

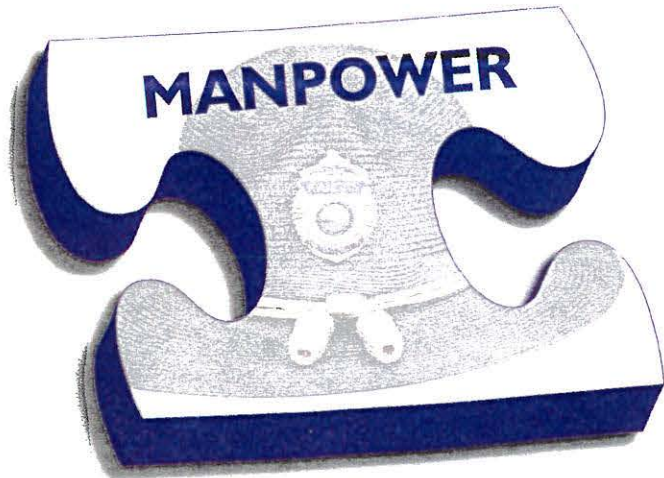


# KANSAS **HIGHWAY PATROL**

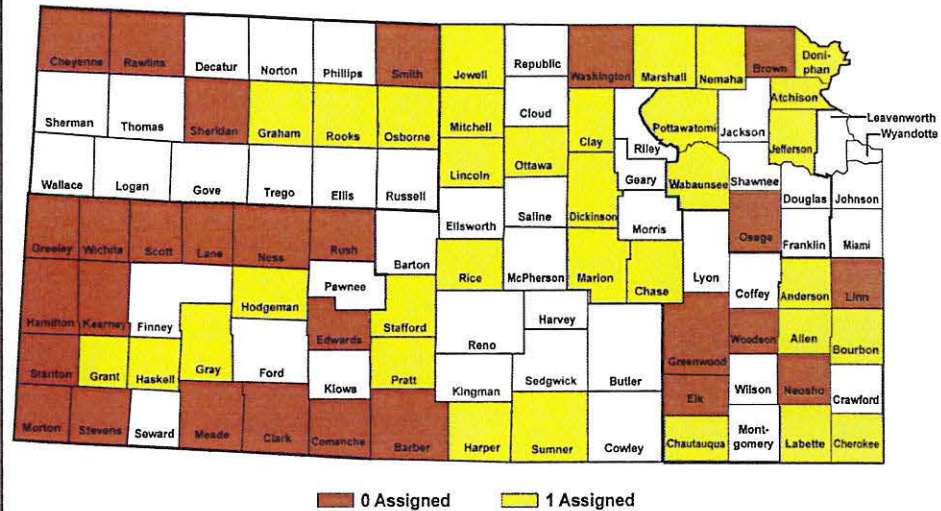
Pieces of the Trooper Shortage Puzzle



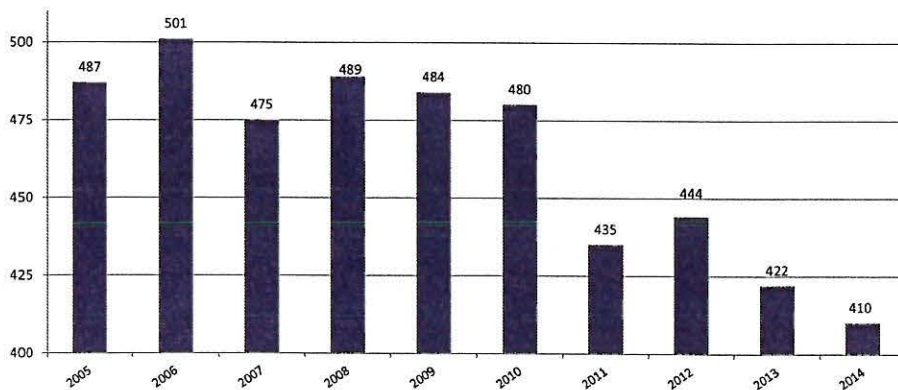
# Pieces of the Trooper Shortage Puzzle



**Critical Staffing Levels**



**Staffing Trends**



RETIREMENT FORECAST	
Currently eligible to retire	41
Eligible by end of 2015	12
<b>TOTAL</b>	<b>53</b>
Retiring in March	6





# Pieces of the Trooper Shortage Puzzle

	While in Academy
Recruit	\$37,980.80

Trooper	1-3 years in rank	4-5 years in rank
	\$42,702.40	\$45,905.80

## Proposed Compensation Plan Trooper Classifications

with raises in a 3 year,  
2 year alternating pattern

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	\$70,744.78

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
	\$74,282.02	\$76,139.07	\$78,042.54	\$79,993.61	\$81,993.45	\$84,043.28	\$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
	\$90,451.58	\$92,712.87	\$95,030.69	\$97,406.46	\$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
	\$104,833.70	\$107,454.55	\$110,140.91	\$112,894.43	\$115,716.79



The estimated cost of implementing the proposed KHP compensation plan (to include Trooper and LEO classifications) 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

**2,998,876** – Implementation of New KHP Compensation Plan

**476,254** – Difference in Cost of Enhancement Packages



# Pieces of the Trooper Shortage Puzzle

## Proposed Compensation Plan Law Enforcement Officer Classifications

with raises in a 3 year,  
2 year alternating pattern



	1-3 years in rank	4-5 years in rank
Law Enforcement Officer I	\$39,852.80	\$42,841.76

	Pay raise to LEO II 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
Law Enforcement Officer II	\$49,268.02	\$51,731.43	\$54,318.00	\$57,033.90	\$59,885.59	\$62,879.87	\$66,023.86

	Pay raise to LEO III 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
Law Enforcement Officer III	\$69,325.06	\$71,058.18	\$72,834.64	\$74,655.50	\$76,521.89	\$78,434.94	\$80,395.81

\*Costs of implementing are shown in estimates on prior page.





# Pieces of the Trooper Shortage Puzzle



## KHP's Efforts to Attract Applicants

- Assigning uniformed trooper as full time recruiter
- Placing employment ads in medium and large newspapers
- Television advertisements
- Word of mouth advertisement by troopers
- Attendance at career fairs
- Working with Fort Riley, Fort Leavenworth and McConnell officials
- Continued support and hosting of the American Legion's Cadet Law academy to "plant the seed" of interest in the KHP amongst high school students
- Creation of a Collegiate Law Program. This program is a partnership with all Kansas colleges and universities that provide a criminal justice program. We host a week's long training for these students in an attempt to interest them in a career with the KHP.

## Kansas Legislature's Efforts to Improve the Situation

In 2014, the Kansas Legislature eliminated a required \$500,000 transfer from the Academy Fee Fund to the State General Fund, allowing the KHP to utilize these funds to hire a class or classes at the same time every year.

- This maximizes the effectiveness of our recruiting efforts
- Prospective applicants will know when we will be hiring and will not seek employment with any law enforcement agency as a result of inconsistent hiring time frames



# 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.

