

THE FUTURE OF KENTUCKY LAW ENFORCEMENT: THE NEXT 10 YEARS

1 p.m. (EDT) **Wednesday, September 19**

at O'Donnell Auditorium
Eastern Kentucky University

*Transportation will be provided from DOJT to O'Donnell Auditorium and return



10 a.m. (CDT) **Thursday, September 20**

at Carroll Knicely Conference Center
Western Kentucky University

The **FUTURE** of **KENTUCKY**
LAW ENFORCEMENT

the next 10 years

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The FUTURE of KENTUCKY LAW ENFORCEMENT

Symposium Agenda

Wednesday, September 19

1 p.m. (EDT) O'Donnell Auditorium, Eastern Kentucky University

Welcome — Introductions

Introduction of University President.....DOCJT Commissioner John Bizzack

Dr. Doug Whitlock, Eastern Kentucky University Interim President

Recognition of special guests in attendance
& Overview of symposium Commissioner Bizzack

Introduction of Bill Bryant
Symposium Moderator Commissioner Bizzack

Symposium

Introduction of Panel Members
& Comments Bill Bryant

Discussion of Issues

Questions and Comments from Audience/Attendees

Summary Overview of the Day Bill Bryant



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Kentucky Policing: The Future

Commissioner John W. Bizzack,
Department of Criminal Justice Training

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

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

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

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

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

The distinction between possible, probable and preferable futures is important. Futures studies should not be approached simply with the intent of trying to understand what is going to happen. Instead, futures research should seek to not only answer that question, but also and more importantly, examine what policing might be able to do in shaping what is coming.



Studying the future of policing is not an undertaking to accurately forecast what will be. It is a process of considering what is probable and taking a serious look at the changes these probabilities have on policing in order to deal with them more effectively.

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

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

In Kentucky, law enforcement leaders have already begun discussions on issues that are most certainly going to influence the future of law enforcement services in the commonwealth. Some of those issues are the increase in elderly citizens and “youth bulges” as a result of immigration; the continuing disappearing lines between gangs, terrorist organizations and criminal syndicates; and the difficulties of dealing with information-age technologies and their influence on emerging crime pockets.

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

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



John Bizzell





Recruitment and Retention of Quality Law Enforcement Officers

It is imperative that Kentucky law enforcement find ways to keep pace with the private sector in pay and benefits to attract high-quality applicants. While no one reasonably expects the public sector to match the private sector, departments need to make governing bodies aware of the cost to hire and train an officer. Law enforcement agencies need to take an approach of trying to entice quality candidates into law enforcement instead of waiting for them to appear.

Homeland Security and Rural Community Preparedness

Training, preparation and planning are key elements. Communications systems must be upgraded so departments can coordinate services. Multi-agency training with a strong command and control structure in place is needed. Communities must first assess their needs before entering into any further endeavors.

Juvenile Crime/Gangs

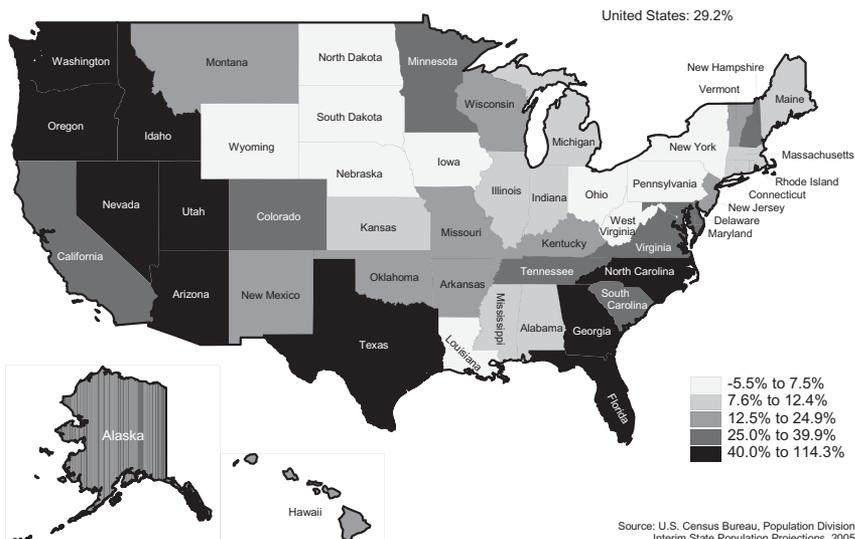
Kentucky created the Department of Juvenile Justice in 1996 to provide for the unique needs of the state for a correctional entity dedicated to juvenile offenders. In a similar vein, local and state agencies consistently report a demand for more specialized skills and resources for juvenile-related crime. Aggregate and anecdotal offense reports indicate a changing behavior in this domain that warrants early attention. However, what may be early attention in some jurisdictions may be reactive attention, at best, in others.

