

LAW ENFORCEMENT

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the next 10 years
the FUTURE of KENTUCKY
LAW ENFORCEMENT
Sept. 19-20, 2007

2007
Comprehensive
Survey
page 38

Ernie Fletcher
Governor

Norman E. Arflack
Justice and Public Safety
Cabinet Secretary

John W. Bizzack
Commissioner

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Staff:

Dave Wilkinson, Editor
Diane Patton, Coordinator
Jamie Neal-Ball
Abbie Darst
Amicheli Salyer
Elizabeth Thomas

Contributors:

Edliniae Sweat



Address all correspondence to:
KLE Staff
Funderburk Building
521 Lancaster Avenue
Richmond, KY 40475
DOCJT.KLENN@ky.gov

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SPECIAL EDITION



Owensboro Chief John Kazlauskas, Nelson County Sheriff Mike Newton and Ashland Chief Robert Ratliff were among 18 panelists that discussed the future of Kentucky law enforcement at two symposiums September 19 and 20.

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Kentucky Policing: A Road Map to the Future

/John W. Bizzack, Commissioner, Department of Criminal Justice Training



Anticipating the future is a challenging process. Forecasting anything includes a certain risk of error. We are all probably most familiar with the ups and downs of weather forecasting. It's common to complain about the accuracy of weather forecasters, however, weather forecasts in general tend to be fairly accurate on a regular basis. We often lose sight of this fact by focusing on the error in a forecast when we plan to be outside some week when it is supposed to be clear, but rains instead.

Weather conditions are a result of a complex mixture of circumstance and a change in any one of them can alter expectations. Forecasting the future of issues influencing policing is the same. The structure and practice of policing are influenced by a similar complex mixture of circumstances, but these are social, cultural, political, legal and social in nature.

Looking at the future of policing is not something new. It's been a part of the evolution of policing for decades. Some forecasts and predictions have been right on target, some not, but the majority of the prediction errors made are inaccurate estimates of timing more than of change.

So, why bother studying the future of a dynamic field such as policing? Despite the risk of error, looking at the future of policing on a national and local basis is an important process. When anyone or any business/field is properly prepared to deal with change, more often than not, more appropriate actions are taken and needed decisions are made sooner rather than later.

What is the range of events and forces that might possibly influence the future of Kentucky policing? How do we explain those events and forces that seem most likely to emerge over the next 10 years? What opportunities does the field of policing have to shape its own destiny?

The distinction between possible, probable and preferable futures is important. Futures studies should not be approached simply with the intent of trying to understand what is going to happen. Instead, futures research should seek to not only answer that question, but more importantly, examine what policing might be able to shape in the future. *Studying the future of policing is not an undertaking to accurately forecast what will be. It is a process of considering what is probable and taking a serious look at the changes these probabilities have on policing in order to deal with them more effectively.*

This special edition of *Kentucky Law Enforcement* reports on the future of Kentucky law enforcement as identified and agreed upon by a panel of experts and their peers. The top issues facing Kentucky policing over the next 10 years have many sub categories, but the primary issues are expected to be:

- KLEFPF
- Recruitment/Retention
- Training
- Drugs, Guns and Gangs
- Decertification
- Diminishable Skills and Recertification
- Computer Crime and Forensic Training
- Constables
- Demographics

The final recommendation of the panel, found on page 37 of this edition, is the most pivotal. Without restoring the only funding source for public safety, which directly affects statewide recruiting, retention, training, professional development and liability reduction for cities and counties, to its originally intended purpose the future of Kentucky policing will only remain static over the next decade while advances made over the past 15 years diminish.

If a futures study turns into a forum to forecast future crime rates, budget, staffing needs or resource demands, then there will be a strong likelihood of significant error. A genuine and realistic futures study of Kentucky would:

- seek to understand the trends and those things which influence police officers, organizations and the communities served;
- attempt to determine which trends are more likely to take place; and
- attempt to identify the future that the Kentucky police community would like to shape and help influence.

Policing has historically been a reactive enterprise. There is little preparation of police leadership to look broadly at future issues in this way. As Dr. William Tafoya, one of policing's most respected futurists often says, police all over the country still struggle with being mired in the challenges of today, while carrying the baggage of the past.

It has been said many times by academics, elected officials, the courts, law enforcement officers, practitioners and their leadership that Kentucky policing has come further in the past 12 years than it had in the prior 20 years. Most would agree with that wholeheartedly. It happened largely because policing across the commonwealth galvanized one voice and brought about massive and sweeping changes, which led to improved services being delivered to its communities. That effort needs to happen again – with an eye on the future.

The Kentucky Law Enforcement staff welcomes submissions of law enforcement-related photos and articles for possible submission in the magazine. We can use black and white or color prints, or digital images. KLEN News staff can also publish upcoming events and meetings. Please include the event title, name of sponsoring agency, date and location of the event and contact information.

PANEL MEMBER INFORMATION



Brig. Gen. Norman E. Arflack is the Justice and Public Safety Cabinet secretary. Prior to his appointment in June 2006, Arflack was the deputy commander of the Kentucky Joint Force Headquarters in Frankfort, serving as an assistant and adviser to the commanding general, Adjutant Gen. Donald C. Storm. Arflack received a bachelor's degree in law enforcement from Eastern Kentucky University. He received his master's degree in public administration from Shippensburg University. He is also a graduate of the Army War College and the Southern Police Institute at the University of Louisville. Arflack worked for the Kentucky State Police from 1970 until his retirement in 1993.



Maj. Brad D. Bates is the chief information officer for the Kentucky State Police. He began his career with KSP in 1994. Bates also serves as KSP's acting director of the Technical Services Division. In addition, he serves as the state FBI-Criminal Justice Information Systems officer, overseeing the administration and operation of the state's LINK/NCIC system, and is a member of the FBI-CJIS Southern Working Group. Bates serves as the state-appointed member to SEARCH, the National Consortium for Justice Information and Statistics. Bates has a bachelor's degree in criminal justice from Eastern Kentucky University and a master's degree in Loss Prevention and Safety. He is also a Kentucky Law Enforcement Council-certified law enforcement instructor.



Patrick Bradley is executive director of the Maryland Police and Correctional Training Commissions. Bradley received his Bachelor of Science in Law Enforcement and Corrections from Penn State University and his master's degree in Liberal Arts from Johns Hopkins University. He earned his Juris Doctorate from the University of Maryland School of Law. In 1994, Bradley retired from the Baltimore Police Department after 24 years of service, and in 2004 he was appointed executive director of the commissions. In that capacity he is respon-

sible for the certification and training of more than 32,000 police and correctional officers, probation and parole agents and juvenile justice employees throughout Maryland. Bradley is also the past president of the International Association of Directors of Law Enforcement Standards and Training.



Randy Bratton is chief of the Paducah Police Department. His police career began in 1984 with the St. Petersburg Police Department in Florida, where he served as a DUI officer/instructor, arson detective, major crimes detective, community policing/patrol sergeant, patrol lieutenant, traffic lieutenant and criminal investigations major. Bratton has an Associate of Arts in Political Science and a Bachelor of Arts in Criminology. He is a member of the Kentucky Law Enforcement Council.



Keith Cain is the Daviess County sheriff. He has a Bachelor of Arts in Criminal Justice and a Master of Arts in Education. He is a graduate of the FBI National Academy and the National Sheriffs' Institute. Cain serves as an adjunct faculty member at Owensboro Community College and is certified by the Kentucky Law Enforcement Council as a law enforcement instructor. He has served on the council since 2002.



Joe Cline is chief of the Morehead State University Police Department. Cline started his career as a dispatcher/patrolman with the Olive Hill Police Department and was an Army Maintenance Management System clerk/dispatcher with the Kentucky Army National Guard. Cline is a Kentucky Law Enforcement Council-certified law enforcement instructor. In 2004, Cline graduated from the Criminal Justice Executive Development Program and the FBI National Academy. He has earned a Bachelor of Science in Criminal Justice from Columbia Southern University.



Gary Cordner is a foundation professor in the new Homeland Security Program within the Department of Safety, Security and Emergency Management at Eastern Kentucky University. He also serves as director of the International Justice & Safety Institute and co-director of the Regional Community Policing Institute at ECU. He served as a police officer and police chief in Maryland and earned his doctorate at Michigan State University. Cordner is co-author of the books "Planning in Criminal Justice Organizations and Systems," "Police Administration, and Police & Society" and co-editor of four police anthologies. He has served on the Lexington/Fayette Civil Service Commission, the Kentucky Criminal Justice Council and the Kentucky Law Enforcement Council. He was dean of the College of Justice & Safety at ECU from 1997 to 2003.



Michael Crews is the director of the Criminal Justice Professionalism program at the Florida Department of Law Enforcement. As director, he works closely with the Florida Criminal Justice Standards and Training Commission and is responsible for oversight and direction of the Bureau of Standards, the Bureau of Training, the Bureau of Professional Development and the Commission on Florida Accreditation. Crews serves as the southern region representative for the International Association of Directors of Law Enforcement Standards and Training and is a member of the Florida Police Chiefs Association as well as the International Association of Chiefs of Police. He is a graduate of Florida State University and is a certified instructor through the Criminal Justice Standards and Training Commission.



Chris Eaton is the Barren County sheriff. Eaton graduated from Barren County High School in 1989 and was employed by the Kentucky Department of Parks until 1994. In February 1994, he began his law enforcement career with the Tompkinsville Police Department, ranked as sergeant, to join

the Barren County Sheriff's Office as deputy sheriff. In the late 90s, when the meth epidemic hit Barren County hard, Eaton became one of the first two deputies to be certified meth-lab technicians within the office. In 2006, he was elected Barren County sheriff. In his first year, Eaton doubled the number of countywide patrol deputies.



Lt. Kathy Eigelbach is president of the Kentucky Women's Law Enforcement Network. She has been involved with law enforcement for more than 20 years and has served with the St. Matthews Police Department for 18 years. Eigelbach serves as the department's assistant chief and she is a past president of the Kentucky Crime Prevention Coalition. She is a graduate of the FBI National Academy and the Department of Criminal Justice Training's School of Strategic Leadership. Eigelbach has a master's degree from Eastern Kentucky University in Criminal Justice.



Bill Hamilton is the deputy director of Insurance and Finance Services for the Kentucky League of Cities. Hamilton is an expert in the insurance needs of cities and has experience in the insurance industry and in public service as the assistant to the Georgetown mayor. He develops new insurance programs, coordinates KLC's Cornerstone Partner program, spearheads financial services offered to members and oversees the self-insurance program. In addition to overseeing insurance and financial services operations, Hamilton lobbies on behalf of Kentucky cities before the state legislature and serves as secretary to KLC's Funding Trust Board and KLC's Insurance Services Board. Hamilton graduated with a business degree from Western Kentucky University.



John M. Kazlauskas is chief of the Owensboro Police Department. He served as an Army helicopter pilot from 1968 to 1971, with a tour of duty in the Republic of South Vietnam. Kazlauskas returned to the police department in 1971. In 1973, he was promoted to sergeant and was qualified as an expert witness in the field of fingerprinting. He was later assigned to supervise the department's training unit and developed a polygraph unit. In 1995, he was assigned as accreditation manager and developed the department's first formal set of policies and procedures along with achieving accreditation status. Kazlauskas has an associ-

ate degree from Eastern Kentucky University in Criminal Justice and is a graduate of the FBI National Academy.



Sylvia Lovely is executive director and CEO of the Kentucky League of Cities and president of the NewCities Institute. Lovely is a 1988 graduate of Morehead State University and the University of Kentucky College of Law. Lovely has long understood the importance of storytelling. Her book, "New Cities in America: The Little Blue Book of Big Ideas," includes a number of success stories. Recognized as a champion of cities and the power of people to create positive change, she has appeared on CNN's "Lou Dobbs Tonight," CNBC's "Power Lunch" and ABC radio. Her opinion columns have appeared in the Miami Herald, Indianapolis Star and Cincinnati Enquirer.



Mike Newton is the Nelson County sheriff. He began his law enforcement career in 1978. He has worked with the Bloomfield Police Department and was chief of New Haven and the Nelson County police departments before becoming Nelson County sheriff. Newton served in the U.S. Army for five years and is retired from the Kentucky National Guard. He is a member of the Fraternal Order of Police Lodge No. 43, Kentucky Association of Chiefs of Police, Kentucky Sheriffs' Association and Police Executive Command Council.



Robert Ratliff is chief of the Ashland Police Department. He began with the department in 1982 and has served as a sergeant, lieutenant, captain and assistant chief. During his career, Ratliff has served in all areas of the department. He has been a team member, supervisor, watch commander and commander in the Patrol Division, commander of the Administration Section, detective assigned to the Criminal Investigations Section and commander of the Auxiliary Services Division. He has also served 20 years with the Ashland School Safety Patrol program. He is a graduate of the FBI National Academy and earned his college degree through the Ashland Community and Technical College.



Brian Scott Roy is a senior loss control officer for the Kentucky Association of Counties. He is a graduate of Murray State University with a Bachelor of Science in Criminal

Justice and a Master of Arts in Organizational Communications. He is a graduate of the FBI National Academy. Roy has served as director of the Marshall County Ambulance Service and as Marshall County sheriff. From 1998 to 2000, he served as the U.S. Marshal for the Western District of Kentucky before coming to the Risk Management Department of KACo. He has taught at Murray State University, West Kentucky Community and Technical College and Mid-Continent University.



Martin Scott is president of the Kentucky Fraternal Order of Police and serves as the statutory representative on the Kentucky Law Enforcement Council. Scott received his bachelor's degree from Eastern Kentucky University, and served in the U.S. Army for four years, receiving two bronze stars. Scott, who is retired from the Bowling Green Police Department, has worked as a commonwealth's detective since his retirement. He also serves as chair of the Kentucky Law Enforcement Council's Peace Officers Professional Standards Committee.



Lt. Col. Philip Turner is an assistant police chief for the Louisville Metro Police Department. Turner is the patrol commander responsible for eight patrol divisions. He has also served as commander of Support Operations. From 1995 through 2002, Turner was an assistant professor at the University of Louisville, where he taught at the Southern Police Institute. Turner also has international law enforcement experience. Turner served with the Louisville Division of Police and retired as the deputy chief of police. Turner has a Bachelor of Science in Criminology and a Master of Science in Justice Administration. He is a graduate of the Southern Police Institute and the FBI National Academy.



