies estimated that 22.5% of their *separations* were due to officers moving to a different agency. This is consistent with the related question about lateral hires; here agencies indicated that 23.6% of their hires were lateral (76.4% entry-level).

WAIT TIMES

As of January 2025, the current wait time is one to two months, as enrollment is open for both BP 449 (starting in February) and BP 450 (starting in March). The projected number of enrollments between January and March may fill Basic Police classes through BP453 (beginning May 19th), resulting in an average wait time of just over 30 days. When offering only 40-person classes, the maximum number of students served per quarter is 120. At this time, the only quarter forecast to surpass this is January-March 2027.

Figure 10 - Average wait times by quarter



Looking ahead, depending on both the start date of classes, the number of registrations in any given month, and the timing of those registrations, 2026 could see classes smaller than 40 students. However, only one quarter in the 2025-27 biennium is currently flagged as dipping below 30 students (indicated by the red border above). The black vertical lines represent the estimated maximum and minimum wait times during

each quarter. As classes fill up and a new class is opened for enrollment, the wait time can vary on any given day by up to 30 days. Caution should be exercised with wait time projection beyond 2025, as enrollment forecasts are adjusted quarterly.

PART FOUR: BASIC POLICE STUDENT DEMOGRAPHICS

In March of 2023, DPSST began collecting demographic information on Basic Police (BP) academy students. This ongoing survey is completely voluntary and administered on the first day of the academy. Given that this report is for 2024, the following section only includes data from classes that occurred during that year. As such, Table 12 displays the response rate for each BP class included in the data.

Table 12 - Class demographics survey response rates

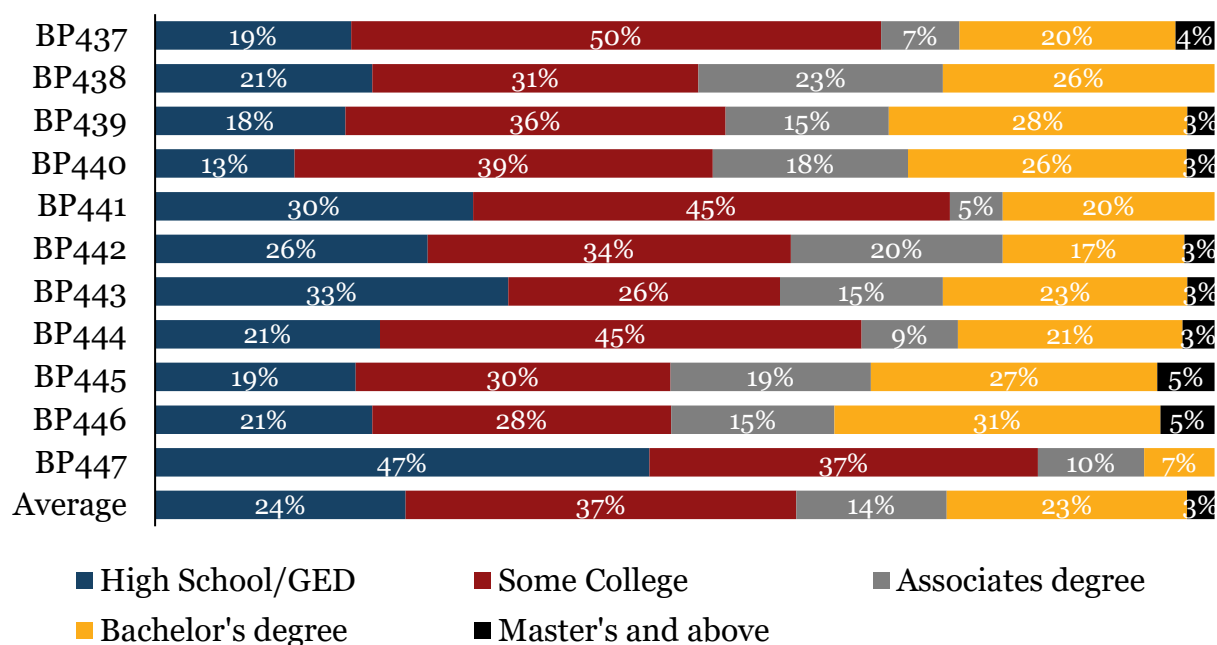
Class	Date Administered	# of Responses	Class Size	Response Rate
BP 437	1/29/24	54	60	90%
BP 438	3/4/24	39	40	98%
BP 439	4/1/24	39	41	95%
BP 440	4/29/24	38	40	95%
BP 441	5/27/24	40	41	98%
BP 442	6/24/24	36	42	86%
BP 443	7/29/24	39	40	98%
BP 444	9/9/24	33	40	83%
BP 445	10/7/24	37	40	93%
BP 446	11/4/24	39	40	98%
BP 447	12/13/24	30	30	100%
Total		424	454	93%

