

2011

Comprehensive Survey

FINAL REPORT





JUSTICE AND PUBLIC SAFETY CABINET

Steven L. Beshear
Governor

Department of Criminal Justice Training
521 Lancaster Avenue
Richmond, Kentucky 40475-3102
(859) 622-1328
www.kentucky.gov

J. Michael Brown
Secretary

John W. Bizzack, Ph.D.
Commissioner

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The Department of Criminal Justice Training is required by the Commission on Accreditation for Law Enforcement Agencies and the Kentucky Revised Statutes to continually study law enforcement training in Kentucky. DOCJT is further required to furnish information relating to standards for recruitment, employment, promotion, organization and/or management of the 413 law enforcement agencies. It is my privilege to report the results of the DOCJT 2011 Comprehensive Survey of Kentucky to law enforcement agencies.

The survey gathered information from law enforcement chief executive officers who oversee approximately 8,100 certified peace officers throughout the state. DOCJT staff conducted the survey via email and by conducting personal interviews 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 results. Past participants have found the data related to salaries, benefits, personnel issues, officer equipment and provisions, agency policies and procedures very beneficial.

If you have any questions or concerns regarding this report, please contact the Office of Staff Services and Planning at (859) 622-5049 or docjt.staffservices@ky.gov.

Sincerely,

A handwritten signature in cursive script that reads "John W. Bizzack".

John W. Bizzack, Commissioner
Dept. of Criminal Justice Training

EXECUTIVE SUMMARY

According to the 2011 survey data, the **average number of sworn officers** working for all responding Kentucky law enforcement agencies is 23, down from 29 in 2007. The average number of sworn officers for the responding Kentucky municipal police departments is 21. (It should be noted that this average number of officers includes Lexington-Fayette Urban County Division of Police and Louisville Metro Police Department. Excluding those agencies from the calculations brings the average number of sworn officers per police agency to approximately 13.)

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

It should be noted that while the average number of officers per department is decreasing, according to 2011 Census information, Kentucky's population has increased 7.4% since the previous Census in 2000.

It is also important to note that 64% of responding agencies reported having 10 or fewer sworn officers.

The **average salary for an entry-level peace officer** in Kentucky in 2011 is approximately \$27,509, up from the \$25,671 reported 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 2007-2011.

Of the ten highest paying agencies in 2011, five are located in northern Kentucky. The average entry-level salary of these agencies is \$44,200. The ten lowest paying agencies are spread throughout the state with three in eastern Kentucky, two in Jefferson County, two in northern Kentucky and one in the western part of the state, with an entry-level salary average of \$13,200.

When asked about **retirement benefits**, 89% of responding agencies reported providing some sort of retirement benefits to their sworn officers, with approximately 57% of reporting agencies offering hazardous duty retirement.

INTRODUCTION

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

In 1998, the department received its initial certification from the Commission on Accreditation for Law Enforcement Agencies and in 2003 became the first public safety academy in the nation to be accredited under CALEA's Public Safety Training Academy Accreditation program. The department was reaccredited in 2006 and 2009 and will be formally presented with its 2012 reaccreditation award in the spring of 2012.

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 8,100 certified peace officers throughout the Commonwealth.

The 2011 Comprehensive Survey was designed to build upon the information from previously collected

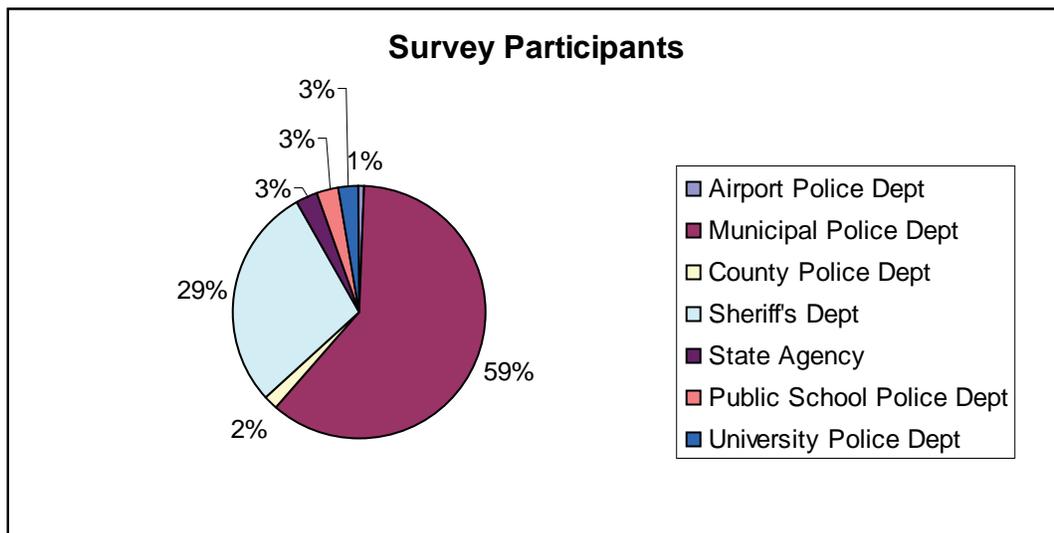
surveys. The previous surveys established a broad base of data reflecting administrative procedures and operational practices of all law enforcement agencies in the Commonwealth.

