

## ANALYSIS

### Department of Public Safety Standards and Training Basic Police Course Pilot Program

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**Analyst:** John Terpening

**Request:** Acknowledge receipt of a report on the status of implementation for the 60-student Basic Police Course pilot program operated by the Department of Public Safety Standards and Training.

**Analysis:** The Department of Public Safety Standards and Training (DPSST) has submitted a report pursuant to a budget note approved in the budget report for SB 5533 (2023):

**Basic Police Course Pilot Program:** *The Department is directed to report back to the first meeting of the Interim Joint Committee on Ways and Means with a detailed safety plan for the successful operation of the 60-student course and an update on recruitment and staffing for the necessary positions to safely operate the pilot. The Department is further directed to provide a status report on the implementation of the 60-student course pilot during the February 2024 session, with a final report on the pilot program at the first meeting of the Emergency Board after February 2024 session. The status report and the final report should include information on the number of students who completed the course, any safety incidents that occurred and corresponding agency actions, the impact of the pilot on the basic police course enrollment backlog, and an updated basic police course forecast.*

The pilot includes three 60-student courses that are in addition to, and run concurrently with, the 40-student Basic Police Courses that are already operating at DPSST, as well as other courses offered at the academy. The first courses began in November 2023, December 2023, and January 2024 and follow the same 16-week timeframe of other basic police courses. With these three larger cohorts, assuming full capacity for each, the Department would train 1,100 students over the 2023-25 biennium. This is the second of three planned reports on the program. The first report, including a safety plan and staffing update, was presented to the Joint Interim Committee on Ways and Means Public Safety Subcommittee in September 2023. This report provides a status update on the implementation of the program and an update on the basic police course forecast.

To implement the pilot program in conjunction with the other course trainings, DPSST has developed a schedule template that provides for flexibility between training venues and instructors allowing for a 60-student class to be divided into subgroups depending on need. For example, if classrooms or venues cannot accommodate an entire class, subgroups will rotate training in those areas depending on the venue and instructor needs. High risk venues, like the firearms range or defensive tactics mat room require the classes to be divided into even smaller cohorts to allow for the appropriate level of student-to-instructor ratios to maintain safety. This template has provided for the operation of the three pilot classes but will also provide the Department with the ability to potentially scale up classes depending on demand in the future.

DPSST reports that with all three classes currently operating, the number of basic police course students on campus has increased from 160 to 260. This will stretch staffing and infrastructure capacity to its limits through May 2024 when the third 60-student class is completed. As of this report, 21 of the 22

new training positions approved in 2023-25 have been filled. However, the Department has administratively added seven more positions to operate the high-risk training areas to ensure safe operation and proper student-instructor ratios. Further, there is no additional capacity in the campus dorms, and the Department has secured a block of hotel rooms for instructors and students attending the Leadership Training courses.

Operation of this pilot program has successfully reduced the backlog for new officers to enter the Basic Police Course from over seven months, to within the 90-day statutory timeframe requirement. DPSST will continue to analyze hiring and separation trends to forecast Basic Police enrollment needs, and with the appropriate level of instructors and a flexible template in place, can modify from 40 to 60 student classes, if necessary, in the future.

**Legislative Fiscal Office Recommendation:** The Legislative Fiscal Office recommends that the Joint Committee on Ways and Means acknowledge receipt of the report.

## Department of Public Safety Standards and Training Fox

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**Request:** Report on pilot program for the basic law enforcement training courses with higher maximum capacity of 60 students per course by the Department of Public Safety Standards and Training (DPSST).

**Recommendation:** Acknowledge receipt of the report.

**Discussion:** In their 2023-25 Legislatively Adopted Budget, DPSST received funding for a pilot program of larger class sizes for their basic police course. A budget note in Senate Bill 5533 (2023) directed them to report back to the Legislature on the results of the pilot program, including information on the number of students who completed the course, any safety incidents that occurred and corresponding Department actions, the impact of the pilot on the basic police course enrollment backlog, and an updated basic police course forecast.

*Background:* All local law enforcement officers are statutorily required to complete the basic police course at the DPSST Training Academy within 90 days of hire by their local agency. In recent biennia, DPSST has had a backlog of students waiting for a space in the course to open and at times has been out of compliance with the 90-day statutory timeframe. Nationwide, law enforcement agencies have had waves of retirement, high levels of turnover, and difficulty recruiting new officers. In Oregon, this has increased pressure on DPSST as more new officers must move through the training academy. The report notes that prior to 2015, the yearly average of officers hired was about 300. Since 2015, that increased to 560 new officers on average each year; that average was then surpassed in the last two years, which had 795 (2022) and 671 (2023) new hires. The separation data also shown in the report makes it clear that these hires are only keeping pace with resignations and retirements; that is, the number of new hires is not a result of new law enforcement positions being created.