Students answer questions regarding their hiring agency, age, gender, race/ethnicity, sexual orientation, education level and background, as well as prior public safety training and experience. The results for a selection of these questions are presented below. It is important to note that the analysis reflects the total number of respondents as opposed to the total number of students in each class.

EDUCATION

Students are asked “What is the highest level of education you have completed?” Response options range from high school diploma up to doctoral degree. The chart below displays the education level by BP class, as well as the average among all classes. 423 of the 424 students responded to this question. Approximately 24% of the students have a high school diploma or GED, 37% have some college (no degree), 14% have an associate degree, and about a quarter of the students (23%) reported having a bachelor’s degree. Only 11 students (3%) reported having a Master’s (n = 10) or professional degree (n = 1). Due to a lower frequency of students reporting a Master’s degree or above, the higher level education categories were consolidated in Figure 11.

Figure 11 - Education level by BP class



In addition to their educational experience, students were asked “If you attended college, what was your major?” eliciting 418 student responses (6 skipped). Approximately 21% of students indicated they did not attend college (n=86), while 26% (n = 109) responded that they attended college but did not have a major. The remaining 53% of students (n = 223) reported a total of 78 unique majors, indicating considerable

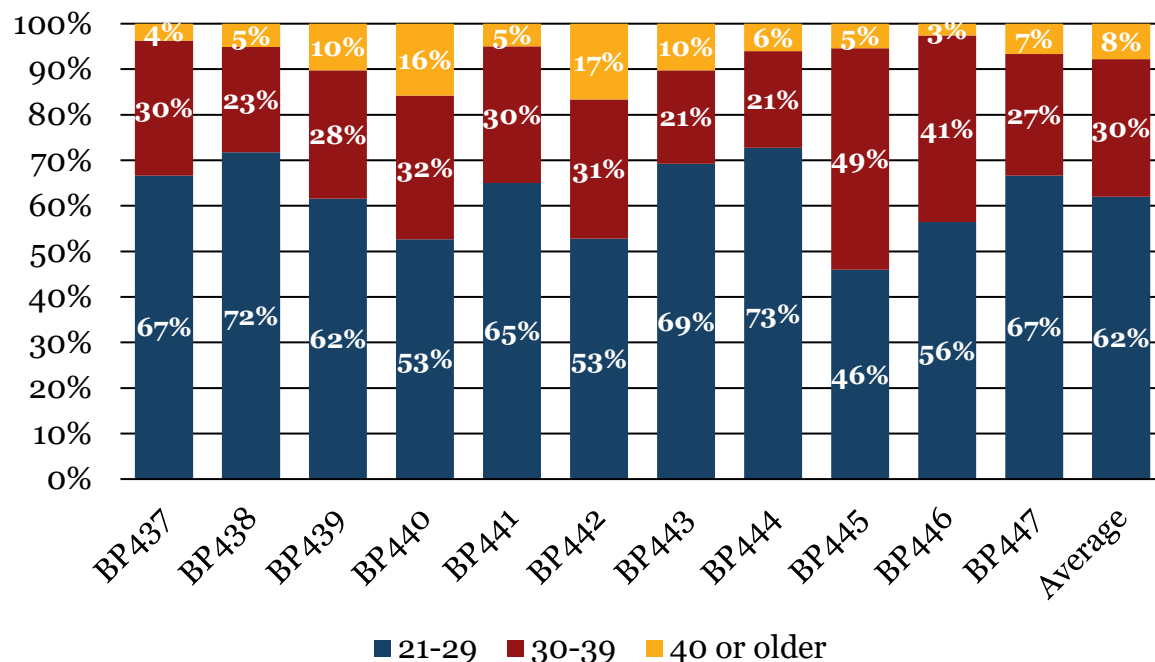
variability in their educational background. Table 13 presents the top 5 majors reported by BP students. The most popular major was Criminology and/or Criminal Justice.

