



Presentation to:

Senate Committee on Transportation

Topic: KHP Staffing Overview

Presenter:

Captain Mitch Clark
Kansas Highway Patrol

January 11, 2023





Our Mission

The Kansas Highway Patrol is devoted to improving quality of life through spirited and dedicated service. We pledge to be responsive to concerns of citizens and public safety partners. We will do this by providing professional law enforcement services and share resources in the most effective and efficient manner possible.

We believe in treating all persons with courtesy and respect. The preservation of individual dignity and constitutional rights is paramount in performing our duties. Protecting the rights of coworkers and providing a safe, secure working environment are of equal importance.

We are committed to providing protection of life and property through active enforcement of traffic, criminal, and other laws of the State of Kansas, and by supporting homeland security initiatives. We recognize our responsibility to uphold and enforce this authority in a competent, fair, and honest manner.

Our Goals

Consistent with the Patrol's mission and principal function, we will strive to attain the following goals:

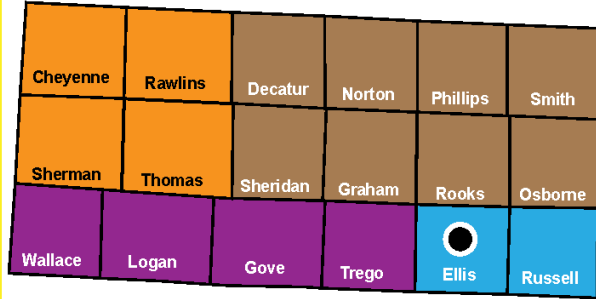
- To reduce the number and severity of traffic crashes through the enforcement of impaired driving and occupant protection laws.
- The Patrol will promote the use of child restraints and safety belts through aggressive enforcement and educational programs.
- The Patrol will deter motorists from driving impaired and will arrest impaired drivers through proven DUI countermeasures, such as selective enforcement efforts and sobriety check lanes.
- To vigorously pursue, apprehend, and prosecute those who utilize Kansas highways for criminal activities.
- To improve the quality of our service and enforcement activities by developing programs and incorporating technologies that enhance public safety.
- To enhance public relations through local community involvement in schools, civic organizations, and businesses.



KANSAS HIGHWAY PATROL

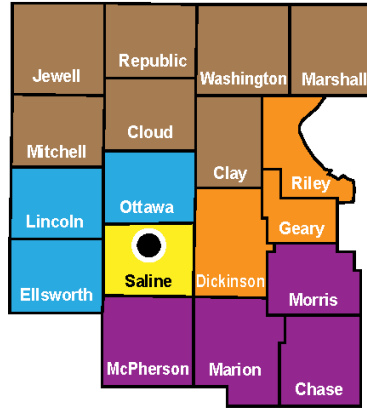
TROOP D

ZONE B ZONE C ZONE D ZONE E



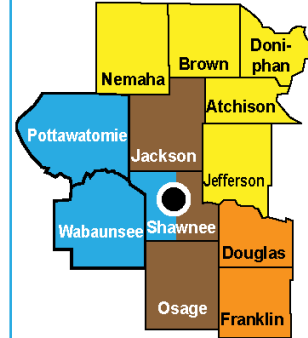
TROOP C

ZONE A ZONE B ZONE C
ZONE D ZONE E

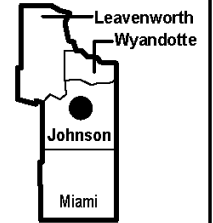


TROOP B

ZONE A ZONE B
ZONE C ZONE D



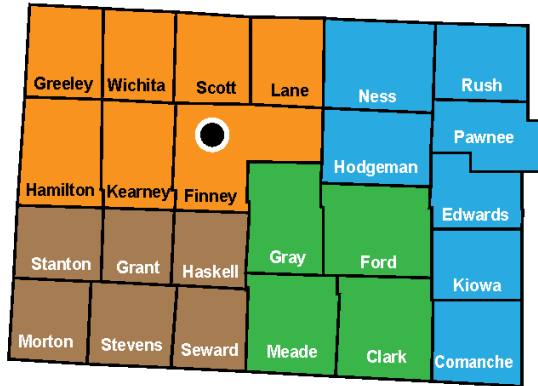
TROOP A



Troop A consists of four rotating zones responsible for all four counties.