John Michael Ward II is the chief of the Alexandria Police Department. He has been in the military and in Kentucky law enforcement for 26 years. Prior to Alexandria, he rose through the ranks as patrolman, sergeant, lieutenant and chief in Crescent Springs. Ward is a graduate of the FBI National Academy and attended Northern Kentucky University. He is a past president of the Northern Kentucky Police Chiefs Association and is the northern representative to the Kentucky Association of Chiefs of Police. J



ROAD MAP TO THE FUTURE

The FUTURE of KENTUCKY LAW ENFORCEMENT

the next 10 YEARS

Sept. 19-20, 2007

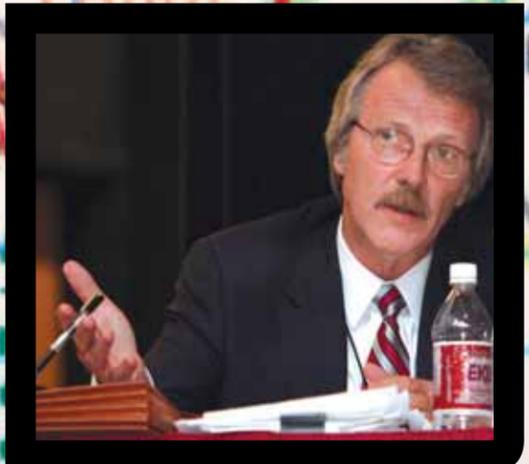
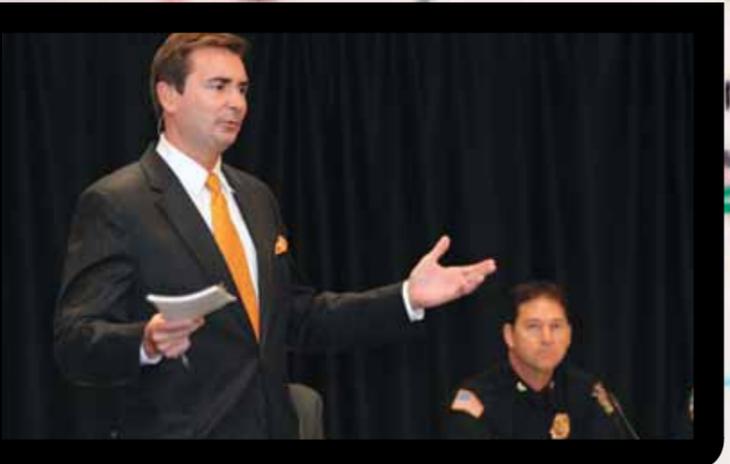


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The recruitment and retention of qualified officers is the number one problem facing Kentucky's law enforcement community, according to the conclusions of a blue-ribbon panel of law enforcement professionals.

The 18-member panel (see page 4) conducted open forums in Richmond on September 19 and Bowling Green on September 20. Their focus, identifying the primary concerns of Kentucky law enforcement over the next decade was "almost like we're trying to use a road map to get from point A to point B," said Dr. Gary Cordner, Department of Safety, Security and Emergency Management at Eastern Kentucky University. "But in this instance, some of the roads on the map haven't been built yet."

What we are seeing, concluded the panel, are law enforcement officers who are better trained than ever before and who can effectively handle the multitude of problems an officer encounters on any given day.



What we don't see, they added, are rising wages to keep Kentucky's investment in training these officers here in the commonwealth. This situation has evolved into a major problem for all 120 counties and 438 police departments in the state.

The open forums, billed as symposiums on The Future of Kentucky Law Enforcement: The Next 10 Years, opened a dialog between law enforcement professionals, elected officials and the general public, pinpointing several other major areas of concern for Kentucky, including:

- training and proficiency pay for legislatively-mandated training
- more efficient use and dedication of the Kentucky Law Enforcement Foundation Program Fund (KLEFPF)
- decertification with due process
- recertification and diminished skills training
- constable training/certification
- drugs/guns/gangs
- immigration/demographic shifts
- forensic training/facilities

"Over the past decade, police training in Kentucky has become a model for other states," said John W. Bizzack, commissioner of the Department of Criminal Justice Training

sized, "and few states have the professional hiring and selection standards adopted by Kentucky in 1998."

DOCJT, well known across the country, became the first nationally accredited in 2003 public safety training program in the nation. The Department ushers more than 12,000 Kentucky law enforcement officers and telecommunications through its programs – recruit training or professional training – every year. Other academies are conducted by the Louisville Metro Police Department, the Lexington Division of Police and the Kentucky State Police, each of which train only officers employed by those respective agencies.

"We have well-trained and effective officers on the street," said Sylvia Lovely, executive director of the Kentucky League of Cities. The problem is "keeping them on the street with the pay they currently receive."

"We may be actually getting to the point that some cities simply cannot afford a police department," added Martin Scott, president of the Kentucky Fraternal Order of Police.

"No matter what the policing topic, everything seems to come around to retention, and retention is rooted in pay," echoed John M. Kazlauskas, chief of the Owensboro Police Department. "Our ability to find and retain professional police officers has been difficult, sometimes bordering on the impossible, but

stream to public safety and help eliminate the very problems we experience today," explained Bizzack. "Unfortunately, the fund has been diverted from its stated purpose for a variety of reasons. Now Kentucky law enforcement and local communities are finding that those funds being transferred out KLEFPF since 1986 has placed them in serious fiscal binds."

And there's another problem Kentucky faces.

"DOCJT's becoming the best training facility in the nation makes other larger departments – including some outside the state and even federal agencies – want to steal Kentucky officers trained with Kentucky tax dollars at DOCJT," said Barren County Sheriff Chris Eaton. "That's a back-handed compliment because it creates upward mobility for the officers, but leaves our communities holding the bag."

The solution to these types of problems will require money, said Bizzack, and the KLEFPF fund — in place since the late 1960s — was created to underwrite such initiatives and take a burden off local government. Kentucky law enforcement and fire programs receive revenue from a 1.5 percent fee on all casualty insurance premiums for property at risk such as automobiles, homes or businesses. As the only state in the nation with this small fee on individual insurance policies, Kentucky intended for property owners to help pay directly for the police and fire services they need. It was a valid premise, but that fee has not changed since its inception and much of it over the past 20 years or more has been used for other purposes.

"Progressively, year by year, we see less and less of it reach law enforcement or fire protection," said Bizzack. "Instead, like other similarly restricted funds, it has been moved into Kentucky's general fund, leaving both law enforcement and firefighters adrift or, at best, underfunded."

A major solution to many of Kentucky's law enforcement challenges over the next dozen years, agreed the panel, lies in the appropriate use of KLEFPF to meet law enforcement objectives, including additional pay incentives to increase recruitment and retention and to improve training opportuni-

without state help, a community's ability to pay police officers is obviously limited by the local community's tax base."

"The legislature, knowing the importance of effective policing and fire fighting to each and every individual in Kentucky, created the KLEFPF fund more than 30 years ago to specifically dedicate a self-sustaining revenue



“...We're trying to use a road map to get from point A to point B, but in this instance, some of the roads on the map haven't been built yet.”

Dr. Gary Cordner

"Few Kentuckians realize that Kentucky officers are required by state statute to undergo 18 weeks of intensive training before they are allowed to assume their duties."

"And," he added, "all officers are required to take one week of training each year — at a minimum. Few professionals dedicate that much time and effort to training," he empha-

■ (Photos page 6 & 7) Facing the future in today's rapidly changing societal environment, Kentucky law enforcement officials conducted public symposiums at Eastern Kentucky University and Western Kentucky University in mid-September. A blue ribbon panel of law enforcement officials, public representatives and other experts from both inside and outside the commonwealth, delved into the problems facing policing today and how today's problems might become tomorrow's crises.

■ (Lower left) Not content with sound bites, Bill Bryant, respected television journalist and anchorman at WKYT-TV, Channel 27, in Lexington, led the panel discussions with probing questions and follow-ups that focused new light on old questions. ■ (Second from left) Highlighting retention, Patrick Bradley, executive director of the Maryland Police and Correctional Training Commissions, emphasized, "You simply can't waste taxpayers dollars by letting valuable, training officers

leave. They represent a huge investment in training and experience that will cost your communities thousands of dollars to replace." ■ (Second from right) Tackling a perplexing problem, Dr. Gary Cordner, foundation professor in the Homeland Security Program within the Department of Safety, Security and Emergency Management at Eastern Kentucky University, pointed out that officers responding to crimes in Hispanic communities often ask the people involved to "show their papers". As a result, "Some

crime victim is not going to get any service and the perpetrator is never going to get caught."

■ (Lower right) The solution to so many of Kentucky's current law enforcement challenges, concluded Dr. John W. Bizzack, Commissioner of the Department of Criminal Justice Training under Kentucky's Justice and Public Safety Cabinet, "lies in hiring qualified new officers, training them proficiently and providing them a living wage with an opportunity of advancement."





KLEFPF

When you stop to think about it," according to Department of Criminal Justice Training Commissioner John W. Bizzack, "Kentucky Law Enforcement Foundation Program Fund (KLEFPF) is a rather brilliant method of funding public protection designed by lawmakers more than 40 years ago. Fees on individual insurance policy holders are minor, but add up to a sufficient amount to move Kentucky policing forward by leaps and bounds while protecting the interests of the insurance holders."

In the past, KLEFPF allowed the Police Officers Professional Standards to move rapidly into the mainstream and provided a \$3,100 stipend (extra pay) to every officer successfully completing the 18-week basic academy plus his or her 40 hours of mandatory professional training annually. The fund also paid for the operation of DOCJT and left room for the Kentucky Law Enforcement Council to focus on improving Kentucky law enforcement.

But KLEFPF, like so many other restricted funds, was eventually – some say inevitably – pulled into the overall state general fund when budgets were tight or additional funds were periodically needed.

In total, nearly \$100 million has been removed from KLEFPF since 1986, according to public records, and the fee itself, which averages between \$2 and \$3 a policy, has not been increased since its inception.

"Just think of the magnitude of that," said Brian Roy of the Kentucky Association of Counties and a former sheriff himself. "We thought we had funds to create quality law enforcement, funds our communities are entitled to, funds that our citizens pay for and, suddenly, we find out it's going somewhere else."

"KLEFPF was money intended for public safety," added Alexandria Chief Michael Ward. "And, until it's used for public safety, it's costing my community money that should be used elsewhere for improved services."

More than 7,340 officers now receive the annual KLEFPF stipend of \$3,100, according to KLEC records. But no cost-of-living increase has been made since 2001 and, according to Paul Deines of the Kentucky League of Cities, the stipend has dropped 18 percent in

value in those six years.

"If Kentucky's law enforcement community still had total access to the KLEFPF fund — rather than just enough to meet current obligations — it is possible that the fund could raise to \$5,000 to \$7,000 in stipends for each officer in Kentucky, breaking the mold of under-funding that prevents some police departments and sheriffs' offices from hiring the 'best and brightest' and certainly help turn the trend of officers leaving the field at such a high rate because of low pay," Bizzack said.

The \$3,100 KLEFPF stipend, in place for six years, "is just too low," noted Deines. "The Kentucky League of Cities would like to see it raised and indexed to the cost of living at a minimum."

"You simply can't waste taxpayers dollars by letting valuable, training officers leave," added Patrick Bradley, executive director of the Maryland Police and Correctional Training Commissions. "Particularly keep in mind those who have topped out at their current pay scale or have been passed over for promotion. They represent a huge investment in training and experience that will cost your communities thousands of dollars to replace. Just how long will county judges, mayors, police officers and citizens stand for that?"

Obviously, noted various panel members, KLEFPF could also be used to bolster reenlistment via bonuses, developing recruitment pools, eliminating lateral transfers and recruitment wars, and adding career development opportunities all aimed at boosting sagging retention rates.

The solution to so many of Kentucky's current law enforcement challenges, "lies in hiring qualified new officers, training them proficiently and providing them a living wage with an opportunity for advancement," concluded Bizzack. "There's nothing within that range of actions that KLEFPF cannot accomplish with prudent stewardship, advanced planning for the future and a clearly dedicated fund exclusively used for the purpose for which it was originally intended." J



RECRUITMENT/ RETENTION



There's not a police executive or sheriff in Kentucky who doesn't have a problem recruiting qualified people," said Owensboro Police Chief John Kazlauskas as virtually everyone on the panel quickly agreed.

The same goes for retention of quality officers and that boils down to pay, according to the panel's discussion, an issue on which virtually everyone agreed.

"In the business world, no one would pay \$23,000 to train an individual whose salary will be \$21,000," said John W. Bizzack, commissioner of the Department of Criminal Justice Training. "Yet that's what we do in training police officers constantly, and we do it with no guarantee they will remain in their jobs any length of time."

It requires, on average, about \$15,000 to train a recruit for 18 weeks, Bizzack added. During that same period of time, that recruit will receive roughly \$8,000 in compensation for a total investment of \$23,000. When they hit the streets as trained law enforcement officers, many are paid \$21,000 or less.

"Once they realize their families cannot live on that kind of paycheck, many officers have chosen to leave the law enforcement field altogether, meaning both Kentucky and their home towns have to go through the entire expenditure and training process again — or they move laterally to a somewhat better paying job in law enforcement, still leaving both the state and their home towns in the same situation," Bizzack said.

"The big loser is the city or community that hired that officer because they not only give up the training investment, they also have to do it all again and still risk losing the next officer they hire," agreed Sylvia Lovely, executive director of the Kentucky League of Cities.

It's not a pretty picture: a revolving door of top flight training being negated by low pay. Most communities can't afford the attrition or the expense, she emphasized.

"Public safety is rising to the top as a major public concern, but more money to address the new concerns is not available locally," added Lovely. "We may be close to a major



paradigm shift that requires us to define policing totally different than in the past.

Losing experience and the financial investment required today to train and develop effective police officers should not continue to rely on the mere hope that officers will stay in public service.

For instance, is the lack of funding for police officers insurmountable or could a new regional model become the answer? How complex will community policing become and how will police deal with new kinds of problems, Lovely asked?

“Citizens expect more, but local officials can’t always dedicate specific funding for law enforcement” she concluded. “How do we define policing under all those shifts in reality?”

lutely necessary.”

Meanwhile, recruiting efforts continue to move forward laboriously rather than gliding easily.

“Even the lateral entry pool (officers recruited from other departments or who have left other departments) has decreased in numbers and quality,” noted Chief Robert Ratliff of the Ashland Police Department. “And I certainly don’t want to hire a new officer who’s been someone else’s problem.”

Officers today are regulated under certification processes linked to training and proficiency as well as their conduct but there are more strict regulations governing telecommunications in the state than police officers, noted Bratton.

Looking at past surveys, Bizzack noted that from 1969 through 1988, the joint number one reasons for veteran police officers leaving the profession was lack of opportunity and low pay.

“Beginning in 2005, the reason was simply pay,” he highlighted. “People should be paid a corresponding and fair value for the job they perform. It’s that simple.”

“If you look at the cost of training for these skill sets, you have to pay a living wage rather than refilling a vacancy and paying for it all over again,” added Patrick Bradley, director of the Maryland Police and Correctional Training Commissions.

“And, when you notice it, there seems to always be plenty of funds available to correct a problem after something has gone wrong, sometimes, horribly wrong,” noted Michael Crews, director of the Criminal Justice Professionalism program at the Florida Department of Law Enforcement. After all, he added, “this is an investment in protecting the lives and liberties of people in our communities.”

“All the programs, all the policing philosophies, all the focus on excellent training, none of it begins to work until the rubber meets the road ... and that takes money,” summed up Paul Deines of the Kentucky League of Cities.