Table 13 - Top 5 majors among all BP students

	Criminology/ Criminal Justice	Business	Psychology	Political Science	Sociology
% of Responses	28%	7%	5%	4%	3%
# of Responses	62	15	10	8	7

STUDENT AGE

Figure 12 - Age of Basic Police students



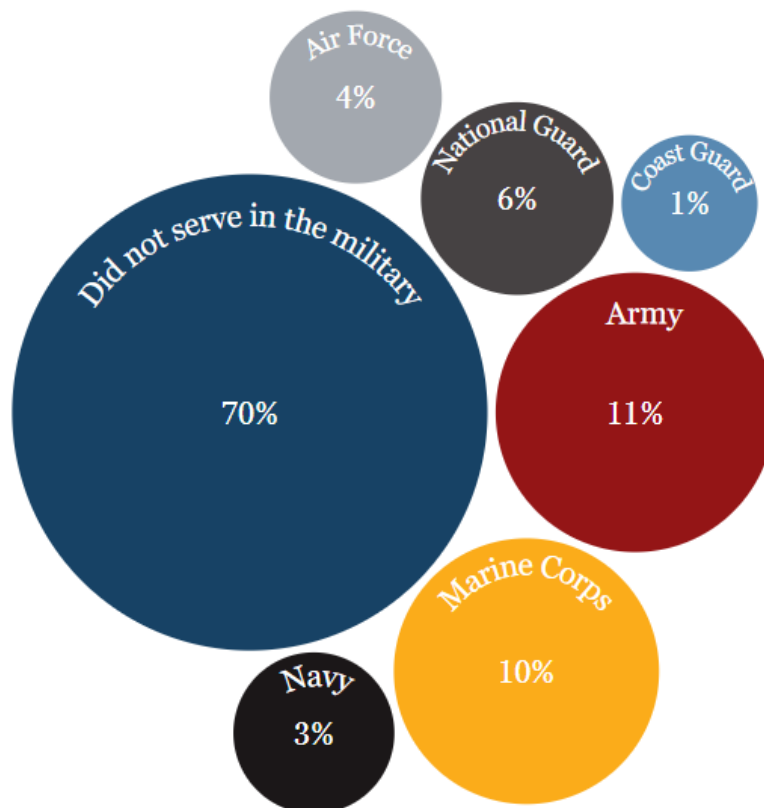
Basic Police students are also asked to report their age from the following response options: 21-29, 30-39, 40-49, 50-59, and 60 or older. 423 of the 424 students responded to this question. Figure 12 displays the ages for each BP class as well as the overall age ranges for the entire 2024 sample. Given that less than 2% of basic police students exceeded 50 years old, the response categories were consolidated. On average,

62% of new recruits were between the ages of 21 and 29, 30% were between 30-39, and 8% were 40 or older.

MILITARY EXPERIENCE

As previously stated, students can report their prior military experience. Specifically, they were asked “In which branch (or branches) of the military have you served? (Check all that apply).” There were 410 responses to this question (14 skipped). The majority of students did not serve in the military (n = 285; 70%). However, of those who did, the Army was the most common (n = 44; 11%), followed closely by the Marine Corps (n = 43; 10%), then National Guard (n = 23; 6%), Air Force (n = 15; 4%), Navy (n = 11; 3%), and Coast Guard (n = 4; 1%). A total of 125 people reported serving in the military, with 15 of those students reporting serving in 2 or more branches. There was a total of 140 military experiences.

