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Keith L. Jackson
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Col. Phillip Burnett, Jr.
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February 12, 2025

Senator Christopher McDaniel, Chairman
Senate Appropriations & Revenue Committee
Representative Jason Petrie, Chairman
House Appropriations & Revenue Committee
Capitol Annex
Frankfort, Kentucky 40601

Dear Chairmen:

The 2024 General Assembly passed HB6 directing the Department of Kentucky State Police to prepare a report detailing recruitment, retention, and demographic statistics for trooper cadet classes occurring in fiscal years 2023-2024, 2024-2025, and 2025-2026. The report will include age, gender, race, education-level, and geography. The report is to be delivered on a quarterly basis beginning November 1, 2024. Following is the second quarterly report for fiscal year 2025.

Cadet Class 105

Recruitment for Cadet Class 105 began with the official hiring announcement on April 29, 2024. The due date for applications was June 30, 2024, resulting in 810* applications considered complete with all required documentation. The average age of applicants was 25.5 years with most applicants aged 25 years. The education and work experience of the applicants were as follows:

Education and Work Experience	# Applicants	Percent of Total
High School or GED with 3 years of work experience	451	55.68%
Sixty hours of college credit	188	23.21%
Two years of military service	101	12.47%
Sixty hours of college credit and two years of military experience	27	3.33%
Two years of law enforcement experience	21	2.59%
Sixty hours of college credit and two years of law enforcement experience	17	2.10%
Sixty hours of college credit, two years of military service, and two years of law enforcement experience	2	0.25%
Two years of military service and two years of law enforcement experience	3	0.37%

*The data collection tool was improved after the November 1, 2024 report. A discrepancy was identified and the data for Cadet Class 105 is corrected in this report.

The United States Equal Employment Opportunity Commission does not recommend asking applicants for information that discloses or tends to disclose their race or ethnicity unless there is a legitimate business need for the information. Similarly, an applicant’s gender is generally viewed as non-job related and potentially problematic. Kentucky State Police does not have a business need for the information and does not require applicants to answer these questions. Applicants can self-report if they choose, but those who choose not to disclose continue in the selection process. The self-reported race, ethnicity, and gender of Cadet Class 105 applicants follow:

Race, Ethnicity and Gender	# Applicants	Percent of Total
Caucasian	555	68.52%
Chose not to answer/Unknown	129	15.93%
Black/African American	60	7.41%
Two or more races	33	4.07%
Hispanic/Latino	22	2.72%
Asian	5	0.62%
American Indian/Alaskan Native	6	0.74%
Gender: Chose not to answer/Unknown	111	13.70%
Male	642	79.26%
Female	57	7.04%

Cadet class 105 started Academy training on November 10, 2024, with 91 cadets. The average age of cadets was 26 years with most cadets aged 22. The education and work experience of the cadets were as follows:

Education and Work Experience	# Cadets	Percent of Total
High School or GED with 3 years of work experience	39	42.86%
Sixty hours of college credit	33	36.26%
Two years of military service	6	6.59%
Sixty hours of college credit and two years of military experience	3	3.30%
Two years of law enforcement experience	5	5.49%
Sixty hours of college credit and two years of law enforcement experience	3	3.30%
Sixty hours of college credit, two years of military service, and two years of law enforcement experience	0	0.00%
Two years of military service and two years of law enforcement experience	2	2.20%

The self-reported race, ethnicity, and gender of Cadet Class 105 cadets were:

Race, Ethnicity, and Gender	# Cadets	Percent of Total
Caucasian	63	69.23%
Chose not to answer/Unknown	11	12.09%
Black/African American	8	8.79%
Two or more races	5	5.49%
Hispanic/Latino	1	1.10%
Asian	1	1.10%
American Indian/Alaskan Native	2	2.20%
Gender: Chose not to answer/Unknown	12	13.19%
Male	74	81.32%
Female	5	5.49%

