



Kentucky State Police: State of the Agency

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Contiguous State Comparison (COLA)

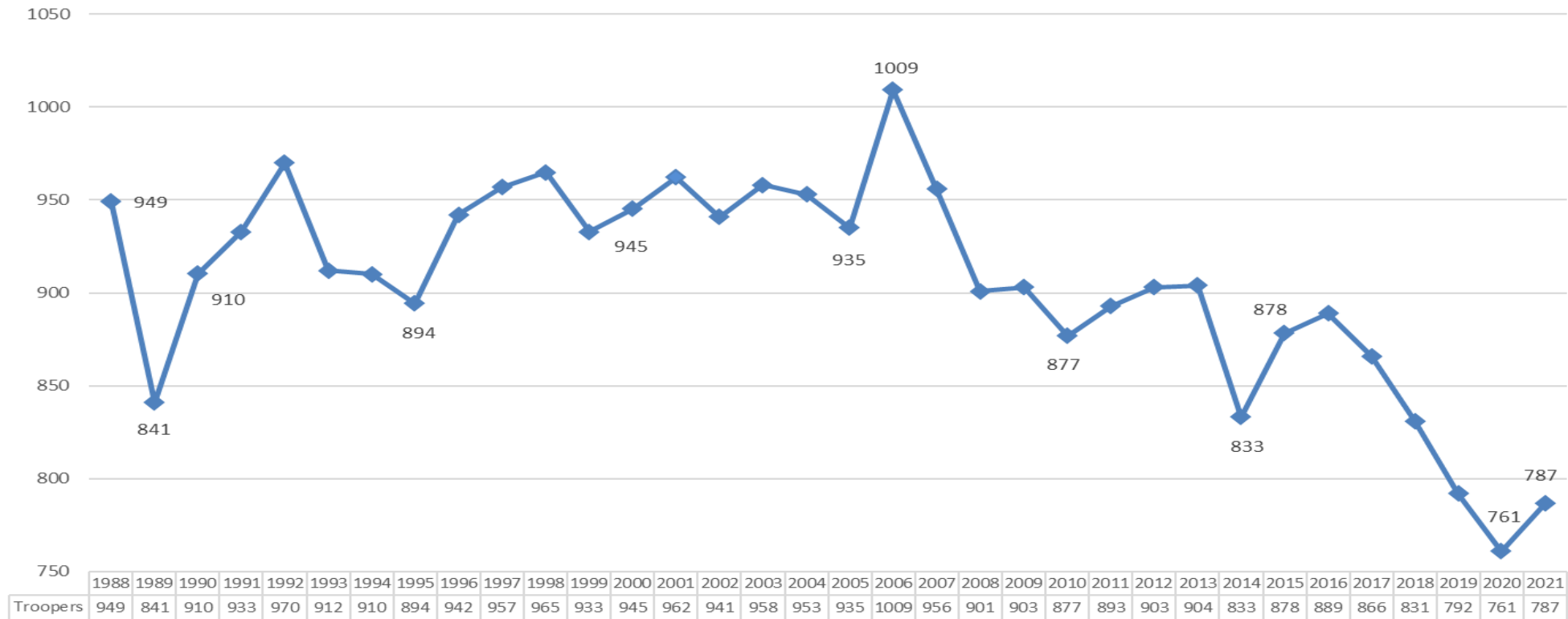
State	Cost Index	Base Salary	Adjusted to US Average* (100)	Adjusted to KY Cost Index	+/- After Adjustment**
Illinois State Police	95	\$60,936	\$64,143	\$60,038	+\$20,621
Missouri State Highway Patrol	89.1	\$49,536	\$55,596	\$52,038	+\$12,621
Ohio State Highway Patrol	92.2	\$49,400	\$53,579	\$50,150	+\$10,733
Virginia State Police	101.5	\$48,719	\$47,999	\$44,927	+\$5,510
Indiana State Police	89.8	\$48,000	\$53,452	\$50,031	+\$10,614
West Virginia State Police	92.7	\$45,784	\$49,389	\$46,229	+\$6,812
Tennessee Highway Patrol	89.7	\$41,856	\$46,662	\$43,676	+\$4,259
Kentucky State Police	93.6	\$39,417	\$42,112	\$39,417	\$0

