



2021 COMPREHENSIVE SURVEY



LAW ENFORCEMENT





Dear law enforcement colleagues,

The Department of Criminal Justice Training continually studies law enforcement training in Kentucky and is required to furnish information relating to standards for recruitment, employment, promotion, and organizational management of the nearly 400 agencies throughout the commonwealth. It is my privilege to report the DOCJT 2021 Law Enforcement Comprehensive Survey findings of Kentucky law enforcement agencies.

DOCJT staff distributed this survey online and made personal contact with agency executives. The survey gathered information from chief executive officers regarding salaries, agency policy and procedures, recruitment and retention strategies, and officer equipment. We hope state and local officials and law enforcement leaders find the report valuable and beneficial.

I want to express my gratitude to those who responded to the survey and provided DOCJT the opportunity to study the data. Through the results of this survey, we hope you learn from one another, compare information, and use the data provided to continue advancing as professional law enforcement agencies.

Sincerely,

A handwritten signature in black ink, appearing to read 'N. Jilek', with a long horizontal line extending to the right.

Nicolai R. Jilek

Commissioner, Department of Criminal Justice Training

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Funderburk Building
4449 Kit Carson Drive
Richmond, Kentucky 40475-3102



EXECUTIVE SUMMARY

Kentucky law enforcement has had many changes since the last Law Enforcement Comprehensive Survey conducted in 2018. Highlighted data changes during the previous three years are compared in this 2021 Law Enforcement Comprehensive Survey report. The survey was distributed to all law enforcement executives in the state. The information obtained within this report will be valuable to all law enforcement agencies in the commonwealth.

According to the 2021 survey data, the average number of sworn officers working for all responding Kentucky law enforcement agencies is 25. This number represents a decrease from 31 in 2018. The average number of sworn officers for a municipal police department is 24, decreasing 14% from 2018. It should be noted this average includes Lexington Police Department (LPD). Excluding LPD from the calculations brings the average number of sworn officers per police agency to approximately 17, a 20% increase since 2018.

The average number of sworn deputies for sheriff's offices for 2021 is 15. In 2018, sheriff's offices reported an average of 17 deputies.

The majority of responding agencies employ 10 or more sworn officers. This is a noteworthy difference from the 2018 results, which reported more than half of agencies having 10 or fewer sworn officers.

The survey asked respondents to record the entry-level salary for non-ranking, full-time officers. This figure does not include training/pay incentives, uniform allowances, signing bonuses, or specialist pay. The average starting salary for a Kentucky entry-level peace officer in 2021 is approximately \$35,744, a 6.7% increase from the 2018 Comprehensive Survey results. In 2018, the average salary was \$33,492 and \$28,727 in 2015.

Of the 10 highest-paid law enforcement agencies in the state, three are located in northern Kentucky, three in western Kentucky, three in Jefferson County, and one in central Kentucky. The average of the 10 highest-paid agencies is \$52,103. The 10 lowest-paid agencies are located throughout the state, with the majority in eastern Kentucky. The remaining are located in the central and southern parts of the state. The average starting salary for the 10 lowest-paid agencies is \$20,174, an increase of 10% from \$18,258, reported in 2018.

In the current survey, the areas of recruitment and retention of officers were expanded to determine which agencies are successful in their efforts. The goal was to learn strategies used by agencies that successfully recruit talented and qualified personnel and retain them as career officers. Agencies reported using various recruitment tactics, including social media, agency websites, and ride-along programs.

The agency fleet plays a significant role in officer efficiency and safety. According to responding agencies, the Dodge Charger and the Ford Police Interceptor Utility vehicles are most commonly used by Kentucky law enforcement agencies.

Another crucial piece of equipment for officers in Kentucky is their issued handgun. The 9mm caliber replaced the .40-caliber as the primary handgun used by Kentucky law enforcement agencies.

This survey also examined the role of school resource officers (SROs) within law enforcement agencies and school districts. Forty-five percent of responding agencies reported utilizing SROs, an increase of 15% from 2018. Of those using SROs, 72% of the SROs are primarily assigned to high schools, 63% to middle schools, and 44% to elementary schools.

Preparing for and coping with the aftermath of critical incidents is imperative. Sixty-seven percent of responding agencies provide access to a licensed mental health professional for sworn law enforcement, while 62% mandate critical-incident counseling, an increase of 18% from 2018. Fifty percent of responding agencies utilize the resources provided by the Kentucky Law Enforcement Assistance Program (KYLEAP), a significant increase from 34% in 2018.

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, management, and operation of any law enforcement agency in Kentucky.

The 2021 Law Enforcement Comprehensive Survey was designed to build upon the information from previously collected surveys. The survey provides leaders with the most current information on law enforcement practices at both state and local levels. We hope this new information will be compared to previous data and help identify changes and trends in various law enforcement themes.



ABOUT DOCJT

Considered one of the most successful programs of its kind in the nation, Kentucky's Department of Criminal Justice Training (DOCJT) provides basic training and continuing education for law enforcement officers from across the state, including police departments, sheriffs' and coroners' offices, telecommunication operations, and others.

In 2020, more than 10,000 students attended DOCJT programs totaling nearly 360,000 instructional hours. All Kentucky law enforcement officers are mandated by law to attend a basic training session at an approved law enforcement academy within the first year of hire. DOCJT provides a 20-week academy to fulfill this requirement at no charge to law enforcement recruits or agencies. Kentucky State Police, Bowling Green, Lexington, and Louisville police departments operate individual academies.

Likewise, all officers are required to complete 40 hours of in-service training each year. Both are requirements mandated by the Kentucky legislature in the Peace Officer Professional Standards (POPS) Act. In 1998, the Kentucky General Assembly passed the POPS Act, which required all peace officers to complete basic and annual professional development training. The Kentucky Law Enforcement Council oversees the training and certification of Kentucky's law enforcement community.

DOCJT also offers advanced leadership classes, developing internal leaders who are ready to take their agencies forward.

In 1998, the department received its initial certification from the Commission on Accreditation for Law Enforcement Agencies (CALEA). In 2003, DOCJT became the first public safety training academy in the nation to be accredited under CALEA's Public Safety Training Academy Accreditation program. The department was reaccredited in 2006, 2009, 2012, 2015, and most recently, March 2018.

In 2013, the department met all standards for the International Association for Continuing Education and Training (IACET) program, making DOCJT a continuing education credit unit (CEUs) provider under the IACET umbrella. DOCJT now issues CEUs to professionals who have already attained a certain level of education and need to take additional continuing education and training per year to maintain certification.

ACCREDITED BY



SURVEY METHODOLOGY

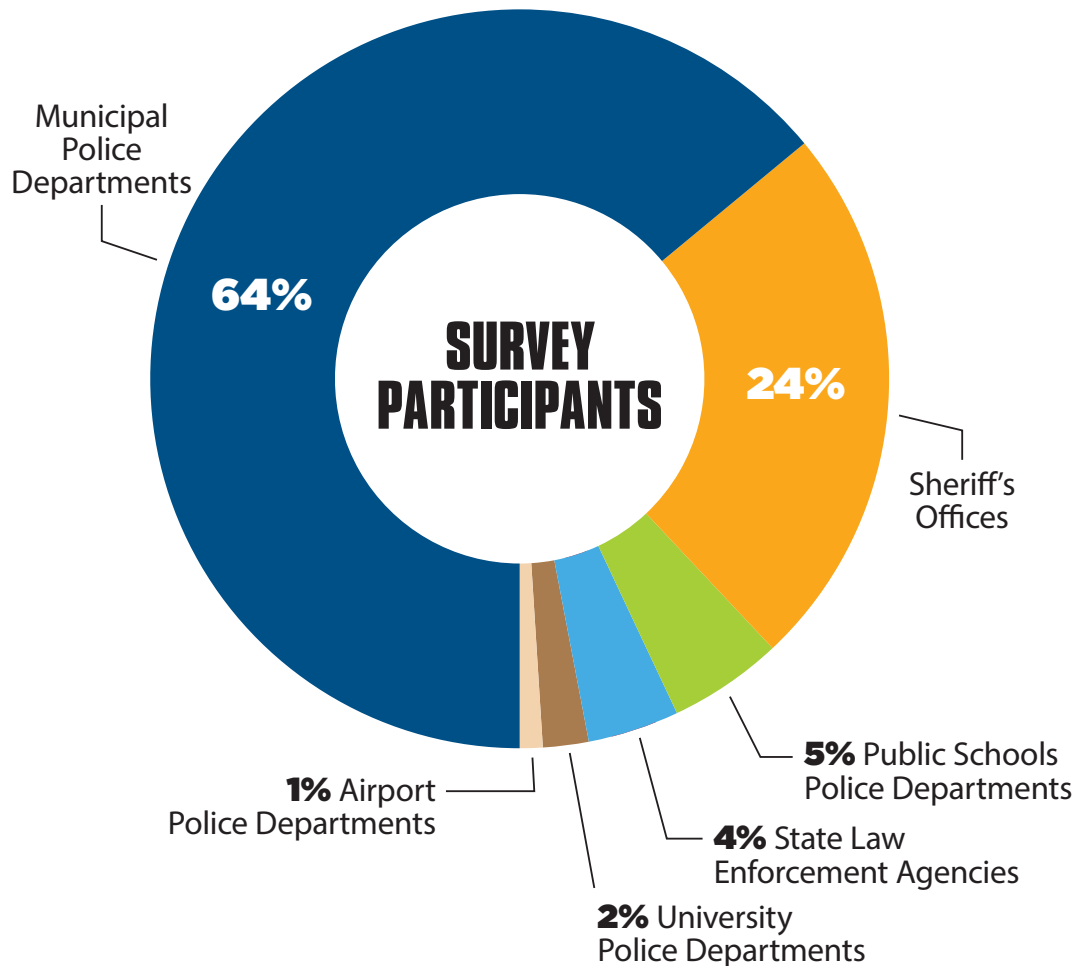
The DOCJT survey design staff met with internal agency sections to discuss their needs regarding course development, trends in law enforcement, and how the 2021 Law Enforcement Comprehensive Survey results can benefit every officer in the state. To better report on trends and critical topics to law enforcement agencies, a social media post was released, via all DOCJT social channels, to gather input on topics relating to agencies and communities. These suggestions were compiled to create the survey instrument.

After careful analysis and revisions to prior law enforcement comprehensive surveys, DOCJT staff, and law enforcement

executive's input, the instrument was developed and distributed to 399 active law enforcement agencies throughout the commonwealth. Those agencies included municipal police, county police, sheriff's offices, state law enforcement, airport authorities, college/university police, and public school system law enforcement.

One hundred ninety-two agencies responded to the survey, for an overall response rate of 48%. The 192 agencies represent approximately 3,848 Kentucky law enforcement officers.

The survey was available from May 27 to July 7, 2021.



LIMITATIONS

The 2021 Law Enforcement Comprehensive Survey received a lower response rate than previous years. Comparisons made to the 2018 Law Enforcement Comprehensive Survey and earlier data are reflected with percentages based upon individual question responses. It is possible that differences in interpretation of definitions, descriptions, and terminology used in the questionnaire could result in possible response variations based on the respondents interpretation of the question. Statistical summaries provide information considered to be valid only for the time during which the data was collected. It should also be noted the data was self-reported; thus, errors in the reporting of information could have occurred.

AGENCY PERSONNEL OVERVIEW

In all law enforcement agency categories, except non-metropolitan departments, sworn personnel decreased from 2018. However, the average number of sworn officers for all reporting agencies was 25, increasing from 23 (8%) 10 years ago.

AVERAGE NUMBER SWORN	2021	2018	2015	2011	2007	2003
All Agencies	25	29	27	23	29	*
Police Departments (including metropolitan)	24	27	26	21	25	22
Police Departments (non-metropolitan)	17	14	16	13	15	12
Sheriff's Offices	15	18	16	14	19	12

* No data available. In 2021, 31 agencies did not report the number of currently filled full-time sworn personnel.

A total of 601 unfilled, authorized sworn positions were reported by 157 agencies. Kentucky law enforcement executives have served an average of 7.1 years. However, the executive's length of service ranged from less than 1 year to 39 years.

The majority of full-time sworn officers have less than 10 years of law enforcement experience. Data indicated a 4% decrease in the number of officers with 6 to 10 years of experience. Also, data showed a 6% increase in officers with 11 to 15 years of experience. These statistics are noteworthy in the retention endeavors of career officers.

SALARY OVERVIEW

The average salary for full-time, entry-level peace officers was reported as \$35,744. The median salary was \$36,000, with the range of salaries from \$13,000 to \$68,286.

According to the Bureau of Labor Statistics' Consumer Price Index (https://www.bls.gov/data/inflation_calculator.htm), the increase in law enforcement salaries from 2018 to 2021 was less than the inflation rate of that period by 0.65%.

AVERAGE SALARY	2021	2018	2015	2011	2007	2003	2001
All Peace Officers	\$35,744	\$33,492	\$28,727	\$27,510	\$25,479	\$21,800	\$19,812
Municipal Departments	\$35,450	\$33,787	\$29,132	\$27,774	\$26,341	\$21,801	\$19,891
Sheriff's Offices	\$36,584	\$31,625	\$28,435	\$26,162	\$25,411	\$21,169	\$19,636
State Agencies	\$40,659	\$34,641	\$31,996	\$30,733	\$32,024	*	*
University Police Departments	\$35,600	\$35,292	\$30,395	\$30,135	\$28,913	*	*
Public Schools Police Department	\$30,167	\$33,815	\$30,015	\$36,159	\$32,212	*	*

* No data available

\$35,744

IS THE AVERAGE
SALARY FOR A
FULL-TIME, ENTRY-LEVEL,
PEACE OFFICER

Go to page 8 to see full data.

POLICE DEPARTMENTS	POPULATION	CLASS CITY	FULL-TIME, SWORN PERSONNEL	ENTRY-LEVEL SALARY
Albany Police Department	2,002	4	6	\$19,240
Alexandria Police Department	9,715	4	17	\$44,000
Anchorage Police Department	2,423	4	10	\$48,081
Ashland Police Department	20,146	2	45	\$43,350
Barbourville Police Department	3,033	4	11	\$25,000
Beaver Dam Police Department	3,571	4	6	\$36,000
Bellevue Police Department	5,721	4	11	\$45,000
Bloomfield Police Department	1,066	5	1	\$35,000
Brandenburg Police Department	2,877	5	4	\$33,120
Brooksville Police Department	631	5	*	*
Burkesville Police Department	1,464	5	5	\$29,000
Burnside Police Department	843	4	4	\$40,000
Cadiz Police Department	2,671	4	6	\$33,280
Campbellsburg Police Department	789	5	0	*
Campbellsville Police Department	11,482	3	19	\$27,206
Campbell County Police Department			32	\$45,916
Caneyville Police Department	607	6	1	\$22,500
Carrollton Police Department	3,780	4	*	*
Catlettsburg Police Department	1,747	4	7	\$31,000
Cave City Police Department	2,505	4	6	\$30,000
Clarkson Police Department	886	5	2	\$30,000
Clay Police Department	1,096	5	1	*
Clinton Police Department	1,251	5	3	\$29,120
Cloverport Police Department	1,152	5	*	\$28,080
Coal Run Village Police Department	1,520	6	3	\$26,000
Cold Spring Police Department	6,571	5	14	\$40,000
Cynthiana Police Department	6,337	4	17	\$35,000
Danville Police Department	16,769	3	31	\$26,000
Dayton Police Department	5,609	4	0	\$39,520
Eddyville Police Department	2,545	4	3	\$35,000
Edgewood Police Department	8,759	4	*	*
Edmonton Police Department	1,595	5	6	\$28,000

* No data reported. Population and class size city information were obtained from the Kentucky League of Cities and the US Census Bureau.

POLICE DEPARTMENTS	POPULATION	CLASS CITY	FULL-TIME, SWORN PERSONNEL	ENTRY-LEVEL SALARY
Elkhorn City Police Department	890	4	*	\$22,400
Elkton Police Department	2,129	4	7	\$37,996
Elsmere Police Department	8,595	4	16	\$50,000
Erlanger Police Department	19,246	3	43	\$45,000
Evarts Police Department	803	5	3	\$29,500
Flatwoods Police Department	7,079	3	12	\$37,440
Flemingsburg Police Department	2,805	4	9	\$27,000
Frankfort Police Department	27,755	2	60	\$39,520
Franklin Police Department	9,010	4	23	\$37,440
Ft. Mitchell Police Department	8,241	4	14	\$43,680
Georgetown Police Department	34,992	4	57	\$49,500
Greensburg Police Department	2,066	4	*	*
Greenup Police Department	1,113	5	4	\$35,000
Greenville Police Department	4,204	4	11	\$35,000
Harrodsburg Police Department	8,533	4	19	\$28,080
Hazard Police Department	4,860	3	19	\$27,000
Heritage Creek Police Department	1,133	5	0	\$50,002
Highland Heights Police Department	7,065	4	11	\$40,000
Hillview Police Department	9,225	4	18	\$41,000
Hodgenville Police Department	3,249	4	4	\$34,000
Hopkinsville Police Department	30,680	2	64	\$42,171
Horse Cave Police Department	2,425	4	5	\$34,000
Hurstbourne Acres Police Department	1,890	4	0	*
Hustonville Police Department	369	5	1	\$32,500
Hyden Police Department	332	6	*	*
Independence Police Department	28,521	3	36	\$46,000
Indian Hills Police Department	2,968	4	8	\$46,800
Irvine Police Department	2,298	4	6	\$32,000
Irvington Police Department	1,189	5	4	\$30,000
Jackson Police Department	1,939	4	9	\$26,000
Jeffersontown Police Department	27,715	2	55	\$48,114
Junction City Police Department	2,306	4	*	*

* No data reported. Population and class size city information were obtained from the Kentucky League of Cities and the US Census Bureau.

POLICE DEPARTMENTS	POPULATION	CLASS CITY	FULL-TIME, SWORN PERSONNEL	ENTRY-LEVEL SALARY
Lakeside Park/Crestview Hills Police Department	2,762	5	12	\$44,000
Lancaster Police Department	3,867	4	14	\$32,760
Lawrenceburg Police Department	11,509	4	14	\$45,830
Leitchfield Police Department	6,858	4	20	\$31,000
Lexington Police Department	323,152	2	520	\$41,057
Liberty Police Department	2,130	5	*	*
London Police Department	8,068	4	*	\$36,000
Louisa Police Department	2,327	4	6	\$25,480
Loyall Police Department	601	5	2	\$20,000
Manchester Police Department	1,290	4	11	\$30,000
Marion Police Department	2,841	4	6	\$37,717
Mayfield Police Department	9,817	3	22	\$39,520
Maysville Police Department	8,728	3	25	\$33,000
Meadow Vale Police Department	759	5	0	*
Middlesboro Police Department	9,084	3	21	\$28,475
Millersburg Police Department	780	5	2	\$29,700
Monticello Police Department	5,988	4	*	*
Morehead Police Department	7,562	4	*	*
Morganfield Police Department	3,366	4	8	\$35,000
Mt. Sterling Police Department	7,231	4	23	\$31,180
Mt. Vernon Police Department	2,415	5	*	*
Muldraugh Police Department	986	5	3	\$32,000
Newport Police Department	14,932	2	45	\$49,327
Nicholasville Police Department	30,865	3	62	\$35,838
Northfield Police Department	1,051	5	0	*
Owensboro Police Department	60,131	2	87	\$41,909
Owingsville Police Department	1,573	4	5	\$29,000
Paducah Police Department	24,865	2	73	\$50,211
Perryville Police Department	749	5	1	\$32,000
Pewee Valley Police Department	1,569	5	1	*
Pineville Police Department	1,730	4	6	\$20,800

* No data reported. Population and class size city information were obtained from the Kentucky League of Cities and the US Census Bureau.

POLICE DEPARTMENTS	POPULATION	CLASS CITY	FULL-TIME, SWORN PERSONNEL	ENTRY-LEVEL SALARY
Pioneer Village Police Department	2,941	4	5	\$41,600
Powderly Police Department	736	5	*	*
Princeton Police Department	6,115	4	13	\$37,440
Radcliff Police Department	22,914	2	*	\$42,000
Richmond Police Department	36,157	2	61	\$45,000
Russellville Police Department	7,109	4	22	\$37,731
Sadieville Police Department	362	5	4	\$24,500
Salyersville Police Department	1,657	4	5	\$23,000
Science Hill Police Department	696	6	*	\$23,000
Scottsville Police Department	4,541	4	16	\$30,000
Shelbyville Police Department	16,585	4	32	\$39,000
Shepherdsville Police Department	12,442	4	35	\$44,532
Shively Police Department	15,689	3	29	\$42,500
Simpsonville Police Department	2,923	5	9	\$38,500
Smiths Grove Police Department	798	5	2	\$25,000
Somerset Police Department	11,585	3	46	\$34,000
Southgate Police Department	4,013	4	8	\$48,000
St. Matthews Police Department	18,105	4	39	\$68,286
Stanton Police Department	2,713	4	8	\$27,000
Vanceburg Police Department	1,400	4	5	\$30,000
Versailles Police Department	9,318	4	*	*
Villa Hills Police Department	7,461	4	14	\$48,600
West Point Police Department	876	5	2	\$31,200
Wilder Police Department	3,056	5	9	\$43,000
Williamstown Police Department	3,909	5	5	\$40,000
Wilmore Police Department	6,435	4	7	\$37,000
Woodlawn Park Police Department	967	5	1	*
Worthington Police Department	1,505	5	3	\$13,000

* No data reported. Population and class size city information were obtained from the Kentucky League of Cities and the US Census Bureau.