Before the creation of the pilot program, class sizes at the academy were capped at 40 students per class. The Department's base budget provides funding for 16 courses of 40 students. Their legislatively adopted budget increased funding to 20 courses of 40 students, in addition to concurrently running the pilot program of three 60 student courses. These additional courses have eliminated the backlog and brought the Department into statutory compliance.

*Pilot Program Results:* While DPSST has been able to successfully scale their courses and maintain appropriate staff-to-student ratios, moving many more students through the academy creates logistical challenges and increases wear and tear on the campus infrastructure. The four additional courses in tandem with the three new 60 student courses leaves the campus with little to no redundancy in staffing or facility space. If the pilot program is continued or expanded, further investments in capital and operating funds will be required to make this a sustainable, scalable model. DPSST is currently funded exclusively with Other Funds from the Criminal Fines Account and General Fund support may be needed to support expanded Department operations going forward.



# Oregon

Tina Kotek, Governor

## Department of Public Safety Standards and Training

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January 16, 2024

Senator Elizabeth Steiner, Co-Chair  
Representative Tawna Sanchez, Co-Chair  
Joint Committee on Ways and Means  
900 Court Street NE  
H-178 State Capitol  
Salem, OR 97301

Dear Co-Chairs:

### **Nature of the Request**

The Department of Public Safety Standards and Training (DPSST) was directed to provide a status report during the 2024 Legislative Session on the implementation of the 60-student pilot training program for the Basic Police Course.

### **Agency Action**

The attached status report for the 2024 Legislative Session includes an update on the number of students who have completed the course, any safety incidents that occurred and corresponding agency actions, the impact of the pilot on the basic police course enrollment backlog, and an updated basic police course forecast.

### **Action Requested**

DPSST requests the Joint Committee on Ways and Means acknowledge receipt of this report during the 2024 Legislative Session.

### **Legislation Affected**

Senate Bill 5533 (Chapter 482, 2023 Laws) and House Bill 5029 (Chapter 598, 2023 Laws). SB 5533 provided DPSST with a \$6,417,983 Other Funds expenditure limitation and nineteen permanent positions (19.00 FTE) to support the pilot program. HB 5029 provided the allocation from the Criminal Fine Account.

Sincerely,

Philip Castle  
Agency Director  
Department of Public Safety Standards and Training

Department of Public Safety Standards and Training

# Status Report on 60-Student Basic Police Course Pilot

Pilot Implementation

January 2024

## Purpose of Report

Senate Bill 5533, the Department of Public Safety Standards and Training (DPSST) agency budget bill, included a budget note directing DPSST to provide updates regarding the 60-student pilot training program for the Basic Police (BP) course. The budget note states:

The Department is directed to report back to the first meeting of the Interim Joint Committee on Ways and Means with a detailed safety plan for the successful operation of the 60-student course and an update on recruitment and staffing for the necessary positions to safely operate the pilot.

The Department is further directed to provide a status report on the implementation of the 60-student course pilot during the February 2024 session, with a final report on the pilot program at the first meeting of the Emergency Board after February 2024 session. The status report and the final report should include information on the number of students who completed the course, any safety incidents that occurred and corresponding agency actions, the impact of the pilot on the basic police course enrollment backlog, and an updated basic police course forecast.

DPSST submitted the safety plan to the Interim Joint Committee on Ways and Means through the Joint Interim Committee on Ways and Means Subcommittee on Public Safety during the September 2023 Legislative Days.

## Preparing for the Pilot Implementation

The guiding principles of DPSST are to provide high-quality training while ensuring the safety and well-being of students and staff. Adhering to these principles while significantly increasing the number of students engaged in training at the Oregon Public Safety Academy required significant changes to program and staffing structures.

### Template

The singular most important aspect of maintaining safety within academy training venues rests in instructor-to-student ratios. Training venues with higher risks require a greater number of instructors per student. To maintain proper ratios, classes are divided into smaller groups to rotate through training. Subdividing was a practice already in place with the standard 40-person classes.