Salary Comparisons

- ◆ Last in contiguous states. Average among those states of \$10,167 below their starting salary.
- ◆ According to 2018 DOCJT Comprehensive Law Enforcement Survey, we are at least 74th in the Commonwealth.
 - ◆ New survey will come out in fall of 2021.
- ◆ Losing sworn personnel, statewide, to higher salaries.
 - ◆ Personnel in Northern Kentucky are leaving with 2-3 years to start at \$20,000/year higher salary.
 - ◆ Supervisory rank personnel leaving for higher salaries in line-level patrol positions with other departments.
- ◆ Losing Telecommunicator personnel to higher salaries.
 - ◆ Telecommunicators start at \$24,079. Many of them are leaving for starting pay around \$40,000 at local 911 centers.
 - ◆ There are currently approximately 180 Telecommunicators in 210 full-time positions.
 - ◆ 42 Telecommunicator resignations in 2020. 17 in the first 5 months of this year (on par to meet last year's total).

Trooper Strength Trends

Kentucky State Police
Trooper Strength
all ranks
(does not include cadets or R Class)
1988 - 2021
*as of 5/26/2021



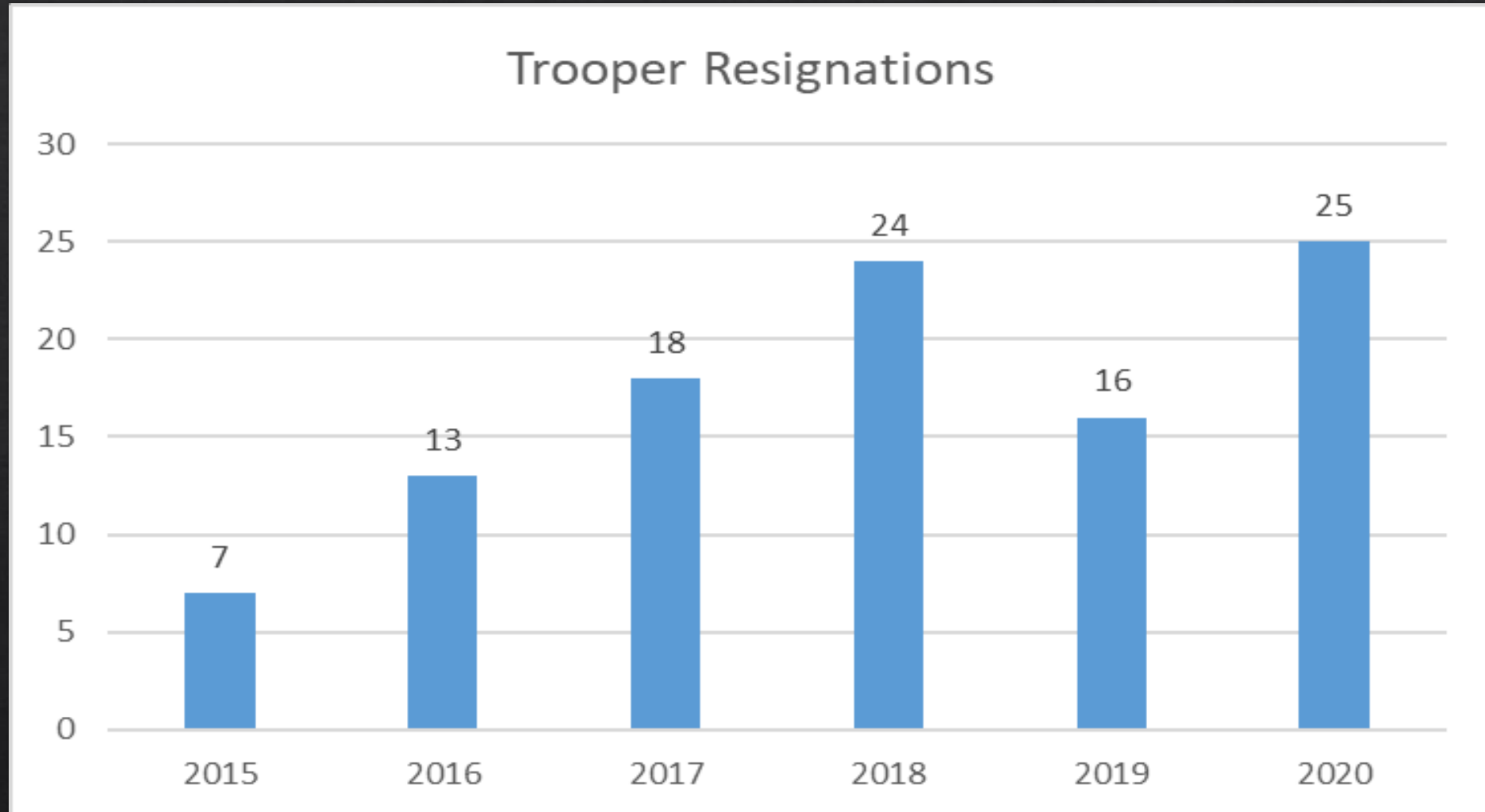
This data is typically collected in August after our bulk retirement cycle, so the 2021 data is skewed. In August of 2021, the consistency in data collection will provide better accuracy.

