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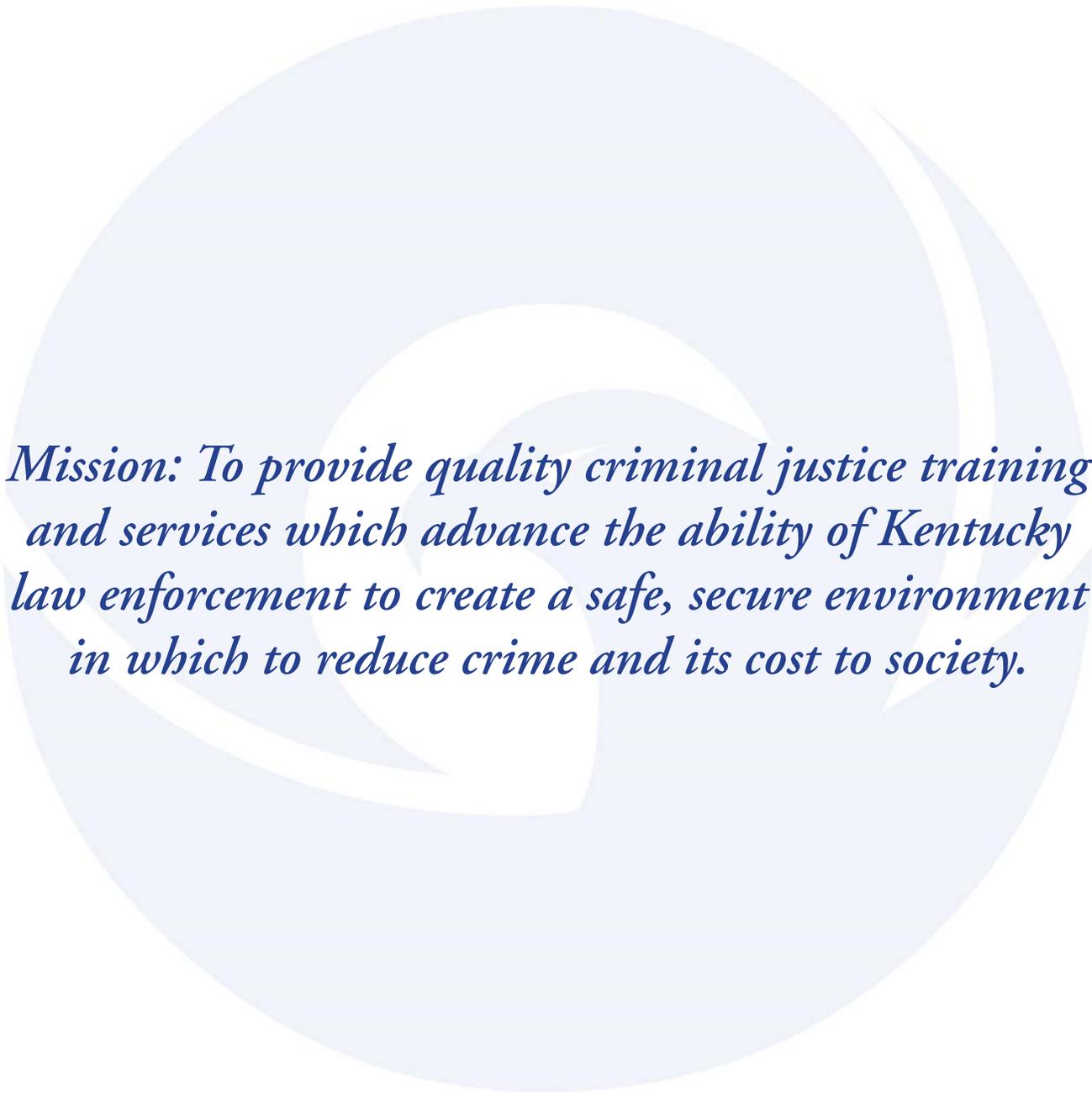
DEPARTMENT OF
CRIMINAL JUSTICE TRAINING

2015

Comprehensive Survey

FINAL REPORT





Mission: To provide quality criminal justice training and services which advance the ability of Kentucky law enforcement to create a safe, secure environment in which to reduce crime and its cost to society.

DOCJT

DEPARTMENT OF
CRIMINAL JUSTICE TRAINING

Steven L. Beshear / Governor
J. Michael Brown / Secretary
John W. Bizzack, Ph.D. / Commissioner

July 2015

The Department of Criminal Justice Training continually studies law enforcement training in Kentucky and is further required to furnish information relating to standards for recruitment, employment, promotion, organization and/or management of the 400 law enforcement agencies. It is my privilege to report findings from the DOCJT 2015 Comprehensive Survey of Kentucky law enforcement agencies.

The survey gathered information from law enforcement chief executive officers who oversee the approximately 8,200 certified peace officers throughout the state. DOCJT staff distributed the survey online and made personal contacts with agency executives. Along with this data and previous surveys, DOCJT has established a broad base of data reflecting administrative procedures and operational procedures.

We hope state and local officials find the report useful and local law enforcement leaders will benefit from the findings. Past participants have found the data related to salaries, benefit information, personnel issues, officer equipment and provisions, agency policies and procedures to be very beneficial.

Sincerely,



John W. Bizzack, Commissioner
Department of Criminal Justice Training



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**THE SURVEY RESULTS REFLECT DATA COLLECTED FROM MAY 18 THROUGH JULY 13, 2015.*

EXECUTIVE SUMMARY

According to the 2105 survey data, the **average number of sworn officers** working for all responding Kentucky law enforcement agencies is 27, up from 23 in 2011. The average number of sworn officers for a municipal police department is 26. (It should be noted that this average number of officers includes Lexington Police Department and Louisville Metro Police Department. Excluding those agencies from the calculations bring the average number of sworn officers, per police agency, to approximately 15.)

The average number of sworn deputies for sheriff's offices for 2015 is 16. In 2011, sheriff's offices reported an average of 14 deputies, an average of 19 deputies in 2007, and an average of 12 in 2003.

Also, note that 54% of responding agencies reported having 10 or less sworn officers.

The **average salary for a Kentucky entry-level peace officer** in 2015 is approximately \$28,727, up from \$27,509 in 2011 and \$25,671 in 2007. While this does represent a slight increase, according to the Bureau of Labor Statistics' Consumer Price Index Inflation Calculator, this increase is less than the inflation rate from 2011 to 2015.

Of the ten highest paid law enforcement agencies in the state for 2015, five are located in northern Kentucky. The average of the ten highest paid agencies is \$44,141. The twelve lowest paid agencies are throughout the state with seven in eastern Kentucky, two each in central and west central Kentucky, and one in western Kentucky. The average starting salary for the twelve lowest paid agencies is \$17,511, up from \$13,200 reported in 2011.

When asked about **retirement benefits** for officers, 89% of agencies offer some sort of retirement benefits, 53% offer hazardous duty retirement, down 4% since 2011.

INTRODUCTION

Kentucky Revised Statue 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, management, and 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 training academy in the nation to be accredited under CALEA's Public Safety Training Academy Accreditation program. The department was reaccredited in 2006, 2009, 2012 and most recently in spring 2015.

In 2013, the department met all standards for the International Association for Continuing Education and Training program, making DOCJT a continuing educational credit unit provider under the IACET umbrella. DOCJT can now issue CEU's that are given to professionals who have already attained a certain level of education and need to take additional continuing education and training per year to maintain certification.

In 1998, the Kentucky General Assembly passed the Peace Officer Professional Standards (POPS) Act which mandated all peace officers to complete basic training and annual professional development training. DOCJT, through the Kentucky Law Enforcement Council, oversees the training and certification of Kentucky's law enforcement community. POPS currently covers nearly 8,200 certified peace officers throughout the Commonwealth.

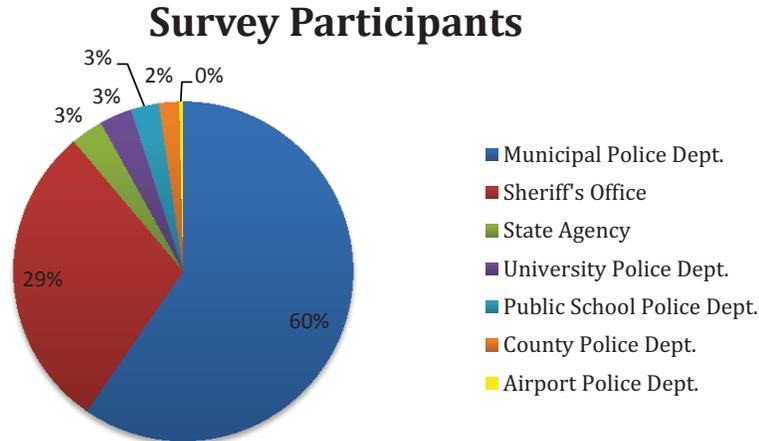
The 2015 Comprehensive Survey was designed to build upon the information from previously collected surveys. The previous surveys established a broad base of data reflecting administrative procedures and operational practices of all law enforcement agencies in the Commonwealth.

The purpose of the 2015 Comprehensive Survey is to provide leaders at the state and local levels with the most current information on law enforcement practices. This new information should also be compared to the previous data and help to identify changes and trends in various law enforcement topics.

METHODOLOGY

After careful analysis and revision of the previous survey, the instrument was developed and distributed to 400 agencies throughout the Commonwealth. Those agencies included municipal agencies, county police agencies, sheriff's offices, state law enforcement agencies, airport authorities, college/university police agencies and public school system law enforcement agencies. The data was collected from May 18 - July 13, 2015.

Two hundred sixty-one agencies returned the survey, for an overall response rate of 65%. The figures contained in this report represent approximately 6,785 officers from agencies across 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.

ADDITIONAL INFORMATION

The report provides information received from the 2015 DOCJT Comprehensive Survey. For a specialized or specific report, please contact the Office of Staff Services and Planning at DOCJT.StaffServices@ky.gov or (859) 622-2912.

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AGENCY DEMOGRAPHICS

SWORN PERSONNEL

In all law enforcement agency categories (all agencies combined, state agencies, sheriff's offices, and police departments – both including and excluding Lexington Police Department and Louisville Metro Police Department), the number of sworn personnel has increased since the 2011 data was collected. The average number of sworn officers for all reporting Kentucky law enforcement agencies in 2015 was 27, up from 23 in 2011, and down from 29 sworn officers reported in 2007.

AVERAGE NUMBER SWORN	2015	2011	2007	2003
ALL AGENCIES	27	23	29	*
POLICE DEPARTMENTS	26	21	25	22
POLICE DEPARTMENTS (WITHOUT LEXINGTON POLICE DEPARTMENT AND LOUISVILLE METRO POLICE DEPARTMENT)	16	13	15	12
SHERIFF'S OFFICES	16	14	19	12
* NO DATA AVAILABLE				

In 2015, 11 agencies did not report the number of currently filled full-time sworn personnel.

Ninety nine agencies reported having a total of 346 unfilled, authorized sworn positions in 2015. Of those departments that reported unfilled authorized positions, the average number of unfilled positions per department is 1.3.

The average number of years a Kentucky law enforcement executive has been in that position is seven years. Respondents ranged from less than one year to 36 years of experience as a law enforcement executive, with a median of five years.

COURT SECURITY OFFICERS

OVERVIEW

Seventy two of the 76 sheriff's offices reported utilizing Certified Court Security Officers. The 72 offices reported having 179 full-time CCSO's and 405 part-time CCSO's.

Seventy six percent of offices require CCSO's to carry a firearm and 83% require CCSO's to complete annual firearms training. Fifty three percent of responding sheriff's offices' reported that they use a combination of certified peace officers and certified court security officers for court security purposes. Thirty eight percent of sheriff's perform court security duties.

ENTRY-LEVEL SALARY AVERAGES

SALARY OVERVIEW

The average salary reported in 2015 for an entry-level peace officer in Kentucky was \$28,727. The median salary was \$29,120 with the range of salaries being reported at \$15,000 to \$50,000.

According to the Bureau of Labor Statistics' Consumer Price Index, the increase in law enforcement salaries from 2011 to 2015 was less than the inflation rate of that period. To keep up with the inflation, the 2015 average salary would need to be approximately \$29,000.

AVERAGE SALARY	2015	2011	2007	2003	2001
ALL PEACE OFFICERS	\$28,727	\$27,510	\$25,479	\$21,800	\$19,812
MUNICIPAL DEPARTMENTS	\$29,132	\$27,774	\$26,341	\$21,801	\$19,891
SHERIFF'S OFFICES	\$28,435	\$26,162	\$25,411	\$21,169	\$19,636
STATE AGENCIES	\$31,996	\$30,733	\$32,024	*	*
UNIVERSITY POLICE DEPARTMENTS	\$30,395	\$30,135	\$28,913	*	*
PUBLIC SCHOOLS POLICE DEPARTMENTS	\$30,015	\$36,159	\$32,212	*	*
* <i>NO DATA AVAILABLE</i>					

AGENCY BENEFITS

RETIREMENT BENEFITS

Approximately 89% of responding agencies provide their sworn officers some type of retirement program. Approximately 53% of responding agencies reported they provide a hazardous retirement program that is either a state or local program. In 2011, more than 54% of responding agencies reported participation in a hazardous retirement program.