SHERIFF'S OFFICE	POPULATION	FULL-TIME, SWORN PERSONNEL	ENTRY-LEVEL SALARY
Adair Co. Sheriff's Office	19,202	5	\$33,000
Allen Co. Sheriff's Office	21,315	18	\$35,000
Barren Co. Sheriff's Office	44,249	19	\$50,000
Boone Co. Sheriff's Office	133,581	*	\$52,498
Boyle Co. Sheriff's Office	30,060	*	*
Bracken Co. Sheriff's Office	8,303	4	\$33,280
Breathitt Co. Sheriff's Office	12,630	2	\$25,000
Butler Co. Sheriff's Office	12,879	5	\$35,360
Calloway Co. Sheriff's Office	39,001	16	\$41,000
Campbell Co. Sheriff's Office	93,584	16	\$42,000
Clark Co. Sheriff's Office	36,263	12	\$38,000
Clay Co. Sheriff's Office	19,901	*	*
Crittenden Co. Sheriff's Office	8,806	*	*
Daviess Co. Sheriff's Office	101,511	36	\$45,954
Elliott Co. Sheriff's Office	7,517	*	*
Grant Co. Sheriff's Office	25,069	15	\$38,000
Grayson Co. Sheriff's Office	26,427	*	*
Greenup Co. Sheriff's Office	35,098	11	\$37,440
Hopkins Co. Sheriff's Office	44,686	32	\$51,209
Jackson Co. Sheriff's Office	13,329	8	\$31,500
Jefferson Co. Sheriff's Office	766,757	*	*
Jessamine Co. Sheriff's Office	54,115	34	\$40,500
Kenton Co. Sheriff's Office	166,988	43	\$49,000
Knott Co. Sheriff's Office	14,806	*	\$29,723
Knox Co. Sheriff's Office	31,145	10	\$28,912
Larue Co. Sheriff's Office	14,398	2	\$32,000
Leslie Co. Sheriff's Office	9,877	8	\$28,000
Lewis Co. Sheriff's Office	13,275	7	\$20,800
Livingston Co. Sheriff's Office	9,149	9	\$40,000
Logan Co. Sheriff's Office	27,102	*	*
Lyon Co. Sheriff's Office	8,210	7	\$39,601
Madison Co. Sheriff's Office	92,987	34	\$41,500

* No data reported

SHERIFF'S OFFICE	POPULATION	FULL-TIME, SWORN PERSONNEL	ENTRY-LEVEL SALARY
Marion Co. Sheriff's Office	19,273	*	*
Marshall Co. Sheriff's Office	31,100	40	\$42,140
McCreary Co. Sheriff's Office	17,231	5	\$24,000
Metcalfe Co. Sheriff's Office	10,071	3	\$17,000
Montgomery Co. Sheriff's Office	28,157	15	\$39,000
Muhlenberg Co. Sheriff's Office	30,622	15	\$43,000
Nicholas Co. Sheriff's Office	7,269	2	\$29,000
Oldham Co. Sheriff's Office	66,799	12	\$35,000
Perry Co. Sheriff's Office	25,758	*	\$31,200
Shelby Co. Sheriff's Office	49,024	24	\$40,500
Simpson Co. Sheriff's Office	18,572	15	\$31,500
Taylor Co. Sheriff's Office	25,769	12	\$40,000
Wayne Co. Sheriff's Office	20,333	*	*
Webster Co. Sheriff's Office	12,942	3	\$42,000

* No data reported

STATE AGENCIES	FULL-TIME, SWORN PERSONNEL	ENTRY-LEVEL SALARY
Attorney General's Office	27	\$45,000
Ins. Fraud-KY Public Prot./Reg.	14	\$42,600
Kentucky Alcoholic Beverage Control	36	\$42,600
Kentucky Department of Fish & Wildlife Resources	126	\$35,000
Kentucky Horse Park Police Department	8	\$38,000
Kentucky Office of Charitable Gaming	6	\$42,000
Kentucky State Police	856	\$39,417

AIRPORT POLICE DEPARTMENTS	FULL-TIME, SWORN PERSONNEL	ENTRY-LEVEL SALARY
Blue Grass Airport Dept of Public Safety	16	\$45,700
Cincinnati/N. KY Airport Police Department	*	*

* No data reported

SCHOOL DISTRICT POLICE DEPARTMENTS	ENROLLMENT	FULL-TIME, SWORN PERSONNEL	ENTRY-LEVEL SALARY
Clinton County School District Police Department	1,681	2	\$23,000
Daviess Co. Public School Police Dept	11,509	*	*
Fayette County Schools Police Department	43,121	62	\$36,000
Jenkins Independent School Police Department	436	*	\$26,000
McCracken County Public Schools Police Department	7,225	7	\$32,000
Metcalfe Co. Schools Police Department	1,510	*	*
Middlesboro Independent Schools Police	1,101	2	\$25,000
Taylor Co. School Police Dept	2,697	*	*
Woodford Co. Public Schools	4,062	5	\$39,000

* No data reported

UNIVERSITY POLICE DEPARTMENTS	ENROLLMENT	FULL-TIME, SWORN PERSONNEL	ENTRY-LEVEL SALARY
Eastern Kentucky University Police Department	14,980	21	\$40,000
Kentucky State University Police Department	2,220	3	\$31,200
University of Kentucky Police Department	31,057	*	*
Western Kentucky University Police Department	18,171	*	*

* No data reported. Enrollment information was obtained from the Kentucky Department of Education.



DOCJT law enforcement basic training recruits interview a subject during a practical exercise. (Photo by Jim Robertson)

GENERAL POLICIES

More than 90% of responding agencies reported having written policies regarding arrest and citations, code of conduct, ethics, evidence collection, firearms, oath of office, off-duty action, on-the-job injuries, property/evidence-room management, racial profiling, response to resistance, sexual harassment/discrimination, sexual misconduct, stop and arrest of persons, taser, training, vehicle inspections/maintenance, vehicle operations (non-emergency and emergency) and vehicle-offender pursuits. Forty-nine percent of responding agencies have a body-worn camera policy. Sixty-six percent of the responding agencies have a Naloxone policy, a 26% increase from 2018. Fifty-seven percent of respondents have a no-knock warrant policy. *Go to page 26 to see full data.*

EMPLOYMENT

When asked about employment practices, 99% of responding agencies report they conduct a formal application process for the initial employment of sworn personnel. Forty-three percent require a written examination and 80% use a formal interview board for initial employment.

Approximately 69% of responding agencies reported that an individual is sworn in as an officer upon initial employment. Thirteen percent of officers are sworn in prior to the academy, while 15% of responding agencies wait until the individual has graduated from basic training.

AGE GROUP OF NEW HIRES	RESPONSE
21-25	39%
26-30	34%
31-35	25%
36-40	17%
41-45	21%
46+	20%

A lateral employee is a POPS-certified graduate of a basic training academy seeking employment by another in-state agency. Data indicates that two-thirds of agencies are more likely to hire a lateral transfer or retiree than hire a new officer and send them through basic training. Eighty-seven percent of responding agencies require background checks on lateral-entry personnel. Responding agencies reported that, last year, 167 laterals were hired. Seventy-three percent of agencies require drug screenings, 35% require a suitability screening and 30% require a polygraph. Eighty-seven percent of responding agencies require a background check when hiring an individual from another in-state agency and 73% require a drug screening.

TOP IMPLEMENTED POLICY AREAS

CODE OF CONDUCT
98%

ETHICS
98%

FIREARMS
96%

VEHICLE OFFENDER PURSUIT
96%

ARREST AND CITATIONS
96%

FEWEST IMPLEMENTED POLICY AREAS

FIRE SAFETY ENTERING
A BURNING BUILDING
37%

MOBILE VIDEO RECORDER (MVR)
39%

RETURNING VETERANS
36%

SWAT
34%

USE OF DRONES
25%

RECRUITMENT AND RETENTION

In today's world, recruiting and retaining officers is extremely difficult. These areas were expanded in the current survey to determine which agencies are successful in recruitment efforts to share with other departments. Additional questions were included to help ascertain why officers separate from agencies and/or leave the profession.

Agencies reported using a variety of recruitment tactics. The primary method was advertising on social media. The traditional newspaper advertisement remains a reliable recruitment tool, but agency websites and ride-along programs prove beneficial. Two-thirds of responding agencies require newly hired officers to work under a labor contract; the average is a three-year contract.

Retaining qualified and experienced officers is vital to the success of any organization. The top reason for officers not meeting the agency's probation requirements was failing to meet agency expectations. Forty-three percent of officers resigning from an agency last year left to accept a position in another law enforcement agency. Thirty-five percent left the law enforcement profession.

PROMOTION PROCESS

Fifty-six percent of responding law enforcement agencies mandate DOCJT's Academy of Police Supervision (APS), or equivalent, for supervisors, a 12% increase from the 2018 report. Twenty-six percent of responding agencies require DOCJT's Criminal Justice Executive Development Course (CJED), or equivalent, for mid-level management.

When asked about promotional practices, responding agencies reported 58% require a minimum number of years of agency service before an officer is eligible for the first promotional process. The average agency requires at least 3.6 years of service for a promotion opportunity.

Agencies reported using the following in their promotion process:

DOES YOUR AGENCY'S PROMOTIONAL PROCESS FOR SWORN PERSONNEL CONTAIN ANY OF THE FOLLOWING? CHECK ALL THAT APPLY.	RESPONSE
Personal interview	49%
Appointment determined only by agency administrator	42%
Supervisor evaluation	29%
Written examination	24%
Appointment determined only by local government administrator	17%
Staff management rating	12%
Peer rating	10%
Assessment center	8%
Specific educational training	5%
Veteran preference	4%

56%
OF RESPONDING
AGENCIES MANDATE
DOCJT'S ACADEMY OF
POLICE SUPERVISION (APS),
OR EQUIVALENT,
FOR SUPERVISORS



RETIREMENT

Alterations to state and local retirement plans have a dual effect concerning officer recruitment and the continuous length of service of currently certified officers. Approximately 90% of responding agencies provide their sworn officers a retirement program. Fifty-eight percent reported they provide a state or local hazardous retirement program.

INSURANCE

The rising cost of individual and family insurance plans profoundly affects an agency's budget and the officers' net income. When asked about insurance benefits, 55% of agencies reported paying the total cost of a single medical insurance policy. Sixty-four percent of agencies pay the total cost of life insurance for the officer.

COMPENSATION SUPPLEMENTS

Agencies responded to questions regarding specialist pay, specialist pay for Field Training Officers (FTO) or Police Training Officers (PTO), uniform pay/allowance, overtime, shift-differential, hazardous duty, and educational incentive.

Nearly 27% of responding agencies provide uniform pay/allowance to all sworn personnel.

Most agencies reported the use of a home fleet with restricted official use only. Others had varying policies on personal use, including family members as passengers and for off-duty work.

SPECIAL DEPUTIES

Twenty-two responding sheriff's offices use special deputies as defined by KRS 70.045. The majority of job duties performed by special deputies are responding to emergency situations (e.g., fire, flood, tornado) and special-event security. Twenty-eight percent of sheriff's offices require special deputies to complete annual training, while 80% require special deputies to complete annual firearms training.



DOCJT law enforcement basic training class receives instruction in the tactical training facility. (Photo by Jim Robertson)



APPROXIMATELY
90%
OF RESPONDING
AGENCIES PROVIDE THEIR
SWORN OFFICERS A
RETIREMENT PROGRAM

EQUIPMENT

DRIVING/TRANSPORTATION

Agency fleet plays a significant role in officer efficiency and safety. The following analysis examines the types of agency vehicles currently used and the plan for use in the next three years.

Responding agencies reported having a total of 1,931 all-wheel-drive patrol vehicles, 599 rear-wheel drives, and 243 front-wheel drives vehicles statewide.

According to responding agencies, the Dodge Charger and the Ford Police Interceptor Utility vehicles are most commonly used by Kentucky law enforcement agencies.

Planning for the future, departments indicate they will be purchasing Chevrolet Tahoes (488) and Dodge Chargers (332) as their primary patrol vehicles over the next three years.

FLEET DESCRIPTION	NUMBER OF AGENCIES USING	NUMBER OF VEHICLES IN USE
Dodge Charger	102	951
Ford Police Interceptor Utility	99	1019
Chevrolet Tahoe	81	332
Dodge Durango	81	204
Ford Crown Victoria	77	365
Ford Police Interceptor Sedan	75	416

Utility Terrain Vehicles (UTVs) are becoming a popular mode of transportation for law enforcement agencies. Thirty agencies reported the use of UTVs. These vehicles are used for search and rescue, festivals and large-scale spectator events, and access to remote locations.



DOCJT law enforcement basic training class takes the agency fleet of pursuit training vehicles onto the driving track for training. (Photo by Jim Robertson)

102

RESPONDING AGENCIES
REPORT USING

951

DODGE CHARGERS AS THEIR
PRIMARY PATROL VEHICLE

FIREARMS

Another crucial piece of equipment for Kentucky law enforcement officers is their agency-issued firearm. The 9mm caliber replaced the .40-caliber as the primary handgun used by Kentucky law enforcement.

Nineteen percent of responding agencies issue their officers shotguns and require officers to carry them, while another 19% issue them upon officer request.

The handgun caliber most often authorized for use on-duty is the 9mm, and the .38 special caliber for off-duty use. Ninety-one percent of responding agencies require their officers to qualify with an off-duty weapon. Agencies anticipate primarily using the Glock handgun (91%) over the next three years.

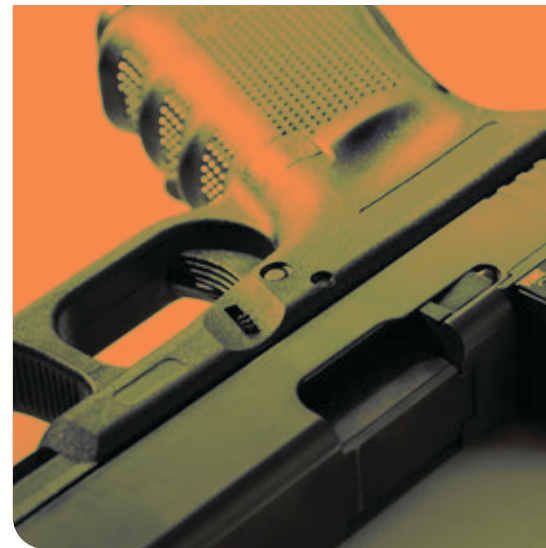
Nearly half of all responding agencies require officers to train and qualify twice a year with handguns, off-duty/backup weapons, and patrol rifles.

TECHNOLOGY

With ever-expanding technology, choosing the most effective technology for an agency can be challenging. The following chart displays the type of files maintained in a database for responding agencies.

THE FOLLOWING INFORMATION IS MAINTAINED IN AN AGENCY DATABASE. CHECK ALL THAT APPLY.	RESPONSE
Evidence	80%
Uniform citations	77%
Arrests	76%
Offense reports	75%
Investigations	75%
Motor vehicle accidents	75%
All calls for service	65%
Recovered/found property	64%
Personnel	63%
Stolen property reported	60%
911 calls	55%
UCR data	50%
Patrol allocation/deployment/schedule file	48%
Intelligence forms (i.e. field interrogation, criminal intelligence)	47%
Crime analysis	34%
Pawn shops/pawn items	24%

91%
OF RESPONDING
AGENCIES ANTICIPATE
PRIMARILY USING THE
GLOCK HANDGUN OVER
THE NEXT THREE YEARS



87%
OF RESPONDING
AGENCIES REPORT
USING SOCIAL MEDIA
FOR INVESTIGATIVE
PURPOSES

Eighty-seven percent of responding agencies reported using social media for investigative purposes, and 86% use social media for community involvement.

The following chart provides information agencies record in the evidence tracking/management software:

HOW DO AGENCIES USE EVIDENCE TRACKING/MANAGEMENT SOFTWARE? CHECK ALL THAT APPLY.	RESPONSE
Inventory	54%
Audits	51%
Out to lab	49%
Out to court	48%
Purging	48%
Final disposition	46%
Case review	45%
No evidence tracking/management software is used	45%
Unable to locate files/evidence	13%

ADDITIONAL EQUIPMENT AND PROVISIONS

Officers use many types of equipment to do their job effectively. The following breakdown examines trends in law enforcement today concerning drones, K9s, and other beneficial equipment.

Unmanned aerial vehicles are becoming more common in law enforcement use, as 22% of responding agencies use them, doubling the amount from 2018. Of those, 27% of agencies use drones to assist with search and rescue operations, while 20% use them for crime-scene mapping and 18% for accident reconstruction.

Fifty-seven agencies report using K9s. Of these, 41% use them for drug detection, while 48 agencies, 36%, report using K9s for tracking.

Ninety-one percent of responding agencies issue and require officers to wear body armor, an increase of 11% from 2018. Eighty-nine percent of responding agencies issue Tasers and require officers to carry them, while 83% use OC spray. Sixty-four percent of responding agencies require and furnish officers with a Naloxone kit, a 23% increase from 2018. Forty-two percent of responding agencies require officers to wear a body-worn camera.



DOCJT law enforcement basic training recruits engage one another during defensive tactics training. (Photo by Jim Robertson)

TRAINING

By law, certified officers are required to complete annual professional development training. The following analysis looks at future training options that will benefit officers.

Law enforcement executives were asked to rate various topics such as administration/organization, policing, personnel, planning, policy, and the availability of specialized training. More than 94% responded that fiscal and budgeting affairs were high or extremely important for the agency, and 95% responded training was very or extremely important as well.

Respondents were asked to determine the type of training officers should receive in their first five years on the job and once they have been on the force for 5-10 years. Firearms, legal, domestic violence, and emergency vehicle operations ranked as the essential training recommendations for an officer's first five years of service. Major crime investigations training was identified as a crucial area for 5-10 year officers.

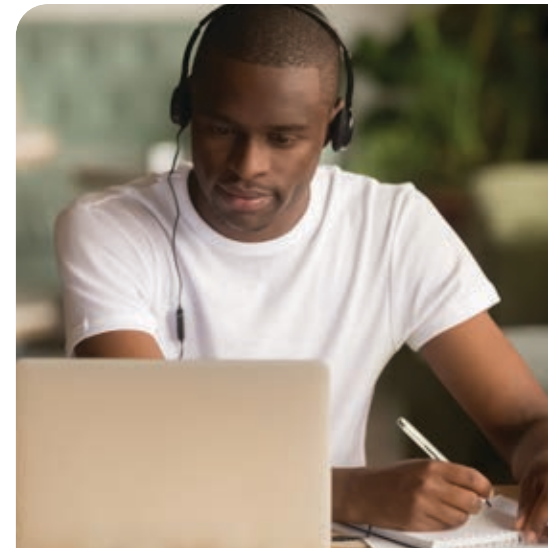
0-5 YEARS OF SERVICE	5-10 YEARS OF SERVICE
Firearms (98%)	Major Crime Investigations (75%)
Legal (98%)	Ultimate Training Munitions (67%)
Domestic Violence (98%)	Tactical Medical Response (63%)
Emergency Vehicle Operations (98%)	Digital Photography (58%)
Field Sobriety Test (97%)	School Resource Officer (58%)

DISTANCE LEARNING

The pandemic demonstrated the need for distance learning as a training option. While many may prefer the traditional classroom environment, online training provides instruction while meeting CDC guidelines, including social distancing and masking.

Eighty-two percent of responding agencies support live, online courses as a training option. Also, 86% allow officers to complete distance-learning courses while on duty.

WHICH OF THE FOLLOWING DISTANCE LEARNING OPTIONS WOULD YOU PREFER FOR YOUR AGENCY? CHECK ALL THAT APPLY.	RESPONSE
Online (e.g., internet-based slides and videos the student reviews on their own time schedule)	76%
Blended (e.g., combinations of online learning coupled with traditional classroom training)	47%
Live, online learning	33%
Webinar (e.g., a web-based seminar in which students participate in an online learning event with an instructor who shows slides online and discusses information from the slides using chatroom features)	24%
None	2%



82%
OF RESPONDING
AGENCIES SUPPORT
LIVE, ONLINE COURSES
AS A TRAINING OPTION

45%

OF RESPONDING
AGENCIES REPORT
EMPLOYING SROs,
A 15% INCREASE
FROM 2018



LEADERSHIP TRAINING

Leadership within an agency is critical for success. From the first-line supervisor to the executive level, DOCJT offers training-specific courses for each group. Seventy-four percent, a 14% increase from 2018, of respondents require minimal requirements to promote to sergeant, 55% to lieutenant, and 44% to assistant chief/lt. colonel.

