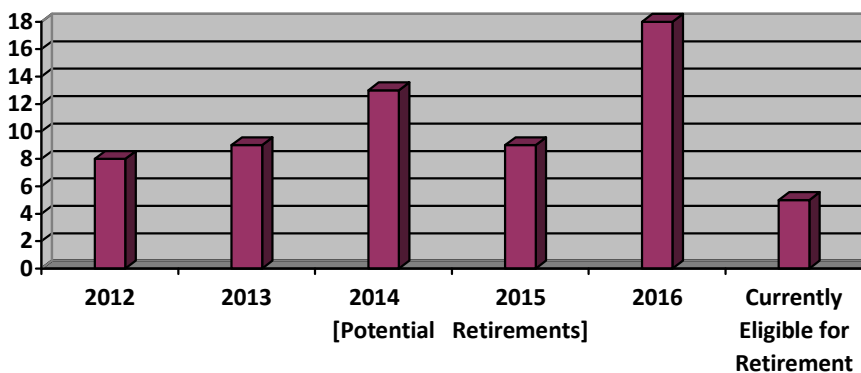


Vermont State Police
Five Year Staffing Projection
Recruitment and Retention Efforts
2011 Report to the Vermont Legislature

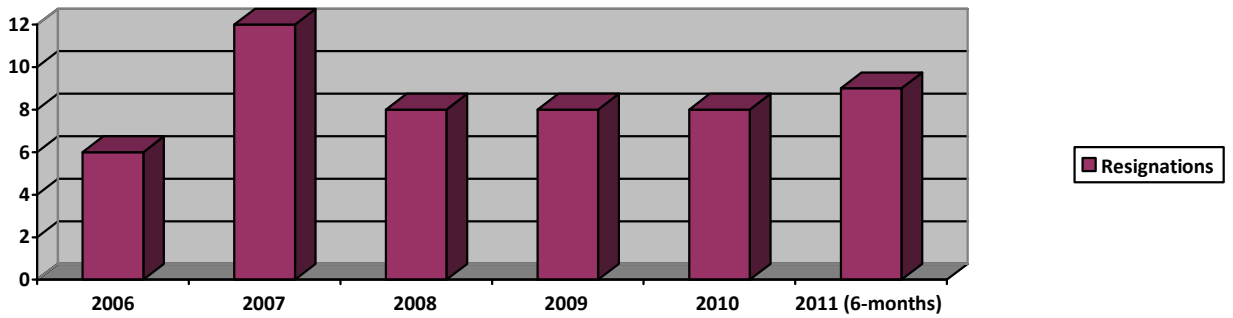
The Vermont State Police can anticipate the potential of a large number of retirements over the next five years. Based on current departmental demographic information there is a potential loss of sixty-two sworn members, over the next five year time frame. These figures are based solely on member “age 50” retirements and do not include any estimate of members that may resign, become disabled, or are terminated during this same five year time frame.

The chart below depicts the yearly anticipated retirements of sworn members reaching the age of 50 years old. The last column depicts the current number of sworn members that have reached the age of 50, but have not yet retired. The Vermont State Police has a mandatory retirement age of 55, so each of these members will be required to retire within this same five year time frame.

Potential Retirements 2012-2016



In addition to the number of potential retirements that the Vermont State Police could see over the next five year period, there are also a number of resignations that occur within the Vermont State Police that could have an impact on staffing levels. Over the past six years (including data from January to July, 2011) the Vermont State Police loses, on average 8.5 individuals per year, for a variety of reasons including: resignations, other employment, disability, and conduct.