RETIREMENT PROGRAM	2015	2011	2007
HAZARDOUS (STATE) PROGRAM FOR ALL SWORN PERSONNEL	47%	51%	58.6%
HAZARDOUS (LOCAL) PROGRAM FOR ALL SWORN PERSONNEL	7%	3%	2.9%
NON-HAZARDOUS (STATE) PROGRAM FOR ALL SWORN PERSONNEL	30%	30%	22.2%
NON-HAZARDOUS (LOCAL) PROGRAM FOR ALL PERSONNEL	6.1%	4%	5.4%
NOT PROVIDED	11%	11%	7.9%

INSURANCE

When asked about insurance benefits, 52% of agencies report paying the full cost of a single medical insurance policy. This is a seven percent decline from the 2011 data. More than 66% of responding agencies reported that their medical insurance costs have increased in the last three years by an average of 38%.

MEDICAL INSURANCE	2015	2011	2007	2003
PAID IN FULL BY AGENCY	52%	59%	60.3%	58.2%
PAID IN PART BY AGENCY	35%	32%	34.3%	34.7%
NOT PROVIDED	9%	8%	5.4%	7.1%

COMPENSATION SUPPLEMENTS

When asked to report additional compensation and supplements, agencies responded to questions regarding specialist pay, specialist pay for Field Training Officers or Police Training Officers, uniform pay/allowance, overtime pay, shift differential pay, hazardous duty pay and educational/career development incentive pay.

Eighteen percent of responding agencies provide specialist pay to at least some of their officers. Approximately 15% provide specialist pay to their FTO/PTO. When asked about overtime pay for law enforcement officers, 77% of agencies responded they provide overtime pay for all sworn officers. Thirty four percent of agencies provide hazardous duty pay for all sworn officers.

Forty three percent of responding agencies provide uniform pay/allowance to all sworn personnel. The average annual uniform allowance is \$653.

When asked about cell phone, 26% of responding agencies reported providing a cell phone for all sworn officers. More than 32% responded they provide a cell phone for at least some of their personnel.

EMPLOYMENT PROCESS

When asked about their employment practices, 91% of responding agencies report they conduct a formal application process for initial employment of sworn personnel. Thirty four percent utilize a written examination and 66% use a formal interview board for initial employment.

Seventy one percent of responding agencies reported that an individual is sworn in as an officer upon initial employment, 14% of individuals are sworn in prior to the academy, while 12% wait until the individual has graduated from basic training.

Of the 19% of responding agencies across the Commonwealth that require education experience/training, in addition to the high school diploma/GED that is required by KRS 15.382 (3), 75% require some college.

PROMOTION PROCESS

Thirty eight percent of responding law enforcement agencies in Kentucky mandate the Academy of Police Supervision (or equivalent for sergeants and first line supervisors), an increase from the 35% in 2011. Over 16% of responding agencies mandate the Criminal Justice Executive Development Course (or equivalent for supervisors and managers).

When asked about agency promotional practices, responding agencies reported using the following in their promotion process for sworn personnel.

Forty-five percent of responding agencies report having a minimum number of years of agency service before an officer is eligible for the first promotional process. The average number of years of minimum agency service is 3.4.

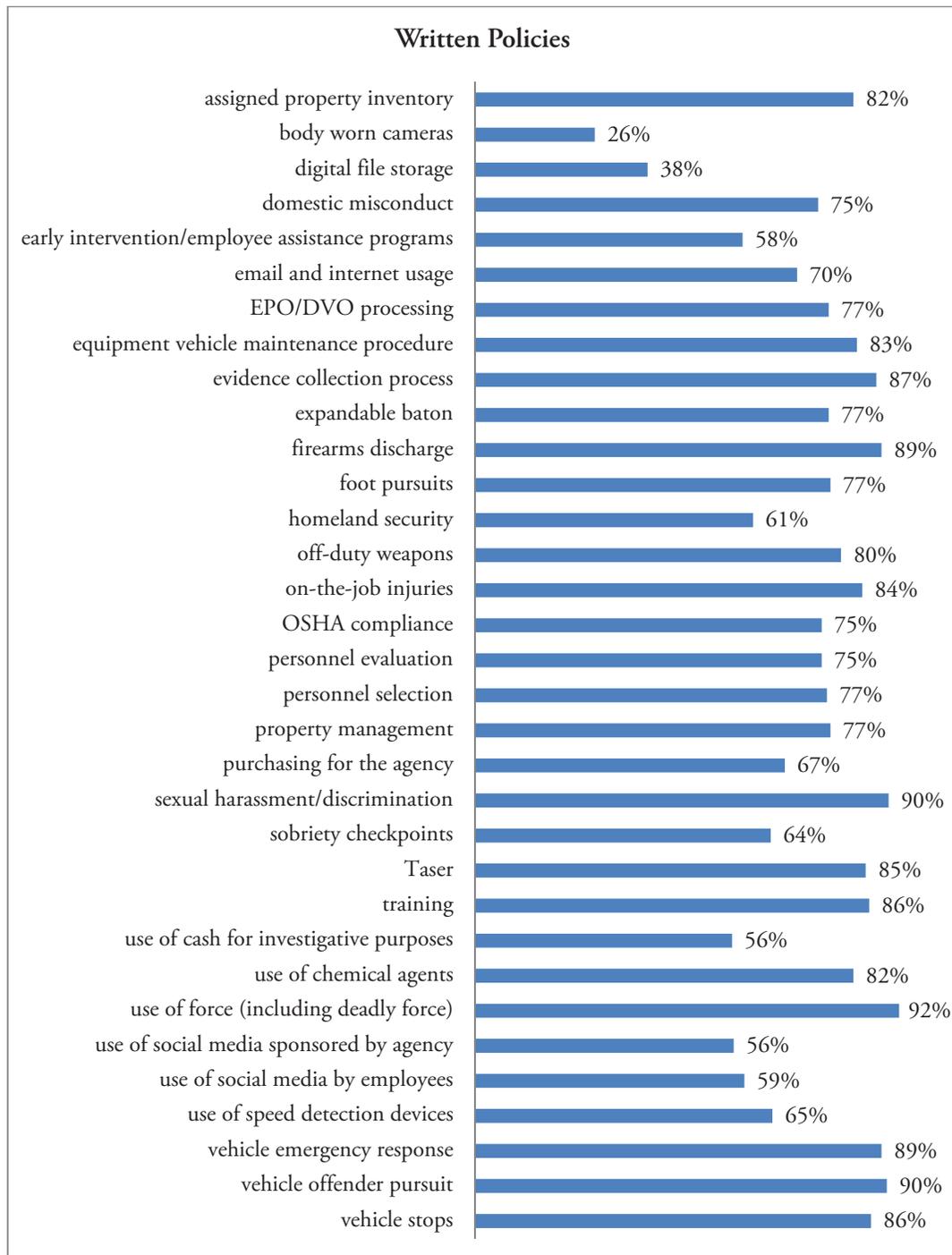
Agencies reported using the following in their promotion process:

PROMOTIONAL PROCESS	
WRITTEN EXAMINATION	28%
PERSONAL INTERVIEW	66%
ASSESSMENT CENTER	10%
STAFF MANAGEMENT RATING	22%
PEER RATING	19%
VETERAN PREFERENCE	15%
SUPERVISOR EVALUATION	46%
APPOINTMENT DETERMINED ONLY BY AGENCY ADMINISTRATOR	38%
APPOINTMENT DETERMINED ONLY BY LOCAL GOVERNMENT ADMINISTRATOR	16%

Ninety four percent of agencies require background check when hiring an individual from another in-state agency and over 93% require a drug screening.

GENERAL POLICIES

More than 85% of responding agencies reported they have written policies regarding the use of force (including deadly force), sexual harassment/discrimination, vehicle offender pursuit, firearms discharge, vehicle emergency response, evidence collection process, vehicle stops, training and Tasers. In 2011, 82% of responding agencies reported they have a policy on Tasers compared to the 85% in 2015. Twenty six percent have policies on body worn cameras.



TRAINING IN KENTUCKY

Law enforcement executives across the Commonwealth were asked to rate various topics such as administration/organization, policing, personnel, planning, policy, and the availability of specialized training. More than 52% responded that fiscal and budgeting affairs were extremely important and 53% responded training was considered high or extremely important.

More than 82% of responding agencies report they participate in DOCJT's Distance Learning Program, while nearly 93% allow officers to complete distance learning courses while on duty.

Seventy eight percent of responding agencies issue and require officers to wear body armor. Seventy seven percent of responding agencies issue Tasers and require officers to carry.

CANINES

Eighty two agencies (34% of respondents) reported using canines for drug detection while sixty four agencies (25% of respondents) reported using canines for tracking.

SPEED DETECTION AND DUI ENFORCEMENT

Thirty eight percent of responding law enforcement agencies require re-training for radar. When asked what type of speed detection devices their agency utilized, all responding agencies (224) reported using radar devices. In addition to radar devices, 62 agencies use laser speed detection devices as well.

The three most popular portable breathalyzer test used among Kentucky law enforcement are (in order) Alco Sensor III, Alco Sensor IV, and Alco Sensor FST. Thirty seven percent of responding agencies have access to the Intoxilyzer 8000. Within the past three years, 83% of responding agencies have experienced an increase in arrest for driving under the influence of controlled substances.

TRANSPORTATION

Forty nine percent of responding agencies provide a full-time take home police vehicle (personal/off duty use authorized) for all sworn personnel, a five percent increase from 2011. Fifty three percent also reported providing a full-time, take home police vehicle (personal/off duty use not authorized) for all sworn personnel. Eighty seven of responding agencies report having vehicles obtained through a military surplus program.

TRANSPORTATION	2015 AVERAGE PER AGENCY	2011 AVERAGE PER AGENCY	2007 AVERAGE PER AGENCY	2003 AVERAGE PER AGENCY
MARKED VEHICLES	16.9	19.2	22.6	15.0
UNMARKED VEHICLES	2.4	8.7	12.8	4.6
LAW ENFORCEMENT TRUCKS	1.8	2.0	10.1	1.2
BICYCLES FOR PATROL	2.0	2.0	5.2	1.4

FIREARMS

Forty eight percent of agencies issue their officers shotguns and require the officers to carry them, while 23% issue shotguns upon officer request.

The handgun caliber most often authorized for use for both on-duty and an off-duty officer is the .40 caliber. Eighty three percent of responding agencies require their officers to qualify with an off-duty weapon.

Fifty six percent of responding agencies report they require additional firearms training other than the state mandate.

	Yes
DOES YOUR AGENCY HAVE A CERTIFIED ARMORER?	48%
DOES YOUR AGENCY HAVE A TRAINED FIREARMS INSTRUCTOR?	75%
DOES YOUR AGENCY REQUIRE FIREARMS TRAINING (OTHER THAN STATE MANDATE)?	56%

CRITICAL ISSUES

Law enforcement officials were asked the importance of various law enforcement topics as the issue, situation, problem, or function relates to them as an agency administrator. The chart below represents the top ten areas that administrators consider extremely important to their agency.

TOP TEN CRITICAL ISSUES (AS RANKED BY LAW ENFORCEMENT EXECUTIVES)	
THE KLEFPF PROFICIENCY PAY (\$3,100) SHOULD BE RAISED.	87.9%
ELECTED OFFICIALS IN FRANKFORT SHOULD KNOW THE IMPORTANCE OF THE KLEFPF PROFICIENCY PAY AS A RECRUITMENT AND RETENTION TOOL FOR KENTUCKY LAW ENFORCEMENT AGENCIES.	80.6%
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 OTHER PURPOSES IF FUNDING IS AVAILABLE.	76.2%
TRAINING	53.2%
FISCAL/BUDGETING	53.0%
ACTIVE SHOOTER	49.2%
DRUGS (TO INCLUDE SYNTHETIC AND OTHER CONTROLLED SUBSTANCES)	44.2%
MOTIVATION	40.6%
DISCIPLINE	33.9%
OPERATIONS POLICY	32.9%

