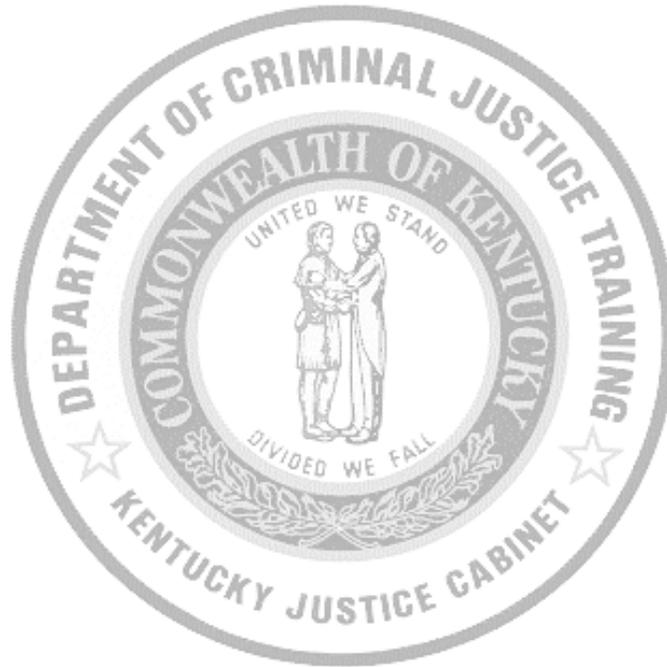


2001 Comprehensive Survey Final Report



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Executive Summary

In 1998, the [average number of sworn officers](#) for a police department in Kentucky was 26. The 2001 data shows an increase of approximately 20%, with the average number of sworn officers in a police department being 31. The average number of sworn officers for sheriff's departments increased 50% from 10 officers in 1998, to 15 officers in 2001.

In 2001, just over 10.5% of all sworn officers have a bachelor's degree, master's degree, or doctoral degree as their highest [education level](#). Almost 43% of Kentucky's sworn officers have at least some college experience as reported in 2001. Due to incompatible data, no comparison can be made to the 1998 survey.

The average salary for an entry-level peace officer in 1998 was approximately \$18,000. Sheriff's Departments realized a 9% increase in [entry-level salaries](#) from 1998-2001, with their current average salary being \$19,636. Police Departments' average entry-level salary increased approximately 10.5% with their pay being \$19,891 annually. Of the ten highest paying departments in 2001, eight are located in northern Kentucky. The average entry-level salary of these departments is \$30,479. Of the ten lowest paying departments in 2001, eight are from the eastern part of the state, with an entry-level salary average of \$11,228.

When asked about their [retirement benefits](#), respondents to the 1998 survey reported that 84% provided some sort of retirement benefits to their sworn officers, with approximately 45% of the departments offering hazardous duty retirement. The 2001 respondents stated that 91% of them provide some type of retirement system to their sworn officers, and 52% provide hazardous duty retirement.

In 1998, peace officers throughout the state gave [accreditation](#) a ranking of 5 on a 7-point scale, which is comparable to the 5.1 rating the topic received in the 2001 data. There has been an 8% increase in Kentucky Association of Chiefs of Police (KACP) accreditations in this time frame. Eleven percent of the responding agencies reported KACP accreditation in 1998, while 19% reported KACP accreditation in 2001.

Thirty-four percent of departments in 1998 required and furnished [body armor](#) to their officers. That number almost doubled in 2001, with 62% of departments requiring and furnishing body armor to their officers.

When asked to document [technology](#) use, 90% of the responding departments conveyed having at least one computer. Internet capabilities have more than doubled since the 1998 survey. In 1998 35% of departments reported having internet and e-mail capabilities at work, while 85% of departments report having the capability in 2001. The number of department web pages has also more than doubled. In 1998 seventeen percent of the departments had their own web page established, while in 2001, 42% of departments have an established home page.

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 the summer of 1998, the Department of Criminal Justice Training released the results of an extensive questionnaire designed to collect information from law enforcement agencies across Kentucky. In an effort to continually serve all law enforcement agencies, the DOCJT revised the Comprehensive Survey. The previous survey established a broad base of data reflecting administrative procedures and operational practices of all law enforcement agencies in the Commonwealth. The purpose of the 2001 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 1997 data and help to identify changes and trends in various law enforcement topics.

Not only will officials at the state level find the information contained herein useful, but local law enforcement leaders will benefit from this product as well. Topics previous participants found particularly useful include salary information, personnel / benefits issues, officer equipment and provisions, and policy.

Methodology

After careful analysis and revision of the previous Comprehensive Survey, a 19 page, 200-question instrument was developed and distributed to 409 agencies throughout the Commonwealth. Those 409 agencies included municipal agencies, county police departments, sheriff's departments, state agencies, airport authorities, school/university police, and housing authorities.

Before the survey was mailed, an introductory letter was sent to all agencies detailing the specifics of the 2001 Comprehensive Survey. One week later, the survey was mailed to all law enforcement agencies in Kentucky, with reminder cards being sent out approximately 3 weeks thereafter. We accepted completed surveys for approximately 3 ½ months, setting the cut-off date for surveys at July 15, 2001.

Two hundred forty-three (243) departments completed and returned the 2001 Survey, for an overall response rate of 59%. The figures contained in this document represent 6,512 officers from 243 departments across the state of Kentucky. When broken down into more specific categories, municipal agencies had a return rate of 62%, while 52 % of sheriff's departments returned their surveys. Sheriff's Departments accounted for 26% of all returned surveys, and municipal departments accounted for 65% of the data.

The 2001 Comprehensive Survey requested information on the following topics: General Information; Personnel; Salary; Compensation Supplements/Benefits; Transportation; Patrol; Telecommunications; Computer Support Capabilities; Officer Equipment / Provisions; Employment / Promotional Practices; Training / Education; Field Training Officer Program; Firearms, and Critical Issues.

Agency Categories

Agencies were placed in the following categories, which are used throughout the report.

| | |
|--------------|------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | Composed of agencies having 1st Class City status |
| 2 | Composed of agencies having 2nd Class City status |
| 3 | Composed of agencies having 3rd Class City status |
| 4 | Composed of agencies having 4th Class City status |
| 5 | Composed of agencies having 5th Class City status |
| 6 | Composed of agencies having 6th Class City status |
| CO | Composed of all county police departments |
| SO | Composed of all sheriff's departments |
| STATE | Composed of all state agencies Kentucky Department of Fish and Wildlife Resources Kentucky Vehicle Enforcement Kentucky State Police |
| UC | Composed of urban county police departments Lexington P.D. |
| UNIV | Composed of all public school / university police departments |

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 2001 Comprehensive Survey. For a complete, unabridged version of the data, or for any specialized or specific reports, please contact David Hobson, Staff Assistant, Office of Staff Services & Planning at dhobson@docjt.jus.state.ky.us or 859 622-2305.

AGENCY DEMOGRAPHICS

Personnel

According to this study, fifty-nine percent (59%) of the responding agencies in Kentucky have 10 or fewer sworn personnel. This is comparable to the study that was released in 1998, which reported that 55% of the responding agencies had 9 or fewer sworn personnel. The 2001 data showed that less than 4% of the responding agencies have more than 100 officers. This information is also consistent with the previous survey.

| Number Sworn Personnel | Number Reporting Agencies This Size | Percent of Total |
|-------------------------------|--------------------------------------------|-------------------------|
| 1-10 | 144 | 59.26% |
| 11-20 | 42 | 17.28% |
| 21-30 | 27 | 11.11% |
| 31-40 | 10 | 4.12% |
| 41-50 | 5 | 2.06% |
| 51-60 | 3 | 1.23% |
| 61-70 | 2 | 0.82% |
| 91-100 | 1 | 0.41% |
| 101-110 | 2 | 0.82% |
| 171-180 | 1 | 0.41% |
| 181-190 | 1 | 0.41% |
| 211-220 | 1 | 0.41% |
| 461-470 | 1 | 0.41% |
| 501-510 | 1 | 0.41% |
| 731-740 | 1 | 0.41% |
| 1011-1020 | 1 | 0.41% |
| Grand Total | 243 | 100.00% |

This set of information ties in the agency type, population served, budget, sworn personnel, entry-level salary and marked vehicle information. This information serves as a good overall view of the responding agencies' basic department demographics.