The changing paradigm of law enforcement should include an examination of pay increases based on depth of training and effectiveness, not just how long you’ve worn the uniform, he added.

But, no matter what, “recruitment and retention remains rooted in take home pay,” Bizzack added. “There are solutions to the issues of pay for police. Some rest at the local level and, certainly because of the existence of KLEFPF, some rest at the state level.” J



“There’s not a police executive or sheriff in Kentucky who doesn’t have a problem recruiting qualified people.”

Chief John Kazlauskas

One answer, according to Lovely, requires additional civic engagement to relieve some pressure on law enforcement.

“People must take responsibility, and we see that happening through more neighborhood watch programs and other grass-roots efforts.”

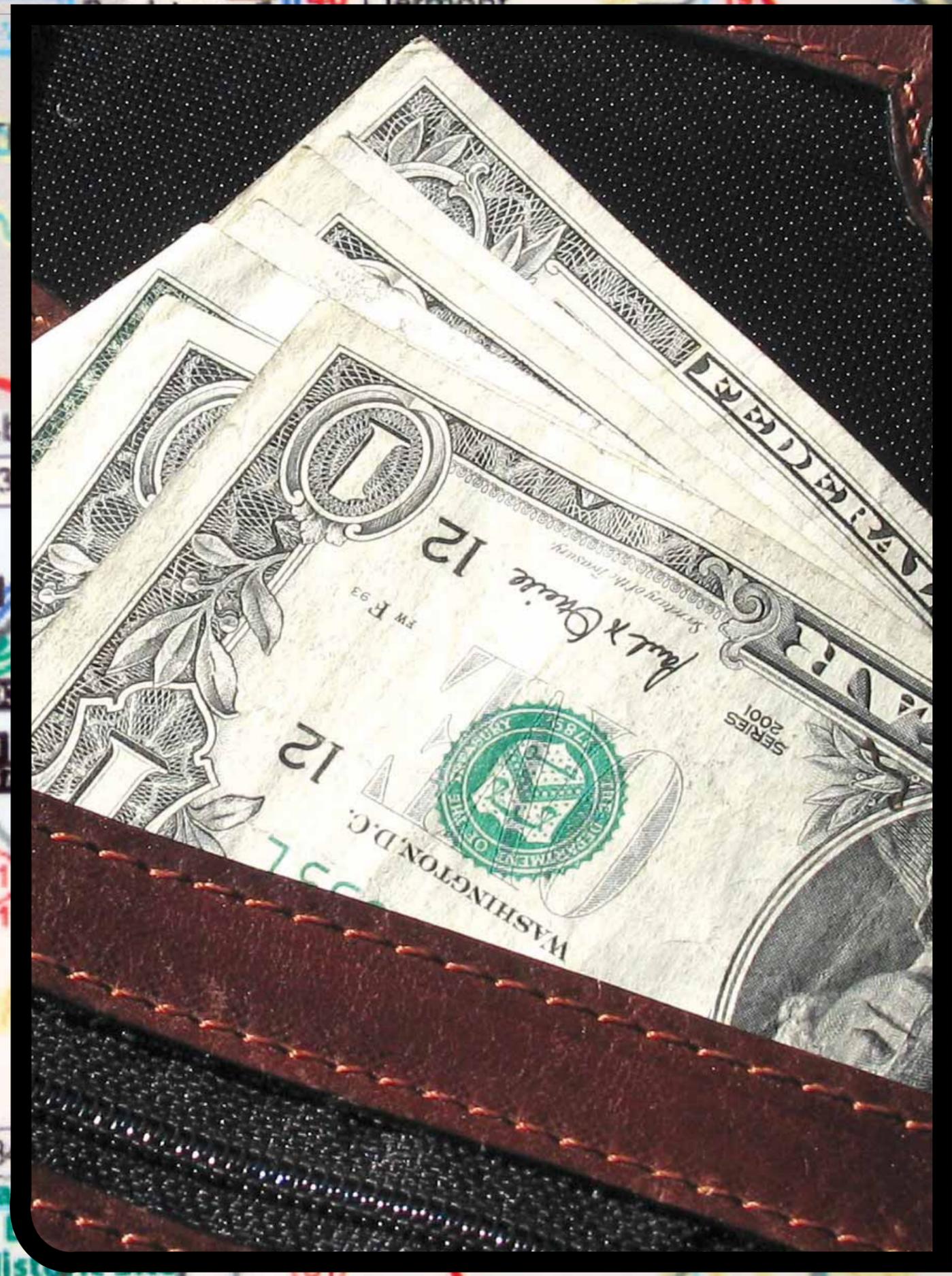
“At the same time,” added Kazlauskas, “police can’t be bunkered in.”

“Community policing becomes more important than ever, no matter which scenario exists in a certain place, at a certain time,” echoed Bratton. “Civic engagement is abso-

Louisville, the state’s largest police department, sees the same problems, according to Lt. Col. Philip Turner, assistant chief for the Louisville Metro Police Department.

“Our issues are not dissimilar – although Louisville has more room for advancement,” said Turner. “We all have to realize we need to go out and get qualified applicants and we sometimes have trouble with that ‘going out’ part.” Paducah Police Chief Randy Bratton agreed.

“Advertising and recruitment are not the same thing,” he added.





TRAINING



The training Kentucky's peace officers receive is second to none in quality and preparation for the trials of the field of law enforcement, agreed a panel of distinguished law enforcement and government representatives at The Future of Kentucky Law Enforcement: The Next 10 Years symposium.

"Our Kentucky officers are getting such good training in Kentucky that they have many more opportunities, even in federal areas," said Barren County Sheriff Chris Eaton. "For example, the Bureau of Alcohol, Tobacco, Firearms and Explosives recognizes the training an officer gets in Kentucky." As a result, Kentucky officers, trained with Kentucky tax dollars, are often lured away by the promise of higher salaries.

However, during a two-day discussion focusing on the future of Kentucky public safety, it became apparent that being good isn't good enough – there is always room for improvement as the needs of effective policing change.

For instance, the panel suggested revisiting the 1998 Peace Officers Professional Standards and looking at several different revisions and additions.

Several panel members believe that the POPS physical training requirements for officers to enter the Department of Criminal Justice Training's academy is having a negative effect on recruiting female applicants into the field of law enforcement. Since the standards are the same for both males and females, research over the past nine years has shown that 77 percent of males pass the POPS testing and only about 30 percent of females pass.

"On physical fitness testing, which I agree is one of the best things ever done in Kentucky with POPS, but we have some issues there that we need to look at," Paducah Police Chief Randy Bratton said. "We're losing, I believe, a lot of good potential candidates there in the female population."

Kathy Eigelbach, president of the Kentucky Women's Law Enforcement Network and lieutenant with the St. Matthew's Police Department agreed.

"This is a consistent problem and it is not going to go away until some steps are taken to >>

remedy it," she said.

However, the standards in place are based on a job task analysis that states what job duties an officer has to be able to perform, which is approved by the courts and must be adhered to, said DOCJT Commissioner John W. Bizzack.

Bizzack, along with several other panel members and attendees, agreed that revisiting POPS was indeed a necessary step toward ensuring that the standards meet all the needs of today's law enforcement community.

However, he noted, removing, reducing or creating dual standards sets up another problem to be addressed first. When two standards exist – although both groups to whom those standards apply are expected and mandated

Correctional Training Commissions.

Bradley said that the International Association of Directors of Law Enforcement Standards and Training, National Sheriffs' Association and International Association of Chiefs of Police all endorsed a resolution calling for career-long fitness for law enforcement.

Several panel members and attendees discussed programs that had been implemented at their departments that offered incentives for officers to maintain physical fitness levels. Though incentives ranged from a T-shirt and a pat on the back to pay increases, vacation time and insurance-payment breaks, all agreed that a continuing physical fitness requirement should be tied to incentives.

Eastern Kentucky University professor,

Kentucky is facing a growing demand on the skills that officers need to possess to effectively serve their communities.

DOCJT recently launched the first Kentucky Criminalistics Academy to better equip Kentucky's officers with the skills necessary to collect forensic evidence at crime scenes. In addition, DOCJT provides seven hours of Spanish language and tactical training, and that may need to increase in the next decade.

"The fundamental jobs of law enforcement are not changing," said Maryland's Bradley. "There are emerging issues with computers and new responsibilities for the next age of officers, but the fundamentals don't go away as we add new ones. More skill sets for the officers, more training and if we add local responsibilities for domestic security, it gets even larger. I think we can look forward to higher demands on training, expanding skill sets for officers and officer recruits who are capable of performing in those areas."

In light of the expanding skill set needed by today's officers, Alexandria Police Chief Michael Ward suggested that officers receive more educational credit and opportunities through the training they are currently receiving.

Ward said he'd like to see recruits come out of the academy with the equivalent of an associate's degree, followed through by the career development program geared to push new hires toward a college degree.

"I just think that's something we owe our communities," Ward said. "It's something we can do for our departments, and it's certainly one thing we can do for our personnel."

Currently, recruits receive nine credit hours for completing DOCJT's basic training academy and DOCJT also offers the School of Strategic Leadership, which allows students to earn credit toward a master's degree. J

“The fundamental jobs of law enforcement are not changing. There are emerging issues with computers and new responsibilities for the next age of officers, but he fundamentals don't go away as we add new ones.”

Patrick Bradley



to perform the same identical physical tasks through a court recognized job task analysis – what liabilities are possibly incurred by cities, the officer and others when that task is not performed in the line of duty and creates jeopardy or injury to another? While everyone wants standards that do not inhibit anyone's ambition to become a police officer, no one voiced support in placing anyone, male or female, in a job that will create liability.

Developing standards for officers that would follow them through their career after they leave the academy, was also discussed by the panel, including continuing physical fitness standards.

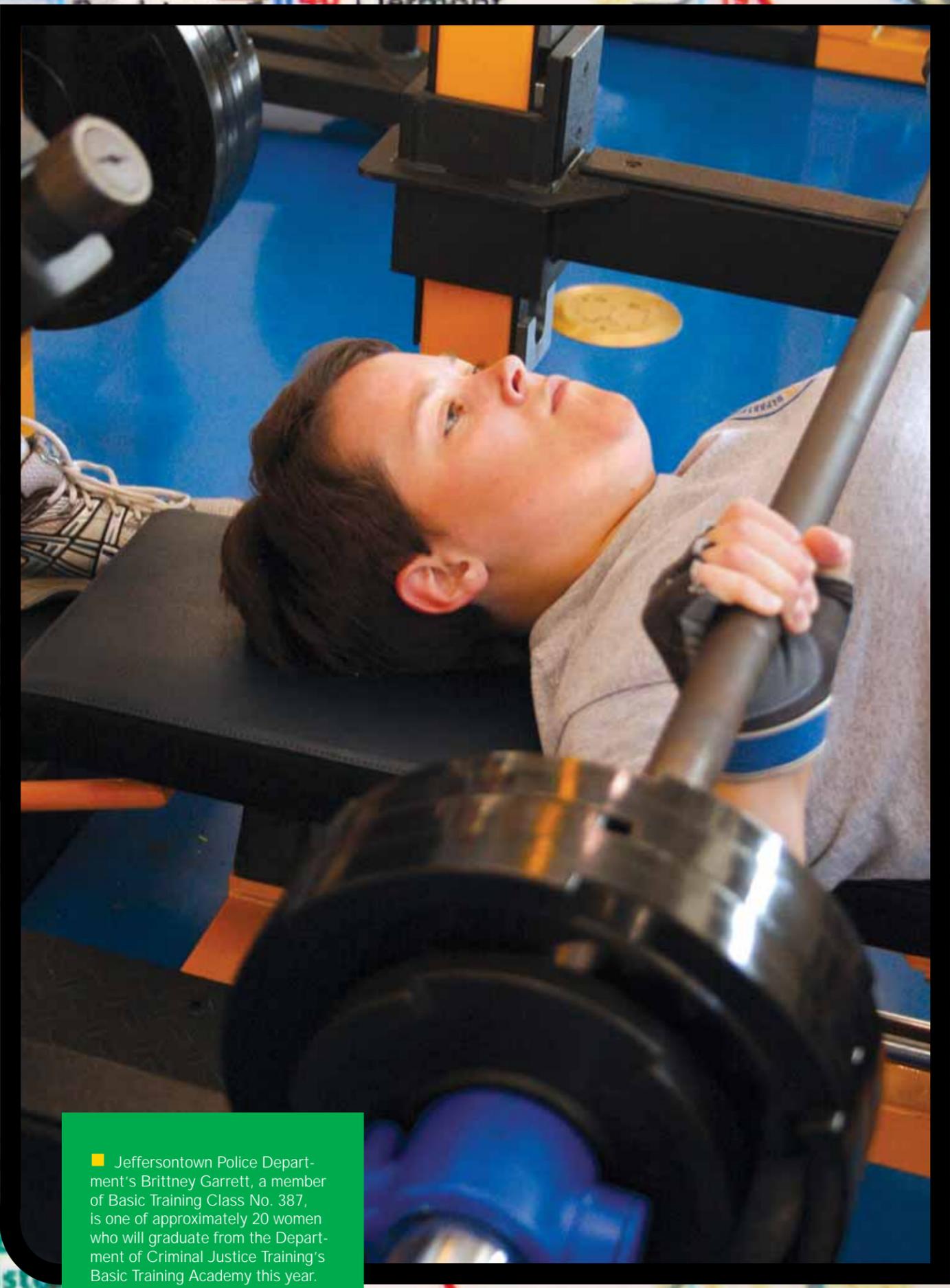
"There are fundamental functions for every badge-carrying officer, and it escapes logic that you could be a law enforcement officer and be responsible to perform those fundamental functions and yet not have the physical capacity to do them," said Patrick Bradley, executive director of the Maryland Police and

Gary Cordner, thought that it was important to realize that continued testing should be looked at in terms of an overall wellness standard, not just a physical fitness standard.

We need to look at it as a keeping our officers fit for duty, which is bigger than physical fitness; it includes psychological fitness, educational strengthening and knowledge maintenance, he said.

The Kentucky Law Enforcement Foundation Program Fund is there for all types of incentives, Bizzack said emphatically, and there is no valid reason this one cannot be added to the list, thus further bearing out a need for restructuring how KLEFPF is used.

Kentucky's officers also need new training courses to overcome issues such as immigration, the increase in the Spanish-speaking population and the infamous CSI effect where the public expects today's officers to be able to turn around forensic evidence overnight,



■ Jeffersontown Police Department's Brittney Garrett, a member of Basic Training Class No. 387, is one of approximately 20 women who will graduate from the Department of Criminal Justice Training's Basic Training Academy this year.



Somebody said that all departments are the same, but that's not true," said Mark Filburn, law enforcement specialist with the Kentucky League of Cities during The Future of Kentucky Law Enforcement: The Next 10 Years symposium.

"All the officers are the same – I would put any one-man department up against a 1,300 man department ... because of the quality from POPS has raised that level. The problem is that large departments ... have the ability, manpower, facilities and time to allow on-going training of diminishable skills," he emphasized.