Immigration/Demographic Shifts

The very public debate about the treatment and condition of the country's immigration laws is not lost on the Kentucky law enforcement community. A range of issues confronts virtually every jurisdiction in the commonwealth stemming from demographic shifts in Kentucky's populace. Language barriers, transient populations, variegated cultural norms, preponderance and trending in behavioral norms and other similar issues increasingly confront Kentucky peace officers.



Projected Percentage Change in Population 2000 to 2030



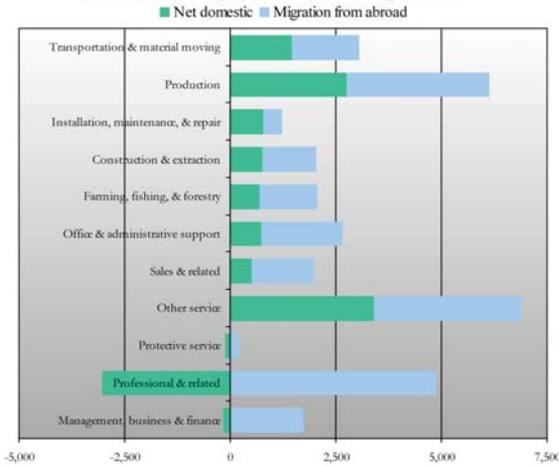
“Although minorities still make up relatively small shares of the state population, migration is fueling high rates of growth among the state’s minority populations. The 2000 census revealed decennial growth of 73 percent for Asians and 173 percent for Latinos.”

“Nearly half of the state’s Asian population and Latinos in 2000 had moved to Kentucky since 1995.”

“Looking at the industries in which migrants work reveals that the state lost workers in the new-information industries, finance, insurance and real estate, as well as the scientific, professional and managerial industries. The largest net gains occurred in manufacturing, transportation, warehousing, utilities, recreation and accommodation services.”

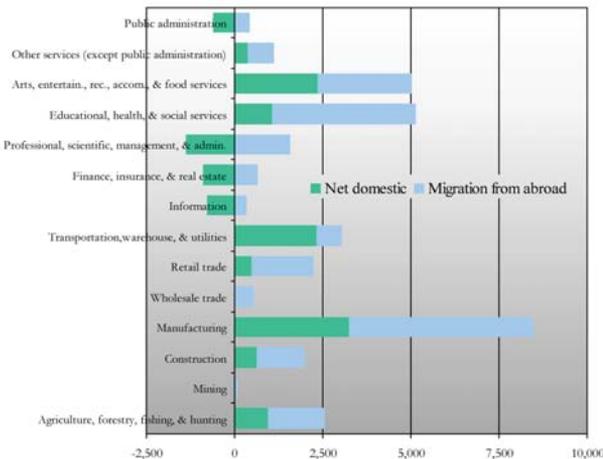


Kentucky Migration by Occupation



“International migration and the domestic migration of minority populations — especially Asians and Latinos — will further diversify the state population and sustain population growth. The influx of racial and ethnic minorities, albeit still relatively small in numbers, is occurring at rates that could double or triple the size of some of states’ minority groups over a decade. These newcomers are often younger and more likely to have children than the native, older, white majority population. International migration is responding to demand in the state for both the highly-skilled and educated workers, as well as less skilled labor. Compared to many parts of the United States, Kentucky is late in the game

Kentucky Migration by Industry



as a destination of the international migrant. Migration flows to the state from abroad are now established and we can expect the flows to increase for many years.”

