

11/7/2016

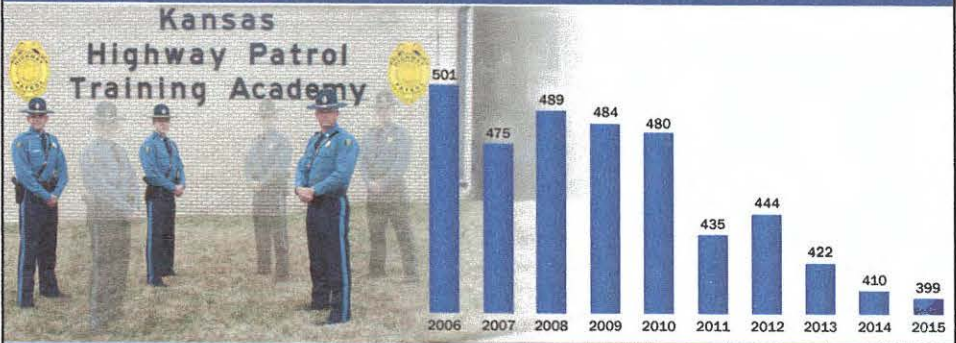
Questions?



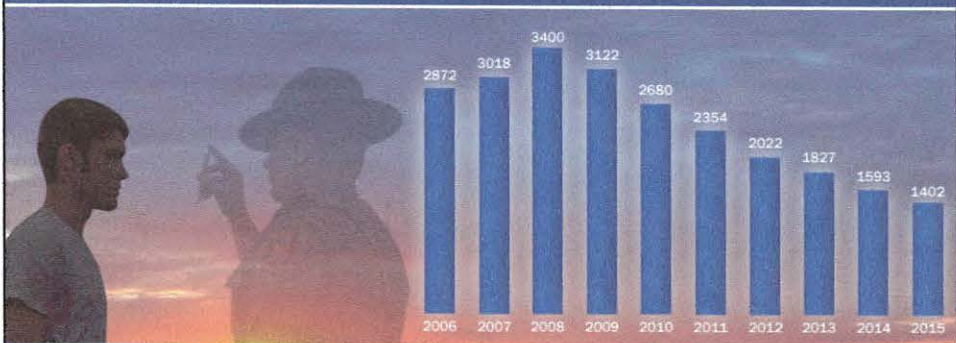
Manpower Challenges



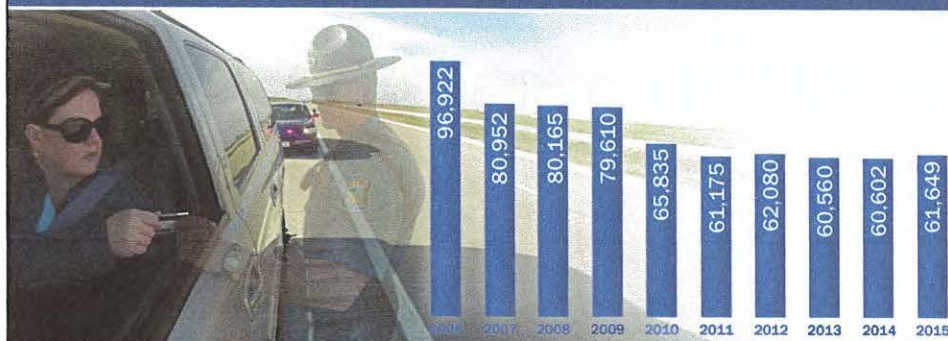
NUMBER OF TROOPERS BY YEAR