Each subgroup rotates through training using one of the options displayed in Figure 1 below. In some instances, these groups are further subdivided into groups of 10 or 15 students. Classes are subdivided depending on the nature of the training, training venue capacity, and maintenance of appropriate instructor-to-student ratios.

**Figure 1: Basic Police Class Subdivision**

Option 1	Option 2		Option 3			Option 4	
60 Students	Group A 30 Students	Group B 30 Students	Group A 20 Students	Group B 20 Students	Group C 20 Students	Group A 40 Students	Group B 20 Students

### Limitation Examples:

- Only one classroom is large enough to hold 60 students. Low-risk training accommodates a higher instructor-to-student ratio of 2:60.
- Each firearms range and mat room can each safely hold a maximum of 20 students. High-risk training requires more instructors per student, at a ratio of 1:2.
- The mock courtroom can hold a maximum of 10 students.

Adding to the complexity of the template is that DPSST typically operates four overlapping Basic Police courses at a time as displayed in Figure 2 below. At the time of this report, there are five Basic Police courses in progress. In addition, there are typically several other program courses operating at the same time, such as Basic Corrections Local (BCL), Basic Parole and Probation (BPP), or Basic Telecommunications (BT). Each of these program templates require usage of the same venue and instructor resources. Further, DPSST's Fire Program will be hosting 240 members of the fire service for its annual Winter Fire Academy in February 2024. Accommodating the larger and additional Basic Police classes required adjusting all programs training without compromising training quality or safety.

As a result of the 60-person class size pilot, DPSST has built a scalable template, giving the agency the ability to flex between 40-person and 60-person class sizes and the capacity to adaptively address fluctuations in student enrollment.

**Figure 2: Oregon Public Safety Academy Training Template**

Start Date	JANUARY TO DECEMBER 2024									Police, Corrections, Parole & Probation CDD Self Study	OSP Class (C120)		
	Classrooms												
	C109	C112	C114	C117	C122	C125	C127	C233	C208				
<b>Jan-01-24</b> <<<<<<< Down Week >>>>>>													
Jan-08-24		BP434 6	BP436 2		BP432 14	BP433 10	BCL058 1		SLA060A		BP435 5		
Jan-15-24		7	3		15	11	2		EMD94		6		
Jan-22-24		8	4		16	12	3		BT140 1		7		
Jan-29-24		9	5		BP437 1	13	4	2	IPSLEI		8		
Feb-05-24		10	6		2	14	5	3			9		
Feb-12-24		11	7		3	15	6		SLA060B		10		
Feb-19-24	<<< Training Staff In Service Training >>>												
Feb-26-24		12	8		4	16			IPSLEI	POOD-SS43, COOD-SS43, PPCOD-SS05	11		
Mar-04-24		13	9	BPP87 1	5	BP438 1			SLA061A		12		
Mar-11-24		14	10	2	6	2	BCL059 1				13		
Mar-18-24		15	11	3	7	3	2	EMD95	OLM024A		14		
Mar-25-24		16	12	4	8	4	3	1	IPSLEI		15		
Apr-01-24		BP439 1	13	5	9	5	4	2	SLA061B		16		
Apr-08-24		2	14		10	6	5	3					
Apr-15-24		3	15		11	7	6		OLM024B	end 4/16/2024			
Apr-22-24		4	16		12	8			IPSLEI				
Apr-29-24		5	BP440 1	APP07 1	13	9			SLA062A				
May-06-24		6	2	2	14	10	BCL060 1			POOD-SS44, COOD-SS44, PPCOD-SS06			
May-13-24		7	3		15	11	2						
May-20-24		8	4		16	12	3		IPSLEI				
May-27-24		9	5		BP441 1	13	4						
Jun-03-24		10	6		2	14	5		SLA062B				
Jun-10-24		11	7		3	15	6						
Jun-17-24		12	8		4	16							
Jun-24-24		13	9		5	BP442 1			OLM025A	end 6/25/2024			

## **Figure 2 Course Abbreviations**

BP: Basic Police

EMD: Emergency Medical Dispatch

SLA: Supervisor Leadership Academy

OLM: Organizational Leadership Management

APP: Armed Parole and Probation

PCOD/CCOD/PPCOD: Police/Corrections/Parole and Probation Career Officer Development (all normally offered in-person, but currently taught as self-study due to campus constraints)