APPENDIX A: POLICE DEPARTMENT SALARY INFORMATION

AGENCY NAME	CLASS CITY	ENTRY LEVEL SALARY	FULL-TIME SWORN PERSONNEL	MARKED SEDAN AND SUV'S
ADAIRVILLE POLICE DEPARTMENT	5		1	1
ALEXANDRIA POLICE DEPARTMENT	4	\$35,000	13	16
ALLEN POLICE DEPARTMENT	6		1	1
ANCHORAGE POLICE DEPARTMENT	4	\$37,900	9	9
ASHLAND POLICE DEPARTMENT	2	\$32,240	46	15
AUDUBON PARK POLICE DEPARTMENT	5	\$50,000	2	4
BANCROFT POLICE DEPARTMENT	6		1	1
BARDSTOWN POLICE DEPARTMENT	4	\$30,000	26	19
BEAVER DAM POLICE DEPARTMENT	4	\$34,000	6	6
BELLEVUE POLICE DEPARTMENT	4	\$40,040	11	6
BENHAM POLICE DEPARTMENT	5	\$25,000	2	1
BEREA POLICE DEPARTMENT	4	\$32,531	30	21
BLOOMFIELD POLICE DEPARTMENT	5	\$15,000		2
BOONEVILLE POLICE DEPARTMENT	4	\$18,000	2	3
BRANDENBURG POLICE DEPARTMENT	5	\$21,000	5	6
BROOKSVILLE POLICE DEPARTMENT	5		1	1
BURKESVILLE POLICE DEPARTMENT	5	\$25,000	10	6
BURNSIDE POLICE DEPARTMENT	4	\$24,960	4	5
BUTLER POLICE DEPARTMENT	5	\$19,200	1	1
CAMPBELLSVILLE POLICE DEPARTMENT	3	\$24,960	21	18
CANEYVILLE POLICE DEPARTMENT	6	\$25,000	1	2
CARLISLE POLICE DEPARTMENT	4	\$27,040	7	7
CARROLLTON POLICE DEPARTMENT	4	\$32,000	10	5
CATLETTSBURG POLICE DEPARTMENT	4	\$25,000	8	8
CAVE CITY POLICE DEPARTMENT	4	\$32,240	7	8
CENTERTOWN POLICE DEPARTMENT	6			0
CENTRAL CITY POLICE DEPARTMENT	4	\$31,000	12	13
CLAY CITY POLICE DEPARTMENT	5	\$28,000	2	2
CLINTON POLICE DEPARTMENT	5	\$25,000	4	3
CLOVERPORT POLICE DEPARTMENT	5		1	2
COLUMBIA POLICE DEPARTMENT	4	\$28,000	12	10
CORBIN POLICE DEPARTMENT	4	\$24,440	16	0
COVINGTON POLICE DEPARTMENT	2	\$36,279	105	60

AGENCY NAME	CLASS CITY	ENTRY LEVEL SALARY	FULL-TIME SWORN PERSONNEL	MARKED SEDAN AND SUV'S
CUMBERLAND POLICE DEPARTMENT	4	\$18,000	6	4
CYNTHIANA POLICE DEPARTMENT	4	\$26,000	13	11
DANVILLE POLICE DEPARTMENT	3	\$26,728	31	30
DAWSON SPRINGS POLICE DEPARTMENT	4	\$21,000	4	3
EDDYVILLE POLICE DEPARTMENT	4	\$27,601	5	4
EDGEWOOD POLICE DEPARTMENT	4	\$44,825	14	12
EDMONTON POLICE DEPARTMENT	5	\$30,000	5	6
ELIZABETHTOWN POLICE DEPARTMENT	4	\$32,500	44	30
ELKHORN CITY POLICE DEPARTMENT	4	\$18,720	1	4
ELSMERE POLICE DEPARTMENT	4	\$36,004	14	18
ERLANGER POLICE DEPARTMENT	3	\$36,000	42	38
EVARTS POLICE DEPARTMENT	5	\$16,000	3	4
FERGUSON POLICE DEPARTMENT	5		2	0
FLATWOODS POLICE DEPARTMENT	3	\$28,080	11	7
FLORENCE POLICE DEPARTMENT	3	\$45,684	63	50
FRANKFORT POLICE DEPARTMENT	2	\$37,000	58	44
FRANKLIN POLICE DEPARTMENT	4	\$29,140	22	24
FT. MITCHELL POLICE DEPARTMENT	4	\$35,360	14	10
FT. WRIGHT POLICE DEPARTMENT	4	\$37,000	12	10
FULTON POLICE DEPARTMENT	4	\$24,000	9	6
GEORGETOWN POLICE DEPARTMENT	4	\$33,180	51	40
GLASGOW POLICE DEPARTMENT	3	\$30,000	30	21
GREENUP POLICE DEPARTMENT	5	\$31,200	3	3
HARDINSBURG POLICE DEPARTMENT	5	\$21,000	5	3
HARLAN POLICE DEPARTMENT	4	\$23,000	10	9
HARRODSBURG POLICE DEPARTMENT	4	\$27,040	19	17
HAWESVILLE POLICE DEPARTMENT	5	\$32,000	1	2
HAZARD POLICE DEPARTMENT	3	\$25,000	27	22
HENDERSON POLICE DEPARTMENT	2	\$33,580	59	39
HERITAGE CREEK POLICE DEPARTMENT	5			2
HICKMAN POLICE DEPARTMENT	4	\$18,720	4	2
HIGHLAND HEIGHTS POLICE DEPARTMENT	4	\$35,000	10	9

AGENCY NAME	CLASS CITY	ENTRY LEVEL SALARY	FULL-TIME SWORN PERSONNEL	MARKED SEDAN AND SUV'S
HILLVIEW POLICE DEPARTMENT	4	\$30,000	14	12
HODGENVILLE POLICE DEPARTMENT	4	\$21,424	7	6
HOLLOW CREEK POLICE DEPARTMENT	5	\$33,280	1	2
HOPKINSVILLE POLICE DEPARTMENT	2	\$38,428	77	64
HURSTBOURNE ACRES POLICE DEPARTMENT	4			2
HUSTONVILLE POLICE DEPARTMENT	5		1	1
INDEPENDENCE POLICE DEPARTMENT	3	\$40,100	32	6
INEZ POLICE DEPARTMENT	6	\$24,000	1	2
IRVINE POLICE DEPARTMENT	4	\$23,000	6	6
JACKSON POLICE DEPARTMENT	4	\$30,000	8	7
JAMESTOWN POLICE DEPARTMENT	5	\$37,000	5	5
JEFFERSONTOWN POLICE DEPARTMENT	2			0
JENKINS POLICE DEPARTMENT	4	\$20,000	4	4
LAKESIDE PARK/CRESTVIEW HILLS POLICE DEPARTMENT	5	\$38,000	11	9
LANCASTER POLICE DEPARTMENT	4	\$20,800	9	11
LEBANON JUNCTION POLICE DEPARTMENT	5	\$21,000	3	6
LEBANON POLICE DEPARTMENT	4		17	17
LEITCHFIELD POLICE DEPARTMENT	4		16	16
LEWISPORT POLICE DEPARTMENT	5	\$31,800	2	3
LEXINGTON POLICE DEPARTMENT	1		550	
LIBERTY POLICE DEPARTMENT	5	\$25,000	5	7
LONDON POLICE DEPARTMENT	4	\$30,140	36	34
LOUISA POLICE DEPARTMENT	4	\$22,880	6	6
LOUISVILLE METRO POLICE DEPARTMENT	1		1,198	725
LOYALL POLICE DEPARTMENT	5	\$19,000	2	2
MADISONVILLE POLICE DEPARTMENT	4	\$42,764	47	36
MANCHESTER POLICE DEPARTMENT	4	\$30,992	12	8
MARION POLICE DEPARTMENT	4		6	5
MAYFIELD POLICE DEPARTMENT	3	\$29,182	21	2
MAYSVILLE POLICE DEPARTMENT	3	\$28,080	23	25
MEADOW VALE POLICE DEPARTMENT	5	\$17,000		2

AGENCY NAME	CLASS CITY	ENTRY LEVEL SALARY	FULL-TIME SWORN PERSONNEL	MARKED SEDAN AND SUV'S
MONTICELLO POLICE DEPARTMENT	4	\$24,660	10	9
MOREHEAD POLICE DEPARTMENT	4	\$25,750	21	22
MORGANTOWN POLICE DEPARTMENT	5	\$20,000	6	7
MT. STERLING POLICE DEPARTMENT	4	\$34,500	20	19
MT. VERNON POLICE DEPARTMENT	5	\$27,331	7	9
MT. WASHINGTON POLICE DEPARTMENT	4	\$32,760	15	15
MULDRAUGH POLICE DEPARTMENT	5	\$26,000	4	7
MURRAY POLICE DEPARTMENT	3	\$31,907	40	10
NEW HAVEN POLICE DEPARTMENT	6		1	1
NEWPORT POLICE DEPARTMENT	2	\$37,310	42	49
NICHOLASVILLE POLICE DEPARTMENT	3	\$31,000	56	0
NORTHFIELD POLICE DEPARTMENT	5			2
OLIVE HILL POLICE DEPARTMENT	4	\$30,000	7	5
OWENSBORO POLICE DEPARTMENT	2	\$34,590	101	79
OWENTON POLICE DEPARTMENT	5	\$29,120	3	4
PADUCAH POLICE DEPARTMENT	2	\$41,558	76	52
PAINTSVILLE POLICE DEPARTMENT	4	\$18,257	10	9
PARIS POLICE DEPARTMENT	3	\$36,000	26	22
PERRYVILLE POLICE DEPARTMENT	5		1	2
PEWEE VALLEY POLICE DEPARTMENT	5		1	1
PINEVILLE POLICE DEPARTMENT	4	\$20,800	6	5
PIONEER VILLAGE POLICE DEPARTMENT	4	\$27,000	5	4
PIPPA PASSES POLICE DEPARTMENT	6	\$30,000	1	1
POWDERLY POLICE DEPARTMENT	5	\$30,000	2	2
PRESTONSBURG POLICE DEPARTMENT	4	\$28,000	11	12
PRINCETON POLICE DEPARTMENT	4	\$28,500	14	12
PROVIDENCE POLICE DEPARTMENT	4	\$26,770	6	6
RAVENNA POLICE DEPARTMENT	5	\$18,720	2	3
RICHMOND POLICE DEPARTMENT	2	\$36,046	55	0
RUSSELL SPRINGS POLICE DEPARTMENT	4	\$24,945	8	7
RUSSELLVILLE POLICE DEPARTMENT	4	\$30,000	21	18
SADIEVILLE POLICE DEPARTMENT	5		2	2

AGENCY NAME	CLASS CITY	ENTRY LEVEL SALARY	FULL-TIME SWORN PERSONNEL	MARKED SEDAN AND SUV'S
SCIENCE HILL POLICE DEPARTMENT	6		1	2
SCOTTSVILLE POLICE DEPARTMENT	4	\$28,080	14	10
SHELBYVILLE POLICE DEPARTMENT	4	\$31,998	20	20
SHEPHERDSVILLE POLICE DEPARTMENT	4	\$35,859	26	24
SHIVELY POLICE DEPARTMENT	3	\$36,920	28	20
SIMPSONVILLE POLICE DEPARTMENT	5	\$32,000	5	6
SMITHS GROVE POLICE DEPARTMENT	5	\$30,000	1	2
SOUTH SHORE POLICE DEPARTMENT	5		1	1
SPRINGFIELD POLICE DEPARTMENT	4	\$25,000	7	7
STANFORD POLICE DEPARTMENT	4	\$27,000	8	11
STANTON POLICE DEPARTMENT	4	\$22,000	6	3
STURGIS POLICE DEPARTMENT	4	\$24,000	3	3
TAYLOR MILL POLICE DEPARTMENT	4	\$35,000	11	10
TAYLORSVILLE POLICE DEPARTMENT	4	\$29,120	2	5
UNIONTOWN POLICE DEPARTMENT	5		2	1
VANCEBURG POLICE DEPARTMENT	4	\$25,000	6	4
VERSAILLES POLICE DEPARTMENT	4	\$32,388	37	42
VILLA HILLS POLICE DEPARTMENT	4	\$38,000	7	6
VINE GROVE POLICE DEPARTMENT	4	\$23,289	7	6
WARSAW POLICE DEPARTMENT	4		3	3
WEST BUECHEL POLICE DEPARTMENT	5	\$35,000	8	13
WEST LIBERTY POLICE DEPARTMENT	4	\$25,000	6	7
WEST POINT POLICE DEPARTMENT	5	\$23,920	3	3
WHEELWRIGHT POLICE DEPARTMENT	6		1	1
WILLIAMSBURG POLICE DEPARTMENT	4	\$34,000	12	22
WILMORE POLICE DEPARTMENT	4	\$37,000	8	8
WINCHESTER POLICE DEPARTMENT	3	\$29,120	28	18

*CLASS CITY DATA WAS GATHERED FROM THE KENTUCKY LEAGUE OF CITIES WEBSITE, WWW.KLC.ORG.