Michael Price, Martyr Scobee, Thomas Sawyer, 2004. Kentucky Migration: Consequences for State Population & Labor Force. Kentucky Population Research, Kentucky State Data Center.



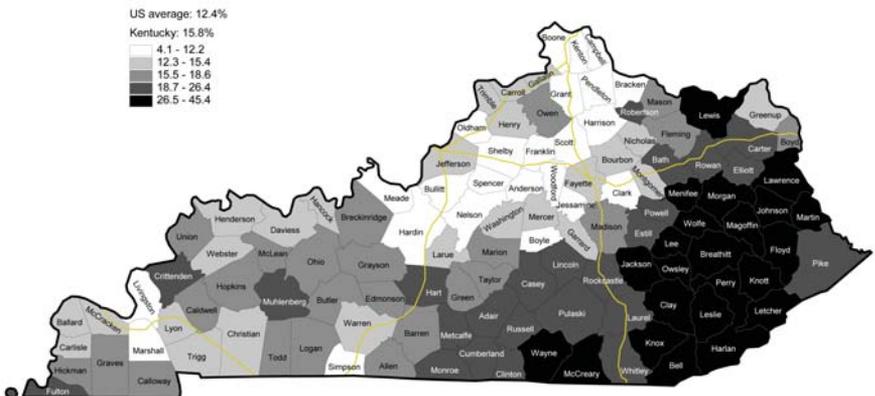
Computer-related Crime

Training is essential. Because theft and other crimes are becoming more high tech, law enforcement must develop equipment and expertise to address this type of crime. This type of crime is more difficult for small departments to handle. Departments consistently report needing more manpower to assist in tracking and identifying computer-related crimes.

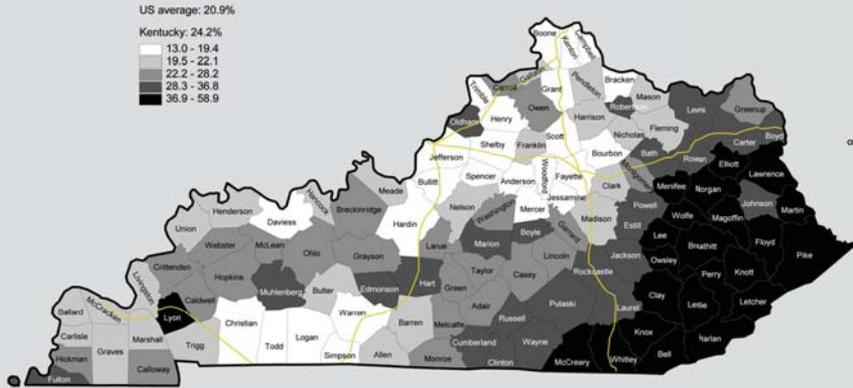
Drugs and Drug Abuse

Task forces and organizations like UNITE are helping smaller departments share resources. Continued cooperation between all agencies in the justice and social services systems will benefit everyone. Programs such as the Kentucky All Schedule Prescription Electronic Reporting System, or KASPER, will help provide data and identify cases of drug misuse.

Percent of Persons in Poverty
1999



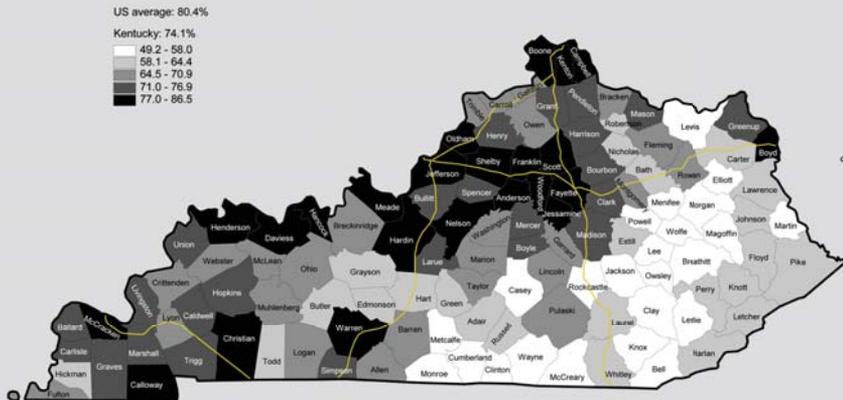
Percent of males aged 16-64 not in labor force 2000