Figure 13 - Basic Police Students Military Background

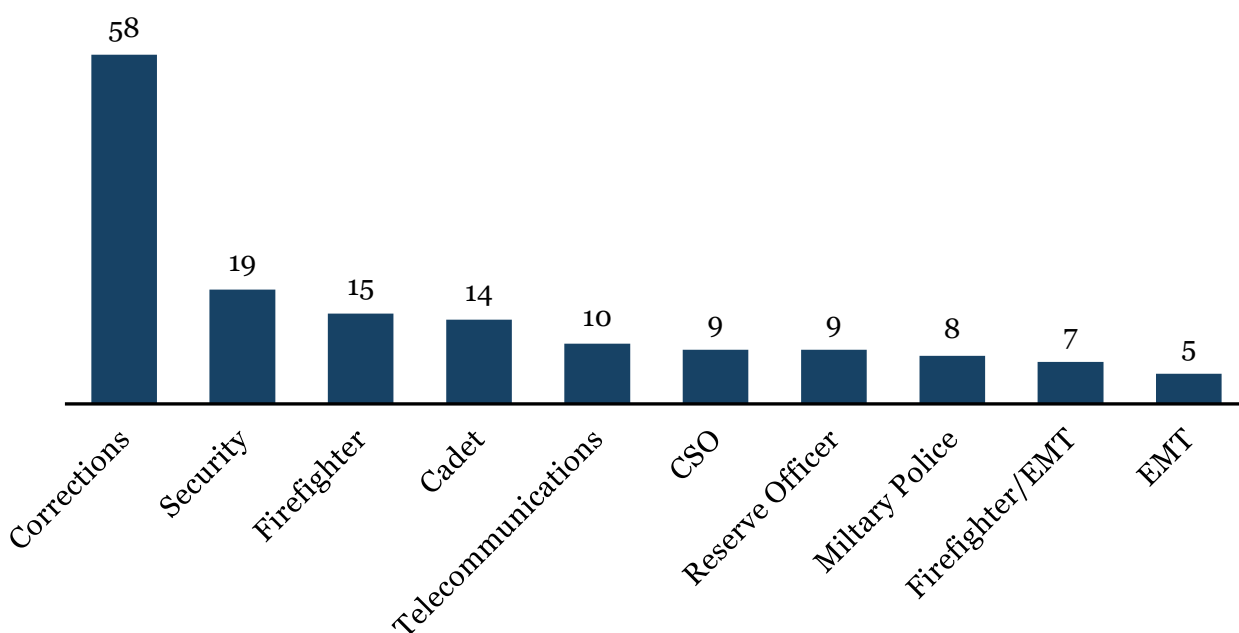


PRIOR PUBLIC SAFETY EXPERIENCE

Near the end of the survey, students were asked “Please describe your previous public safety related work experience (e.g., corrections, parole and probation, telecommunications, etc.).” There was a total of 296 responses (128 skipped). Of those who responded to the prompt, 122 students reported having no prior public safety experience (~41%).

Of those who did have prior experience working in public safety (n = 174), there were a total of 36 different public safety experiences listed. Given that several people listed more than one experience, there was a grand total of 195 prior experiences reported. In Figure 14, the top 10 experiences are provided. By a wide margin, the most common prior experience was in corrections (n = 58; 30%). The second most common experience was security (n = 19; 10%), followed by firefighter (n = 15; 8%).

Figure 14 - Prior Public Safety Experience - Top 10



FIELD TRAINING PHASE

During the span of time between officer hire dates and the beginning of the Basic Police Academy, some agencies will place new recruits in their own field training evaluation program (FTEP) while they await entry to the academy. A longer time spent

in FTEP may indicate a longer wait for entering the academy. As such, students were asked how long they had been in FTEP prior to starting the academy. The response options included: 0-1 month, 1-2 months, 3-4 months, 4+ months, and completed FTEP. Table 14 and Figure 15 include data from the entire sample to illustrate changes over time. The responses are shown for each BP class beginning March 2023.

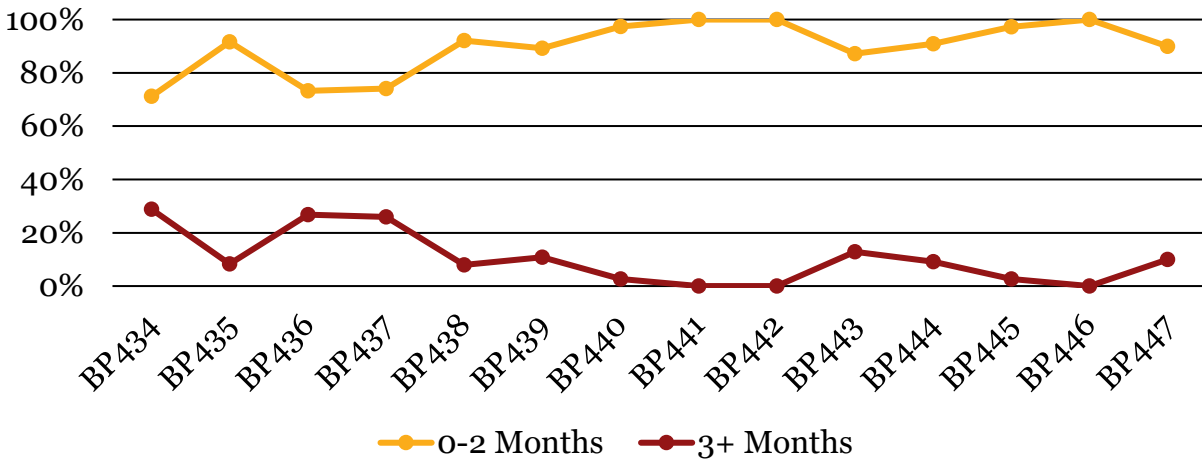
Table 14 - Time in FTEP at start of BP academy

