



# Oregon State Police

Agency Update

June 2022

Superintendent Terri Davie



## **Mission**

The mission of the Oregon State Police is to serve all people with a priority of safeguarding life, property, and natural resources by building upon a diverse, professional, and trustworthy workforce.

## **Vision**

The Oregon State Police will be a leader in delivering high-quality services that support and enhance public safety in the 21st Century.

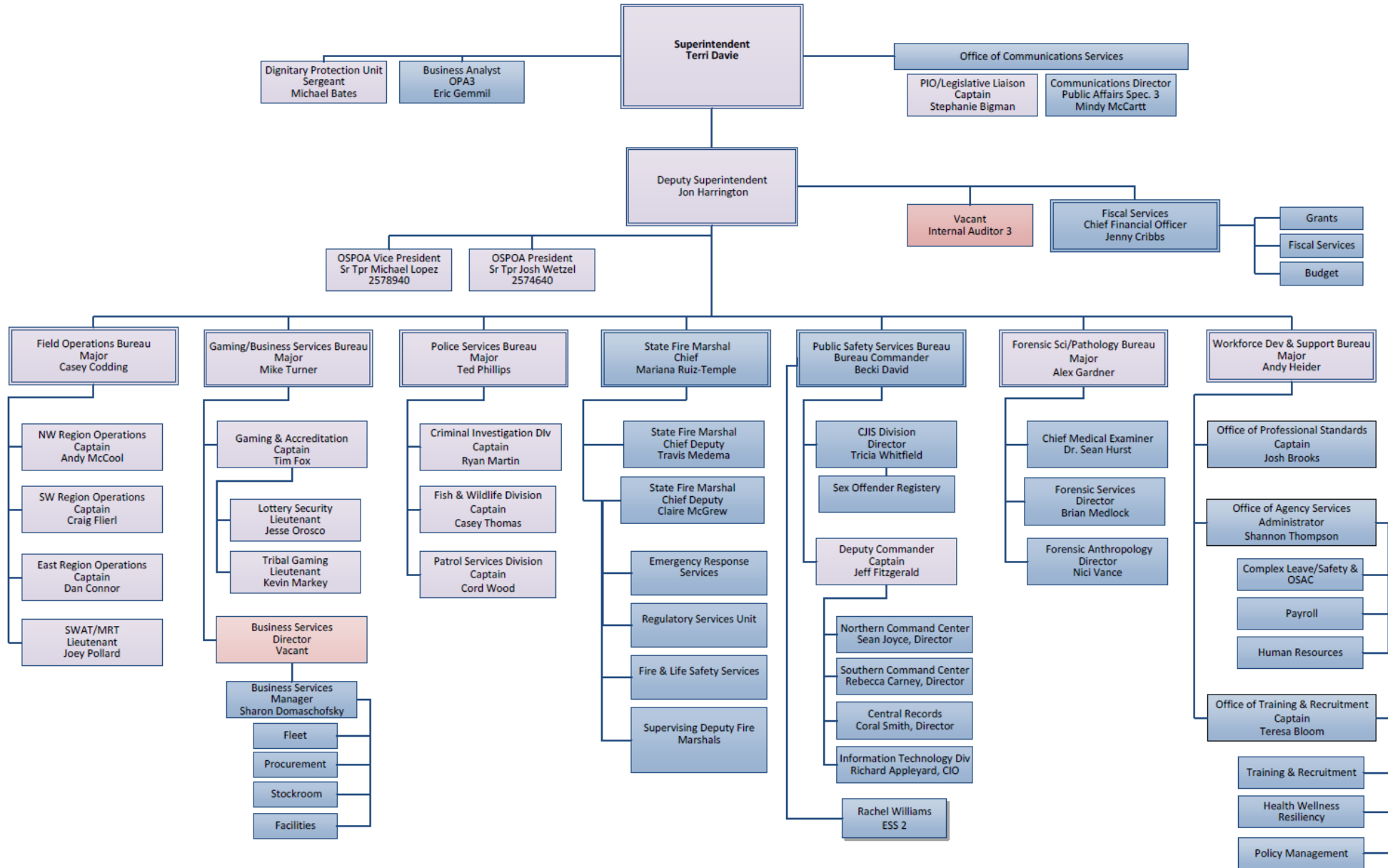
## **Values**

*Honor, Loyalty, Dedication, Compassion, and Integrity*

# Mission, Vision, and Values



# Oregon State Police Organization Chart





# Authorized FTE = 1502

- ▶ 736 Professional Staff FTE
  - ▶ 92 FTE = Administrative Services & Support
  - ▶ 128 FTE = Agency Support Roles
  - ▶ 75 FTE = Program Services & Support
  - ▶ 144 FTE = Oregon State Fire Marshal
  - ▶ 138 FTE = Forensic Services Division
  - ▶ 29 FTE = Medical Examiner's Office
  - ▶ 130 FTE = CJIS Division
  