The purpose of the 2011 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.

METHODOLOGY

After careful analysis and revision of the previous surveys the instrument was developed and distributed to 401 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.

Three hundred fifty nine (359) departments completed and returned the survey, for an overall response rate of 89.5%. The figures contained in this document represent approximately 7,600 officers from agencies across the state of Kentucky.



TERMS AND STATISTICAL MEASURES

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

FURTHER INFORMATION

What is provided in this report is a summary of the information received as a part of the 2011 Comprehensive Survey. For a specialized or specific report, please contact the Office of Staff Services & Planning at DOCJT.StaffServices@ky.gov or (859) 622-8906.

Agency Demographics

SWORN PERSONNEL

In all law enforcement agency categories (all agencies combined, sheriff's offices, and police department – both including and excluding Lexington-Fayette Urban County Division of Police and Louisville Metro Police Department), the number of sworn personnel has decreased since the 2007 data was collected. The average number of sworn officers for all reporting Kentucky law enforcement agencies in 2011 is 23, down from 29 sworn officers reported in 2007.

NUMBER SWORN	2011	2007	2003
ALL AGENCIES	23	29	*
POLICE DEPT	21	25	22
POLICE DEPT (WITHOUT LEX & LOU)	13	15	12
SHERIFF'S OFFICES	14	19	12
*DATA SET NOT AVAILABLE			

While Kentucky's population increased 7.4% from 2000-2010, Kentucky's law enforcement agencies experienced a decrease from 2007-2011. Kentucky's law enforcement agencies experienced a decrease in their sworn population.

PERCENT OF DECREASE IN PERSONNEL SINCE 2007	
ALL AGENCIES	20%
POLICE DEPT	16%
POLICE DEPT (WITHOUT LEX & LOU)	13%
SHERIFF'S OFFICES	26%

Ninety-nine departments reported having 387 unfilled, authorized sworn positions in 2011. Of those departments that reported unfilled authorized positions, the average number of unfilled positions per department is 3.9.

Sixty-four Kentucky law enforcement agencies reported that they plan on increasing their authorized position capacity in 2012. These 64 agencies plan on adding 112 law enforcement officers. Fifty-two agencies reported that they plan on increasing their authorized position capacity in 2013. Those 52 agencies plan on adding 96 officers.

The average number of years a Kentucky law enforcement executive has been in that position is 6.8 years. Respondents ranged from 1-32 years experience as a law enforcement executive, with a median of 5 years.

COURT SECURITY OFFICERS

Eighty-nine of the 104 responding sheriff's departments reported utilizing Court Security Officers in 2011. These 89 departments reported having 158 full time CSOs and 422 part time CSOs.

Seventy-five percent of responding sheriff's departments believe their CSOs should have firearms training. Almost half of the responding sheriff's departments reported that they use a combination of certified court security officers and deputy sheriffs for court security purposes.

Entry-Level Salary

SALARY OVERVIEW

The average salary for entry-level peace officers in Kentucky for 2011 was reported as \$27,510. The median salary was \$27,000 with the range of salaries being reported as \$8,000-\$53,000.

According to the Bureau of Labor Statistics' Consumer Price Index, the increase in law enforcement salaries from 2007 to 2011 was less than the inflation rate of that period. To keep up with inflation, 2011 average salary would need to be approximately \$28,000.

Salary	2001	2003	2007	2011
ALL PEACE OFFICERS	\$19,812	\$21,800	\$25,479	\$27,510
POLICE DEPARTMENTS	\$19,891	\$21,801	\$26,341	\$27,774
SHERIFF'S OFFICES	\$19,636	\$21,169	\$25,411	\$26,162

Agency Name	Class City	Entry level Salary	Sworn Officers	Marked Vehicles
Adairville Police Department	5		1	1
Albany Police Department	4	\$20,000	7	6
Alexandria Police Department	4	\$35,000	13	10
Allen Police Department	6		1	1
Anchorage Police Department	4	\$39,000	10	9
Ashland Police Department	2	\$32,260	48	12
Auburn Police Department	5	\$32,000	2	2
Audubon Park Police Department	5	\$28,000	7	6
Augusta Police Department	4	\$12,000	3	3
Bancroft Police Department	6	\$22,500		1
Barbourville Police Department	4	\$17,000	14	12
Bardstown Police Department	4	\$30,000	23	18
Bardwell Police Department	5		1	1
Beattyville Police Department	5		5	5
Beaver Dam Police Department	4	\$33,000	5	6
Bellefonte Police Department	6	\$21,000	4	4
Bellevue Police Department	4	\$36,000	10	11
Benham Police Department	5		2	2
Benton Police Department	4	\$35,193	7	6
Berea Police Department	4	\$30,148	27	26
Bloomfield Police Department	5		1	1
Bluegrass Airport Police Department		\$34,800	19	3
Booneville Police Department	6		2	2
Bowling Green Police Department	2	\$35,139	112	109
Brooksville Police Department	5		1	1
Brownsville Police Department	5	\$18,000	4	2
Burkesville Police Department	5	\$23,982	6	5
Burnside Police Department	5	\$21,840	4	4
Butler Police Department	5	\$28,000	1	1
Cadiz Police Department	4		8	
Calhoun Police Department	5	\$20,800	1	1
Calvert City Police Department	4		6	
Campbell County Police Department	6	\$36,332	29	28
Campbellsburg Police Department	5	\$14,000		1
Campbellsville Police Department	3	\$24,000	22	25
Caneyville Police Department	6	\$28,500	1	2
Carlisle Police Department	4		7	
Carrollton Police Department	4	\$28,833	9	5
Catlettsburg Police Department	4	\$24,000	8	8
Cave City Police Department	4	\$28,000	6	5
Central City Police Department	4		12	11
Cincinnati / Northern Ky Airport Police Dept			48	18
Clark County Schools Police Department		\$26,000	1	
Clarkson Police Department	6		1	1
Clay City Police Department	5	\$26,000	2	
Clay Police Department	5		2	1
Clinton Police Department	5	\$23,000	4	3
Cloverport Police Department	5		2	
Coal Run Village Police Department	6	\$31,500	3	3
Cold Spring Police Department	5	\$28,000	11	11

