



Presentation to:

The Joint Committee on Kansas Security

*Topic: **KHP Staffing & Capitol Complex Security***

Presenter:

Major Andrew Dean
Kansas Highway Patrol

October 4, 2022





Kansas Highway Patrol Staffing:

Current Staffing:

Sworn/Uniformed Members (Troopers & LEO): **469**

- 424 Troopers (Trooper – Colonel)
- 29 Full-Time Law Enforcement Officers
- 16 Motor Carrier Inspectors

Civilian Staff (Non-Sworn): **267**

TOTAL **736**

Kansas Highway Patrol Staffing:

	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>
Sworn/Uniformed Members:	547	517	485	469
Civilian Staff (Non-Sworn):	283	290	271	267

- Down 78 sworn members since 2019
- Down 16 civilian members since 2019

Challenges with Recruitment and Retention:

- Same recruitment challenges as the private and public sector
- Other State Patrol, State Police and LE agencies experiencing similar issues
 - EX: Iowa State Patrol down nearly 100 Troopers and experiencing small recruit class sizes
 - Midwest State Patrol agency implementing a \$5k sign on bonus and \$7,500 relocation fee to attract applicants
 - Nebraska and Missouri looking at adopting something similar
 - Ohio State Patrol is experiencing similar issues (low staffing, employees transferring to larger agencies w/more pay, etc.)
 - This is just some of what we are hearing when we meet and/or talk with other State Patrol agencies

Challenges with Recruitment and Retention:

- Economy (somethings got to give)
- COVID (many want to work from home)
- Appears current workforce is diminishing
- We hire to a higher standard
- Anti-police and defund the police movement
- Negative news media
- Dangers associated with police work
- Salary and wages (competition with other LEO agencies)

Vulnerabilities associated with reduced staffing:

- Slower response times
- Less timely in assisting local partners and agencies when requested
- Less than optimal Troopers/Officers on the roads (reduced visibility)
- Must rely on other resources for additional coverage
- Officer safety concerns in some instances
- Burnout/Retention challenges

Recruitment and Retention Efforts:

- KHP experienced increase in applicants with implementation of CPP in 2016
- Recent pay increases (Exec. Directive #22-548 & 22-553)
- Have experienced a slight increase in applicants since pay increase became effective

Hourly rate before recent pay increase:

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

Current hourly rate:

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

Recruitment and Retention Efforts:

- CPP & DROP (many have participated in DROP)
 - DROP has proven to be invaluable during this national labor shortage
- VIN, Port, CAG & 999 Part-Time LEO pay increases
- Modified hiring process for Trooper:
 - On-line personality-based test (Wonderlic)
 - Measures cognitive abilities and motivational traits
 - Leaner and quicker hiring process
 - Command staff reviews background investigations on a more frequent basis
 - Able to extend conditional offer much sooner

Recruitment and Retention Efforts:

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



Recruitment and Retention Efforts:

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



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

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

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

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

provide SERVICE through honor
show COURTESY through respect
offer PROTECTION to the innocent
we have one for you
KHPjobs.org

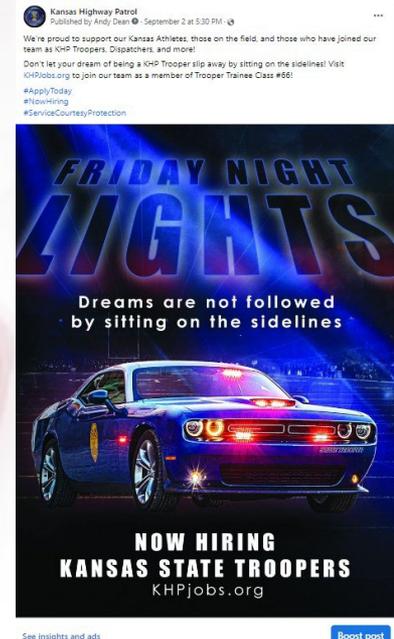
KHPjobs.org/ #KHP #OnTheTeamOneMission #ServiceCourteseyProtection #KHPJobs #KansasHighwayPatrol #Trooper #BecomeATrooper #ApplyNow #NowHiring'." data-bbox="492 575 690 972"/>

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

Future KHP Troopers
We're looking for you.