- ▶ 766 Sworn FTE (15% Vacancy Rate)
  - ▶ 478 FTE = Patrol Division
  - ▶ 110 FTE = Criminal Division
  - ▶ 128 FTE = Fish & Wildlife Division
  - ▶ 25 FTE = Gaming Division
  - ▶ 25 FTE = Administrative, Agency Services & Support Roles



# Office of Oregon State Fire Marshal

- ▶ Agency Transition
  - ▶ July 1, 2023
  - ▶ On Track
- ▶ **Challenges:**
  - ▶ **2022 Fire Season**
    - ▶ Troubling fire season expected
    - ▶ Much of Oregon is in a state of drought
  - ▶ **Recruiting and Hiring for the new FTE positions allocated to the agency during 2021 and 2022 Legislative Sessions**



OSFM Mobile Command Post



# Forensic Services Division

- ▶ Provides scientific examination of evidence for all Oregon criminal justice system partners
- ▶ **Challenges:**
  - ▶ **15% Vacancy Rate** throughout the 5 laboratories
  - ▶ **Length of Training Programs for New Hires (due to complexity)**
  - ▶ **Amount of “Backlog” related to Requests for Lab Services**
- ▶ 2022 – Quarter 1
  - 4019 Requests Received
  - 3130 Request Received
  - **6802 Pending Requests for Services Across All Disciplines**
- ▶ Toxicology Analysis Completed (Antemortem & Postmortem)
  - 2018 = 10213
  - 2019 = 10453
  - 2020 = 10573
  - 2021 = 11008