	0-1 month	1-2 months	3-4 months	4+ months	Completed FTEP
BP426	20%	25%	20%	25%	10%
BP428*	31%	12%	15%	23%	19%
BP429	22%	22%	6%	33%	17%
BP430	43%	8%	24%	19%	5%
BP431	47%	15%	24%	9%	6%
BP432	29%	31%	23%	17%	0%
BP433	39%	21%	16%	16%	8%
BP434	41%	31%	19%	7%	3%
BP435	72%	19%	8%	0%	0%
BP436	46%	27%	23%	4%	0%
BP437	56%	19%	19%	4%	4%
BP438	79%	13%	3%	3%	3%
BP439	73%	16%	11%	0%	0%
BP440	84%	13%	0%	0%	3%
BP441	75%	25%	0%	0%	0%
BP442	97%	3%	0%	0%	0%
BP443	74%	13%	8%	0%	5%
BP444	79%	12%	3%	3%	3%
BP445	86%	11%	0%	0%	3%
BP446	92%	8%	0%	0%	0%
BP447	67%	23%	10%	0%	0%
Average	61%	18%	11%	6%	3%

*BP 427 is not listed due to a response n=1

In Figure 15 below, to better illustrate the trend for time spent in FTEP, the response categories were consolidated into two groups: 0-2 months and 3+ months. As the figure demonstrates, the number of students reporting spending 0 to 2 months in FTEP is trending upward while the number of students reporting 3 or more months in FTEP is trending downward.

Figure 15 - Time in FTEP by class



DISTRIBUTION OF BASIC POLICE ACADEMY STUDENTS

Regional Distribution

Figure 16 - Map of DPSST regions

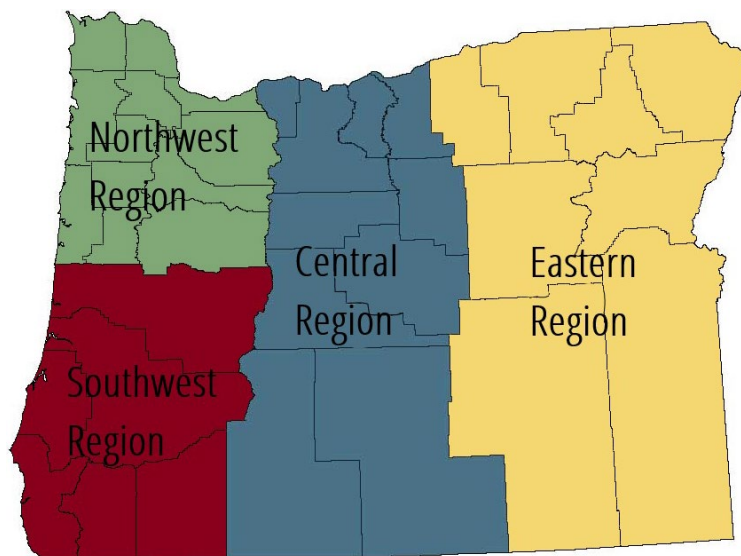
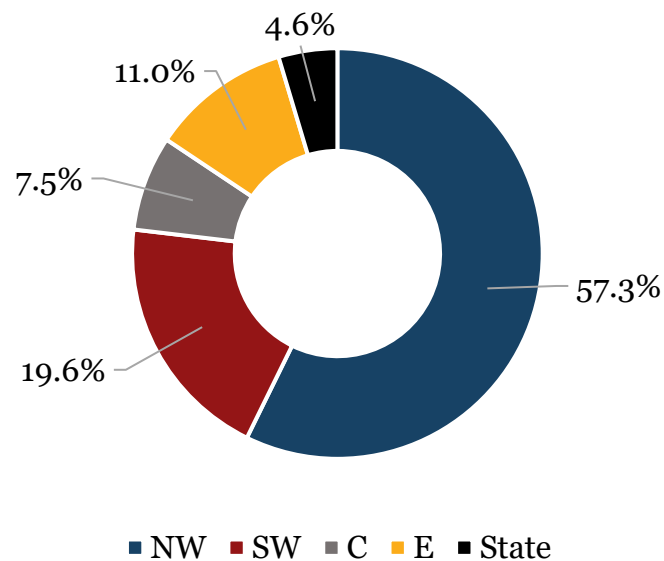