Prepared by Alicia Crouch,
Kentucky Education Cabinet

Source: Census 2000

Percent of Kentucky Residents 25+ Completing High School 2000



Prepared by Alicia Crouch,
Kentucky Education Cabinet

Source: Census 2000




Funding Sources

Departments must learn to streamline services to avoid duplication. Local governments need to establish creative taxing procedures. Departments need training in how to write grants and process the paperwork. It is now important for departments to work together in any area possible, both in personnel sharing and in purchasing.

Communications/Technology

A standard criterion for communications technology across the state is needed. Agencies should have access to the same radio and communications systems so that during an emergency, departments could communicate. The ability to communicate seamlessly with other agencies is becoming more and more important.

Cost of Living

A 2007 survey reports entry-level officers in Kentucky earn \$25,000 per year on average. In 1997 the same survey revealed an average entry-level salary of \$17,795. Many individuals that enter law enforcement today have less than their 1997 counterparts, adjusting for inflation. The cost of living has increased, but salaries have barely kept pace. This will affect applicant pools and officers' decisions to stay or leave.

The Kentucky Law Enforcement Foundation Program Fund's Proficiency Pay has had a remarkably uniform impact on the lowest paid officers — entry level. In 1997, KLEFPF accounted for approximately 15 percent of an entry-level officer's salary. That percentage has remained largely unchanged, despite the slow growth of entry-level wages. With the increase in the stipend to \$3,100 in 2001, the percentage of impact on salaries has been insured for coming years. Naturally, as salaries increase, the percentage of impact KLEFPF has on overall salary will begin to diminish. The impact on higher-salaried positions is less dramatic but nonetheless pronounced.

- ▶ KLEFPF has been consistently the most galvanizing issue for the Kentucky law enforcement community because of its financial impact on individual officers and training opportunities.
- ▶ The voting influence of the Kentucky law enforcement and public safety community extends beyond 50,000 regular voters. There is clear evidence in each of the last





three gubernatorial and legislative election cycles of this influence and consistency. In large, the six professional associations in Kentucky play a prominent role in this consistency through information sharing, similar goals and lobbying efforts.

- ▶ KLEFPF makes Kentucky unique. Kentucky is the only state with an established, substantial and dedicated revenue stream to exclusively support public safety training and standards and provide financial assistance to every city and county statewide.

DOCJT is the administrator of KLEFPF. Its relationship with the statewide law enforcement community and the six professional associations has historically established DOCJT as the conduit between statewide law enforcement and the Justice and Public Safety Cabinet, Governor's Office and the legislature. (However, DOCJT does not usurp the respective associations or individual communities' legislative prerogatives).

Training

The Department of Criminal Justice Training is one of six departments in the Justice and Public Safety Cabinet. DOCJT trains more than 12,000 individuals (law enforcement, telecommunicators, coroners) through state-of-the-art curricula ranging from an 18-week basic training academy to line, mid- and executive management courses. KLEFPF is the sole source of revenue for DOCJT. DOCJT receives no general funds. In 1998, DOCJT became the first nationally accredited law enforcement training program in the United States. Training is conducted at a \$40 million complex located on the campus of Eastern Kentucky University adjacent to ECU's College of Justice & Safety. However, DOCJT is not a part of the university and reports directly to the Justice Cabinet.