# Oregon State Medical Examiner

## ▶ Challenges:

- ▶ Increased workload demand
- ▶ Retirements of tenured forensic pathologists

## ▶ Medical Examiner System Total Cases

- 2019 = 4,759
- 2020 = 5,424
- 2021 = 3,151

## ▶ Medical Examiner Full Autopsies Conducted

- 2019 = 864
- 2020 = 1027
- 2021 = 1043

## ▶ Deaths due to Drug Toxicity

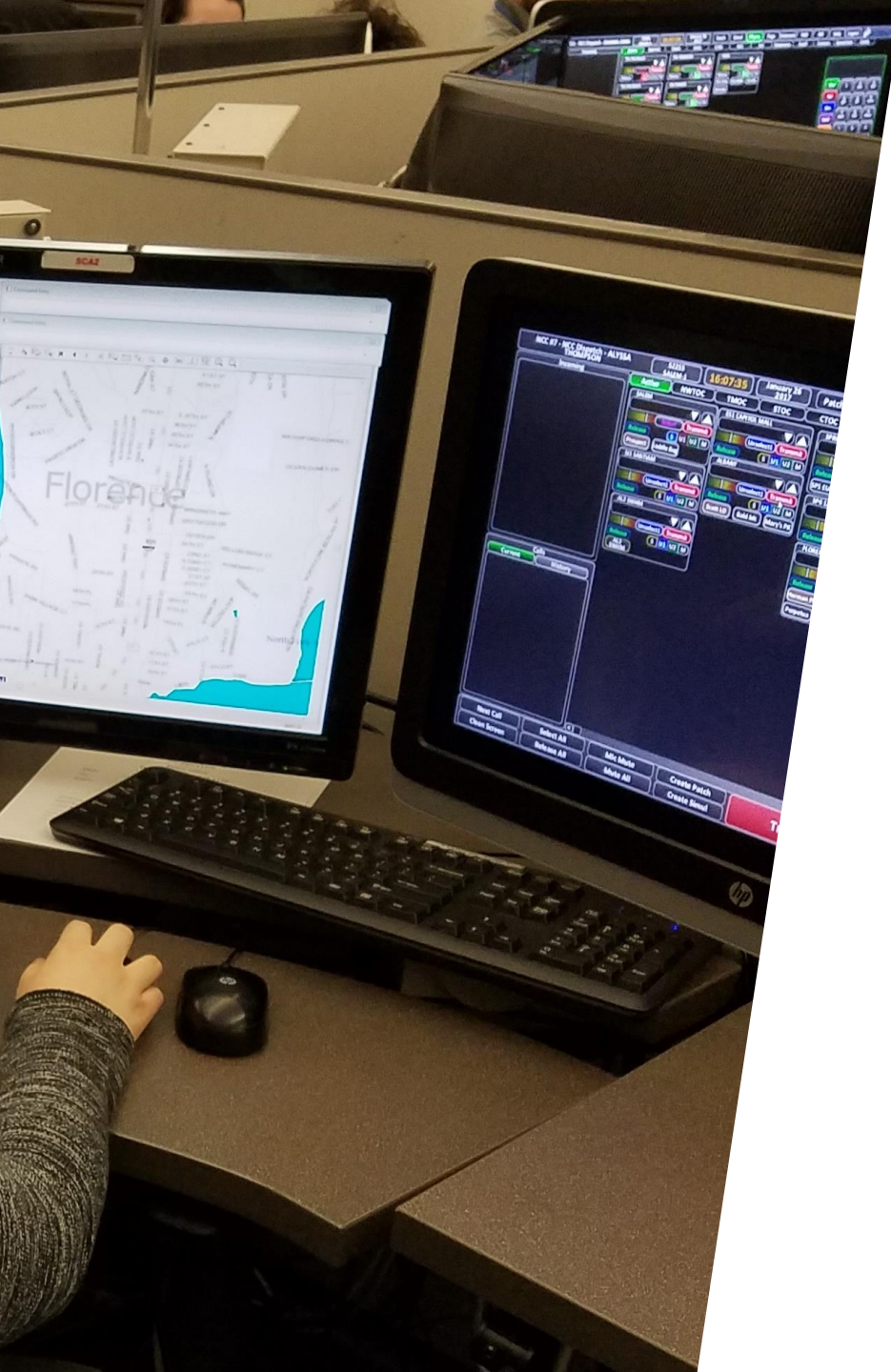
- 2018 = 441
- 2019 = 628
- 2020 = 872
- 2021 = 1152\* (114 additional cases pending review)

## ▶ Deaths Related to Ethanol

- 2019 = 197
- 2020 = 341
- 2021 = 161



Oregon State Medical Examiner Mobile Morgue (September 2020)



# Public Safety Services Bureau

- ▶ **Information Technology Services (ITS)**
- ▶ **Central Records Section (CRS)**
  - ▶ Over 800 records request a month (police reports, citations, various records)
- ▶ **Dispatch Centers**
  - ▶ Salem (NCC) / Central Point (SCC)
  - ▶ Over 450,000 events a year on average
  - ▶ Over 200,000 calls for service a year on average
  - ▶ 80+ Employees
- ▶ **Criminal Justice Information Services (CJIS)**
  - ▶ Automated Biometric Identification System (ABIS)
  - ▶ Criminal Records (CCH Unit)
  - ▶ Law Enforcement Data System (LEDS)
  - ▶ Applicant & Regulatory Background Checks (REG)
  - ▶ Sex Offender Registry (SOR)
  - ▶ Firearms Instant Check System (FICS)
- ▶ **School Safety Tip Line – Safe Oregon**





# Public Safety Services Bureau (PSSB)

- ▶ **Challenges Across PSSB Division:**
  - ▶ **Increased Number of Requests for Services**
  - ▶ **Recruiting, Hiring and Retention of Employees**
    - ▶ **Work Life Balance Desires by Employees**
    - ▶ **Remote/Hybrid Work Requirements vs. Employee Requests**
      - ▶ **Confidential Information**
      - ▶ **Personal/Private Information**
      - ▶ **Required Community Member Interactions for Services**
  - ▶ **Complexity of Work**