Strength Trends (explained)

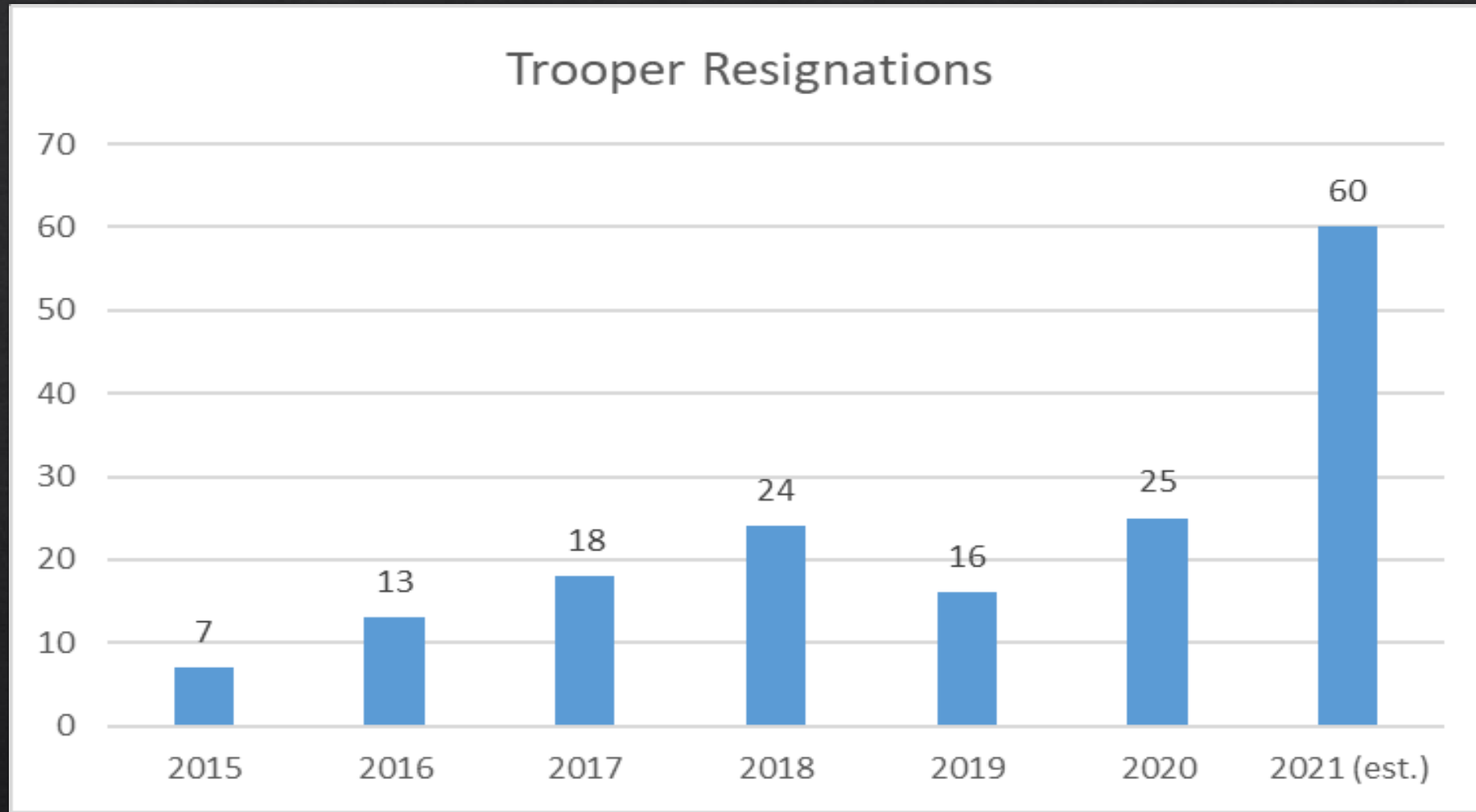
- ◆ 1988 – 949 Troopers
- ◆ 2001 – 962 Troopers
- ◆ 2006 – 1,009 Troopers
- ◆ 2015 – 878 Troopers
- ◆ 2016 – 889 Troopers
- ◆ 2018 – 831 Troopers
- ◆ 2019 – 792 Troopers
- ◆ 2020 – 761 Troopers
- ◆ 2021* – 786 Troopers