Lexington, Louisville and the Kentucky State Police operate their own basic training academies, which saves the state the expense of basic and in-service training for these agencies. However, each academy teaches the same curricula for its first 18 weeks as is taught at DOCJT. All other police officers and KLEFPF participants receive their training through DOCJT in Richmond or at DOCJT's Louisville office on the Shelby campus.



the next 10 years

The FUTURE of KENTUCKY LAW ENFORCEMENT

Panel Member Information



Brig. Gen. Norman E. Arflack is the Justice and Public Safety Cabinet secretary. Prior to his appointment in June 2006, Arflack was the deputy commander of the Kentucky Joint Force Headquarters in Frankfort, serving as an assistant and adviser to the

commanding general, Adjutant Gen. Donald C. Storm. Arflack possesses significant law enforcement and corrections experience. In addition, he has worked with federal, state and local agencies conducting counter-drug operations, both supply and demand-reduction activities. Arflack received a bachelor's degree in law enforcement from Eastern Kentucky University and was honored in 2007 with the EKU Distinguished Alumni Award. He received his master's degree in public administration from Shippensburg University. He is also a graduate of the Army War College and the Southern Police Institute at the University of Louisville. Arflack was mobilized for active duty in October 2001 to organize, train and command National Guard personnel performing security duty in Kentucky's commercial airports. Subsequent to that assignment and immediately prior to his current position, he served as director of Joint Support Operation, a collective effort between the Kentucky State Police and Kentucky National Guard to eradicate and suppress marijuana. Arflack worked for the Kentucky State Police from 1970 until his retirement in 1993. Maj. Brad D. Bates is the chief information officer for



the Kentucky State Police. He began his career with KSP in 1994. Bates also serves as KSP's acting director of the Technical Services Division. In addition, he serves as the state FBI-Criminal Justice Information Systems officer, overseeing the

administration and operation of the state's LINK/NCIC system, and is a member of the FBI-CJIS Southern Working Group. Bates serves as the state-appointed member to SEARCH, the National Consortium for Justice Information and Statistics, where he serves on the board of directors. Bates has a bachelor's degree in criminal justice from Eastern Kentucky University and a master's degree in Loss Prevention and Safety. He is also a Kentucky Law Enforcement Council-certified law enforcement instructor.



Patrick Bradley is executive director of the Maryland Police and Correctional Training Commissions. Bradley joined the Baltimore City Police Department in 1970 after receiving his Bachelor of Science in Law Enforcement and Corrections from Penn State University. In 1974 he received his master's



degree in Liberal Arts from Johns Hopkins University. Bradley rose through the ranks of the department while serving in various administrative and operational positions. In 1984, he was promoted to major and assigned as director of the police academy. In 1991 Bradley earned his Juris Doctorate from the University of Maryland School of Law. In January 1994, he retired from the Baltimore Police Department to accept an appointment as deputy director for the Police and Correctional Training Commissions. In March 2004 Bradley was appointed executive director of the commissions. In that capacity he is responsible for the certification and training of more than 32,000 police and correctional officers, probation and parole agents and juvenile justice employees throughout Maryland and the operation of the new Public Safety Education and Training Center in Sykesville. Bradley is also the past president of the International Association of Directors of Law Enforcement Standards and Training.

Community College and is certified by the Kentucky Law Enforcement Council as a law enforcement instructor. He has served on the council since 2002.



Joe Cline is chief of the Morehead State University Police Department. He previously served as a patrolman and detective with the Morehead Police Department. Cline started his career as a dispatcher/patrolman with the Olive

Hill Police Department and was a Army Maintenance Management System clerk/dispatcher with the Kentucky Army National Guard. He received The Optimist Club of Morehead's Police Officer of the Year Award in 1987 and 1999, and he is a past president and chaplain of the Fraternal Order of Police Lodge No. 35. Cline is a Kentucky Law Enforcement Council-certified law enforcement instructor. In 2004, Cline graduated from the Criminal Justice Executive Development Program and the FBI National Academy. He has earned a Bachelor of Science in Criminal Justice from Columbia Southern University.



Randy Bratton is chief of the Paducah Police Department. His police career began in 1984 with the St. Petersburg Police Department in Florida, where he served as a DUI officer/instructor, arson detective, major crimes detective, community

policing/patrol sergeant, patrol lieutenant, traffic lieutenant and criminal investigations major. Bratton has an Associate of Arts in Political Science and a Bachelor of Arts in Criminology. He is a member of the Kentucky Law Enforcement Council.