# Firearms Instant Check System (FICS) Process

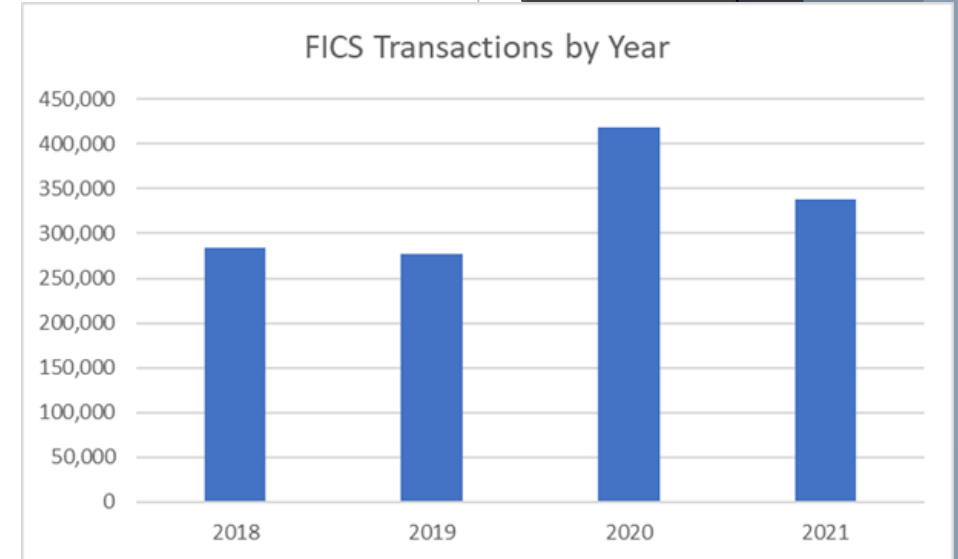
Oregon law requires a background check for all transfers including those that take place at a gun show and between private citizens.

- ▶ The individual fills out the Firearms Transaction Record (ATF form 4473) to include both personal identification information and information about the firearm(s) they are purchasing.
- ▶ The Federal Firearms Licensee (FFL) verifies that information and relays it to the FICS unit via the internet or by phone.
- ▶ The background check verifies the buyer is not ineligible to purchase or possess a firearm based upon both state and federal prohibitors.
- ▶ Approximately **96%** of requests are approved within minutes.
- ▶ Those remaining **4%** of requests that are not instantly approved or denied require research to determine eligibility to purchase or possess a firearm based on both state and federal prohibitors.
- ▶ FICS staff must contact and request various court and case documentation from agencies across the country for missing information. Depending on other agency participation, cooperation and workload, this can cause a lengthy delay to the process.



# FICS Continued

- Average over 329,000 transactions per year (2018-2021)
  - 2018 = 283,784
  - 2019 = 276,912
  - 2020 = 418,061
  - 2021 = 338,330
- FICS unit is still recovering from record transactions and delays due to events of 2020



FICS Unit tracks four backlog queues:

Queue:	Largest Backlog:	As of:	Current Status (5/31/21):
Incoming Web Transactions	7,265	2/11/2021	0
Pended/Delayed Transactions	7,934	5/22/2022	7,892
Challenge Calls	12,892	5/1/2022	11,435
Documents to review for Pended/Delayed Transactions	4,831	05/22/2022	4,625



# School Safety TipLine



## SAFEOREGON

- ▶ Starting in 2015 OSP under direction of the Governor's Taskforce on School Safety created SafeOregon, the school safety tipline.
- ▶ Since it went live in 2017, more than 1240 schools have enrolled, and we have received over 8,500 tips.
- ▶ SafeOregon offers multiple methods for tipsters to submit confidential or anonymous information. Tips can be submitted in a variety of ways, including an online web portal, text messaging, email, a mobile app, or a simple phone call.





# Fish and Wildlife Division

- ▶ Enforce fish, wildlife and environmental laws
- ▶ Ensure sustainable commercial fisheries
- ▶ Protect habitat, environment and cultural resources
- ▶ Additional Specialized Training for Division Duties:
  - ▶ boat operations; horse packing; environmental crime investigation; fill and removal investigation; federal wildlife laws; game salvage equipment operation; meat handling and inspection; 4x4 patrol unit operation; wildlife and fish identification; commercial fishing vessels and gear identification; restaurant and dealer inspection; outdoor survival; and map, compass and GPS use



OSP F&W K-9 Buck and his handler



# Criminal Division

- ▶ Members provide investigative support and assistance to agency members, state agency and local law enforcement partners
- ▶ Major Crime Team Call Outs
  - 2018 = 127
  - 2019 = 92
  - 2020 = 109
  - 2021 = 120
- ▶ MJ Seizures (lbs = pounds)
  - 2018 = 22,655 lbs
  - 2019 = 20,509 lbs
  - 2020 = 90,010 lbs
  - 2021 = 966,328 lbs (large seizures in SW Oregon)
- ▶ Fentanyl Seizures (du = dosage unit .1 gram)
  - 2018 = 21,652 du
  - 2019 = 40,052 du
  - 2020 = 27,282 du
  - 2021 = 482,111 du
- ▶ Oxycodone Seizures (du = dosage unit 1 pill)
  - 2018 = 661 du
  - 2019 = 19,647 du
  - 2020 = 1,189 du
  - 2021 = 10,188 du