DUI ARRESTS



SPEED ARRESTS



MOVING HAZARDOUS VIOLATION ARRESTS



TOTAL MILES DRIVEN



NUMBER OF TROOPERS PER STATE

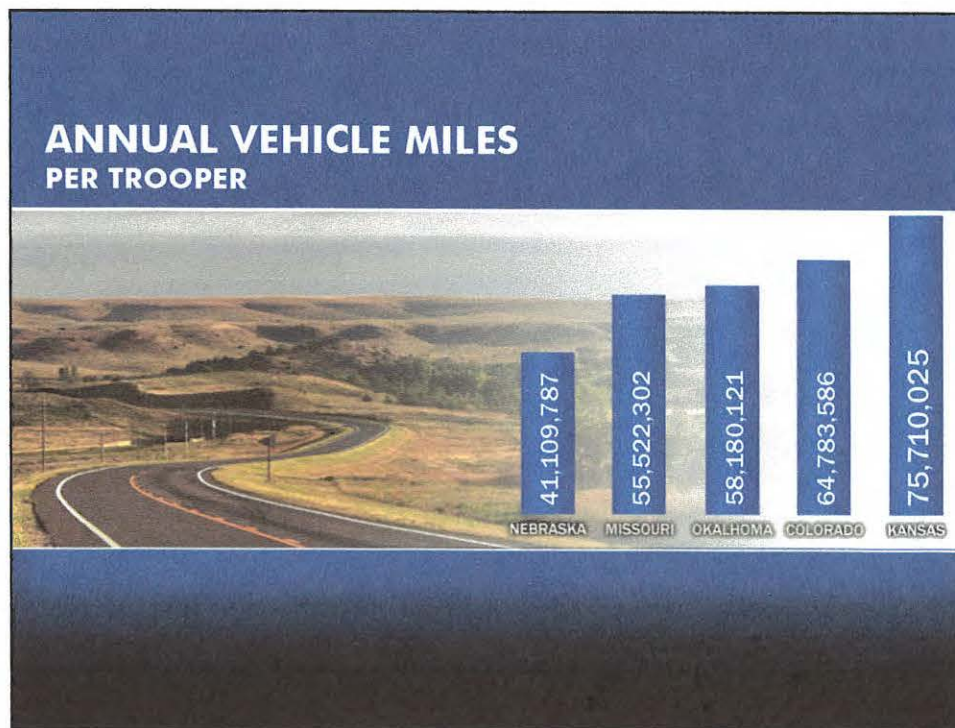
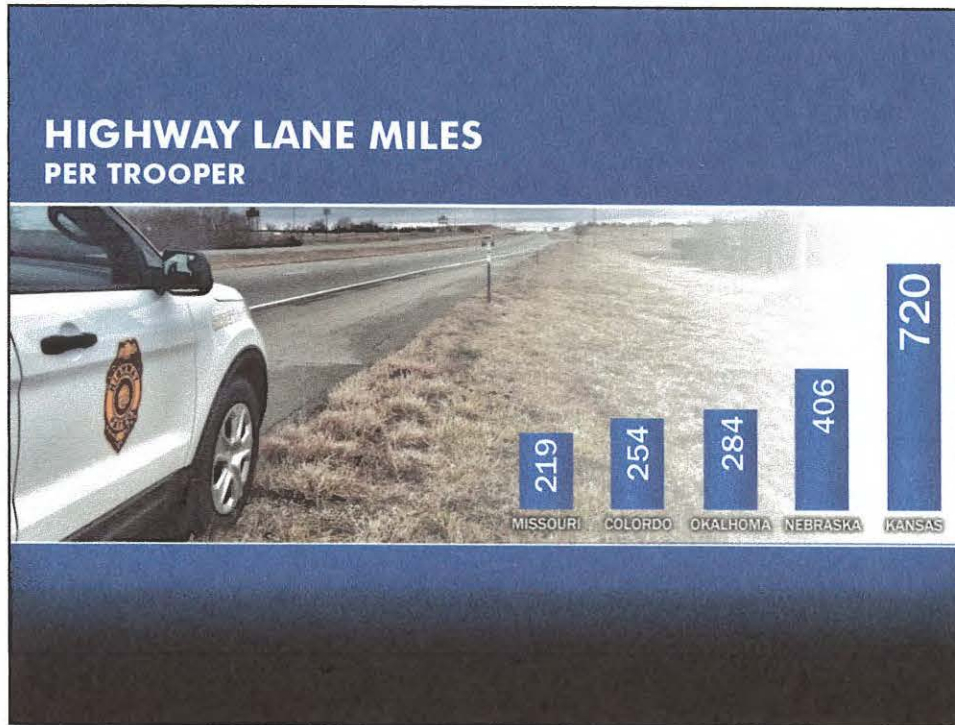