As of January 22, 2025, Cadet Class 105 has 41 cadets still in Academy training. The average age of the remaining cadets is 26 years with most cadets aged 21. The education and work experience of the cadets are as follows:

Education and Work Experience	# Cadets	Percent of Total
High School or GED with 3 years of work experience	19	46.34%
Sixty hours of college credit	14	34.15%
Two years of military service	3	7.32%
Sixty hours of college credit and two years of military experience	2	4.88%
Two years of law enforcement experience	2	4.88%
Sixty hours of college credit and two years of law enforcement experience	0	0.00%
Sixty hours of college credit, two years of military service, and two years of law enforcement experience	0	0.00%
Two years of military service and two years of law enforcement experience	1	2.44%

The self-reported race, ethnicity, and gender of Cadet Class 105 cadets were:

Race, Ethnicity, and Gender	# Cadets	Percent of Total
Caucasian	27	65.85%
Chose not to answer/Unknown	7	17.07%
Black/African American	4	9.76%
Two or more races	3	7.32%
Hispanic/Latino	0	0.00%
Asian	0	0.00%
American Indian/Alaskan Native	0	0.00%
Gender: Chose not to answer/Unknown	7	17.07%
Male	33	80.49%
Female	1	2.44%

Cadet Class 105 has an anticipated graduation date of May 2, 2025.

Cadet Class 106

Recruitment for Cadet Class 106 began with the official hiring announcement on November 26, 2024. The due date for applications is March 15, 2025. As of January 22, 2025, 880 applications have been received, all in varying stages of the applicant process (i.e., physical fitness testing, aptitude testing, etc.). The average age of applicants thus far is 27 years with most applicants aged 21 years. The education and work experience of the applicants is as follows:

Education and Work Experience	# Applicants	Percent of Total
High School or GED with 3 years of work experience	413	46.93%
Sixty hours of college credit	170	19.32%
Two years of military service	96	10.91%
Sixty hours of college credit and two years of military experience	34	3.86%
Two years of law enforcement experience	15	1.70%
Sixty hours of college credit and two years of law enforcement experience	21	2.39%
Sixty hours of college credit, two years of military service, and two years of law enforcement experience	5	0.57%
Incomplete application/unverified qualifications	126	14.32%

The self-reported race, ethnicity, and gender of Cadet Class 106 applicants is:

Race, Ethnicity, and Gender	# Applicants	Percent of Total
Caucasian	284	32.27%
Chose not to answer/Unknown	533	60.57%
Black/African American	24	2.73%
Two or more races	20	2.27%
Hispanic/Latino	11	1.25%
Asian	6	0.68%
American Indian/Alaskan Native	2	0.23%
Gender: Chose not to answer/Unknown	524	59.55%
Male	334	37.95%
Female	22	2.50%

Cadet Class 106 will report to the KSP Academy to begin training on August 10, 2025.

Information for each Kentucky county and out of state cadets and applicants is attached to this correspondence.

Sincerely,


Col. Phillip Burnett, Jr.
Commissioner

Attachment

	Cadet Class 105			Cadet Class 106
	Applications	Started Academy	Currently at the Academy	Applications as of 1/22/25
Total	810	91	41	880
ADAIR	8			1
ALLEN	2	1		1
ANDERSON	6	1	1	3
BALLARD	2	1		3
BARREN	6	1		7
BATH	4	1		2
BELL	14			8
BOONE	13	2	1	8
BOURBON	1			1
BOYD	12			7
BOYLE	9	1		3
BRACKEN	1			
BREATHITT	6			3
BRECKINRIDGE	3	1		4
BULLITT	8			4
BUTLER				
CALDWELL	3			
CALLOWAY	7			
CAMPBELL	9			2
CARLISLE	1			1
CARROLL	3			1
CARTER	4	1		1
CASEY	6			3
CHRISTIAN	8		1	9
CLARK	1			9
CLAY	12	2		3
CLINTON	1			2
CRITTENDEN	1	1	1	
CUMBERLAND	3			3
DAVISS	10	1	1	3
EDMONSON	1			
ELLIOTT	4	2	2	2
ESTILL	2			
FAYETTE	26	3	2	20
FLEMING	3	1		1
FLOYD	21	2	1	12
FRANKLIN	12			8
FULTON	1			
GALLATIN				1
GARRARD	2			1
GRANT	6			8
GRAVES	8	2		3
GRAYSON	4			3
GREEN	3			6
GREENUP	5			5



