

2003 Comprehensive Survey Final Report



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

Office of Staff Services & Planning
(859) 622-8295 phone
(859) 622-5886 fax

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Executive Summary

In 2003, the **average number of sworn officers** for all Kentucky police departments is 22. (It should be noted that this average number of officers includes Lexington-Fayette Urban County Division of Police and Louisville Metro Police Department. Excluding those departments from the calculations brings the average number of sworn officers per police department to approximately 12.) The average number of sworn officers for sheriff's departments increased from 10 officers in 1998, to 12 officers in 2003. It is also important to note that 64% of responding agencies reporting having 10 or fewer sworn officers.

In data collected since January 1999 of all DOCJT's Basic Training recruits, just over 24% of all recruits have a bachelor's degree, master's degree, or doctoral degree as their highest **education level**. Of those who report having no college degree, 55% report having some college credit hours.

The average salary for an entry-level peace officer in 2003 was approximately \$21,800. Sheriff's Departments realized a 7.75% increase in **entry-level salaries** from 2001-2003, with their current average salary being reported at \$21,169. Police Departments' average entry-level salary increased approximately 10 % with their pay being reported at \$21,801 annually. Of the ten highest paying departments in 2003, seven are located in northern Kentucky. The average entry-level salary of these departments is \$37,723. Of the ten lowest paying departments in 2003, seven are from the eastern part of the state, with an entry-level salary average of \$10,839

When asked about their **retirement benefits**, respondents to the 2003 survey reported that 85% provided some sort of retirement benefits to their sworn officers, with approximately 52% of all departments offering hazardous duty retirement.

Seventy percent of departments in 2003 required and furnished **body armor** to their officers. This number has doubled in the last five years, with 34% of departments reporting body armor as a provided requirement in 1998.

More than half of the responding departments have benefited from **asset forfeiture**. Thirty-two percent report using asset forfeiture for general purposes, while 30% use it for vehicles and equipment.

INTRODUCTION

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

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

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

officers within 419 departments. Ninety-three percent of responding agencies participate in the KLEFPF fund.

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

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 in 2001. The survey instrument was again updated in 2003. The previous surveys established a broad base of data reflecting administrative procedures and operational practices of all law enforcement agencies in the Commonwealth.

The purpose of the 2003 Comprehensive Survey is to provide leaders at the state and local level with the most current information on the customs of law enforcement agencies. This new information should also be compared to the previous data and help to identify changes and trends in various law enforcement topics.

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 surveys, a 25 page, 151-question instrument was developed and distributed to 427 agencies throughout the Commonwealth. Those 427 agencies included municipal agencies, county police departments, sheriff's departments, state agencies, airport authorities, college/university police, school system law enforcement and housing authorities.

Before the survey was mailed, an introductory letter was sent to all agencies detailing the specifics of the survey. The survey was then mailed to all law enforcement agencies in Kentucky on May 15, with several reminder cards being sent out thereafter. The department accepted completed surveys for approximately 3 months, setting the cut-off date for surveys at August 22, 2003.

Two hundred ninety-eight (298) departments completed and returned the 2003 Survey, for an overall response rate of 69.7%. The figures contained in this document represent 6,678 officers from 298 departments across the state of Kentucky. When broken down into more specific categories, police departments had a return rate of 68%, while 75 % of sheriff's departments returned their surveys.

The 2003 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.