OSP Detectives Responding to a School Shooting  
(October 2015)

# Patrol Division

- ▶ Almost 8,000 miles of Oregon roadways
- ▶ Traffic enforcement, crash investigations & rendering aid
- ▶ Apprehension of persons involved in criminal activity
- ▶ Assist and support criminal justice partners
- ▶ Calls for Service
  - 2018 = 135,928
  - 2019 = 135,305
  - 2020 = 128,423
  - 2021 = 137,981
- ▶ Motor Vehicle Crashes (ODOT Report Submitted)
  - 2018 = 8,835
  - 2019 = 8,839
  - 2020 = 8,348
  - 2021 = 9,806
- ▶ Fatal Motor Vehicle Crashes (OSP Response)
  - 2018 = 220
  - 2019 = 195
  - 2020 = 200
  - 2021 = 234







# Patrol Division

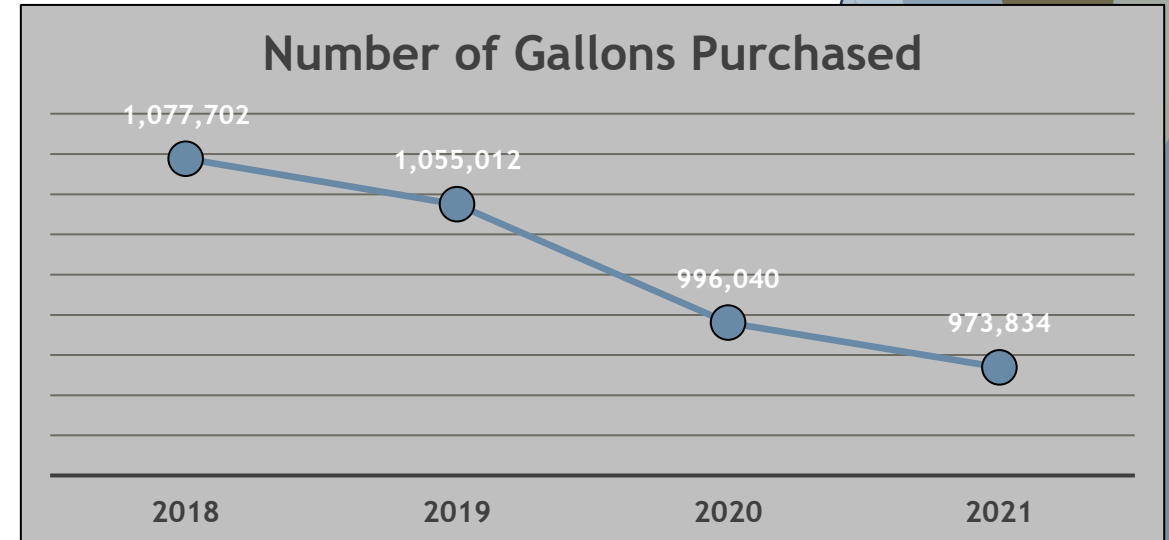
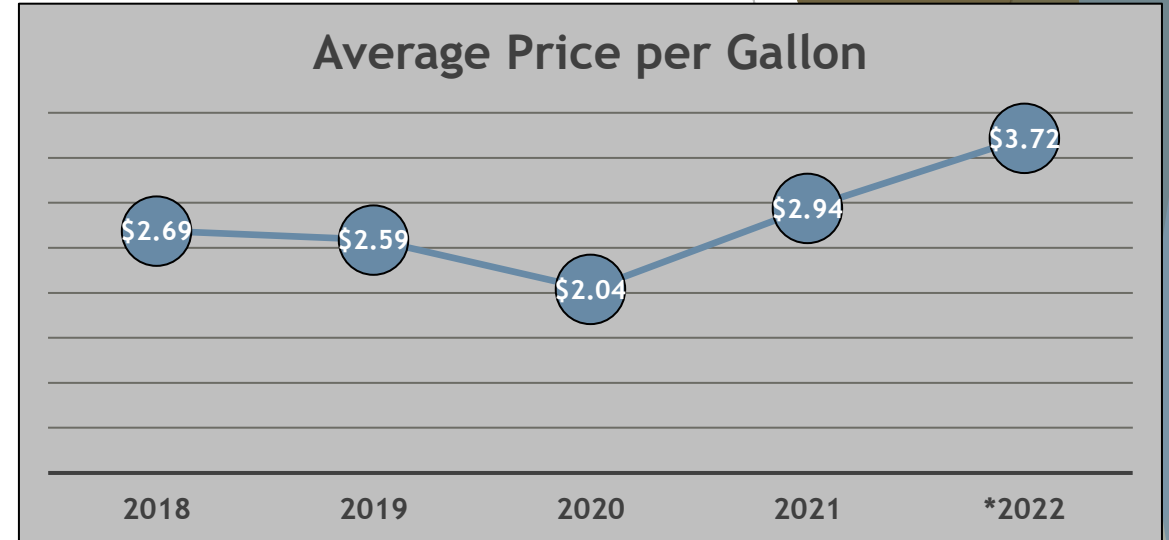
▶ Average Patrol Vehicle Attains 18 MPG (approx.)