IPSLEI: International Public Safety Leadership and Ethics Institute

## **Instructors**

The next most significant change was the shift in instructor resources. DPSST has shifted from a high reliance on part-time instructors to utilizing more full-time instructors. This was done because changes in the public safety workforce have negatively impacted the agency's long-successful instructor staffing model, the use of Agency Part-Time Instructors (APTs). APTs are often individuals who currently work in a public safety discipline. These APTs sign up to deliver instruction at the academy on their days off or while "on loan" from their agencies. Staffing shortages at their home agencies have reduced their availability to instruct. DPSST does employ a number of civilian APTs as well as many who are retired officers, but has continued to struggle to fill critical instructor spots. A skilled and reliable instructor cadre is essential to providing safe, high-quality training.

DPSST has worked with the Governor and Legislature to stabilize instructor needs, secure full-time instructors and decrease its reliance on part-time staff. During the 2023 legislative session, DPSST was allocated 22 additional full-time instructor positions. At the time of this report, DPSST has had great success in filling these full-time positions, with 21 of those positions successfully filled. As the pilot template was built and implemented, the agency identified a need for additional stable instructor resources in high-risk training areas. The immediate solution was to establish an additional five limited-duration instructor positions and two Safety Specialist positions.

## **Additional Resources**

One of the largest complications has been the inevitable shortage of dormitory rooms. DPSST will run out of dorm rooms as the number of students on campus peaks, beginning in late January when all three 60-person classes, as well as a 40-student class taught in collaboration with Oregon State Police (OSP), are in session. To reduce the overage, a Basic Parole & Probation class was moved to a later date. The agency has secured a block of hotel rooms to house instructors and students attending Leadership Training courses beginning Jan. 29.

DPSST has taken additional steps to successfully implement the pilot, including but not limited to:

- Optimizing venue utilization by extending training into evening hours
- Converting office space into a small mat room for delivering virtual training scenarios
- Adapting facilities to increase classroom space, including using the auditorium as a temporary classroom and converting the student lounge into a second makeshift classroom
- Working with Motor Pool to increase the size of training fleet
- Renegotiating Food Services contract to increase annual meal count
- Purchasing additional clothing/uniforms for students
- Increasing purchases of ammunition
- Purchasing classroom furniture and audio/visual equipment

## Number of Students Completing Training

With additional funding provided by SB 5533, DPSST has increased the number of students attending Basic Police training throughout this biennium from 800 to 1100, an increase of 300 students:

- Package 090, current CSL - increased to 20 classes = 800 students per biennium
- Package 801
  - Pilot – added three 60-student classes (BP434, BP436, BP437) = 980 students
  - Pilot – added three 40-student OSP collaboration classes (BP435, BP443, BP453) = 1100 students