*January 2021 – graduated Cadet Class 100, brought our strength back to over 800. Since January, we have averaged 5 resignations per month. In August, we will experience the bulk retirement, which has the potential to make 2021 a historical decrease in Trooper strength.

Resignations 2015 - Present



Resignations 2015 – 2021 (projected)



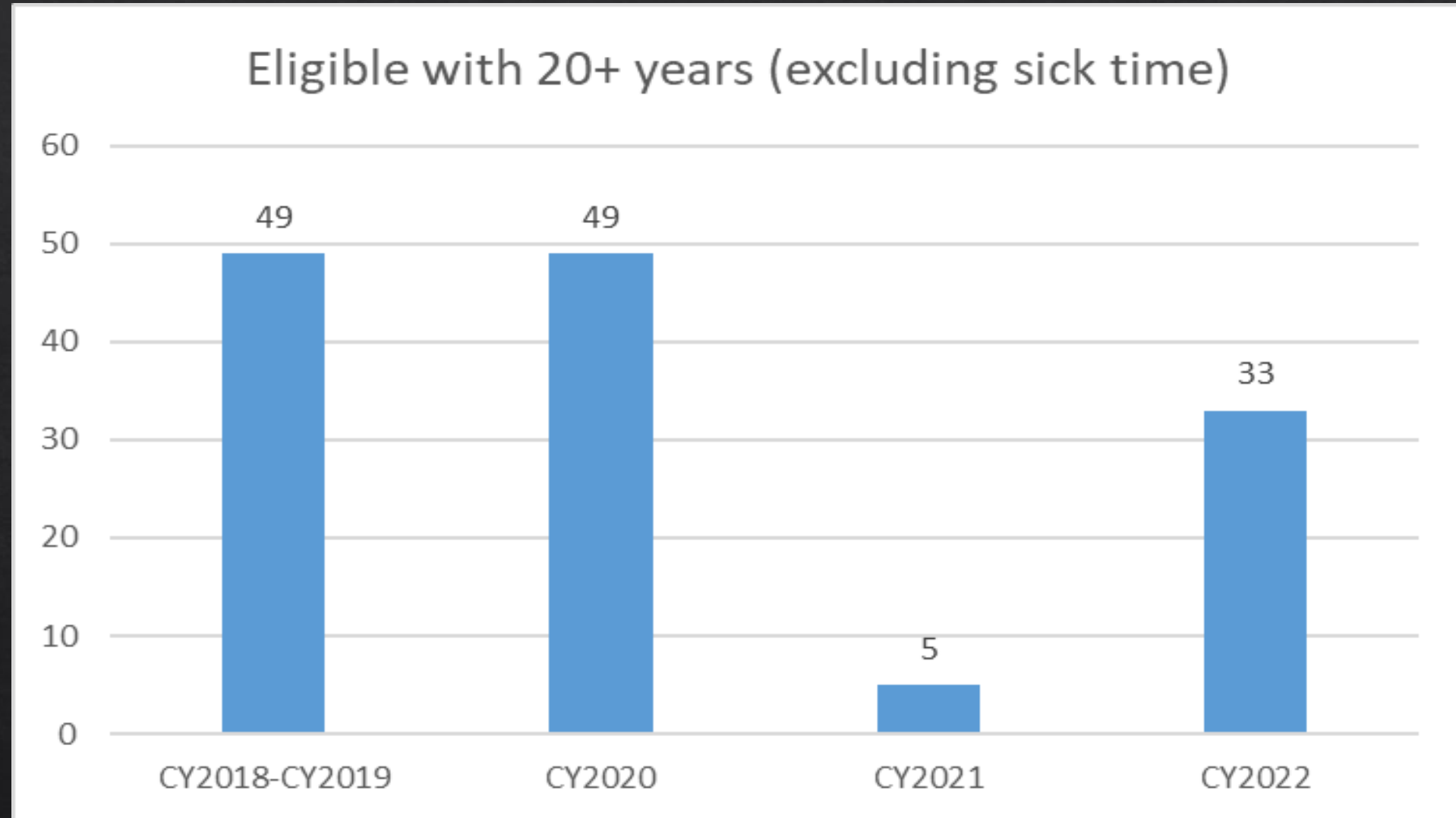
Resignation Trends (explained)