▶ Ave Price Per Gallon

- 2018 = \$2.69
- 2019 = \$2.59
- 2020 = \$2.04
- 2021 = \$2.94
- 2022 = \$3.72 (As of April 2022)

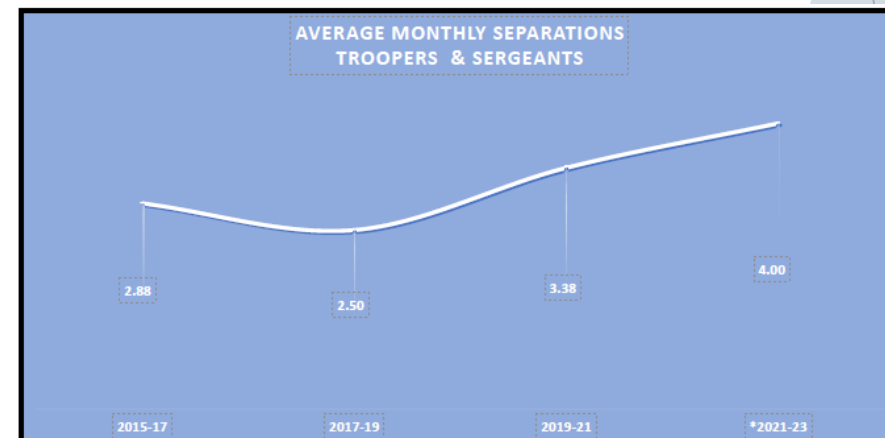
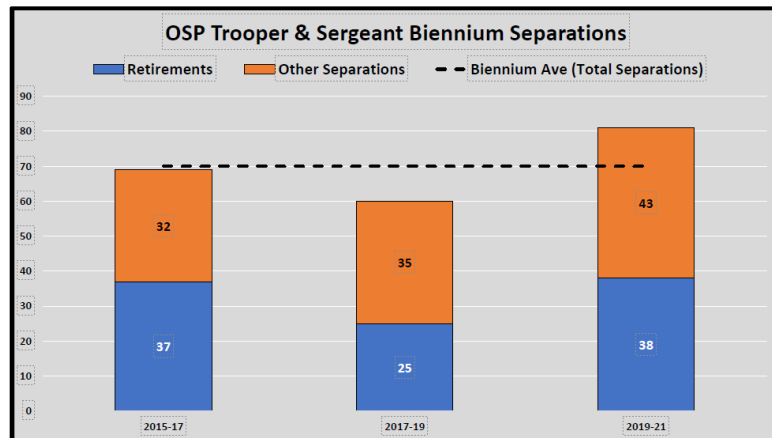
▶ Total Gallons of Fuel Purchased

- 2018 = 1,077,702
- 2019 = 1,055,012
- 2020 = 996,040
- 2021 = 973,834



# Challenges Across All Sworn Divisions

- ▶ **Loss of Trust and Respect between Community Members and Officers**
- ▶ **Negativity Around the Profession of Law Enforcement**
- ▶ **Increased Number of Requests for Services or Assistance**
- ▶ **Increased Number of Worker's Compensation Claims**
- ▶ **Increased Number of Employee Involved Motor Vehicle Incidents**
- ▶ **Increased Number of Personnel Complaints**
- ▶ **Number of Sworn Separations from the Agency Continually Increasing**
- ▶ **Difficulty Recruiting and Hiring Sworn Members**