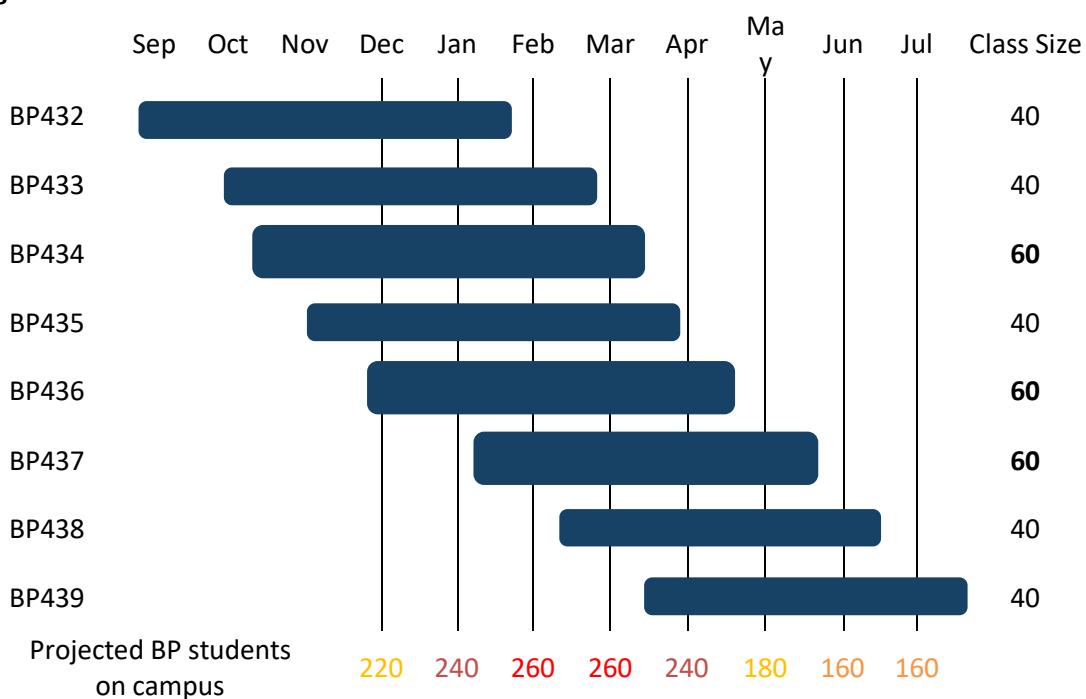
**Figure 3: Basic Police Enrollment**

Basic Police Class	Start Date	End Date	Students Enrolled	Class Size
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	60	60
BP435	11/27/2023	04/05/2024	36	40
BP436	12/18/2023	04/26/2024	60	60
BP437	01/29/2024	05/24/2024	59	60
BP438	03/04/2024	06/21/2024	40	40
BP439	04/01/2024	07/26/2024	7	40

The number of students completing training will not be determined until the class end dates. Students may not complete basic training for several reasons, including resignation, academic failure, injury, or being removed by their agency. If an enrolled student is withdrawn early in training, DPSST attempts to backfill the spot with a student enrolled in a future class. If the departure timing does not allow for backfill, or if there are no students available to take the spot, classes run with reduced enrollment. A future update report on the pilot project will include completion data.

The increase in enrollment has stretched both the academy's staffing and infrastructure capacities. Under the original 40-person model, the maximum number of Basic Police (BP) students on campus at any given time was 160. As the graphic below indicates, February and March will see 260 BP students – a 62.5% increase. This does not include the students attending the academy for courses such as Basic Corrections, Basic Telecommunications, Basic Parole and Probation, and Leadership.

**Figure 4: Basic Police Course Timeline**



## Safety Incidents and Actions

DPSST provides mandated basic training for nearly 1,000 students, across all disciplines, every year at the Oregon Public Safety Academy in Salem. Almost all academy students participate in high-risk training, with a relatively small number of injuries or safety incidents.

Prior to the implementation of the pilot program, DPSST developed an updated safety plan and created two Safety Specialist positions. Additionally, changes were made around campus to mitigate safety risks, including the installation of speed bumps throughout the campus and select training staff participated in Emergency Medical Response training.

It is DPSST's practice to call for Emergency Medical Services (EMS) out of an abundance of caution. For example, the agency's concussion protocol has three base indicators; if even one indicator is present, Emergency Medical Services are called for an evaluation. During the dates of the pilot program, no safety anomalies have occurred despite the increase in student numbers. Figure 5 displays all safety incidents that have occurred during this time which resulted in a call to EMS.

**Figure 5: Injuries Sustained Since Beginning Pilot Class Expansion**

Date	Incident	Venue	Actions
11/29/2023	Student experienced an allergic reaction to food item containing nuts.	Classroom	Student used EpiPen. Staff called EMS, student was transported.
12/7/2023	Role Player fell on stairs and hit head while walking to training location.	Village	EMS called, role player transported and released same day.
12/8/2023	Student dislocated shoulder during Defensive Tactics training.	Village	EMS called, student was transported.
12/12/2023	Role Player hit head on open car hatch causing laceration.	Village	Bandages applied and concussion protocol initiated. Further medical treatment declined.

Additionally, there have been two student and one staff knee injuries not requiring EMS response:

- Student injured in physical fitness training and removed from academy at request of agency.
- Student injured during the Oregon Physical Abilities Test (ORPAT) and cleared to train after the event.
- Staff injured during defensive tactics and returned to work on limited duty.

## Impact of Pilot on Backlog

At its peak, the wait time for new officers to enter Basic Police training was over seven months. As of January 2024, the backlog has been eliminated. Students currently enrolling are within the 90-day statutory requirement. At the time of this report, enrollment is open for BP 439, which begins in April. This is consistent with prior estimates on the impact of implementing the pilot.