Selected Averages*

| Agency Type or City Class | Population | Budget | Sworn Personnel | Entry Level Salary | Marked Vehicles |
|----------------------------------|-------------------|------------------------|------------------------|---------------------------|------------------------|
| 1 | 261,000.00 | \$66,558,585.00 | 732.00 | \$26,714.00 | 722.00 |
| 2 | 33,526.89 | \$4,991,572.50 | 68.44 | \$26,229.67 | 42.11 |
| 3 | 13,503.37 | \$1,732,475.11 | 27.53 | \$21,800.88 | 20.42 |
| 4 | 6,312.38 | \$638,641.46 | 11.62 | \$19,002.34 | 8.64 |
| 5 | 1,980.47 | \$271,203.38 | 4.44 | \$17,068.72 | 3.77 |
| 6 | 1,424.65 | \$98,545.45 | 1.82 | \$15,962.50 | 1.94 |
| Airport | | \$3,500,000.00 | 25.33 | \$29,233.00 | 4.67 |
| County | 153,602.83 | \$11,249,288.60 | 103.17 | \$26,314.00 | 71.50 |
| Housing Authority | 8,000.00 | | 1.00 | | |
| Public School | 1,500.00 | \$75,000.00 | 1.00 | \$21,600.00 | |
| Sheriff's Department | 39,861.60 | \$944,493.00 | 14.77 | | 10.74 |
| University | 39,442.86 | \$1,111,363.83 | 19.14 | \$19,495.33 | 5.14 |
| Urban County | 260,500.00 | \$36,100,000.00 | 502.00 | \$26,031.00 | 345.00 |
| Overall Average* | 68,387.92 | \$10,605,930.69 | 116.33 | \$22,677.40 | 95.07 |

* State Agencies Not Included

*Selected Averages**

| Agency Type or City Class | Population | Budget | Sworn Personnel | Entry Level Salary | Marked Vehicles |
|----------------------------------|-------------------|-----------------------|------------------------|---------------------------|------------------------|
| 2 | 33,526.89 | \$4,991,572.50 | 68.44 | \$26,229.67 | 42.11 |
| 3 | 13,503.37 | \$1,732,475.11 | 27.53 | \$21,800.88 | 20.42 |
| 4 | 6,312.38 | \$638,641.46 | 11.62 | \$19,002.34 | 8.64 |
| 5 | 1,980.47 | \$271,203.38 | 4.44 | \$17,068.72 | 3.77 |
| 6 | 1,424.65 | \$98,545.45 | 1.82 | \$15,962.50 | 1.94 |
| Airport | | \$3,500,000.00 | 25.33 | \$29,233.00 | 4.67 |
| County | 153,602.83 | \$11,249,288.60 | 103.17 | \$26,314.00 | 71.50 |
| Housing Authority | 8,000.00 | | 1.00 | | |
| Public School | 1,500.00 | \$75,000.00 | 1.00 | \$21,600.00 | |
| Sheriff's Department | 39,861.60 | \$944,493.00 | 14.77 | | 10.74 |
| University | 39,442.86 | \$1,111,363.83 | 19.14 | \$19,495.33 | 5.14 |
| Overall Average* | 29,915.50 | \$2,461,258.33 | 25.30 | \$21,856.27 | 15.36 |

**State, 1st Class and Urban County Agencies Not Included*

Education

Kentucky Revised Statute 15.382 (3) requires all law enforcement personnel certified after December 1, 1998 to have a high school diploma or equivalent. The 2001 Comprehensive Survey found that 42.9% of Kentucky's peace officers have at least some college experience.

| <i>Highest Education Level Attained By Agency Type (Percentage of Personnel)</i> | | | | | | |
|----------------------------------------------------------------------------------|--------------------|---------------------|--------------------------|--------------------------|------------------------|------------------------|
| Agency Type or City Class | High School | Some College | Associates Degree | Bachelor's Degree | Master's Degree | Doctoral Degree |
| 1 | Not Reported | Not Reported | Not Reported | Not Reported | Not Reported | Not Reported |
| 2 | 18.11 | 28.11 | 10.78 | 18.22 | 2.22 | 0.33 |
| 3 | 30.89 | 22.37 | 9.89 | 14.53 | 0.42 | 0.11 |
| 4 | 51.42 | 24.47 | 6.13 | 9.36 | 0.67 | 0.00 |
| 5 | 52.68 | 32.66 | 7.11 | 3.32 | 1.39 | 0.00 |
| 6 | 25.88 | 48.06 | 0.00 | 5.88 | 1.18 | 0.00 |
| Airport | 27.67 | 4.00 | 7.00 | 33.67 | 1.33 | 0.00 |
| County | 21.50 | 39.50 | 14.83 | 22.00 | 0.17 | 0.17 |
| Housing Authority | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Public School | 0.00 | 0.00 | 0.00 | 100.00 | 0.00 | 0.00 |
| Sheriff's Department | 55.79 | 19.77 | 5.63 | 5.89 | 2.05 | 0.00 |
| State Agency | 50.67 | 4.67 | 10.33 | 1.00 | 0.00 | 0.00 |
| University | 15.86 | 13.14 | 3.14 | 23.86 | 3.57 | 0.00 |
| Urban County | 27.00 | 11.00 | 19.00 | 41.00 | 2.00 | 0.00 |
| Overall Percentage | 45.34 | 25.98 | 6.39 | 9.22 | 1.29 | 0.02 |

SALARY AVERAGES BY AGENCY TYPE OR CITY CLASS

All Agencies

| Agency Type or City Class | Officer | Deputy | Sgt. | Lt. | Capt. | Major | Asst. Chief | Agency Head |
|-----------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|--------------|
| 1 | \$36,481.00 | | \$41,251.00 | \$49,436.00 | | | | \$90,483.00 |
| 2 | \$31,380.00 | | \$38,029.29 | \$40,052.20 | \$45,735.00 | \$50,949.33 | \$58,659.33 | \$66,111.14 |
| 3 | \$24,456.21 | | \$27,996.00 | \$34,939.20 | \$28,960.86 | \$33,166.00 | \$39,054.00 | \$44,778.94 |
| 4 | \$22,001.76 | | \$27,952.55 | \$31,728.29 | \$31,023.78 | \$36,163.40 | \$26,010.85 | \$42,749.26 |
| 5 | \$18,616.19 | | \$23,068.25 | \$23,845.00 | | \$18,286.67 | \$19,414.25 | \$26,808.52 |
| 6 | \$15,766.00 | | \$20,020.00 | | | | | \$20,885.64 |
| Airport | \$35,135.00 | | \$44,588.00 | \$55,624.00 | \$37,000.00 | | \$49,000.00 | \$60,602.50 |
| County | \$31,395.17 | | \$37,818.67 | \$43,481.67 | \$64,021.00 | \$76,950.00 | \$65,038.00 | \$56,817.20 |
| Housing Authority | | | | | | | | \$49,628.00 |
| Public School | \$21,600.00 | | | | | | | \$36,500.00 |
| Sheriff's Department | | \$23,225.11 | \$29,418.73 | \$34,728.50 | \$37,733.57 | \$34,738.50 | \$40,927.00 | \$62,049.36 |
| State Agency | \$32,716.50 | | \$28,720.50 | \$49,492.50 | \$59,876.00 | \$64,013.00 | \$80,225.00 | \$50,000.00 |
| University | \$22,517.83 | | \$28,744.00 | \$37,641.00 | \$43,175.50 | | \$58,000.00 | \$62,250.00 |
| Urban County | \$31,183.00 | | \$39,836.00 | \$46,271.00 | \$49,959.00 | \$53,986.00 | \$63,302.00 | \$101,757.00 |
| Overall Average | \$26,937.39 | \$23,225.11 | \$32,286.92 | \$40,658.12 | \$44,164.97 | \$46,031.61 | \$49,963.04 | \$55,101.47 |

Sheriff's Departments Selected Data

| Sheriff's Department | Population | Annual Budget | Sworn Personnel | Entry Level Salary | Deputy's Average Salary | Sheriff's Entry Salary | Sheriff's Current Salary |
|-----------------------------|-------------------|----------------------|------------------------|---------------------------|--------------------------------|-------------------------------|---------------------------------|
| ANDERSON County | 19,111 | \$507,488.00 | 7 | \$24,000.00 | \$26,672.00 | \$53,639.00 | \$59,846.00 |
| BALLARD County | 8,286 | \$435,000.00 | 10 | \$18,500.00 | \$23,781.00 | | \$51,600.00 |
| BARREN County | 38,000 | \$675,000.00 | 11 | \$16,640.00 | | \$40,000.00 | \$70,000.00 |
| BATH County | 12,000 | \$200,000.00 | 3 | \$18,000.00 | \$18,000.00 | | \$54,000.00 |
| BELL County | 30,000 | \$448,631.00 | 10 | \$13,000.00 | \$15,960.00 | | \$63,542.00 |
| BOURBON County | 20,000 | | 5 | \$22,000.00 | \$29,000.00 | | |
| BOYLE County | 27,000 | \$424,000.00 | 7 | \$25,000.00 | \$38,000.00 | | |
| BREATHITT County | 16,100 | | 5 | \$18,000.00 | | \$31,980.00 | \$58,000.00 |
| BRECKINRIDGE County | 18,000 | \$442,400.00 | 8 | | | | \$61,305.00 |
| BULLITT County | 61,236 | \$1,828,043.00 | 29 | | | | |
| CALDWELL County | 13,000 | \$260,500.00 | 6 | \$16,000.00 | | \$45,000.00 | \$59,000.00 |
| CALLOWAY County | 34,000 | \$900,000.00 | 20 | \$18,720.00 | | | \$70,063.00 |
| CARROLL County | 10,155 | \$362,818.00 | 4 | \$18,000.00 | | | \$56,997.00 |
| CLARK County | 33,144 | \$961,378.00 | 10 | \$20,945.00 | | | \$62,988.00 |
| CLAY County | 22,752 | | 6 | \$15,600.00 | | | |
| CRITTENDEN County | 9,800 | \$120,000.00 | 2 | \$15,000.00 | \$15,000.00 | | \$52,000.00 |
| CUMBERLAND County | 7,147 | | 4 | \$15,000.00 | \$16,000.00 | | |
| DAVIESS County | 92,000 | \$2,200,000.00 | 35 | \$21,040.00 | \$21,040.00 | \$72,000.00 | \$72,000.00 |
| FLEMING County | 13,000 | \$180,000.00 | 6 | \$16,000.00 | \$20,000.00 | \$58,000.00 | \$58,000.00 |
| GARRARD County | 14,750 | | 5 | \$25,000.00 | \$36,000.00 | | |
| GRANT County | 28,000 | \$980,000.00 | 19 | \$26,000.00 | \$31,000.00 | \$48,000.00 | \$60,000.00 |
| GRAVES County | 36,000 | \$781,832.00 | 12 | \$18,000.00 | \$18,000.00 | | \$67,874.00 |
| GRAYSON County | 24,000 | \$799,000.00 | 13 | \$24,000.00 | \$27,000.00 | \$59,000.00 | \$62,000.00 |