Agency Name	Class City	Entry level Salary	Sworn Officers	Marked Vehicles
Columbia Police Department	4	\$26,000	11	10
Corbin Police Department	4		15	18
Cynthiana Police Department	4	\$26,707	16	11
Danville Police Department	3	\$26,700	31	30
Dawson Springs Police Department	4	\$28,000	5	4
Dayton Police Department	4	\$35,360	8	7
Dry Ridge Police Department	5	\$28,000	1	1
Earlington Police Department	4	\$30,000	1	1
Eastern Ky University Police Department		\$32,240	25	4
Eddyville Police Department	5	\$24,000	6	5
Edgewood Police Department	4		14	
Edmonton Police Department	5	\$24,000	6	6
Elizabethtown Police Department	4	\$31,538	43	34
Elkhorn City Police Department	4	\$17,680	4	4
Elkton Police Department	4	\$27,000	7	5
Elsmere Police Department	4	\$36,000	12	12
Eminence Police Department	4	\$27,000	6	6
Erlanger Police Department	3	\$35,545	40	36
Evarts Police Department	5	\$20,800	4	4
Falmouth Police Department	4		7	6
Fayette Co Schools Police Dept		\$35,000	27	
Flatwoods Police Department	3		10	
Fleming-Neon Police Department	5	\$18,500	2	2
Flemingsburg Police Department	4	\$21,500	7	7
Florence Police Department	3	\$43,053	60	49
Frankfort Police Department	2	\$35,000	57	70
Franklin Police Department	4	\$32,240	23	25
Ft. Thomas Police Department	4	\$46,000	23	8
Ft. Wright Police Department	4	\$32,000	12	11
Fulton Police Department	4	\$25,000	10	5
Gamaliel Police Department	6	\$16,960	1	1
Georgetown Police Department	4	\$28,496	44	34
Graves Co Schools Police Department			1	1
Greensburg Police Department	4	\$24,960	6	7
Greenville Police Department	4	\$31,200	9	8
Hardinsburg Police Department	5	\$23,000	5	4
Harrodsburg Police Department	4	\$24,960	15	5
Hartford Police Department	5	\$26,000	7	4
Hawesville Police Department	5	\$29,000	1	1
Henderson Police Department	2	\$32,215	61	45
Heritage Creek Police Department	6	\$10,000		3
Highland Heights Southgate Police Dept	4	\$33,000	15	14
Hillview Police Department	4	\$32,000	12	13
Hindman Police Department	5	\$29,000	2	4
Hodgenville Police Department	4		5	
Hopkinsville Police Department	2	\$36,619	70	57
Horse Cave Police Department	4	\$26,000	5	5
Hurstbourne Acres Police Department	5	\$40,000	2	2
Hustonville Police Department	5		1	1
Hyden Police Department	6	\$20,000	3	3