Cory Beard
May 27 · 🌐

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



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

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

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

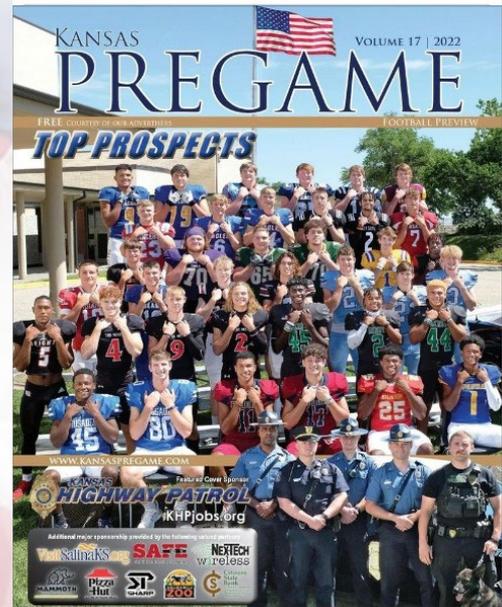
Recruitment and Retention Efforts:

- Pregame Magazine (ads, photos & articles)
- Military Magazine
- Other publications

Kansas Highway Patrol
Published by Andy Dean · August 15 ·

The Kansas Highway Patrol recently had the exciting opportunity to partner with Kansas Pregame! We're proud to support our Kansas Athletes, those still on the field, and those who have joined our team as KHP Troopers, Dispatchers, and more!

Be sure to check out kansaspregame.com for more details on how to pick up your copy of the magazine. If you're interested in joining our team, check out KHPjobs.org for more info!
#ServiceCourtesyProtection



Kansas Pregame
August 12 ·

ICYMI: Kansas Pregame Football Preview 2022 is now online. Visit kansaspregame.com for more details and find hard copy locations as they are updated on our Twitter feed.

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KANSAS HIGHWAY PATROL

Recruitment and Retention Efforts:

Kansas Highway Patrol
 Published by Andy Dean · February 28 · 🌐

KHP Dispatch in Salina is currently hiring evening shift Communications Specialists (2p-10p). Hourly pay with shift differential is \$16.91. Applicants with more than two years of dispatch experience may be eligible for hourly pay with a shift differential of \$18.54.

#JoinUs at [KHPJobs.org](https://bit.ly/KHPDispatch) or follow the link below for more information!
<https://bit.ly/KHPDispatch>

#ThinGoldLine
 #ServiceCourtesyProtection

See insights and ads Boost post

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Kansas Highway Patrol
 Published by Andy Dean · May 17 · 🌐

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

Apply today at [KHPJobs.org](https://bit.ly/39eTJ0j) or visit the below link to go directly to the job posting.
 Administrative Officer: <https://bit.ly/39eTJ0j>

See insights and ads Boost post

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Kansas Highway Patrol
 Published by Andy Dean · January 21 · 🌐

Kansas Highway Patrol
 Published by Andy Dean · January 11 · 🌐

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

Apply today at [KHPJobs.org](https://bit.ly/3K3XbZW) or visit the below links to go directly to the job postings.
 Administrative Specialist: <https://bit.ly/3K3XbZW>
 Publications Writer: <https://bit.ly/31T8W4o>

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Recruitment and Retention Efforts:

➤ *Three Recruit Trooper classes in 2022:*

	<u>Graduated</u>	
➤ Class #61	4	
➤ Class #62	7	
➤ Class #63 (Prior Certified LEO)	3	(04/25/22 – 06/29/22)

- Class #63 was first certified “Prior Certified” class in agency’s history
- Class #64 currently has 5 Trooper Trainees in KHP Academy
- Class #65 (Jan 2023) received 182 applicant’s total (after testing and poly and BG Part I...17 eligible for interview)

Plans to address current challenges:

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



Public & Governmental Affairs Staffing:

Captain Mitch Clark (Public & Governmental Affairs Commander)

- P&GA Unit offices out of KHP Headquarters (7th and Jackson)

Three (3) Lieutenants:

- One (1) Legislative Liaison Lieutenant
- One (1) State Public Information Officer Lieutenant
- One (1) Recruiter Lieutenant

NOTE:

- ❖ P&GA personnel serve as legislative liaisons for the Patrol
- ❖ Provide coverage for both the House and Senate Chambers
- ❖ Assist with security operations for Statehouse



Capitol Police Staffing:

Captain Amber Harrington (Capitol Police - Troop K Commander)

- Capitol Police HQ located in DSOB with offices in Statehouse

Five (5) Lieutenants:

- One (1) Administrative Lieutenant
- Two (2) Field Lieutenants (Street/Building Patrol)
- One (1) Statehouse Lieutenant
- One (1) Lieutenant over Part-Time LEO Ops.

Seventeen (17) Full-Time Law Enforcement Officers (LEO):

- Eleven (11) assigned to Capitol Complex patrol
- Two (2) assigned to Cedar Crest
- Four (4) assigned to Statehouse

TOTAL: Twenty-Three (23) Full-Time Officers (Including CAPT)



Capitol Police Staffing:

Twelve (12) Part-Time Law Enforcement Officers (Suit & Tie)

- Statehouse, Insurance, Judicial Center & Memorial Hall

Sixteen (16) Capitol Area Guards (CAG)

- Statehouse, CSOB, LSOB, ESOB, Scott Building, Mills Building, and Central Monitoring

Four (4) Communication Specialists

Two (2) Clerical Staff

TOTAL: Fifty-Seven (57) Employees

Capitol Police Recruitment & Retention:

- Only one (1) full-time LEO vacancy
- Hoping to see more applicants with recent pay increases (Exec. Directive #22-548 & 22-553)

Hourly rate before recent pay increases:

- Law Enforcement Officer I \$19.65 (0-3 years)

Current Hourly rate:

- Law Enforcement Officer I \$27.61 (0-3 years)

Capitol Police Recruitment & Retention:

- Currently eight (8) Part-Time LEO's down (Down 5 from 2019)
- Currently five (5) CAG's down (Down 5 from 2019)
- New pay increases in 2022 for CAG and 999 LEO (Exec. Directive #22-552)
- Hoping to see more applicants with recent pay increase (experienced substantial increase in applicants for VIN)

Hourly rate before recent pay increases:

- Capitol Area Guard \$12.98
- 999 Part-Time LEO \$19.16

Current Hourly rate:

- Capitol Area Guard \$15.03
- 999 Part-Time LEO \$23.31

Capitol Police Recruitment & Retention:



Capitol Police Ad > 1 ad set > 1 ad



Feb 24, 2021

Reach

ID: 6228310512605

Completed

36,887

Reach

36,887

Reach

Kansas Highway Patrol
Sponsored

The Kansas Highway Patrol is hiring for Capitol Police. Please contact Officer Jose Saucedo at 785-220-3083 for more information. Apply at <https://www.kaneshighwaypatrol.org/>

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SERVICE • COURTESY • PROTECTION

GUARD & PROTECT
JOIN OUR TEAM AS A KHP CAPITOL AREA GUARD

Capitol Police Central Monitoring:

Capitol Area Guards currently monitor 273 cameras:

- Pan/tilt/zoom (PTZ) and fixed
- 109 cameras assigned to the Statehouse (86 interior / 23 Exterior)

Guards also monitor CCure and Simplex Fire Alarm Systems for the Complex:

- 637 doors and 489 panic alarms/buttons
- System sends alerts when a door is forced open, held open too long, or if a panic alarm is pushed
- Department of Facilities handles field repairs in State buildings