APPENDIX B: SHERIFFS' OFFICE SALARY INFORMATION

AGENCY NAME	POPULATION	ENTRY LEVEL SALARY	FULL-TIME SWORN PERSONNEL	MARKED SEDAN AND SUV's
ANDERSON COUNTY SHERIFF'S OFFICE	21,421	\$24,500	15	13
BALLARD COUNTY SHERIFF'S OFFICE	8,249	\$24,000	11	13
BATH COUNTY SHERIFF'S OFFICE	11,591		3	3
BELL COUNTY SHERIFF'S OFFICE	28,691	\$24,086	11	10
BOONE COUNTY SHERIFF'S OFFICE	118,811			0
BOURBON COUNTY SHERIFF'S OFFICE	19,985	\$32,000	7	5
BOYD COUNTY SHERIFF'S OFFICE	49,542		30	0
BOYLE COUNTY SHERIFF'S OFFICE	28,432	\$29,120	11	13
BRACKEN COUNTY SHERIFF'S OFFICE	8,488	\$31,200	5	5
BULLITT COUNTY SHERIFF'S OFFICE	74,319	\$35,360	50	31
BUTLER COUNTY SHERIFF'S OFFICE	12,690	\$31,200	5	6
CALDWELL COUNTY SHERIFF'S OFFICE	12,984	\$28,000	8	9
CALLOWAY COUNTY SHERIFF'S OFFICE	37,191			0
CAMPBELL COUNTY SHERIFF'S OFFICE	90,336	\$48,000	16	8
CARLISLE COUNTY SHERIFF'S OFFICE	5,104	\$22,000	2	4
CARROLL COUNTY SHERIFF'S OFFICE	10,811	\$23,000	4	2
CASEY COUNTY SHERIFF'S OFFICE	15,955	\$16,000	5	5
CLARK COUNTY SHERIFF'S OFFICE	35,613	\$31,200	13	23
CLINTON COUNTY SHERIFF'S OFFICE	10,272		3	3
CRITTENDEN COUNTY SHERIFF'S OFFICE	9,315	\$29,120	4	3
CUMBERLAND COUNTY SHERIFF'S OFFICE	6,856	\$20,800	4	1
DAVISS COUNTY SHERIFF'S OFFICE	96,656	\$34,536	41	36
FLEMING COUNTY SHERIFF'S OFFICE	14,348	\$25,000	6	5
FRANKLIN COUNTY SHERIFF'S OFFICE	49,285	\$30,000	26	21
GARRARD COUNTY SHERIFF'S OFFICE	16,912	\$25,400	10	9
GRANT COUNTY SHERIFF'S OFFICE	24,662	\$32,000	14	19
GRAVES COUNTY SHERIFF'S OFFICE	37,121	\$23,000	15	13
GREENUP COUNTY SHERIFF'S OFFICE	36,910	\$26,880	14	10
HARDIN COUNTY SHERIFF'S OFFICE	105,543		36	0
HART COUNTY SHERIFF'S OFFICE	18,199	\$27,040	6	6
HENDERSON COUNTY SHERIFF'S OFFICE	46,250	\$35,000	19	15

AGENCY NAME	POPULATION	ENTRY LEVEL SALARY	FULL-TIME SWORN PERSONNEL	MARKED SEDAN AND SUV's
HICKMAN COUNTY SHERIFF'S OFFICE	4,902	\$30,000	3	3
HOPKINS COUNTY SHERIFF'S OFFICE	46,920	\$38,800	17	12
JACKSON COUNTY SHERIFF'S OFFICE	13,494	\$30,000	7	5
JEFFERSON COUNTY SHERIFF'S OFFICE	741,096	\$28,424	247	99
JESSAMINE COUNTY SHERIFF'S OFFICE	48,586	\$30,000	26	22
JOHNSON COUNTY SHERIFF'S OFFICE	23,356	\$18,720	10	9
KENTON COUNTY SHERIFF'S OFFICE	159,720	\$35,000	27	26
KNOX COUNTY SHERIFF'S OFFICE	31,883	\$25,000	10	9
LARUE COUNTY SHERIFF'S OFFICE	14,193	\$28,000	5	5
LAUREL COUNTY SHERIFF'S OFFICE	58,849	\$30,160	27	22
LESLIE COUNTY SHERIFF'S OFFICE	11,310		5	6
LETCHER COUNTY SHERIFF'S OFFICE	24,519	\$17,000	8	13
LEWIS COUNTY SHERIFF'S OFFICE	13,870	\$27,000	8	8
LINCOLN COUNTY SHERIFF'S OFFICE	24,742	\$26,000	7	20
LIVINGSTON COUNTY SHERIFF'S OFFICE	9,519	\$29,120	7	6
LOGAN COUNTY SHERIFF'S OFFICE	26,835		16	16
LYON COUNTY SHERIFF'S OFFICE	8,314	\$25,000	5	5
MADISON COUNTY SHERIFF'S OFFICE	65,565	\$32,400	24	22
MARION COUNTY SHERIFF'S OFFICE	9,531	\$27,000	6	6
MARSHALL COUNTY SHERIFF'S OFFICE	82,916	\$31,429	21	19
MCCRACKEN COUNTY SHERIFF'S OFFICE	31,448	\$33,000	39	29
MCCREARY COUNTY SHERIFF'S OFFICE	12,929		3	13
MCLEAN COUNTY SHERIFF'S OFFICE	17,490		7	0
MENIFEE COUNTY SHERIFF'S OFFICE	6,306	\$20,800	4	4
MERCER COUNTY SHERIFF'S OFFICE	21,331	\$25,000	10	9
METCALFE COUNTY SHERIFF'S OFFICE	10,099	\$20,800	4	3
MONROE COUNTY SHERIFF'S OFFICE	10,963	\$25,000	3	7
MONTGOMERY COUNTY SHERIFF'S OFFICE	26,499		15	17
NELSON COUNTY SHERIFF'S OFFICE	43,437	\$41,500	23	22
NICHOLAS COUNTY SHERIFF'S OFFICE	7,135			4
OHIO COUNTY SHERIFF'S OFFICE	23,842	\$35,112	15	17

AGENCY NAME	POPULATION	ENTRY LEVEL SALARY	FULL-TIME SWORN PERSONNEL	MARKED SEDAN AND SUV's
PENDLETON COUNTY SHERIFF'S OFFICE	14,877	\$28,000	7	5
PERRY COUNTY SHERIFF'S OFFICE	28,712	\$37,000	10	12
PIKE COUNTY SHERIFF'S OFFICE	65,024	\$30,000	9	35
PULASKI COUNTY SHERIFF'S OFFICE	63,063	\$28,000	38	31
ROBERTSON COUNTY SHERIFF'S OFFICE	2,282		1	3
ROCKCASTLE COUNTY SHERIFF'S OFFICE	17,056	\$19,760	4	7
ROWAN COUNTY SHERIFF'S OFFICE	23,333	\$35,000	11	12
SCOTT COUNTY SHERIFF'S OFFICE	47,173	\$29,120	34	24
SIMPSON COUNTY SHERIFF'S OFFICE	17,327	\$22,800	11	10
SPENCER COUNTY SHERIFF'S OFFICE	17,061	\$29,120	10	10
WARREN COUNTY SHERIFF'S OFFICE	113,792	\$35,000	37	27
WASHINGTON COUNTY SHERIFF'S OFFICE	11,717	\$21,000	6	6
WEBSTER COUNTY SHERIFF'S OFFICE	13,621		7	11
WOODFORD COUNTY SHERIFF'S OFFICE	24,939	\$29,500	10	0

**POPULATION DATA WAS GATHERED FROM THE 2010 UNITED STATE CENSUS BUREAU STATISTICS.*

APPENDIX C: STATE AGENCIES & PUBLIC SCHOOLS SALARY INFORMATION

AGENCY NAME	ENTRY-LEVEL SALARY	FULL-TIME SWORN PERSONNEL	MARKED SEDAN AND SUV'S
INSURANCE FRAUD-KENTUCKY PUBLIC PROTECTION / REGULATION		8	0
KENTUCKY ALCOHOLIC BEVERAGE CONTROL	\$32,000	34	2
KENTUCKY DEPARTMENT OF FISH & WILDLIFE RESOURCES	\$27,600	122	4
KENTUCKY DIVISION OF ANIMAL HEALTH/FIELD ENFORCEMENT	\$31,000	4	4
KENTUCKY OFFICE OF CHARITABLE GAMING	\$32,000	5	0
KENTUCKY STATE POLICE	\$37,382	1,095	469
MEDICAL EXAMINER'S OFFICE			0

AGENCY NAME	ENROLLMENT	ENTRY-LEVEL SALARY	FULL-TIME SWORN PERSONNEL	MARKED SEDAN AND SUV'S
CLARK COUNTY SCHOOLS PD	5,661	\$24,000	3	3
FAYETTE COUNTY SCHOOLS PD	40,442		27	0
HICKMAN COUNTY PUBLIC SCHOOLS PD	860	\$35,000	1	0
JEFFERSON COUNTY SCHOOLS PD	98,069	\$32,718	22	25
MCCRACKEN COUNTY PUBLIC SCHOOLS PD	6,888	\$29,373	5	4
MONTGOMERY COUNTY SCHOOL DISTRICT PD	5,041	\$34,000	2	5
NICHOLAS COUNTY SCHOOLS PD	1,175	\$25,000	2	1

**ENROLLMENT DATA WAS GATHERED FROM PARTICIPATING SCHOOL DISTRICTS.*

Agency Information and Operations

3. Does your agency participate in the Training & Registration Information System (TRIS) offered through DOCJT?		
Answer Options	Response Percent	Response Count
Yes	87.3%	227
No	12.7%	33
	<i>answered question</i>	260
	<i>skipped question</i>	1

4. If no to Question 3, would you like information regarding TRIS?		
Answer Options	Response Percent	Response Count
Yes	52.9%	27
No	47.1%	24
	<i>answered question</i>	51
	<i>skipped question</i>	210

5. Would your agency prefer electronic communication from DOCJT?		
Answer Options	Response Percent	Response Count
Yes	84.4%	217
No	15.6%	40
	<i>answered question</i>	257
	<i>skipped question</i>	4

6. To what email address?	
Answer Options	Response Count
	211
<i>answered question</i>	211
<i>skipped question</i>	50

7. Is your agency aware of state and federal death benefits payable to surviving family members of an officer killed in the line of duty?

Answer Options	Response Percent	Response Count
Yes	84.6%	219
No	15.4%	40
	<i>answered question</i>	259
	<i>skipped question</i>	2

8. Is your agency aware of tuition benefits available at state-sponsored educational institutions for immediate family members of an officer totally disabled or killed in the line of duty?

Answer Options	Response Percent	Response Count
Yes	77.0%	198
No	23.0%	59
	<i>answered question</i>	257
	<i>skipped question</i>	4

9. Has your agency adopted the Kentucky Association of Chief's of Police model policies?

Answer Options	Response Percent	Response Count
Yes	45.5%	115
No	54.5%	138
	<i>answered question</i>	253
	<i>skipped question</i>	8

10. Has your agency adopted written departmental policy in the following areas?

Answer Options	Yes	No	Response Count
assigned property inventory	215	37	252
body worn cameras	68	184	252
digital file storage	98	153	251
domestic misconduct	195	58	253
early intervention/employee assistance programs	152	100	252
email and internet usage	183	70	253
EPO/DVO processing	201	48	249
equipment vehicle maintenance procedure	217	35	252
evidence collection process	228	23	251
expandable baton	201	52	253
firearms discharge	231	23	254
foot pursuits	202	52	254
homeland security	158	93	251
off-duty weapons	208	46	254
on-the-job injuries	220	32	252
OSHA compliance	197	55	252
personnel evaluation	197	56	253
personnel selection	200	52	252
property management	202	50	252
purchasing for the agency	176	72	248
sexual harassment/discrimination	235	19	254
sobriety checkpoints	168	85	253
Taser	222	33	255
training	224	28	252
use of cash for investigative purposes	146	102	248
use of chemical agents	215	37	252
use of force (including deadly force)	241	12	253
use of social media sponsored by agency	147	104	251
use of social media by employees	153	95	248
use of speed detection devices	169	82	251
vehicle emergency response	231	22	253
vehicle offender pursuit	234	20	254
vehicle stops	225	27	252
	<i>answered question</i>		256
	<i>skipped question</i>		5

11. Does your agency require use of force reporting?

Answer Options	Response Percent	Response Count
Yes	95.4%	247
No	4.6%	12
	<i>answered question</i>	259
	<i>skipped question</i>	2

12. What patrol work schedule does your agency use? Check all that apply.

Answer Options	Response Percent	Response Count
five 8 hour days	64.7%	154
five 7.5 hour days	2.1%	5
four 10 hour days	36.1%	86
four 12 hour days	7.6%	18
six 8 hour days	1.7%	4
Other (please specify)		32
	<i>answered question</i>	238
	<i>skipped question</i>	23

13. What patrol shift rotation plan does your agency use?

Answer Options	Response Percent	Response Count
weekly	6.0%	15
2 weeks	4.8%	12
3 weeks	0.0%	0
4 weeks	1.2%	3
2-3 months	6.3%	16
4-5 months	3.6%	9
6-12 months	4.8%	12
annual	6.0%	15
permanent/fixed	40.1%	101
none	27.4%	69
Other (please specify)		12
	<i>answered question</i>	252
	<i>skipped question</i>	9

Personnel

14. Annual budget for current fiscal year

Answer Options	Response Count
	227
<i>answered question</i>	227
<i>skipped question</i>	34

15. Do you anticipate changes in next fiscal year's budget?

Answer Options	Response Count
	222
<i>answered question</i>	222
<i>skipped question</i>	39

16. Number of authorized full-time sworn personnel

Answer Options	Response Average	Response Total	Response Count
Authorized FT SWORN	27.74	7,129	257
		<i>answered question</i>	257
		<i>skipped question</i>	4

17. Number of currently filled full-time, sworn personnel

Answer Options	Response Average	Response Total	Response Count
FT Sworn	26.40	6,785	257
		<i>answered question</i>	257
		<i>skipped question</i>	4

18. Identify your agency's personnel allocations according to the following:

Answer Options	Response Percent	Response Count
number of chief deputies	78.8%	189
number of lt. colonels	75.4%	181
number of majors/commanders	74.2%	178
number of captains	72.9%	175
number of lieutenants	77.5%	186
number of sergeants	91.3%	219
	<i>answered question</i>	240
	<i>skipped question</i>	21