Forty-two percent of the respondents reported being graduates of an executive-level training course, with half of those graduating from DOCJT's Criminal Justice Executive Development (CJED) program. Fifty-three percent of those graduates would be interested in a top-level executive development course in addition to CJED.

WHICH OF THE FOLLOWING LEADERSHIP AREAS WOULD YOU LIKE EXPANDED?	RESPONSE
Policy	60%
Administrative task	59%
Budget/fiscal	57%
Media relations	48%
Procedure	43%
Refresher from new chiefs	38%
Records	36%
Labor	31%
Managerial	28%
Property	25%

FTO/PTO PROGRAM

Post-academy training programs vary throughout the state. Some agencies use the Field Training Officer (FTO) model, some use the Police Training Officer (PTO), while others use a blended model or agency-specific model. Thirty-seven percent utilize FTO programs, 25% use PTO, while 38% use a blended version. Sixty-five percent of respondents have an established entry-level training program for officers who have recently completed basic training. Fifty-five percent of FTO/PTOs reported conducting written evaluations of officer trainees weekly, while 5% complete bi-weekly or monthly evaluations. Agencies require an average of 3.9 years of experience to become an FTO or PTO.

SCHOOL RESOURCE OFFICERS

With the implementation of the School Safety and Resiliency Act, which passed the General Assembly in 2019, increased attention has been given to the physical safety of school buildings and activities. The following information was reported from the agencies employing officers as School Resource Officers (SROs).

Forty-five percent of responding agencies reported employing SROs, a 15% increase from 2018. Forty-four percent of responding agencies assign officers primarily to one school but are on call to other schools, while 28% are only assigned to one school. Seventy-two percent of the SROs are assigned primarily to high schools, 63% to middle schools, and 44% to elementary schools.¹ (1. Totals do not add to 100% due to a multiple select question.)

Since the inception of the School Safety and Resiliency Act, 84% of SROs have completed DOCJT's Basic School Resource Officer I course; 56% have completed the School Resource Officer II, and 25% have completed School Resource Officer III.

Responding agencies provide a variety of equipment for SRO's. Forty-nine percent of SROs wear body-worn cameras, 82% have access to patrol rifles, and 76% have access to K9s for searches on school property.

INVESTIGATIONS AND CRIME SCENE MANAGEMENT

Detectives in the field, crime-scene technicians, or property and evidence room managers each provide vital services in the apprehension and conviction of a suspect. Ninety-five percent of agencies reported their crime-scene investigators are sworn personnel, and 89% of property and evidence room managers are sworn. Over 75% of agencies have a contingency plan for the evidence room concerning hazardous materials, dangerous drugs, and flammables or explosives

POST-CRITICAL INCIDENT AND OFFICER WELLNESS

Mental health and resiliency are integral to officer wellness and success. An agency's response to an officer's well-being after a critical incident is vital for a successful recovery. Most agencies do not have a chaplain or counselor on staff, but 67% of responding agencies provide access to a licensed mental health professional for sworn law enforcement. Thirty percent of responding agencies have a licensed mental health professional with similar backgrounds to law enforcement. Sixty-two percent mandate critical incident counseling, an increase of 18% from 2018. Fifty percent of responding agencies utilize the resources provided by the Kentucky Law Enforcement Assistance Program (KYLEAP), a significant increase from 2018 (34%).

WHICH OF THE FOLLOWING DOES YOUR AGENCY PROVIDE OFFICERS AFTER A CRITICAL INCIDENT? CHECK ALL THAT APPLY.	RESPONSE
Counseling	72%
Peer support	53%
KY Post-Critical Incident Seminar (KYPCIS)	51%
Critical Incident Stress Management (CISM)	29%
Training on common psychological and behavioral reactions	12%
None of the above	14%

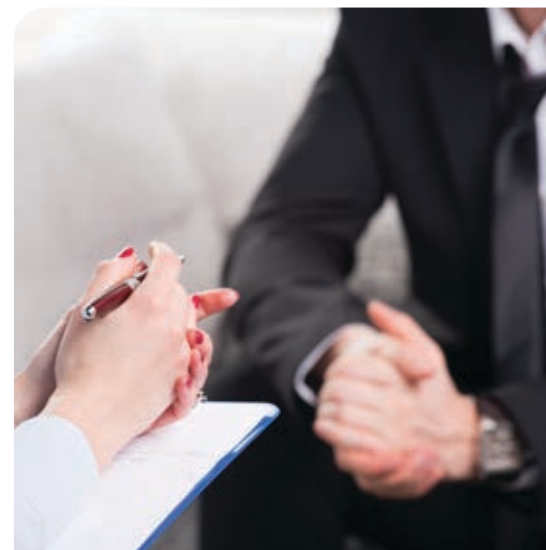
PHYSICAL TRAINING

Physical fitness is a critical component of an officer's safety. Only 8% of responding agencies report having a determined level of fitness for officers, and 13% offer incentives for officers to maintain that level of fitness. Thirty-four percent of responding agencies have a voluntary physical fitness program. Twenty percent of responding agencies provide a pre-academy fitness training program for new officers.

COURT SECURITY OFFICERS

The physical security of courthouses and the safety of participants in judicial proceedings are paramount in the administration of justice in the Commonwealth of Kentucky.

Twenty-one percent of the 36 sheriff's offices reported utilizing Certified Court Security Officers (CCSO). The offices reported employing 67 full-time CCSOs and 167 part-time CCSOs. Seventy-two percent of offices require full-time CCSOs to carry a firearm, and 87% require CCSOs to complete annual firearms qualifications. The average starting salary of a CCSO is \$18,756. Twenty-eight percent of sheriffs perform court-security duties.



67%
OF RESPONDING
AGENCIES PROVIDE
ACCESS TO A LICENSED
MENTAL HEALTH
PROFESSIONAL FOR SWORN
LAW ENFORCEMENT



71%
 OF RESPONDING
 AGENCIES REPORT
 OFFICER MENTAL HEALTH
 AS A CRITICAL ISSUE

CRITICAL ISSUES

Law enforcement officials were asked to rank the importance of various law enforcement topics related to their administrative role. The chart below represents the top 10 areas administrators consider extremely important to their agency.

TOP 10 CRITICAL ISSUES. CHECK ALL THAT APPLY.	RESPONSE
Officer Mental Health	71%
Fiscal/Budgeting	66%
Active Shooter	65%
Operations Policy	64%
Community Relations	59%
Personnel	58%
Discipline	58%
Critical Incidents	56%
Training	56%
Staffing	53%
Retention	53%
Administrative Policy	53%

FURTHER INFORMATION

This report provides information received from the 2021 Law Enforcement Comprehensive Survey. The survey collected additional administrative and training information not reflected in this report. In some portions, the standard practice of rounding up or down was used for area calculations. Absolute values are listed in the appendixes. For a specialized or specific report, please contact the Staff Services and Planning Section, Rachel Lingenfelter at Rachel.Lingenfelter@ky.gov or (859) 622-8375.

APPENDIX

AGENCY INFORMATION & ADMINISTRATION

STATE OR NATIONAL ACCREDITATION

ANSWER CHOICES	RESPONSES	
Kentucky Association of Chiefs of Police (KACP)	44.32%	82
Commission on Accreditation for Law Enforcement Agencies (CALEA)	1.62%	3
International Association of Directors of Law Enforcement Standards and Training (IADLEST)	0.54%	1
Agency not accredited	52.97%	98
Other	2.16%	4

WHAT WAS THE LEADING CAUSE OF COLLISIONS?

ANSWER CHOICES	RESPONSES	
Backing	27.63%	42
Excessive speed	5.92%	9
Inattention	42.76%	65
Pursuit	19.74%	30
Weather/environmental conditions	19.08%	29
Medical	0.00%	0
Equipment failure	0.66%	1
Other	47.37%	72

WITHIN THE PAST 3 YEARS, WHICH OF THE FOLLOWING HAS YOUR AGENCY EXPERIENCED AN INCREASE IN: CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
Shootings	10.16%	19
Homicides	3.74%	7
Civil demonstrations against police	12.30%	23
Riots	0.53%	1
None of the above	73.26%	137

44%
OF RESPONDING
AGENCIES ARE ACCREDITED
BY THE KENTUCKY
ASSOCIATION OF CHIEFS
OF POLICE (KACP)



**Kentucky Association
of Chiefs of Police**

HAS YOUR AGENCY ADOPTED WRITTEN DEPARTMENTAL POLICY IN THE FOLLOWING AREAS?

ANSWER CHOICES	YES		NO		TOTAL
Accidental/negligence firearm discharge	76.76%	142	23.24%	43	185
Active shooter	79.78%	146	20.22%	37	183
Agency jurisdiction	89.84%	168	10.16%	19	187
Amber alert	76.24%	138	23.76%	43	181
Arrest and citations	96.26%	180	3.74%	7	187
Asset forfeiture	89.73%	166	10.27%	19	185
Assigned property inventory	86.56%	161	13.44%	25	186
Audits and inspections	80.00%	148	20.00%	37	185
Body armor	91.35%	169	8.65%	16	185
Body worn camera	49.46%	91	50.54%	93	184
Canines	55.19%	101	44.81%	82	183
Cell phone	67.40%	122	32.60%	59	181
Code of conduct	98.41%	186	1.59%	3	189
Command protocol	89.56%	163	10.44%	19	182
Community engagement	69.78%	127	30.22%	55	182
Confidential informants	78.80%	145	21.20%	39	184
Critical incident investigation	82.07%	151	17.93%	33	184
Critical incident training	70.39%	126	29.61%	53	179
Crowd control	60.00%	108	40.00%	72	180
Dealing with diminished capacity	79.56%	144	20.44%	37	181
Digital file storage	58.66%	105	41.34%	74	179
Domestic misconduct (officer involved)	88.04%	162	11.96%	22	184
Domestic violence (calls for service)	92.97%	172	7.03%	13	185
Duty to disclose	81.87%	149	18.13%	33	182
Duty to intervene	85.87%	158	14.13%	26	184
Duty to obey lawful orders	92.35%	169	7.65%	14	183
Early intervention/employee assistance programs	70.72%	128	29.28%	53	181
Email and internet usage	81.82%	153	18.18%	34	187
Emergency assistance	80.98%	149	19.02%	35	184
Equipment vehicle maintenance procedure	88.77%	166	11.23%	21	187
Escort policy	73.91%	136	26.09%	48	184
Ethics	98.39%	183	1.61%	3	186

HAS YOUR AGENCY ADOPTED WRITTEN DEPARTMENTAL POLICY IN THE FOLLOWING AREAS? (CONT.)

ANSWER CHOICES	YES		NO		TOTAL
Evidence (collection, processing, and destruction)	95.70%	178	4.30%	8	186
Fire safety entering a burning building	37.71%	66	62.29%	109	175
Firearms	96.77%	180	3.23%	6	186
Foot pursuits	83.87%	156	16.13%	30	186
Fto/pto program selection	63.54%	115	36.46%	66	181
Golden alert/green alert	70.56%	127	29.44%	53	180
Hazardous materials	72.93%	132	27.07%	49	181
Hiring practices	86.70%	163	13.30%	25	188
Hostage and barricade situations	74.03%	134	25.97%	47	181
Identification procedures	73.03%	130	26.97%	48	178
Internal affairs citizen complaints	85.41%	158	14.59%	27	185
Interview rooms	55.87%	100	44.13%	79	179
Juvenile operations	88.59%	163	11.41%	21	184
Knives	47.16%	83	52.84%	93	176
Less lethal systems (e.g., Baton, chemical agents, bean bag rounds from a shotgun)	87.03%	161	12.97%	24	185
Limited english proficiency	46.29%	81	53.71%	94	175
Military vehicles surplus program	40.11%	71	59.89%	106	177
Mission and values statement	86.89%	159	13.11%	24	183
Mobile video recorder (mvr)	39.89%	71	60.11%	107	178
Mutual aid-jurisdiction	85.25%	156	14.75%	27	183
Naxolone	67.03%	124	32.97%	61	185
No-knock warrants	57.78%	104	42.22%	76	180
Oath of office	93.99%	172	6.01%	11	183
Off-duty action	91.89%	170	8.11%	15	185
On-the-job injuries	91.85%	169	8.15%	15	184
Osha compliance	84.53%	153	15.47%	28	181
Peer support	56.18%	100	43.82%	78	178
Performance evaluation - sworn law enforcement	79.35%	146	20.65%	38	184
Personnel evaluation	80.87%	148	19.13%	35	183
Personnel selection	74.32%	136	25.68%	47	183
Persons with disabilities	88.40%	160	11.60%	21	181

HAS YOUR AGENCY ADOPTED WRITTEN DEPARTMENTAL POLICY IN THE FOLLOWING AREAS? (CONT.)

ANSWER CHOICES	YES		NO		TOTAL
Post critical incident	81.32%	148	18.68%	34	182
Prescription drug take back	53.89%	97	46.11%	83	180
Prisoner transports	88.59%	163	11.41%	21	184
Property/evidence room management	92.43%	171	7.57%	14	185
Public information - media format	83.61%	153	16.39%	30	183
Racial profiling	91.80%	168	8.20%	15	183
Response to mental disorder	86.19%	156	13.81%	25	181
Response to resistance (including deadly force)	95.14%	176	4.86%	9	185
Returning veterans	36.57%	64	63.43%	111	175
Ride alongs	78.26%	144	21.74%	40	184
Safe infants act	55.93%	99	44.07%	78	177
Safety equipment	85.16%	155	14.84%	27	182
School resource officer	55.19%	101	44.81%	82	183
School resource officer (mou)	52.51%	94	47.49%	85	179
Search and seizure residences	89.13%	164	10.87%	20	184
Secondary employment	88.04%	162	11.96%	22	184
Sexual assault kits	88.11%	163	11.89%	22	185
Sexual assault response	89.67%	165	10.33%	19	184
Sexual harassment/discrimination	94.02%	173	5.98%	11	184
Sexual misconduct	93.96%	171	6.04%	11	182
Sobriety checkpoint	72.22%	130	27.78%	50	180
Special purpose vehicles	52.27%	92	47.73%	84	176
State of kentucky retention policy (records)	79.56%	144	20.44%	37	181
Stop arrest and search of persons	90.76%	167	9.24%	17	184
Supervisor accountability	84.36%	151	15.64%	28	179
Swat	34.66%	61	65.34%	115	176
Taser	90.76%	167	9.24%	17	184
Tourniquets	63.69%	114	36.31%	65	179
Traffic safety checkpoints	74.03%	134	25.97%	47	181
Training	93.41%	170	6.59%	12	182
Training directive	82.02%	146	17.98%	32	178
Use of cash for investigative purposes	58.76%	104	41.24%	73	177

HAS YOUR AGENCY ADOPTED WRITTEN DEPARTMENTAL POLICY IN THE FOLLOWING AREAS? (CONT.)

ANSWER CHOICES	YES		NO		TOTAL
Use of drones	25.28%	45	74.72%	133	178
Use of social media by employees (for personal use)	73.89%	133	26.11%	47	180
Use of social media sponsored by agency (for public relations)	69.23%	126	30.77%	56	182
Use of speed detection devices	70.00%	126	30.00%	54	180
Vehicle inspections/maintenance	90.76%	167	9.24%	17	184
Vehicle offender pursuit	96.77%	180	3.23%	6	186
Vehicle operations (non-emergency and emergency)	95.11%	175	4.89%	9	184
Vehicle stops	91.35%	169	8.65%	16	185
Vehicle towing	82.87%	150	17.13%	31	181
Video recording and photographing of police officers	61.58%	109	38.42%	68	177
Volunteers in law enforcement services	44.94%	80	55.06%	98	178
Written directives	78.33%	141	21.67%	39	180

COMPENSATION & BENEFITS

WHICH OF THE FOLLOWING LEGAL AREAS ARE A CONCERN FOR YOUR AGENCY? CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
Administrative	38.10%	64
Discipline	40.48%	68
Domestic violence	19.64%	33
DUI	16.07%	27
Interview/interrogation	12.50%	21
Juvenile	26.19%	44
Search and seizure	39.29%	66
Suspect identification	6.55%	11
Traffic offenses	17.26%	29
Other	17.26%	29

40%
OF RESPONDING
AGENCIES VIEW
DISCIPLINE AS A
LEGAL AREA OF CONCERN
FOR THEIR AGENCY

HOW MUCH OF YOUR AGENCY'S BUDGET IS ALLOCATED FOR THE FOLLOWING?

ANSWER CHOICES	0%		1-20%		21-30%		31-40%		41-50%	
Equipment	1.32%	2	80.13%	121	11.92%	18	2.65%	4	1.32%	2
Personnel	0.00%	0	3.29%	5	3.29%	5	2.63%	4	9.21%	14
Recruitment and promotional items	54.48%	79	41.38%	60	2.07%	3	0.69%	1	0.00%	0
Technology	11.41%	17	77.85%	116	6.04%	9	2.01%	3	0.67%	1
Training	1.32%	2	84.21%	128	7.89%	12	3.29%	5	1.32%	2
Travel and reimbursement	10.07%	15	83.22%	124	2.01%	3	2.01%	3	0.00%	0
Uniforms	2.67%	4	87.33%	131	6.67%	10	0.67%	1	0.00%	0
Vehicles (purchase and maintenance)	4.67%	7	58.00%	87	25.33%	38	6.67%	10	2.00%	3
Other	17.86%	15	75.00%	63	3.57%	3	0.00%	0	1.19%	1

HOW MUCH OF YOUR AGENCY'S BUDGET IS ALLOCATED FOR THE FOLLOWING? (CONT.)

ANSWER CHOICES	51-60%		61-70%		71-80%		81-90%		91-100%	
Equipment	0.66%	1	0.00%	0	0.66%	1	0.00%	0	1.32%	2
Personnel	21.71%	33	16.45%	25	15.13%	23	23.68%	36	4.61%	7
Recruitment and promotional items	0.00%	0	0.00%	0	0.00%	0	0.00%	0	1.38%	2
Technology	0.00%	0	0.00%	0	0.67%	1	0.00%	0	1.34%	2
Training	0.00%	0	0.00%	0	0.00%	0	0.00%	0	1.97%	3
Travel and reimbursement	0.00%	0	0.00%	0	0.00%	0	0.00%	0	2.68%	4
Uniforms	1.33%	2	0.00%	0	0.67%	1	0.00%	0	0.67%	1
Vehicles (purchase and maintenance)	0.67%	1	0.67%	1	0.67%	1	0.00%	0	1.33%	2
Other	1.19%	1	0.00%	0	0.00%	0	0.00%	0	1.19%	1

HOW DOES YOUR AGENCY RECEIVE ADMINISTRATION/OPERATIONAL FUNDING? CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
State/local government	91.41%	149
Federal grants	36.20%	59
State grants	31.90%	52
Other	11.04%	18

WHAT INSURANCE BENEFIT DOES YOUR AGENCY OFFER?