| Sheriff's Department | Population | Annual Budget | Sworn Personnel | Entry Level Salary | Deputy's Average Salary | Sheriff's Entry Salary | Sheriff's Current Salary |
|-----------------------------|-------------------|----------------------|------------------------|---------------------------|--------------------------------|-------------------------------|---------------------------------|
| GREEN County | 10,000 | \$181,340.00 | 2 | \$16,667.00 | \$18,888.00 | | \$59,846.00 |
| GREENUP County | 40,000 | \$1,006,000.00 | 12 | \$15,360.00 | \$25,728.00 | | \$67,874.00 |
| HANCOCK County | 8,600 | \$190,000.00 | 6 | \$24,000.00 | \$24,000.00 | \$54,000.00 | \$54,000.00 |
| HARDIN County | 94,174 | \$1,654,757.00 | 27 | \$17,500.00 | \$21,630.00 | \$72,253.00 | \$72,253.00 |
| HARLAN County | 32,600 | \$500,000.00 | 10 | | | | |
| HARRISON County | 17,983 | \$420,420.00 | 7 | \$18,000.00 | | | |
| HENDERSON County | 43,044 | \$1,082,628.00 | 22 | \$26,200.00 | \$28,012.00 | \$61,000.00 | \$70,064.00 |
| HICKMAN County | 5,500 | \$190,940.00 | 3 | \$16,000.00 | | | \$59,000.00 |
| JEFFERSON County | 672,900 | \$11,730,000.00 | 211 | \$19,462.00 | \$25,033.00 | | \$83,931.00 |
| JESSAMINE County | 40,000 | \$1,400,000.00 | 17 | \$22,563.00 | \$22,563.00 | | \$70,063.00 |
| KENTON County | 160,000 | \$2,345,000.00 | 28 | \$26,781.00 | \$29,415.00 | \$68,000.00 | \$77,580.00 |
| KNOTT County | 18,000 | \$378,000.00 | 4 | | \$23,000.00 | | \$59,000.00 |
| KNOX County | 31,477 | \$280,000.00 | 6 | | \$20,412.00 | | \$64,389.00 |
| LAUREL County | 52,640 | \$1,221,158.00 | 22 | \$23,160.00 | \$25,620.00 | \$48,500.00 | \$74,260.00 |
| LAWRENCE County | 15,569 | | 2 | | | | |
| LEE County | 7,916 | \$107,520.00 | 4 | \$10,712.00 | | | \$55,467.00 |
| LESLIE County | 15,000 | | 4 | \$15,500.00 | \$18,000.00 | \$53,600.00 | \$57,500.00 |
| LEWIS County | 13,500 | \$230,000.00 | 3 | \$18,000.00 | \$18,500.00 | \$57,000.00 | \$58,000.00 |
| LIVINGSTON County | 9,800 | \$200,000.00 | 7 | \$18,500.00 | \$20,210.00 | | \$53,000.00 |
| LOGAN County | 26,000 | \$867,000.00 | 18 | \$15,150.00 | \$16,000.00 | \$58,000.00 | |
| LYON County | 8,600 | \$205,000.00 | 4 | \$18,000.00 | \$19,500.00 | \$49,500.00 | \$55,000.00 |
| MADISON County | 70,800 | | 14 | \$20,800.00 | | | \$78,800.00 |
| MARION County | 17,990 | \$491,287.00 | 4 | \$22,000.00 | \$26,000.00 | | |
| MARSHALL County | 30,000 | \$985,000.00 | 17 | \$27,643.00 | \$27,643.00 | | \$68,000.00 |
| MCCRACKEN County | 62,500 | \$2,100,000.00 | 37 | \$18,500.00 | \$23,500.00 | | |
| MONTGOMERY County | 20,000 | \$650,000.00 | 13 | \$20,696.00 | \$23,000.00 | | |
| MUHLENBERG County | 33,000 | \$556,000.00 | 12 | | \$22,500.00 | | |

| Sheriff's Department | Population | Annual Budget | Sworn Personnel | Entry Level Salary | Deputy's Average Salary | Sheriff's Entry Salary | Sheriff's Current Salary |
|-----------------------------|-------------------|------------------------|------------------------|---------------------------|--------------------------------|-------------------------------|---------------------------------|
| NELSON County | 38,000 | \$1,224,050.00 | 20 | \$27,040.00 | \$29,120.00 | \$59,000.00 | \$67,000.00 |
| OWSLEY County | 49,000 | \$89,117.00 | 5 | \$13,811.00 | \$14,176.00 | \$14,176.00 | \$14,176.00 |
| PENDLETON County | 15,000 | | 5 | \$26,000.00 | \$27,500.00 | | \$61,306.00 |
| PIKE County | 70,000 | \$1,293,326.00 | 22 | \$18,000.00 | \$18,900.00 | | \$78,000.00 |
| PULASKI County | 56,800 | \$1,800,000.00 | 24 | \$21,900.00 | \$26,000.00 | \$40,000.00 | \$74,442.00 |
| ROWAN County | 20,200 | \$464,531.00 | 10 | \$21,500.00 | \$24,000.00 | \$65,530.00 | \$65,530.00 |
| SCOTT County | 33,000 | \$1,454,622.00 | 27 | | | | |
| SIMPSON County | 16,200 | \$606,350.00 | 10 | \$17,500.00 | \$22,650.00 | \$29,040.00 | \$46,000.00 |
| TODD County | 11,729 | \$184,500.00 | 3 | \$16,952.00 | \$16,952.00 | | \$56,926.00 |
| TRIGG County | 12,500 | \$345,000.00 | 7 | \$18,000.00 | | | \$59,000.00 |
| TRIMBLE County | 10,000 | | 30 | \$20,000.00 | | | \$53,698.00 |
| UNION County | 16,000 | \$500,000.00 | 8 | | | | |
| WASHINGTON County | 10,916 | \$230,000.00 | 4 | \$24,000.00 | \$28,000.00 | \$59,846.00 | \$63,000.00 |
| Grand Total | 2,504,419 | \$49,669,636.00 | 928 | \$1,060,342.00 | \$1,021,905.00 | \$1,197,064.00 | \$2,916,320.00 |
| Overall Average | 39,753 | \$937,163 | 15 | \$19,636 | \$23,225 | \$52,046 | \$62,049 |

Police Department's Selected Data

| Police Department | Population | Annual Budget | Sworn Personnel | Entry Level Salary | Officer Average Salary | Chief Entry Salary | Chief Current Salary |
|--------------------------|-------------------|----------------------|------------------------|---------------------------|-------------------------------|---------------------------|-----------------------------|
| Albany | 2,200 | \$511,660.00 | 9 | \$14,280.00 | \$14,560.00 | \$25,500.00 | \$28,560.00 |
| Anchorage | 3,000 | \$625,000.00 | 10 | \$26,573.00 | \$35,466.00 | \$47,000.00 | \$47,000.00 |
| Ashland | 21,981 | \$2,903,561.00 | 48 | \$23,121.00 | \$27,761.00 | \$44,906.00 | \$54,000.00 |
| Auburn | 2,500 | \$104,770.00 | 3 | \$14,500.00 | \$18,900.00 | | \$30,000.00 |
| Augusta | 1,400 | \$120,000.00 | 2 | \$16,640.00 | \$16,640.00 | | \$24,900.00 |
| Barbourville | 36,000 | \$2,142,000.00 | 13 | \$14,560.00 | \$20,800.00 | \$29,120.00 | |
| Bardstown | 10,400 | \$1,350,000.00 | 20 | \$19,469.00 | \$24,336.00 | \$33,134.00 | \$45,000.00 |
| Bardwell | 900 | \$60,000.00 | 2 | \$18,720.00 | | \$20,800.00 | \$23,920.00 |
| Barlow | 750 | | 2 | \$16,200.00 | \$16,200.00 | \$20,500.00 | \$21,200.00 |
| Beaver Dam | 33,428 | | 6 | | | | |
| Bellefonte | 1,200 | | 2 | \$13,520.00 | | | |
| Bellevue | 6,500 | \$697,000.00 | 10 | \$23,271.00 | \$28,000.00 | \$32,369.00 | \$43,564.00 |
| Benham | 715 | \$25,000.00 | 4 | \$8,000.00 | \$9,000.00 | \$8,000.00 | \$10,000.00 |
| Benton | 4,700 | \$350,000.00 | 7 | \$25,000.00 | | \$34,798.00 | \$39,000.00 |
| Blue Grass Airport | | | 20 | \$28,000.00 | \$35,000.00 | \$40,000.00 | \$50,000.00 |
| Boone County | 85,000 | \$3,500,000.00 | 62 | \$29,867.00 | \$34,123.00 | \$65,547.00 | \$67,185.00 |
| Booneville | 111 | | 2 | \$12,000.00 | \$13,184.00 | \$13,104.00 | \$14,112.00 |
| Bowling Green | 49,300 | \$6,400,000.00 | 92 | \$25,548.00 | \$30,657.00 | \$55,575.00 | \$69,253.00 |
| Boyd County | 52,000 | | 12 | \$16,760.00 | \$16,760.00 | \$1,660.00 | \$16,760.00 |
| Brodhead | 12,300 | \$90,000.00 | 1 | | | | |
| Burkesville | 2,000 | \$328,900.00 | 5 | | | | |
| Cadiz | 2,400 | \$379,100.00 | 9 | \$17,680.00 | | \$24,000.00 | \$32,000.00 |
| Calverty City | 3,004 | \$325,891.00 | 5 | \$22,360.00 | \$25,141.00 | | \$34,400.00 |
| Campbell County | 17,617 | \$1,959,643.00 | 28 | \$29,147.00 | \$31,269.00 | \$48,522.00 | \$48,522.00 |
| Campbellsville | 11,000 | \$1,200,000.00 | 22 | \$18,720.00 | \$21,500.00 | \$35,000.00 | \$37,000.00 |
| Caneyville | 650 | | 1 | | | | |
| Carlisle | 1,972 | | 6 | \$16,000.00 | \$18,720.00 | | |
| Carrollton | 4,000 | \$570,000.00 | 11 | \$19,787.00 | \$20,500.00 | \$29,234.00 | \$35,000.00 |