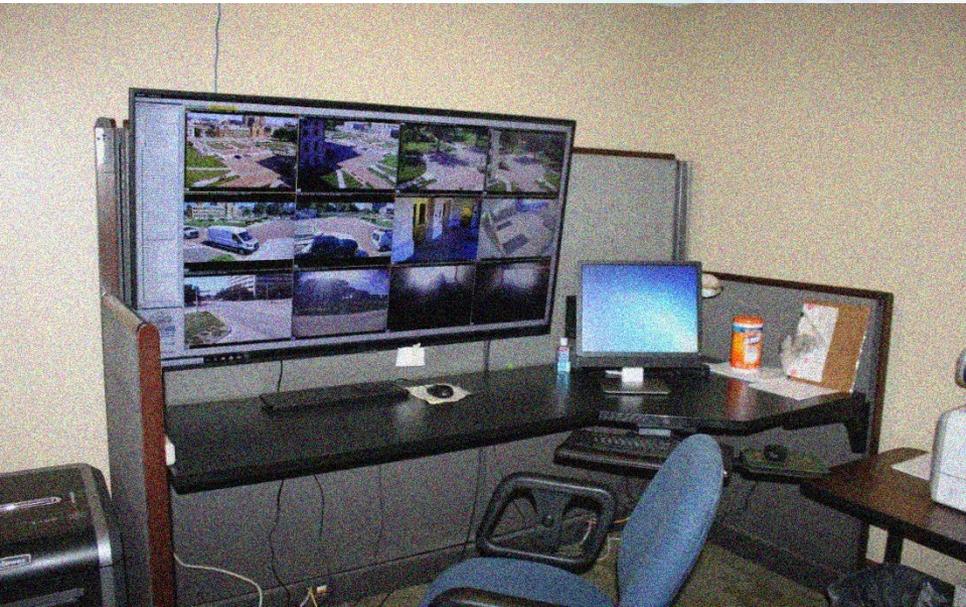
KANSAS **HIGHWAY PATROL**

Central Monitoring (DSOB)



Statehouse Monitoring:

- Monitoring station located in Visitor's Center (back-up for Central Monitoring)
- Statehouse alarm panel (as shown on the right) allows Officers to broadcast automated alerts/warnings for fire, active shooter and emergency type situations



Statehouse Security:

Five (5) Full-Time Law Enforcement Officers (Including LT)

Five (5) Part-Time Officers

Three (3) Capitol Area Guards and Central Monitoring (24/7 Coverage)

- ❖ Coverage during evening hours during Session
- ❖ Street officers being utilized
- ❖ Capitol Police conducts security screening checks for Statehouse



Statehouse Security:

Screening equipment for Statehouse:

- Two (2) Astrophysics x-ray machines for the Visitor Center
- Two (2) metal detectors for the Visitor Center
- One (1) large Astrophysics x-ray machine for the loading dock



Statehouse Security:

- Security screening primarily serves to deter criminal activity and is used to identify and intercept unlawful firearms, weapons, explosives and contraband from entering the Statehouse
- Allows officers to monitor and screen visitors
- Officers are required to adhere to all federal and state laws pertaining to concealed carry and the performance of I.D. checks

Protest & Demonstrations:

- Critical Incident Response Policy & Manual
 - Used for special events planning and coordination for large scale events
 - National Incident Management System (NIMS)
 - Incident Command System (ICS)
- Operations Plans established for large scale rallies, protests, etc.
- Troop Commanders develop response plans in cooperation with local authorities for events of potential concern
 - Coordinate communications services;
 - Facilities;
 - Medical services;
 - Specialized teams and functional support;
 - Personnel, equipment, supplies, etc.

Protest & Demonstrations:

- KHP participates in State exercises and training
- Mobile Field Force Deployment
 - A contingent of Troopers specifically trained and equipped in mobile field force tactics.
 - May be activated to be staged and/or deployed by the Superintendent for civil disturbances, or any high profile/high security event with credible intelligence/high probability for civil unrest.

Docking State Office Building Renovation - Impacts on Capitol Police:

- Central Monitoring and Dispatch temporarily relocated to LSOB
- Recommend Capitol Police return to DSOB following completion of project
- Inadequate parking at LSOB
- Not enough space for all of Troop K personnel/operations
 - Need office for CAPT, Admin LT, support staff, etc.
- Slower response times from 7th floor
- Tunnel access eliminated



Docking State Office Building Renovation - Impacts on Capitol Police:

- Lose view of South Apron
- Dispatch and Central Monitoring should not be separated... used as part of Command Post for large events
- If DSOB renovations occur, and to meet the recommendations of Burns & McDonnell, we would likely need approximately 6 additional CAG positions.
- CAG annual salary is approximately \$40k



KANSAS
HIGHWAY PATROL



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