Bizzack explained, "but we have to go back to the issue that our solutions to many of these problems are within our reach, but solving them is a political issue ... We – police, county judges, mayors and other elected officials – have to convince legislators and administrators that money collected and originally intended for public safety needs to be rededicated for that purpose, otherwise it is going to continue to cost local government more money."

Michael Ward, chief of the Alexandria Police Department, echoed that sentiment when he brought up the idea of increasing the yearly mandatory training to 60 hours instead of 40 to combat the diminishable-skills issue.



“By recertifying officers, we ensure that every facet of officers’ abilities to be fit for duty is on par with where it was when they were first hired...”

Dr. John W. Bizzack

Kentucky is dealing with an issue of some departments across the state being unable to enable and ensure that their officers qualify in shooting and driving yearly. According to Filburn, as these skills diminish, they cause a liability for the department and community, which directly affects insurance.

Filburn suggested several ways that Kentucky could tackle the diminishable-skills issues: build in eight to 16 hours of the 40-hour mandated yearly training specifically for diminishable skills, such as firearms, driving and CPR training, and create regional training centers.

John W. Bizzack, commissioner of the Department of Criminal Justice Training agreed that the idea of diminishable skills is important and expanded on the idea of regional skills centers.

Placing firearms centers around the state is the logical way to solve the problem with 8,766 officers who would need who qualify every year, he said.

There would have to be four to five regions in the state with nothing but a firing range, skills range and driving range, and that would cost approximately 4 to 6 million dollars, he continued.

"It can be done and paid for incrementally,

"I think most of us send officers to a lot more than 40 hours a year; I don't know anyone who does the bare minimum," he said. "If KLEFPF was left for what it was intended, we could afford to pay for additional training for officers around the state. Now, if it's beyond DOJT's courses, my community has to pay for that."

Another area that could be considered a diminishable skill is that of physical fitness and overall officer wellness. Since 1998, incoming officers are required to pass the Peace Officers Professional Standards to become officers, which includes a physical fitness test, psychological test, polygraph test, suitability screening and background check. However, incumbent officers are not required to maintain any of these standards under current law.

Bizzack and other panel members thought one way to enact standards maintenance on incumbent officers is to require recertification for all peace officers every five to eight years.

"By recertifying officers, we ensure that every facet of officers' abilities to be fit for duty is on par with where it was when they were first hired – it keeps everybody on the same sheet of music and ensures that the service Kentucky's communities receive from their law enforcement officers continues to be second to none," Bizzack said. J



DIMINISHABLE SKILLS AND RECERTIFICATION

DRUGS, GUNS AND GANGS



Violent crime is on the rise, and law enforcement needs to consider how it will handle it as well as illegal drugs in the next 10 years, according to discussions at two symposiums about the future of policing in Kentucky.

“Something that concerns me is violent crime ... this whole notion of drugs and gangs and guns,” panelist Assistant Chief Phil Turner of the Louisville Metro Police Department said.

During the 1990s, the country started to see a decrease in the rate of violent crime, but Jefferson County is now experiencing an upswing, he said. Gangs are a problem in Louisville, Turner said.

“Right now I’m concerned about what we’re going to see in the future regarding violent crime,” he said.

Law enforcement should not forget its mandate to prevent crime because it is overwhelmed with enforcement duties, especially as it begins training the officers who will be responding to violent crimes in the future, Turner said.

“Arrest is not the single answer to any of these issues,” he said.

Line-of-duty deaths for officers are increasing along with the violent crime rate, said panelist Martin Scott, president of the Kentucky Fraternal Order of Police.

“It looks, if this is going to continue, that in the future when we’re trying to recruit these young people that this is going to be one of the things that they’re going to be looking at ... an increase in violent crime and the very real likelihood that they could be facing a possible death situation sometime in their career ... more so than usual because they [violent crime rates] declined for years and now we’re on the way back up again,” Scott explained.

Turner noted communities must acknowledge that they have a problem with violent crime, even though some are reluctant to do so because it could be negative politically.

“Until we all – police and the community at large, and certainly the school system is a part of that – recognize that this is a problem, I think none of us will achieve what it is that

>>

we're hoping for our communities," he said.

People who commit violent crimes begin doing so early in their lives, Turner said.

Panelist Randy Bratton, chief of the Paducah Police Department, said Kentucky needed to change the way it addresses juveniles charged with violent crimes.

Bratton said Kentucky should continue to emphasize rehabilitation for non-violent juvenile offenders, like those who abuse drugs. But for violent offenders, "We need to either prosecute them as adults or revamp the system where they are incarcerated in long-term juvenile facilities," he said.

Panelist John Kazlauskas, chief of the Owensboro Police Department, recently attended a civic group gathering to hear about the issue of stresses faced by high school students.

"They were black and white, they were athletes, they were beauty queens, and they

know, took even me aback," he said.

Since the anti-drug program DARE isn't available to students until they are in fourth grade, Kazlauskas said he thought law enforcement should consider reaching out to elementary schools more to partner on drug abuse.

"We ask our school systems to do quite a lot anymore, with the breakdown of families and family values," he said. "We ask our educators to do a lot of things now that families did 10, 20 years ago."

"I think we have to assist in the training, to be more active in the educational community," Kazlauskas continued. "We have school resource officers in several schools, but law enforcement is going to have to, in the future, become more active in education."

Panelist Patrick Bradley, executive director of the Maryland Police and Correctional Training Commissions, said law enforcement and other entities should also work toward

with similar interests. What is that, and how do we channel, how do we – working with social services and parent groups and church groups and so on – how do we channel that so that the channeling is in positive, appreciated gangs and not criminal enterprise?"

Law enforcement should go outside itself for help, such as into the fields of psychology as well as sales, since drug trafficking is a supply-and-demand business, Bradley said.

"There's got to be a different strategy for that or we're just going to get better at putting on handcuffs," he said.

Law enforcement, schools and other involved parties need to get their communities involved in solving problems like youth drug trafficking, said panelist Michael Ward, Alexandria police chief. They need to be able to share information, he said.

"There may be somebody from public works that may come up with a solution to a problem in a particular neighborhood, and unless we sit down as a group and kick these things around, we're never going to identify those things," he said. "I think our society in general looks at law enforcement to solve these problems, and that's what we struggle with. How in the world do we solve these problems? We can't, because we don't control the economy, we don't control that particular neighborhood. We police it."

Aside from children abusing drugs, there are a lot of baby boomers from the 1960s in the workforce who are using illegal drugs, said panelist Brian Roy of the Kentucky Association of Counties.

Panelist Bill Hamilton, Kentucky League of Cities, said 75 percent of the people incarcerated in Kentucky are there for a crime involving drug abuse. It costs counties \$16,000 a year to house one county prisoner, and more for a state prisoner, he said.

"So something's not working," he said. "Maybe it is back to prevention, maybe it is back to the first and second graders." J

“Until we all — police and the community at large, and certainly the school system is a part of that — recognize that this is a problem, I think none of us will achieve what it is that we're hoping for our communities.” Lt. Col. Phillip Turner



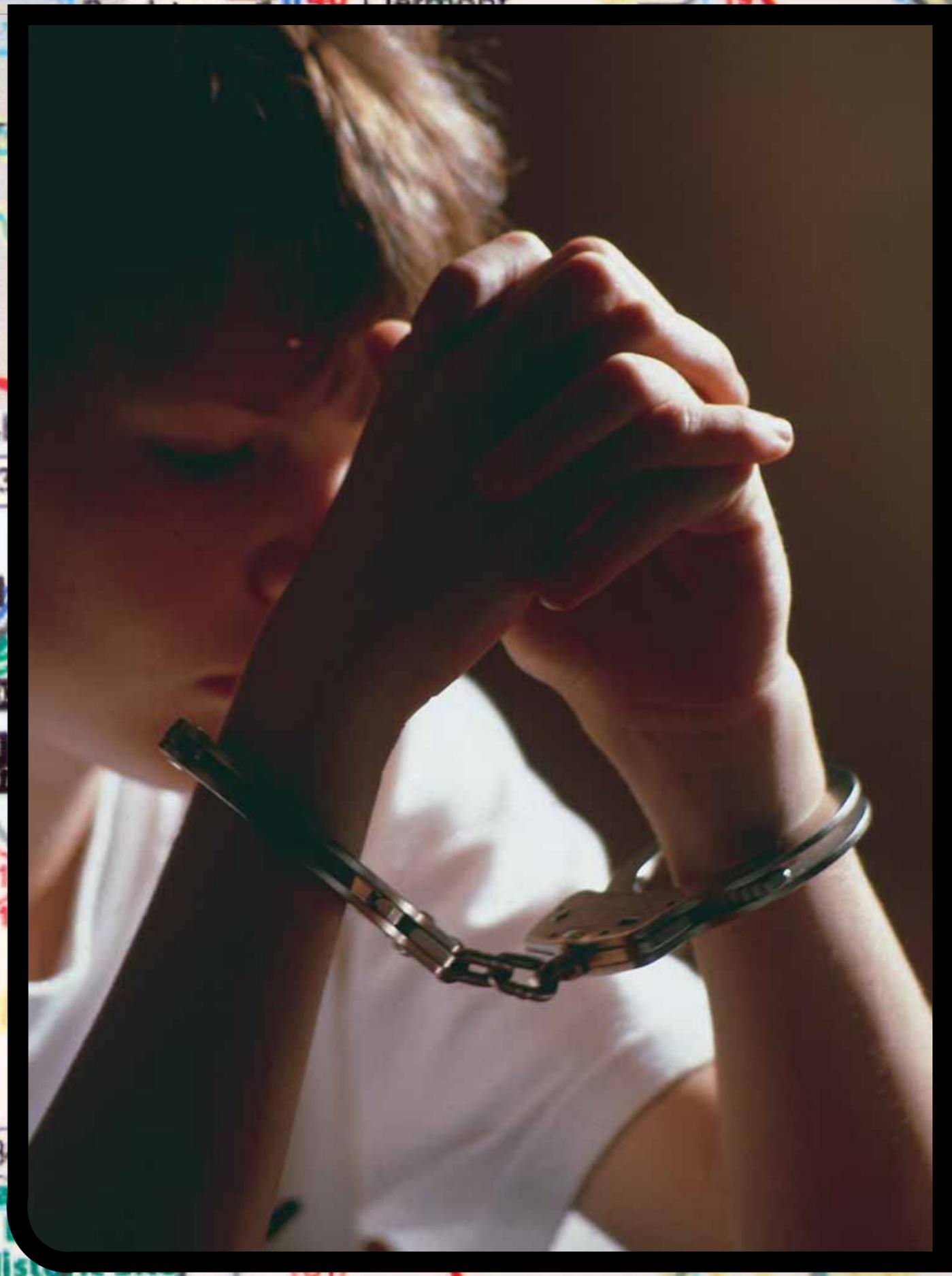
were brutally honest as only young people can be," Kazlauskas said of the teenagers. Participants were told they could ask the students anything.

But even he was surprised, Kazlauskas emphasized, when the teenagers said they were first approached or made aware of the availability of illegal drugs in the first or second grade.

"For every young student that was in that group to come back and tell us that they were made aware at the first or second grade, you

understanding why students choose to abuse drugs and use that information to divert their attention to positive activities.

"They came to a decision point and they opted for drugs," he said. "What intervention can we do there? Kids join gangs. Some of those gangs are the Boy Scouts and the Girl Scouts. Some of those gangs are the church choir. Some of those gangs are the Little League, and some of those gangs carry guns and sell drugs. Kids join gangs. There is something in the developmental psychology that drives children to identify with other children





DEMOGRAPHICS



In light of continuing societal changes and major demographic shifts, law enforcement must be willing to evolve and to forecast how policing strategies will be affected as the policing road map for the next 10 years is drawn, the symposium panel agreed.

As part of that societal shift, today's pool of applicants is very different than their predecessors 10, 15 or 20 years ago.

"Look at them, adapting to change – that's all they have known in their life," said Michael Crews, director of the Criminal Justice Professionalism program at the Florida Department of Law Enforcement. "Technology – experience with computers is the only thing they've ever known. They bring a lot to the table. We better start figuring out how to benefit from what they bring to the table."

Meanwhile, law enforcement today faces major changes in the communities to which they are providing services and protection.

"Perhaps we need to look at policing differently since our society is so different and the array of issues we face on the street are very, very different," said Sylvia Lovely, Kentucky League of Cities executive director.

"We have to be recruiting people who have skills to speak Spanish," said Panelist Kathy Eigelbach, president of the Kentucky Women's Law Enforcement Network and lieutenant with the St. Matthews Police Department. "Having our police force more diverse, meaning more women, more minorities and people who have these different skills, is important."

We're going to start seeing more immigrants and, therefore, dealing with more and more issues related to having these different individuals within our community populations, added Ashland Police Chief Robert Ratliff.

"We're going to have to learn more about the way that they lived in their countries and bringing their values here and how we need to be able to understand how they look to us and how we would look at them in return," he explained. "I think it's really going to be a challenge for us to be able to relate, and that's going to take some education and learning the way that they live."

Florida's Crews knows all too well how the >>

rise in the immigrant population affects law enforcement due to the huge influx in other cultures coming into Florida.

“We are being forced to add training to the commissions’ minimum standards to deal with these issues,” he said. “Two of our acad-

Colombia, Mexico and Honduras, but our Spanish-speaking officer speaks pure Castilian Spanish. Immigrants in our community won’t talk to him, Kazlauskas said.

This same issue of migrant workers coming into areas from different countries look-

pointed out that if officers think there may be serious crime in Hispanic communities and they want to do something about it, but before they do they ask people involved to show their papers and find out whether or not they are legal, the officers will never find out about the crime.

“Some crime victim is not going to get any service and the perpetrator is never going to get caught,” he said. “It’s an issue of taking on a role that sets you so far apart from an important part of your community that you can’t serve them.”

Overall, Bratton touched on one of the biggest issues in trying to face these challenges – resources. It takes money to train people to speak Spanish, to do Hispanic public outreach, and to respond to situations dealing with and detaining illegal immigrants. The panel agreed.

“I think the whole diversity issue just shows us how much more complex policing is going to become ... and it all boils down to resources,” Lovely said. “Where are we going to find the resources?”

Kentucky law enforcement’s primary resource, the Kentucky Law Enforcement Foundation Program Fund, is meant to provide money specifically for the needs of the law enforcement and firefighter communities. In recent decades the integrity of the fund has been compromised as millions of dollars have been removed for purposes outside of public-safety improvement.

The panel agreed that if the money in the KLEFPF was fully available to public safety, resources needed to help deal with immigration issues would be available.

“I want to emphasize that these are the types of programs, geared to an evolving society, that KLEFPF was originally designed to fund,” said Department of Criminal Justice Training Commissioner John W. Bizzack. J

“I think the whole diversity issue just shows us how much more complex policing is going to become ... and it all boils down to resources. Where are we going to find the resources?”

Sylvia Lovely



emies have added a month of Spanish into the curriculum just to give our officers the ability to communicate.”