19. Identify your agency's personnel allocations according to the following:

Answer Options	Response Percent	Response Count
number of patrol officers	96.8%	239
number of investigators	85.0%	210
number of FTO/PTO	76.9%	190
number of certified court security officers	70.9%	175
number of special deputies	68.8%	170
number of school resource officers	77.7%	192
number of other	56.3%	139
	<i>answered question</i>	247
	<i>skipped question</i>	14

20. Provide the number of sworn, full-time officers on your staff that have each of the following years of experience:

Answer Options	Response Percent	Response Count
0-5 years	81.1%	206
6-10 years	75.6%	192
11-15 years	70.1%	178
16-20 years	72.0%	183
21-25 years	66.1%	168
26-30 years	54.3%	138
31 or more years	42.5%	108
	<i>answered question</i>	254
	<i>skipped question</i>	7

21. Your agency's authorized position capacity in 2015 will:

Answer Options	Response Percent	Response Count
increase	21.9%	56
stay the same	75.8%	194
decrease	2.3%	6
	<i>answered question</i>	256
	<i>skipped question</i>	5

22. If increase or decrease, how many?

Answer Options	Response Average	Response Total	Response Count
Capacity 2015	2.00	140	70
		<i>answered question</i>	70
		<i>skipped question</i>	191

23. Your agency's authorized position capacity in 2016 will:

Answer Options	Response Percent	Response Count
increase	11.9%	30
stay the same	86.9%	219
decrease	1.2%	3
	<i>answered question</i>	252
	<i>skipped question</i>	9

24. If increase or decrease, how many?

Answer Options	Response Average	Response Total	Response Count
Capacity 2016	1.40	63	45
		<i>answered question</i>	45
		<i>skipped question</i>	216

25. Your agency's authorized position capacity in 2017 will:

Answer Options	Response Percent	Response Count
increase	10.3%	26
stay the same	89.3%	225
decrease	0.4%	1
	<i>answered question</i>	252
	<i>skipped question</i>	9

26. If increase or decrease, how many?

Answer Options	Response Average	Response Total	Response Count
Capacity 2017	1.47	56	38
		<i>answered question</i>	38
		<i>skipped question</i>	223

27. What are the permanent ranks in your agency? Check all that apply.

Answer Options	Response Percent	Response Count
chief deputy	29.1%	73
assistant chief/lt. colonel	25.9%	65
major/commander	16.7%	42
captain	27.9%	70
lieutenant	32.3%	81
sergeant	62.2%	156
deputy sheriff	25.5%	64
administrative assistant	22.7%	57
special assistant	0.8%	2
other	14.7%	37
none	6.4%	16
	<i>answered question</i>	251
	<i>skipped question</i>	10

28. Number of years the current agency head has officially served in this capacity

Answer Options	Response Average	Response Total	Response Count
Head of Agency Years	7.09	1,772	250
		<i>answered question</i>	250
		<i>skipped question</i>	11

29. The current agency head was:

Answer Options	Response Percent	Response Count
promoted from within the agency	48.6%	123
from another in-state law enforcement agency	20.9%	53
from an out-of-state law enforcement agency	2.8%	7
Other (please specify)	27.7%	70
	<i>answered question</i>	253
	<i>skipped question</i>	8

30. Is the current agency head under a written contract for employment with the hiring authority?

Answer Options	Response Percent	Response Count
Yes	7.6%	19
No	92.4%	232
	<i>answered question</i>	251
	<i>skipped question</i>	10

31. Would you be in favor of the agency head having the authority to negotiate employment contracts with the hiring authority?

Answer Options	Response Percent	Response Count
Yes	58.8%	143
No	41.2%	100
	<i>answered question</i>	243
	<i>skipped question</i>	18

32. If your agency is a sheriff's office, do you utilize Certified Court Security Officers? If you are not a sheriff's office, check "not a sheriff's office".

Answer Options	Response Percent	Response Count
Yes	28.0%	72
No	1.2%	3
not a sheriff's office	70.8%	182
	<i>answered question</i>	257
	<i>skipped question</i>	4

Court Security Officers

33. How many Certified Court Security Officers (CCSO) does your agency utilize?

Answer Options	Response Average	Response Total	Response Count
Full-time	3.58	179	50
Part-time	6.14	405	66
		<i>answered question</i>	70
		<i>skipped question</i>	191

34. What is the average salary of a CCSO at your agency?

Answer Options	Response Average	Response Total	Response Count
Average Salary CCSO	19,483.20	1,188,475	61
		<i>answered question</i>	61
		<i>skipped question</i>	200

35. Does your agency require CCSO's to carry a firearm?

Answer Options	Response Percent	Response Count
Yes	84.1%	58
No	15.9%	11
		<i>answered question</i> 69
		<i>skipped question</i> 192

36. Does your agency require CCSO's to complete annual firearms training?

Answer Options	Response Percent	Response Count
Yes	91.3%	63
No	8.7%	6
		<i>answered question</i> 69
		<i>skipped question</i> 192

37. Personnel assigned to court duties are: Check all that apply

Answer Options	Response Percent	Response Count
sheriff	38.0%	27
certified peace officers (ex: deputy sheriffs)	23.9%	17
certified court security officers	66.2%	47
a combination of certified peace officers and certified court security officers	53.5%	38
special deputies	8.5%	6
	<i>answered question</i>	71
	<i>skipped question</i>	190

38. If your officers are a combination of certified peace officers and Certified Court Security Officers, how many of each?

Answer Options	Response Average	Response Total	Response Count
number of certified peace officers (deputy sheriffs)	4.71	231	49
number of certified court security officers	6.14	344	56
		<i>answered question</i>	56
		<i>skipped question</i>	205

39. If the questions in this section do not accurately describe your agency's court security efforts, please clarify below.

Answer Options	Response Count
	14
<i>answered question</i>	14
<i>skipped question</i>	247

40. If your agency is a sheriff's office, do you utilize special deputies as defined by KRS 70.045? If you are not a sheriff's office, check "not a sheriff's office".

Answer Options	Response Percent	Response Count
Yes	22.4%	57
No	6.3%	16
not a sheriff's office	71.4%	182
	<i>answered question</i>	255
	<i>skipped question</i>	6

Special Deputies

41. How many special deputies does your agency utilize?

Answer Options	Response Average	Response Total	Response Count
Full-time	2.69	43	16
Part-time	6.06	309	51
		<i>answered question</i>	55
		<i>skipped question</i>	206

42. Does your agency require special deputies to complete annual firearms training?

Answer Options	Response Percent	Response Count
Yes	87.3%	48
No	12.7%	7
	<i>answered question</i>	55
	<i>skipped question</i>	206

Compensation, Benefits and Supplements

43. Non-ranking officer entry-level yearly salary

Answer Options	Response Average	Response Total	Response Count
Entry-level salary	28,727.00	6,377,394	222
		<i>answered question</i>	222
		<i>skipped question</i>	39

44. Does your agency's officers work under an agreed upon labor contract?

Answer Options	Response Percent	Response Count
Yes	19.0%	47
No	81.0%	200
If yes, how long?		36
	<i>answered question</i>	247
	<i>skipped question</i>	14

45. Specialist pay (excluding PTO/FTO)

Answer Options	Response Percent	Response Count
for all sworn personnel	7.5%	18
for selected assignments only	10.4%	25
for patrol personnel only	0.8%	2
not provided	81.3%	196
Other (please specify)		1
	<i>answered question</i>	241
	<i>skipped question</i>	20

46. Specialist pay for PTO/FTO

Answer Options	Response Percent	Response Count
Yes	15.1%	36
No	84.9%	203
	<i>answered question</i>	239
	<i>skipped question</i>	22

47. Uniform pay or allowance

Answer Options	Response Percent	Response Count
for all sworn personnel	43.1%	100
for selected assignments only	5.2%	12
for patrol personnel only	2.2%	5
not provided	49.6%	115
Other (please specify)		28
	<i>answered question</i>	232
	<i>skipped question</i>	29

48. Amount of annual uniform pay or allowance

Answer Options	Response Average	Response Total	Response Count
Uniform pay	653.62	81,703	125
		<i>answered question</i>	125
		<i>skipped question</i>	136

49. Shift differential pay for officers

Answer Options	Response Percent	Response Count
for all sworn personnel	4.5%	11
for selected assignments only	1.6%	4
for patrol personnel only	4.1%	10
not provided	89.8%	220
Other (please specify)		3
	<i>answered question</i>	245
	<i>skipped question</i>	16

50. Overtime pay for officers

Answer Options	Response Percent	Response Count
for all sworn personnel	76.6%	183
for selected assignments only	3.3%	8
for patrol personnel only	7.5%	18
not provided	12.6%	30
Other (please specify)		21
	<i>answered question</i>	239
	<i>skipped question</i>	22

51. Hazardous duty pay supplement

Answer Options	Response Percent	Response Count
for all sworn personnel	33.5%	82
for selected assignments only	0.4%	1
for patrol personnel only	0.4%	1
not provided	65.7%	161
Other (please specify)		4
	<i>answered question</i>	245
	<i>skipped question</i>	16

52. Educational incentive pay (extra pay for attaining degree or certain number of college hours)

Answer Options	Response Percent	Response Count
for all sworn personnel	17.3%	43
for selected assignments only	0.4%	1
for patrol personnel only	0.4%	1
not provided	81.9%	204
Other (please specify)		3
	<i>answered question</i>	249
	<i>skipped question</i>	12

53. Incentive pay for completing the Career Development Program (CDP) through DOCJT

Answer Options	Response Percent	Response Count
for all sworn personnel	9.3%	23
for selected assignments only	0.4%	1
for patrol personnel only	1.2%	3
not provided	89.0%	219
Other (please specify)		3
	<i>answered question</i>	246
	<i>skipped question</i>	15

54. Full-time, take-home police vehicle (personal/off duty use authorized)

Answer Options	Response Percent	Response Count
for all sworn personnel	49.0%	117
for selected assignments only	7.5%	18
for patrol personnel only	2.5%	6
not provided	41.0%	98
Other (please specify)		17
	<i>answered question</i>	239
	<i>skipped question</i>	22

55. Full-time, take-home police vehicle (personal/off duty use NOT authorized)

Answer Options	Response Percent	Response Count
for all sworn personnel	53.7%	110
for selected assignments only	9.3%	19
for patrol personnel only	2.9%	6
not provided	34.1%	70
Other (please specify)		20
	<i>answered question</i>	205
	<i>skipped question</i>	56

56. Does your agency provide a cell phone to use during off-duty hours?

Answer Options	Response Percent	Response Count
for all sworn personnel	25.8%	63
for selected assignments only	17.2%	42
for patrol personnel only	2.5%	6
for supervisors and above	13.1%	32
not provided	41.4%	101
Other (please specify)		20
	<i>answered question</i>	244
	<i>skipped question</i>	17

57. Does your agency provide additional pay for carrying a weapon off duty?

Answer Options	Response Percent	Response Count
for all sworn personnel	0.0%	0
for selected assignments only	0.0%	0
for patrol personnel only	0.0%	0
for supervisors and above	0.0%	0
not provided	100.0%	246
Other (please specify)		3
	<i>answered question</i>	246
	<i>skipped question</i>	15

58. Retirement program for officers

Answer Options	Response Percent	Response Count
hazardous (state) program for all sworn personnel	46.7%	115
hazardous (local) program for all sworn personnel	6.5%	16
non-hazardous (state) program for all sworn personnel	30.1%	74
non-hazardous (local) program for all sworn personnel	6.1%	15
no retirement provided	10.6%	26
Other (please specify)		11
	<i>answered question</i>	246
	<i>skipped question</i>	15

59. Other than those retirement changes mandated by the General Assembly, has your agency experienced changes in your retirement program for sworn personnel in the past 3 years?

