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Commissioner

**MEMORANDUM**

**TO:** Interim Joint Committee on Appropriations and Revenue  
**FROM:** Col. Phillip Burnett, Jr. *PBJ*  
Commissioner, Kentucky State Police  
**DATE:** November 19, 2024  
**SUBJECT:** 24 RS HB 6 – Quarterly Recruitment and Retention Report

The 2024 General Assembly passed HB 6, directing the 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 includes age, gender, race, education-level, and geography. The report is to be delivered on a quarterly basis beginning November 1, 2024. This report serves as the first quarterly report for Fiscal Year 2025.

**Cadet Class 104**

Recruitment for Cadet Class 104 began with the official hiring announcement on May 2, 2023. The due date for applications was August 31, 2023, resulting in 547 applications considered complete with all required documentation. The average age of applicants was 27 years with most applicants aged 22 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	288	52.65%
Sixty hours of college credit	141	25.77%
Two years of military service	59	10.78%
Sixty hours of college credit and two years of military experience	21	3.83%
Two years of law enforcement experience	20	3.65%
Sixty hours of college credit and two years of law enforcement experience	12	2.19%
Sixty hours of college credit, two years of military service, and two years of law enforcement experience	6	1.09%

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. 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 104 applicants follow:

Race, Ethnicity and Gender	# Applicants	Percent of Total
Caucasian	362	66.17%
Race/Ethnicity: Chose not to answer/Unknown	119	21.75%
Black/African American	32	5.85%
Two or more races	16	2.92%
Hispanic/Latino	14	2.55%
Asian	3	0.54%
American Indian/Alaskan Native	1	0.18%
Gender: Chose not to answer/Unknown	94	17.19%
Male	417	76.23%
Female	36	6.58%

Cadet Class 104 started KSP Academy training on January 7, 2024 with 72 cadets. The average age of cadets was 25 years with most cadets aged 21 years. 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	35	48.61%
Sixty hours of college credit	30	41.67%
Two years of military service	3	4.17%
Sixty hours of college credit and two years of military experience	1	1.39%
Two years of law enforcement experience	2	2.78%
Sixty hours of college credit and two years of law enforcement experience	1	1.39%
Sixty hours of college credit, two years of military service, and two years of law enforcement experience	0	0

The self-reported race, ethnicity and gender of Cadet Class 104 cadets were:

Race, Ethnicity and Gender	# Cadets	Percent of Total
Caucasian	54	75.00%
Chose not to answer/Unknown	10	13.88%
Black/African American	5	6.94%
Two or more races	0	0
Hispanic/Latino	2	2.77%
Asian	1	1.38%
American Indian/Alaskan Native	0	0
Gender: Chose not to answer/Unknown	9	12.50%
Male	60	83.33%
Female	3	4.17%

Cadet Class 104 graduated KSP Academy training on June 21, 2024 with 37 graduates. The average age of Academy graduates was 26 years with most graduates aged 21 years. The education and work experience of the graduates were as follows:

Education and Work Experience	# Graduates	Percent of Total
High School or GED with 3 years of work experience	13	35.14%
Sixty hours of college credit	19	51.35%
Two years of military service	2	5.41%
Sixty hours of college credit and two years of military experience	0	0
Two years of law enforcement experience	2	5.41%
Sixty hours of college credit and two years of law enforcement experience	1	2.70%
Sixty hours of college credit, two years of military service, and two years of law enforcement experience	0	0

The self-reported race, ethnicity and gender of Cadet Class 104 graduates was:

Race, Ethnicity and Gender	# Graduates	Percent of Total
Caucasian	27	72.97%
Chose not to answer/Unknown	7	18.92%
Black/African American	2	5.41%
Two or more races	0	0
Hispanic/Latino	1	2.70%
Asian	0	0
American Indian/Alaskan Native	0	0
Gender: Chose not to answer/Unknown	5	13.51%
Male	31	83.78%
Female	1	2.70%

### **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 814 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	452	55.53%
Sixty hours of college credit	189	23.22%
Two years of military service	103	12.65%
Sixty hours of college credit and two years of military experience	27	3.32%
Two years of law enforcement experience	21	2.58%
Sixty hours of college credit and two years of law enforcement experience	17	2.09%
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 self-reported race, ethnicity and gender of Cadet Class 105 applicants were:

Race, Ethnicity and Gender	# Applicants	Percent of Total
Caucasian	558	68.55%
Chose not to answer/Unknown	129	15.85%
Black/African American	60	7.37%
Two or more races	33	4.05%
Hispanic/Latino	23	2.83%
Asian	5	0.61%
American Indian/Alaskan Native	6	0.74%
Gender: Chose not to answer/Unknown	111	13.64%
Male	645	79.24%
Female	58	7.13%

As of October 21, 2024, ninety-four (94) applicants are eligible for a conditional offer of employment for Cadet Class 105. Seven applicants are pending completion of additional selection criteria and are not included in the following statistics. The average age of eligible applicants is 26 years with most eligible applicants aged 23 years. The education and work experience of the eligible applicants are as follows:

Education and Work Experience	# Eligible Applicants	Percent of Total
High School or GED with 3 years of work experience	41	43.61%
Sixty hours of college credit	33	35.10%
Two years of military service	7	7.44%
Sixty hours of college credit and two years of military experience	3	3.19%
Two years of law enforcement experience	3	3.19%
Sixty hours of college credit and two years of law enforcement experience	5	5.31%
Sixty hours of college credit, two years of military service, and two years of law enforcement experience	0	0
Two years of military service and two years of law enforcement experience	2	2.12%

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

Race, Ethnicity and Gender	# Eligible Applicants	Percent of Total
Caucasian	66	70.21%
Chose not to answer/Unknown	11	11.70%
Black/African American	8	8.51%
Two or more races	5	5.32%
Hispanic/Latino	1	1.06%
Asian	1	1.06%
American Indian/Alaskan Native	2	2.13%
Gender: Chose not to answer/Unknown	12	12.77%
Male	77	81.91%
Female	5	5.32%

Cadet Class 105 will report to KSP Academy to begin training on November 10, 2024.