ANSWER CHOICES	FULL COST OF POLICY PAID BY AGENCY		MORE THAN HALF OF THE POLICY'S COST IS PAID BY THE AGENCY		MORE THAN HALF OF THE POLICY'S COST IS PAID BY THE OFFICER		FULL COST OF THE POLICY PAID BY THE OFFICER		AGENCY DOES NOT OFFER		TOTAL
	%	Count	%	Count	%	Count	%	Count	%	Count	
Medical (single policy only)	55.28%	89	33.54%	54	3.73%	6	0.00%	0	7.45%	12	161
Life	63.76%	95	10.07%	15	2.01%	3	10.07%	15	14.09%	21	149
Dental	28.67%	43	20.67%	31	3.33%	5	32.00%	48	15.33%	23	150
Vision	21.85%	33	23.18%	35	3.31%	5	33.77%	51	17.88%	27	151
Supplemental accident	10.95%	15	5.84%	8	2.19%	3	51.82%	71	29.20%	40	137

AGENCY PERSONNEL

NUMBER OF AUTHORIZED FULL-TIME (FT) SWORN PERSONNEL:

ANSWER CHOICES	TOTAL NUMBER	RESPONSES
Authorized FT SWORN	4459	100.00% 157

NUMBER OF CURRENTLY FILLED FULL-TIME SWORN PERSONNEL:

ANSWER CHOICES	TOTAL NUMBER	RESPONSES
FT Sworn	3856	100.00% 157

IDENTIFY YOUR AGENCY'S PERSONNEL ALLOCATIONS ACCORDING TO THE FOLLOWING:

ANSWER CHOICES	TOTAL NUMBER	RESPONSES
Number of Chief Deputies	64	79.87% 123
Number of Assistant Chief/Lt. Colonels	54	79.22% 122
Number of Majors/Commanders	52	74.68% 115
Number of Captains	99	76.62% 118
Number of Lieutenants	200	81.17% 125
Number of Sergeants	510	94.81% 146
Number of Corporals	27	70.78% 109

82%
 OF RESPONDING AGENCIES
 HAVE FULL-TIME, SWORN
 OFFICERS ON STAFF
 WITH 5 YEARS OR LESS
 OF EXPERIENCE

WHAT ARE THE PERMANENT RANKS IN YOUR AGENCY? CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
Chief Deputy	33.55%	52
Assistant Chief/Lt. Colonel	23.87%	37
Major/Commander	16.13%	25
Captain	22.58%	35
Lieutenant	35.48%	55
Sergeant	68.39%	106
Deputy Sheriff	13.55%	21
Corporal	7.10%	11
None	7.74%	12
Other	15.48%	24

IDENTIFY YOUR AGENCY'S FULL-TIME SWORN PERSONNEL ALLOCATIONS ACCORDING TO THE FOLLOWING:

ANSWER CHOICES	RESPONSES	
Number of patrol officers	94.81%	146
Number of detectives	86.36%	133
Number of certified court security officers	72.73%	112
Number of special deputies	70.13%	108
Number of school resource officers	85.71%	132
Other	50.65%	78

PROVIDE THE NUMBER OF FULL-TIME, SWORN OFFICERS ON YOUR STAFF THAT HAVE THE FOLLOWING YEARS OF EXPERIENCE:

ANSWER CHOICES	TOTAL NUMBER	RESPONSES	
0-5 years	1063	81.82%	126
6-10 years	922	75.32%	116
11-15 years	660	73.38%	113
16-20 years	649	70.78%	109
21-25 years	396	70.78%	109
26-30 years	151	49.35%	76
31 or more years	87	44.81%	69

SELECT YOUR AGENCY'S EXPECTED AUTHORIZED POSITION CAPACITY FOR THE FOLLOWING YEARS:

ANSWER CHOICES	INCREASE		STAY THE SAME		DECREASE		TOTAL
2021	55.28%	89	33.54%	54	3.73%	6	155
2022	63.76%	95	10.07%	15	2.01%	3	151
2023	28.67%	43	20.67%	31	3.33%	5	151

IF INCREASE IN 2021, HOW MANY?

ANSWER CHOICES	RESPONSES	
1-5	97.06%	33
6-10	2.94%	1
More than 10	0.00%	0

IF DECREASE IN 2021, HOW MANY?

ANSWER CHOICES	RESPONSES	
1-5	100.00%	12
6-10	0.00%	0
More than 10	0.00%	0

IF INCREASE IN 2022, HOW MANY?

ANSWER CHOICES	RESPONSES	
1-5	98.31%	58
6-10	1.69%	1
More than 10	0.00%	0

IF DECREASE IN 2022, HOW MANY?

ANSWER CHOICES	RESPONSES	
1-5	100.00%	11
6-10	0.00%	0
More than 10	0.00%	0

64%
OF RESPONDING
AGENCIES EXPECT TO
INCREASE AUTHORIZED
POSITION CAPACITY
FOR 2022





49%
 OF RESPONDING
 AGENCIES REPORT
 A PATROL WORK
 SCHEDULE OF
 FIVE 8 HOUR DAYS

IF INCREASE IN 2023, HOW MANY?

ANSWER CHOICES	RESPONSES	
1-5	98.00%	49
6-10	2.00%	1
More than 10	0.00%	0

IF DECREASE IN 2023, HOW MANY?

ANSWER CHOICES	RESPONSES	
1-5	100.00%	7
6-10	0.00%	0
More than 10	0.00%	0

WHAT PATROL WORK SCHEDULE DOES YOUR AGENCY USE? CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
Five 8 hour days	49.24%	65
Five 7.5 Hour days	3.03%	4
Four 10 hour days	43.94%	58
Four 12 hour days	15.15%	20
Six 8 hour days	2.27%	3
Other		22

WHAT PATROL SHIFT ROTATION PLAN DOES YOUR AGENCY USE?

ANSWER CHOICES	RESPONSES	
Weekly	10.39%	16
Monthly	5.84%	9
Annual	7.14%	11
Permanent/fixed	27.92%	43
None	31.17%	48
Other	17.53%	27

THE CURRENT AGENCY EXECUTIVE WAS:

ANSWER CHOICES	RESPONSES	
Promoted from within the agency	53.90%	83
From another in-state law enforcement agency	24.68%	38
From an out-of-state law enforcement agency	1.30%	2
Elected	15.58%	24
Other	4.55%	7

DOES THE AGENCY EXECUTIVE WORK UNDER AN AGREED CONTRACT?

ANSWER CHOICES	RESPONSES	
Yes	15.38%	24
No	84.62%	132

DOES YOUR AGENCY HAVE AN HONOR GUARD?

ANSWER CHOICES	RESPONSES	
Yes	14.74%	23
No	85.26%	133

46%
 OF RESPONDING
 AGENCIES ENCOURAGE
 CAREER DEVELOPMENT
 PROGRAM (CDP)
 COMPLETION THROUGH
 KLEC FOR ALL
 SWORN PERSONNEL

RECRUITMENT

DOES YOUR AGENCY PROVIDE THE FOLLOWING FOR OFFICERS?

ANSWER CHOICES	FOR ALL SWORN PERSONNEL		FOR SELECTED ASSIGNMENTS ONLY		FOR PATROL PERSONNEL ONLY		NOT PROVIDED		TOTAL
Shift differential pay	6.71%	10	1.34%	2	4.70%	7	87.25%	130	149
Overtime pay	72.26%	112	6.45%	10	10.32%	16	10.97%	17	155
Hazardous duty pay	46.00%	69	4.00%	6	1.33%	2	48.67%	73	150
Educational incentive	31.13%	47	1.32%	2	0.00%	0	67.55%	102	151
Career Development Program (CDP) completion through KLEC	45.70%	69	1.99%	3	0.66%	1	51.66%	78	151



68%
 OF RESPONDING
 AGENCIES REPORT
 FULL-TIME SWORN
 PERSONNEL ARE PERMITTED
 TO USE TAKE-HOME LAW
 ENFORCEMENT VEHICLES
 FOR OFFICIAL USE ONLY

FOR WHAT PURPOSE(S) ARE FULL-TIME SWORN PERSONNEL PERMITTED TO USE TAKE-HOME LAW ENFORCEMENT VEHICLES WHILE OFF DUTY? CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
Official use only	67.76%	103
Personal use (officer only)	23.03%	35
Personal use (to include family)	14.47%	22
Does not allow off-duty take home vehicles	4.61%	7
Other	7.89%	12

RETIREMENT PROGRAM FOR OFFICERS:

ANSWER CHOICES	RESPONSES	
Hazardous (state) program for all sworn personnel	54.25%	83
Hazardous (local) program for all sworn personnel	4.58%	7
Non-hazardous (state) program for all sworn personnel	26.14%	40
Non-hazardous (local) program for all sworn personnel	1.96%	3
No retirement provided	9.80%	15
Other	3.27%	5

HOW DOES YOUR AGENCY PROMOTE ITSELF? CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
Billboards	1.95%	3
Brochures	12.34%	19
Flyers	12.34%	19
Promotional items (e.g., pins, magnets, stickers, etc.)	33.12%	51
Social media	74.03%	114
Website	53.90%	83
Does not promote agency	15.58%	24
Other	5.84%	9

WHICH OF THE FOLLOWING RESOURCES DOES YOUR AGENCY USE FOR RECRUITMENT? CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
Advertise in local media (e.g., newspaper, t.v., radio)	50.33%	77
Civic organizations (e.g., rotary, kiwanis, etc.)	15.03%	23
College/community job fairs	18.95%	29
Explorer program	7.19%	11
Military base	5.23%	8
Ride along program	31.37%	48
Social media	66.01%	101
Website	48.37%	74
None of the above	22.22%	34
Other	7.19%	11

DOES YOUR AGENCY'S RACE DEMOGRAPHICS MATCH THE COMMUNITY DEMOGRAPHICS?

ANSWER CHOICES	RESPONSES	
Yes	49.36%	77
No	15.38%	24
Somewhat	35.26%	55

WHICH OF THE FOLLOWING RESOURCES DOES YOUR AGENCY USE FOR MINORITY RECRUITMENT? CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
Local places of worship	10.67%	16
National/state association of minorities (e.g., Jewish federation, NAACP, KWLEN)	5.33%	8
Minority college/university	5.33%	8
Minority community leaders/representatives	12.67%	19
Minority media (e.g., newspaper, radio)	7.33%	11
Website	35.33%	53
None of the above	54.00%	81
Other	7.33%	11

66%
OF RESPONDING
AGENCIES REPORT
USING SOCIAL MEDIA
FOR RECRUITMENT



HIRING & SELECTION

DOES YOUR AGENCY CONDUCT THE FOLLOWING AS COMPONENTS OF THE INITIAL EMPLOYMENT PROCESS FOR SWORN PERSONNEL?

ANSWER CHOICES	YES		NO		TOTAL
Formal application process	99.34%	151	0.66%	1	152
Written examination	43.17%	60	56.83%	79	139
Formal interview board	80.27%	118	19.73%	29	147
Assessment center	25.19%	33	74.81%	98	131
Other					9

DOES YOUR AGENCY REQUIRE NEWLY HIRED OFFICERS TO WORK UNDER AN AGREED UPON LABOR CONTRACT? (e.g., REQUIREMENT TO WORK THREE YEARS AFTER THE ACADEMY OR PAY BACK COST OF ACADEMY)

ANSWER CHOICES	RESPONSES	
Yes	67.11%	102
No	32.89%	50

IN ADDITION TO THE HIGH SCHOOL DIPLOMA/GED REQUIREMENT, KRS 15.382(3), WHAT ADDITIONAL EDUCATION DOES YOUR AGENCY REQUIRE?

ANSWER CHOICES	RESPONSES	
Some college experience (no degree)	1.97%	3
Associate degree	1.32%	2
Bachelor degree	1.32%	2
No additional requirements	95.39%	145

DOES YOUR AGENCY USE THE FOLLOWING WHEN HIRING A LATERAL TRANSFER? CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
Background checks	87.50%	133
Drug screening	73.68%	112
Physical training test	19.74%	30
Polygraph	30.26%	46
Suitability screening	35.53%	54
Do not hire laterals	4.61%	7
None of the above	8.55%	13

43%

OF RESPONDING AGENCIES CONDUCT A WRITTEN EXAMINATION AS A COMPONENT OF THE INITIAL EMPLOYMENT PROCESS FOR SWORN PERSONNEL

WHO ADMINISTERS THE HIRING PROCESS WITHIN YOUR AGENCY?

ANSWER CHOICES	RESPONSES	
Agency has a dedicated person/section	65.36%	100
Local government human resources	9.15%	14
Hybrid (some hiring process within the agency, some by local government)	10.46%	16
Other	15.03%	23

WHICH OF THE FOLLOWING METHODS DOES YOUR AGENCY USE FOR SELECTION AND HIRING? CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
Lateral	79.19%	118
New out of basic training	58.39%	87
Retired	53.02%	79
Retired with contract	32.21%	48
None of the above	8.72%	13
Other	0.67%	1

ON AVERAGE, HOW MANY APPLICATIONS DOES YOUR AGENCY RECEIVE FOR EACH OPEN, SWORN LAW ENFORCEMENT POSITION?

ANSWER CHOICES	RESPONSES	
1-50	93.42%	142
51-100	5.26%	8
101-150	0.00%	0
151-200	0.66%	1
Over 200	0.66%	1



65%
OF RESPONDING
AGENCIES HAVE A
DEDICATED PERSON/SECTION
WHO ADMINISTERS THE
HIRING PROCESS



DOCJT law enforcement basic training recruits participate in live-fire training at the Boonesboro range. (Photo by Joe Wallace)



DOCJT law enforcement basic training recruits take to the track during vehicle operations training. (Photo by Jim Robertson)

IN THE PAST YEAR, WHICH OF THE FOLLOWING AGE GROUPS HAS YOUR AGENCY HIRED? CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
Did not hire last year	15.69%	24
21-25	39.22%	60
26-30	34.64%	53
31-35	25.49%	39
36-40	17.65%	27
41-45	21.57%	33
46+	20.92%	32

INDIVIDUAL IS SWORN IN AS AN OFFICER:

ANSWER CHOICES	RESPONSES	
At employment	69.28%	106
Prior to academy	13.07%	20
During basic training	0.65%	1
Upon graduation from basic training	15.69%	24
Upon successful completion of FTO/PTO program	0.00%	0
After probationary time	0.00%	0
Other	1.31%	2

DOES YOUR AGENCY UTILIZE OFFICERS FOR ENFORCEMENT DUTIES PRIOR TO COMPLETING BASIC TRAINING?

ANSWER CHOICES	RESPONSES	
Yes	27.63%	42
No	72.37%	110

69%
OF RESPONDING
AGENCIES REPORT
AN INDIVIDUAL IS
SWORN IN AS AN OFFICER
AT EMPLOYMENT



FTO/PTO PROGRAM

DOES YOUR AGENCY HAVE AN ESTABLISHED POST ACADEMY TRAINING FOR OFFICER(S) WHO HAVE RECENTLY COMPLETED BASIC TRAINING, SUCH AS FTO OR PTO?

ANSWER CHOICES	RESPONSES	
Yes	65.58%	101
No	34.42%	53

WHICH PROGRAM DOES YOUR AGENCY USE?

ANSWER CHOICES	RESPONSES	
FTO	37.62%	38
PTO	24.75%	25
Hybrid (FTO/PTO)	37.62%	38
Other	0.00%	0

HOW OFTEN DO TRAINING OFFICERS COMPLETE WRITTEN EVALUATIONS OF OFFICER TRAINEES?

ANSWER CHOICES	RESPONSES	
Weekly	55.45%	56
Bi-weekly	4.95%	5
Monthly	4.95%	5
At the end of the program	6.93%	7
No written evaluations	10.89%	11
Other	16.83%	17



55%
OF RESPONDING
AGENCIES REPORT
TRAINING OFFICERS
COMPLETE WEEKLY
WRITTEN EVALUATIONS
OF OFFICER TRAINEES



DOCJT law enforcement basic training recruits apply knowledge learned in the classroom, during practical exercises. (Photo by Jim Robertson)

RETENTION

IF YOUR AGENCY HAD OFFICERS WHO DID NOT MEET PROBATION REQUIREMENTS, WHY? CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
Criminal activity	1.79%	1
Discipline	14.29%	8
Failure to complete basic training	8.93%	5
Failure to meet agency expectations	21.43%	12
Injury/illness	1.79%	1
Resignation	17.86%	10
All met probation requirements	51.79%	29
Other	8.93%	5

WHICH OF THE FOLLOWING DOES YOUR AGENCY USE TO HELP RETAIN OFFICERS? CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
Agency input committees	11.64%	17
Alternate uniform choices	28.08%	41
Contracts	30.14%	44
Educational/advanced training opportunities	32.88%	48
Grooming/appearance leniency (e.g., beards, visible tattoos, etc.)	43.84%	64
Pay incentives	27.40%	40
Scheduling modifications to meet family needs	47.26%	69
Special duty assignments	27.40%	40
Uniform pay	26.71%	39
None of the above	20.55%	30
Other	6.85%	10

44%

OF RESPONDING AGENCIES REPORT USING GROOMING/APPEARANCE LENIENCY (e.g., BEARDS, VISIBLE TATTOOS, etc.) TO HELP RETAIN OFFICERS

HOW OFTEN ARE SWORN PERSONNEL FORMALLY EVALUATED? CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
Annually	66.44%	99
Biannually	8.72%	13
Quarterly	7.38%	11
Monthly	0.67%	1
No formalized evaluation	18.79%	28
Other	1.34%	2

WHICH OF THE FOLLOWING ALTERNATIVES DOES YOUR AGENCY UTILIZE IN LIEU OF, OR IN ADDITION TO, FORMALIZED DISCIPLINE? CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
Chaplain/counselor	37.93%	55
Early intervention system	42.76%	62
Employee assistance program	50.34%	73
Mental health professional/program	27.59%	40
Retraining	48.97%	71
No alternative used	26.21%	38
Other	1.38%	2

HOW DOES YOUR AGENCY AWARD SALARY INCREASES? CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
Annual increase	70.47%	105
Performance related	17.45%	26
Discretionary	10.74%	16
Changes by job classification	30.20%	45
Only when KLEFPF increases	8.05%	12
Other	12.75%	19

70%
OF RESPONDING
AGENCIES REPORT
AWARDING SALARY
INCREASES ANNUALLY



HOW MANY OFFICERS RETIRED/RESIGNED FROM YOUR AGENCY WITHIN THE PAST YEAR?

ANSWER CHOICES	TOTAL NUMBER	RESPONSES	
Resigned	170	93.62%	132
Retired	115	83.69%	118



OF THE OFFICERS THAT RESIGNED LAST YEAR, WHAT WAS THE PRIMARY REASON(S)? CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
Change in agency administration	2.75%	3
Change in national/public perception	6.42%	7
Family	7.34%	8
Hired by another law enforcement agency	43.12%	47
Injury/illness	1.83%	2
Job stress	5.50%	6
Left the law enforcement profession	35.78%	39
Salary/benefits	21.10%	23
Unknown	3.67%	4
Did not have any officers that resigned	19.27%	21
Other	10.09%	11

WHO CONDUCTS THE EXIT INTERVIEWS WITHIN YOUR AGENCY? CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
Agency executive	48.99%	73
Human resources	16.11%	24
First line supervisor	6.04%	9
Governing body (e.g., Mayor, County Judge-Executive, etc.)	8.05%	12
No exit interview conducted	32.89%	49
Other	4.70%	7

43%
 OF RESPONDING
 AGENCIES REPORT
 THE PRIMARY REASON
 OFFICERS RESIGNED LAST
 YEAR WAS BEING HIRED
 BY ANOTHER LAW
 ENFORCEMENT AGENCY

PROMOTIONS

EXPECTED NUMBER OF PROMOTIONS IN THE FOLLOWING AREAS IN THE NEXT THREE YEARS:

ANSWER CHOICES	TOTAL NUMBER	RESPONSES	
First-line supervisor	164	94.96%	132
Mid-level supervisor	97	83.45%	116
Executive level	53	76.26%	106

DOES YOUR AGENCY HAVE MINIMAL REQUIREMENTS TO PROMOTE TO THE FOLLOWING RANKS?

ANSWER CHOICES	YES		NO		TOTAL
Sergeant	74.26%	101	25.74%	35	136
Lieutenant	56.19%	59	43.81%	46	105
Captain	45.65%	42	54.35%	50	92
Major/Commander	37.35%	31	62.65%	52	83
Assistant Chief/Lt. Col	44.71%	38	55.29%	47	85
Chief Deputy	41.33%	31	58.67%	44	75
Other					4

DOES YOUR AGENCY HAVE A MINIMUM NUMBER OF YEARS OF AGENCY SERVICE REQUIRED FOR FIRST PROMOTIONAL ELIGIBILITY?

ANSWER CHOICES	RESPONSES	
Yes	58.90%	86
No	41.10%	60



DOCJT law enforcement basic training recruits practice prone handcuffing techniques. (Photo by Jim Robertson)

59%
OF RESPONDING
AGENCIES HAVE A
MINIMUM NUMBER OF
YEARS OF AGENCY SERVICE
REQUIRED FOR FIRST
PROMOTIONAL ELIGIBILITY



56%

OF RESPONDING
AGENCIES MANDATE
THE ACADEMY OF
POLICE SUPERVISION
(OR EQUIVALENT)
FOR SUPERVISORS

DOES YOUR AGENCY'S PROMOTIONAL PROCESS FOR SWORN PERSONNEL CONTAIN ANY OF THE FOLLOWING? CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
Appointment determined only by agency administrator	42.07%	61
Appointment determined only by local government administrator	17.93%	26
Assessment center	8.97%	13
Peer rating	10.34%	15
Personal interview	49.66%	72
Staff management rating	12.41%	18
Specific educational training	5.52%	8
Supervisor evaluation	29.66%	43
Veteran preference	4.14%	6
Written examination	24.14%	35
None of the above	19.31%	28
Other	8.97%	13

DOES YOUR AGENCY MANDATE THE ACADEMY OF POLICE SUPERVISION (OR EQUIVALENT) FOR SUPERVISORS?

ANSWER CHOICES	RESPONSES	
Yes	56.46%	83
No	43.54%	64

DOES YOUR AGENCY HAVE AN INTERNAL MENTORING PROGRAM FOR NEW SUPERVISORS?

ANSWER CHOICES	RESPONSES	
Yes	17.69%	26
No	82.31%	121

DOES YOUR AGENCY MANDATE THE CRIMINAL JUSTICE EXECUTIVE DEVELOPMENT COURSE (OR EQUIVALENT) FOR MIDDLE TO UPPER-LEVEL EXECUTIVES?