Gary Corder is a foundation professor in the new Homeland Security Program within the Department of Safety, Security and Emergency Management at Eastern Kentucky University. He also serves as director of the International Justice & Safety Institute and co-director

of the Regional Community Policing Institute at EKU. He served as a police officer and police chief in Maryland and earned his doctorate at Michigan State University. Corder is past-president of the Academy of Criminal Justice Sciences and past editor of *Police Quarterly* and the *American Journal of Police*. He is co-author of the books *Planning in Criminal Justice Organizations and Systems*, *Police Administration*, and *Police & Society* and co-editor of four police anthologies. He has served



Keith Cain is the Daviess County sheriff. He has a Bachelor of Arts in Criminal Justice and a Master of Arts in Education. He is a graduate of the FBI National Academy and the National Sheriffs' Institute. Cain serves as an adjunct faculty member at Owensboro



on the Lexington/Fayette Civil Service Commission, the Kentucky Criminal Justice Council and the Kentucky Law Enforcement Council. He was dean of the College of Justice & Safety at EKU from 1997 to 2003.



Michael Crews is the director of the Criminal Justice Professionalism Program at the Florida Department of Law Enforcement. As director, he works closely with the Florida Criminal Justice Standards and Training Commission and is responsible for oversight

and direction of the Bureau of Standards, the Bureau of Training, the Bureau of Professional Development, special-agent and DARE training, and the Commission on Florida Accreditation. Crews began his career with FDLE in 1987 as a standards and training specialist in the professionalism program. He has held positions within the program area, including research and training specialist, field services specialist, and training and research manager. Crews then became manager of FDLE's Criminal Justice Information Program's help desk and sexual-predator program. Following this tenure, he was selected as the training and research manager in FDLE's newly-created Leadership Center. Crews also serves as the southern region representative for the International Association of Directors of Law Enforcement Standards and Training and is a member of the Florida Police Chiefs Association as well as the International Association of Chiefs of Police. Prior to joining FDLE, Crews was employed as a certified correctional officer at Apalachee Correctional Institute and as a correctional probation officer in Tallahassee. He has also worked with the Florida Wildlife Conservation Commission as a part-time officer. He is a graduate of Florida State University and is a certified instructor through the Criminal Justice Standards and Training Commission.

Chris Eaton is the Barren County sheriff. Eaton graduated from Barren County High School in 1989 and immediately was employed by the Kentucky



Department of Parks until 1994. In February 1994, he began his law enforcement career with the Tompkinsville Police Department. Eaton left the Tompkinsville Police Department, ranked as sergeant, to join the Barren County Sheriff's Office as deputy sheriff. In the late 90s, when the meth epidemic hit Barren County hard, Eaton became one of the first two deputies to be certified meth-lab technicians within the office. In 2006, he was elected Barren County sheriff. In his first year, Eaton doubled the number of countywide patrol deputies.



Lt. Kathy Eigelbach is president of the Kentucky Women's Law Enforcement Network. She has been involved with law enforcement for more than 20 years and has served with the St. Matthews Police Department for 18 years. Eigelbach has worked in patrol and crime prevention and has served many years as a DARE instructor. In addition to these duties, she has managed grant programs and supervised the telecommunications office. Eigelbach serves as the department's assistant chief and helps manage the day-to-day operations of the department. She is a past president of the Kentucky Crime Prevention Coalition. She is a graduate of the FBI National Academy and the Department of Criminal Justice Training's School of Strategic Leadership. Eigelbach has a master's degree from Eastern Kentucky University in Criminal Justice.



Bill Hamilton is the deputy director of Insurance and Finance Services for the Kentucky League of Cities. Hamilton is an expert in the insurance needs of cities and has experience in the



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



John M. Kazlauskas is chief of the Owensboro Police Department. He was drafted into the military in 1968 and served as an Army helicopter pilot (chief warrant officer, CW2) with a tour of duty in the Republic of South Vietnam.