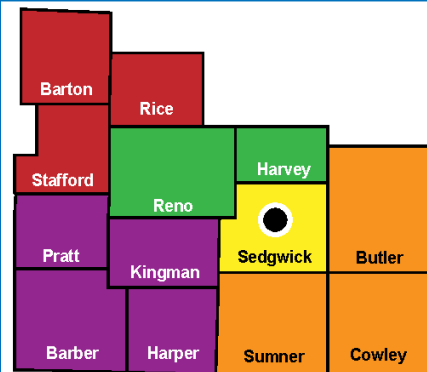
TROOP E

ZONE 1 ZONE 2 ZONE 3 ZONE 4



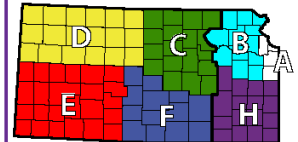
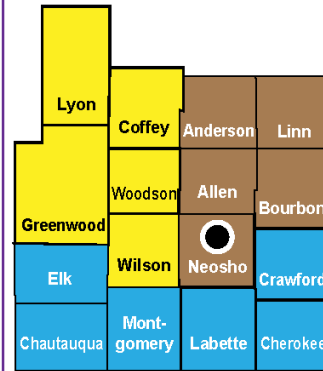
TROOP F

ZONES A, B, & C ZONE D ZONE E
ZONE F ZONE G



TROOP H

ZONE A ZONE B
ZONE C



Other Troops and Sections

- Emergency Operations / Homeland Security
- Fleet Operations
- Administrative (Human Resources, Fiscal, Accreditation, IT, Records, Legal)
- Troop G - Turnpike
- Troop I – Motor Carrier Safety Assistance Program
- Troop V – Motor Vehicle Enforcement
- Troop J – Training Academy
- Troop S – Special Response Team, Police Service Dog Unit, and Hazardous Devices Unit
- Troop T – Aircraft
- Troop K – Capitol Police
- Troop M – Communications and CJIS
- Troop N – Domestic Highway Enforcement Team, DEA Task Force, FBI JTTF, and KIFC
- Troop L – Protective Services
- Professional Standards Unit
- Public and Governmental Affairs



Kansas Highway Patrol Staffing:

Current Staffing (As of January 4, 2023):

Sworn/Uniformed Members (Troopers & LEO): 469

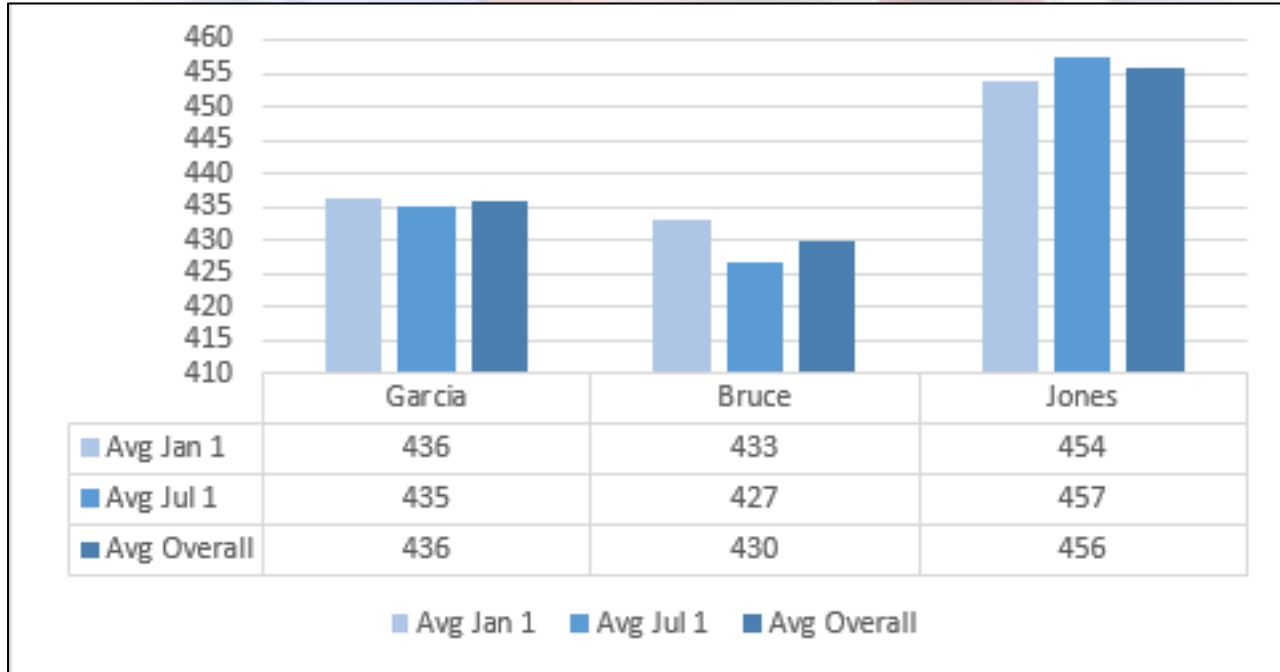
- 426 Troopers (Recruit Trooper – Colonel)
- 21 Full-Time Capitol Police Law Enforcement Officers
- 13 Part-Time Law Enforcement Officers
- 7 Motor Carrier Inspectors