Agency Name	Class City	Entry level Salary	Sworn Officers	Marked Vehicles
Independence Police Department	3	\$39,248	30	28
Indian Hills Police Department	4	\$35,360	8	7
Inez Police Department	6		2	4
Irvine Police Department	4	\$17,000	6	3
Irvington Police Department	5		3	3
Jackson Police Department	4	\$22,000	7	9
Jamestown Police Department	5	\$30,000	5	5
Jefferson County Schools Police Department		\$35,637	21	12
Jeffersontown Police Department	2	\$48,440	50	46
Jenkins Police Department	4	\$18,000	4	5
Junction City Police Department	4	\$29,500	3	3
Kenton County Police Department			32	
Kenton County Schools Police Department		\$48,000	1	
Kentucky Horse Park Police Department		\$29,120	8	3
Kentucky State University Police Department			13	
Knott County Police Department		\$16,800	3	2
LaCenter Police Department	5		1	1
LaGrange Police Department	4	\$35,000	13	14
Lakeside Park/Crestview Hills Police Dept	5/4 merge	\$38,000	10	10
Lancaster Police Department	4	\$20,000	8	8
Lawrenceburg Police Department	4	\$22,000	16	12
Lebanon Junction Police Department	5	\$28,000	4	5
Lebanon Police Department	4	\$20,800	16	16
Lewisburg Police Department	5		1	1
Lewisport Police Department	5		2	
Lexington Division of Police	2	\$36,711	535	442
Liberty Police Department	5	\$26,000	5	7
Lincolnshire Police Department	6	\$15,000	1	2
Louisa Police Department	5	\$18,200	6	5
Louisville Airport Police Department			39	4
Louisville Metro Police Department	1	\$31,012	1,231	726
Loyall Police Department	5		1	2
Ludlow Police Department	4	\$37,440	10	8
Lynch Police Department	5	\$20,000	2	2
Lynnview Police Department	5	\$27,040	3	3
Madisonville Police Department	4	\$29,120	43	31
Manchester Police Department	4	\$28,000	10	9
Marion Police Department	4	\$34,000	6	4
Mayfield Police Department	3		25	18
Maysville Police Department	3	\$28,800	22	23
McCracken Co Public Schools Police Dept			5	
McKee Police Department	5	\$20,800	2	3
Meadow Vale Police Department	5	\$30,000	1	1
Middlesboro Police Department	3	\$26,520	22	24
Millersburg Police Department	5	\$8,000	1	3
Montgomery Co School District Police Dept		\$32,000	2	3
Morehead Police Department	4	\$27,248	21	21
Morehead State University Police Department	6	\$32,000	16	5
Morganfield Police Department	4		8	3
Mortons Gap Police Department	5	\$28,000	1	1

Agency Name	Class City	Entry level Salary	Sworn Officers	Marked Vehicles
Mt. Olivet Police Department	5	\$20,280	1	
Mt. Sterling Police Department	4		21	
Mt. Vernon Police Department	5	\$25,000	8	9
Mt. Washington Police Department	4	\$31,200	13	17
Muldraugh Police Department	5	\$21,000	4	5
Murray Police Department	3	\$26,000	32	8
Murray State University Police Department			14	
New Haven Police Department	6	\$31,096	1	1
Newport Police Department	2	\$37,000	40	30
Nicholasville Police Department	3		57	
Northern Kentucky University Police Department		\$35,000	19	5
Nortonville Police Department	5	\$36,000	1	1
Oak Grove Police Department	4	\$35,000	17	18
Ohio County Board of Education Police Dept		\$38,000	2	1
Oldham Co Police Department		\$32,000	32	23
Olive Hill Police Department	4	\$26,000	6	6
Owensboro Police Department	2	\$32,419	103	
Owenton Police Department	5	\$33,000	4	4
Owingsville Police Department	4	\$22,000	5	6
Paducah Police Department	2		75	
Paintsville Police Department	4		15	
Paris Police Department	3	\$28,000	25	22
Park Hills Police Department	4	\$36,000	5	5
Pennyriale Narcotics Task Force		\$27,000	12	
Perryville Police Department	5	\$10,400	1	1
Pewee Valley Police Department	5	\$36,500	1	1
Pikeville Police Department	4		22	18
Pineville Police Department	4	\$20,800	9	4
Pioneer Village Police Department	4	\$26,304	5	5
Powderly Police Department	5		2	2
Prestonsburg Police Department	4	\$24,500	17	13
Princeton Police Department	4	\$26,000	14	13
Prospect Police Department	3	\$31,000	9	9
Providence Police Department	4	\$25,730	7	6
Raceland Police Department	5	\$22,000	6	5
Radcliff Police Department	2	\$29,800	41	45
Ravenna Police Department	5	\$16,000	1	1
Richmond Police Department	2	\$34,133	56	55
Russell Police Department	4	\$33,000	12	11
Russell Springs Police Department	5	\$24,086	8	8
Salyersville Police Department	4	\$19,420	2	2
Science Hill Police Department	6	\$20,000	1	
Scottsville Police Department	4	\$22,000	12	12
Shelbyville Police Department	4	\$33,000	23	18
Shepherdsville Police Department	4	\$32,000	20	19
Shively Police Department	3		27	
Silver Grove Police Department	5		1	3
Simpsonville Police Department	5		4	
Smiths Grove Police Department	5	\$22,000	1	2
Somerset Police Department	3	\$26,000	42	54

Agency Name	Class City	Entry level Salary	Sworn Officers	Marked Vehicles
Springfield Police Department	4	\$25,000	8	7
St. Matthews Police Department	4	\$53,000	30	33
Stamping Ground Police Department	6		1	1
Stanford Police Department	4	\$22,000	9	11
Stanton Police Department	4	\$22,880	7	
Sturgis Police Department	4	\$20,800	3	4
Taylor Mill Police Department	4	\$38,000	10	10
Taylorsville Police Department	5	\$24,960	5	6
Tompkinsville Police Department	5	\$24,625	8	5
Transylvania University Police Department		\$25,000	13	2
Trenton Police Department	6	\$15,131		1
Uniontown Police Department	5		2	
University of Kentucky Police Department		\$31,886	51	20
University of Louisville Police Department		\$24,000	41	14
Vanceburg Police Department	4	\$15,000	6	3
Versailles Police Department	4	\$31,534	37	28
Villa Hills Police Department	4	\$29,000	7	7
Vine Grove Police Department	4	\$24,000	6	7
West Point Police Department	5	\$25,979	4	4
Western Kentucky University Police Department		\$30,822	27	9
Whitesburg Police Department	4	\$18,000	5	6
Whitley County Police Department		\$27,500	1	
Wilder Police Department	5	\$42,000	7	9
Williamsburg Police Department	4		12	13
Williamstown Police Department	5		7	
Wilmore Police Department	4	\$27,000	8	9
Winchester Police Department	3	\$29,000	32	25
Wingo Police Department	6		1	1
Woodlawn Park Police Department	5		1	1
Worthington Police Department	5	\$28,000	3	2
Wurtland Police Department	5		1	2

