



Presentation to:

Special Committee on State Employee and Board Member Compensation

Topic: **Impact of the Career Progression Plan
Unique Aspects to KHP Staffing
National Trends Regarding Staffing Challenges at
LE Agencies in Other States**

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Kansas Highway Patrol Career Progression Plan:

- **The Competitive Compensation Plan** - HB2696 was introduced into the Legislature proposing an increase in registration fees by \$2 to support the CPP as well as increase the number of Troopers. This bill became law effective July 1, 2016.
- The Competitive Compensation Plan was implemented to address the following challenges:
 - **Staffing**
 - The number of KHP troopers had dropped from 501 in 2006 to 410 in 2015.
 - The average number of retirements was 20-30 with a hiring rate at an all time low due to the quality of the applicant pool.
 - **Pay**
 - KHP was not competitive with other departments in Kansas and surrounding states thus leading to applicants seeking employment with other organizations.
 - The candidate pool consisted of low-quality applicants.
- **The Goal:**
 - Better pay to increase the number of new hires
 - Utilize DROP to slow the number of retirements



Impact of the Career Progression Plan:

- 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)



Kansas Highway Patrol Staffing:

Current Staffing:

Sworn/Uniformed Members (Troopers & LEO): 464

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

Civilian Staff (Non-Sworn): 273

TOTAL 737

Kansas Highway Patrol Staffing:

	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>
Sworn/Uniformed Members:	547	517	485	464
Civilian Staff (Non-Sworn):	283	290	271	273

- Down 83 sworn members since 2019
- Down 10 civilian members since 2019



KANSAS HIGHWAY PATROL

Dispatch/Communication Specialists:

- 43 Currently
- 65 Fully Staffed
- 22 Short

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HIGHWAY STATE OF KANSAS PATROL
SERVICE • COURTESY • PROTECTION

HELP & SUPPORT

JOIN OUR TEAM

BE PART OF OUR PRIDE

KHP DISPATCH
COMMUNICATIONS
SPECIALIST

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 KHP’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...13 have accepted conditional offer)

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.)
 - Were down approximately 600 positions in recent years
- 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
- Dangers associated with police work
- Salary and wages (competition with other LEO agencies)
 - We increase and in response other locals and State agencies increase their pay as well... quicker process

Recruitment and Retention Efforts:

- CPP & DROP (many have participated in DROP)
 - DROP has proven to be invaluable during this national labor shortage
- 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

Plans to address current challenges:

- Continue to stay engaged with interested and qualified applicants
 - ❑ Proactive Mentoring (Personal visits, Phone calls & Ride along)

Encourage all members of our agency to recruit

- Career Fairs
- Military
 - ❑ Career fairs
 - ❑ Meet with members who are preparing to separate from the military
- Social Media and Publications
- Cadet Law Academy (High School students)
- Collegiate Law Academy (Students enrolled in a CJ program)



Bargaining Process:

KANSAS HIGHWAY PATROL & KANSAS STATE TROOPERS ASSOCIATION

- Meet & Confer labor negotiations process*
- The Patrol recognizes the need to communicate and formalize new concepts to promote advancement of the Kansas Highway Patrol as an organization within the established framework
- The State recognizes the KSTA as the exclusive representative of covered unit members (Trooper/LEO hourly employees)
- Meet & Confer currently every three years*



KANSAS
HIGHWAY PATROL



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