Civilian Staff (Non-Sworn): 271

TOTAL: 738

Kansas Highway Patrol Trooper Staffing:

- Currently 426 KHP Troopers for the KHP as of January 4, 2023
- Currently 478 funded (FTE) Trooper positions for our agency
- Down 52 Trooper positions from the currently funded 478 or 10.9%



Recruit Trooper Classes:

➤ In 2020, the KHP moved to multiple recruit classes per year

➤ *Three Recruit Trooper classes in 2022:*

- | | <u>Graduated</u> |
|-----------------------------------|-------------------------|
| ➤ Class #62 | 7 (01/04/22 – 06/08/22) |
| ➤ Class #63 (Prior Certified LEO) | 3 (04/25/22 – 06/29/22) |
| ➤ Class #64 | 5 (01/12/22 – 12/14/22) |
- Class #63 was first “Prior Certified” class in the agency’s history
- Class #65 just started the Academy on January 4th
- Currently has 12 Trooper Trainees in KHP Academy
- Class #66 will begin training in July of 2023
- Recruitment efforts are underway for Class #67



Recruitment and Retention Efforts:

- Recent pay increases (Exec. Directive #22-548 & 22-553)

Hourly rate before pay increase made in 2022 Legislative Session:

- Trooper Trainee \$18.70
- Trooper \$21.13 (0-3 years)

Current hourly rate with increase made in 2022 Legislative Session:

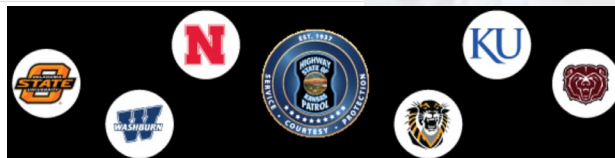
- Trooper Trainee \$25.05
- Trooper \$27.61 (0-3 years)

Recruitment and Retention Efforts:

- CPP & DROP (many have participated in DROP)
 - DROP has proven to be invaluable for retention during this national labor shortage
 - Allows retirement-eligible Troopers to essentially delay retirement for 3 or 5 years while accumulating their pension
 - Bolsters retention by keeping experienced Troopers in the agency
 - Continuing to pass on knowledge, wisdom, and leadership to new personnel
 - Keeps Troopers in the agency longer to help cover vacancies
- Modified hiring process for Trooper:
 - On-line personality-based test (Wonderlic)
 - Measures cognitive abilities and motivational traits
 - Command staff has changed, condensed and modified processes
- In 2020, the KHP modified the uniform policy to allow applicants/members to have nonvisible tattoos on their arms while wearing the long-sleeve uniform

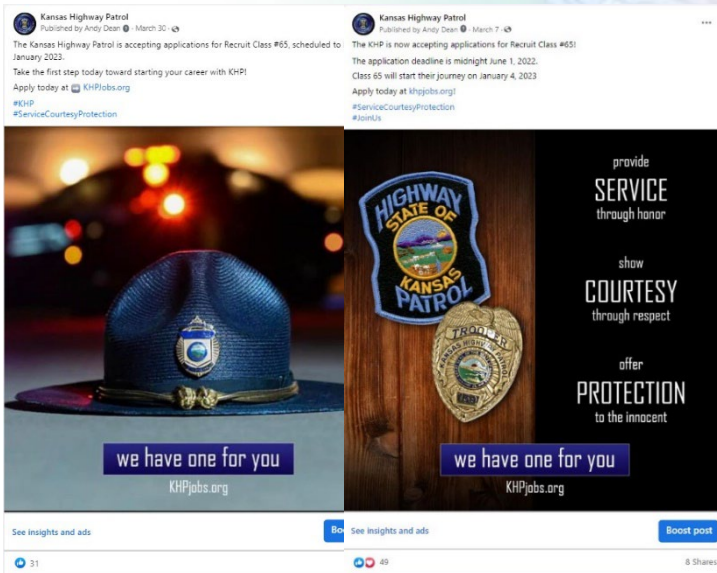
Recruitment and Retention Efforts:

- Accredited through CALEA – Recruitment Plan for Communications and sworn positions (look at demographics, etc.)
- Recruiter, Public Resource Officers and Adjunct Recruiters (stay in contact with applicants)
- Career Fairs & CJ Programs



Recruitment and Retention Efforts:

- Social Media & Publications (paid ads, posts, publications, etc.)
- Agency's Twitter Spanish social media account
- Post vacancies to SOK website, Indeed, Facebook, Twitter, Instagram, and our KHP Website... www.KHPjobs.org
- Agency website redesign

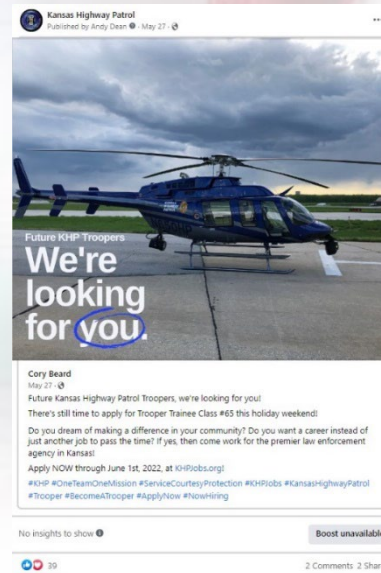


Kansas Highway Patrol
Published by Andy Dean · March 30 · 🌐

The Kansas Highway Patrol is accepting applications for Recruit Class #65, scheduled to January 2022.
Take the first step today toward starting your career with KHP!
Apply today at KHPjobs.org
#KHP
#ServiceCourteseyProtection

Kansas Highway Patrol
Published by Andy Dean · March 7 · 🌐

The KHP is now accepting applications for Recruit Class #65!
The application deadline is midnight June 1, 2022.
Class 65 will start their journey on January 4, 2023.
Apply today at khpjobs.org/
#ServiceCourteseyProtection
#KHP

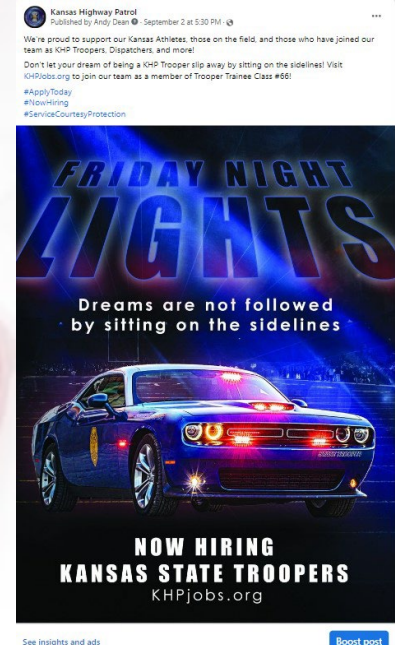


Kansas Highway Patrol
Published by Andy Dean · May 27 · 🌐

Future KHP Troopers
We're looking for you.

Cory Beard
May 27 · 🌐

Future Kansas Highway Patrol Troopers, we're looking for you!
There's still time to apply for Trooper Trainee Class #65 this holiday weekend!
Do you dream of making a difference in your community? Do you want a career instead of just another job to pass the time? If yes, then come work for the premier law enforcement agency in Kansas.
Apply NOW through June 1st, 2022, at KHJobs.org/
#KHP #OnTheTeamOneMission #ServiceCourteseyProtection #KHPJobs #KansasHighwayPatrol #Trooper #BecomeATrooper #ApplyNow #NowHiring



Kansas Highway Patrol
Published by Andy Dean · September 2 at 5:30 PM · 🌐

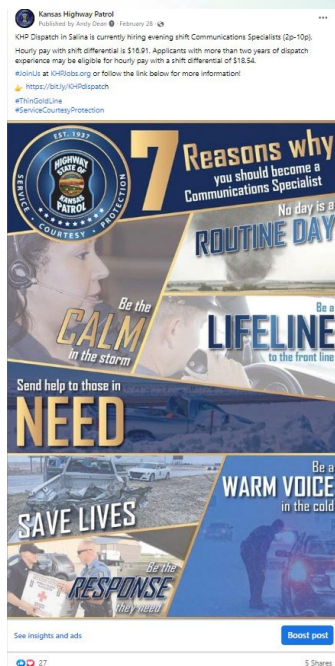
We're proud to support our Kansas Athletes, those on the field, and those who have joined our team as KHP Troopers, Dispatchers, and more!
Don't let your dream of being a KHP Trooper slip away by sitting on the sidelines! Visit KHJobs.org to join our team as a member of Trooper Trainee Class #66.
#ApplyToday
#NowHiring
#ServiceCourteseyProtection