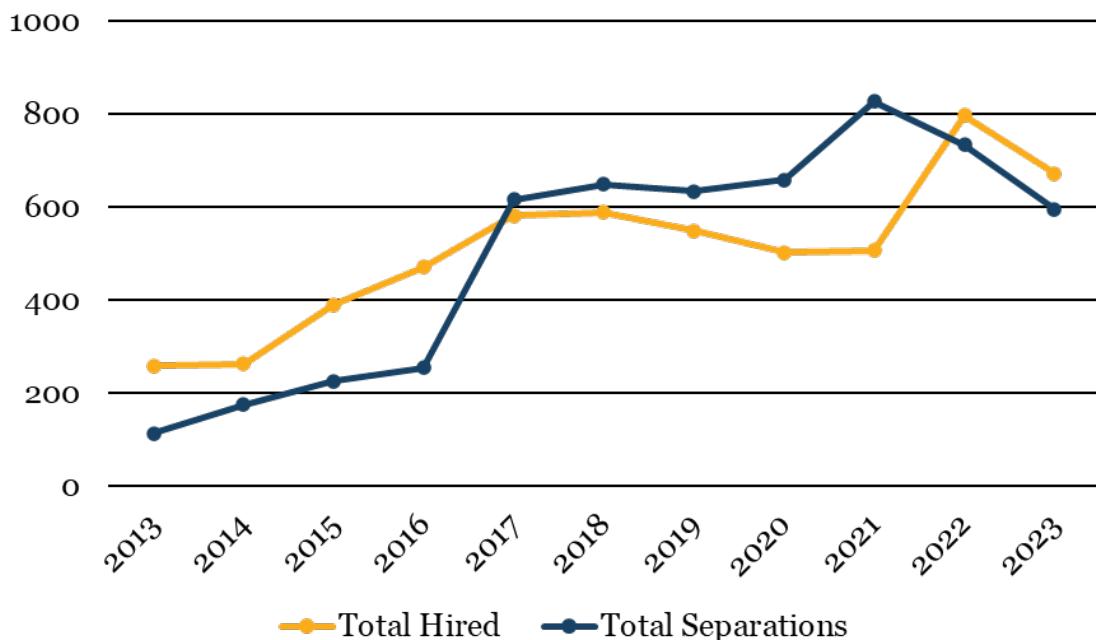
## Updated Basic Police Course Forecast

This forecasting update considers data collected from January 2023 until December 2023. Included in this report are an updated forecast based on the addition of more recent data and a closer examination of lateral hires. Academy enrollment is a multi-faceted phenomenon with agency staffing and hiring processes at the core. The changing nature of the policing labor market and the ratio of lateral hires to new hires adds uncertainty to the Basic Police Academy forecast.

### Hiring and Separation Trends

As prior reports have discussed, 2015 was the beginning of an upward trend in both hiring and separations, exceeding counts from any of the previous years. Prior to 2015, the yearly average was about 299 officers hired. Since and including 2015, the Total Hired yearly average is 560 officers. However, 2022 and 2023 have far exceeded that average with 795 and 671 hires, respectively.

**Figure 6: Hiring and Separation Trends**



Alongside this hiring increase, separations also began to increase, with voluntary separations (resign and retire) being the largest contributors. Prior to 2015, an average of 140 officers left their agencies each year. In 2015 to 2023, an average of 540 officers left their agencies. Additionally, from 2018 to 2021, there were more separations than hires each year, spiking in 2021 at 726 officers. This preceded the hiring spike in 2022.

