



KENTUCKY SHERIFFS' ASSOCIATION

Recruitment & Retention

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President
Kentucky Sheriffs' Association

Competitive Work Force

- Law enforcement agencies have always competed against other law enforcement agencies.
- In today's market, law enforcement agencies compete not only against other law enforcement agencies; now we compete against the private sector.

Competitive Work Force

- Counties and cities on the border of Kentucky are also in competition with surrounding states that offer certain benefits.
- News outlets stories-Social Media -TV and Radio Commercials Recruiting Kentucky Law Enforcement Agents
- Salaries
- Defined Benefits
- DROP Program

Modernization of the Office of Sheriff

- This past session, House Concurrent Resolution 83 was filed by Rep Kim Banta to focus on modernizing the office of sheriff.
- Update Statutes
- Modernize the fee structure
- This may help to compete with other Law Enforcement Agencies and private sector if this legislation is passed in 2027.

Career Mobility

- Early career turnover: between 2-5 years
- Deputies and officers use smaller agencies as stepping stone to larger agencies
- Education and special skill sets obtained by law enforcement open career movement to the private sector

Why are sheriffs different than other Law Enforcement agencies

- Service Courts
- Supreme Court order requiring more deputies or CSO to service the Justice Centers
- Civil duties related to court orders
- EPO/DVO
- Mental health evaluation and transport
- Out-of-state vehicle inspections
- Transport (local and nationwide)
- Collect taxes

How Sheriffs are different than other Law Enforcement agencies (Continued)

- Sheriff's offices are answering majority of emergency calls, as KSP numbers are down and they have become more of a specialized agency
- The office of sheriff has no mechanism to increase funding.
- Sheriff's fees are set by statute.

Conclusion

- Managing a multigenerational law enforcement workforce requires shifting from a traditional "one-size-fits-all" command structure to an adaptable leadership style. Today's agencies simultaneously employ up to four generations: Baby Boomers, Generation X, Millennials, and Generation Z. Each group possesses distinct values, communication styles, and workplace expectations.
- Law enforcement over the last several years has had increased challenges with recruiting and retention. All law enforcement agencies have seen a large drop in the applicant pool. This has led to staff shortages from the largest agencies to the smallest.
- The office of sheriff is always recruiting as are other law enforcement agencies, by offering competitive benefits to attract the best candidates to fill positions



- Thank you for allowing me to present today, I will be happy to entertain any questions.