Answer Options	Response Percent	Response Count
Yes	5.3%	13
No	94.7%	232
	<i>answered question</i>	245
	<i>skipped question</i>	16

60. What changes have been made to your retirement program for sworn personnel?

Answer Options	Response Count
	36
<i>answered question</i>	36
<i>skipped question</i>	225

61. Medical insurance premiums (single policy only)

Answer Options	Response Percent	Response Count
full cost of policy paid by agency	52.0%	129
more than half of the policy's cost is paid by the agency	34.7%	86
more than half of the policy's cost is paid by the officer	3.6%	9
full cost of the policy paid by the officer	1.2%	3
agency does not offer medical insurance	8.5%	21
	<i>answered question</i>	248
	<i>skipped question</i>	13

62. Medical insurance policy costs have

Answer Options	Response Percent	Response Count
decreased in the last 3 years	2.2%	5
not changed in the last 3 years	31.2%	72
increased in the last 3 years	66.7%	154
	<i>answered question</i>	231
	<i>skipped question</i>	30

63. Percent of increase for medical insurance in the last three years

Answer Options	Response Average	Response Total	Response Count
Amount of increase	38.19	4,888	128
		<i>answered question</i>	128
		<i>skipped question</i>	133

64. Percent of increase in medical premiums passed to sworn officer

Answer Options	Response Average	Response Total	Response Count
Amount of increase paid by officer	10.15	1,249	123
		<i>answered question</i>	123
		<i>skipped question</i>	138

65. Life insurance premiums

Answer Options	Response Percent	Response Count
full cost of policy paid by agency	72.3%	170
more than half of the policy's cost is paid by the agency	3.0%	7
more than half of the policy's cost is paid by the officer	1.7%	4
full cost of the policy paid by the officer	8.9%	21
agency does not offer medical insurance	14.0%	33
	<i>answered question</i>	235
	<i>skipped question</i>	26

66. Life insurance policy costs have

Answer Options	Response Percent	Response Count
decreased in the last 3 years	0.5%	1
not changed in the last 3 years	78.1%	164
increased in the last 3 years	21.4%	45
	<i>answered question</i>	210
	<i>skipped question</i>	51

67. Does your agency offer dental insurance to sworn personnel?

Answer Options	Response Percent	Response Count
Yes	66.0%	163
No	34.0%	84
	<i>answered question</i>	247
	<i>skipped question</i>	14

68. Dental insurance policy costs have

Answer Options	Response Percent	Response Count
decreased in the last 3 years	0.0%	0
not changed in the last 3 years	68.4%	128
increased in the last 3 years	31.6%	59
	<i>answered question</i>	187
	<i>skipped question</i>	74

69. Does your agency offer vision insurance to sworn personnel?

Answer Options	Response Percent	Response Count
Yes	52.4%	129
No	47.6%	117
	<i>answered question</i>	246
	<i>skipped question</i>	15

70. Vision insurance policy costs have

Answer Options	Response Percent	Response Count
decreased in the last 3 years	0.6%	1
not changed in the last 3 years	71.2%	111
increased in the last 3 years	28.2%	44
	<i>answered question</i>	156
	<i>skipped question</i>	105

71. Please add any additional riders/policies available to sworn personnel.

Answer Options	Response Count
	24
<i>answered question</i>	24
<i>skipped question</i>	237

Driving / Transportation

72. Please provide the following information about your agency.

Answer Options	Response Average	Response Total	Response Count
number of marked sedan vehicles	16.30	3,912	240
number of unmarked sedan vehicles	7.36	1,582	215
number of marked SUV's	2.45	521	213
number of unmarked SUV's	2.57	511	199
number of law enforcement trucks	1.83	345	189
number of bicycles for patrol	2.08	385	185
number of horses for patrol	.14	24	173
number of boats	.69	120	175
number of motorcycle units	.18	31	172
number of fixed-wing aircrafts	.02	3	172
number of helicopter units	.08	13	173
number of 4-wheelers (ATVs)	.89	159	178
number of UTV's (Utility Terrain Vehicles)	.44	80	181
number of drones	.03	5	170
		<i>answered question</i>	249
		<i>skipped question</i>	12

73. Please provide the following information about your agency's primary patrol vehicles.

Answer Options	Response Average	Response Total	Response Count
number of front wheel drive	4.20	744	177
number of rear wheel drive	14.57	3,221	221
number of all wheel drive	5.74	1,125	196
		<i>answered question</i>	241
		<i>skipped question</i>	20

74. Does your agency have vehicles that have been obtained through a military surplus program?

Answer Options	Response Percent	Response Count
Yes	34.7%	87
No	65.3%	164
If yes, what type?		86
	<i>answered question</i>	251
	<i>skipped question</i>	10

75. What is your agency's policy on the use of vehicles obtained through a military surplus program?

Answer Options	Response Count
	107
<i>answered question</i>	107
<i>skipped question</i>	154

76. Does your agency have a trained driving instructor?

Answer Options	Response Percent	Response Count
Yes	21.3%	53
No	78.7%	196
	<i>answered question</i>	249
	<i>skipped question</i>	12

77. Does your agency require officers to attend vehicle operations training?

Answer Options	Response Percent	Response Count
Yes	26.0%	65
No	74.0%	185
	<i>answered question</i>	250
	<i>skipped question</i>	11

78. If yes, how often?

Answer Options	Response Percent	Response Count
1 time per year	89.4%	42
2 times per year	8.5%	4
3 or more times per year	2.1%	1
Other (please specify)		22
	<i>answered question</i>	47
	<i>skipped question</i>	214

79. Does your agency utilize any of the following speed detection devices? Check all that apply.

Answer Options	Response Percent	Response Count
radar	100.0%	224
VASCAR	0.4%	1
laser	27.7%	62
Other (please specify)		9
	<i>answered question</i>	224
	<i>skipped question</i>	37

80. Does your agency require re-training for radar?

Answer Options	Response Percent	Response Count
Yes	38.2%	91
No	61.8%	147
	<i>answered question</i>	238
	<i>skipped question</i>	23

Technology Capabilities

81. Does your agency maintain the following files in a database?

Answer Options	yes	no	Response Count
911 calls	136	111	247
all calls for service	154	94	248
arrests	201	48	249
crime analysis	98	145	243
evidence	191	56	247
intelligence form	110	137	247
investigations	197	51	248
local warrants	156	92	248
motor vehicle accidents	199	49	248
offense reports	212	36	248
patrol allocation/deployment/schedule file	139	107	246
pawn shops/pawn items	89	158	247
personnel	187	60	247
recovered property	181	66	247
stolen property reported	188	58	246
UCR data	166	80	246
uniform citations	199	47	246
		<i>answered question</i>	249
		<i>skipped question</i>	12

82. Does your agency currently have access to the Internet?

Answer Options	Response Percent	Response Count
Yes	99.2%	247
No	0.8%	2
	<i>answered question</i>	249
	<i>skipped question</i>	12

83. Does your agency use electronic tablets for scene documentation?

Answer Options	Response Percent	Response Count
Yes	18.9%	47
No	81.1%	202
	<i>answered question</i>	249
	<i>skipped question</i>	12

84. Does your agency use computer-aided design software?

Answer Options	Response Percent	Response Count
Yes	36.5%	91
No	63.5%	158
If yes, what type?		46
	<i>answered question</i>	249
	<i>skipped question</i>	12

Distance Learning

85. Does your agency participate in DOCJT's Distance Learning Program?

Answer Options	Response Percent	Response Count
Yes	82.5%	203
No	17.5%	43
	<i>answered question</i>	246
	<i>skipped question</i>	15

86. Are you satisfied with the distance learning program offered through DOCJT?

Answer Options	Response Percent	Response Count
Yes	94.5%	207
No	5.5%	12
Please explain		24
	<i>answered question</i>	219
	<i>skipped question</i>	42

87. Does your agency have the necessary technology to participate in distance learning?

Answer Options	Response Percent	Response Count
Yes	90.6%	221
No	9.4%	23
	<i>answered question</i>	244
	<i>skipped question</i>	17

88. Does your agency allow officers to complete distance learning courses while on duty?

Answer Options	Response Percent	Response Count
Yes	92.8%	218
No	7.2%	17
	<i>answered question</i>	235
	<i>skipped question</i>	26

89. In your agency, is distance learning a viable option for specific training content, (e.g., knowledge based, legal, etc.)?

Answer Options	Response Percent	Response Count
Yes	93.7%	222
No	6.3%	15
	<i>answered question</i>	237
	<i>skipped question</i>	24

Officer Equipment and Provisions

90. Does your agency require and/or furnish officers: RF: Required, furnished RNF: Required, not furnished NRF: Not required, furnished NRNF: Not required, not furnished					
Answer Options	RF	RNF	NRF	NRNF	Response Count
blood-borne pathogen kit	168	6	18	49	241
body armor	204	2	31	11	248
body worn camera	57	1	22	167	247
cell phone	87	20	17	125	249
dress uniform	204	2	11	33	250
drug test kit	144	3	50	51	248
expandable collapsible baton	176	6	29	39	250
flashlight	225	5	14	7	251
flex cuffs	79	4	56	110	249
full leather gear	200	6	8	35	249
gas mask / respirator	68	2	12	164	246
gloves	167	3	35	43	248
laptop computer	112	1	27	108	248
mobile data terminal	133	2	32	80	247
mounted in-vehicle camera	67	3	15	163	248
Naloxone kit	5	2	6	232	245
PR-24 baton	17	1	5	225	248
OC spray	170	8	39	33	250
other than OC spray	8	1	8	211	228
personal digital assistant (PDA)	9	0	3	230	242
photo camera	188	4	26	29	247
preliminary breath test instrument	180	1	41	28	250
regular cuffs	232	13	4	1	250
standard uniforms (non-utility)	224	3	6	16	249
straight baton	48	2	9	187	246
Taser	208	1	21	20	250
tire deflation / spike system	65	2	32	150	249
utility type uniform	163	4	19	63	249
video camera	45	5	27	168	245
				<i>answered question</i>	251
				<i>skipped question</i>	10

91. What is your agency's policy on body armor?

Answer Options	Response Percent	Response Count
issued, required to wear	79.7%	192
issued upon request	11.6%	28
officer must purchase, required to wear	0.4%	1
officer must purchase, not required to wear	1.2%	3
not issued, not required	7.1%	17
	<i>answered question</i>	241
	<i>skipped question</i>	20

92. What is your agency's policy on Tasers?

Answer Options	Response Percent	Response Count
issued, required to carry	77.5%	193
issued upon request	13.7%	34
officer must purchase, required to carry	0.0%	0
officer must purchase, not required to carry	0.0%	0
not issued	6.4%	16
not authorized	2.4%	6
	<i>answered question</i>	249
	<i>skipped question</i>	12

93. What type of camera does your agency use? Check all that apply.

Answer Options	Response Percent	Response Count
film (ex: 35mm)	2.5%	6
digital SLR	33.3%	81
digital point and shoot	69.1%	168
cell phone camera	39.1%	95
electronic tablet camera	8.6%	21
Other (please specify)		5
	<i>answered question</i>	243
	<i>skipped question</i>	18

94. Which instrument(s) does your agency use as a portable breathalyzer test? Check all that apply.

Answer Options	Response Percent	Response Count
Alco Sensor III	47.4%	99
Alco Sensor IV	25.4%	53
Alco Sensor FST	25.4%	53
S-D2	24.4%	51
S-D5	14.4%	30
Other (please specify)		11
	<i>answered question</i>	209
	<i>skipped question</i>	52

95. Which instrument(s) does your agency have the availability to use? Check all that apply.

Answer Options	Response Percent	Response Count
Intoxilyzer 5000	74.5%	172
Intoxilyzer 8000	36.8%	85
Other (please specify)		8
	<i>answered question</i>	231
	<i>skipped question</i>	30

96. Within the past 3 years, has your agency experienced an increase in arrest for driving under the influence of:

Answer Options	Response Percent	Response Count
alcohol OR	17.4%	31
controlled substances	82.6%	147
	<i>answered question</i>	178
	<i>skipped question</i>	83

97. Does your agency use a total station for: Check all that apply.

Answer Options	Response Percent	Response Count
accident reconstruction	90.8%	59
crime scene mapping	75.4%	49
forensic mapping	30.8%	20
	<i>answered question</i>	65
	<i>skipped question</i>	196

98. Does your agency operate canine units for:

Answer Options	Yes	No	Response Count
arson detection	1	215	216
bomb detection	13	203	216
cadaver	3	210	213
drug detection	82	153	235
patrol	59	169	228
search and rescue	31	189	220
tracking	64	162	226
		<i>answered question</i>	238
		<i>skipped question</i>	23

Employment and Promotional Practices

99. Does your agency conduct the following as components of the initial employment process for sworn personnel?

Answer Options	yes	no	Response Count
formal application process	238	12	250
written examination	90	144	234
formal interview board	171	68	239
		<i>answered question</i>	251
		<i>skipped question</i>	10

100. Does your agency require educational experience in addition to the high school diploma/GED that is required by KRS15.382(3)?

