



Oregon State Police Briefs 2009

Recruiting and Training

In 2007, the Oregon Legislature authorized 100 new positions for the OSP Patrol Division, for the purpose of rebuilding the Division and achieving 24/7 coverage for transportation safety services. An additional 39 positions were approved in February of 2008, and budgeted for the last month of the 2007-09 biennium.

An unprecedented effort

The task of hiring and training 100 new recruits within a biennium presented a considerable challenge. The first step in meeting that challenge was a comprehensive review of past recruiting processes and development of a plan to adapt tried and true approaches and create new strategies to achieve the goal.



The Department created a new recruiting web site (OSPTrooper.com) that included an on-line application form and much more in-depth information for potential applicants. Recruiters targeted job fairs, military bases, colleges and community colleges for applicants. In addition, a vigorous effort was undertaken to attract lateral transfers.

Entry level testing courses were scheduled to take place every other month, rather than twice a year. This significantly reduced the lag time between receipt of applications and actual testing.

Between July, 2007 and December 2008, OSP received 4,998 applications from men and women seeking a employment as a state trooper. The Department has hired and retained 127 recruits. Given normal personnel attrition (promotions, retirements, etc) that puts hiring at about 90 to 95 of the 100 newly authorized positions.

Active recruiting is ongoing, with entry level testing scheduled for February 2009.

A basic recruit school is planned for May, 2008, during which hiring of the 100 will be completed and hiring of the additional 39 will commence.

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Training in OSP starts with the specialized four-week recruit school. After that initial introduction, recruits either go into a 16-week training program at the Department of Public Safety Standards and Training (DPSST), or they proceed for a short period of time directly to their assigned station to begin work with a field coach.

After recruits complete the basic recruit school, training at DPSST, and training with a coach, they return for a final four to five weeks of advanced training, specialized to work with OSP. No recruit is authorized to patrol solo until all training is complete and a field coach certifies that the recruit is capable of performing all law enforcement functions without additional oversight.

In January 2009, 50 new recruits will begin solo patrol on Oregon highways.