ANSWER CHOICES	RESPONSES	
Yes	26.53%	39
No	73.47%	108

POST-CRITICAL INCIDENT & OFFICER WELLNESS

DOES YOUR AGENCY HAVE A CHAPLAIN/COUNSELOR ON STAFF?

ANSWER CHOICES	RESPONSES	
Sworn chaplain/counselor	14.19%	21
Non-sworn chaplain/counselor	31.76%	47
Does not have a chaplain/counselor	54.05%	80

DOES YOUR AGENCY PROVIDE ACCESS TO A LICENSED MENTAL HEALTH PROFESSIONAL FOR SWORN PERSONNEL?

ANSWER CHOICES	RESPONSES	
Yes	68.03%	100
No	31.97%	47

IF YES, DOES THE LICENSED MENTAL HEALTH PROFESSIONAL HAVE SIMILAR BACKGROUNDS AS THOSE THEY SERVE (e.g., LAW ENFORCEMENT, MILITARY, ETC.)?

ANSWER CHOICES	RESPONSES	
Yes	31.25%	40
No	45.31%	58
Does not provide access to a licensed mental health professional	23.44%	30

DOES YOUR AGENCY MANDATE POST-CRITICAL INCIDENT COUNSELING?

ANSWER CHOICES	RESPONSES	
Yes	62.50%	90
No	37.50%	54



A DOCJT law enforcement instructor monitors and evaluates recruit performance. (Photo by Jim Robertson)

63%
OF RESPONDING
AGENCIES MANDATE
POST-CRITICAL
INCIDENT COUNSELING



84%
 OF RESPONDING
 AGENCIES ARE AWARE
 OF THE KENTUCKY
 POST-CRITICAL INCIDENT
 SEMINAR (KYPCIS)
 OFFERED THROUGH DOCJT



WHICH OF THE FOLLOWING DOES YOUR AGENCY PROVIDE OFFICERS AFTER A CRITICAL INCIDENT? CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
Counseling	72.41%	105
Critical Incident Stress Management (CISM)	29.66%	43
Peer support	53.79%	78
KY Post-Critical Incident Seminar (KYPCIS)	51.72%	75
Training on common psychological and behavioral reactions	12.41%	18
None of the above	14.48%	21
Other	3.45%	5

ARE YOU AWARE OF THE KENTUCKY POST-CRITICAL INCIDENT SEMINAR (KYPCIS) OFFERED THROUGH DOCJT?

ANSWER CHOICES	RESPONSES	
Yes	84.46%	125
No	15.54%	23

DOES YOUR AGENCY UTILIZE THE RESOURCES OFFERED THROUGH THE KENTUCKY LAW ENFORCEMENT ASSISTANCE PROGRAM (KYLEAP) OR PEER SUPPORT GROUPS?

ANSWER CHOICES	RESPONSES	
Yes	50.00%	73
No	26.71%	39
Not familiar with KYLEAP	23.29%	34

WOULD YOUR AGENCY BE SUPPORTIVE OF THE FOLLOWING MANDATORY TRAINING? CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
Critical incident stress management (CISM)	69.66%	101
KY Post Critical Incident Seminar (KYPCIS)	68.97%	100
Stress and wellness	80.00%	116
Suicide prevention	66.21%	96
None of the above	6.90%	10
Other	4.14%	6

DOES YOUR AGENCY HAVE A WELLNESS PROGRAM? (e.g., NUTRITION AND GENERAL WELL BEING)

ANSWER CHOICES	RESPONSES	
Yes	29.25%	43
No	70.75%	104

COURT SECURITY OFFICERS

IF YOUR AGENCY IS A SHERIFF'S OFFICE, DO YOU UTILIZE CERTIFIED COURT SECURITY OFFICERS?

ANSWER CHOICES	RESPONSES	
Yes	22.15%	33
No	2.68%	4
Not a sheriff's office	75.17%	112

56%
OF RESPONDING
AGENCIES ASSIGN
CERTIFIED PEACE OFFICERS
(e.g., DEPUTY SHERIFFS)
TO COURT DUTIES

PERSONNEL ASSIGNED TO COURT DUTIES ARE: CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
Sheriff	28.13%	9
Certified peace officers (e.g., Deputy Sheriffs)	56.25%	18
Certified court security officers	96.88%	31
Special deputies	0.00%	0
Other	3.13%	1

IF YOUR AGENCY USES A COMBINATION OF CERTIFIED PEACE OFFICERS AND CERTIFIED COURT SECURITY OFFICERS FOR COURT SECURITY, HOW MANY OF EACH?

ANSWER CHOICES	TOTAL NUMBER	RESPONSES	
Number of certified peace officers (Deputy Sheriffs)	97	75.00%	24
Number of certified court security officers	206	100.00%	32

HOW MANY CERTIFIED COURT SECURITY OFFICERS (CCSO) DOES YOUR AGENCY UTILIZE?

ANSWER CHOICES	TOTAL NUMBER	RESPONSES	
Full-time	67	68.75%	22
Part-time	167	84.38%	27



88%
 OF RESPONDING
 AGENCIES REQUIRE
 COURT SECURITY
 OFFICERS TO COMPLETE
 ANNUAL FIREARMS
 QUALIFICATIONS

IF YOU HAD COURT SECURITY OFFICER(S) THAT DID NOT COMPLETE INITIAL PROBATION, WHY? CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
Criminal activity	0.00%	0
Discipline	10.00%	1
Failure to complete basic training	10.00%	1
Failure to meet agency expectations	20.00%	2
Injury/illness	10.00%	1
Resignation	20.00%	2
All met probation	60.00%	6
Other	0.00%	0

DOES YOUR AGENCY REQUIRE FULL-TIME CCSOs TO CARRY A FIREARM?

ANSWER CHOICES	RESPONSES	
Yes	72.41%	21
No	27.59%	8

DOES YOUR AGENCY REQUIRE PART-TIME CCSOs TO CARRY A FIREARM?

ANSWER CHOICES	RESPONSES	
Yes	83.33%	25
No	16.67%	5

DOES YOUR AGENCY REQUIRE CCSOs TO COMPLETE ANNUAL FIREARMS QUALIFICATIONS?

ANSWER CHOICES	RESPONSES	
Yes	87.50%	28
No	12.50%	4

DOES YOUR AGENCY REQUIRE CCSOs TO COMPLETE ADDITIONAL NON-MANDATED ANNUAL TRAINING? (OTHER THAN FIREARMS)

ANSWER CHOICES	RESPONSES	
Yes	53.13%	17
No	46.88%	15

SPECIAL DEPUTIES

DO YOU UTILIZE SPECIAL DEPUTIES AS DEFINED BY KRS 70.045?

ANSWER CHOICES	RESPONSES	
Yes	68.75%	22
No	31.25%	10
Not a sheriff's office	0.00%	0

HOW MANY SPECIAL DEPUTIES DOES YOUR AGENCY UTILIZE?

ANSWER CHOICES	TOTAL NUMBER	RESPONSES	
Number of special deputies	104	100.00%	21

WHAT DUTIES DO THE SPECIAL DEPUTIES PERFORM? CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
Emergency situations (fire, flood, tornado)	76.19%	16
Respond to calls for service	23.81%	5
Special event security	76.19%	16
Traffic control	47.62%	10
Traffic enforcement	4.76%	1
Other	28.57%	6

DOES YOUR AGENCY REQUIRE SPECIAL DEPUTIES TO COMPLETE ANNUAL FIREARMS QUALIFICATIONS?

ANSWER CHOICES	RESPONSES	
Yes	80.95%	17
No	19.05%	4

DOES YOUR AGENCY REQUIRE SPECIAL DEPUTIES TO COMPLETE ANNUAL TRAINING?

ANSWER CHOICES	RESPONSES	
Yes	28.57%	6
No	71.43%	15

76%
OF RESPONDING
AGENCIES USE SPECIAL
DEPUTIES FOR EMERGENCY
SITUATIONS (e.g., FIRE,
FLOOD, TORNADO) AND/OR
SPECIAL EVENT SECURITY



SCHOOL RESOURCE OFFICERS

DOES YOUR AGENCY UTILIZE SCHOOL RESOURCE OFFICERS?

ANSWER CHOICES	RESPONSES	
Yes	45.95%	68
No	54.05%	80

HOW IS THE SRO PROGRAM FUNDED? CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
COPS funded (Community Oriented Policing Services)	8.82%	6
Board of Education funded	50.00%	34
Agency funded	20.59%	14
Collaboration between school district and law enforcement agency	44.12%	30
Previously COPS funded but now funded by another source	1.47%	1
Other	2.94%	2

IS YOUR AGENCY EXPECTED TO HIRE/ALLOCATE ADDITIONAL SROs IN THE NEXT THREE YEARS?

ANSWER CHOICES	RESPONSES	
Yes	33.82%	23
No	66.18%	45

IF YES, HOW MANY DOES YOUR AGENCY PLAN TO HIRE?

ANSWER CHOICES	TOTAL NUMBER	RESPONSES	
Plan to hire SROs	49	100.00%	23

46%
OF RESPONDING
AGENCIES UTILIZE
SCHOOL RESOURCE OFFICERS



WHICH OF THE FOLLOWING BEST DESCRIBES THE SROs?

ANSWER CHOICES	RESPONSES	
Assigned to only one school	29.41%	20
Assigned primarily to one school, but on-call to other schools	44.12%	30
Assigned to two schools	5.88%	4
Assigned to more than two schools	20.59%	14

NUMBER OF SROs PRIMARILY ASSIGNED TO THE FOLLOWING SCHOOLS:

ANSWER CHOICES	RESPONSES	
K-12	28.79%	19
K-8	18.18%	12
High school	72.73%	48
Middle school	63.64%	42
Elementary school	45.45%	30
Other	12.12%	8

SROs HAVE AN OFFICE LOCATED WITHIN A SCHOOL?

ANSWER CHOICES	RESPONSES	
Yes	97.06%	66
No	2.94%	2
Other	0.00%	0

IS YOUR AGENCY INVOLVED WITH THE SCHOOL'S EMERGENCY PLANNING?

ANSWER CHOICES	RESPONSES	
Yes	98.53%	67
No	1.47%	1

DO YOUR SCHOOL RESOURCE OFFICERS WEAR BODY-WORN CAMERAS?

ANSWER CHOICES	RESPONSES	
Yes	48.53%	33
No	51.47%	35

49%
OF RESPONDING
AGENCIES REPORT
THEIR SROs WEAR
BODY-WORN CAMERAS



84%
 OF RESPONDING
 AGENCIES REPORT
 THEIR SROs WOULD
 BENEFIT FROM
 TRAINING IN CHILD
 ABUSE INVESTIGATIONS

SROs HAVE ACCESS TO A PATROL RIFLE WHILE ON SCHOOL PROPERTY?

ANSWER CHOICES	RESPONSES	
Yes	82.35%	56
No	17.65%	12

SROs HAVE ACCESS TO K-9 UNITS FOR SCHOOL PROPERTY SEARCHES?

ANSWER CHOICES	RESPONSES	
Yes	76.47%	52
No	23.53%	16

IDENTIFY THE FOLLOWING TRAINING AREAS THAT WOULD BENEFIT SROs: CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
Child Abuse Investigations	83.82%	57
Emergency Planning	69.12%	47
Human Trafficking	39.71%	27
Media Relations	30.88%	21
Social Media	76.47%	52
Other	4.41%	3

HOW MANY SROs HAVE COMPLETED THE FOLLOWING DOCJT TRAINING?

ANSWER CHOICES	TOTAL NUMBER	RESPONSES	
School Resource Officer I	128	84.85%	56
School Resource Officer II	55	56.06%	37
School Resource Officer III	13	25.76%	17
Have not completed training	67	21.21%	14

WHICH OF THE FOLLOWING HANDLE WITH CARE (HWC) PROGRAMS DOES YOUR AGENCY UTILIZE?

ANSWER CHOICES	RESPONSES	
KY OPS - state program	76.47%	52
Local HWC program	7.35%	5
Does not utilize a HWC program	11.76%	8

OFFICER EQUIPMENT

DOES YOUR AGENCY REQUIRE AND/OR FURNISH THE FOLLOWING:*

ANSWER CHOICES	REQUIRED, FURNISHED		REQUIRED, NOT FURNISHED		NOT REQUIRED, FURNISHED		NOT REQUIRED, NOT FURNISHED		ISSUED UPON REQUEST		TOTAL
	%	Count	%	Count	%	Count	%	Count	%	Count	
Dress uniform	68.06%	98	2.08%	3	6.94%	10	20.14%	29	2.78%	4	144
Standard uniforms (non-utility)	83.92%	120	0.70%	1	4.90%	7	10.49%	15	0.00%	0	143
Utility type uniform	73.05%	103	2.84%	4	4.96%	7	15.60%	22	3.55%	5	141
Body armor	91.22%	135	0.00%	0	6.76%	10	1.35%	2	0.68%	1	148
Body-worn camera	43.26%	61	2.13%	3	4.96%	7	48.94%	69	0.71%	1	141
Full leather/web gear	84.46%	125	2.70%	4	6.08%	9	5.41%	8	1.35%	2	148
Baton	77.55%	114	2.72%	4	7.48%	11	9.52%	14	2.72%	4	147
Regular cuffs	89.19%	132	6.76%	10	2.70%	4	0.00%	0	1.35%	2	148
Flex cuffs	39.86%	55	2.17%	3	16.67%	23	36.23%	50	5.07%	7	138
Knives	1.53%	2	6.11%	8	13.74%	18	74.81%	98	3.82%	5	131
Cell phone	41.43%	58	10.71%	15	7.14%	10	37.86%	53	2.86%	4	140
Flashlight	90.54%	134	2.70%	4	3.38%	5	2.03%	3	1.35%	2	148
OC spray	73.47%	108	0.68%	1	9.52%	14	10.20%	15	6.12%	9	147
Other than OC spray	10.10%	10	5.05%	5	7.07%	7	70.71%	70	7.07%	7	99
Taser	89.04%	130	0.00%	0	4.11%	6	6.16%	9	0.68%	1	146
Laptop computer/tablet (non-MDT)	52.21%	71	0.74%	1	5.88%	8	34.56%	47	6.62%	9	136
Mobile data computer	70.71%	99	0.71%	1	5.71%	8	20.00%	28	2.86%	4	140
Preliminary breath test instrument	66.67%	96	0.69%	1	11.81%	17	11.81%	17	9.03%	13	144
Handgun	91.22%	135	7.43%	11	0.00%	0	0.68%	1	0.68%	1	148
Optic handgun	11.72%	15	4.69%	6	7.81%	10	72.66%	93	3.13%	4	128
Weapon-mounted light (handgun)	47.14%	66	0.71%	1	7.86%	11	38.57%	54	5.71%	8	140
Optic rifle	41.48%	56	0.74%	1	7.41%	10	44.44%	60	5.93%	8	135

*Responses based on the majority of first-line officers who receive the equipment.

DOES YOUR AGENCY REQUIRE AND/OR FURNISH THE FOLLOWING:*(CONT.)

ANSWER CHOICES	REQUIRED, FURNISHED		REQUIRED, NOT FURNISHED		NOT REQUIRED, FURNISHED		NOT REQUIRED, NOT FURNISHED		ISSUED UPON REQUEST		TOTAL
	%	Count	%	Count	%	Count	%	Count	%	Count	
Weapon-mounted light (rifle)	41.61%	57	1.46%	2	9.49%	13	43.07%	59	4.38%	6	137
Protective eyewear (firearms)	69.06%	96	3.60%	5	4.32%	6	19.42%	27	3.60%	5	139
Off duty/back-up weapon	52.11%	74	6.34%	9	4.93%	7	34.51%	49	2.11%	3	142
Blood-borne pathogen kit	77.78%	112	2.78%	4	6.25%	9	10.42%	15	2.78%	4	144
First aid kit	87.67%	128	2.05%	3	3.42%	5	5.48%	8	1.37%	2	146
Clot-promoting gauze	65.00%	91	1.43%	2	5.71%	8	25.00%	35	2.86%	4	140
Face mask	76.39%	110	3.47%	5	6.94%	10	9.72%	14	3.47%	5	144
Naloxone kit	64.38%	94	1.37%	2	9.59%	14	21.92%	32	2.74%	4	146
Tourniquet	72.92%	105	0.69%	1	7.64%	11	13.19%	19	5.56%	8	144
Trauma bandage	65.49%	93	1.41%	2	8.45%	12	19.01%	27	5.63%	8	142
Photo camera	67.61%	96	2.82%	4	11.97%	17	15.49%	22	2.11%	3	142
Video camera	28.24%	37	2.29%	3	12.98%	17	48.85%	64	7.63%	10	131
Tyvek suit	57.55%	80	1.44%	2	7.91%	11	30.22%	42	2.88%	4	139
Booties	57.66%	79	2.19%	3	7.30%	10	29.20%	40	3.65%	5	137
Fingerprint kit	58.74%	84	0.70%	1	11.89%	17	19.58%	28	9.09%	13	143
Gas mask/respirator	39.13%	54	3.62%	5	8.70%	12	42.75%	59	5.80%	8	138
Goggles	40.15%	55	3.65%	5	8.76%	12	41.61%	57	5.84%	8	137
Other											3

*Responses based on the majority of first-line officers who receive the equipment.

DOES YOUR AGENCY HAVE A STANDARD REGARDING THE ARRANGEMENT OF EQUIPMENT ON THE DUTY BELT?

ANSWER CHOICES	RESPONSES	
Yes	32.43%	48
No	67.57%	100

NUMBER OF HANDCUFFS ISSUED TO PATROL OFFICERS?

ANSWER CHOICES	TOTAL NUMBER	RESPONSES	
No. of handcuffs	216	100.00%	148

IS OC SPRAY REQUIRED TO BE ON THE DUTY BELT?

ANSWER CHOICES	RESPONSES	
Yes	39.46%	58
No	60.54%	89

WHAT TYPE OF BATON DOES YOUR AGENCY ISSUE? CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
Does not issue	10.14%	15
Expandable/collapsible	86.49%	128
PR-24	2.03%	3
Riot	4.73%	7
Straight	3.38%	5
Other	0.68%	1

DOES YOUR AGENCY PERMIT OFFICERS TO CARRY A DUTY KNIFE AS A BACKUP WEAPON?

ANSWER CHOICES	RESPONSES	
Yes	77.03%	114
No	22.97%	34



77%
OF RESPONDING
AGENCIES PERMIT
OFFICERS TO CARRY
A DUTY KNIFE AS
A BACKUP WEAPON



DOCJT law enforcement basic training recruits experience the effects of OC spray. (Photo by Jim Robertson)



41%
 OF RESPONDING
 AGENCIES REQUIRE
 ALL FULL-TIME
 PERSONNEL TO WEAR
 BODY-WORN CAMERAS
 FOR PATROL/TRAFFIC

DOES YOUR AGENCY REQUIRE ALL FULL-TIME PERSONNEL TO WEAR BODY-WORN CAMERAS? CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
No body-worn cameras	46.48%	66
Patrol/traffic	40.85%	58
Detectives/investigators	18.31%	26
First-line supervisors	30.99%	44
Mid-level managers	20.42%	29
Executive level officers	11.97%	17
Does not require body-worn cameras	10.56%	15
Other	4.93%	7

IF YOUR AGENCY UTILIZES BODY-WORN CAMERAS, WHAT BRAND? CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
No body-worn cameras	49.61%	64
Axon	26.36%	34
Coban	0.00%	0
Digital Ally	1.55%	2
L3 Mobile-Vision, Inc.	0.00%	0
Patrol Eyes	0.00%	0
Taser Int.	0.78%	1
Watch Guard	6.20%	8
WOLFCOM	3.10%	4
Viewu	0.00%	0
Other	14.73%	19



DOCJT law enforcement basic training recruits practice the operation of a breath test instrument. (Photo by Jim Robertson)

WHEN ARE FULL-TIME PERSONNEL, WHO ARE REQUIRED TO WEAR BODY-WORN CAMERAS, MANDATED TO TURN ON THEIR CAMERA? CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
No body-worn cameras	53.68%	73
Entire duty shift	5.15%	7
On dispatched calls for service	34.56%	47
Unknown risk traffic stops	33.09%	45
High-risk traffic stops	32.35%	44
Unknown risk warrant services	33.09%	45
High-risk warrant services	33.09%	45
Vehicle pursuits	30.88%	42
Foot pursuits	33.82%	46
Officer discretion	16.18%	22
Other	11.03%	15

WHERE ARE OFFICERS REQUIRED TO POSITION THE BODY-WORN CAMERA? CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
No body-worn cameras	53.68%	73
Arm	0.00%	0
Chest	42.65%	58
Epaulet/shoulder	5.15%	7
Glasses	1.47%	2
Helmet/hat	0.74%	1
Pocket	4.41%	6
Sewn into uniform	0.74%	1
Other	5.15%	7

43%
OF RESPONDING
AGENCIES REPORT
OFFICERS ARE REQUIRED
TO POSITION A
BODY-WORN CAMERA
ON THE CHEST



WHICH INSTRUMENT(S) DOES YOUR AGENCY USE AS A PRELIMINARY BREATH TEST? CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
Does not issue PBT's	11.11%	15
Alco sensor III	37.78%	51
Alco sensor IV	31.85%	43
Alco sensor FST	18.52%	25
S-D2	10.37%	14
S-D5	13.33%	18
Other	4.44%	6



DOES YOUR AGENCY REQUIRE OFFICERS TO ADMINISTER NALOXONE? (e.g., NARCAN)

ANSWER CHOICES	RESPONSES	
Yes	50.00%	73
No	50.00%	73

50%
OF RESPONDING
AGENCIES REQUIRE
OFFICERS TO
ADMINISTER NALOXONE
(e.g., NARCAN)



DOCJT law enforcement basic training recruits practice the HGN field sobriety test. (Photo by Jim Robertson)

AGENCY EQUIPMENT

PLEASE PROVIDE THE FOLLOWING INFORMATION ABOUT YOUR AGENCY.