#### **Lateral Hire Trends**

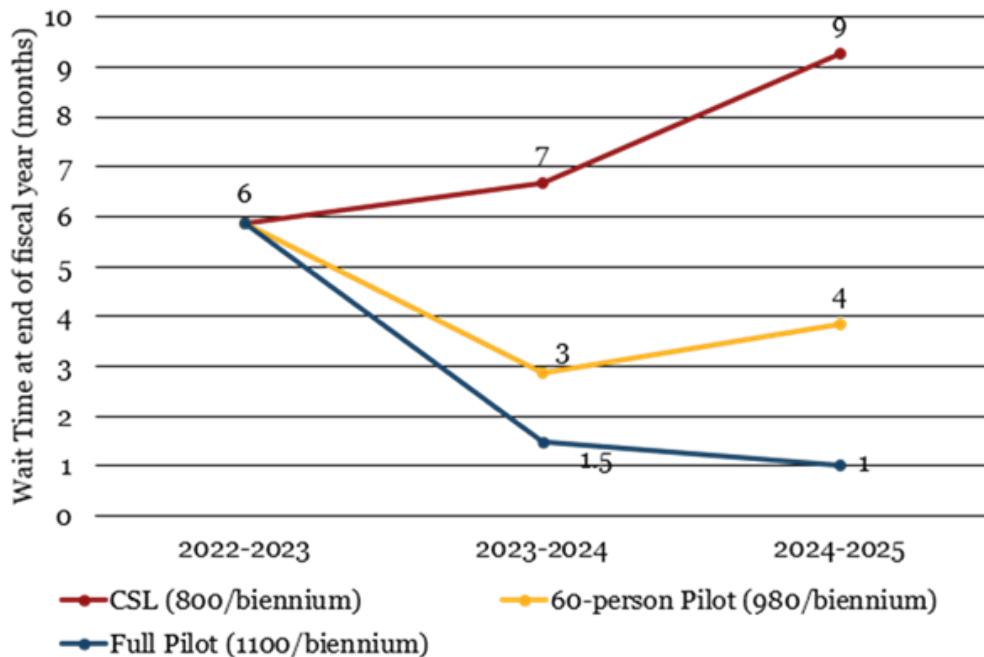
Distinguishing between an entry-level hire and a lateral hire is important for forecasting Basic Police Academy registrations. Almost all lateral hires—except for a few out-of-state officers who have not worked in law enforcement for more than five years—will not have to attend Basic Police Academy. Between 2018 and 2022, 3010 officers were hired. Roughly 6 in 10 of those officers were newly hired. This leaves around 4 in 10 of those officers being a type of lateral transfer, with a quarter of total hires being in-state lateral transfers. The majority of lateral transfers during this period were between in-state agencies.

The rates for in-state lateral transfers and retirement lateral hires nearly doubles when going from Tier 1 (large agencies) to Tier 2 (midsize agencies) and doubles again when going from Tier 2 to Tier 3 (small agencies). Law enforcement agency tiers are defined based on House Bill 2355 (2017), see Appendix A. In sum, the data during this period (2018-22) suggests that in-state laterals and lateral-retirement transfers are leaving Tier 1 agencies and going into Tier 2 and Tier 3 agencies in Oregon. This has ramifications for training and consequences for LEAs in Oregon. This means that Academy Training can expect more officers to come from Tier 1 agencies as Tier 1 agencies must theoretically replace the officer that left for a different tier.

## Forecast

At the time of this report, the current wait time is about three months. This is consistent with prior estimates on the impact of temporarily increasing class sizes to 60. Multiple models and their forecasted wait times are presented below. In short, the CSL budget of 800 students a biennium will not sustain the statutorily required maximum wait time of 90 days. A recommended model is one that is scalable and increases class sizes in response to forecasted hiring peaks, maintaining a 90-day or shorter wait time.

**Figure 7: Wait Time Models**



**CSL (800 students):** Prior to additional legislative funding, DPSST would have had the budget to serve 800 students in the 2023-25 biennium. Due to overflow from 2022-23, hiring trends, and class scheduling, the wait time would have continued to increase.

**60-person Pilot (980 students):** Recognizing that more than 800 students needed to be served, the legislature funded DPSST to increase three of its classes to 60 students between November and February. This increase from serving 800 students to 980 students in a biennium demonstrates the desired effect of lowering the wait time to within statutory requirements by the end of the 2023-2024 fiscal year. However, with forecasted hiring trends, the wait time would potentially increase again in 2024-25 without additional intervention.

**Full Pilot (1100 students):** In the currently funded model, the legislature also funded three additional 40-person classes to be run jointly by DPSST and OSP in addition to increasing three classes to 60 students. This combined model will serve 1100 in the 2023-2025 biennium, decreasing the wait time to approximately one month by end of the 2023-2025 biennium.

## Conclusion

The implementation of the pilot program has been a success. At the time of this report, expanding class sizes has significantly reduced the wait time for new officers to enter the Oregon Public Safety Academy, eliminating the Basic Police training backlog and bringing the wait time to within the 90-day statutory requirement.

While greatly expanding the number of students in training, DPSST has adhered to its guiding principles of providing high-quality training while ensuring the safety and well-being of students and staff. There have been no anomalous safety incidents during this time. DPSST has made necessary adjustments to accommodate for required resources that were not anticipated for operation of the pilot program.

The pilot has yielded a highly successful partnership between DPSST and the Oregon State Police. It has also resulted in the creation of a dynamic training template that allows DPSST to nimbly respond to hiring trends in law enforcement by flexing between 40- and 60-student class sizes.