This is the reality in Louisville Metro as well, according to Assistant Chief. Philip Turner. The Louisville Metro Police Department has created outreach programs exclusively targeting the Hispanic population

“We had to because of the Hispanic population in Louisville and the gang issues that we had,” he said.

LMPD offers its officers Spanish language immersion programs, publishes crime prevention brochures in Spanish and conducts Hispanic citizen police academies at both adult and juvenile levels.

“That’s outreach that’s trying to form partnerships with people who can be two fold – victims or perpetrators of crime. Either way, we’re attempting to communicate with a population, and that’s on us,” Turner said.

“It’s not only a language barrier, but dealing with different dialects within the language,” Owensboro Police Chief John Kazlauskas continued.

We have migrant workers in our area from

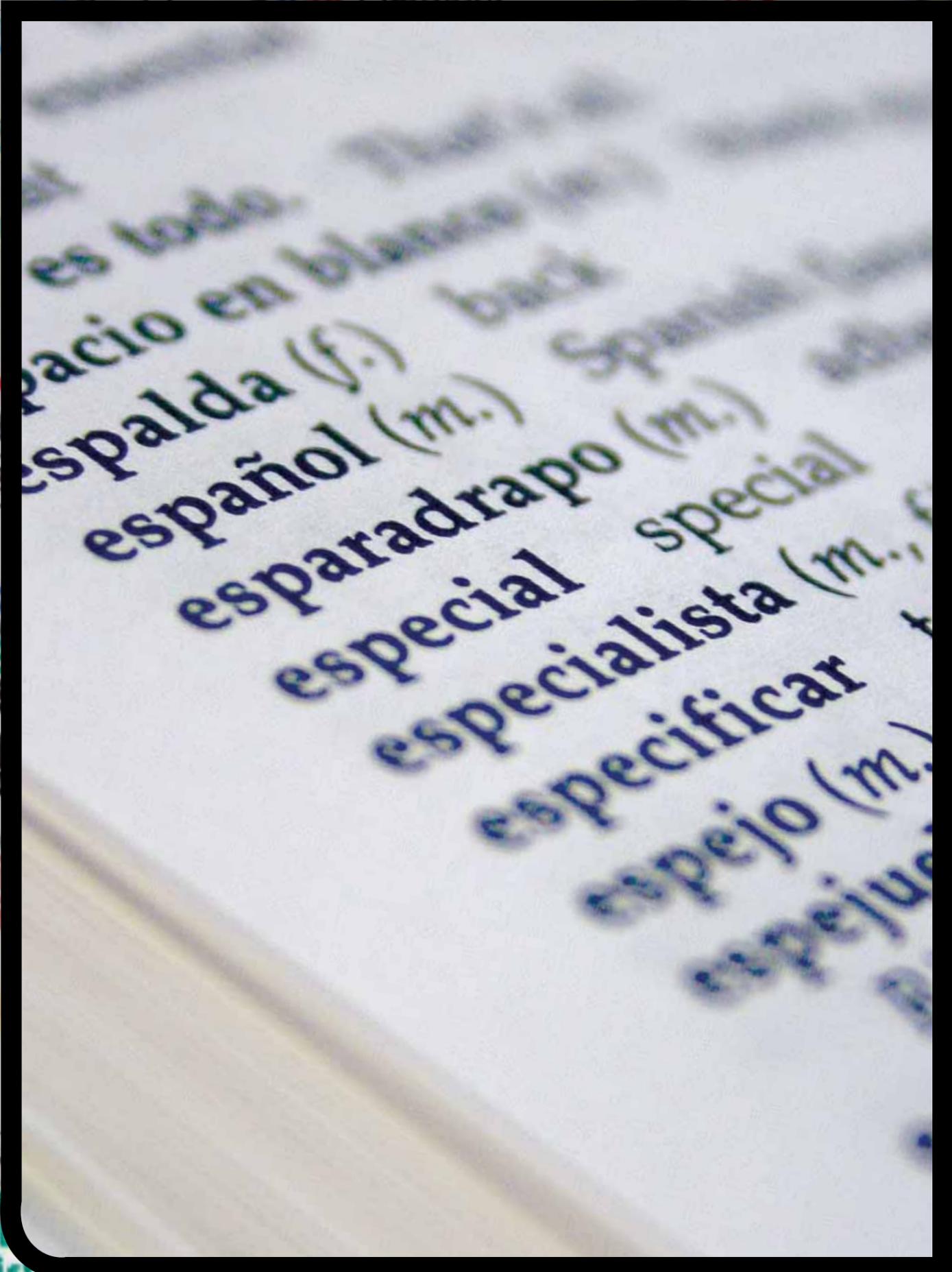
ing for the same jobs has also resulted in Hispanic-on-Hispanic crime that goes unreported because the individuals are unwilling to communicate with local law enforcement, Kazlauskas said about his community.

However, the panel agreed that it is about more than just overcoming language barriers.

Immigration is not only a language issue,” said Lovely, “One of the biggest issues with immigration is somewhat of a movement to push local law enforcement into enforcing federal immigration laws.”

Paducah Police Chief Randy Bratton is an advocate of enforcing immigration laws. “I don’t see any difference in arresting someone on an illegal immigration statute than arresting someone wanted on a warrant of Florida,” Bratton said. “Do we have the resources to knock on doors and look for illegal immigrants – no. But when we make a traffic stop and we can prove it ... or when we arrest someone on a misdemeanor violation and know they are an illegal immigrant, I think it’s our duty to take advantage of that when we encounter it directly.”

However, EKU professor, Gary Cordner,





DECERTIFICATION



“One of the tenets of a genuine profession is that the profession will police itself,” said John W. Bizzack, commissioner of the Department of Criminal Justice Training.

The ability to decertify officers that commit heinous misdemeanors or acts of moral turpitude was identified as an important area that was not fully addressed in the 1998 Peace Officer Professional Standards Act. The panel noted it was a critical area in need of improvement at The Future of Kentucky Law Enforcement: The Next 10 Years symposium in September.

“We are way behind the curve on that,” said Randy Bratton, Paducah police chief. “We need to continue to professionalize our profession, which we are doing, but we’re behind in this area. I think that’s a major challenge in the next 10 years.”

“However,” noted Martin Scott, president of the Kentucky Fraternal Order of Police, “effective due process for law enforcement officers must be emphasized in any such endeavor.” Scott’s point was uniformly endorsed by all panel participants.

Kentucky does not have a law allowing the decertification of officers who, though they may have not committed a felony, have committed the types of crimes that most chiefs, sheriffs and citizens would not tolerate.

“You can steal \$299 or commit a misdemeanor sexual abuse and remain a police officer here in Kentucky,” said Bratton. “Who wants that type of officer working for them? Nobody, I don’t think, knowingly does. Standards for telecommunications in Kentucky are higher than for law enforcement officers because of the moral turpitude clause they have. I applaud them. We don’t have that.”

Alexandria Police Chief Michael Ward agreed.

“We have had officers in some cases who have been charged with assaults that have been allowed to plead down to misdemeanors if they agree not to come back into Kentucky law enforcement,” Ward said. “But these individuals are now walking around still with a license to practice law enforcement . . . I don’t want to put my problem officer on another chief, and that chief may hire him knowing he

has a problem but he doesn’t have any other choice. We need to be able to revoke that license.”

Nearly everyone in attendance at the symposiums agreed that the issues regarding decertification that came up during the drawing up of POPS in 1997 needed to be revisited.

In addition to the proper due process being afforded to these officers, many panel members also wanted there to be an emphasis on an employee-assistance program instead of viewing it simply as a disciplinary issue.

“It may still end up in termination, but even then, it wouldn’t be an abandonment of that officer,” said Patrick Bradley, executive director of the Maryland Police and Correctional Training Commissions. “There’s a deeper level of appreciation or understanding or acceptance at the locker-room level, but as long as ratting out a fellow officer means he’s going to lose his job, we’re going to continue to see a real reluctance to report information.”

Representative Robin Webb agreed with both major viewpoints.

“I would like to see a decertification process, but if it comes to that, the legislature would like to see it heavy on due process, but also heavy on the early intervention side,” she said.

In Florida, they have a system that takes into consideration that not all offenses rise to the level of revocation, said Mike Crews, director of the Criminal Justice Professionalism program at the Florida Department of Law Enforcement. Florida offers a range of penalties including suspension, probation, requiring an intervention program, and counseling programs.

Crews also said that the International Association of Directors of Law Enforcement Standards and Training has created a national decertified-officer index system with approximately 20 states. The index lists 7,000 officers across the country that have been decertified in their state, he said. Chiefs and sheriffs have this list available to them when doing background checks on new hires, lateral transfers and out-of-state hires to prevent “those bad apples from coming into their departments,” he said. J



COMPUTER CRIME AND FORENSIC TRAINING



With law enforcement officers becoming better investigators and juries expecting more forensic evidence because of what they see on television shows like CSI, the major backlog in evidence processing at the Kentucky State Police labs will worsen in the next 10 years if the problem is not soon addressed, panelist Maj. Brad Bates of KSP said.

“Obviously it’s something that’s hitting us in the face right now,” Bates said. “It’s only going to get worse until we can expand the lab capacity.”

Part of the issue is that it takes a lot of time to train DNA analysts, he said.

As with DNA analysts, very few people are trained and skilled enough to investigate computer crime, which is also now at the forefront, Bates said.

KSP has approximately four forensic examiners who handle computer crimes, and the University of Louisville has staff at its regional computer forensic lab for that work, he said.

andria Police Department, said the state Department of Criminal Justice Training’s new criminalistics academy for Kentucky crime scene investigators is on the road to addressing the need for officers to be more technical investigators.

“Unfortunately in this state when it comes to forensic evidence, the Kentucky State Police forensic lab has a huge backlog and a lot of that is also tied to funding, it’s tied to personnel,” Ward said. “What I fear is ... if we’re not able to answer the analytical side of the fence on how we can turn things out quicker – all we’re going to do is create a larger backlog as we train these officers to submit evidence – trace evidence, DNA evidence and what not – to the labs. One’s going to cause the other to continually have a problem. So there are two issues there that we’ve got to address. I think we’re starting to address the training issue very well.”

Panelist Randy Bratton, chief of the Paducah Police Department, said KSP was doing the best it could, but the evidence backlog and the agency’s issue with having enough personnel was a monumental issue.



“It’s something that’s hitting us in the face right now. It’s only going to get worse until we can expand the lab capacity.”

Maj. Brad D. Bates

“Between our two agencies, those resources are not going to be able to keep up with the amount of cases that will be coming over the next 10 years,” Bates said.

Assistant Commonwealth’s Attorney Robert Stephens told the panel that he had seen increased expectations from juries for forensic evidence in criminal cases.

“Jurors are expecting to see more forensics, they’re expecting to see an almost more technical police force both for patrolmen and detectives,” Stephens said. “What efforts are there to increase that statewide from county deputies and KSP, everybody in dealing with that?”

Bratton said that law enforcement should do a better job of communicating with the public to mitigate the CSI effect. Agencies can present mock crime scenes at their citizens’ police academies and explain the possibilities in evidence collection, and their leadership can talk about the issue at public-speaking engagements, Bratton said.

“That’s really our role as executives – to get out there and educate the public whenever we have the opportunity,” he said. “The citizens’ police academies have been wonderful for educating the public because, you’re right, they think we can get a DNA sample back in 30 seconds and it’s just unrealistic.”

Panelist Michael Ward, chief of the Alex-



CONSTABLES



Proposed legislation that would allow constables to hire deputies who would attend far less training than other law enforcement officers and to share equally with sheriffs' offices and police departments in process-serving fees would have an enduringly negative affect on Kentucky law enforcement, panelists said.

"I think this sets law enforcement back in Kentucky considerably if this should get any legs and start to walk because we fought so hard to raise the bar, raise the standards and raise the training, and anything that would set the requirements back for law enforcement, I think, hurts everyone in Kentucky," said panelist Martin Scott, president of the Kentucky Fraternal Order of Police.

Panelist and Barren County Sheriff Chris Eaton said there were seven constables in his county who are good guys. But, one of them can't carry a gun because he's a felon.

A constitutional office, constables in Kentucky are required only to be 24 years old and win the election in their district, Eaton pointed out. Constables don't have to have any law enforcement experience or be able to read or write, he said.

Sen. Dan Seum, R-Louisville, is sponsoring the bill, which has been pre-filed as Bill Resolution 104 for the Kentucky General Assembly's 2008 regular session that begins in January.

If passed, the legislation would permit constables, who have law enforcement powers, to hire one deputy constable per 1,000 people in their district.

The deputy constables, classified as law enforcement officers, would be required to complete only a one-week, 40-hour course at the state's Department of Criminal Justice Training, which provides basic and in-service training for most officers in Kentucky. They would also attend 40 hours of in-service training each year. In contrast, other officers in the commonwealth are required to complete 18 full weeks of basic training and 40 hours of in-service training annually.

Deputy constables who were already certified law enforcement officers through the state's Peace Officer Professional Standards >>



would not be required to attend the 40-hour course.

“Obviously, constables would need professional training if they are expected to serve as effective peace officers on a par with other law enforcement officers, but no one could expect them to effectively perform their law enforcement duties with only 40 hours of training, particularly when compared to the fact that all other Kentucky officers are required to take 754 hours,” said John W. Bizzack, DOCJT commissioner. “That’s a huge disparity.”

While deputy constables would be man-

forcement Foundation Program Fund, which provides an annual stipend to law enforcement officers for attending training.

“Every group that has not gotten into KLEFPF wants into KLEFPF,” he said. “They don’t want to have to meet any standards to get there, but they want that \$3,100.”

There are still 343 qualified, certified officers in Kentucky who aren’t in KLEFPF who, Bizzack said, should be. All of the officers work for state agencies, including the Kentucky Department of Fish and Wildlife Resources, the Office of Alcoholic Beverage Control and the Kentucky Department of Parks.

Meanwhile, Seum’s legislation would require circuit court clerks to alternately request constables, sheriff’s deputies and city police officers to handle process serving, which is delivering legal documents like subpoenas, summons and other court documents.

Barren County’s Eaton, emphasizing his concern about the legislation, encouraged Sen. Perry Clark, who attended the Bowling Green symposium, to defeat it.

“The Department of Criminal Justice Training has done so much to get the sheriffs where they are today, by the training and expertise, and I think that adding this on with the constables, I think it’s going to hurt us all,” Eaton said.

Clark, D-Jefferson, said perhaps the commonwealth should pose a constitutional question to voters on whether to abolish the office of constable.

Constables are “not required to stay within their districts either; they can go countywide, and unlike us, they can pick and choose their calls,” Eaton added. “If they go to a call and something’s going on and they decide they don’t want it, it’s either us, state police or city police that handle it if they walk off and

dated to complete a course, constables, as constitutional officers, are not required to attend training.

“I don’t think it would be too far to go to say that constables should be POPS certified if they’re going to be peace officers in this state,” Bizzack said. “They should go through the same hiring and selection practices as every peace officer in this state.”