ANSWER CHOICES	TOTAL NUMBER	RESPONSES	
Number of marked sedan vehicles	1725	92.96%	132
Number of unmarked sedan vehicles	705	83.10%	118
Number of marked SUV's	1197	91.55%	130
Number of unmarked SUV's	655	89.44%	127
Number of law enforcement trucks	273	83.10%	118
Number of bicycles for patrol	189	78.17%	111
Number of horses for patrol	16	70.42%	100
Number of boats	4	71.13%	101
Number of motorcycle units	19	71.83%	102
Number of fixed-wing aircrafts	3	70.42%	100
Number of helicopter units	8	70.42%	100
Number of 4-wheelers (ATVs)	27	72.54%	103
Number of UTV's (Utility Terrain Vehicles)	52	76.76%	109
Number of drones	50	71.83%	102
Number of units with bar lights	1708	85.92%	122
Number of units with slick top	548	84.51%	120

PLEASE PROVIDE THE FOLLOWING INFORMATION ABOUT YOUR AGENCY'S PRIMARY PATROL VEHICLES:

ANSWER CHOICES	TOTAL NUMBER	RESPONSES	
Number of front-wheel drive	243	65.22%	90
Number of rear-wheel drive	600	76.81%	106
Number of all-wheel drive	1960	93.48%	129



OF THE FOLLOWING VEHICLES, HOW MANY ARE IN YOUR AGENCY'S FLEET?

ANSWER CHOICES	RESPONSES	
Chevrolet Caprice	42.86%	60
Chevrolet Impala	44.29%	62
Chevrolet Silverado	41.43%	58
Chevrolet Suburban	39.29%	55
Chevrolet Tahoe	58.57%	82
Dodge Charger	72.86%	102
Dodge Durango	58.57%	82
Ford Crown Victoria	55.00%	77
Ford Expedition	46.43%	65
Ford F-150	48.57%	68
Ford Fusion	42.86%	60
Ford Police Interceptor Sedan	53.57%	75
Ford Police Interceptor Utility	70.71%	99
Ram	52.86%	74
Tesla	37.86%	53
Toyota Camry	40.71%	57
Other	27.86%	39

71%
 OF RESPONDING
 AGENCIES REPORT
 HAVING FORD POLICE
 INTERCEPTOR UTILITY
 VEHICLES IN THEIR FLEET



A DOCJT law enforcement basic training recruit maneuvers around the driving track. (Photo by Jim Robertson)

OF THE FOLLOWING VEHICLES, HOW MANY DOES YOUR AGENCY PLAN TO PURCHASE IN THE NEXT 3 YEARS?

ANSWER CHOICES	RESPONSES	
Chevrolet Caprice	35.38%	46
Chevrolet Impala	35.38%	46
Chevrolet Silverado	36.15%	47
Chevrolet Suburban	35.38%	46
Chevrolet Tahoe	43.85%	57
Dodge Charger	52.31%	68
Dodge Durango	56.15%	73
Ford Crown Victoria	36.15%	47
Ford Expedition	37.69%	49
Ford F-150	38.46%	50
Ford Fusion	36.15%	47
Ford Police Interceptor Sedan	36.15%	47
Ford Police Interceptor Utility	53.85%	70
Ram	44.62%	58
Tesla	36.15%	47
Toyota Camry	36.15%	47
Other	25.38%	33

56%
OF RESPONDING AGENCIES PLAN TO PURCHASE DODGE DURANGOS IN THE NEXT THREE YEARS

WHICH OF THE FOLLOWING VEHICLE LIGHT SYSTEMS/OPTIONS DOES YOUR AGENCY USE?

ANSWER CHOICES	YES		NO		TOTAL
Alley lights	87.79%	115	12.21%	16	131
Bar lights	86.92%	113	13.08%	17	130
Deck lights	95.24%	120	4.76%	6	126
Grille lights	98.50%	131	1.50%	2	133
Mirror lights	61.47%	67	38.53%	42	109
Take down lights	92.59%	125	7.41%	10	135
Vehicle-mounted spot lights	93.23%	124	6.77%	9	133
Visor/dash lights	83.20%	104	16.80%	21	125
Other					2

DOES YOUR AGENCY UTILIZE THE FOLLOWING?

ANSWER CHOICES	YES		NO		TOTAL
Automatic license plate readers	3.79%	5	96.21%	127	132
GPS fleet tracking	24.63%	33	75.37%	101	134
Mounted in-vehicle camera	23.70%	32	76.30%	103	135
Tire deflation/spike system	42.65%	58	57.35%	78	136

34%
 OF RESPONDING
 AGENCIES REPORT
 USING LASER SPEED
 DETECTION DEVICES



WHAT TYPE OF EMERGENCY EQUIPMENT CONTROL BOX DOES YOUR AGENCY USE?

ANSWER CHOICES	RESPONSES	
Carson	8.96%	12
Federal Signal	43.28%	58
Galls	24.63%	33
Whelen	72.39%	97
Other	2.99%	4

DOES YOUR AGENCY UTILIZE EITHER OF THE FOLLOWING SPEED DETECTION DEVICES? CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
Radar	96.92%	126
Laser	33.85%	44
Other	3.08%	4

DOES YOUR AGENCY HAVE VEHICLES THAT HAVE BEEN OBTAINED THROUGH A MILITARY SURPLUS PROGRAM?

ANSWER CHOICES	RESPONSES	
Yes	27.66%	39
No	72.34%	102

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HANDGUN CALIBER AUTHORIZED FOR OFFICERS: CHECK ALL THAT APPLY.

ANSWER CHOICES	ON-DUTY		OFF-DUTY		TOTAL
.357 Sig caliber	7.32%	3	92.68%	38	41
.357 Magnum	9.52%	4	92.86%	39	42
.38 Special caliber	8.16%	4	95.92%	47	49
.380 caliber	8.77%	5	94.74%	54	57
.40 caliber	72.32%	81	70.54%	79	112
.45 caliber	24.14%	14	86.21%	50	58
10mm	13.16%	5	89.47%	34	38
9mm	77.88%	81	68.27%	71	104
Other					3

SHOTGUN

ANSWER CHOICES	RESPONSES	
Issued, required to carry	19.71%	27
Issued, not required to carry	10.22%	14
Issued upon officer request	19.71%	27
Officer must purchase, required to carry	0.00%	0
Officer must purchase, not required to carry	5.84%	8
Not issued	37.23%	51
Not authorized	7.30%	10

PATROL RIFLE

ANSWER CHOICES	RESPONSES	
Issued, required to carry	73.24%	104
Issued, not required to carry	3.52%	5
Issued upon officer request	4.93%	7
Officer must purchase, required to carry	1.41%	2
Officer must purchase, not required to carry	7.04%	10
Not issued	6.34%	9
Not authorized	3.52%	5

78%
 OF RESPONDING
 AGENCIES REPORT
 AUTHORIZING 9mm
 CALIBER HANDGUNS
 FOR OFFICERS

DOES YOUR AGENCY HAVE A STANDARD OPERATING PROCEDURE FOR OFFICERS USING CELL PHONES FOR CRIME SCENE DOCUMENTATION?

ANSWER CHOICES	YES		NO		TOTAL
Agency issued cell phone	46.38%	64	53.62%	74	138
Personal cell phone	36.15%	47	63.85%	83	130



IF YOUR AGENCY USES PATROL RIFLES, HOW ARE THEY DEPLOYED DURING DUTY HOURS?

ANSWER CHOICES	RESPONSES	
Passenger compartment	57.89%	77
Trunk/rear of vehicle	27.82%	37
Does not use patrol rifles	6.02%	8
Other	8.27%	11

WHICH OF THE FOLLOWING FIREARMS RELATED LESS-LETHAL METHODS DOES YOUR AGENCY UTILIZE? CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
Pepperball gun	18.31%	26
Shotgun bean bag	30.99%	44
37mm & 40mm launcher (OC, CS, baton rounds)	14.08%	20
OC spray	83.80%	119
Taser	88.03%	125
Does not use less lethal methods	4.23%	6
Other	4.93%	7

31%
OF RESPONDING
AGENCIES REPORT
USING SHOTGUN
BEAN BAGS AS A
LESS-LETHAL METHOD



A DOCJT instructor observes a Kentucky Criminalistics Academy student operating a total station. (Photo taken pre-pandemic by Jim Robertson)

Photo courtesy of TechJess and used by permission via Creative Commons license.

**WHAT TYPE OF PHOTO CAMERA DOES YOUR AGENCY USE?
CHECK ALL THAT APPLY.**

ANSWER CHOICES	RESPONSES	
Agency cell phone camera	40.00%	56
Agency electronic tablet camera	12.86%	18
Digital point and shoot	58.57%	82
Digital SLR	24.29%	34
Film (ex: 35mm)	0.71%	1
Infrared camera	2.14%	3
Personal cell phone camera	14.29%	20
Personal electronic tablet camera	1.43%	2
UV camera	0.00%	0
None of the above	1.43%	2
Other	2.86%	4

**WOULD YOUR AGENCY USE AN INFRARED CAMERA IF
IT WERE AVAILABLE TO YOUR DEPARTMENT?**

ANSWER CHOICES	RESPONSES	
Yes	83.33%	115
No	16.67%	23

**A TOTAL STATION IS USED BY THE AGENCY FOR THE FOLLOWING:
CHECK ALL THAT APPLY.**

ANSWER CHOICES	RESPONSES	
Accident reconstruction	28.79%	38
Crime scene/forensic mapping	21.21%	28
Not used	69.70%	92
Other	3.03%	4

**WHICH OF THE FOLLOWING BREATH TEST INSTRUMENT(S) DOES YOUR
AGENCY HAVE THE AVAILABILITY TO USE? CHECK ALL THAT APPLY.**

ANSWER CHOICES	RESPONSES	
Intoxilyzer 5000	26.72%	35
Intoxilyzer 8000	78.63%	103
Other	3.05%	4

29%
OF RESPONDING
AGENCIES REPORT
USING A TOTAL STATION
FOR ACCIDENT
RECONSTRUCTION





DOES YOUR AGENCY USE A 3-D SCANNER AND SOFTWARE?

ANSWER CHOICES	RESPONSES	
Yes	17.86%	25
No	82.14%	115

DOES YOUR AGENCY USE BERLA FOR VEHICLE FORENSICS CAPABILITIES?

ANSWER CHOICES	RESPONSES	
Yes	1.49%	2
No	98.51%	132

DOES YOUR AGENCY UTILIZE DRONES?

ANSWER CHOICES	RESPONSES	
Yes	22.54%	32
No	77.46%	110

AGENCY DRONE PILOTS ARE CERTIFIED THROUGH: CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
FAA Part 107 Small UAS Rule	71.43%	25
Specialized waivers	8.57%	3
Other	20.00%	7

DRONES ARE USED FOR: CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
Do not use drones	70.09%	75
Accident reconstruction	18.69%	20
Crime scene mapping	20.56%	22
Photogrammetry	12.15%	13
Search and rescue	27.10%	29
Surveillance	11.21%	12
Tracking	13.08%	14
Other	0.93%	1

27%
OF RESPONDING
AGENCIES USE DRONES
FOR SEARCH AND RESCUE

DOES YOUR AGENCY OWN CANINE UNITS FOR:

ANSWER CHOICES	YES		NO		TOTAL
Arson detection	2.44%	3	97.56%	120	123
Bomb detection	3.25%	4	96.75%	119	123
Cadaver	2.46%	3	97.54%	119	122
Drug detection	40.74%	55	59.26%	80	135
Evidence recovery	24.80%	31	75.20%	94	125
Patrol	30.23%	39	69.77%	90	129
Search and rescue	19.69%	25	80.31%	102	127
Tracking	36.36%	48	63.64%	84	132
Other					2

AGENCY TECHNOLOGY/CAPABILITIES

DOES YOUR AGENCY HAVE RELIABLE INTERNET SERVICE?

ANSWER CHOICES	RESPONSES	
Yes	95.77%	136
No	4.23%	6

DO ALL SWORN PERSONNEL AT YOUR AGENCY HAVE ACCESS TO A COMPUTER?

ANSWER CHOICES	RESPONSES	
Yes	100.00%	141
No	0.00%	0
Some	0.00%	0

DOES YOUR AGENCY HAVE AN AGENCY/GOVERNMENT EMAIL ACCOUNT?

ANSWER CHOICES	RESPONSES	
Yes	87.32%	124
No	12.68%	18

96%
OF RESPONDING
AGENCIES REPORT
HAVING RELIABLE
INTERNET SERVICE

77%
OF RESPONDING
AGENCIES MAINTAIN
ARREST INFORMATION
IN AN AGENCY DATABASE



DOES YOUR AGENCY ISSUE SWORN PERSONNEL THEIR OWN AGENCY/GOVERNMENT EMAIL ACCOUNT?

ANSWER CHOICES	RESPONSES	
Yes	82.39%	117
No	12.68%	18
Agency does not have government email accounts	4.93%	7

THE FOLLOWING INFORMATION IS MAINTAINED IN AN AGENCY DATABASE: CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
911 calls	55.04%	71
All calls for service	65.12%	84
Arrests	76.74%	99
Crime analysis	34.88%	45
Evidence	80.62%	104
Intelligence forms (i.e. field interrogation, criminal intelligence)	47.29%	61
Investigations	75.19%	97
Motor vehicle accidents	75.19%	97
Offense reports	75.97%	98
Patrol allocation/deployment/schedule file	48.84%	63
Pawn shops/pawn items	24.03%	31
Personnel	63.57%	82
Recovered/found property	64.34%	83
Stolen property reported	60.47%	78
UCR data	50.39%	65
Uniform citations	77.52%	100

DOES YOUR AGENCY UTILIZE THE VIOLENT PERSON FILE (VPF) AVAILABLE WITHIN CJIS WHICH IDENTIFIES INDIVIDUALS WHO MAY BE A THREAT TO LAW ENFORCEMENT OR OTHERS?

ANSWER CHOICES	RESPONSES	
Yes	56.52%	78
No	43.48%	60

DOES YOUR AGENCY PARTICIPATE IN LEADS ONLINE?

ANSWER CHOICES	RESPONSES	
Yes	54.61%	77
No	45.39%	64

DOES YOUR AGENCY USE ELECTRONIC TABLETS FOR SCENE DOCUMENTATION?

ANSWER CHOICES	RESPONSES	
Yes	24.46%	34
No	75.54%	105

DOES YOUR AGENCY USE SOCIAL MEDIA FOR INVESTIGATIVE PURPOSES?

ANSWER CHOICES	RESPONSES	
Yes	87.14%	122
No	12.86%	18

DOES YOUR AGENCY HAVE CERTIFIED INTERNET CRIMES AGAINST CHILDREN (ICAC) PERSONNEL?

ANSWER CHOICES	RESPONSES	
Yes	17.99%	25
No	82.01%	114
How many?		15

HOW DOES YOUR AGENCY USE EVIDENCE TRACKING/MANAGEMENT SOFTWARE? CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
Audits	51.85%	70
Case review	45.93%	62
Final disposition	46.67%	63
Inventory	54.07%	73
Out to court	48.89%	66
Out to lab	49.63%	67
Purging	48.89%	66
Unable to locate files/evidence	13.33%	18
No evidence tracking/management software is used	45.19%	61
Other	1.48%	2

55%
OF RESPONDING
AGENCIES REPORT
PARTICIPATING IN
LEADS ONLINE

DISTANCE LEARNING

WHICH OF THE FOLLOWING DISTANCE LEARNING OPTIONS WOULD YOU PREFER FOR YOUR AGENCY?
CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
Online (e.g., internet-based slides and videos the student reviews on their own time schedule)	76.98%	107
Live online learning	33.09%	46
Blended (e.g., combinations of online learning coupled with traditional classroom training)	47.48%	66
Webinar (e.g., a web-based seminar in which students participate in an online learning event with an instructor who shows slides online and discusses information from the slides using chatroom features)	24.46%	34
None	2.88%	4
Other	2.16%	3

DOES YOUR AGENCY ALLOCATE DEDICATED TIME FOR OFFICERS TO COMPLETE DISTANCE LEARNING COURSES AWAY FROM REGULAR DUTY ASSIGNMENT?

ANSWER CHOICES	RESPONSES	
Yes	86.13%	118
No	13.87%	19

DO YOU SUPPORT LIVE ONLINE COURSES AS A TRAINING OPTION?

ANSWER CHOICES	RESPONSES	
Yes	82.35%	112
No	17.65%	24

LIVE, ONLINE COURSES PROVIDE THE SAME QUALITY OF TRAINING AS TRADITIONAL TRAINING.

ANSWER CHOICES	RESPONSES	
Agree	45.59%	62
Disagree	54.41%	74

82%

OF RESPONDING AGENCIES SUPPORT LIVE ONLINE COURSES AS A TRAINING OPTION

LIVE, ONLINE COURSES WILL REDUCE TRAINING COSTS FOR MY AGENCY.

ANSWER CHOICES	RESPONSES	
Agree	92.70%	127
Disagree	7.30%	10

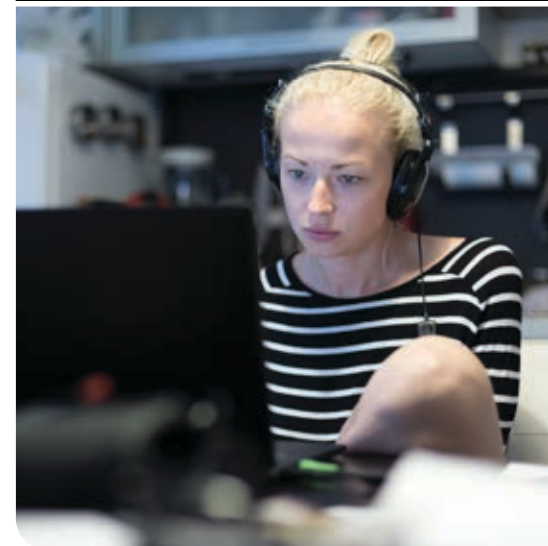
BASED UPON YOUR INDIVIDUAL KNOWLEDGE OF THE BLACKBOARD LEARNING MANAGEMENT SYSTEM, RATE THE EASE OF USE.

ANSWER CHOICES	RESPONSES	
Very easy	12.41%	17
Easy	27.01%	37
Neither easy nor difficult	18.25%	25
Difficult	2.19%	3
Very difficult	1.46%	2
Not familiar with/haven't used the Blackboard Learning Management System	38.69%	53

WHAT PERCENTAGE OF YOUR SWORN PERSONNEL HAVE TAKEN COURSES (INCLUDING COLLEGE CLASSES) USING THE BLACKBOARD LEARNING MANAGEMENT SYSTEM?

ANSWER CHOICES	RESPONSES	
0	11.76%	16
1-20%	26.47%	36
21-40%	8.09%	11
41-60%	7.35%	10
61-80%	3.68%	5
81-100%	9.56%	13
Unknown	33.09%	45

93%
OF RESPONDING AGENCIES AGREE THAT LIVE, ONLINE COURSES WILL REDUCE THEIR TRAINING COSTS





95%
 OF RESPONDING
 AGENCIES REPORT
 THAT LEGAL TRAINING
 SHOULD BE OFFERED
 USING DISTANCE LEARNING

WHAT TRAINING AREAS SHOULD BE OFFERED USING DISTANCE LEARNING OPTIONS? CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
Firearms	6.67%	9
Investigations	72.59%	98
Leadership	62.22%	84
Legal	94.81%	128
Patrol	37.78%	51
Skills	23.70%	32
Tactics	16.30%	22
Traffic	31.11%	42
Other	2.96%	4

WHAT TRAINING AREAS SHOULD NOT BE OFFERED USING DISTANCE LEARNING OPTIONS? CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
Firearms	96.15%	125
Investigations	23.08%	30
Leadership	26.15%	34
Legal	4.62%	6
Patrol	48.46%	63
Skills	69.23%	90
Tactics	80.00%	104
Traffic	53.08%	69
Other	1.54%	2



Legal Section instructors teach in nearly every DOCJT offered course. (Photo by Jim Robertson)

TRAINING & EDUCATION

DOES YOUR AGENCY USE THE CAREER DEVELOPMENT PROGRAM (CDP), THROUGH KLEC, TO SELECT TRAINING FOR YOUR OFFICERS?