Answer Options	Response Percent	Response Count
Yes	19.1%	48
No	80.9%	203
	<i>answered question</i>	251
	<i>skipped question</i>	10

101. What does your agency require?

Answer Options	Response Percent	Response Count
some college experience (no degree)	75.0%	21
associate degree	17.9%	5
bachelor degree	7.1%	2
Other (please specify)		51
	<i>answered question</i>	28
	<i>skipped question</i>	233

102. Does your agency accept a home school diploma in lieu of a traditional diploma or GED?

Answer Options	Response Percent	Response Count
Yes	53.8%	127
No	46.2%	109
	<i>answered question</i>	236
	<i>skipped question</i>	25

103. Does your agency require background checks for lateral entry personnel?

Answer Options	Response Percent	Response Count
Yes	94.2%	227
No	5.8%	14
	<i>answered question</i>	241
	<i>skipped question</i>	20

104. Does your agency use the following when hiring a lateral transfer/hire?

Answer Options	Response Percent	Response Count
drug screening	93.6%	176
physical training test	42.6%	80
polygraph	51.6%	97
suitability screening	57.4%	108
	<i>answered question</i>	188
	<i>skipped question</i>	73

105. How many officers did your agency hire laterally within the last year?

Answer Options	Response Count
	224
<i>answered question</i>	224
<i>skipped question</i>	37

106. Individual is sworn in as an officer

Answer Options	Response Percent	Response Count
at employment	70.5%	170
prior to academy	14.1%	34
during basic training	1.7%	4
upon graduation from basic training	12.0%	29
between graduation and completion of FTO/PTO program	0.0%	0
upon successful completion of FTO/PTO program	0.8%	2
after probationary time	0.8%	2
Other (please specify)		8
	<i>answered question</i>	241
	<i>skipped question</i>	20

107. Does your agency utilize officers for enforcement duties prior to completing Basic Training?

Answer Options	Response Percent	Response Count
Yes	35.6%	88
No	64.4%	159
Please explain		65
	<i>answered question</i>	247
	<i>skipped question</i>	14

108. Does your agency conduct the following as components of the promotional process for sworn personnel?

Answer Options	yes	no	Response Count
written examination	72	162	234
personal interview	173	67	240
assessment center	27	197	224
staff management rating	58	168	226
peer rating	50	173	223
veteran preference	40	183	223
supervisor evaluation	121	106	227
appointment determined only by agency administrator	99	125	224
appointment determined only by local government administrator	41	178	219
		<i>answered question</i>	243
		<i>skipped question</i>	18

109. Does your agency have a minimum number of years of agency service required for first promotional eligibility?

Answer Options	Response Percent	Response Count
Yes	45.0%	109
No	55.0%	133
If yes, how many years?		98
	<i>answered question</i>	242
	<i>skipped question</i>	19

110. Does your agency mandate the Academy of Police Supervision (or equivalent) for supervisors?

Answer Options	Response Percent	Response Count
Yes	38.1%	94
No	61.9%	153
	<i>answered question</i>	247
	<i>skipped question</i>	14

111. Does your agency mandate the Criminal Justice Executive Development Course (or equivalent) for supervisors?

Answer Options	Response Percent	Response Count
Yes	16.6%	41
No	83.4%	206
	<i>answered question</i>	247
	<i>skipped question</i>	14

Training and Education

112. Does your agency provide additional in-service training (other than KLEFPF/POPS training) for sworn personnel?

Answer Options	Response Percent	Response Count
Yes	67.1%	167
No	32.9%	82
	<i>answered question</i>	249
	<i>skipped question</i>	12

113. Does your agency send sworn personnel out of state for in-service level training?

Answer Options	Response Percent	Response Count
yes, most	1.2%	3
yes, some	16.8%	42
yes, only for specialized training	36.0%	90
no	46.0%	115
	<i>answered question</i>	250
	<i>skipped question</i>	11

114. Does your agency provide diversity training for employees?

Answer Options	Response Percent	Response Count
yes, required for all sworn employees	24.9%	62
yes, required for some employees	1.6%	4
yes, provided but not required	13.3%	33
no	60.2%	150
	<i>answered question</i>	249
	<i>skipped question</i>	12

115. Does your agency have officer(s) that are Advanced Roadside Impaired Driving Enforcement (ARIDE) certified?

Answer Options	Response Percent	Response Count
Yes	31.0%	77
No	69.0%	171
If so, how many?		51
	<i>answered question</i>	248
	<i>skipped question</i>	13

116. Have your officer(s) received advanced training to recognize individuals driving under the influence of a controlled substances?

Answer Options	Response Percent	Response Count
Yes	48.4%	121
No	51.6%	129
	<i>answered question</i>	250
	<i>skipped question</i>	11

117. Does your agency have critical incident counseling available?

Answer Options	Response Percent	Response Count
Yes	68.8%	172
No	31.2%	78
	<i>answered question</i>	250
	<i>skipped question</i>	11

118. Does your agency mandate critical incident counseling?

Answer Options	Response Percent	Response Count
Yes	36.1%	90
No	63.9%	159
	<i>answered question</i>	249
	<i>skipped question</i>	12

119. Are you aware of the resources offered through the Kentucky Community Crisis Response Board?

Answer Options	Response Percent	Response Count
Yes	51.2%	127
No	48.8%	121
	<i>answered question</i>	248
	<i>skipped question</i>	13

120. Where would you like to see leadership training begin?

Answer Options	Response Percent	Response Count
patrol	63.8%	157
first line supervisor	32.1%	79
mid-level	4.1%	10
	<i>answered question</i>	246
	<i>skipped question</i>	15

121. Does your agency have proactive measures to combat the heroin epidemic?

Answer Options	Response Percent	Response Count
Yes	26.7%	66
No	73.3%	181
Please explain		53
	<i>answered question</i>	247
	<i>skipped question</i>	14

122. Does your agency require officers to keep their certification for First Aid/CPR/AED?

Answer Options	Response Percent	Response Count
Yes	52.8%	131
No	47.2%	117
	<i>answered question</i>	248
	<i>skipped question</i>	13

FTO/PTO Program

123. Does your agency have an established program for officer(s) who have recently completed basic training, such as FTO or PTO?

Answer Options	Response Percent	Response Count
Yes	54.7%	135
No	45.3%	112
	<i>answered question</i>	247
	<i>skipped question</i>	14

124. Which program does your agency use?

Answer Options	Response Percent	Response Count
FTO	39.9%	67
PTO	22.0%	37
Blended	38.1%	64
Other (please specify)		19
	<i>answered question</i>	168
	<i>skipped question</i>	93

125. Does your agency have minimum requirements for the selection of FTOs/PTOs?

Answer Options	Response Percent	Response Count
Yes	30.2%	70
No	69.8%	162
	<i>answered question</i>	232
	<i>skipped question</i>	29

126. What are your agency's requirements?

Answer Options	Response Count
	79
<i>answered question</i>	79
<i>skipped question</i>	182

127. What are the minimum years of experience for an officer to become an FTO or PTO?

Answer Options	Response Average	Response Total	Response Count
FTO/PTO number years	3.22	473	147
		<i>answered question</i>	147
		<i>skipped question</i>	114

128. How many weeks is your agency's post academy training program?

Answer Options	Response Average	Response Total	Response Count
Length of program	10.46	1,642	157
		<i>answered question</i>	157
		<i>skipped question</i>	104

129. What is the number of phases in the post academy training program?

Answer Options	Response Average	Response Total	Response Count
Number of phases	2.68	380	142
		<i>answered question</i>	142
		<i>skipped question</i>	119

130. How often do FTOs/PTOs complete written evaluations of officer trainees?

Answer Options	Response Percent	Response Count
weekly	50.6%	86
bi-weekly	4.7%	8
monthly	4.1%	7
at the end of the program	10.0%	17
no written evaluations	30.6%	52
Other (please specify)		24
	<i>answered question</i>	170
	<i>skipped question</i>	91

Firearms / Taser

131. Handgun caliber authorized for ON-DUTY officers. Check all that apply.

Answer Options	Response Percent	Response Count
.357 sig caliber	3.6%	9
.357 magnum	2.8%	7
.38 special caliber	3.6%	9
.40 caliber	89.1%	221
.45 caliber	20.2%	50
10mm	2.4%	6
9 mm	16.1%	40
Other (please specify)		5
	<i>answered question</i>	248
	<i>skipped question</i>	13

132. Handgun caliber authorized for OFF-DUTY officers. Check all that apply.

Answer Options	Response Percent	Response Count
.357 sig caliber	22.4%	50
.357 magnum	25.1%	56
.38 special caliber	37.2%	83
.380 caliber	49.3%	110
.40 caliber	89.2%	199
.45 caliber	41.7%	93
10mm	22.4%	50
9 mm	47.1%	105
Other (please specify)		23
	<i>answered question</i>	223
	<i>skipped question</i>	38

133. Your agency's primary weapon for officers over the next 3 years. Check all that apply.

Answer Options	Response Percent	Response Count
.357 sig caliber	1.6%	4
.357 magnum	0.4%	1
.38 special caliber	1.2%	3
.40 caliber	85.4%	210
.45 caliber	17.9%	44
10mm	0.0%	0
9 mm	11.8%	29
Other (please specify)		2
	<i>answered question</i>	246
	<i>skipped question</i>	15

134. Shotgun

Answer Options	Response Percent	Response Count
issued, required to carry	47.4%	117
issued upon officer request	23.1%	57
officer must purchase, required to carry	0.0%	0
officer must purchase, not required to carry	7.7%	19
not issued	15.8%	39
not authorized	6.1%	15
	<i>answered question</i>	247
	<i>skipped question</i>	14

135. Rifle/carbine

Answer Options	Response Percent	Response Count
issued, required to carry	61.8%	154
issued upon officer request	11.6%	29
officer must purchase, required to carry	0.8%	2
officer must purchase, not required to carry	9.2%	23
not issued	12.4%	31
not authorized	4.0%	10
	<i>answered question</i>	249
	<i>skipped question</i>	12

136. Does your agency have a certified armorer?

Answer Options	Response Percent	Response Count
Yes	48.6%	120
No	51.4%	127
	<i>answered question</i>	247
	<i>skipped question</i>	14

137. Does your agency have a trained firearms instructor?

Answer Options	Response Percent	Response Count
Yes	75.1%	187
No	24.9%	62
	<i>answered question</i>	249
	<i>skipped question</i>	12

138. Does your agency require additional firearms training other than the state mandate?

Answer Options	Response Percent	Response Count
Yes	56.0%	140
No	44.0%	110
	<i>answered question</i>	250
	<i>skipped question</i>	11

139. How often?

Answer Options	Response Percent	Response Count
1 time per year	21.4%	46
2 times per year	53.0%	114
3 or more times per year	25.6%	55
Other (please specify)		9
	<i>answered question</i>	215
	<i>skipped question</i>	46

140. Does your agency require shotgun training?

Answer Options	Response Percent	Response Count
Yes	69.4%	172
No	30.6%	76
	<i>answered question</i>	248
	<i>skipped question</i>	13

141. How often?

Answer Options	Response Percent	Response Count
1 time per year	52.9%	90
2 times per year	40.0%	68
3 or more times per year	7.1%	12
Other (please specify)		7
	<i>answered question</i>	170
	<i>skipped question</i>	91

142. Does your agency require rifle training?

Answer Options	Response Percent	Response Count
Yes	79.0%	196
No	21.0%	52
	<i>answered question</i>	248
	<i>skipped question</i>	13

143. How often?

Answer Options	Response Percent	Response Count
1 time per year	42.9%	81
2 times per year	48.7%	92
3 or more times per year	8.5%	16
Other (please specify)		8
	<i>answered question</i>	189
	<i>skipped question</i>	72

144. Does your agency require officer(s) to qualify with an off-duty weapon?

Answer Options	Response Percent	Response Count
Yes	83.5%	207
No	16.5%	41
	<i>answered question</i>	248
	<i>skipped question</i>	13

145. Taser

Answer Options	Response Percent	Response Count
issued, required to carry	78.4%	196
issued upon officer request	12.4%	31
officer must purchase, required to carry	0.0%	0
officer must purchase, not required to carry	1.2%	3
not issued	4.4%	11
not authorized	3.6%	9
	<i>answered question</i>	250
	<i>skipped question</i>	11

146. Does your agency have a trained Taser instructor?

Answer Options	Response Percent	Response Count
Yes	54.1%	133
No	45.9%	113
	<i>answered question</i>	246
	<i>skipped question</i>	15

Physical Training / Defensive Tactics / Wellness

147. Does your agency have a defensive tactics instructor?

Answer Options	Response Percent	Response Count
Yes	31.3%	78
No	68.7%	171
	<i>answered question</i>	249
	<i>skipped question</i>	12

148. Does your agency require officer(s) to attend annual defensive tactics training?

Answer Options	Response Percent	Response Count
Yes	19.3%	48
No	80.7%	201
	<i>answered question</i>	249
	<i>skipped question</i>	12

149. If yes, how often?

Answer Options	Response Percent	Response Count
1 time per year	80.9%	38
2 times per year	10.6%	5
3 or more times per year	8.5%	4
Other (please specify)		2
	<i>answered question</i>	47
	<i>skipped question</i>	214

150. Does your agency require a determined level of fitness for officers to maintain?

Answer Options	Response Percent	Response Count
Yes	10.5%	26
No	89.5%	222
	<i>answered question</i>	248
	<i>skipped question</i>	13

151. If yes, how often are they assessed?

Answer Options	Response Percent	Response Count
1 time per year	73.1%	19
once every 2 years	0.0%	0
once every 3 years	0.0%	0
Other	26.9%	7
Other (please specify)		8
	<i>answered question</i>	26
	<i>skipped question</i>	235

152. Does your agency have an incentive for officers to maintain a specific level of fitness?

Answer Options	Response Percent	Response Count
Yes	7.7%	19
No	92.3%	228
If yes, please explain.		16
	<i>answered question</i>	247
	<i>skipped question</i>	14

153. What testing protocol does your agency use?

Answer Options	Response Percent	Response Count
POPS	92.8%	155
department specific	4.8%	8
Other	2.4%	4
Other (please specify)		4
	<i>answered question</i>	167
	<i>skipped question</i>	94

154. Does your agency have a wellness program, i.e. nutrition and general well being?

Answer Options	Response Percent	Response Count
Yes	21.0%	52
No	79.0%	196
	<i>answered question</i>	248
	<i>skipped question</i>	13

155. Does your agency require officers to maintain their defensive tactics certification?

Answer Options	Response Percent	Response Count
Yes	10.2%	25
No	89.8%	219
	<i>answered question</i>	244
	<i>skipped question</i>	17