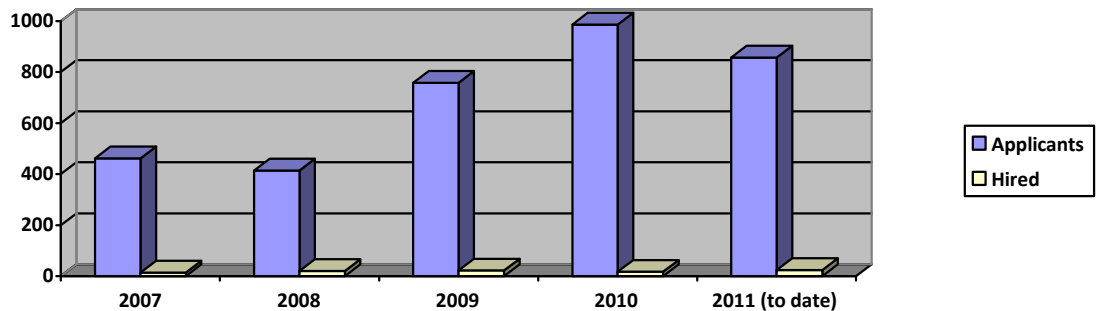


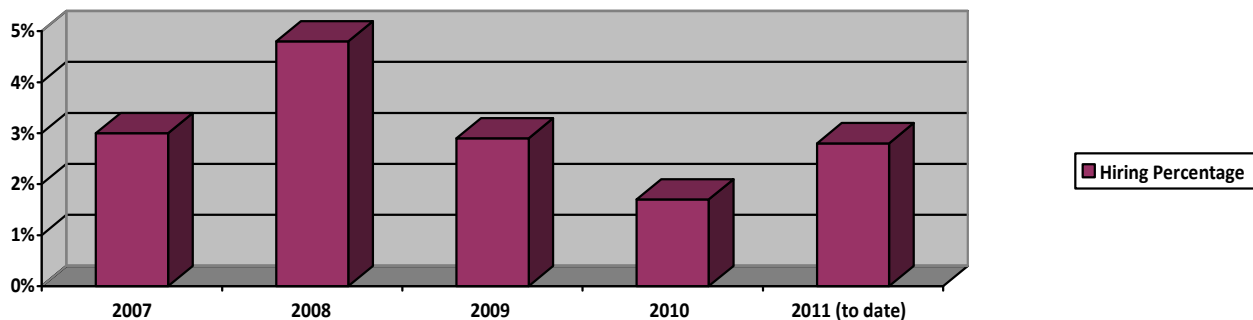
Based on the above noted retirement figures and utilizing the yearly average of resignations/terminations, the Vermont State Police could see the potential loss of over 104 State Troopers, over the next five year period.

The Vermont State Police Office of Professional Development/Training Division is responsible for the recruiting, hiring and training of all Vermont State Police Officers. There are two hiring windows each calendar year, that are based on the length of training required for certification as a Vermont Law Enforcement Officer and the training cycles of the Vermont Criminal Justice Training Council/Vermont Police Academy.

Over the past several years the Vermont State Police has seen a decrease in the number of qualified applicants that have passed the hiring process and are ultimately placed on our hiring roster. During the past several years we have been unable to find enough qualified applicants to even meet our hiring goals, each time completely depleting our hiring roster.

Over the past 5 years the Vermont State Police have seen an increase in the number of applicants for the position of Trooper 2/C (entry level recruit trooper), but the quality of those candidates has been dramatically lower than in past years. Data from 2011 does indicate an increase in the percentage of those applicants that were able to pass the hiring process and be hired by the Vermont State Police.





The Vermont State Police has taken aggressive steps in recruiting potential applicants. The Office of Professional Development has two members assigned fulltime to our recruiting efforts. These two members are also supplemented by the other members of the Office of Professional Development/Training Division staff, along with part-time recruiters from each of the four State Police troop areas.

Our recruiting efforts include attendance at various job and/or safety fairs, attendance at area college functions and/or classes, print and television advertising, utilization of internet websites and social media outlets, as well as through our members recruiting at the local level.

The Vermont State Police has also partnered with the Department of Human Resources to develop a more effective and user friendly application process. This is a project that is currently under way with positive results anticipated.

The Vermont State Police have also purchased a computer software program that will allow us to track all of our applicants throughout the hiring process. This program will allow us to identify successful recruiting strategies, identify areas to focus our recruiting efforts, as well as provide us with demographic information of our applicants to help us ensure we hire a diverse workforce that is representative of those we serve.

To become a Vermont State Police Officer, an applicant/recruit must attend and successfully pass a twenty-six week training program that is conducted by both the Vermont State Police, and the Vermont Criminal Justice Training Council/Vermont Police Academy. Training to become a Vermont State Trooper includes demanding academic, physical and practical expectations. Once formal training is completed in the classroom/academy setting, recruits are then assigned to a field station, where they have to successfully pass a Field Training component that evaluates the recruit's ability to put their knowledge, skills and abilities to practical use, in a real world setting.

Each of the above listed requirements/demands can be a potential for a recruit to fail and ultimately end in either termination or resignation. In an effort to assist members through this process the Vermont State Police utilizes a "mentoring program" that begins when a member is

given a conditional offer of employment, continues through the training components, as well as a recruit's arrival at their duty station. The mentoring program has been a very effective tool that has assisted numerous members throughout their careers. The mentoring program not only assists newly hired State Troopers, but is an asset in retaining our members.