ANSWER CHOICES	RESPONSES	
Yes	47.83%	66
No	52.17%	72

WHICH OF THE FOLLOWING TRAINING DOES YOUR AGENCY REQUIRE SWORN PERSONNEL TO ATTEND? CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
Anti-harassment	37.60%	47
Civil disturbance	21.60%	27
Contact/cover training	28.00%	35
Critical incident training	36.00%	45
Crowd/scene control	16.80%	21
Defensive tactics	48.80%	61
Diversity	44.80%	56
Ethics	59.20%	74
Firearms training	89.60%	112
First aid/CPR/AED re-certification	63.20%	79
Interpersonal communications	20.00%	25
Legal updates	69.60%	87
Use of force/resistance response	66.40%	83
Other	7.20%	9

HOW IS MANDATED ANNUAL TRAINING SELECTED FOR SWORN PERSONNEL?

ANSWER CHOICES	RESPONSES	
Individuals choose their own training	22.06%	30
Training is selected for the individual	16.18%	22
Both	61.03%	83
Other	0.74%	1

48%
OF RESPONDING
AGENCIES USE THE CAREER
DEVELOPMENT PROGRAM
(CDP), THROUGH KLEC,
TO SELECT TRAINING
FOR THEIR OFFICERS



**WHICH TRAINING AREAS ARE THE PRIMARY FOCUS FOR YOUR OFFICERS DURING THEIR EMPLOYMENT?
CHECK ALL THAT APPLY.**

ANSWER CHOICES	FIRST 5 YEARS OF EMPLOYMENT		5-10 YEARS OF EMPLOYMENT		TOTAL
Accident scene investigations	81.72%	76	25.81%	24	93
Active shooter	95.37%	103	18.52%	20	108
Communications	86.36%	76	27.27%	24	88
Counter ambushes	68.75%	55	43.75%	35	80
Crime scene processing	76.29%	74	31.96%	31	97
Criminal investigations	71.82%	79	40.91%	45	110
Crisis intervention team	69.39%	68	41.84%	41	98
Critical incidents	73.12%	68	38.71%	36	93
Defensive tactics/ use of force	96.04%	97	24.75%	25	101
De-escalation	94.79%	91	28.13%	27	96
Digital photography	49.41%	42	58.82%	50	85
Diversity	78.82%	67	36.47%	31	85
Domestic violence	98.08%	102	17.31%	18	104
Drug investigations	74.26%	75	35.64%	36	101
Emergency vehicle operations	98.02%	99	18.81%	19	101
Field sobriety test	98.00%	98	13.00%	13	100
Firearms	98.18%	108	24.55%	27	110
Homeland security	73.17%	60	36.59%	30	82
Legal	98.08%	102	25.96%	27	104
Major crime investigations	32.94%	28	75.29%	64	85
Officer mental health	67.42%	60	47.19%	42	89
Patrol tactics	94.06%	95	23.76%	24	101
Physical fitness	89.02%	73	25.61%	21	82
School resource officer	50.77%	33	58.46%	38	65
Sexual assault	87.23%	82	34.04%	32	94
Stress, wellness, resiliency	70.83%	68	47.92%	46	96
S.T.O.P.S. (Strategies and Tactics of Patrol Stops)	87.21%	75	27.91%	24	86
Structure searches	89.53%	77	24.42%	21	86

WHICH TRAINING AREAS ARE THE PRIMARY FOCUS FOR YOUR OFFICERS DURING THEIR EMPLOYMENT?
CHECK ALL THAT APPLY. (CONT.)

ANSWER CHOICES	FIRST 5 YEARS OF EMPLOYMENT		5-10 YEARS OF EMPLOYMENT		TOTAL
Suicide prevention/ postvention	69.23%	54	51.28%	40	78
Tactical Medical Response (TAC Med)	50.00%	30	63.33%	38	60
UTM (Ultimate Training Munitions)	46.43%	26	67.86%	38	56
Other					3

DOES YOUR AGENCY SEND SWORN PERSONNEL OUT
OF STATE FOR IN-SERVICE LEVEL TRAINING?

ANSWER CHOICES	RESPONSES	
Yes, most	0.00%	0
Yes, some	17.52%	24
Yes, only for specialized training	37.96%	52
No	44.53%	61

DOES YOUR AGENCY HAVE A KLEC CERTIFIED DRIVING INSTRUCTOR?

ANSWER CHOICES	RESPONSES	
Yes	27.41%	37
No	72.59%	98

HOW OFTEN DOES YOUR AGENCY REQUIRE OFFICERS
TO ATTEND VEHICLE OPERATIONS TRAINING?

ANSWER CHOICES	RESPONSES	
1 time per year	41.35%	55
2 times per year	0.75%	1
3 or more times per year	0.75%	1
Not required	57.14%	76

WITHIN THE PAST THREE YEARS, HAS YOUR AGENCY EXPERIENCED
AN INCREASE IN ARRESTS FOR DRIVING UNDER THE INFLUENCE OF:

ANSWER CHOICES	RESPONSES	
Alcohol	9.71%	10
Controlled substances	57.28%	59
Both	33.01%	34

98%
OF RESPONDING
AGENCIES REPORT THAT
DOMESTIC VIOLENCE IS
THE PRIMARY TRAINING
FOCUS FOR OFFICERS
DURING THEIR FIRST
5 YEARS OF EMPLOYMENT



30%
OF RESPONDING
AGENCIES REQUIRE
OFFICERS TO OBSERVE
IN THE DISPATCH
ROOM AS PART
OF THEIR TRAINING

**DOES YOUR AGENCY HAVE OFFICER(S) THAT ARE ADVANCED
ROADSIDE IMPAIRED DRIVING ENFORCEMENT (ARIDE) CERTIFIED?**

ANSWER CHOICES	RESPONSES	
Yes	46.92%	61
No	53.08%	69
If so, how many?		44

**HAVE YOUR OFFICER(S) RECEIVED DRE/ADVANCED
TRAINING TO RECOGNIZE INDIVIDUALS DRIVING UNDER
THE INFLUENCE OF CONTROLLED SUBSTANCES?**

ANSWER CHOICES	RESPONSES	
Yes	32.58%	43
No	67.42%	89

**DOES YOUR AGENCY REQUIRE OFFICERS TO OBSERVE IN
THE DISPATCH ROOM AS PART OF THEIR TRAINING?**

ANSWER CHOICES	RESPONSES	
Yes	29.85%	40
No	70.15%	94

**DOES YOUR AGENCY PROVIDE ADDITIONAL IN-SERVICE TRAINING
(OTHER THAN KLEFPF/POPS TRAINING) FOR SWORN PERSONNEL?**

ANSWER CHOICES	RESPONSES	
Yes	62.22%	84
No	37.78%	51



A DRE instructor observes a student conduct a standardized field sobriety test during an Advanced Roadside Impaired Driving Enforcement (ARIDE) course. (Photo taken pre-pandemic by Jim Robertson)

PLEASE EVALUATE THE IMPORTANCE OF THE FOLLOWING TRAINING CLASSES/COURSES:

ANSWER CHOICES	EXTREMELY IMPORTANT		VERY IMPORTANT		SOMEWHAT IMPORTANT		NOT SO IMPORTANT		NOT AT ALL IMPORTANT		TOTAL
Academy of Police Supervision (sergeants academy)	46.56%	61	25.95%	34	15.27%	20	8.40%	11	3.82%	5	131
Criminal Justice Executive Development (CJED) Course	28.03%	37	28.79%	38	28.03%	37	11.36%	15	3.79%	5	132
Police Executive Command Course (PECC)	36.36%	48	31.06%	41	19.70%	26	8.33%	11	4.55%	6	132
Current Leadership Issues for Mid-Level Executives (CLIME)	26.15%	34	33.08%	43	28.46%	37	7.69%	10	4.62%	6	130
Kentucky Criminalistics Academy (KCA)	27.42%	34	20.97%	26	28.23%	35	17.74%	22	5.65%	7	124
Collision Investigation/ Reconstruction	22.48%	29	38.76%	50	23.26%	30	13.18%	17	2.33%	3	129
Sheriff's Executive Command Course	35.35%	35	23.23%	23	13.13%	13	8.08%	8	20.20%	20	99
ARIDE	19.35%	24	39.52%	49	31.45%	39	7.26%	9	2.42%	3	124
Shotgun	15.57%	19	26.23%	32	29.51%	36	14.75%	18	13.93%	17	122
Patrol Rifle	49.22%	63	40.63%	52	8.59%	11	0.78%	1	0.78%	1	128
Law Enforcement Training Officer (i.e., FTO, PTO)	41.54%	54	37.69%	49	14.62%	19	5.38%	7	0.77%	1	130
Tactical Training	54.26%	70	34.11%	44	9.30%	12	2.33%	3	0.00%	0	129
Crisis Intervention Training	51.16%	66	34.11%	44	10.85%	14	3.88%	5	0.00%	0	129
Post-Critical Incident Seminar	42.06%	53	34.92%	44	15.87%	20	5.56%	7	1.59%	2	126
Stress and Wellness	44.19%	57	41.86%	54	10.85%	14	3.10%	4	0.00%	0	129
Civil Disturbances	20.63%	26	41.27%	52	28.57%	36	8.73%	11	0.79%	1	126
De-escalation	51.16%	66	34.88%	45	11.63%	15	1.55%	2	0.78%	1	129

LEADERSHIP TRAINING

ARE YOU A GRADUATE OF THE FOLLOWING EXECUTIVE DEVELOPMENT PROGRAM(S):

ANSWER CHOICES	YES		NO		TOTAL
Criminal Justice Executive Development (CJED)	21.71%	28	78.29%	101	129
FBI National Academy	10.16%	13	89.84%	115	128
School of Police Staff and Command - Northwestern University	2.46%	3	97.54%	119	122
Southern Police Institute - Administrative Officers Course	7.38%	9	92.62%	113	122
Southern Police Institute - Command Officer Development Course	1.68%	2	98.32%	117	119
Other					12

WOULD YOU BE INTERESTED IN A TOP-LEVEL EXECUTIVE DEVELOPMENT COURSE, IN ADDITION TO THE COURSES LISTED ABOVE?

ANSWER CHOICES	RESPONSES	
Yes	53.79%	71
No	46.21%	61

WHICH OF THE FOLLOWING LEADERSHIP AREAS WOULD YOU LIKE EXPANDED? CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
Administrative task	59.32%	70
Budget/fiscal	57.63%	68
Media relations	48.31%	57
Labor	31.36%	37
Managerial	28.81%	34
Policy	60.17%	71
Procedure	43.22%	51
Property	25.42%	30
Records	36.44%	43
Refresher from new chiefs	38.98%	46
Other	0.85%	1

60%
OF RESPONDING
AGENCIES WOULD
LIKE TO SEE THE
LEADERSHIP AREA
ON POLICY EXPANDED

PHYSICAL FITNESS

DOES YOUR AGENCY'S FULL-TIME PERSONNEL PARTICIPATE IN A PHYSICAL FITNESS PROGRAM?

ANSWER CHOICES	RESPONSES	
Yes, mandatory	3.62%	5
Yes, voluntary	34.06%	47
No physical fitness program	62.32%	86

DOES YOUR AGENCY REQUIRE THAT SWORN PERSONNEL MAINTAIN A DETERMINED LEVEL OF FITNESS?

ANSWER CHOICES	RESPONSES	
Yes	7.97%	11
No	92.03%	127

IF YES, HOW OFTEN ARE THEY ASSESSED?

ANSWER CHOICES	RESPONSES	
Once per year	60.00%	9
Once every 2 years	6.67%	1
Once every 3 years	0.00%	0
Other	33.33%	5

DOES YOUR AGENCY PROVIDE INCENTIVES TO SWORN PERSONNEL FOR MAINTAINING THE REQUIRED FITNESS LEVEL?

ANSWER CHOICES	RESPONSES	
Yes	13.64%	18
No	86.36%	114

ARE SWORN PERSONNEL PERMITTED TO PARTICIPATE IN THE PHYSICAL FITNESS PROGRAM WHILE ON DUTY?

ANSWER CHOICES	RESPONSES	
Yes	38.81%	52
No	61.19%	82

39%
OF RESPONDING
AGENCIES REPORT
PERMITTING SWORN
PERSONNEL TO
PARTICIPATE IN A
PHYSICAL FITNESS
PROGRAM WHILE ON DUTY



20%

OF RESPONDING AGENCIES PROVIDE A PRE-ACADEMY FITNESS TRAINING PROGRAM FOR NEW OFFICERS

DOES YOUR AGENCY PROVIDE A PRE-ACADEMY FITNESS TRAINING PROGRAM FOR NEW OFFICERS?

ANSWER CHOICES	RESPONSES	
Yes	20.00%	27
No	80.00%	108
If yes, how long?		10

DOES YOUR AGENCY SET HIGHER PHYSICAL FITNESS STANDARDS THAN WHAT IS REQUIRED THROUGH POPS FOR HIRING?

ANSWER CHOICES	RESPONSES	
Yes	2.99%	4
No	97.01%	130

DOES YOUR AGENCY REQUIRE PHYSICAL TRAINING AFTER INITIAL HIRE, BUT PRIOR TO ADMITTANCE TO THE ACADEMY?

ANSWER CHOICES	RESPONSES	
Yes	15.04%	20
No	84.96%	113

FIREARMS/SKILLS

DOES YOUR AGENCY HAVE AN OFFICER(S) KLEC CERTIFIED IN THE FOLLOWING?

ANSWER CHOICES	YES		NO		TOTAL
Defensive tactics instructor	34.35%	45	65.65%	86	131
Driving instructor	27.48%	36	72.52%	95	131
Firearms instructor	81.48%	110	18.52%	25	135
Handgun armorer	58.02%	76	41.98%	55	131
OC/CS chemical agent instructor	36.72%	47	63.28%	81	128
Rifle armorer	44.19%	57	55.81%	72	129
Taser instructor	65.12%	84	34.88%	45	129
Other					3

DOES YOUR AGENCY REQUIRE TRAINING IN THE FOLLOWING AREAS?

ANSWER CHOICES	YES		NO		TOTAL
Handgun	99.26%	135	0.74%	1	136
Off-duty/back up weapon	91.04%	122	8.96%	12	134
Patrol rifle	87.50%	119	12.50%	17	136
Shotgun	55.04%	71	44.96%	58	129
Weapon mounted light system	62.12%	82	37.88%	50	132

HOW OFTEN ARE OFFICERS REQUIRED TO TRAIN IN THE FOLLOWING AREAS?

ANSWER CHOICES	1 TIME PER YEAR		2 TIMES PER YEAR		3 OR MORE TIMES PER YEAR		NOT REQUIRED TO TRAIN		TOTAL
Handgun	26.47%	36	50.74%	69	22.06%	30	0.74%	1	136
Off-duty/back up weapon	34.07%	46	45.19%	61	12.59%	17	8.15%	11	135
Patrol rifle	29.63%	40	45.19%	61	13.33%	18	11.85%	16	135
Shotgun	31.01%	40	20.93%	27	5.43%	7	42.64%	55	129
Weapon mounted light system	23.48%	31	28.03%	37	12.88%	17	35.61%	47	132

DOES YOUR AGENCY REQUIRE OFFICERS TO QUALIFY IN THE FOLLOWING AREAS?

ANSWER CHOICES	YES		NO		TOTAL
Handgun	100.00%	137	0.00%	0	137
Off-duty/back up weapon	91.91%	125	8.09%	11	136
Patrol rifle	88.24%	120	11.76%	16	136
Shotgun	59.38%	76	40.63%	52	128
Weapon mounted light system	62.02%	80	37.98%	49	129

59%

OF RESPONDING AGENCIES
REQUIRE OFFICERS TO QUALIFY IN
THE USE OF A SHOTGUN



HOW OFTEN ARE OFFICERS REQUIRED TO QUALIFY IN THE FOLLOWING AREAS?

ANSWER CHOICES	1 TIME PER YEAR		2 TIMES PER YEAR		3 OR MORE TIMES PER YEAR		NOT REQUIRED TO QUALIFY		TOTAL
	%	Count	%	Count	%	Count	%	Count	
Handgun	27.94%	38	57.35%	78	13.97%	19	0.74%	1	136
Off-duty/back up weapon	38.35%	51	48.12%	64	6.77%	9	6.77%	9	133
Patrol rifle	33.09%	45	45.59%	62	10.29%	14	11.03%	15	136
Shotgun	30.40%	38	25.60%	32	4.80%	6	39.20%	49	125
Weapon mounted light system	27.78%	35	29.37%	37	7.94%	10	34.92%	44	126

HOW OFTEN DOES YOUR AGENCY PARTICIPATE IN VOLUNTARY/ OPEN RANGE (NOT INCLUDING QUALIFICATIONS)?

ANSWER CHOICES	RESPONSES	
1 time per year	16.00%	20
2 times per year	13.60%	17
3 or more times per year	16.80%	21
Does not participate	53.60%	67
Other		12

WHICH TYPE OF RANGE DOES YOUR AGENCY UTILIZE FOR FIREARMS TRAINING/QUALIFICATIONS? CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
Agency owned/leased	25.74%	35
Independently owned gun range	21.32%	29
Government owned (local, state and/or federal)	35.29%	48
Private property	28.68%	39
None of the above	0.74%	1
Other	3.68%	5

DOES YOUR AGENCY HAVE A DESIGNATED MARKSMAN PROGRAM?

ANSWER CHOICES	RESPONSES	
Yes	12.50%	17
No	87.50%	119

35%
OF RESPONDING
AGENCIES UTILIZE A
GOVERNMENT OWNED
RANGE FOR FIREARMS
TRAINING/QUALIFICATIONS



IF NO, DOES YOUR AGENCY ANTICIPATE STARTING A DESIGNATED MARKSMAN PROGRAM IN THE NEXT THREE YEARS?

ANSWER CHOICES	RESPONSES	
Yes	15.70%	19
No	84.30%	102

TACTICS/DEFENSIVE SKILLS

HOW OFTEN DOES YOUR AGENCY REQUIRE SWORN PERSONNEL TO ATTEND ANNUAL DEFENSIVE TACTICS TRAINING?

ANSWER CHOICES	RESPONSES	
1 time per year	24.26%	33
2 times per year	2.94%	4
3 or more times per year	2.94%	4
Does not require annual defensive tactics training	69.85%	95

WHO PROVIDES THE ANNUAL DEFENSIVE TACTICS TRAINING? CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
Certified agency instructor	54.43%	43
DOCJT	40.51%	32
Kentucky Association of Counties (KACO)	0.00%	0
Kentucky Leagues of Cities (KLC)	6.33%	5
Other	6.33%	5

DOES YOUR AGENCY UTILIZE A USE-OF-FORCE MODEL? (e.g., PPCT RESISTANCE/CONTROL CONTINUUM)

ANSWER CHOICES	RESPONSES	
Yes	85.61%	113
No	14.39%	19

DOES YOUR AGENCY REQUIRE RESPONSE TO RESISTANCE REPORTING? (e.g., USE OF FORCE)

ANSWER CHOICES	RESPONSES	
Yes	92.59%	125
No	7.41%	10

86%
OF RESPONDING AGENCIES UTILIZE A USE-OF-FORCE MODEL (e.g., PPCT RESISTANCE/CONTROL CONTINUUM)

HOW OFTEN DOES YOUR AGENCY OFFER TACTICAL TRAINING TO SWORN PERSONNEL?

ANSWER CHOICES	WEEKLY		MONTHLY		QUARTERLY		BI-ANNUALLY		YEARLY	
	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count
Active scenario non-lethal ammunition/weapon	0.00%	0	1.50%	2	3.01%	4	6.02%	8	42.11%	56
Barricaded subjects	0.00%	0	0.79%	1	1.57%	2	3.94%	5	26.77%	34
Building searches	0.00%	0	3.10%	4	2.33%	3	3.88%	5	35.66%	46
De-escalation communication	0.00%	0	1.52%	2	3.03%	4	4.55%	6	36.36%	48
Traffic stops	0.00%	0	0.00%	0	5.38%	7	5.38%	7	27.69%	36
Warrant services	0.00%	0	0.79%	1	3.15%	4	3.15%	4	22.83%	29

HOW OFTEN DOES YOUR AGENCY OFFER TACTICAL TRAINING TO SWORN PERSONNEL? (CONT.)

