



## CITY OF PORTLAND, OREGON



### Bureau of Police

Ted Wheeler, Mayor

Michael W. Marshman, Chief of Police

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February 6, 2017

Oregon State Legislature  
Members of the Joint Ways and Means Public Safety Subcommittee  
C/O Senator Richard Devlin and Representative Nancy Nathanson, Co-Chairs  
900 Court Street, NE  
Salem, OR 97301

RE: Support for DPSST

Dear Senator Devlin, Representative Nathanson and Members of the Public Safety Committee,

The Portland Police Bureau expresses its support of the Department of Public Safety Standards and Training (DPSST), in its request for additional training funding.

Each jurisdiction served by the nation's approximately 18,000 state and local law enforcement agencies determines how many sworn members it requires and can afford to hire, equip, train, and deploy. Law enforcement executives know that staffing their agency is the most important administrative responsibility on their shoulders. Indeed meeting operational challenges and delivering excellent public service depends on having enough quality members to do the job. Yet, recruiting and staffing shortfalls continue to plague law enforcement agencies across the country.

Oregon is not immune to this struggle and our recruiting and staffing shortfalls are intensifying – our vacancies do not discriminate between urban and rural jurisdictions. The Portland Police Bureau is but one example of a local agency experiencing unprecedented shortages. While the Bureau is authorized for 950 sworn-positions, as of this week, it employs 891 members. In addition the Bureau is bracing for up to 50 eligible retirements over the next calendar year.

The Police Bureau is reorienting its recruitment and retention efforts to meet this staffing challenge. However, our success is directly tied to the ability of the Department of Public Safety Standards and Training (DPSST) to develop talented members who are culturally competent; ethically, physically and emotionally fit for duty, and well trained, highly skilled and responsive to the need of their communities. Time is of the essence: It takes 16 weeks for members to attend the Basic Police Academy; another 12 weeks for the Bureau to expound upon that effort with field training, and these time estimates do not account for human resource requirements.

Thank you for your attention to this matter and in advance for your support of this request.

Sincerely,

MICHAEL W. MARSHMAN  
Chief of Police

MWM/drh

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