Agency Name	2010 Census	Entry level salary	Sworn Officers	Marked Vehicles
Adair County Sheriff's Office	17,244		5	
Allen County Sheriff's Office	17,800	\$32,000	12	10
Anderson County Sheriff's Office	19,111	\$24,000	15	11
Ballard County Sheriff's Office	8,286		14	16
Barren County Sheriff's Office	38,033	\$30,000	18	14
Bath County Sheriff's Office	11,085	\$23,360	3	5
Bell County Sheriff's Office	30,060	\$25,100	10	13
Boone County Sheriff's Office	85,991	\$41,992	127	86
Bourbon County Sheriff's Office	19,360	\$30,000	8	9
Boyd County Sheriff's Office	49,752	\$30,624	27	30
Boyle County Sheriff's Office	27,697		9	12
Bracken County Sheriff's Office	8,279	\$24,960	5	4
Breathitt County Sheriff's Office	16,100	\$22,880	3	8
Butler County Sheriff's Office	13,010	\$26,000	8	10
Caldwell County Sheriff's Office	13,060	\$28,000	8	8
Calloway County Sheriff's Office	34,177	\$19,200	14	15
Campbell County Sheriff's Office	88,616		9	
Carlisle County Sheriff's Office	5,351		2	2
Carroll County Sheriff's Office	10,155	\$23,000	4	4
Casey County Sheriff's Office	15,447	\$18,000	5	6
Christian County Sheriff's Office	72,265	\$37,030	32	13
Clark County Sheriff's Office	33,144	\$28,000	13	19
Clay County Sheriff's Office	24,556	\$25,000	10	8
Clinton County Sheriff's Office	9,634	\$24,000	3	5
Crittenden County Sheriff's Office	9,384		2	
Cumberland County Sheriff's Office	7,147	\$22,350	4	4
Daviess County Sheriff's Office	91,545	\$30,100	43	30
Edmonson County Sheriff's Office	11,644	\$22,880	3	5
Elliott County Sheriff's Office	6,748		1	
Fleming County Sheriff's Office	13,792	\$27,000	8	8
Floyd County Sheriff's Office	42,441		11	
Franklin County Sheriff's Office	47,687		19	22
Fulton County Sheriff's Office	7,752	\$24,000	3	4
Gallatin County Sheriff's Office	7,870	\$22,000	9	9
Garrard County Sheriff's Office	14,792	\$25,000	9	7
Grant County Sheriff's Office	22,384	\$27,000	14	14
Graves County Sheriff's Office	37,028	\$27,000	11	9
Grayson County Sheriff's Office	24,053	\$30,040	7	12
Green County Sheriff's Office	11,518	\$23,000	4	
Harlan County Sheriff's Office	33,202	\$24,000	15	20
Harrison County Sheriff's Office	17,983	\$38,000	10	7
Hart County Sheriff's Office	17,445	\$20,800	7	8
Henry County Sheriff's Office	15,060	\$27,000	8	7
Hickman County Sheriff's Office	5,262		3	2
Jackson County Sheriff's Office	13,495		9	4
Jefferson County Sheriff's Office	693,604	\$27,588	216	101
Jessamine County Sheriff's Office	39,041	\$30,000	24	25
Johnson County Sheriff's Office	23,445	\$18,000	10	11
Knott County Sheriff's Office	17,649	\$25,517	5	6
Knox County Sheriff's Office	31,795	\$24,752	7	9