| Police Department | Population | Annual Budget | Sworn Personnel | Entry Level Salary | Officer Average Salary | Chief Entry Salary | Chief Current Salary |
|----------------------------------------|------------|-----------------|-----------------|--------------------|------------------------|--------------------|----------------------|
| Catlettsburg | 2,100 | \$345,000.00 | 8 | \$20,342.00 | | \$22,500.00 | |
| Cave City | 2,600 | \$179,600.00 | 6 | \$17,680.00 | \$19,500.00 | \$25,000.00 | \$26,250.00 |
| Central City | 6,000 | \$411,770.00 | 13 | \$18,360.00 | \$22,420.00 | \$29,201.00 | \$33,946.00 |
| Cincinnati / Northern Kentucky Airport | | \$3,500,000.00 | 37 | \$30,466.00 | \$35,270.00 | \$61,201.00 | \$71,205.00 |
| Clark County Schools | 1,500 | \$75,000.00 | 1 | \$21,600.00 | \$21,600.00 | \$31,828.00 | \$36,500.00 |
| Clarkson | 741 | \$63,000.00 | 2 | \$12,480.00 | | \$16,640.00 | \$24,960.00 |
| Clinton | 1,500 | \$130,000.00 | 5 | \$16,640.00 | \$17,680.00 | \$20,800.00 | \$20,800.00 |
| Cloverport | 1,500 | \$71,000.00 | 2 | \$14,560.00 | \$16,640.00 | \$17,680.00 | \$20,800.00 |
| Columbia | 4,100 | \$605,000.00 | 9 | \$20,800.00 | \$24,285.00 | | \$37,000.00 |
| Corbin | 9,500 | \$1,060,970.00 | 22 | \$18,720.00 | | | \$41,500.00 |
| Covington | 45,000 | \$10,000,000.00 | 110 | \$25,605.00 | \$33,164.00 | \$69,160.00 | |
| Crescent Springs | 4,000 | \$600,000.00 | 9 | \$25,000.00 | \$30,250.00 | \$36,000.00 | \$41,800.00 |
| Crofton | 1,000 | \$523,388.00 | 1 | | | \$16,640.00 | \$20,800.00 |
| Cynthiana | 7,100 | | 19 | \$19,760.00 | \$22,297.00 | \$35,486.00 | \$35,984.00 |
| Danville | 16,000 | \$1,500,000.00 | 27 | \$22,269.00 | \$23,364.00 | \$39,993.00 | \$40,000.00 |
| Dawson Springs | 3,000 | \$314,309.00 | 6 | \$16,640.00 | \$25,000.00 | | \$32,760.00 |
| Dayton | 7,500 | \$796,000.00 | 10 | \$26,273.00 | \$27,572.00 | | \$43,050.00 |
| Eastern Kentucky University | 16,000 | \$1,036,076.00 | 20 | \$19,500.00 | \$22,000.00 | \$60,000.00 | \$76,000.00 |
| Eddyville | 3,000 | | 6 | \$14,560.00 | \$14,560.00 | \$20,800.00 | \$30,000.00 |
| Edmonton | 1,600 | | 6 | \$19,385.00 | | \$23,213.00 | |
| Elizabethtown | 2,250 | \$2,500,000.00 | 38 | \$2,175.00 | \$25,000.00 | \$35,000.00 | \$54,000.00 |
| Elkton | 2,000 | \$428,309.00 | 8 | \$18,720.00 | \$23,317.00 | | \$43,243.00 |
| Elsmere | 8,139 | \$973,665.00 | 11 | \$23,731.00 | \$23,731.00 | \$37,132.00 | \$45,263.00 |
| Eminence | 2,400 | \$375,000.00 | 8 | \$19,500.00 | | \$28,000.00 | \$28,000.00 |
| Erlanger | 16,600 | \$2,400,000.00 | 31 | \$29,120.00 | \$36,587.00 | \$49,920.00 | \$62,441.00 |
| Evarts | 2,000 | \$161,255.00 | 6 | \$14,560.00 | \$14,560.00 | \$17,680.00 | \$17,680.00 |
| Ferguson | 900 | \$37,000.00 | 1 | | | \$18,100.00 | \$20,500.00 |

| Police Department | Population | Annual Budget | Sworn Personnel | Entry Level Salary | Officer Average Salary | Chief Entry Salary | Chief Current Salary |
|--------------------|------------|-----------------|-----------------|--------------------|------------------------|--------------------|----------------------|
| Flatwoods | 8,000 | \$600,000.00 | 10 | \$14,920.00 | \$16,000.00 | | \$28,704.00 |
| Flemingsburg | 3,200 | \$286,882.00 | 6 | \$13,000.00 | \$13,520.00 | | \$34,649.00 |
| Florence | 23,551 | \$4,552,900.00 | 53 | \$29,923.00 | \$33,648.00 | \$59,894.00 | \$61,639.00 |
| Fort Mitchell | 8,500 | \$1,140,056.00 | 12 | \$26,000.00 | \$28,000.00 | \$40,000.00 | \$52,450.00 |
| Franklin | 9,500 | \$1,211,181.00 | 20 | | | | |
| Ft. Thomas | 16,495 | \$1,800,000.00 | 22 | \$33,051.00 | \$35,609.00 | \$60,000.00 | \$62,000.00 |
| Fulton | 2,500 | \$530,000.00 | 11 | \$18,720.00 | | \$38,000.00 | |
| Georgetown | 19,000 | | 44 | \$19,300.00 | \$23,094.00 | \$48,404.00 | |
| Glasgow | 14,500 | \$2,076,858.00 | 36 | \$21,507.00 | \$25,300.00 | \$47,494.00 | \$47,494.00 |
| Glencoe | 500 | \$9,000.00 | 1 | | | | \$7,000.00 |
| Graymoor-Devondale | 3,005 | \$171,000.00 | 3 | \$21,840.00 | | | \$40,550.00 |
| Guthrie | 1,700 | \$105,000.00 | 4 | \$17,680.00 | \$18,720.00 | | |
| Hardinsburg | 2,100 | | 4 | \$14,000.00 | \$15,080.00 | | |
| Harlan | 3,200 | \$475,000.00 | 10 | \$15,080.00 | \$18,000.00 | \$7,992.00 | \$27,000.00 |
| Hartford | 2,350 | | 5 | \$13,748.00 | \$20,278.00 | \$28,270.00 | \$32,073.00 |
| Hazard | 5,600 | \$1,000,000.00 | 17 | \$18,000.00 | \$19,000.00 | | |
| Henderson | 27,500 | \$3,200,000.00 | 57 | \$25,473.00 | \$27,500.00 | \$45,664.00 | \$53,851.00 |
| Hickman | 1,600 | \$210,802.00 | 4 | \$17,770.00 | \$18,408.00 | | |
| Highland Heights | 6,800 | \$750,000.00 | 10 | \$31,000.00 | \$33,000.00 | \$43,000.00 | \$49,000.00 |
| Hodgenville | 2,750 | | 7 | \$12,000.00 | \$13,000.00 | \$20,000.00 | \$26,000.00 |
| Hopkinsville | 33,000 | \$3,700,000.00 | 67 | \$24,279.00 | \$27,533.00 | \$47,478.00 | \$47,478.00 |
| Hyden | 500 | \$390,000.00 | 3 | \$16,000.00 | \$16,000.00 | \$20,800.00 | \$22,400.00 |
| Independence | 15,000 | \$1,800,000.00 | 23 | \$26,000.00 | \$31,030.00 | \$48,500.00 | \$49,440.00 |
| Inez | 600 | \$60,000.00 | 2 | \$19,500.00 | | \$25,500.00 | |
| Irvine | 3,500 | \$194,268.00 | 8 | \$13,195.00 | \$15,000.00 | \$15,470.00 | \$19,165.00 |
| Jackson | 2,490 | \$338,000.00 | 12 | \$19,000.00 | \$19,000.00 | | |
| Jamestown | 1,800 | \$354,000.00 | 5 | \$17,680.00 | | \$29,120.00 | |
| Jefferson County | 694,000 | \$48,178,800.00 | 469 | \$27,830.00 | \$37,752.00 | \$98,619.00 | \$98,619.00 |
| Jeffersontown | 27,000 | \$650,000.00 | 48 | \$33,353.00 | \$43,164.00 | | \$83,273.00 |