ANSWER CHOICES	DOES NOT OFFER TACTICAL TRAINING	TOTAL
Active scenario non-lethal ammunition/weapon	47.37%	133
Barricaded subjects	66.93%	127
Building searches	55.04%	129
De-escalation communication	54.55%	132
Traffic stops	61.54%	130
Warrant services	70.08%	127

73%
OF RESPONDING
AGENCIES REPORT
USING OFFICERS
WITH PREVIOUS
POLICE CERTIFICATION
FOR TACTICAL TRAINING

WHO PROVIDES THE TACTICAL TRAINING? CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
Officers with previous military experience	35.00%	28
Officers with previous police certification	72.50%	58
Vendor sponsor	22.50%	18
Other	22.50%	18

WHAT TYPE OF TACTICAL TEAM DOES YOUR AGENCY USE? CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
No tactical team	53.49%	69
Agency tactical team	11.63%	15
Kentucky state police (KSP)	27.13%	35
Multi-agency/county-wide team	12.40%	16
Regional/multi-county	5.43%	7
Other	1.55%	2

WHAT TYPE OF TACTICAL TEAM TRAINING DOES YOUR AGENCY PROVIDE? CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
In-house training	20.00%	24
Multi-agency training	15.00%	18
National/state tactical team association	10.00%	12
No tactical team training	70.00%	84

HOW OFTEN DOES TACTICAL TEAM PERSONNEL TRAIN AS A UNIT?

ANSWER CHOICES	RESPONSES	
No tactical team	48.70%	56
Weekly	2.61%	3
Monthly	23.48%	27
Quarterly	0.00%	0
Biannually	1.74%	2
Annually	0.00%	0
As needed to only gain certification	0.00%	0
No training	23.48%	27

DOES YOUR AGENCY HAVE ANY OF THE FOLLOWING IN REGARDS TO TACTICAL TEAM USE? CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
MOU/MOA to use other agency tactical team	53.33%	32
MOU/MOA for other agencies to use your tactical team	16.67%	10
MOU/MOA to share personnel	20.00%	12
Formalized procedures for using your tactical team/personnel	36.67%	22
Other	8.33%	5



23%
OF RESPONDING
AGENCIES REPORT
THEIR TACTICAL TEAM
PERSONNEL TRAINS
AS A UNIT MONTHLY

INVESTIGATIONS & CRIME SCENE

DOES YOUR AGENCY HAVE DETECTIVES IN THE FOLLOWING AREAS?

ANSWER CHOICES	YES		NO		TOTAL
Electronic crimes	32.82%	43	67.18%	88	131
Financial crimes	31.30%	41	68.70%	90	131
Homicide/death	45.45%	60	54.55%	72	132
Narcotics	49.62%	65	50.38%	66	131
Personal crime/assault	49.62%	65	50.38%	66	131
Sex crimes (rape, sodomy, incest)	50.38%	66	49.62%	65	131

AGENCY CRIME SCENE INVESTIGATORS ARE:

ANSWER CHOICES	RESPONSES	
Sworn	95.28%	121
Civilian	0.79%	1
Both	3.94%	5

NUMBER OF SWORN PERSONNEL WHO HAVE COMPLETED A MINIMUM OF 40 HOURS OF TRAINING WITHIN THEIR CAREER, IN THE FOLLOWING AREAS:

ANSWER CHOICES	TOTAL NUMBER	RESPONSES	
Accident reconstruction	266	91.15%	103
Bloodstain pattern recognition & documentation	92	84.96%	96
Collision investigation	1302	88.50%	100
Computer-aided diagramming	100	75.22%	85
Crime scene investigation	1307	93.81%	106
Digital photography	1185	90.27%	102
Fingerprint analysis	49	75.22%	85
Fingerprint documentation	98	72.57%	82
Forensic mapping	51	69.91%	79
Property & evidence room management	202	91.15%	103
Shoe wear/tire track/tool mark analysis	124	74.34%	84
Shooting reconstruction	77	76.11%	86

AGENCY PROPERTY/EVIDENCE ROOM MANAGERS ARE:

ANSWER CHOICES	RESPONSES	
Sworn	89.15%	115
Civilian	7.75%	10
Both	3.10%	4

DOES YOUR AGENCY RESTRICT THE NUMBER OF INDIVIDUALS WHO HAVE ACCESS TO THE EVIDENCE ROOM?

ANSWER CHOICES	RESPONSES	
Yes	97.73%	129
No	2.27%	3

DOES YOUR AGENCY HAVE A CONTINGENCY PLAN FOR ANY OF THE FOLLOWING IN RELATION TO THE EVIDENCE ROOM?

ANSWER CHOICES	YES		NO		TOTAL
Access when staff are off-duty	67.97%	87	32.03%	41	128
Biohazard/hazardous material	78.91%	101	21.09%	27	128
Dangerous drugs	80.47%	103	19.53%	25	128
Flammable/explosives	75.00%	96	25.00%	32	128
Larger items	78.74%	100	21.26%	27	127

EVIDENCE ROOM HAS ADEQUATE VENTILATION IN ACCORDANCE WITH OSHA STANDARDS.

ANSWER CHOICES	RESPONSES	
Yes	80.31%	102
No	19.69%	25

DOES YOUR AGENCY HAVE TRAINED PERSONNEL TO PROCESS AND INTERPRET ELECTRONIC EVIDENCE FROM CELL PHONES AND COMPUTERS?

ANSWER CHOICES	RESPONSES	
Yes	29.23%	38
No	70.77%	92

70%
 OF RESPONDING
 AGENCIES REPORT HAVING
 SWORN PERSONNEL
 WITH A MINIMUM OF
 40 HOURS OF TRAINING
 WITHIN THEIR CAREER,
 IN FORENSIC MAPPING

COMMUNICATIONS

WHICH SELF-SERVICE OPTIONS WOULD YOU LIKE DOCJT TO OFFER? CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
Registration	72.09%	93
Training records	77.52%	100
Personnel's ability to access their own training records	82.17%	106

86%

OF RESPONDING
AGENCIES USE
SOCIAL MEDIA
FOR COMMUNITY
INVOLVEMENT

HOW WOULD YOU LIKE TO RECEIVE LEGAL UPDATES FROM DOCJT?
CHECK ALL THAT APPLY.

ANSWER CHOICES	RESPONSES	
Email	88.89%	120
Website	27.41%	37
App	15.56%	21
Online course	42.96%	58
Other	1.48%	2

WOULD YOU BE INTERESTED IN A SMART PHONE APP FOR DOCJT TRAINING?

ANSWER CHOICES	RESPONSES	
Yes	77.78%	105
No	22.22%	30

DOES YOUR AGENCY USE SOCIAL MEDIA FOR
COMMUNITY INVOLVEMENT?

ANSWER CHOICES	RESPONSES	
Yes	85.82%	115
No	14.18%	19



CRITICAL ISSUES

ADMINISTRATION/ORGANIZATION

ANSWER CHOICES	EXTREMELY IMPORTANT		VERY IMPORTANT		SOMEWHAT IMPORTANT		NOT SO IMPORTANT		NOT AT ALL IMPORTANT		TOTAL
	%	Count	%	Count	%	Count	%	Count	%	Count	
Fiscal/Budgeting	65.41%	87	29.32%	39	4.51%	6	0.75%	1	0.00%	0	133
Internal affairs	32.33%	43	40.60%	54	21.80%	29	4.51%	6	0.75%	1	133
Labor relations	18.80%	25	32.33%	43	36.09%	48	9.02%	12	3.76%	5	133
Managing	28.36%	38	49.25%	66	20.90%	28	0.75%	1	0.75%	1	134
Media response	24.06%	32	47.37%	63	25.56%	34	2.26%	3	0.75%	1	133
Motivation	45.45%	60	43.94%	58	10.61%	14	0.00%	0	0.00%	0	132
Officer mental health	71.43%	95	24.81%	33	3.76%	5	0.00%	0	0.00%	0	133
Records and records retention	26.32%	35	46.62%	62	24.06%	32	2.26%	3	0.75%	1	133
Social media	28.57%	38	35.34%	47	30.08%	40	4.51%	6	1.50%	2	133
Technology	42.11%	56	39.85%	53	18.05%	24	0.00%	0	0.00%	0	133

POLICY

ANSWER CHOICES	EXTREMELY IMPORTANT		VERY IMPORTANT		SOMEWHAT IMPORTANT		NOT SO IMPORTANT		NOT AT ALL IMPORTANT		TOTAL
	%	Count	%	Count	%	Count	%	Count	%	Count	
Administrative Policy	52.99%	71	34.33%	46	10.45%	14	2.24%	3	0.00%	0	134
Operations Policy	63.91%	85	30.08%	40	6.02%	8	0.00%	0	0.00%	0	133
Personnel Policy	58.21%	78	35.07%	47	6.72%	9	0.00%	0	0.00%	0	134
Accreditation	31.34%	42	27.61%	37	22.39%	30	11.94%	16	6.72%	9	134
Strategic Planning	31.34%	42	40.30%	54	22.39%	30	5.97%	8	0.00%	0	134



65%
 OF RESPONDING AGENCIES
 CONSIDER FISCAL/BUDGETING
 TO BE A CONCERN
 FOR THEIR AGENCY

PERSONNEL

ANSWER CHOICES	EXTREMELY IMPORTANT		VERY IMPORTANT		SOMEWHAT IMPORTANT		NOT SO IMPORTANT		NOT AT ALL IMPORTANT		TOTAL
Discipline	58.21%	78	29.10%	39	10.45%	14	2.24%	3	0.00%	0	134
Evaluations	31.34%	42	43.28%	58	20.15%	27	5.22%	7	0.00%	0	134
Recruiting	42.54%	57	35.82%	48	16.42%	22	4.48%	6	0.75%	1	134
Retention	54.14%	72	34.59%	46	8.27%	11	3.01%	4	0.00%	0	133
Retirement	41.35%	55	41.35%	55	13.53%	18	3.01%	4	0.75%	1	133
Staffing	53.38%	71	39.10%	52	6.02%	8	1.50%	2	0.00%	0	133
Training	55.64%	74	39.85%	53	4.51%	6	0.00%	0	0.00%	0	133

POLICE OPERATIONS

ANSWER CHOICES	EXTREMELY IMPORTANT		VERY IMPORTANT		SOMEWHAT IMPORTANT		NOT SO IMPORTANT		NOT AT ALL IMPORTANT		TOTAL
Active Shooter	65.91%	87	28.03%	37	6.06%	8	0.00%	0	0.00%	0	132
Community Relations	59.85%	79	32.58%	43	7.58%	10	0.00%	0	0.00%	0	132
Crime Scene Processing and Documenting	41.67%	55	42.42%	56	14.39%	19	1.52%	2	0.00%	0	132
Critical Incidents	56.06%	74	37.88%	50	6.06%	8	0.00%	0	0.00%	0	132
Domestic Terrorism	28.79%	38	35.61%	47	30.30%	40	3.79%	5	1.52%	2	132
Driving Under the Influence	35.61%	47	43.94%	58	17.42%	23	2.27%	3	0.76%	1	132
Drugs within the community (including synthetic and other controlled substances)	51.52%	68	40.91%	54	6.82%	9	0.76%	1	0.00%	0	132
Hazmat Response	23.48%	31	40.15%	53	30.30%	40	5.30%	7	0.76%	1	132
Investigations	47.73%	63	41.67%	55	9.09%	12	1.52%	2	0.00%	0	132
Patrol Allocations	37.12%	49	42.42%	56	16.67%	22	1.52%	2	2.27%	3	132
Patrol Methodologies	28.24%	37	44.27%	58	22.90%	30	2.29%	3	2.29%	3	131

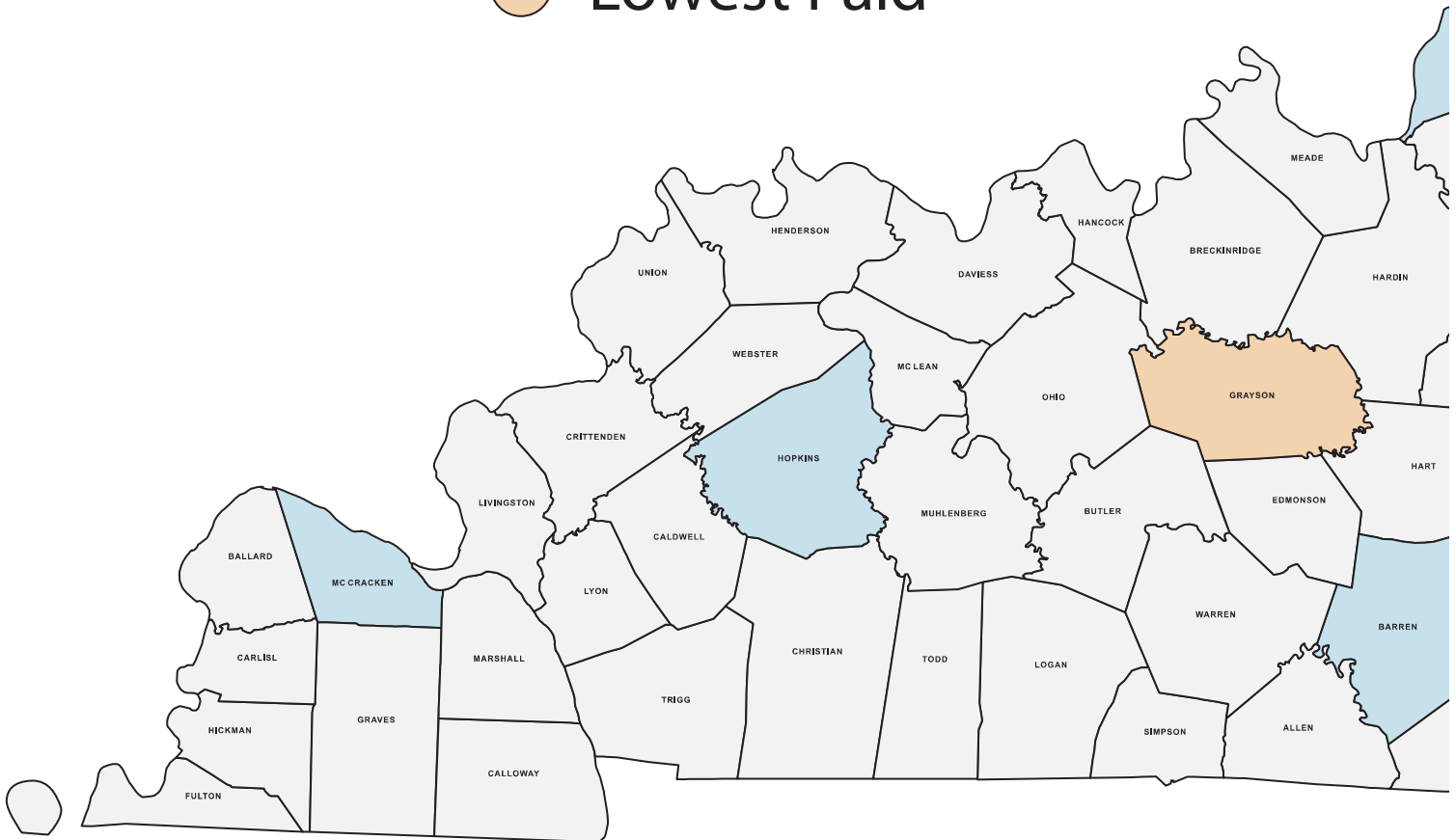
EMERGING TOPICS

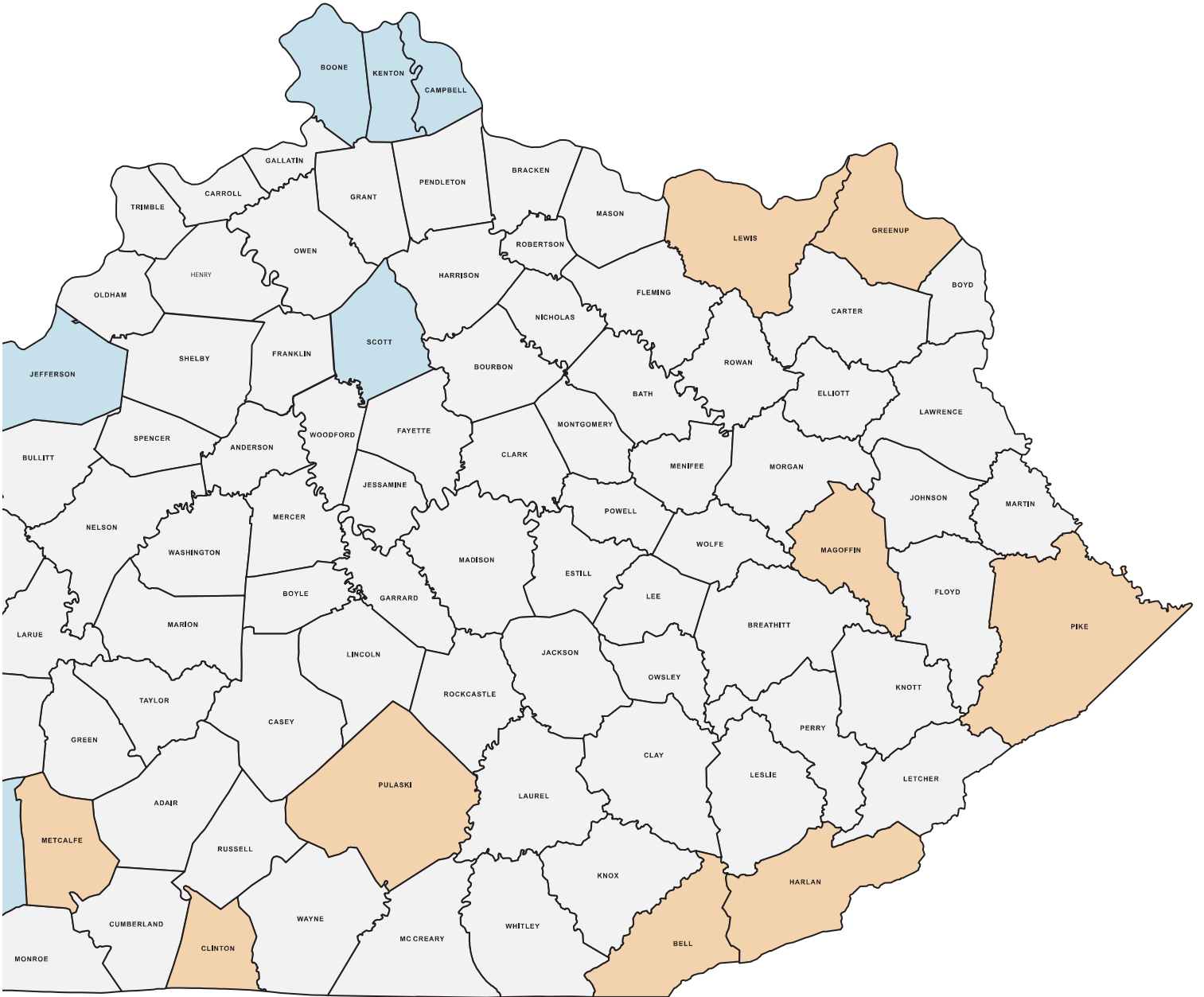
PLEASE EVALUATE THE IMPORTANCE OF THE FOLLOWING QUESTIONS:

ANSWER CHOICES	EXTREMELY IMPORTANT		VERY IMPORTANT		SOMEWHAT IMPORTANT		NOT SO IMPORTANT		NOT AT ALL IMPORTANT		TOTAL
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 is available.	89.47%	119	10.53%	14	0.00%	0	0.00%	0	0.00%	0	133
Criminal justice reform	19.85%	26	29.01%	38	36.64%	48	10.69%	14	3.82%	5	131
Effective communication skills with the community, especially during times of civil disturbance	48.12%	64	40.60%	54	9.77%	13	1.50%	2	0.00%	0	133
Funding for a new firearm range at DOCJT, due to deterioration of the current facility	37.59%	50	37.59%	50	18.05%	24	4.51%	6	2.26%	3	133
Sharing of information among law enforcement agencies	62.41%	83	28.57%	38	7.52%	10	1.50%	2	0.00%	0	133
Relationships with community activist	30.08%	40	40.60%	54	24.06%	32	4.51%	6	0.75%	1	133
Applicant pool	40.60%	54	42.86%	57	13.53%	18	3.01%	4	0.00%	0	133
Defunding of police	40.77%	53	9.23%	12	14.62%	19	5.38%	7	30.00%	39	130
Departments should have required fitness standards for officers beyond basic training	9.77%	13	27.07%	36	45.11%	60	15.79%	21	2.26%	3	133
Expansion of peer support teams across the state	21.05%	28	45.86%	61	29.32%	39	3.76%	5	0.00%	0	133
Federal regulation/ oversight of local police agencies	8.33%	11	15.91%	21	30.30%	40	18.18%	24	27.27%	36	132
Legislative mandates associated with social reform	15.15%	20	17.42%	23	36.36%	48	14.39%	19	16.67%	22	132
Public perception of law enforcement (media portrayal)	50.38%	67	34.59%	46	8.27%	11	3.01%	4	3.76%	5	133
Recording/videoing of police officers	23.48%	31	27.27%	36	34.09%	45	9.85%	13	5.30%	7	132

SALARIES BY COUNTY

- Highest Paid
- Lowest Paid







Funderburk Building
4449 Kit Carson Drive
Richmond, Kentucky 40475-3102

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