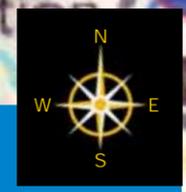
“This is the future of policing in Kentucky, and constables are either going to have to be part of the future of it or not,” Bizzack added.

Bizzack said the follow-up to the constable legislation could be a legislative proposal to add constables into the Kentucky Law En-



“ I think this sets law enforcement back in Kentucky considerably ... anything that would set the requirements back for law enforcement, I think, hurts everyone in Kentucky. ”

Martin Scott



These conclusions have been reviewed and endorsed by the

- Kentucky League of Cities, representing the state’s mayors,
- Kentucky Association of Counties, representing the state’s County Judge Executives,
- Kentucky’s Law Enforcement Community Associations:
 - the Fraternal Order of Police,
 - the Kentucky Women’s Law Enforcement Network,
 - Kentucky Sheriff’s Association, Kentucky Association of Chiefs of Police,
 - Kentucky Peace Officers Association
 - Kentucky State Police Professional Association

Raising the surcharge from 1.5% to 2.5% would create in one year \$49 million in NEW revenue

- \$30.5 million for police
- \$18.8 million for firefighters

ONE CLEAR ISSUE/ONE CLEAR VOICE/ONE CLEAR ANSWER

Speaking with **one clear voice**, the law enforcement symposium panel offered **one clear answer** to solve specific, identified problems such as:

- Recruitment and retention pose an increasing threat to the stability of the law enforcement community and its ability to protect the citizens of the commonwealth.
- Decertification regulations and processes, critical to the integrity of law enforcement in the eyes of the communities it serves, remain unfinished business after 10 years of the Peace Officer Professional Standards Act (POPS).
- Some 300+ state officers, who by law must undergo the same training and hiring standards as all peace officers, have still not been allocated in KLEFPF stipends.
- The Department of Criminal Justice Training has maintained an essentially static budget for more than six years, despite pleas from state law enforcement and communities for additional training to address new problems with crime.
- Proficiency stipends have not kept pace with inflation and Kentucky policing constantly loses trained officers to better paying jobs in other professions or in other communities, other states or the federal government.

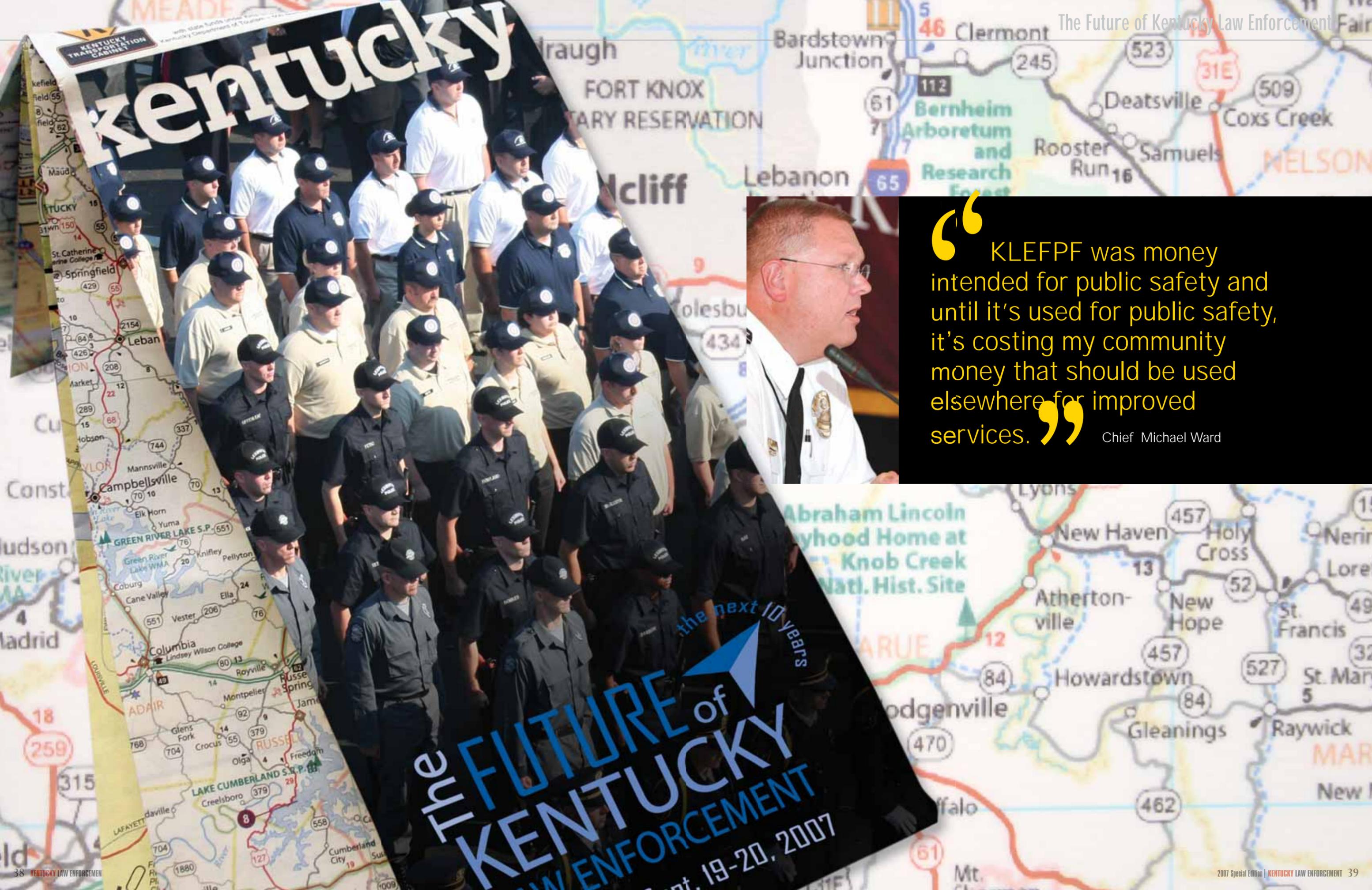
■ Issues such as diminishable skills, recertification, computer crimes, forensic training, changing demographics and training cannot be addressed without adequate funding at the state level.

■ More than \$100 million dollars has been transferred from KLEFPF to the General Fund over the past 20 years or more. The transferred funds were not used for public safety purposes, thus placing an untenable burden on mayors and county judges to dip into their limited resources to make-up the differences and, consequently, lowering the ability of communities to recruit, retain, effectively train and develop their local law enforcement officers.

The panel identified one clear answer with minimal impact on government and citizens, but with maximum impact on Kentucky law enforcement across the state:

Raise the insurance surcharge for a sunset period of only 12 to 24 months — this can be done by executive action. J

KRS 136.392 (1)(b) Effective July 1, 1992, the surcharge rate in paragraph (a) of this subsection shall be adjusted by the commissioner of revenue to a rate calculated to provide sufficient funds for the uses and purposes of the Firefighters Foundation Program Fund ... and the Law Enforcement Foundation Program Fund ... for each fiscal year. <http://www.lrc.ky.gov/KRS/136-00/392.PDF>.



Kentucky

“ KLEFPF was money intended for public safety and until it’s used for public safety, it’s costing my community money that should be used elsewhere for improved services. ”

Chief Michael Ward

the next 10 years The FUTURE of KENTUCKY LAW ENFORCEMENT Sept. 19-20, 2007



2007 Comprehensive Survey

THE STATE OF KENTUCKY POLICING
DEMOGRAPHICS | CRITICAL ISSUES

Department of
Criminal Justice Training
Kentucky Justice Cabinet

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A 2007 COMPREHENSIVE SURVEY

INTRODUCTION

Kentucky Revised Statute 15A.070 (2) prescribes that the Department of Criminal Justice Training shall make a continuing study of law enforcement training standards and, upon request, may furnish information relating to standards for recruitment, employment, promotion, organization, and/or management operation of any law enforcement agency in Kentucky.

In 1998, the department received its initial certification from the Commission on Accreditation for Law Enforcement Agencies and in 2003 became the first public safety academy in the nation to be accredited under CALEA's Public Safety Training Academy Accreditation program. The department was reaccredited in 2006.

In 1998 the Kentucky General Assembly passed the Peace Officer Professional Standards Act, which mandated peace officer training for all the commonwealth's officers. The department, through the Kentucky Law Enforcement Council, oversees the training and certification of Kentucky's law enforcement community. POPS currently covers more than 9,800 certified peace officers within 419 departments.

In 2003 the General Assembly passed House Bill 406, mandating telecommunications training for all new telecommunicators. This required all newly-hired telecommunicators to complete a telecommunications academy and provides for mandatory annual in-service.

The 2007 Comprehensive Survey was designed to build upon the information previously collected from the surveys conducted in 1998, 2001 and 2003. The previous surveys established a broad base of data reflecting administrative procedures and operational practices of all law enforcement agencies in the commonwealth.

The purpose of the 2007 Comprehensive Survey is to provide leaders at the state and local level with the most current information on the customs of law enforcement agencies. This new information should also be compared to the previous data and help to identify changes and trends in various law enforcement topics.

David Hobson
Office of Staff Services and Planning

EXECUTIVE SUMMARY

According to the 2007 survey data, the **average number of sworn officers** working for all responding Kentucky law enforcement agencies is 29. The average number of sworn officers for the responding Kentucky police departments is 25. (It should be noted that this average number of officers includes Lexington-Fayette Urban County Division of Police and Louisville Metro Police Department. Excluding those agencies from the calculations brings the average number of sworn officers per police agency to approximately 15.) The average number of sworn deputies for sheriffs' offices increased from 12 deputies in 2003 to 19 deputies in 2007. It is also important to note that 55% of responding agencies reported having 10 or fewer sworn officers.

The **average salary for an entry-level peace officer** in Kentucky in 2007 is approximately \$25,671, up from the \$21,800 reported in 2003. Of the 10 highest paying agencies in 2007, six are located in northern Kentucky. The average entry-level salary of these agencies is \$37,061. Of the 10 lowest paying agencies in 2007, five are from the eastern part of the state, with an entry-level salary average of \$14,164.

When asked about **retirement benefits**, 93% of responding agencies reported providing some sort of retirement benefits to their sworn officers, with approximately 62% of reporting agencies offering hazardous-duty retirement.

When asked to rate the importance of **critical issues** for law enforcement in Kentucky, the top-ranked issue was "**elected officials in Frankfort should know the importance of the Kentucky Law Enforcement Foundation Program Fund stipend as a recruitment/retention tool for Kentucky law enforcement agencies.**"

This area presents a serious departure from past areas of critical issues reported by the Kentucky police community. In the past, critical issues have largely involved crime, drugs and homeland security. The universal importance of the KLEFPF funding is clear. It should be further noted that the second most critical issue to the Kentucky police community was reported as "**elected officials in Frankfort need to ensure KLEFPF is used first for its intended purpose of providing training to law enforcement personnel and then for its other purposes next if funding permits.**"

This position characterizes the view of approximately 6,700 Kentucky peace officers represented in this survey.

METHODOLOGY

After careful analysis and revision of the previous surveys, a 25 page, 147-question instrument was developed and distributed to 410 agencies throughout the commonwealth. Those 410 agencies included municipal agencies, county police agencies, sheriffs' offices, state law enforcement agencies, airport authority law enforcement agencies, college/university police agencies, school system law enforcement agencies and housing authority law enforcement agencies.

Two hundred forty one (241) departments completed and returned the 2007 survey, for an overall response rate of 58.7%. The figures contained in this document represent 6,748 officers from agencies across the state of Kentucky.

TERMS AND STATISTICAL MEASURES

It is possible that different interpretations of definitions, descriptions and terminology used in the questionnaire were made. Statistical summaries provide information considered to be valid only for the time period during which the information was collected. It should also be noted that the data was self-reported, thus, errors in the reporting of information could have occurred.

FURTHER INFORMATION

What is provided in this report is a summary of the information received as a part of the 2007 Comprehensive Survey. For a specialized or specific report, please contact the Office of Staff Services & Planning at DOCJT.StaffServices@ky.gov or (859) 622-5025.

B AGENCY DEMOGRAPHICS

PERSONNEL

The average number of sworn officers for all reporting Kentucky law enforcement agencies is 29. The average number of sworn officers for the responding Kentucky police departments is 25. (It should be noted that this average number of officers includes Lexington-Fayette Urban County Division of Police and Louisville Metro Police Department. Excluding those agencies from the calculations brings the average number of sworn officers per police agency to approximately 15.) The average number of sworn officers for sheriffs' offices increased from 12 deputies in 2003 to 19 deputies in 2007. The 241 responding agencies represent 6,748 peace officers.

Thirty-two percent of respondents reported their agency executive has been in that position less than three years. Approximately 12% report the agency head being in that position 15 or more years.

Forty-nine percent of responding agencies report requiring their officers to sign an employment contract. Of the agencies that require employment contracts, 69% require three year contracts. This is an increase from the previous survey in 2003, in which 37% of responding agencies required officers to sign an employment contract.

	PERCENTAGE
THE CURRENT AGENCY HEAD WAS	
promoted from within the agency	50.2%
from another in-state law enforcement agency	19.4%
from an out-of-state law enforcement agency	4.6%
other	25.7%

AUXILIARY OFFICERS

When asked to describe their use of auxiliary officers, 48 agencies report using auxiliary or reserve officers. Of those 48 agencies, only 15 report paying their reserve officers. The most popular duties of auxiliary officers reported in this survey were to work special events, serve papers and perform patrol/traffic duties.

C ENTRY-LEVEL SALARY AVERAGES

SALARY OVERVIEW

The average salary for entry-level peace officers in Kentucky for 2007 was reported as \$25, 671. The median salary was \$25,000 with the range of salaries being reported as \$10,000-\$44,200.

	2001	2003	2007
ALL PEACE OFFICERS	\$19,812	\$21,800	\$25,479
POLICE DEPARTMENTS	\$19,891	\$21,801	\$26,341
SHERIFFS' OFFICES	\$19,636	\$21,169	\$25,411

D AGENCY BENEFITS

INSURANCE

When asked about insurance benefits, 22% of responding agencies reported they pay in full the life insurance, medical insurance and dental insurance premiums. When broken down into the three categories of life insurance, medical insurance and dental insurance, the 2007 information stayed consistent with the information gathered in the 2003 survey.

LIFE INSURANCE		2003 DATA	2007 DATA
	paid in full	70.8%	73.2%
	paid in part	10.0%	8.6%
	not provided	19.2%	18.1%

MEDICAL INSURANCE		2003 DATA	2007 DATA
	paid in full	58.2%	60.3%
	paid in part	34.7%	34.3%
	not provided	7.1%	5.4%

DENTAL INSURANCE		2003 DATA	2007 DATA
	paid in full	26.0%	25.3%
	paid in part	18.2%	20.7%
	not provided	55.8%	54.0%

RETIREMENT

Approximately 92% of responding agencies provide their sworn officers some type of retirement program. Previously reported data indicated 91% provided some type of retirement program in 2001 and 85% in 2003. More than 60% of responding agencies reported they provide a hazardous retirement program that is either a state or local program.