TROOPERS PER LAW ENFORCEMENT AGENCY SERVED



STATE POPULATION SERVED PER TROOPER

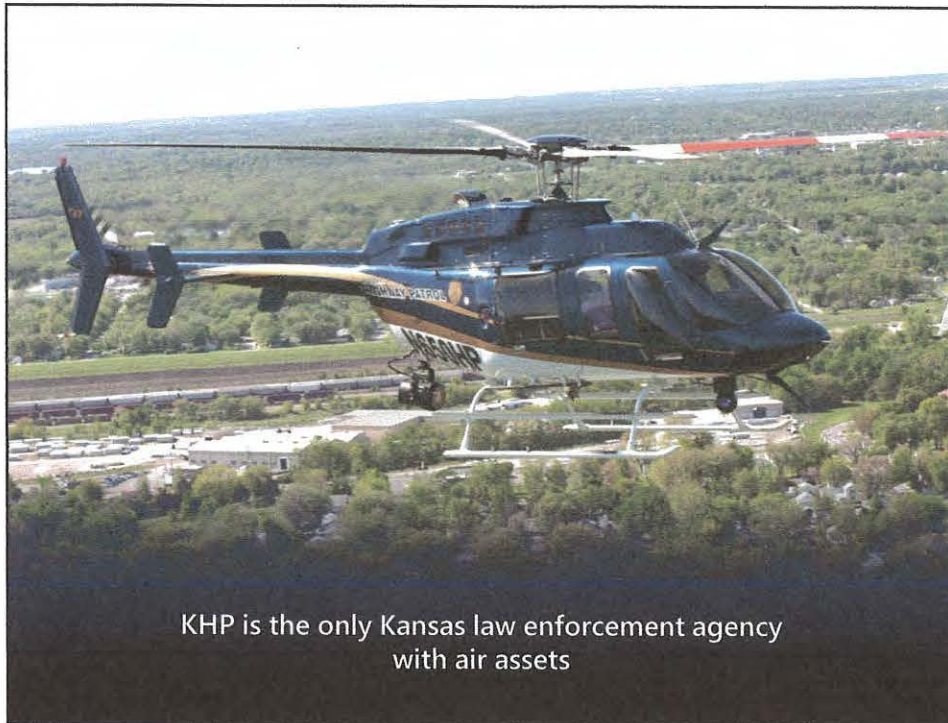




REGISTERED VEHICLES PER TROOPER