- ◇ 2015 – 7 resignations: Sworn personnel were privy to rumor of significant salary increase to take effect in 2016 (KRS 16.052).
- ◇ 2018 – 24 resignations: DOCJT comprehensive survey listed KSP as 74th highest paid agency in the Commonwealth.
- ◇ 2019 – 16 resignations (decrease): Commissioner Sanders communicated message to sworn personnel that agency was seeking a substantial across-the-board salary increase to alleviate the salary discrepancy discovered through the 2018 DOCJT Comprehensive Salary Survey.
- ◇ 2020 – 25 resignations: CPI suspended, salary stagnation.
- ◇ 2021 – (Projected) 60 resignations: 1.7% CPI increase, no other salary increases provided to KRS 16.052.

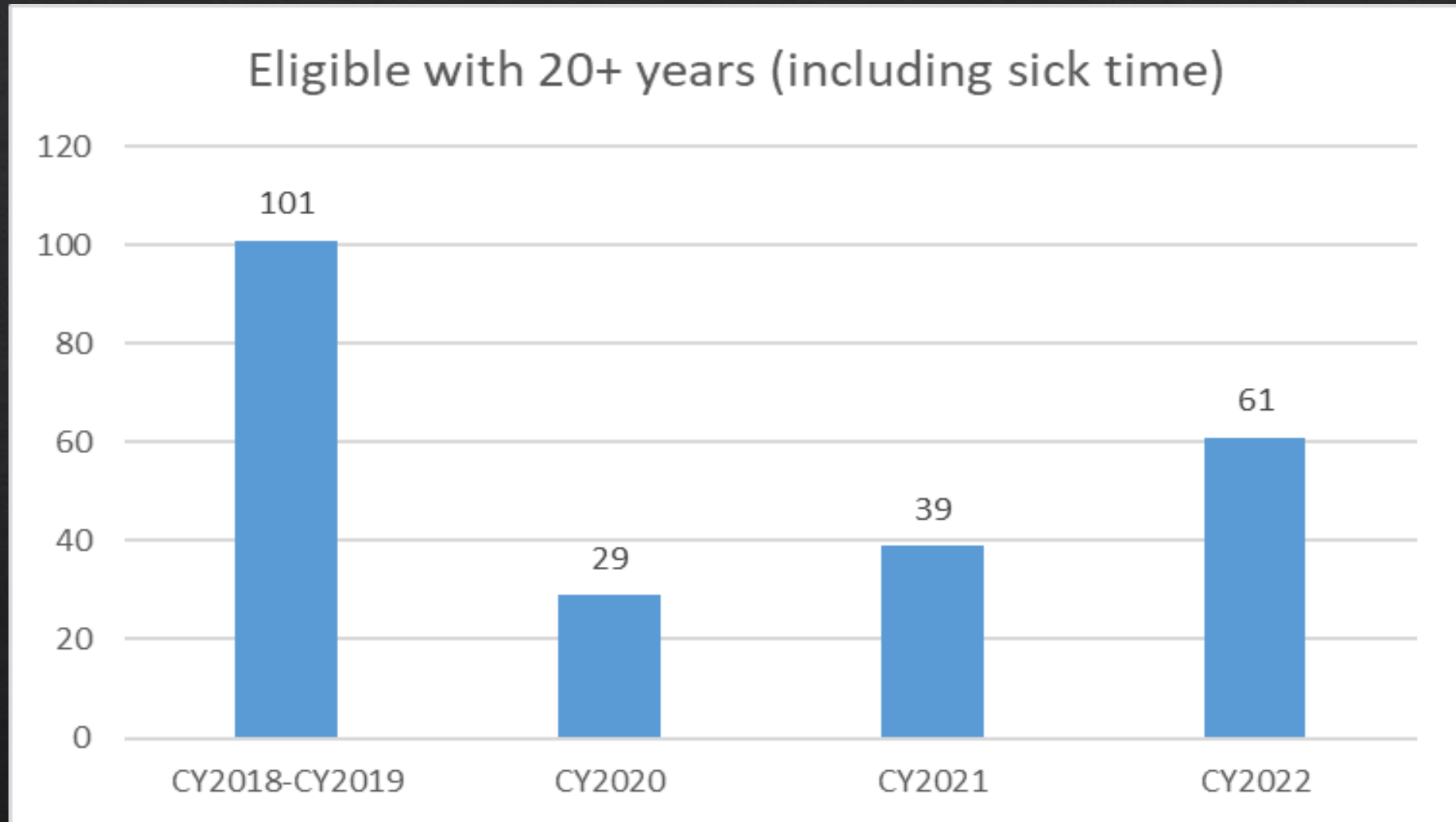
Resignation Trends

- ◇ Data analysis to determine the cause for resignations since 2015.
- ◇ 80 cited “salaries” (63% of the 127 resignations)
 - ◇ 15 went to federal law enforcement positions
 - ◇ 31 went to local law enforcement
 - ◇ 30 went to private sector employment
 - ◇ 2 went to full-time military positions
 - ◇ 1 went to a municipal fire department
 - ◇ 1 went to an out-of-state police agency

Retirement Eligibility



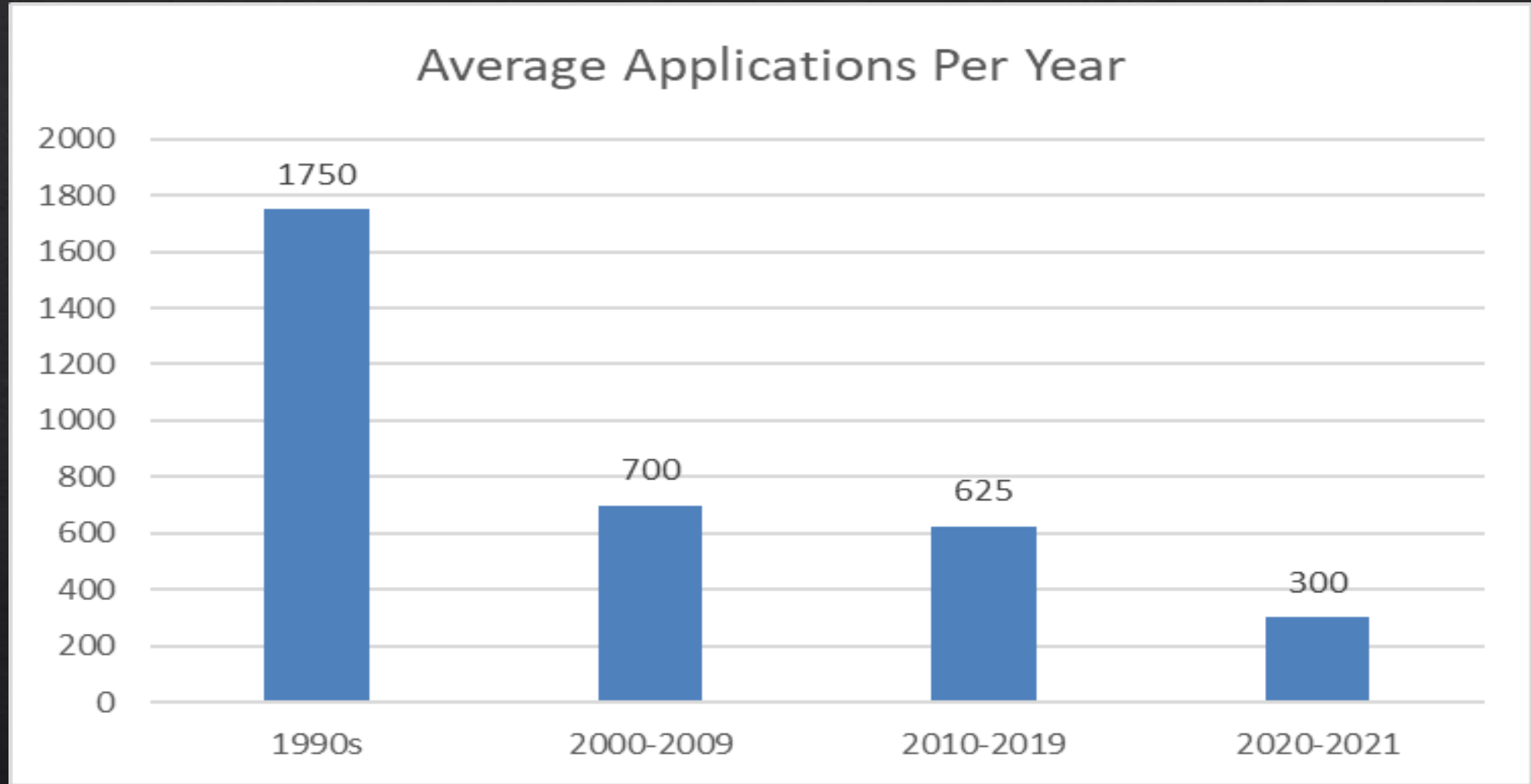
Retirement Eligibility (Cont.)