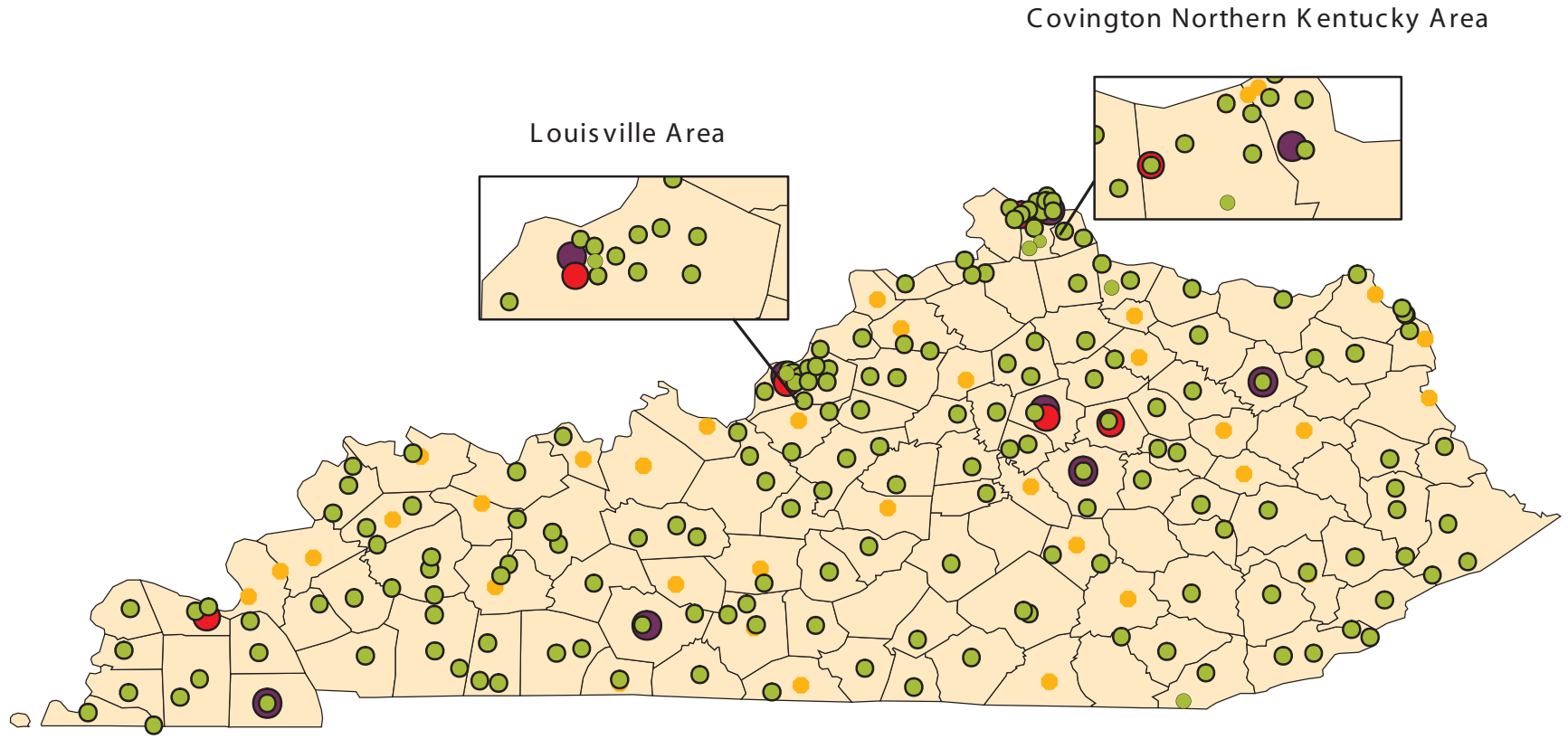
Terms and Statistical Measures

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 2003 Comprehensive Survey. For a complete, unabridged version of the data, or for any specialized or specific reports, please contact Larry Tousignant, Staff Assistant, Office of Staff Services & Planning at Larry.Tousignant@ky.gov or (859) 622-8295.

Participation By Agency Type



Covington Northern Kentucky Area

Louisville Area

Legend

- Police Departments
- Sheriff Departments
- Public Schools Police Dept.
- University Police Departments

AGENCY DEMOGRAPHICS

Personnel

As stated in the Executive Summary, the average number of full-time sworn personnel in a Kentucky police department is 22. It is of interest to note that this average number of officers includes urban-county governments, which includes Lexington-Fayette Urban County Division of Police and Louisville Metro Police Department and state agencies. Excluding those departments from the calculations brings the average number of sworn officers per department to approximately 12. The 298 responding departments represent 6,678 officers and have an employment range from 1 to 1,186 officers.

	Average	Minimum	Maximum	Total	Percent of Total
Airport Authority	36.00	20	52	72	1.1%
County	21.50	1	38	129	1.9%
Municipal	12.97	1	112	2386	35.7%
Sheriff	12.49	1	240	1124	16.8%
State Agency	170.00	170	170	170	2.5%
State Police	947.00	947	947	947	14.2%
University	16.43	8	24	115	1.7%
Urban-County	842.00	498	1186	1684	25.2%
Public Schools	10.20	1	28	51	.8%
Total	22.41	1	1186	6678	100.0%

Twenty-three percent of respondents reported their agency head has been in that position less than one year. Twenty percent have been the agency executive 1-3 years, while 23% report being in that position 4-6 years. Almost 6% report being the agency head more than 20 years.

	Percentage
The current agency head was promoted from within the agency	47.1%
from another local government agency	10.2%
from an outside agency (out of state)	3.4%
from an outside agency (in state)	9.9%
other	29.4%

Thirty-seven percent of departments report requiring their officers to sign an employment contract. Of the departments that require employment contracts, 58% of the contracts are three years, while 27% require two-year contracts.

SALARY AVERAGES BY AGENCY TYPE

All Agencies

The following charts show the selected averages by rank and agency type.