RETIREMENT PROGRAM		
	hazardous (state) program for all sworn personnel	58.6%
	hazardous (local) program for all sworn personnel	2.9%
	regular (state) program for all sworn personnel	22.2%
	regular (local) program for all sworn personnel	5.4%
	not provided	7.9%
	other	2.9%

APPENDIX A: POLICE DEPARTMENT SALARY INFORMATION

Agency	Class City	Entry Level Officer Salary	Number of Sworn Officers	Number of Marked Vehicles
Adairville Police Dept.	5	\$24,000	1	1
Albany Police Dept.	4	\$18,000	8	5
Alexandria Police Dept.	4	\$30,000	13	15
Anchorage Police Dept.	4	\$39,000	10	9
Ashland Police Dept.	2	\$32,662	46	14
Auburn Police Dept.	5	\$26,880	2	
Augusta Police Dept.	4	\$19,000	3	3
Barbourville Police Dept.	4	\$21,632	14	14
Bardstown Police Dept.	4	\$27,800	23	18
Beattyville Police Dept.	5	\$23,000	5	4
Beaver Dam Police Dept.	4	\$18,720	6	4
Bellevue Police Dept.	4	\$33,438	10	13
Benton Police Dept.	4	\$32,593	7	7
Berea Police Dept.	4	\$27,124	29	25
Bloomfield Police Dept.	5	Not Reported	1	1
Bowling Green Police Dept.	2	\$31,516	95	96
Bradfordsville Police Dept.	6	\$12,480	1	1
Brownsville Police Dept.	5	Not Reported	3	2
Burkesville Police Dept.	5	\$19,900	5	5
Burnside Police Dept.	5	\$21,000	5	5
Cadiz Police Dept.	5	\$24,960	8	6
Calvert City Police Dept.	4	\$22,880	6	6
Campbell Co. Police Dept.		\$34,572	31	26
Campbellsburg Police Dept.	5	Not Reported	2	
Campbellsburg Police Dept.	3	\$28,017	21	21
Caneyville Police Dept.	6	\$25,000	1	1
Carlisle Police Dept.	4	\$21,611	0	4
Carrrollton Police Dept.	4	\$19,787	10	5
Cave City Police Dept.	4	\$24,000	7	6
Cincinnati/N. KY Airport Police Dept.		\$35,575	51	13
Clinton Police Dept.	5	\$21,424	3	2
Cold Spring Police Dept.	5	\$28,000	10	10
Corbin Police Dept.	4	\$19,926	21	17

POLICE DEPARTMENT SALARY INFORMATION

Agency	Class City	Entry Level Officer Salary	Number of Sworn Officers	Number of Marked Vehicles
Crescent Springs Police Dept.	4	\$28,603	8	8
Crofton Police Dept.	5	Not Reported	1	1
Cynthiana Police Dept.	4	\$25,189	15	17
Danville Police Dept.	3	\$25,082	33	23
Dawson Springs Police Dept.	4	\$25,891	5	5
Dayton Police Dept.	4	\$32,000	7	9
Eastern KY Univ. Police Dept.		\$29,120	26	3
Eddyville Police Dept.	5	\$21,000	6	5
Edgewood Police Dept.	4	\$36,487	12	11
Edmonton Police Dept.	5	\$21,000	7	1
Elizabethtown Police Dept.	4	\$24,500	43	34
Elkhorn City Police Dept.	4	\$15,000	3	2
Elkton Police Dept.	4	\$23,000	7	5
Elsmere Police Dept.	4	\$30,500	10	13
Erlanger Police Dept.	3	\$33,384	37	30
Everts Police Dept.	5	\$14,560	1	6
Fairmouth Police Dept.	4	\$23,000	7	6
Fleming-Neon Police Dept.	5	\$13,520	2	2
Flemingsburg Police Dept.	4	\$20,800	7	6
Florence Police Dept.	3	\$36,708	59	46
Frankfort Police Dept.	2	\$33,821	69	91
Franklin Police Dept.	4	\$26,000	22	15
Ft. Thomas Police Dept.	4	Not Reported	23	7
Ft. Wright Police Dept.	4	\$33,000	12	11
Glasgow Police Dept.	3	\$27,254	35	17
Glencoe Police Dept.	6	Not Reported	1	1
Greensburg Police Dept.	5	\$25,000	7	7
Guthrie Police Dept.	5	\$21,528	4	3
Harinsburg Police Dept.	5	\$14,560	4	2
Harlan Police Dept.	4	\$21,840	14	10
Hartford Police Dept.	5	Not Reported	6	4
Hazard Police Dept.	3	\$19,500	22	25
Henderson Police Dept.	2	\$29,000	58	56

POLICE DEPARTMENT SALARY INFORMATION

Agency	Class City	Entry Level Officer Salary	Number of Sworn Officers	Number of Marked Vehicles
Heritage Creek Police Dept.	5	\$10,000		4
Highland Heights Police Dept.	4	\$31,000	10	8
Hindman Police Dept.	5	\$22,500	2	3
Hopkinsville Police Dept.	2	\$32,000	75	
Hyden Police Dept.	6	\$26,000	5	5
Independence Police Dept.	3	\$34,532	29	24
Indian Hills Police Dept.	4	\$35,360	0	7
Inez Police Dept.	6	\$19,406	3	4
Irvine Police Dept.	4	\$16,640	6	2
Jackson Police Dept.	4	\$20,000	12	7
Jamestown Police Dept.	5	\$20,540	6	5
Jefferson Co. Schools Police Dept.		\$32,156	21	
Kenton Co. Police Dept.		\$39,313	39	35
LaCenter Police Dept.	5	\$27,040	1	2
LaGrange Police Dept.	4	\$29,016	10	10
Lakeside Park/Crstw Hills Police Dept.	5	\$32,000	11	10
Lancaster Police Dept.	5	\$23,920	8	6
Lebanon Junction Police Dept.	5	\$20,800	5	5
Lebanon Police Dept.	4	\$18,387	15	14
Leitchfield Police Dept.	4	\$20,800	15	9
Lewisburg Police Dept.	5	Not Reported	1	1
Lexington Division of Police	2	\$31,799	544	489
Liberty Police Dept.	5	\$22,880	5	1
London Police Dept.	4	\$21,840	33	23
Lone Oak Police Dept.	6	\$25,399	2	2
Louisville Metro Police Dept.	1	\$28,808	1,204	653
Louisville Regional Airport Police Dept.		\$31,800		
Ludlow Police Dept.	4	\$30,900	10	9
Lynch Police Dept.	5	\$26,000	9	1
Marion Police Dept.	4	\$26,500	7	2
Mayfield Police Dept.	3	\$26,125		19
Maysville Police Dept.	3	\$22,880	23	11
McCracken Co. Schools Police Dept.		\$25,296	4	0

POLICE DEPARTMENT SALARY INFORMATION

Agency Name	Class City	Entry Level Officer Salary	Number of Sworn Officers	Number of Marked Vehicles
Meadow Vale Police Dept.	5	\$20,800	1	1
Middlesboro Police Dept.	3	\$22,422	24	15
Millersburg Police Dept.	5	Not Reported	1	2
Morehead Police Dept.	4	\$23,046	20	20
Morehead State Univ. Police Dept.		\$27,040	16	4
Morganfield Police Dept.	4	\$24,390	8	3
Morgantown Police Dept.	5	\$18,720	3	5
Mt. Sterling Police Dept.	4	\$25,958	23	18
Mt. Washington Police Dept.	4	\$28,584	16	15
Mt.Olivet Police Dept.	5	\$18,000	1	3
Mt.Vernon Police Dept.	5	\$21,000	8	8
Muldraugh Police Dept.	5	\$18,720	3	2
Murray Police Dept.	3	\$22,422	32	8
Murray State Univ. Police Dept.		\$31,252	14	5
Newport Police Dept.	2	\$36,575	49	38
Nicholasville Police Dept.	3	\$27,394	54	42
Northern KY Univ. Police Dept.		\$30,492	16	4
Northfield Police Dept.	5	Not Reported	0	2
Nortonville Police Dept.	5	\$21,000	1	1
Oldham Co Police Dept.		\$32,115	32	14
Olive Hill Police Dept.	4	\$18,000	6	6
Owensboro Police Dept.	2	\$28,942	109	86
Owingsville Police Dept.	4	\$23,000	7	5
Paducah Police Dept.	2	\$34,709	76	58
Paintsville Police Dept.	4	\$17,256	12	14
Paris Police Dept.	3	\$30,763	28	25
Park Hills Police Dept.	4	\$27,000	6	5
Pewee Valley Police Dept.	5	Not Reported	1	1
Pikeville Police Dept.	3	\$24,358	22	5
Pioneer Village Police Dept.	4	Not Reported	5	5
Powderly Police Dept.	5	\$31,615	1	1
Prestonsburg Police Dept.	4	\$20,561	17	17
Princeton Police Dept.	4	\$20,841	13	14

POLICE DEPARTMENT SALARY INFORMATION

Agency	Class City	Entry Level Officer Salary	Number of Sworn Officers	Number of Marked Vehicles
Prospect Police Dept.	3	\$32,000	9	9
Raceland Police Dept.	5	\$20,000	5	6
Radcliff Police Dept.	2	\$27,528	41	36
Ravenna Police Dept.	5	\$21,840	2	1
Richmond Police Dept.	2	\$30,368	57	37
Russell Springs Police Dept.	5	\$22,880	7	6
Russellville Police Dept.	4	\$26,000	23	20
Sadleville Police Dept.	6	\$24,000	1	
Science Hill Police Dept.	6	\$21,000	2	2
Scottsville Police Dept.	4	\$20,800	13	16
Sebree Police Dept.	5	\$19,000	1	2
Shelbyville Police Dept.	4	\$33,000	23	21
Shepherdsville Police Dept.	4	\$31,907	21	20
Shively Police Dept.	3	\$28,000	20	17
Silver Grove Police Dept.	5	\$26,000	1	2
Simpsonville Police Dept.	5	\$29,000	3	3
Smiths Grove Police Dept.	5	\$26,000	1	2
Somerset Police Dept.	3	\$22,000	35	36
Southgate Police Dept.	4	\$30,000	7	6
Springfield Police Dept.	4	\$18,491	8	6
St. Matthews Police Dept.	4	\$44,200	31	29
Stanford Police Dept.	4	\$31,000	8	14
Stanton Police Dept.	4	\$19,237	7	5
Strathmoor Village Police Dept.	6	\$28,000	2	3
Sturgis Police Dept.	4	\$19,760	4	0
Taylor Mill Police Dept.	4	\$30,000	10	10
Tompkinsville Police Dept.	5	\$24,000	9	6
Transylvania Univ. Police Dept.		\$28,800	11	2
Univ. of KY Police Dept.		\$30,201	43	14
Univ. of Louisville Police Dept.		\$24,003	30	6
Vanceburg Police Dept.	4	\$20,000	6	6
Versailles Police Dept.	4	\$30,668	38	34
Villa Hills Police Dept.	4	\$29,500	8	7

POLICE DEPARTMENT SALARY INFORMATION

Agency	Class City	Entry Level Officer Salary	Number of Sworn Officers	Number of Marked Vehicles
Warsaw Police Dept.	6	\$23,000	6	4
West Point Police Dept.	5	\$14,760	3	4
Western KY Univ. Police Dept.		\$30,284	25	5
Wheelwright Police Dept.	6	\$20,800	1	2
Wilder Police Dept.	5	\$30,000	7	9
Williamsburg Police Dept.	4	\$20,800	12	19
Williamstown Police Dept.	5	\$31,000	6	6
Wingo Police Dept.	6	Not Reported	1	1
Woodlawn Park Police Dept.	5	Not Reported	1	1
Worthington Police Dept.	5	\$14,560	5	5

APPENDIX B: SHERIFFS' OFFICES SALARY INFORMATION

Agency Name	2000 Census Population	Entry Level Officer Salary	Number of Sworn Deputies	Number of Marked Vehicles
Allen Co. Sheriff	17,800	\$22,880	13	8
Ballard Co. Sheriff	8,286	\$19,500	10	9
Bath Co. Sheriff	11,085	\$22,000	3	3
Bell Co. Sheriff	30,060	\$26,000	10	12
Boone Co. Sheriff	85,991	\$38,600	134	185
Bourbon Co. Sheriff	19,360	\$30,343	5	6
Boyd Co. Sheriff	49,752	\$27,667	23	15
Bracken Co. Sheriff	8,279	\$20,000	3	5
Bullitt Co. Sheriff	61,236	\$35,339	37	28
Caldwell Co. Sheriff	13,060	\$19,000	7	6
Calloway Co. Sheriff	34,177	\$23,598	13	10
Casey Co. Sheriff	15,477	\$18,000	6	4
Clark Co. Sheriff	33,144	\$23,000	12	14
Crittenden Co. Sheriff	9,384	\$21,000	4	5
Cumberland Co. Sheriff	7,147	\$19,440	5	3
Daviess Co. Sheriff	91,545	\$29,232	45	45
Fleming Co. Sheriff	13,792	\$28,000	1	9
Floyd Co. Sheriff	42,441	\$16,600	9	25
Fulton Co. Sheriff	7,752	\$27,004	4	4
Garrard Co. Sheriff	14,792	\$30,000	7	6
Graves Co. Sheriff	37,028	Not Reported	12	8
Greenup Co. Sheriff	36,891	\$19,200	12	13
Hardin Co. Sheriff	94,174	\$31,000	33	30
Harrison Co. Sheriff	17,983	\$33,000	9	7
Hickman Co. Sheriff	5,262	Not Reported	2	3
Hopkins Co. Sheriff	46,519	\$37,000	18	15
Jefferson Co. Sheriff	693,604	\$28,200	250	104
Jessamine Co. Sheriff	39,041	\$23,000	20	20
Kenton Co. Sheriff	151,464	\$33,000	29	16
Letcher Co. Sheriff	25,277	\$24,960	5	8
Lewis Co. Sheriff	14,092	\$18,720	5	6
Lincoln Co. Sheriff	23,361	\$26,000	8	8
Livingston Co. Sheriff	9,804	\$24,000	6	6
Logan Co. Sheriff	26,573	\$21,236	27	13
Lyon Co. Sheriff	8,080	\$18,720	4	4

SHERIFFS' OFFICES SALARY INFORMATION

Agency Name	2000 Census Population	Entry Level Officer Salary	Number of Sworn Deputies	Number of Marked Vehicles
Madison Co. Sheriff	70,872	\$29,500	22	16
Marion Co. Sheriff	18,212	\$24,000	6	1
McCracken Co. Sheriff	65,514	\$25,500	37	19
Menifee Co. Sheriff	6,556	\$19,000	8	7
Monroe Co. Sheriff	11,756	\$15,600	67	6
Montgomery Co. Sheriff	22,554	\$27,448	12	11
Muhlenberg Co. Sheriff	31,839	\$25,000	11	9
Nelson Co. Sheriff	37,477	\$34,000	23	16
Nicholas Co. Sheriff	6,813	\$36,000	2	1
Ohio Co. Sheriff	22,916	\$19,750	17	20
Oldham Co. Sheriff	46,178	Not Reported	14	12
Owsley Co. Sheriff	4,858	Not Reported	5	6
Pendleton Co. Sheriff	14,390	\$25,000	6	8
Pike Co. Sheriff	68,736	\$18,000		16
Rockcastle Co. Sheriff	16,582	\$22,880	4	1
Scott Co. Sheriff	33,061	\$25,000	31	28
Taylor Co. Sheriff	22,927	\$23,000	9	7
Todd Co. Sheriff	11,971	\$21,000	2	1
Trimble Co. Sheriff	8,125	\$24,000	3	4
Union Co. Sheriff	15,637	\$29,273	1	5
Warren Co. Sheriff	92,522	\$31,940	33	32
Washington Co. Sheriff	10,916	\$28,000	5	4
Webster Co. Sheriff	14,120	\$31,000	6	6
Whitley Co. Sheriff	35,865	Not Reported	10	13
Wolfe Co. Sheriff	7,065	\$18,000	1	9
Woodford Co. Sheriff	23,208	\$27,500	9	9

COMPENSATION SUPPLEMENTS

When asked to report additional compensation and supplements, agencies responded to questions regarding specialist pay, specialist pay for FTO/PTO, uniform pay, overtime pay, hazardous duty pay, educational incentive and tuition assistance.