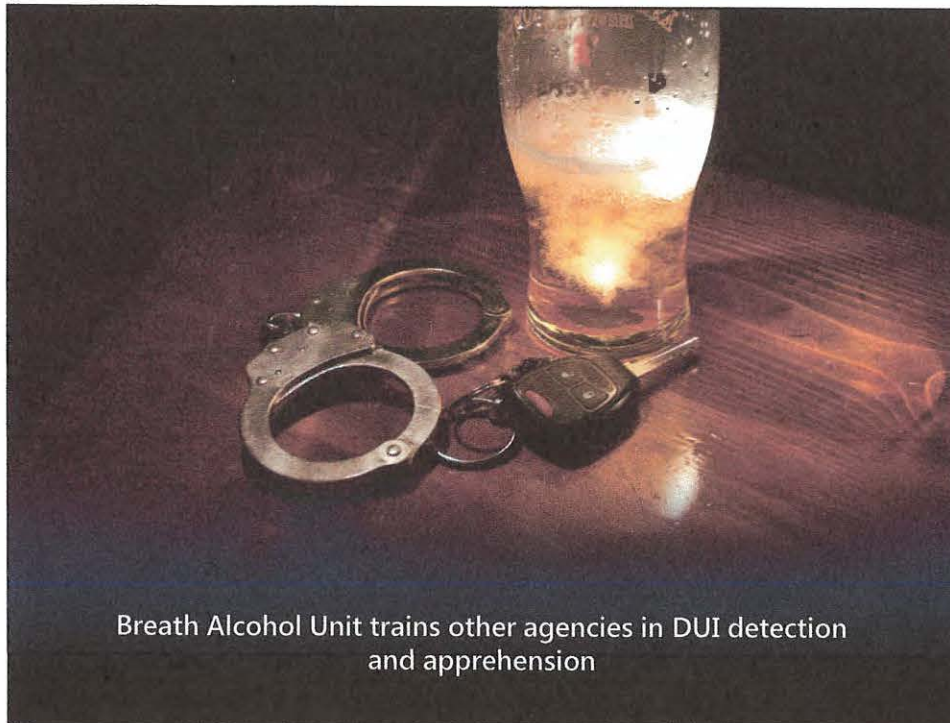
KHP Assistance to Local Law Enforcement



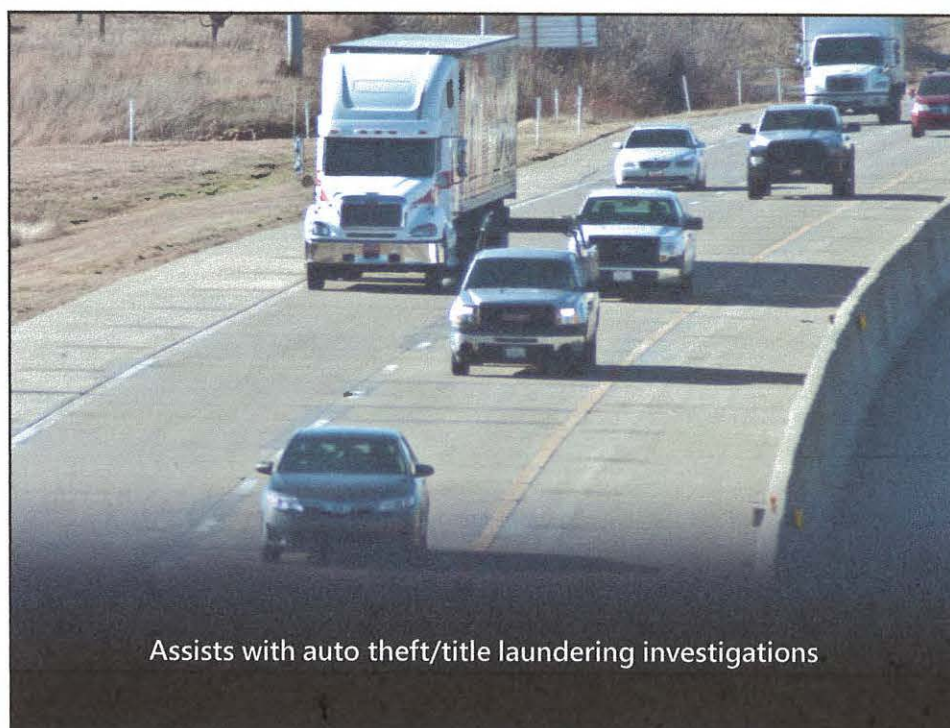
KHP is the only Kansas law enforcement agency
with air assets