Agency Name	2010 Census	Entry level	Sworn	Marked
Larue County Sheriff's Office	13,373	\$32,000	4	4
Lawrence County Sheriff's Office	15,569		6	8
Lee County Sheriff's Office	7,916	\$25,000	1	8
Leslie County Sheriff's Office	12,401	\$20,800	7	8
Letcher County Sheriff's Office	25,277	\$16,640	11	12
Lewis County Sheriff's Office	14,092	\$22,000	3	7
Logan County Sheriff's Office	26,573		23	19
Lyon County Sheriff's Office	8,080	\$25,000	5	5
Magoffin County Sheriff's Office	17,080		5	3
Marion County Sheriff's Office	9,938	\$27,000	6	9
Marshall County Sheriff's Office	30,125	\$39,681	23	25
Martin County Sheriff's Office	13,332		5	10
Mason County Sheriff's Office	18,212		10	10
McCracken County Sheriff's Office	70,872	\$30,000	39	27
Menifee County Sheriff's Office	6,556	\$18,000	5	7
Metcalfe County Sheriff's Office	10,037	\$19,032	4	4
Monroe County Sheriff's Office	11,756	\$20,000	4	7
Montgomery County Sheriff's Office	22,554		10	14
Muhlenberg County Sheriff's Office	31,839	\$32,000	13	11
Ohio County Sheriff's Office	22,916	\$24,000		8
Owen County Sheriff's Office	10,547	\$33,000	4	6
Pendleton County Sheriff's Office	14,390	\$27,000	6	8
Perry County Sheriff's Office	29,390	\$25,000	28	
Pike County Sheriff's Office	68,736	\$22,848	10	14
Powell County Sheriff's Office	13,237	\$19,500	7	5
Pulaski County Sheriff's Office	56,217		32	18
Robertson County Sheriff's Office	2,266		1	1
Rockcastle County Sheriff's Office	16,582		4	5
Rowan County Sheriff's Office	22,094	\$22,484	10	8
Russell County Sheriff's Office	16,315	\$31,200	10	10
Scott County Sheriff's Office	33,061	\$29,120	30	30
Simpson County Sheriff's Office	16,405	\$26,000	11	7
Spencer County Sheriff's Office	11,766		7	10
Taylor County Sheriff's Office	22,927	\$22,000	8	10
Todd County Sheriff's Office	11,971		4	6
Trigg County Sheriff's Office	12,597	\$27,000	8	5
Trimble County Sheriff's Office	8,125	\$24,000		4
Warren County Sheriff's Office	92,522	\$39,726	54	3
Washington County Sheriff's Office	10,916		6	5
Wayne County Sheriff's Office	19,923	\$20,800	9	12
Wolfe County Sheriff's Office	7,065		1	11
Woodford County Sheriff's Office	23,208	\$29,000	9	10

Agency Name	Entry level Salary	Sworn Officers	Marked Vehicles
Insurance Fraud - Ky Public Protection / Regulation	\$32,000	11	
Kentucky Alcoholic Beverage Control	\$32,000	30	
Kentucky Department of Fish & Wildlife Resources	\$29,000	138	145
Kentucky Department of Parks - Ranger Division	\$28,000	46	30
Kentucky Division of Animal Health/Field Enforcement	\$26,483	5	
Kentucky Office of Charitable Gaming	\$35,000	7	
Kentucky State Police	\$37,382	1,096	1,146
Kentucky State Police Vehicle Enforcement	\$26,000	133	

Agency Benefits

INSURANCE

When asked about insurance benefits, 59% of agencies report paying the full cost of a single medical insurance policy. This is consistent with the 2007 data. More than 70% of responding agencies reported that their medical insurance costs have increased in the last three years.

Sixty-one percent of responding agencies report providing dental insurance. Forty-five percent have seen their dental insurance premiums increase over the last three years.

MEDICAL INSURANCE		2003 DATA	2007 DATA	2011 DATA
	paid in full	58.2%	60.3%	59%
	paid in part	34.7%	34.3%	32%
	not provided	7.1%	5.4%	8%

RETIREMENT

Approximately 88% of responding agencies provide their sworn officers some type of retirement program. Approximately 54% of responding agencies reported they provide a hazardous retirement program that is either a state or local program. In 2007 more than 60% of responding agencies reported participation in a hazardous retirement program.

RETIREMENT PROGRAM		2007 DATA	2011 DATA
	hazardous (state) program for all sworn personnel	58.6%	51%
	hazardous (local) program for all sworn personnel	2.9%	3%
	non-hazardous (state) program for all sworn personnel	22.2%	30%
	non-hazardous (local) program for all sworn personnel	5.4%	4%
	not provided	7.9%	11%

COMPENSATION SUPPLEMENTS

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

Fourteen percent of responding agencies provide specialist pay to at least some of their officers. Approximately 14% provide specialist pay to their Field Training Officers or Police Training Officers. When asked about overtime pay for law enforcement officers, 71% of agencies responded they provide overtime pay for all sworn officers. Thirty-four percent of agencies provide hazardous duty pay for all sworn officers.

More than forty percent of responding agencies provide uniform pay/allowance to all sworn personnel. Nine percent of responding agencies directly provide uniforms and maintenance.

When asked about cell phones, 28% of responding agencies reported providing a cell phone for all sworn officers. More than 60% responded they provide a cell phone for at least some of their personnel.

Hiring Practices and General Policies

EMPLOYMENT PROCESS

When asked about their employment practices, 95% of responding agencies report they conduct a formal application process for initial employment of sworn personnel. Forty-one percent utilize a written examination and 72% use a formal interview board for initial employment. These numbers are consistent with the 2007 information.

When asked when the individual is sworn in as an officer, 82% of responding agencies do so upon initial employment, while almost 15% wait until the individual has graduated from basic training.