	Cadet Class 105			Cadet Class 106
	Applications	Started Academy	Currently at the Academy	Applications as of 1/22/25
HANCOCK	1			1
HARDIN	7	1		8
HARLAN	14	4	2	10
HARRISON	1			2
HART	4	3	2	
HENDERSON	5			6
HENRY	5			3
HICKMAN				1
HOPKINS	4	2	1	2
JACKSON	2			6
JEFFERSON	24	1		28
JESSAMINE	3	1	1	1
JOHNSON	9			11
KENTON	11			10
KNOTT	4	1	1	3
KNOX	17	2	2	13
LARUE	1			1
LAUREL	31	4	3	34
LAWRENCE	2			9
LEE	2			2
LESLIE	3			5
LETCHER	7	1	1	3
LEWIS	3			3
LINCOLN	6	1		4
LIVINGSTON				
LOGAN	2	1	1	2
LYON	1			1
MADISON	24	2		13
MAGOFFIN	3	1	1	4
MARION	2			2
MARSHALL	6	1	1	5
MARTIN	3			4
MASON	2	1		2
MCCRACKEN	12	3	2	2
MCCREARY	5	1		5
MCLEAN	1			1
MEADE	1			3
MENIFEE	2	1		3
MERCER	1	1		3
METCALFE	1			3
MONROE				2
MONTGOMERY	6			2
MORGAN	6	1	1	6
MUHLENBERG	12	2	1	4
NELSON	5	1		6
NICHOLAS	1			2



	Cadet Class 105			Cadet Class 106
	Applications	Started Academy	Currently at the Academy	Applications as of 1/22/25
OHIO	2	1		5
OLDHAM	6	2	2	2
OWEN	2			1
OWSLEY	2			2
PENDLETON	3	1		
PERRY	10	5	2	7
PIKE	28	2	1	21
POWELL	3			2
PULASKI	17	3		8
ROBERTSON				
ROCKCASTLE	4	2	1	6
ROWAN	10			6
RUSSELL	7	1		2
SCOTT	5			5
SHELBY	4			5
SIMPSON	2			3
SPENCER	2			
TAYLOR	9	1	1	5
TODD	3			2
TRIGG	4			3
TRIMBLE		2	1	
UNION	2			2
WARREN	17	3	1	11
WASHINGTON	4			1
WAYNE	4	1	1	4
WEBSTER	1			1
WHITLEY	22	2		12
WOLFE	3	1		
WOODFORD	2			2
NO STATE OR COUNTY LISTED				279
OUT OF STATE APPLICANTS	108	6	1	80
Alabama	X			X
Arizona	X			
California				X
Colorado	X			X
Connecticut				X
District of Columbia				
Florida	X			X
Georgia	X			X
Hawaii	X			X
Illinois	X			X
Indiana	X	X	X	X
Maine	X			X
Michigan	X			X
Mississippi	X			
Missouri	X			X



	Cadet Class 105			Cadet Class 106
	Applications	Started Academy	Currently at the Academy	Applications as of 1/22/25
Montana				X
New Jersey				X
New Mexico	X			
New York	X			X
North Carolina	X	X		X
North Dakota				X
Ohio	X	X		X
Oregon	X			X
Puerto Rico				X
South Carolina	X			X
Tennessee	X	X		X
Texas	X			X
Utah				X
Virginia	X			X
Washington	X			
West Virginia	X			X
Wisconsin	X			X