Table 15 - Regional distribution of BP students, BP437 - BP447

Region	# of Students by Region	% of Students
NW	260	57.2%
SW	89	19.6%
E	50	11.0%
C	34	7.5%
State	21	4.6 %

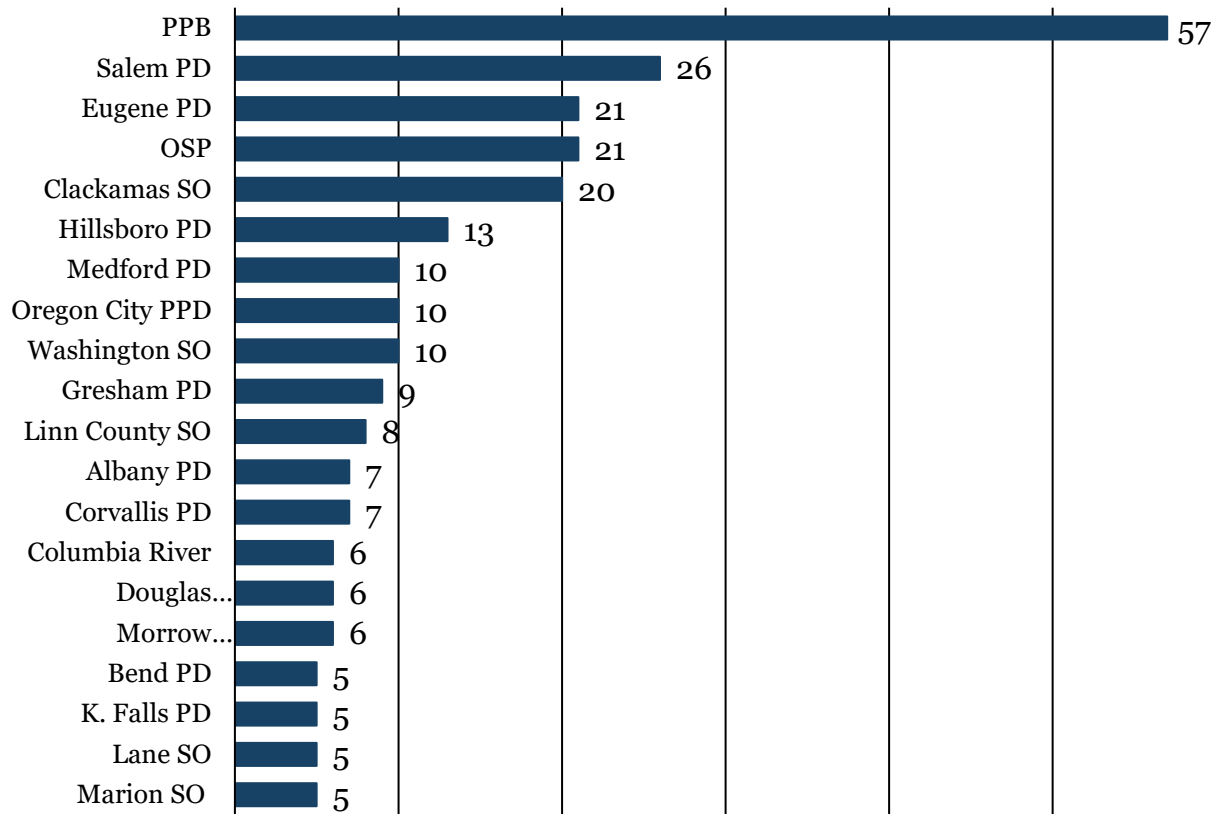
Roughly 6 in 10 (57.2%) of Basic Police Academy students are from the Northwest region and 2 in 10 (19.6%) are from the Southwest region. Oregon State Police, an agency that operates statewide, provided 4.6% of students. East and Central Oregon added 11.0 % and 7.5 % respectively (Table 15 and Figure 17)

Figure 17 - Regional distribution of BP students, BP437 - BP447



Top contributing agencies

Figure 18 - Top contributing agencies, BP437 – BP447



Portland Police Bureau (PPB) sent, by far, the most students of any agency, adding 31 more students than the 2nd largest contributor, Salem PD. Salem PD, Eugene PD, Oregon State Police, and Clackamas County SO all contributed over 20 students in 2024.