PROMOTION PROCESS

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

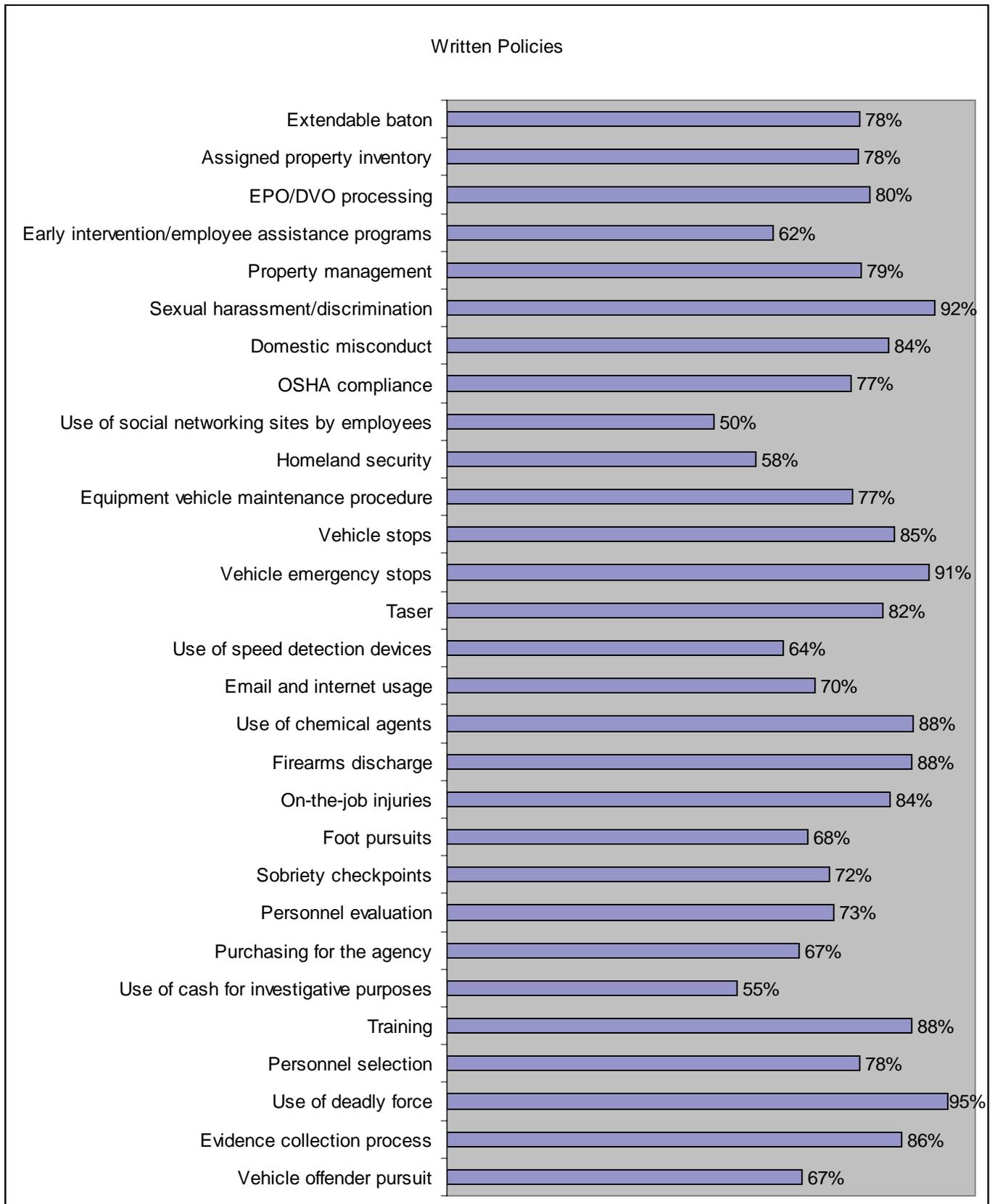
Forty-two percent of responding agencies report having a minimum number of years of agency service before an officer is eligible for the first promotional process. The average number of years of minimum agency service is 3.5 years.

Agencies reported using the following in their promotion process.

PROMOTIONAL PROCESS		
	Written examination	30%
	Personal interview	72%
	Assessment center	16%
	Staff management rating	25%
	Peer rating	21%
	Veterans preference	21%
	Supervisory evaluation	48%
	Appointment determined only by agency administrator	47%
	Appointment determined only by local government	23%

GENERAL POLICIES

More than 85% of the responding agencies reported they have written policies regarding use of deadly force, sexual harassment/discrimination, vehicle emergency stops, use of chemical agents, firearms discharge, training, evidence collection process and vehicle stops. In 2007 40% of Kentucky's agencies reported having a written policy on tasers, compared with 82% currently reporting having a policy.



Training and Patrol

TRAINING IN KENTUCKY

Law enforcement executives across the Commonwealth were asked to rate various topics from a -3 to +3 scale, with -3 being rated of no importance, +1 being rated moderately important, +2 being rated high importance and +3 being rated as extremely important. The average rating for the importance of training was 2.33.

The 2010 Census reported that Kentucky's Hispanic population was approximately 134,000 – more than double the number reported in 2000. In 2011 22% of responding agencies reported having at least one sworn officer that can speak Spanish, compared with 15% in 2007.