	Average	Minimum	Maximum
Non-Ranking Officer	\$21,860.85	\$5,000.00	\$37,878.00
Corporal	\$28,147.28	\$18,720.00	\$49,427.00
Sergeant	\$28,785.47	\$5,000.00	\$56,126.00
Lieutenant	\$33,221.92	\$5,000.00	\$59,141.00
Captain	\$33,174.11	\$19,740.00	\$68,175.00
Major	\$41,669.61	\$23,400.00	\$84,434.00
Assistant Chief or Chief Deputy	\$34,496.56	\$8,000.00	\$92,521.00
Agency Head	\$42,147.54	\$5,000.00	\$108,211.00

Agency Type	Service Population	Sworn Personnel	Entry Level Salary	Marked Vehicles
Airport Authority	65,000.00	36.00	\$33,028.00	8.00
County	33,666.67	21.50	\$24,387.50	24.80
Municipal	6,327.54	12.97	\$21,571.30	9.79
Sheriff	38,205.24	12.49	\$21,169.00	10.02
State Agencies		170.00	\$23,446.00	172.00
State Police	4,041,769.00	947.00	\$25,595.00	888.00
University	16,360.00	16.43	\$21,026.83	3.86
Urban County	441,569.50	842.00	\$29,363.00	470.00
Other	34,375.00	10.20	\$25,240.00	2.80
Total	34,259.15	22.41	\$21,860.85	15.04

Police Departments

Selected Data Municipal, County and Urban County Agencies

Agency	Service Population	Currently filled, full-time, sworn personnel	Non-Ranking Officer Entry Salary	Non-Ranking Officer Average Salary	Captain Entry Salary	Captain Average Salary	Agency Head Entry Salary	Agency Head Average Salary
Albany Police Department	2,600	9	\$17,160.00	.	.	.	.	\$30,680.00
Alexandria Police Department	8,500	12	\$28,000.00	\$34,000.00	.	.	\$47,000.00	\$56,000.00
Anchorage Police Department	3,000	10	.	\$39,000.00	.	.	.	\$53,000.00
Auburn Police Department	1,700	2	\$19,760.00	\$22,000.00	.	.	\$20,000.00	\$25,000.00
Audobon Park Police Department	2,257	6	\$21,216.00	\$25,000.00	.	.	\$40,000.00	\$65,000.00
Augusta Police Department	1,400	1	\$20,800.00	.	.	.	.	\$32,500.00
Barbourville Police Department	4,500	15	.	\$18,000.00	.	.	.	.
Bardstown Police Department	10,500	20	\$23,478.00	\$28,320.00	.	.	\$36,560.00	\$45,200.00
Bardwell Police Department	900	1	.	.	.	.	.	\$32,000.00
Beattyville Police Department	1,187	5	\$15,600.00	\$17,680.00	\$19,740.00	\$20,800.00	\$25,000.00	\$29,500.00
Beaver Dam Police Department	3,300	5	\$20,000.00	.	.	.	\$32,000.00	.
Bellevue Police Department	8,000	10	\$30,000.00	\$40,527.00	\$46,617.00	\$46,617.00	\$55,084.00	\$55,084.00
Benham Police Department	715	1	\$13,000.00	\$13,000.00	.	.	\$13,000.00	\$13,000.00
Benton Police Department	5,000	7	\$20,800.00	\$27,217.00	.	.	.	.
Berea Police Department	10,000	25	\$20,800.00	\$23,450.00	.	.	\$42,000.00	.
Bloomfield Police Department	900	1	\$18,000.00	\$18,000.00	.	.	\$20,000.00	\$20,000.00
Booneville Police Department	109	3	\$11,520.00	\$12,480.00	.	.	\$11,520.00	\$13,223.00
Bowling Green Police Department	50,000	92	\$29,598.00	\$34,926.00	\$42,549.00	\$46,804.00	\$60,507.00	\$72,609.00
Boyd County Police Department	60,000	13	\$5,000.00	\$5,000.00	.	.	\$5,000.00	\$5,000.00
Brodhead Police Department	1,300	2	.	.	.	.	.	.
Brooksville Police Department	600	2	\$22,440.00	.	.	.	\$25,000.00	.
Burkesville Police Department	2,006	5	\$14,500.00	\$15,000.00	.	.	.	.
Cadiz Police Department	2,400	1	\$21,840.00	.	.	.	.	.
Calvert City Police Department	3,800	5	.	\$35,560.00	.	.	.	\$42,960.00
Campbell County Police Department	18,000	31	\$32,900.00	\$37,000.00	.	.	\$54,044.00	\$60,998.00
Campbellsville Police Department	10,498	20	.	.	.	.	.	\$42,700.00
Caneyville Police Department	637	1	.	.	.	.	\$20,000.00	\$24,000.00