| Police Department | Population | Annual Budget | Sworn Personnel | Entry Level Salary | Officer Average Salary | Chief Entry Salary | Chief Current Salary |
|-----------------------------------------|------------|------------------|-----------------|--------------------|------------------------|--------------------|----------------------|
| Jenkins | 2,750 | | 5 | \$16,520.00 | \$16,520.00 | \$17,560.00 | \$18,720.00 |
| KY Dept. of Fish and Wildlife Resources | 4,041,769 | \$4,000,000.00 | 171 | \$19,812.00 | \$23,191.00 | | |
| Kentucky State Police | 4,000,000 | \$127,228,700.00 | 1012 | \$28,595.00 | \$42,242.00 | | |
| Kentucky State University | 2,400 | \$345,686.00 | 9 | \$15,080.00 | \$18,000.00 | \$37,500.00 | \$41,000.00 |
| KY Vehicle Enforcement | 4,041,769 | \$16,000,000.00 | 187 | \$23,296.00 | | \$50,000.00 | \$50,000.00 |
| LaGrange | 6,800 | \$740,000.00 | 12 | \$22,225.00 | \$27,288.00 | \$39,382.00 | \$39,382.00 |
| Lakeside Park-Crestview Hills | 5,677 | \$772,386.00 | 9 | \$24,000.00 | \$27,982.00 | | \$48,000.00 |
| Lancaster | 4,300 | \$33,580.00 | 8 | \$20,800.00 | \$21,673.00 | \$29,120.00 | \$30,160.00 |
| Lawrenceburg | 9,011 | \$400,000.00 | 16 | \$17,070.00 | \$20,748.00 | \$32,187.00 | \$40,000.00 |
| Lebanon Junction | 2,700 | | 3 | | \$18,000.00 | | \$27,000.00 |
| Leitchfield | 7,000 | \$913,786.00 | 16 | \$16,765.00 | \$16,765.00 | | \$40,000.00 |
| Lewisburg | 1,000 | | 1 | | | \$16,000.00 | \$24,900.00 |
| Lexington-Fayette | 260,500 | \$36,100,000.00 | 502 | \$26,031.00 | \$31,183.00 | \$60,461.00 | \$101,757.00 |
| Liberty | 2,500 | \$191,425.00 | 4 | \$15,600.00 | \$15,600.00 | \$28,080.00 | \$28,080.00 |
| Louisa | 3,500 | | 7 | \$14,461.00 | \$16,068.00 | \$21,500.00 | \$23,769.00 |
| Louisville Housing Authority | 8,000 | | 1 | | | \$38,900.00 | \$49,628.00 |
| Louisville International Airport | | | 19 | | | | |
| Louisville | 261,000 | \$66,558,585.00 | 732 | \$26,714.00 | \$36,481.00 | \$90,483.00 | \$90,483.00 |
| Lynch | 1,100 | \$73,075.00 | 2 | | | \$14,020.00 | \$25,830.00 |
| Madisonville | 22,000 | \$3,095,826.00 | 47 | \$27,500.00 | \$32,000.00 | \$48,500.00 | \$48,500.00 |
| Manchester | 2,400 | \$375,250.00 | 9 | \$19,000.00 | \$19,500.00 | \$28,000.00 | \$35,000.00 |
| Martin | 1,000 | \$162,000.00 | 5 | \$14,560.00 | \$16,640.00 | \$19,760.00 | \$22,360.00 |
| Mayfield | 10,500 | \$794,249.00 | 28 | \$20,238.00 | \$21,278.00 | | \$37,876.00 |

| Police Department | Population | Annual Budget | Sworn Personnel | Entry Level Salary | Officer Average Salary | Chief Entry Salary | Chief Current Salary |
|------------------------------|------------|----------------|-----------------|--------------------|------------------------|--------------------|----------------------|
| Maysville | 8,993 | \$1,600,000.00 | 24 | \$19,240.00 | \$22,000.00 | \$39,500.00 | \$43,500.00 |
| Middlesboro | 11,000 | \$1,500,000.00 | 24 | \$19,552.00 | \$20,417.00 | \$30,000.00 | \$36,629.00 |
| Millersburg | 1,200 | \$112,000.00 | 3 | \$21,840.00 | \$21,840.00 | \$23,795.00 | \$23,795.00 |
| Minor Lane Heights | 1,682 | \$100,000.00 | 9 | | | | |
| Morehead | 8,900 | \$111,374.00 | 20 | \$21,029.00 | \$24,227.00 | \$32,042.00 | \$37,534.00 |
| Morehead State University | 8,700 | \$781,665.00 | 1 | | | | |
| Morganfield | 3,600 | \$673,884.00 | 8 | \$18,325.00 | \$20,488.00 | | |
| Morgantown | 2,544 | \$317,034.00 | 6 | \$18,324.00 | \$22,276.00 | | |
| Mt. Sterling | 5,876 | \$1,601,621.00 | 23 | \$18,532.00 | | \$3,157.00 | \$39,000.00 |
| Mt. Washington | 8,485 | \$358,692.00 | 12 | \$22,060.00 | \$23,000.00 | \$27,209.00 | \$39,706.00 |
| Muldraugh | 1,500 | \$135,000.00 | 4 | \$17,160.00 | \$19,300.00 | \$25,720.00 | \$26,770.00 |
| Murray | 16,000 | \$1,685,600.00 | 29 | \$20,000.00 | \$21,387.00 | \$38,828.00 | \$38,828.00 |
| New Castle | 1,046 | \$5,000.00 | 1 | \$20,000.00 | | \$20,000.00 | \$20,000.00 |
| Newport | 22,000 | \$5,000,000.00 | 54 | \$30,274.00 | \$35,921.00 | \$70,000.00 | \$79,703.00 |
| Nicholasville | 22,000 | \$2,515,141.00 | 50 | \$21,798.00 | | | \$54,221.00 |
| Northern Kentucky University | 14,000 | | 18 | \$22,609.00 | \$22,609.00 | | |
| Nortonville | 1,500 | \$1,100,000.00 | 1 | | | \$18,720.00 | \$20,800.00 |
| Oldham County | 46,000 | \$1,500,000.00 | 29 | \$25,780.00 | \$33,467.00 | | |
| Olive Hill | 2,100 | | 5 | \$15,600.00 | \$15,600.00 | | \$19,760.00 |
| Owensboro | 54,000 | \$8,079,019.00 | 106 | \$25,068.00 | \$29,480.00 | \$59,433.00 | \$75,220.00 |
| Owenton | 1,500 | \$120,000.00 | 3 | \$20,000.00 | | | \$35,000.00 |
| Owingsville | 3,000 | \$150,000.00 | 5 | \$16,640.00 | | \$20,800.00 | \$26,728.00 |
| Paintsville | 10,000 | \$562,500.00 | 12 | \$12,440.00 | | \$18,720.00 | \$26,000.00 |
| Paris | 10,000 | \$1,100,000.00 | 21 | \$22,256.00 | \$23,878.00 | | \$43,970.00 |
| Park City | 517 | | 1 | \$16,640.00 | \$16,640.00 | \$20,800.00 | \$26,000.00 |
| Park Hills | 2,977 | \$393,578.00 | 6 | \$21,138.00 | \$27,810.00 | \$36,750.00 | \$36,750.00 |
| Pembroke | 1,000 | | 1 | | | | \$21,170.00 |
| Pikeville | 10,000 | \$1,500,000.00 | 20 | | | | |