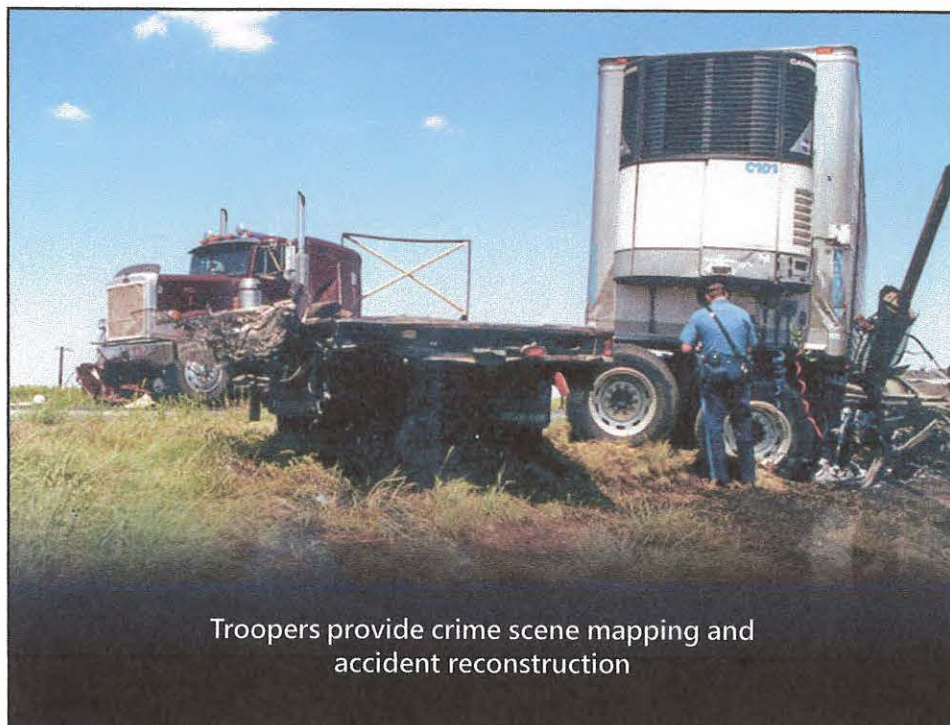
Provide bomb technicians, canines, and ordinance disposal
for 75% of Kansas



Breath Alcohol Unit trains other agencies in DUI detection and apprehension



Assists with auto theft/title laundering investigations



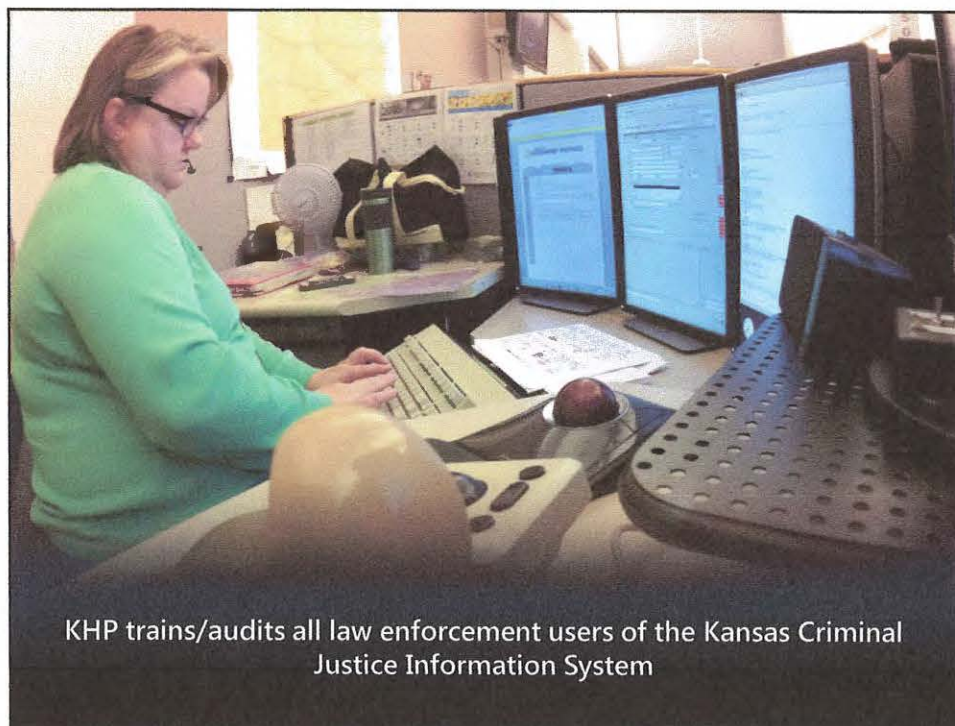
Troopers provide crime scene mapping and accident reconstruction



Special Response Team provides support in high risk situations; shootings, barricaded subjects, hostages