Information for each Kentucky county and out of state applicants, cadets and graduates is found in the table below.

	Cadet Class 104			Cadet Class 105	
	Applications	Started Academy	Graduated	Applications	Conditional Offer of Employment
<b>Total</b>	481	72	37	814	94
ADAIR	6	3	3	8	
ALLEN	1			2	1
ANDERSON	3			6	1
BALLARD	1			2	1
BARREN	6	1		6	1
BATH	5	1	1	4	1
BELL	6			14	
BOONE	3			13	2
BOURBON				1	
BOYD	7			12	
BOYLE	5	1	1	9	1
BRACKEN	3	1		1	
BREATHITT	9	3	3	6	
BRECKINRIDGE				3	1
BULLITT	7	1	1	8	
BUTLER	2	1	1		
CALDWELL				3	
CALLOWAY	4	1	1	7	
CAMPBELL	2			9	
CARLISLE	1			1	
CARROLL	3	1		3	
CARTER	6	1		4	1
CASEY	3			6	
CHRISTIAN	6	1	1	8	
CLARK	3	1	1	1	
CLAY	4	1	1	12	2
CLINTON	3			1	
CRITTENDEN				1	1
CUMBERLAND				3	
DAVISS	4			10	1
EDMONSON				1	
ELLIOTT	1			4	2
ESTILL	3			2	
FAYETTE	17	2		26	3
FLEMING				3	1
FLOYD	9	1		21	2
FRANKLIN	6			12	
FULTON				1	
GALLATIN	2	1	1		
GARRARD	3	1	1	2	
GRANT	4			6	
GRAVES	9	2	1	8	2

	Cadet Class 104			Cadet Class 105	
	Applications	Started Academy	Graduated	Applications	Conditional Offer of Employment
GRAYSON	6			4	
GREEN	5	2		3	
GREENUP	3			5	
HANCOCK	1			1	
HARDIN	9	1		7	1
HARLAN	9			14	4
HARRISON	1			1	
HART	4			4	3
HENDERSON	1			5	
HENRY	3	1		5	
HICKMAN					
HOPKINS	3			4	2
JACKSON	5			2	
JEFFERSON	14			24	1
JESSAMINE	5	1		3	1
JOHNSON	7	1	1	9	
KENTON	4	1	1	11	
KNOTT	2			4	1
KNOX	8	2		17	2
LARUE	1			1	
LAUREL	25	5	3	31	4
LAWRENCE	2			2	
LEE	1			2	
LESLIE	2			3	
LETCHER	2			7	1
LEWIS	3			3	
LINCOLN	2			6	1
LIVINGSTON	2				
LOGAN	3			2	1
LYON				1	
MADISON	17	4	2	24	2
MAGOFFIN	2			3	1
MARION	1			2	
MARSHALL	4	1	1	6	1
MARTIN	2			3	
MASON	4			2	1
MCCRACKEN	6			12	3
MCCREARY	8	2	1	5	1
MCLEAN				1	
MEADE	5			1	
MENIFEE	2			2	1
MERCER	1			1	1
METCALFE	6	1	1	1	
MONROE	3	1	1		
MONTGOMERY	4	2	1	6	
MORGAN	6	2	1	6	1

	Cadet Class 104			Cadet Class 105	
	Applications	Started Academy	Graduated	Applications	Conditional Offer of Employment
MUHLENBERG	2	1		12	2
NELSON	2			5	1
NICHOLAS				1	
OHIO				2	1
OLDHAM	3	1		6	2
OWEN	2			2	
OWSLEY	3			2	
PENDLETON	1			3	1
PERRY	8	2		10	5
PIKE	18	2		28	2
POWELL				3	
PULASKI	12	2	1	17	3
ROBERTSON					
ROCKCASTLE	3			4	2
ROWAN	12	2	1	10	
RUSSELL	1			7	1
SCOTT	5			5	
SHELBY	9	2	1	4	
SIMPSON	1			2	
SPENCER	4			2	
TAYLOR	2	1		9	1
TODD				3	
TRIGG	2			4	
TRIMBLE				4	2
UNION				2	
WARREN	9	1		17	3
WASHINGTON	1	1	1	4	
WAYNE	2			4	1
WEBSTER				1	
WHITLEY	16	2	1	22	2
WOLFE	1			3	1
WOODFORD	2			2	
OUT OF STATE APPLICANTS	65	3	2	108	6
Alabama				X	
Arizona				X	
Colorado	X			X	
District of Columbia	X				
Florida	X			X	
Georgia	X			X	
Hawaii				X	
Illinois	X			X	
Indiana	X	X	X	X	X
Maine				X	
Massachusetts	X				
Maryland	X				
Michigan				X	

	Cadet Class 104			Cadet Class 105	
	Applications	Started Academy	Graduated	Applications	Conditional Offer of Employment
Mississippi	X			X	
Missouri				X	
New Jersey	X				
New Mexico				X	
New York	X			X	
North Carolina	X			X	X
North Dakota	X				
Ohio	X	X		X	X
Oregon	X			X	
Pennsylvania	X				
South Carolina				X	
Tennessee	X	X	X	X	X
Texas	X			X	
Virginia	X			X	
Washington				X	
West Virginia	X			X	
Wisconsin	X			X	