| Police Department | Population | Annual Budget | Sworn Personnel | Entry Level Salary | Officer Average Salary | Chief Entry Salary | Chief Current Salary |
|--------------------------|-------------------|----------------------|------------------------|---------------------------|-------------------------------|---------------------------|-----------------------------|
| Pineville | 2,900 | | 8 | \$10,712.00 | \$14,040.00 | \$26,000.00 | \$31,000.00 |
| Pioneer Village | 3,000 | \$120,000.00 | 5 | \$14,000.00 | | \$20,000.00 | |
| Pleasureville | 971 | \$47,000.00 | 1 | | | | \$21,000.00 |
| Prestonsburg | 5,000 | | 10 | | | | \$34,000.00 |
| Princeton | 7,500 | \$134,000.00 | 14 | \$17,971.00 | \$21,778.00 | \$34,000.00 | \$34,000.00 |
| Providence | 3,611 | \$345,880.00 | 7 | \$19,760.00 | \$19,760.00 | \$33,236.00 | |
| Raceland | 2,500 | \$180,000.00 | 5 | | \$16,500.00 | | \$24,000.00 |
| Radcliff | 21,961 | | 34 | \$23,346.00 | \$27,240.00 | | |
| Russellville | 7,500 | \$1,500,056.00 | 24 | \$19,897.00 | \$23,920.00 | \$35,527.00 | \$49,504.00 |
| Sadieville | 300 | \$90,000.00 | 2 | \$18,000.00 | | \$19,500.00 | \$23,000.00 |
| Salyersville | 2,000 | | 4 | \$13,440.00 | | \$18,500.00 | |
| Sebree | 1,560 | \$926,000.00 | 2 | | \$22,000.00 | | \$29,000.00 |
| Shelbyville | 10,500 | \$85,000.00 | 19 | \$20,000.00 | | \$42,600.00 | \$48,000.00 |
| Shepherdsville | 8,500 | \$771,500.00 | 13 | \$21,840.00 | | | |
| Shively | 17,500 | \$1,545,000.00 | 23 | \$26,852.00 | \$26,998.00 | \$41,000.00 | \$51,000.00 |
| Silver Grove | 1,200 | \$35,000.00 | 1 | | | | \$16,704.00 |
| Simpsonville | 1,300 | | 1 | | | | \$24,000.00 |
| Somerset | 13,820 | \$2,286,309.00 | 31 | \$21,500.00 | | \$43,000.00 | \$45,000.00 |
| Sparta | 250 | \$75,000.00 | 3 | | | | \$33,300.00 |
| Springfield | 3,000 | \$249,585.00 | 8 | \$18,949.00 | \$20,183.00 | \$27,686.00 | \$30,786.00 |
| Taylor Mill | 7,000 | \$630,000.00 | 9 | \$25,522.00 | \$27,477.00 | \$36,000.00 | \$43,000.00 |
| Taylorville | 1,000 | \$215,000.00 | 5 | | \$17,680.00 | \$27,560.00 | |
| Tompkinsville | 3,000 | \$290,000.00 | 10 | \$14,200.00 | \$16,800.00 | \$20,300.00 | \$20,300.00 |
| Uniontown | 1,054 | | 2 | | \$25,000.00 | | \$28,000.00 |
| University of Kentucky | 60,000 | \$2,000,000.00 | 35 | \$20,124.00 | \$23,319.00 | \$52,770.00 | |
| University of Louisville | 25,000 | \$1,304,756.00 | 28 | \$19,331.00 | \$27,622.00 | | \$72,000.00 |
| Vanceburg | 2,400 | \$218,000.00 | 6 | \$10,000.00 | \$15,000.00 | \$20,200.00 | \$28,000.00 |
| Versailles | 7,511 | | 21 | \$25,680.00 | | \$37,000.00 | \$49,276.00 |

| Police Department | Population | Annual Budget | Sworn Personnel | Entry Level Salary | Officer Average Salary | Chief Entry Salary | Chief Current Salary |
|-----------------------------|-------------------|-------------------------|------------------------|---------------------------|-------------------------------|---------------------------|-----------------------------|
| Villa Hills | 7,900 | | 8 | \$22,000.00 | | \$40,000.00 | \$51,000.00 |
| Vine Grove | 4,200 | \$300,000.00 | 7 | \$17,000.00 | \$20,000.00 | | |
| Walton | 2,450 | \$300,000.00 | 3 | \$17,755.00 | | | |
| Warsaw | 1,811 | \$164,378.00 | 5 | \$20,400.00 | \$20,400.00 | | \$32,000.00 |
| West Buechel | 3,500 | \$868,000.00 | 12 | \$18,000.00 | \$18,720.00 | \$27,500.00 | \$42,500.00 |
| West Liberty | 3,300 | \$342,638.00 | 7 | \$14,100.00 | \$17,180.00 | \$19,600.00 | \$23,320.00 |
| West Point | 1,200 | | 4 | \$17,160.00 | \$18,000.00 | \$22,000.00 | \$22,000.00 |
| Western Kentucky University | 150,000 | \$1,200,000.00 | 23 | \$20,328.00 | \$21,557.00 | \$60,000.00 | \$60,000.00 |
| Whitesburg | 2,000 | \$230,000.00 | 6 | | \$13,920.00 | \$15,360.00 | |
| Wilder | 2,600 | \$326,217.00 | 8 | \$25,500.00 | \$26,500.00 | | \$47,500.00 |
| Williamsburg | 7,500 | \$417,000.00 | 11 | | | | \$32,000.00 |
| Wilmore | 6,000 | \$423,000.00 | 7 | \$18,000.00 | \$18,000.00 | | \$46,000.00 |
| Winchester | 17,000 | \$2,200,000.00 | 32 | | | | \$42,000.00 |
| Wingo | 1,000 | \$40,000.00 | 1 | | | \$16,800.00 | \$21,600.00 |
| Woodford County | 27,000 | \$1,108,000.00 | 19 | \$28,500.00 | \$35,000.00 | \$43,000.00 | \$53,000.00 |
| Worthington | 1,800 | \$125,000.00 | 3 | \$11,440.00 | | | |
| Wurtland | 1,300 | | 1 | | | | |
| Grand Total | 14,915,494 | \$435,391,589.00 | 5,598 | \$2,943,897.00 | \$2,861,043.00 | \$3,881,014.00 | \$5,318,052.00 |
| Overall Average | 84,268.33 | \$3,002,700.61 | 31.1 | \$19,891.20 | \$23,072.93 | \$33,457.02 | \$38,536.61 |

AGENCY BENEFITS

Insurance

Sixty-three percent of those agencies answering the survey cover all employees' medical insurance costs. Twenty-eight percent reported covering part of their employees' medical coverage.

When asked about life insurance coverage, 72% of all respondents reported their agency pays all life insurance costs. Only 4% of those responding pay partial costs for life insurance.

| <u>Insurance Benefits</u> | | | | | |
|---------------------------|-------------------|--------------------------|-------------------|-------------------------|-------------------|
| Life Insurance | Percentage | Medical Insurance | Percentage | Dental Insurance | Percentage |
| Paid In Full | 72.15% | Paid In Full | 63.49% | Paid In Full | 26.47% |
| Paid In Part | 4.64% | Paid In Part | 28.22% | Paid In Part | 16.39% |
| Not Provided | 23.21% | Not Provided | 8.30% | Not Provided | 57.14% |

Retirement

Approximately 91% of all responding departments provide their employees some sort of retirement program. As reported in the 1998 data, 84% of all respondents provided employees some type of retirement program.

| <u>Retirement Program</u> | <u>Number</u> | <u>Percent</u> |
|---------------------------------------------------|---------------|----------------|
| Hazardous (Local) Program For All Sworn Personnel | 4 | 1.67% |
| Hazardous (State) Program For All Sworn Personnel | 121 | 50.63% |
| Not Provided | 21 | 8.79% |
| Other | 8 | 3.35% |
| Regular (Local) Program For All Sworn Personnel | 24 | 10.04% |
| Regular (State) Program For All Sworn Personnel | 61 | 25.52% |

Overtime Pay

More than 72% of all responding agencies pay all sworn personnel overtime pay. This is an increase of almost 12% from the previous Comprehensive Survey.

Hazardous Duty Pay

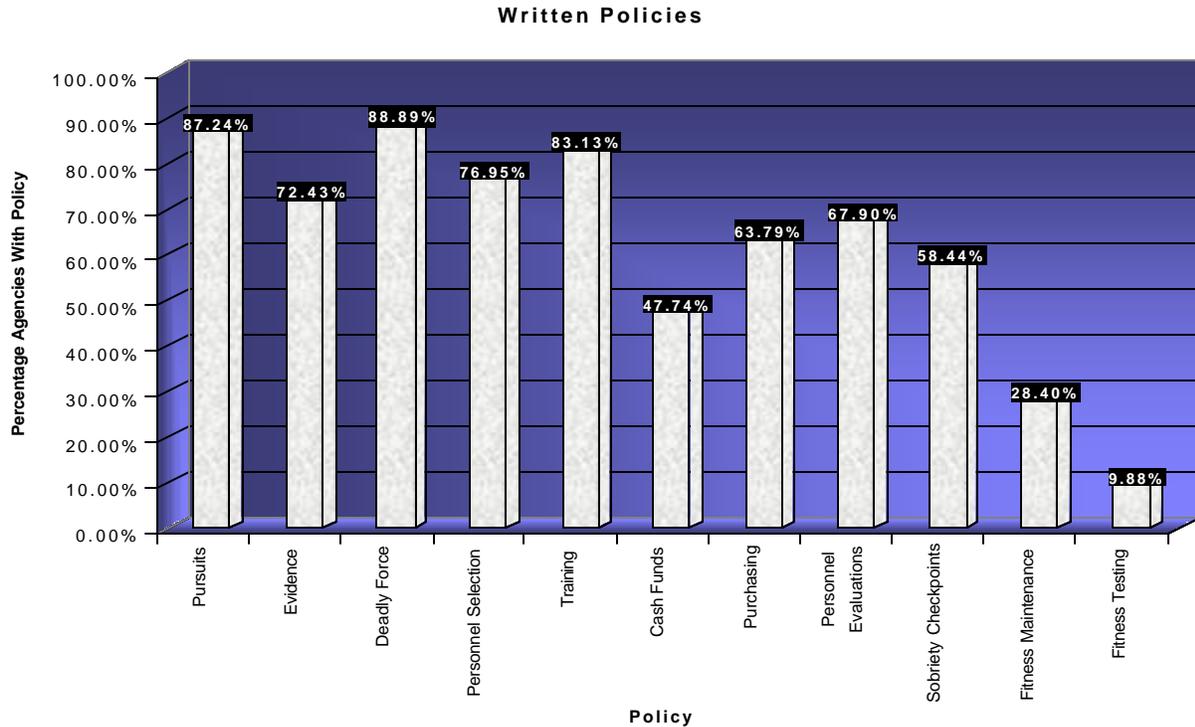
Approximately 28% of respondents reported that all sworn personnel receive hazardous duty pay. This is more than the 17.89% that was reported in the 1998 study.