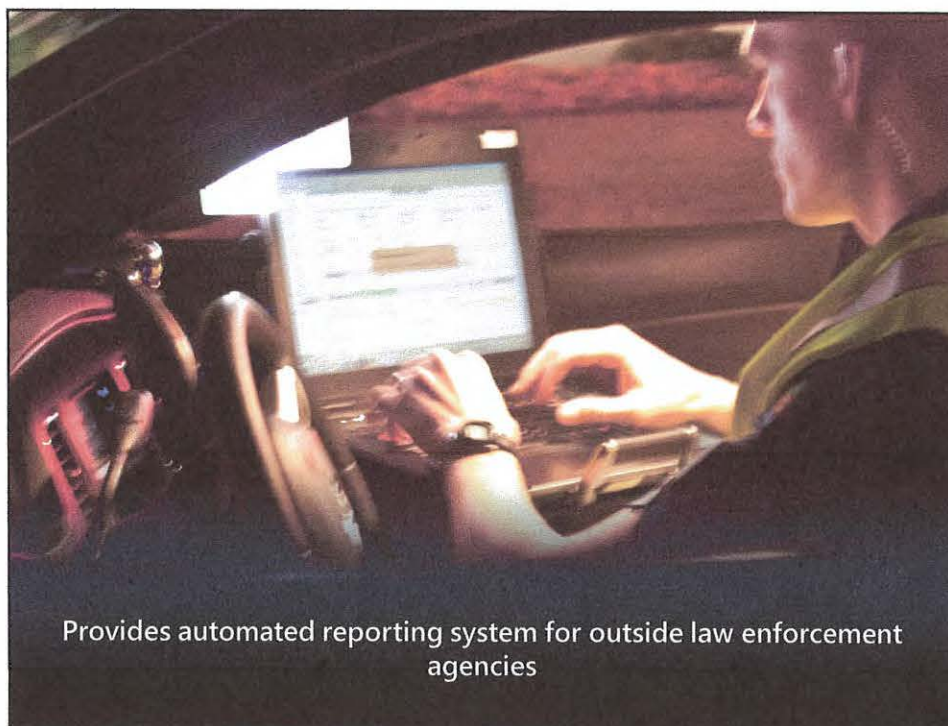
KHP participation in Joint Terrorism Task Force and DEA Task Force enhances Homeland Security



KHP trains/audits all law enforcement users of the Kansas Criminal Justice Information System