Kazlauskas returned to the police department in 1971 and was assigned to develop and manage the newly formed Evidence Collection Unit. In 1973, he was promoted to sergeant and was qualified as an expert witness in the field of fingerprinting. He was later assigned to supervise the department's training unit and developed a polygraph unit. In 1995, he was assigned as accreditation manager and developed the department's first formal set of policies and procedures along with achieving accreditation status. Assigned as commander of the Planning and Research Division, he worked with the city personnel department in developing new hiring and promotional procedures and developed a job-task analysis for each position in the department. Kazlauskas has an associate degree from Eastern Kentucky University in Criminal Justice and is a graduate of the FBI National Academy.



Sylvia Lovely is executive director and CEO of the Kentucky League of Cities and president of the NewCities Institute. Lovely is a 1988 graduate of Morehead State

University and the University of Kentucky College of Law. Lovely has long understood the importance of storytelling. Her book, *New Cities in America: The Little Blue Book of Big Ideas*, includes a number of success stories. Recognized as a champion of cities and the power of people to create positive change, She has appeared on CNN's "Lou Dobbs Tonight," CNBC's "Power Lunch" and ABC radio. Her opinion columns have appeared in the *Miami Herald*, *Indianapolis Star* and *Cincinnati Enquirer*. Lovely also serves on numerous boards across the state.



Mike Newton is the Nelson County sheriff. He began his law enforcement career in 1978. He has worked with the Bloomfield Police Department and was chief of New Haven and the Nelson County police departments before becoming Nelson County sheriff. Newton

served in the U.S. Army for five years and is retired from the Kentucky National Guard. He is a member of the Fraternal Order of Police Lodge No. 43, Kentucky Association of Chiefs of Police, Kentucky Sheriffs' Association and Police Executive Command Council.



Robert Ratliff is chief of the Ashland Police Department. He began with the department in 1982 and has served as a sergeant, lieutenant, captain and assistant chief. During his career, Ratliff has served in all areas of the department.

He has been a team member, supervisor, watch commander and commander in the Patrol Division, commander of the Administration Section, detective assigned to the Criminal Investigations Section and commander of the Auxiliary Services Division. He has also served 20 years with the Ashland School Safety Patrol program. He is a graduate of the FBI National Academy and earned his college degree through the Ashland Community and Technical College.





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



Martin Scott is president of the Kentucky Fraternal Order of Police and serves as the statutory representative on the Kentucky Law Enforcement Council.

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



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



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



Symposium Discussion Moderator



Bill Bryant's interest in broadcasting goes back to his childhood, watching the CBS Evening News with his parents and grandparents. At a very young age, he got a sense that news was very important and

something of which he wanted to be a part.

Growing up in Williamsburg, he and his friends start a newspaper and sold it on the street in the fifth and sixth grades. By the time he was 14, Bryant started hanging out at the local radio station, which allowed him to do local announcements and pull wire stories for newscasts. He remembers running to the control room with word of Elvis' death and helping people with information about big floods along the Cumberland River. By age 15, WEZJ radio had Bryant signing on the station, playing country music and doing local news. A year later, he started at a cable TV station and produced and anchored the news.

Bryant attended what is now the University of the Cumberlands and continued working in radio and TV and then transferred to Eastern Kentucky University, where he earned a degree in broadcasting and political science.

The summer before his senior year at EKU, Bryant had an internship with WKYT and got to work with people he already respected from watching them on TV. Eventually, what was supposed to be for one summer, turned into more than 20 years. Bryant is now the longest serving male anchor in the history of Lexington television.

Bryant has been an anchor on NewsFirst at Noon since 1986. After a stint on the morning news in the early 90s, he anchored the 5:30 evening newscast for 12 years, before returning to the newly revamped 27 NewsFirst This Morning in August 2006.

Bryant has done everything from introducing local singers to interviewing world-famous stars to covering presidential inaugurations to brushing a dog's teeth on TV. For several months, he was WKYT's acting news director, in charge of news operation, and now serves as managing editor. Bryant has also been a part of Kentucky Newsmakers for 20 years, interviewing governors, U.S. senators and other leaders, and the show has become the state's most watched political and public affairs interview program. Bryant has been inducted into EKU's Hall of Distinguished Alumni and is active in helping Kentucky Children's Hospital raise money.

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