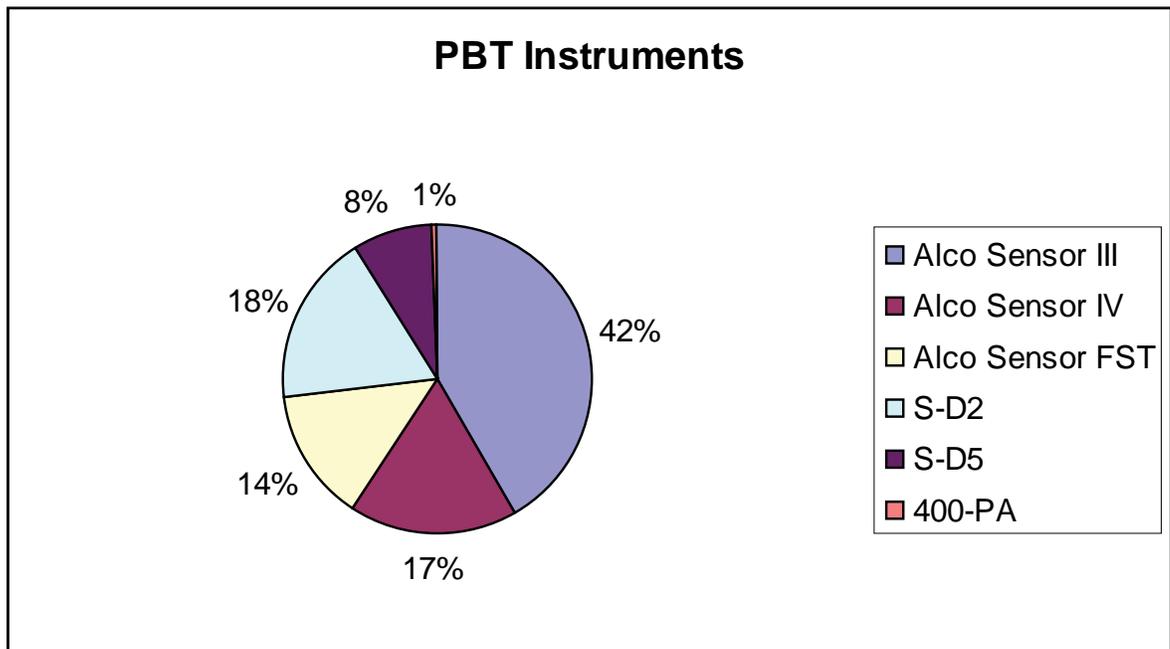
CANINES

Sixty-three agencies (21% of respondents) reported using canines for patrol purposes, while 85 agencies (28% of respondents) reported using canines for drug detection.

SPEED DETECTION AND DUI ENFORCEMENT

Sixty-one percent of responding law enforcement agencies require certification for radar. When asked what type of speed detection devices their departments utilized, all responding departments (283) reported using radar devices. Within those 283 departments, 49 departments reported they also use laser speed detection devices.

The three most popular personal breath test instruments being used in Kentucky are (in order) the Alco Sensor III, S-D2 and Alco Sensor IV.



Supplies, Provisions and Equipment

TRANSPORTATION

Forty-four percent of responding agencies provide a full-time take home police vehicle (personal/off duty use authorized) for all sworn personnel. Forty-eight percent also reported providing a full-time, take-home police vehicle (personal/off duty use not authorized) for all sworn personnel. These numbers are consistent with both the 2003 and 2007 information.

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

FIREARMS

Fifty-eight percent of agencies issue their officers shotguns and require the officers to carry them, while 17% issue shotguns upon officer request.

The handgun caliber most often authorized for use for both on-duty and off-duty officers is .40 caliber.

	Yes
DOES YOUR AGENCY HAVE A CERTIFIED ARMORER?	47%
DOES YOUR AGENCY HAVE A CERTIFIED FIREARMS INSTRUCTOR?	71%
DOES YOUR AGENCY REQUIRE FIREARMS TRAINING AND/OR QUALIFICATIONS?	95%

FIREARMS TRAINING FREQUENCY	
1 TIME PER YEAR	29%
2 TIMES PER YEAR	47%
3 TIMES PER YEAR	13%
4 TIMES PER YEAR	10%
5 TIMES PER YEAR	<1/%
6 TIMES PER YEAR	0
MORE THAN 6 TIMES PER YEAR	<1/%

Critical Issues

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

TOP TEN CRITICAL ISSUES (AS RANKED BY LAW ENFORCEMENT EXECUTIVES)	
GIVEN THE CURRENT ECONOMIC CLIMATE, THE \$3,100 KLEFPF PROFICIENCY INCENTIVE MATTERS TO KENTUCKY LAW ENFORCEMENT.	2.856
ELECTED OFFICIALS IN FRANKFORT SHOULD KNOW THE IMPORTANCE OF THE KLEFPF PROFICIENCY INCENTIVE AS A RECRUITMENT/RETENTION TOOL FOR KENTUCKY LAW ENFORCEMENT AGENCIES.	2.837
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 PERMITS.	2.704
TRAINING	2.334
FISCAL/BUDGETING	2.297
ACTIVE SHOOTER	2.007
MOTIVATION	2.000
INVESTIGATIONS	1.945
CRITICAL INCIDENTS	1.889
MANAGING	1.876