| <u>Overtime and Hazardous Duty Pay</u> | | | |
|----------------------------------------|----------------|-------------------------------|----------------|
| <u>Overtime Pay</u> | <u>Percent</u> | <u>Hazardous Duty Pay</u> | <u>Percent</u> |
| For All Sworn Personnel | 73.33% | For All Sworn Personnel | 28.33% |
| For Only Patrol Personnel | 6.67% | For Only Patrol Personnel | 2.58% |
| For Selected Assignments Only | 3.75% | For Selected Assignments Only | 0.43% |
| Not Provided | 9.58% | Not Provided | 67.81% |
| Other | 6.67% | Other | 0.86% |

GENERAL POLICIES AND HIRING PRACTICES

General Policies

When asked about their written policies, more than 80% of the agencies throughout the state reported they have written policies regarding pursuits, deadly force and training.



Employment Process

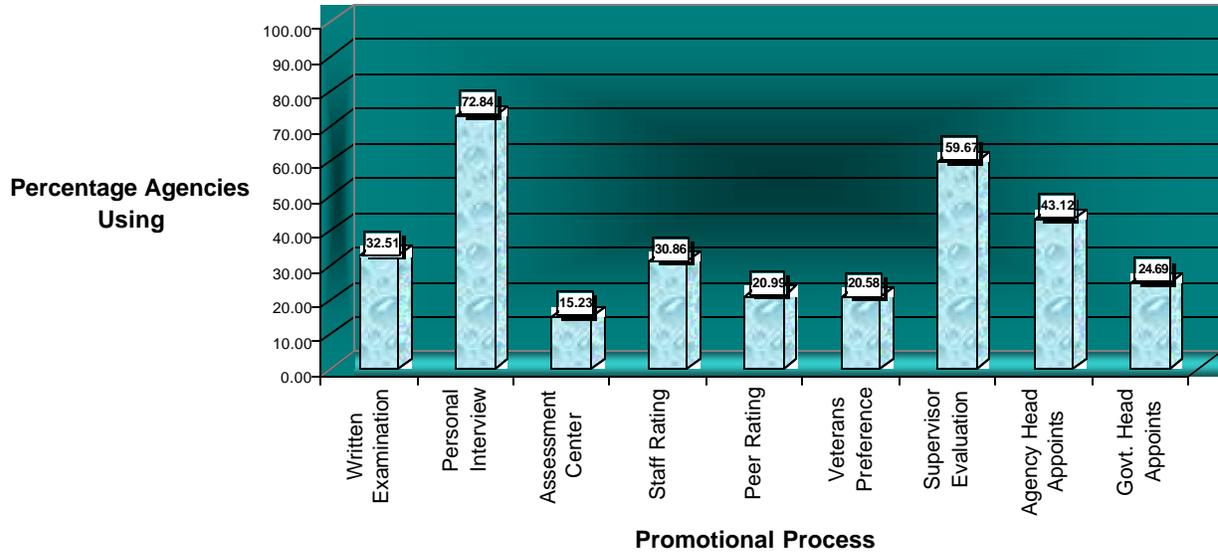
| Employment Practices | |
|--------------------------------------|-------------------------|
| Formal Application Process | Percent of Total |
| No | 7.41% |
| Yes | 92.59% |
| Written Examination | Percent of Total |
| No | 58.85% |
| Yes | 41.15% |
| Interview Board | Percent of Total |
| No | 35.80% |
| Yes | 64.20% |
| Additional Training/Education | Percent of Total |
| No | 84.77% |
| Yes | 15.23% |

Promotional Process

When questioned about their promotional practices, responding agencies answered whether or not they used the following in their promotion process.

| Promotional Practices | |
|------------------------------|-------------------------|
| Written Examination | Percent of Total |
| No | 67.49% |
| Yes | 32.51% |
| Personal Interview | Percent of Total |
| No | 27.16% |
| Yes | 72.84% |
| Assessment Center | Percent of Total |
| No | 84.77% |
| Yes | 15.23% |
| Staff Rating | Percent of Total |
| No | 69.14% |
| Yes | 30.86% |
| Peer Rating | Percent of Total |
| No | 79.01% |
| Yes | 20.99% |
| Veterans Preference | Percent of Total |
| No | 79.42% |
| Yes | 20.58% |
| Supervisor Evaluation | Percent of Total |
| No | 40.33% |
| Yes | 59.67% |
| Agency Head Appoints | Percent of Total |
| No | 56.79% |
| Yes | 43.21% |
| Govt. Head Appoints | Percent of Total |
| No | 75.31% |
| Yes | 24.69% |

Promotional Practices



Accreditation

The 243 reporting agencies, rating on a scale of 1-7, reported that accreditation was “moderately important,” with the actual numerical rating being 5.1. This is evident in the increase of accreditation/certification awards. In the 1998 report, 11% of respondents reported being accredited by the Kentucky Association of Chiefs of Police, while the 2001 report finds an increase of 8%, with 19% reporting KACP accreditation.

TRAINING

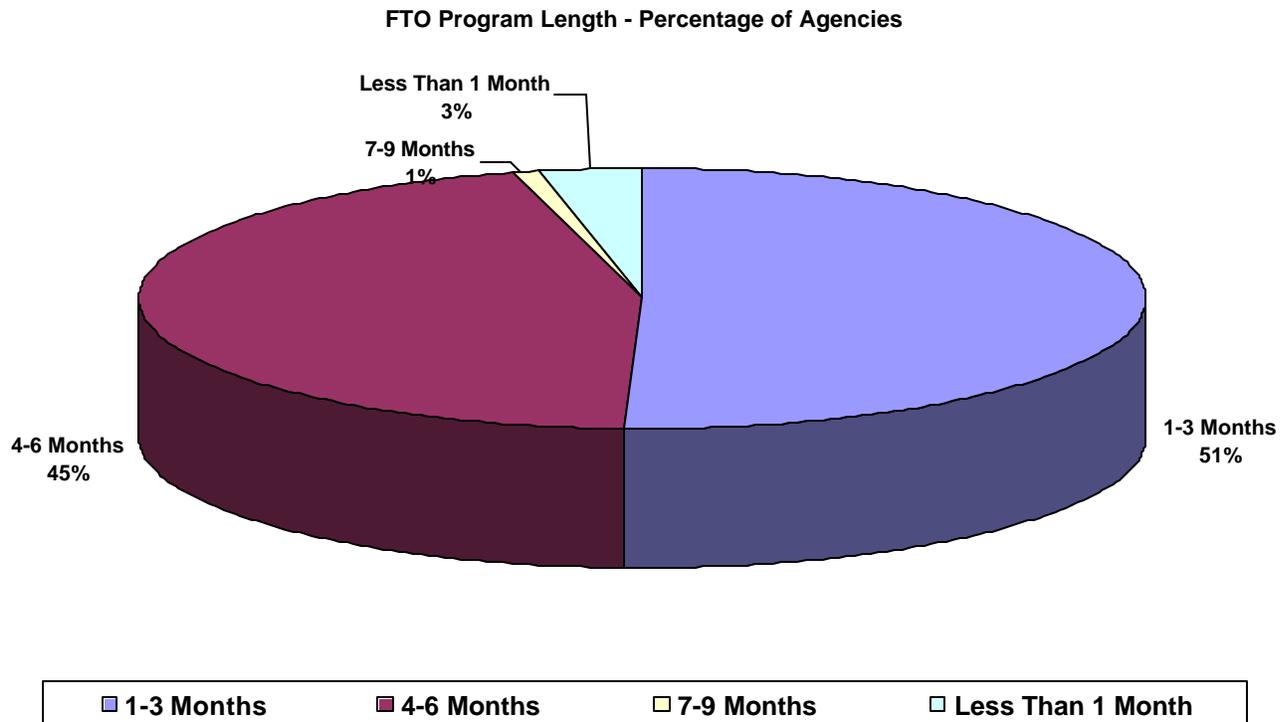
Training Across the Commonwealth

When asked to rate topics on a scale of 1-7, police executives across the Commonwealth gave *training* the highest rating of all topics, with a mean rating of 6.4. Ninety-two percent (92%) of the responding agencies send all of their employees to the Department of Criminal Justice Training for their Basic Training Certification. Approximately 26% of the respondents reported their agency has conducted their own in-service training.

With the 2000 Census reporting Kentucky's Hispanic population at 59,939 (1.5% of the state's population), 15% of responding agencies have at least one formally trained Spanish-speaking officer.