FRIDAY NIGHT LIGHTS
Dreams are not followed by sitting on the sidelines
NOW HIRING KANSAS STATE TROOPERS
KHPjobs.org

Recruitment and Retention Efforts:

➤ Preparing for Future Recruiting

- Public Resource Officers provide many different educational safety programs throughout the state to our youth
- Academy Staff and Public Resource Officers host Cadet Law for high schoolers and Collegiate Law for college students



7 Reasons why you should become a Communications Specialist

No day is a ROUTINE DAY

Be the CALM in the storm

Be a LIFELINE to the front line

Send help to those in NEED

Be a WARM VOICE in the cold

SAVE LIVES

Be the RESPONSE (they need)

See insights and ads

Boost post

5 Shares



Kansas Highway Patrol
Published by Andy Dean · May 17

The Kansas Highway Patrol is currently hiring an Administrative Officer for the Central Supply Unit, located out of Salina.

#ApplyToday at [KHPJobs.org](https://bit.ly/KHPJobs.org) or visit the below link to go directly to the job posting.
Administrative Officer: <https://bit.ly/39eTJ0J>

EST. 1937
HIGHWAY STATE OF KANSAS PATROL
SERVICE · COURTESY · PROTECTION

EMPLOYMENT OPPORTUNITY

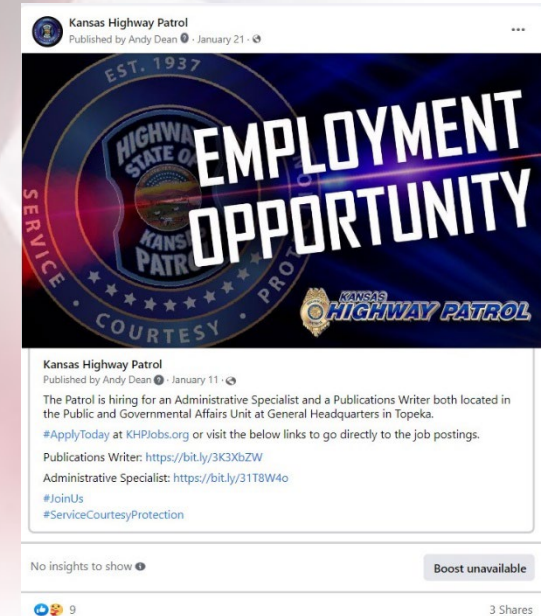
KANSAS HIGHWAY PATROL

See insights and ads

Boost post

20

3 Shares



Kansas Highway Patrol
Published by Andy Dean · January 21

EMPLOYMENT OPPORTUNITY

EST. 1937
HIGHWAY STATE OF KANSAS PATROL
SERVICE · COURTESY · PROTECTION

KANSAS HIGHWAY PATROL

Kansas Highway Patrol
Published by Andy Dean · January 11

The Patrol is hiring for an Administrative Specialist and a Publications Writer both located in the Public and Governmental Affairs Unit at General Headquarters in Topeka.

#ApplyToday at [KHPJobs.org](https://bit.ly/KHPJobs.org) or visit the below links to go directly to the job postings.

Publications Writer: <https://bit.ly/3K3XbZW>
Administrative Specialist: <https://bit.ly/31T8W4o>

#JoinUs
#ServiceCourtesProtection

No insights to show

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Challenges with Recruitment and Retention:

- Smaller applicant pools
- Retention challenges
- Historically small recruit classes or some have cancelled classes
- Officers changing departments for pay (sometimes not that much pay)
- Officers leaving the LE career completely
- Competition in pay and benefits with other agencies
- KHP is different (statewide, challenging academy, etc.)
- Economy (somethings got to give)
- COVID (many want to work from home)
- The Great Resignation
- Appears current workforce is diminishing
- Shift work
- We hire to a higher standard
- Negative news media
- Dangers associated with police work
- Salary and wages (competition with other LEO agencies)

Police Executive Research Forum (PERF) Survey, May 2021

- Fewer officers were hired – dramatic reductions in larger departments
- Resignations – 18% increase from previous year
- Retirements – 45% increase from pervious year

Plans to address current challenges:

- Continue to stay engaged with interested and qualified applicants
- Encourage all members of our agency to recruit
- Career Fairs
- Military
- Social Media and Publications
- Cadet Law Academy
- Collegiate Law Academy



KANSAS
HIGHWAY PATROL



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