156. Does your agency utilize a use of force model policy, i.e. PPCT Resistance/Control Continuum?

Answer Options	Response Percent	Response Count
Yes	83.0%	205
No	17.0%	42
	<i>answered question</i>	247
	<i>skipped question</i>	14

Critical Issues

Administration / Organization

157. Fiscal / Budgeting		
Answer Options	Response Percent	Response Count
no importance	1.2%	3
low importance	1.2%	3
moderately low importance	0.8%	2
neutral	2.8%	7
moderately important	8.0%	20
high importance	32.9%	82
extremely important	53.0%	132
	<i>answered question</i>	249
	<i>skipped question</i>	12

158. Labor Relations		
Answer Options	Response Percent	Response Count
no importance	8.9%	22
low importance	5.3%	13
moderately low importance	2.4%	6
neutral	15.0%	37
moderately important	15.8%	39
high importance	31.6%	78
extremely important	21.1%	52
	<i>answered question</i>	247
	<i>skipped question</i>	14

159. Internal Affairs

Answer Options	Response Percent	Response Count
no importance	4.4%	11
low importance	2.0%	5
moderately low importance	4.0%	10
neutral	13.3%	33
moderately important	19.7%	49
high importance	31.7%	79
extremely important	24.9%	62
	<i>answered question</i>	249
	<i>skipped question</i>	12

160. Managing

Answer Options	Response Percent	Response Count
no importance	2.0%	5
low importance	0.4%	1
moderately low importance	1.2%	3
neutral	4.4%	11
moderately important	18.1%	45
high importance	41.4%	103
extremely important	32.5%	81
	<i>answered question</i>	249
	<i>skipped question</i>	12

161. Motivation

Answer Options	Response Percent	Response Count
no importance	1.2%	3
low importance	0.0%	0
moderately low importance	0.4%	1
neutral	3.2%	8
moderately important	14.9%	37
high importance	39.8%	99
extremely important	40.6%	101
	<i>answered question</i>	249
	<i>skipped question</i>	12

Policing

162. Patrol Allocations		
Answer Options	Response Percent	Response Count
no importance	0.8%	2
low importance	0.4%	1
moderately low importance	1.2%	3
neutral	4.9%	12
moderately important	20.4%	50
high importance	44.9%	110
extremely important	27.3%	67
	<i>answered question</i>	245
	<i>skipped question</i>	16

163. Homeland Security Issues		
Answer Options	Response Percent	Response Count
no importance	0.8%	2
low importance	2.0%	5
moderately low importance	6.0%	15
neutral	14.1%	35
moderately important	34.3%	85
high importance	27.4%	68
extremely important	15.3%	38
	<i>answered question</i>	248
	<i>skipped question</i>	13

164. Patrol Methodologies		
Answer Options	Response Percent	Response Count
no importance	0.8%	2
low importance	0.8%	2
moderately low importance	3.7%	9
neutral	21.0%	51
moderately important	32.1%	78
high importance	27.2%	66
extremely important	14.4%	35
	<i>answered question</i>	243
	<i>skipped question</i>	18

165. Investigations

Answer Options	Response Percent	Response Count
no importance	0.8%	2
low importance	0.4%	1
moderately low importance	0.4%	1
neutral	6.5%	16
moderately important	16.2%	40
high importance	44.9%	111
extremely important	30.8%	76
	<i>answered question</i>	247
	<i>skipped question</i>	14

166. Active Shooter

Answer Options	Response Percent	Response Count
no importance	0.8%	2
low importance	0.4%	1
moderately low importance	1.2%	3
neutral	3.3%	8
moderately important	13.4%	33
high importance	31.7%	78
extremely important	49.2%	121
	<i>answered question</i>	246
	<i>skipped question</i>	15

167. Hazmat Response

Answer Options	Response Percent	Response Count
no importance	0.4%	1
low importance	2.4%	6
moderately low importance	4.4%	11
neutral	11.3%	28
moderately important	25.8%	64
high importance	32.7%	81
extremely important	23.0%	57
	<i>answered question</i>	248
	<i>skipped question</i>	13

168. Drugs (to include synthetic and other controlled substances)

Answer Options	Response Percent	Response Count
no importance	0.0%	0
low importance	0.8%	2
moderately low importance	0.4%	1
neutral	3.6%	9
moderately important	13.7%	34
high importance	37.3%	93
extremely important	44.2%	110
	<i>answered question</i>	249
	<i>skipped question</i>	12

Personnel**169. Training**

Answer Options	Response Percent	Response Count
no importance	0.0%	0
low importance	0.0%	0
moderately low importance	0.8%	2
neutral	2.4%	6
moderately important	9.3%	23
high importance	34.3%	85
extremely important	53.2%	132
	<i>answered question</i>	248
	<i>skipped question</i>	13

170. Staffing

Answer Options	Response Percent	Response Count
no importance	2.0%	5
low importance	0.0%	0
moderately low importance	0.4%	1
neutral	4.8%	12
moderately important	20.5%	51
high importance	40.6%	101
extremely important	31.7%	79
	<i>answered question</i>	249
	<i>skipped question</i>	12

171. Recruiting

Answer Options	Response Percent	Response Count
no importance	5.2%	13
low importance	3.2%	8
moderately low importance	2.0%	5
neutral	21.4%	53
moderately important	19.8%	49
high importance	29.0%	72
extremely important	19.4%	48
	<i>answered question</i>	248
	<i>skipped question</i>	13

172. Discipline

Answer Options	Response Percent	Response Count
no importance	0.4%	1
low importance	0.4%	1
moderately low importance	0.0%	0
neutral	4.4%	11
moderately important	16.9%	42
high importance	44.0%	109
extremely important	33.9%	84
	<i>answered question</i>	248
	<i>skipped question</i>	13

173. Evaluations

Answer Options	Response Percent	Response Count
no importance	1.6%	4
low importance	2.0%	5
moderately low importance	1.2%	3
neutral	16.1%	40
moderately important	30.6%	76
high importance	34.7%	86
extremely important	13.7%	34
	<i>answered question</i>	248
	<i>skipped question</i>	13

Planning

174. Technology		
Answer Options	Response Percent	Response Count
no importance	0.0%	0
low importance	0.4%	1
moderately low importance	1.6%	4
neutral	7.3%	18
moderately important	35.5%	88
high importance	37.5%	93
extremely important	17.7%	44
	<i>answered question</i>	248
	<i>skipped question</i>	13

175. Critical Incidents		
Answer Options	Response Percent	Response Count
no importance	0.8%	2
low importance	0.4%	1
moderately low importance	1.2%	3
neutral	3.7%	9
moderately important	23.6%	58
high importance	39.4%	97
extremely important	30.9%	76
	<i>answered question</i>	246
	<i>skipped question</i>	15

176. Strategies		
Answer Options	Response Percent	Response Count
no importance	1.2%	3
low importance	0.8%	2
moderately low importance	0.8%	2
neutral	9.7%	24
moderately important	33.6%	83
high importance	34.8%	86
extremely important	19.0%	47
	<i>answered question</i>	247
	<i>skipped question</i>	14

Policy

177. Administrative Policy		
Answer Options	Response Percent	Response Count
no importance	0.8%	2
low importance	1.2%	3
moderately low importance	1.2%	3
neutral	5.6%	14
moderately important	24.5%	61
high importance	39.8%	99
extremely important	26.9%	67
	<i>answered question</i>	249
	<i>skipped question</i>	12

178. Operations Policy		
Answer Options	Response Percent	Response Count
no importance	0.4%	1
low importance	0.8%	2
moderately low importance	1.2%	3
neutral	4.0%	10
moderately important	18.1%	45
high importance	42.6%	106
extremely important	32.9%	82
	<i>answered question</i>	249
	<i>skipped question</i>	12

179. Personnel Policy		
Answer Options	Response Percent	Response Count
no importance	0.4%	1
low importance	1.2%	3
moderately low importance	0.8%	2
neutral	5.2%	13
moderately important	17.3%	43
high importance	42.3%	105
extremely important	32.7%	81
	<i>answered question</i>	248
	<i>skipped question</i>	13

180. Accreditation		
Answer Options	Response Percent	Response Count
no importance	6.8%	17
low importance	5.6%	14
moderately low importance	3.6%	9
neutral	26.1%	65
moderately important	18.1%	45
high importance	20.9%	52
extremely important	18.9%	47
	<i>answered question</i>	249
	<i>skipped question</i>	12

Availability of Specialized Training

181. Academy of Police Supervision (sergeant's academy)		
Answer Options	Response Percent	Response Count
no importance	6.9%	17
low importance	3.6%	9
moderately low importance	2.0%	5
neutral	27.8%	69
moderately important	22.6%	56
high importance	23.4%	58
extremely important	13.7%	34
	<i>answered question</i>	248
	<i>skipped question</i>	13

182. Leadership Training

Answer Options	Response Percent	Response Count
no importance	2.8%	7
low importance	1.6%	4
moderately low importance	1.2%	3
neutral	13.7%	34
moderately important	29.8%	74
high importance	30.6%	76
extremely important	20.2%	50
	<i>answered question</i>	248
	<i>skipped question</i>	13

183. Criminal Justice Executive Development (CJED) Course

Answer Options	Response Percent	Response Count
no importance	5.3%	13
low importance	3.3%	8
moderately low importance	1.2%	3
neutral	32.7%	80
moderately important	30.6%	75
high importance	16.7%	41
extremely important	10.2%	25
	<i>answered question</i>	245
	<i>skipped question</i>	16

184. Police Executive Command Course (PECC)

Answer Options	Response Percent	Response Count
no importance	5.3%	13
low importance	2.4%	6
moderately low importance	1.2%	3
neutral	22.7%	56
moderately important	28.3%	70
high importance	27.5%	68
extremely important	12.6%	31
	<i>answered question</i>	247
	<i>skipped question</i>	14

185. Current Leadership Issues for Mid-Level Executives (CLIME)

Answer Options	Response Percent	Response Count
no importance	4.1%	10
low importance	3.7%	9
moderately low importance	0.8%	2
neutral	28.5%	70
moderately important	28.9%	71
high importance	26.8%	66
extremely important	7.3%	18
	<i>answered question</i>	246
	<i>skipped question</i>	15

186. Kentucky Sheriff's Training Conference

Answer Options	Response Percent	Response Count
not a sheriff	45.3%	106
no importance	0.9%	2
low importance	0.4%	1
moderately low importance	0.0%	0
neutral	19.7%	46
moderately important	6.8%	16
high importance	12.8%	30
extremely important	14.1%	33
	<i>answered question</i>	234
	<i>skipped question</i>	27

187. Homeland Security Training

Answer Options	Response Percent	Response Count
no importance	1.2%	3
low importance	6.9%	17
moderately low importance	2.8%	7
neutral	15.7%	39
moderately important	34.7%	86
high importance	23.4%	58
extremely important	15.3%	38
	<i>answered question</i>	248
	<i>skipped question</i>	13

188. Shotgun

Answer Options	Response Percent	Response Count
no importance	6.1%	15
low importance	4.9%	12
moderately low importance	1.6%	4
neutral	16.7%	41
moderately important	30.5%	75
high importance	24.8%	61
extremely important	15.4%	38
	<i>answered question</i>	246
	<i>skipped question</i>	15

189. Rifle

Answer Options	Response Percent	Response Count
no importance	1.6%	4
low importance	2.4%	6
moderately low importance	2.8%	7
neutral	8.1%	20
moderately important	20.2%	50
high importance	40.1%	99
extremely important	24.7%	61
	<i>answered question</i>	247
	<i>skipped question</i>	14

Kentucky Law Enforcement Foundation Program Fund

190. The KLEFPF proficiency pay (\$3,100 per officer) should be raised.

Answer Options	Response Percent	Response Count
strongly agree	87.9%	218
agree	7.7%	19
neutral / no opinion	2.0%	5
disagree	0.0%	0
strongly disagree	2.4%	6
Other (please specify)		11
	<i>answered question</i>	248
	<i>skipped question</i>	13

191. 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 other purposes if funding is available.

Answer Options	Response Percent	Response Count
no importance	0.0%	0
low importance	0.0%	0
moderately low importance	0.4%	1
neutral	3.6%	9
moderately important	4.0%	10
high importance	15.7%	39
extremely important	76.2%	189
	<i>answered question</i>	248
	<i>skipped question</i>	13

192. Elected officials in Frankfort should know the importance of the KLEFPF proficiency pay as a recruitment and retention tool for Kentucky law enforcement agencies.

Answer Options	Response Percent	Response Count
no importance	0.0%	0
low importance	0.0%	0
moderately low importance	0.0%	0
neutral	0.8%	2
moderately important	4.4%	11
high importance	14.1%	35
extremely important	80.6%	200
	<i>answered question</i>	248
	<i>skipped question</i>	13

193. Given the current economic climate (increased insurance costs, increased cost of living, etc), the \$3,100 KLEFPF proficiency pay is

Answer Options	Response Percent	Response Count
no importance	0.0%	0
low importance	0.0%	0
moderately low importance	0.0%	0
neutral	0.8%	2
moderately important	1.6%	4
high importance	16.3%	40
extremely important	81.3%	200
	<i>answered question</i>	246
	<i>skipped question</i>	15

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