Retirement Eligibility (explained)

- ◆ As of 5/1/2021, there are currently 140 sworn members of our agency who are eligible for retirement.
- ◆ As of 8/1/2021, there will be 170 sworn members of our agency who are eligible for retirement.
- ◆ As of 8/1/2022, there will be 208 sworn members of our agency who are eligible for retirement.
- ◆ As of 1/1/2023, there will be 230 sworn members of our agency who are eligible for retirement.
- ◆ As of 7/1/2024 (the end of the upcoming biennial budget), there will be 293 sworn members of our agency who are eligible for retirement.
- ◆ None of these include members who have purchased military time or any other prior service time which would make them eligible. These are conservative figures based on months of service and accrued sick time.

Recruitment Trends



Recruitment Efforts

- ◇ Recruitment cycles typically last 4 – 6 months.
- ◇ Traditional Class Recruitment
 - ◇ In the 1990s, KSP averaged 1,500 – 2,000 applications per cadet class.
 - ◇ In the 2000-2009 era, KSP averaged between 650 – 750 applications per cadet class.
 - ◇ In the 2010-2019 era, KSP averaged between 600 – 650 applications per cadet class.
 - ◇ This era is skewed by Cadet Class 96. This was the first cadet class to allow for the college requirement. Cadet Class 96 had over 1,000 applicants. Over 50% did not have the 60 hours of college credit. If you take CC96 out of the mix, the average applicants per class was 575.
- ◇ LEAP Class Recruitment
 - ◇ In 2012 - Cadet Class 90: 145 applicants
 - ◇ In 2016 – Cadet Class 95: 155 applicants (KRS 16.052)
 - ◇ In 2019 – Cadet Class 99: 45 applicants

Recruitment Efforts (Cont.)

- ◆ Cadet Class 101
 - ◆ 510 Applicants
 - ◆ Recruitment for CC101 started December of 2019. It concluded in May of 2021.
 - ◆ It took KSP Recruitment personnel over 17 months to attain enough applications to run this cadet class.
 - ◆ In the final quarter of the recruitment process, KSP spent a little over \$130,000 in microtargeting advertisements and static billboard expenditures.
 - ◆ Additionally, 5 personnel were added to the Recruitment Branch in order to expand our efforts.
 - ◆ Expenses for Recruitment Branch personnel in the final 3 months = Approx. \$112,500
 - ◆ Historically, the Kentucky State Police Recruitment Branch has been staffed with 1 or 2 personnel.

Recruitment Challenges

- ◇ Work/life balance – imbalanced
- ◇ Stress levels – health concerns (see next slide)
- ◇ Private sector vs. public sector salaries
- ◇ Pension concerns – unfunded liability
- ◇ Shift work – Most of our sworn personnel and Telecommunicators work at night, during holidays, and on weekends.
- ◇ No paid overtime for sworn (exception – Federal Overtime grants)
- ◇ Civil unrest/Public perception of police
- ◇ Manpower shortages – Officer safety concerns

Occupational Stress

Heart Disease



	Law Enforcement	Civilian
Average age of patient with heart attack	49 years	65 years
Heart attacks under age 45	45%	7%
Average Life Expectancy	57 years	79 years

Int J Emerg Ment Health. 2013;15(4):217-28.