Based on current forecasting data, long-term projections to 2025-27 anticipate Basic Police enrollment of between 880 and 1020 students, exceeding the agency's Current Service Level of 800 students. DPSST will monitor enrollment numbers and will potentially need to adjust class sizes to keep the Basic Police training enrollment time within statutory requirements.

The need to be highly responsive to the market will remain for the foreseeable future, and DPSST is poised to be able to accommodate that need in a dynamic way. DPSST is grateful to the Oregon Legislature for its support of the agency and for providing the opportunity to successfully carry out this pilot program.

## Appendix A

### House Bill 2355 (2017) Tiers

#### Tier 1 Agencies:

- Beaverton Police Department
- Clackamas County Sheriff's Office
- Eugene Police Department
- Gresham Police Department
- Hillsboro Police Department
- Marion County Sheriff's Office
- Medford Police Department
- Multnomah County Sheriff's Office
- Oregon State Police
- Portland Police Department
- Salem Police Department
- Washington County Sheriff's Office

#### Tier 2 Agencies:

- Albany Police Department
- Ashland Police Department
- Bend Police Department
- Benton County Sheriff's Office
- Canby Police Department
- Central Point Police Department
- Clatsop County Sheriff's Office
- Coos Bay Police Department
- Coos County Sheriff's Office
- Corvallis Police Department
- Deschutes County Sheriff's Office
- Douglas County Sheriff's Office
- Forest Grove Police Department
- Grants Pass Department of Public Safety
- Hermiston Police Department
- Hood River County Sheriff's Office
- Jackson County Sheriff's Office
- Keizer Police Department
- Klamath County Sheriff's Office
- Klamath Falls Police Department
- Lake Oswego Police Department
- Lane County Sheriff's Office
- Lebanon Police Department
- Lincoln City Police Department
- Lincoln County Sheriff's Office
- Linn County Sheriff's Office
- McMinnville Police Department
- Milwaukie Police Department
- Newberg-Dundee Police Department
- Oregon City Police Department
- Oregon Health and Science University Police
- Polk County Sheriff's Office
- Port of Portland Police Department
- Redmond Police Department
- Roseburg Police Department
- Springfield Police Department
- Tigard Police Department
- Tualatin Police Department
- Umatilla County Sheriff's Office
- University of Oregon Police Department
- West Linn Police Department
- Woodburn Police Department
- Yamhill County Sheriff's Office

Tier 3 Agencies:

- Amity Police Department
- Astoria Police Department
- Aumsville Police Department
- Baker City Police Department
- Baker County Sheriff's Office
- Bandon Police Department
- Black Butte Ranch Police Department
- Boardman Police Department
- Brookings Police Department
- Burns Police Department
- Butte Falls Police Department
- Cannon Beach Police Department
- Carlton Police Department
- Coburg Police Department
- Columbia City Police Department
- Columbia County Sheriff's Office
- Condon Police Department
- Coos County Sheriff's Office
- Coquille Police Department
- Cottage Grove Police Department
- Crook County Sheriff's Office
- Curry County Sheriff's Office
- Dallas Police Department
- Eagle Point Police Department
- Enterprise Police Department
- Florence Police Department
- Gearhart Police Department
- Gervais Police Department
- Gilliam County Sheriff's Office
- Gladstone Police Department
- Gold Beach Police Department
- Grant County Sheriff's Office
- Harney County Sheriff's Office
- Hines Police Department
- Hood River Police Department
- Hubbard Police Department
- Independence Police Department
- Jacksonville Police Department
- Jefferson County Sheriff's Office
- John Day Police Department
- Josephine County Sheriff's Office
- Junction City Police Department
- King City Police Department
- La Grande Police Department
- Lake County Sheriff's Office
- Lakeview Police Department
- Madras Police Department
- Malheur County Sheriff's Office
- Malin Police Department
- Manzanita Department of Public Safety
- Merrill Police Department
- Milton Freewater Police Department
- Molalla Police Department
- Monmouth Police Department
- Morrow County Sheriff's Office
- Mt. Angel Police Department
- Myrtle Creek Police Department
- Myrtle Point Police Department
- Newport Police Department
- North Bend Police Department
- North Plains Police Department
- Nyssa Police Department
- Oakridge Police Department
- Ontario Police Department
- Pendleton Police Department
- Philomath Police Department
- Phoenix Police Department
- Pilot Rock Police Department
- Port Orford Police Department
- Portland State University Police Department