# Challenges Across All Sworn Divisions

## ▶ OSP SAIF Claims - Injuries

- 2018 = 87
- 2019 = 100
- 2020 = 122
- 2021 = 179

## ▶ OSP SAIF Claims – PTSD or Similar Claims

- 2018 = 6
- 2019 = 7
- 2020 = 10
- 2021 = 15

## ▶ OSP Sworn Vehicle Incidents

- 2018 = 111
- 2019 = 117
- 2020 = 122
- 2021 = 126

## ▶ OSP Internal Affairs / Office of Professional Standards Investigations

- 2018 = 326
- 2019 = 338
- 2020 = 323
- 2021 = 294



# Challenges Across All Sworn Divisions

## ▶ OSP Critical Incident Response Team (CIRT) Callouts

- 2018 = 203 Missions / 5 EAP Referrals / 0 Mental Health Provider Referrals
- 2019 = 142 Missions / 17 EAP Referrals / 1 Mental Health Provider Referrals
- 2020 = 230 Missions / 17 EAP Referrals / 30 Mental Health Provider Referrals
- 2021 = 269 Missions / 10 EAP Referrals / 24 Mental Health Provider Referrals

## ▶ OSP Special Operations Team Callouts (Crowd Management and SWAT Teams Combined)

- 2018 = 62
- 2019 = 58
- 2020 = 68
- 2021 = 64
- 2022 = 16 (Jan – May)

## ▶ OSP Deaths by Suicide during the past decade

- ▶ January 5, 2013 – Sergeant (off duty)
- ▶ October 18, 2016 – Professional Staff Member (on duty)
- ▶ March 29, 2022 – Sergeant (on duty)



# Health, Wellness & Resiliency Unit

- **Law enforcement is a high stress career and the exposure to traumatic events and chronic stress can have a negative impact on the physical, emotional and mental well-being of first responders.**
- **Every assignment comes with the possibility of witnessing or being an active participant in something that can be disturbing, traumatizing or dangerous.**
- **As first responders, Troopers are exposed to devastating traumatic events and long-term levels of high stress that can alter the public and private lives of our employees.**
- **Established through Legislative Action during the 2021 Legislative Session**



# OSP's Path to Mitigating our Challenges

## ▶ **Build a robust Health, Wellness & Resiliency Unit**

- ▶ Provides employees a unit where they can go for information, help, guidance or support
- ▶ Ensure the hiring of dedicated, talented and diverse staff to build and manage the HWR Unit
- ▶ Research and submit federal grant proposals for funding and FTE to support HWR Unit functions
- ▶ Educate current employees about our HWR Unit and the state's EAP Program (Canopy)
- ▶ Provide education and resources to employees related to addiction or substance abuse services

## ▶ **OSP is Committed to Recruiting & Hiring a Diverse Workforce**

- ▶ Expanded our Sworn Recruiting Team
  - ▶ 1 Sergeant and 2 Troopers
- ▶ Expanded our Professional Staff Recruiting Team
- ▶ Advertising/Announcing recruitment opportunities in various formats that will reach underrepresented communities
- ▶ Working with DPSST to add an additional Basic Police Class in July 2022, by providing Troopers as Academy Instructors



# OSP's Path to Mitigating our Challenges

## ▶ **OSP's Commitment to our Workforce, our Partners and to the Community Members we Serve**

- ▶ Ensure communication lines between the agency, our employees and our partners are functional and being utilized
- ▶ Ensure communication with stakeholders and community members is relevant, timely, accurate and easy to utilize
- ▶ Encourage and provide opportunities for our employees to interact and connect positively with community members
- ▶ Provide clear expectations, set goals and hold employees accountable for their actions and decisions
- ▶ In 2022, all sworn employees will attend mandatory In-Service Training
  - ▶ Police Accountability & Legal Case Law Updates
  - ▶ De-escalation Refresher Training
  - ▶ Officer Resiliency and Mental Health Training
  - ▶ Understanding Jurisdiction & Legal Aspects of Working with Tribal Governments & Community Members (Public Law 280)
  - ▶ Critical Incident Response & Tactical Decision-Making Skills Refresher

***Thank You***