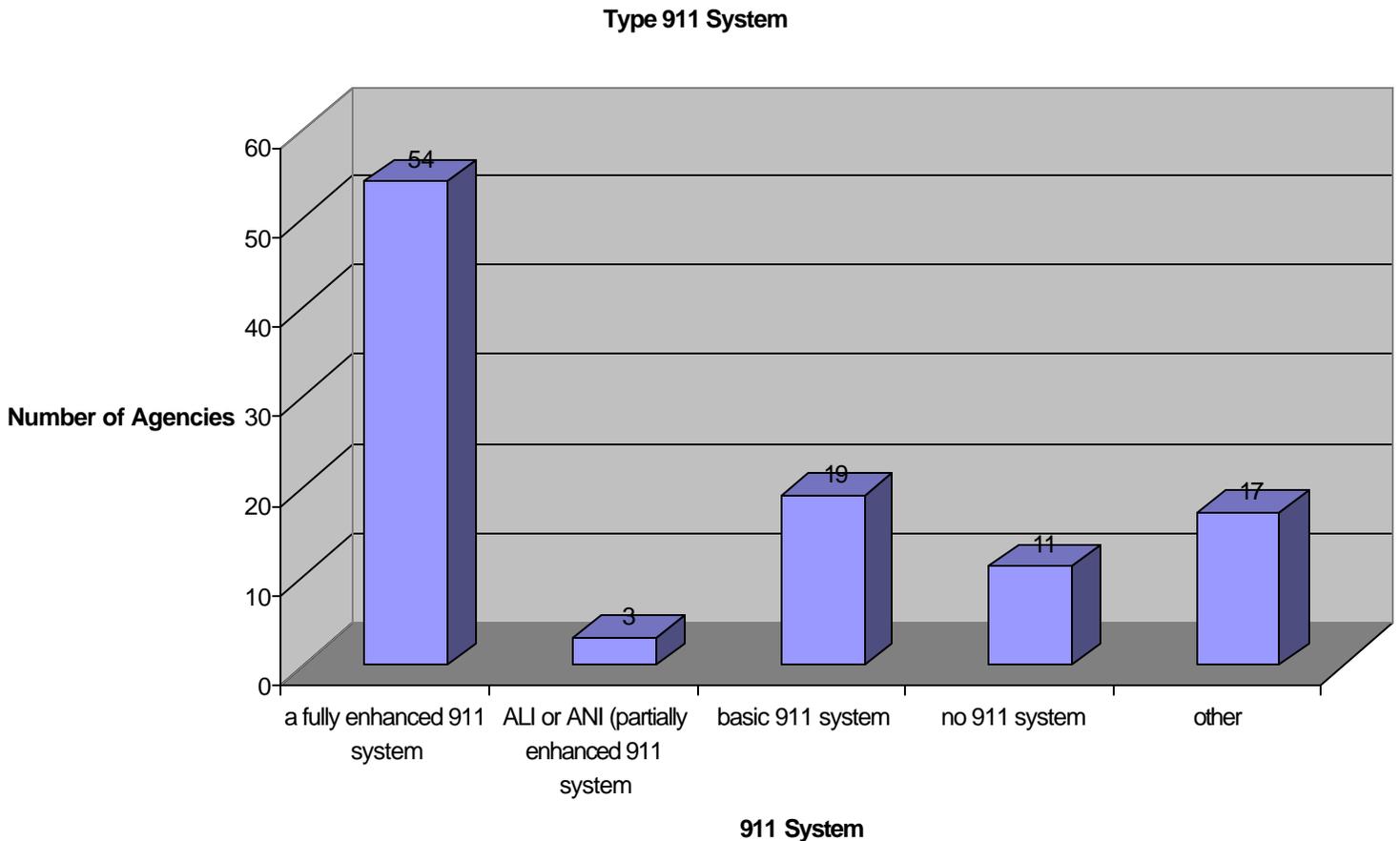
Field Training Officer Programs

Field Training Officer Programs (FTO Programs) occur in approximately 46% of police departments and 16% of sheriffs departments. When asked to detail the minimum requirements of an FTO, the top responses were: attend FTO training (frequency 22) and at least three years of service (frequency 18).



Telecommunications

Thirty-five percent (35%) of responding agencies report managing their own dispatch center, with 32% operating their dispatch 24-hours per day, and 3% operating their dispatch less than 24-hours per day.



SUPPLIES, PROVISIONS, AND EQUIPMENT

Transportation

| <i>Agency Type or City Class</i> | <i>Marked Vehicles</i> | <i>Trucks</i> | <i>Bicycles</i> | <i>Horses</i> | <i>Boats</i> | <i>Motorcycles</i> | <i>Aircraft</i> | <i>Helicopters</i> |
|----------------------------------|------------------------|---------------|-----------------|---------------|--------------|--------------------|-----------------|--------------------|
| 1 | 722 | 107 | 40 | 7 | 1 | 6 | 0 | 0 |
| 2 | 379 | 16 | 45 | 3 | 2 | 3 | 0 | 1 |
| 3 | 388 | 17 | 50 | 2 | 0 | 0 | 0 | 0 |
| 4 | 596 | 26 | 90 | 1 | 1 | 5 | 0 | 0 |
| 5 | 171 | 3 | 16 | 0 | 1 | 0 | 0 | 0 |
| 6 | 33 | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| Airport | 14 | 12 | 7 | 0 | 0 | 1 | 0 | 0 |
| County | 429 | 37 | 15 | 0 | 4 | 1 | 0 | 1 |
| Housing Authority | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Public School | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sheriff's Department | 666 | 47 | 2 | 0 | 0 | 0 | 0 | 5 |
| State Agency | 1016 | 252 | 0 | 0 | 150 | 0 | 2 | 3 |
| University | 36 | 0 | 35 | 0 | 0 | 0 | 0 | 0 |
| Urban County | 345 | 74 | 53 | 10 | 0 | 14 | 0 | 0 |
| Totals | 4795 | 592 | 354 | 23 | 159 | 30 | 2 | 10 |

Equipment

| Body Armor | Total Agencies | Percent of Total |
|-----------------------------|-----------------------|-------------------------|
| Not Required, Furnished | 71 | 29.22% |
| Not Required, Not Furnished | 22 | 9.05% |
| Required, Furnished | 148 | 60.91% |
| Required, Not Furnished | 2 | 0.82% |
| | | |
| In-Car Video Camera | Total Agencies | Percent Of Total |
| Not Required, Furnished | 40 | 16.46% |
| Not Required, Not Furnished | 153 | 62.96% |
| Required, Furnished | 48 | 19.75% |
| Required, Not Furnished | 2 | 0.82% |
| | | |
| Mobile Data Terminal | Total Agencies | Percent Of Total |
| Not Required, Furnished | 12 | 4.98% |
| Not Required, Not Furnished | 221 | 91.70% |

| | | |
|--------------------------------|-----------------------|-------------------------|
| Required, Furnished | 6 | 2.49% |
| Required, Not Furnished | 2 | 0.83% |
| | | |
| Laptop Computer | Total Agencies | Percent Of Total |
| Not Required, Furnished | 21 | 8.71% |
| Not Required, Not Furnished | 209 | 86.72% |
| Required, Furnished | 10 | 4.15% |
| Required, Not Furnished | 1 | 0.41% |
| | | |
| PBT | Total Agencies | Percent of Total |
| Not Required, Furnished | 56 | 23.24% |
| Not Required, Not Furnished | 34 | 14.11% |
| Required, Furnished | 149 | 61.83% |
| Required, Not Furnished | 2 | 0.83% |
| | | |
| Pager | Total Agencies | Percent Of Total |
| Not Required, Furnished | 20 | 8.23% |
| Not Required, Not Furnished | 123 | 50.62% |
| Required, Furnished | 98 | 40.33% |
| Required, Not Furnished | 2 | 0.82% |
| | | |
| Cell Phone | Total Agencies | Percent Of Total |
| Not Required, Furnished | 50 | 20.66% |
| Not Required, Not Furnished | 134 | 55.37% |
| Required, Furnished | 55 | 22.73% |
| Required, Not Furnished | 3 | 1.24% |

Firearms

When questioned about their firearms policies and practices, agencies throughout the state reported that almost 70% have a certified firearms instructor on their staff, while 91% of the agencies require firearms training and/or qualifications.

| Authorized On-Duty Handgun | Number of Agencies | Percent of Total Reporting |
|-----------------------------------------|---------------------------|-----------------------------------|
| .357 caliber | 1 | 0.43% |
| .38 caliber | 1 | 0.43% |
| .40 caliber | 93 | 39.74% |
| .45 caliber | 22 | 9.40% |
| 10 MM | 2 | 0.85% |
| 9 MM | 39 | 16.67% |
| Combination of two or more of the above | 75 | 32.05% |
| Other | 1 | 0.43% |

TECHNOLOGY SUPPORT

Ninety percent (90%) of Kentucky's law enforcement agencies have at least one computer in the department, while 83% of departments report having Internet or e-mail capabilities. Of all agencies reporting having Internet access, approximately 42% report having a home page established.

| Does your agency have at least one computer? | Percentage |
|---------------------------------------------------------|-------------------|
| No | 7.44% |
| No, But Plan To Within 12 Months | 2.07% |
| Yes | 90.50% |
| | |
| Does Your Agency Have E-Mail Or Internet Access? | Percentage |
| No | 11.56% |
| No, But Plan To Within 12 Months | 5.33% |
| Yes | 83.11% |

Files Maintained By Computer