PART FIVE: CHOOSING TO SERVE

Recruitment and retention in law enforcement continues to be an important conversation at both the state and national levels, catching the interest of not only law enforcement agencies, but also criminal justice and public policy researchers and Oregon is no exception.

In Spring 2025, DPSST will release its report, *Choosing to Serve: Views of career in law enforcement (CTS)*. This report is based on the results of a statewide officer-level survey exploring various aspects of why officers join law enforcement and why they leave, as well as a discussion within the context of the results of the statewide staffing survey. Below are the preliminary results of two staffing-related questions that were asked of both officers (CTS) and agency heads (2024 Statewide LE Staffing Survey).

LATERAL MOVEMENT

In the CTS survey, Officers were asked “Have you transferred lateral between agencies during your career?” 56.2% of officer respondents indicated they had moved laterally.

Table 16 - Top Five Reasons for Lateral Movement

Rank	Agencies	Officers
1	Seeking better pay/benefits at new agency	Seeking better pay/benefits at new agency
2	Seeking more opportunities for advancement	Seeking more opportunities for advancement
3	Family reasons unrelated to agencies	Low morale at current agency
4	Reasons related to the location	Better fit with new agency culture
5	Burnout from the workload at current agency	Seeking improved relationship between officers and agency leadership

Breaking into gendered groups, 70% of women moved laterally compared to 58.7% of men. They were then asked if they were considering a lateral transfer in the

next year. 31.8% of respondent answered “yes” or “unsure” and responses were similar across genders.

Agency heads top five reasons appear to directly relate to the individual officer. However, while officers showed an agreement with agency heads on pay and advancement opportunities, their top five reasons for moving laterally or considering a lateral move centered on broader agency environment and relationships, versus purely personal reasons.

LEAVING POLICING

Officers were also asked “How likely are you to leave policing in the next two (2) years?” Any respondents who indicated they were likely or very likely to leave policing were asked to rank the importance of various reasons on their decision. Agency heads were then asked to rank the same reasons based on why they believe officers left policing.

While agency heads had top five reasons to leave policing similar to officers (Table 17), officers’ responses of leaving policing due to agency culture and not feeling like they are making a difference open the door to important conversations.

Table 17 - Top Five Reasons for Leaving Policing

Rank	Agencies	Officers
1	Impact on mental health	Impact on mental health
2	Public attitude toward police	Public attitude toward police
3	Lack of advancement opportunities	Impact on physical health
4	Career opportunities OUTSIDE Criminal Justice professions	Agency culture
5	Impact on physical health	Do not feel like I am making a difference

AFTERWORD: UNDERSTANDING THE DATA

It is important to understand the limitations of the data used in this report. The data used in the forecasting and staffing reports come from various record management sources, and none of which were created with data collection as their primary function.

Registration data comes from STARS (maintained by the Professional Standards Division), which registers students for classes and eventually feeds into the ATOMS system (maintained by the Training Division). This is where academic information about Basic Police students is stored while they are at the academy. The demographic information in either system is limited, so the only demographic information in this report from ATOMS is the geographic make-up of Basic Police classes. A voluntary and anonymous student survey provides the remaining demographic information found in this report.

All the employment action forecasts – hiring, separations, etc. - in this report are based on historical data from *SkillsManager*. Employment action information in this database is based on what is provided by individual law enforcement agencies via various reporting pathways.

Because information about officers comes to DPSST from their employing agency, there is always the chance of error in the accuracy of information submitted. Our team is committed to continuing to work with Professional Standards to better understand the data provided and adjust our presentation and analysis of data as their context continues to come into focus.

One last note, data in sections of this report were hand coded, meaning there is potential for human error when manually processing thousands of entries. Furthermore, there are times the coder must interpret the entries. For example, *SkillsManager* does not explicitly say if an officer is a lateral-transfer. The coder must review various entries and possibly the officer file to determine the most plausible interpretation of the data.