Thirteen percent of responding agencies provide specialist pay to at least some of their officers. Approximately 15% provide specialist pay to their Field Training Officers or Police Training Officers. When asked about overtime pay for law enforcement officers, 67% of agencies responded they provide overtime pay for all sworn officers. Thirty-three percent of agencies provide hazardous duty pay for all sworn officers.

More than 30% of responding agencies provide some sort of tuition assistance at least some of their officers.

TUITION ASSISTANCE		
	full tuition for all sworn personnel	13%
	full tuition for some sworn personnel	<1%
	partial tuition for all sworn personnel	17%
	partial tuition for some sworn personnel	<1%

E HIRING PRACTICES AND GENERAL POLICIES

EMPLOYMENT PROCESS

When asked about their employment practices, 95% of responding agencies report they conduct a formal application process for initial employment of sworn personnel. Forty-four percent use a written examination and 72% use a formal interview board for initial employment.

Thirty-eight responding agencies across the commonwealth require educational experience/training in addition to the high school diploma/GED that is required by KRS 15.382(3).

When asked when the individual is sworn in as an officer, 80% of responding agencies do so immediately upon hiring, while almost 14% wait until the individual has graduated from basic training.

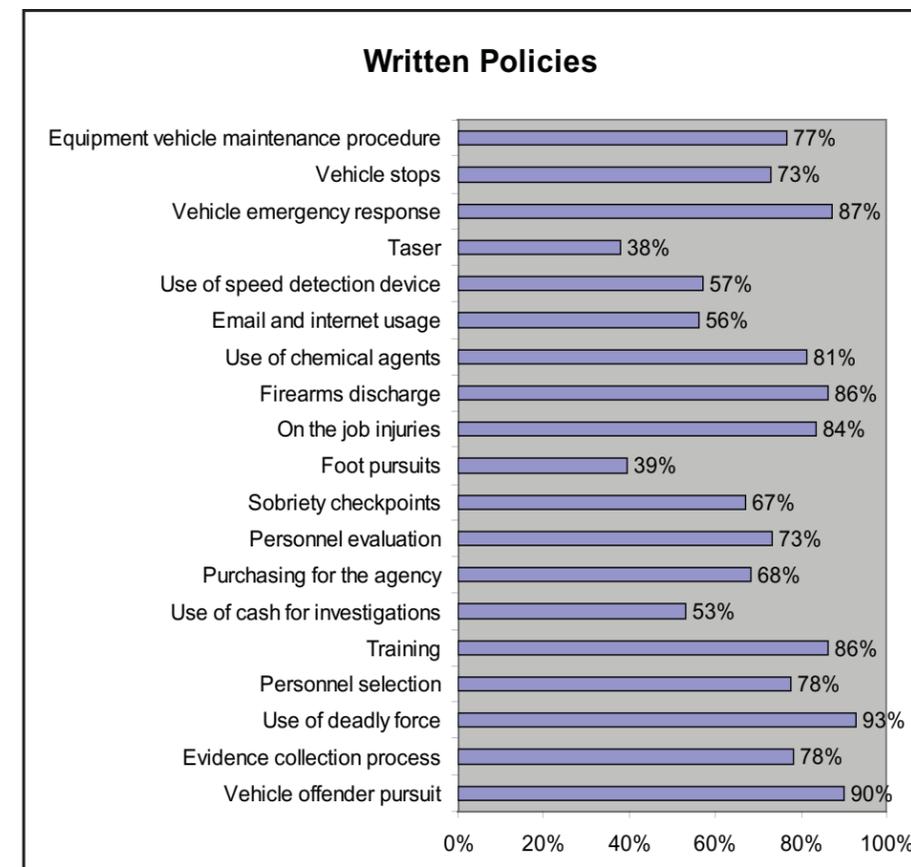
PROMOTION PROCESS

Thirty-five percent of law enforcement agencies in Kentucky mandate the Academy of Police Supervision (or its equivalent) either before or immediately after an individual is promoted to supervisor. When asked about their promotional practices, responding agencies reported using the following in their promotion process for sworn personnel.

PROMOTIONAL PROCESS		
	Written examination	33%
	Personal interview	79%
	Assessment center	11%
	Staff management rating	33%
	Peer rating	15%
	Veterans preference	10%
	Supervisory evaluation	61%
	Appointment determined only by agency administrator	42%
	Appointment determined only by local government	26%

GENERAL POLICIES

More than 85% of the responding agencies reported they have written policies regarding vehicle emergency response, firearms discharge, training, use of deadly force and vehicle offender pursuit. However, less than 40% reported having written policies on foot pursuits and use of tasers.



F TRAINING AND PATROL

TRAINING IN KENTUCKY

Law enforcement executives across the commonwealth were asked to rate various topics from a -3 to +3 scale, with -3 being rated of no importance, +1 being rated moderately important, +2 being rated high importance and +3 being rated as extremely important. The average rating for the importance of training was 2.24. Ninety-three percent of responding agencies send their all of their employees to the Department of Criminal Justice Training for their Basic Training certification. This is a slight increase from the 91% reported in 2003.

The 2000 Census reported that Kentucky's Hispanic population was approximately 60,000. In 2003, 15% of Kentucky's law enforcement agencies reported having at least one formally trained Spanish-speaking officer. Nineteen percent of agencies reported having at least one formally trained Spanish-speaking officer, while 34% have at least one officer that can converse in Spanish. Almost 19% of agencies reported using native speakers.

When asked to describe their electronic media viewing capability, agencies reported the following.

MEDIA VIEWING CAPABILITY		
	VCR	89%
	Web based	70%
	CD-ROM	79%
	DVD	83%

CANINES

The three most popular breeds of dogs used in Kentucky for law enforcement purposes are German Shepherd (43 in the state), Belgian Malinois (19 in the state) and Labrador (15 in the state). Fifty-nine agencies reported using canines for patrol purposes, while 68 agencies reported using canines for drug detection.

SPECIAL RESPONSE TEAMS

According to the data collected for this survey, there are 57 special response teams in Kentucky with an average number of eight officers per team.

SPEED DETECTION AND DUI ENFORCEMENT

Sixty-one percent of responding law enforcement agencies require certification for radar. When asked what type of speed detection devices their departments used, the following information was provided.

(Many departments reported using more than one device, thus the total adds to more than 100%.)

SPEED DETECTION DEVICE		
	radar	92%
	vascar	2%
	laser	17%
	other	6%

The most popular personal breath test instruments being used in Kentucky are (in order) the Alco Sensor III, S-D2 and Alco Sensor IV. More than 50% of agencies responding to this survey reported an increase in DUI drug arrests in the last five years and more than 30% reported an increase in DUI-related crashes in the last five years. There is also a high interest in having personnel trained to be Drug Recognition Experts, with almost 80% of responding departments showing an interest in that type of training.

G SUPPLIES, PROVISIONS AND EQUIPMENT

TRANSPORTATION

Forty-three percent of responding agencies provide a full-time take home police vehicle (personal/off duty use authorized) for all sworn personnel. Forty-three percent also reported providing a full-time, take-home police vehicle (personal/off duty use not authorized) for all sworn personnel. These numbers are the same as those reported in the 2003 data.

	2007 AVERAGE PER RESPONDING AGENCY	2003 AVERAGE PER RESPONDING AGENCY
MARKED LAW ENFORCEMENT VEHICLE	22.6	15.0
UNMARKED LAW ENFORCEMENT VEHICLE	12.8	4.6
LAW ENFORCEMENT TRUCKS	10.1	1.2
BICYCLES FOR PATROL	5.2	1.4

FIREARMS

When questioned about firearms training and qualifications, 75% of responding agencies are in favor of minimum standards for firearms training and qualification. Sixty-five percent of agencies issue their officers shotguns and require the officers to carry them, while 22% issue shotguns upon officer request. Twenty-four percent of agencies issue their officers rifles and require the officers to carry them and 13% issue rifles upon officer request.

FIREARMS TRAINING FREQUENCY	
1 TIME PER YEAR	23%
2 TIMES PER YEAR	48%
3 TIMES PER YEAR	11%
4 TIMES PER YEAR	14%
5 TIMES PER YEAR	<1%
6 TIMES PER YEAR	<1%
7 TIMES PER YEAR	0
8 TIMES PER YEAR	0
MORE THAN 8 TIMES PER YEAR	<1%
OTHER	<1%

I CRITICAL ISSUES

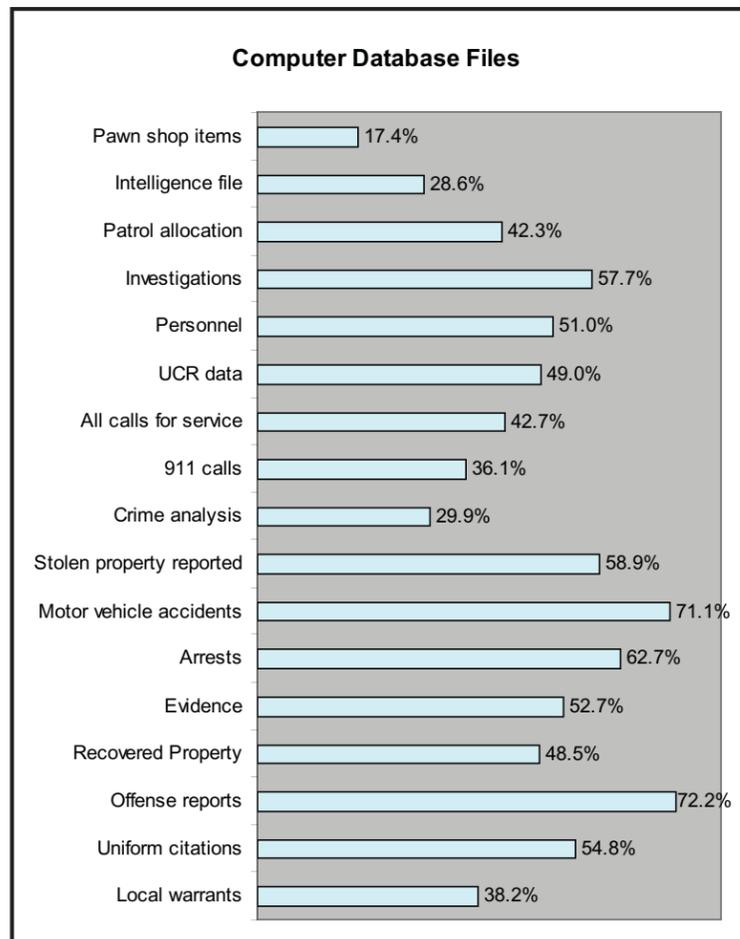
Law enforcement officials were asked to rank the importance of various law enforcement topics on a scale of -3 to +3, with -3 being considered of no importance, +1 being rated moderately important, +2 being rated high importance and +3 being rated as extremely important.

TOP FIVE CRITICAL ISSUES	
ELECTED OFFICIALS IN FRANKFORT SHOULD KNOW THE IMPORTANCE OF THE KLEPPF STIPEND AS A RECRUITMENT/RETENTION TOOL FOR KENTUCKY LAW ENFORCEMENT AGENCIES.	2.58
ELECTED OFFICIALS IN FRANKFORT NEED TO ENSURE KLEPPF IS USED FIRST FOR ITS INTENDED PURPOSE OF PROVIDING TRAINING TO LAW ENFORCEMENT PERSONNEL AND THEN FOR ITS OTHER PURPOSES NEXT IF FUNDING PERMITS.	2.49
FISCAL AND BUDGETING ISSUES	2.33
TRAINING	2.24
PERSONNEL TRAINING	2.23

FIREARMS (CONTINUED)	YES
DOES YOUR AGENCY HAVE A CERTIFIED ARMORER?	43%
DOES YOUR AGENCY HAVE A CERTIFIED FIREARMS INSTRUCTOR?	74%
DOES YOUR AGENCY REQUIRE FIREARMS TRAINING AND/OR QUALIFICATIONS?	96%

H TECHNOLOGY SUPPORT

Ninety-four percent of the responding law enforcement agencies have at least one computer in the department. Ninety-seven percent of them have Internet access with 90% of those departments giving all officers access to on-line resources. Eighty-five percent reported having e-mail accounts for all officers.



John W. Bizzack, Commissioner
 Department of Criminal Justice Training
 Funderburk Building
 521 Lancaster Avenue
 Richmond, KY 40475

Office of Staff Services & Planning
 (859) 622-5025
 DOCJT.StaffServices@ky.gov





The Commonwealth of Kentucky thanks each symposium panelist as well as all the Kentuckians, from professional law enforcement to lawmakers to citizens, who joined in a spirit of cooperation to help map the future of law enforcement in Kentucky over the next decade.

■ *The Future of Kentucky Law Enforcement: The Next 10 Years* panelists included: (front row) Bill Bryant, Maj. Brad D. Bates, Dr. Gary Cordner, Chief Mike Ward, Chief Randy Bratton, Mike Crews, Chief Joe Cline, Brian Roy, Bill Hamilton, Lt. Kathy Eigelbach. (back row) Dr. John W. Bizzack, Lt. Col. Philip Turner, Martin Scott, Chief Robert Ratliff, Patrick Bradley, Chief John Kazlauskas, Sheriff Mike Newton, Sheriff Chris Eaton. (not pictured) Sylvia Lovely, BG. Norman E. Arflack, Sheriff Keith Cain. (profiles on pages 6-7)



KENTUCKY

LAW ENFORCEMENT

Department of Criminal Justice Training
Kentucky Justice and Public Safety Cabinet

Funderburk Building Eastern Kentucky University
521 Lancaster Avenue
Richmond, KY 40475-3102

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