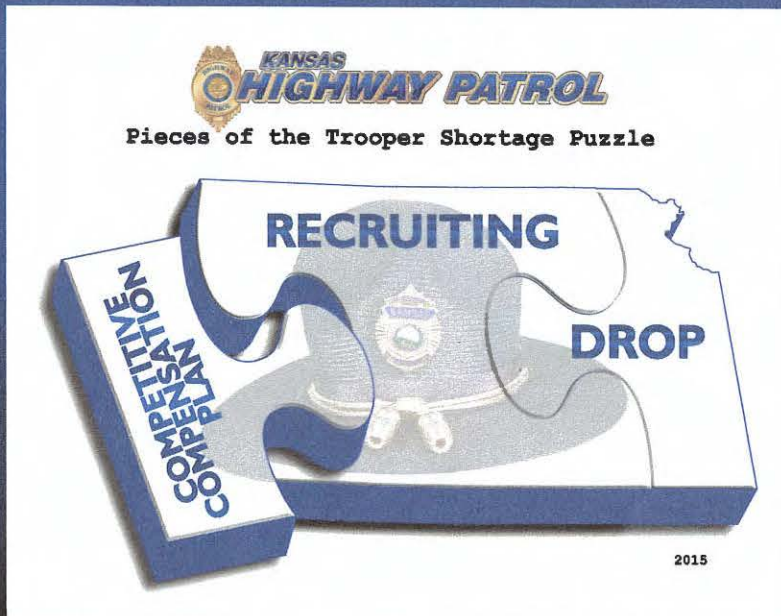


Provides PEER Team support and critical incident debriefings



Provides automated reporting system for outside law enforcement agencies

2015 Legislative Accomplishments



2015 Legislative Accomplishments

Pay Plan

Pieces of the Trooper Shortage Puzzle

Write in Academy								
Recruit		\$47,990.80						
Trooper		1-3 years in rank	4-5 years in rank					
		\$43,702.40	\$45,905.80					
Master Trooper		1-3 years in rank	4-5 years in rank	6-8 years in rank	9-10 years in rank	11-13 years in rank	14-15 years in rank	16+ years in rank
		\$52,790.84	\$55,430.38	\$58,201.90	\$61,112.00	\$64,167.60	\$67,375.98	\$70,744.72
Lieutenant		Pay raise to LT through 3 years	4-5 years in rank	6-8 years in rank	9-10 years in rank	11-13 years in rank	14-15 years in rank	16+ years in rank
		\$74,292.02	\$76,139.07	\$78,042.34	\$79,993.03	\$81,993.40	\$84,043.26	\$86,144.37
Captain		Pay raise to CAPT through 3 years	4-5 years in rank	6-8 years in rank	9-10 years in rank	11+ years in rank		
		\$90,451.38	\$92,712.87	\$95,030.95	\$97,400.46	\$99,841.62		
Major		Pay raise to MAJ through 3 years	4-5 years in rank	6-8 years in rank	9-10 years in rank	11+ years in rank		
		\$104,852.70	\$107,404.55	\$110,140.91	\$112,954.43	\$115,746.79		

Proposed Compensation Plan Trooper Classifications

with raises in a 3 year,
2 year alternating pattern



The estimated cost of implementing the proposed KHP compensation plan (to include Trooper and LEO classification) is significantly less than the Patrol's original FY16-FY17 budget enhancement to fund an across the board 10% raise for all KHP law enforcement officers:

3,475,130 - Implementation of 10% Across the Board Raise
2,996,876 - Implementation of New KHP Compensation Plan
478,254 - Difference in Cost of Enhancement Packages



2015 Legislative Accomplishments

Pay Plan

DROP

Pieces of the Trooper Shortage Puzzle



Deferred Retirement Option Plans (DROPs) are programs that typically allow members of a retirement system, once they become retirement eligible, to defer receipt of their retirement benefit for a specified time while they continue to work. At the end of this specified period of time, members withdraw from the DROP and terminate their employment. They receive a retirement benefit based on service credit earned at the time of entering the DROP, plus a lump-sum payment equal to the amount that was deposited into their DROP account during plan participation.

As a part of the plan to address a critical, increasing shortage of troopers, the Kansas Highway Patrol has identified a need to keep retirement eligible officers on the job longer. If the Agency can slow the rate of those leaving the force at retirement age, while it continues to address the recruitment of new officers, stabilization should occur.

Many law enforcement agencies across the nation are experiencing similar hiring and retention difficulties currently being experienced by the Patrol. Many states have adopted programs that address the need to keep experienced officers working longer. These programs are generally called **Deferred Retirement Option Plans (DROPs)**.

The Patrol is currently working with the Kansas State Trooper's Association to introduce and support a DROP program for the Kansas Police and Fireman's Retirement System (KP&F). This proposed DROP program will be cost positive for KP&F as additional funding would flow into the system.



2016 Legislative Accomplishment

2016 Legislative Accomplishment

KHP Staffing & Training Fund

AN ACT concerning motor vehicles; relating to vehicle registration, fees; creating the Kansas highway patrol staffing and training fund; amending K.S.A. 2015 Supp. 8-145 and repealing the existing section.

Be it enacted by the Legislature of the State of Kansas:

There is hereby created in the state treasury, the Kansas highway patrol staffing and training fund. Moneys credited to the Kansas highway patrol staffing and training fund shall be used by the highway patrol for increasing employment and retaining personnel at the highway patrol and for no other purpose. All expenditures from the Kansas highway patrol staffing and training fund shall be made in accordance with appropriation acts upon warrants of the director of accounts and reports issued pursuant to vouchers approved by the superintendent of the highway patrol.

In addition to any registration fee prescribed under article 1 of chapter 8 of the Kansas Statutes Annotated, and amendments thereto, all applicants for vehicle registration shall pay at the time of registration a nonrefundable Kansas highway patrol staffing and training surcharge in the amount of \$2 for each vehicle being registered.

Impact of Legislative Accomplishments



Current Staffing Level:

439

