



JPS REVIEW

7 MARCH 2024

NORTH CAROLINA STATE HIGHWAY PATROL

A. B. SMART 3-02-39
C. B. AVANT 12-12-49
J. H. MARSHBURN 9-19-64
LEONARD MEERS 12-23-72
H. R. GRIFFIN 9-14-75
J. E. LOWRY 9-23-97

C. F. FIDDLER 3-20-36
P. W. SMITH 5-26-48
D. B. SEARCY 10-15-60
C. S. PERRY 7-02-72
J. D. TEMPLETON 7-11-74
B. L. COGGINS 9-14-85
D. H. DEES 4-4-99

General Assembly New Funding since 2021

Aviation Support

Bell 407 Gxi Single-Engine Helicopter w/ external cargo hook for short-haul rescues. Equipped with Trakka Systems Infrared & Daytime Camera, TrakkaBeam TLXc Searchlight and TrakkaMaps

Bell 429 Light-Twin Engine Rescue Helicopter w/ external Goodrich Hoist (600lb load capacity)

Provide necessary hoist rescue equipment and training to expand SHP rescue capabilities.



General Assembly New Funding since 2021

Public Order Unit

Trained 1430 members to an operational civil unrest response standard

Trained 120 members to an advanced civil unrest response standard

Over 400 hours of training past 2 years

Equipped 140 Public Order Level I members with full body fire retardant equipment that meets the current national standard

9 Mercedes vans equipped with Level I response readiness in a riot event

Supplement the current Public Order Tactical Team capability with smaller response teams to more effectively respond to civil disturbance events statewide



General Assembly New Funding since 2021

Rapid Response Team

18 members support the Public Order Level I Units in riot events

Over 240 hours of training in the past 2 years

3 Bearcat armored vehicles to protect the Level I units from active shooter threats and serve as rescue vehicles

Rook – armored vehicle used to breach buildings during active shooter-type incidents



General Assembly New Funding since 2021

Water Rescue Team

21 members trained in Tactical Rescue and swift water rescue to support local agencies during emergency rescue events

Over 140 hours of training, to date

2 Zodiac Rescue boats

2 28ft Trailers to transport and support water rescue deployments



General Assembly New Funding since 2021



Collision Reconstruction Unit

Purchased four (4) UAS's, drones, to support Public Order and RRT missions.

These drones are designed for day and night surveillance operations and aid in evidence gathering at all civil disturbance related events.

General Assembly New Funding since 2021

Communication Aided Dispatch (CAD)

\$11.1M Project

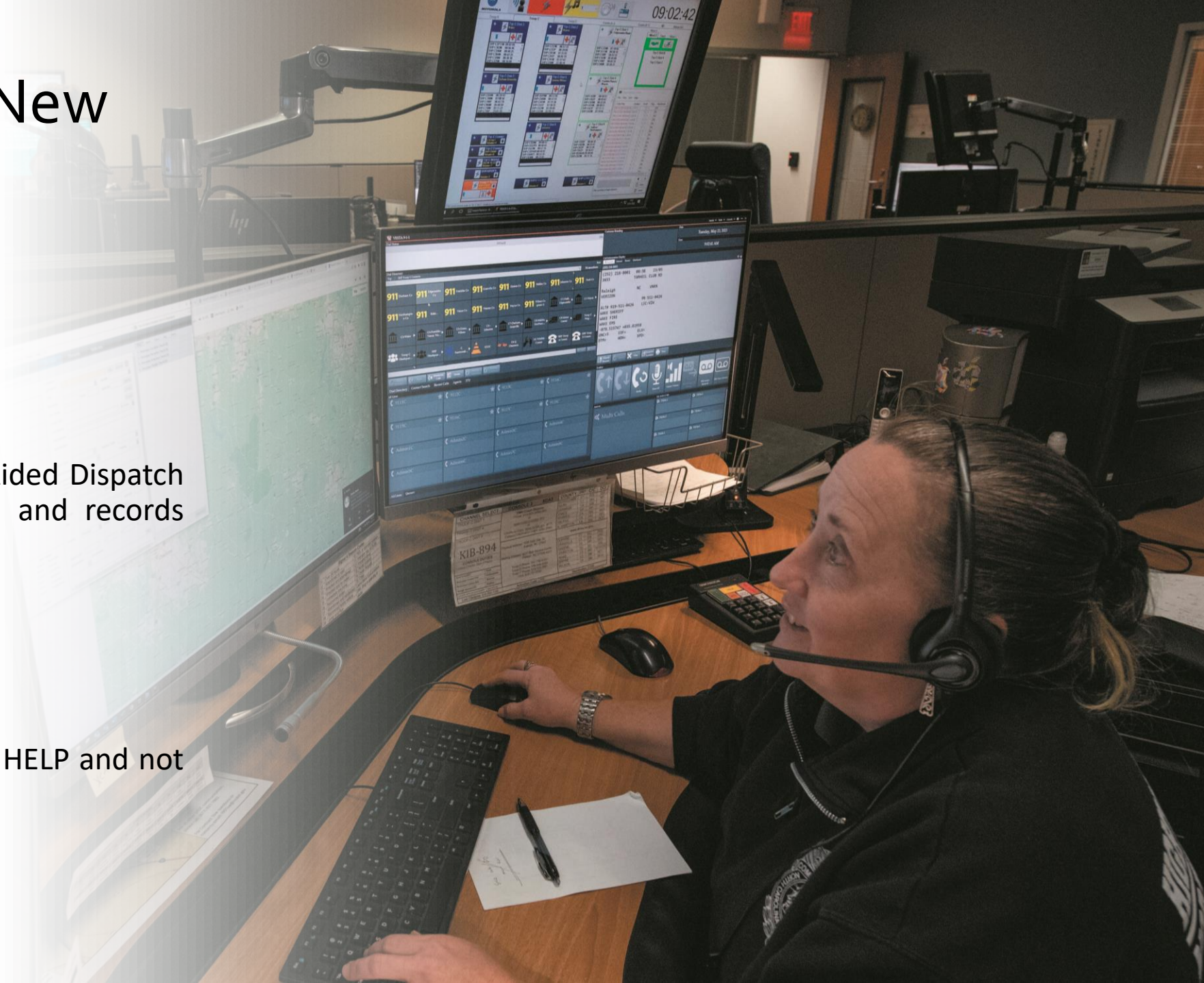
Implement the new P1 Computer Aided Dispatch (CAD) system to improve dispatch and records management.

Trooper Down Technology

Integrated AVL

GPS Mapping

Next Gen 911 – for people needing HELP and not knowing their location



GENERAL ASSEMBLY NEW FUNDING SINCE 2021 CAPITAL PROJECTS NCSHP TRN ACADEMY & DISTRICT OFFICES

Training Center phase 1 and 2 fully funded. Currently in planning phase

Training Center Auditorium fully funded. Currently in planning phase

Whiteville and Wilmington new district offices fully funded. Currently in planning phase

Provide critical capital updates to the SHP Training Academy to ensure a safe and effective training location for Troopers.



GENERAL ASSEMBLY NEW FUNDING SINCE 2021

RECRUITMENT & RETENTION - SWORN

A Comparative Salary & Pay Incentives Report was completed to compare the North Carolina State Highway Patrol to their Law Enforcement Counterparts in North Carolina and Nationally

This comparative study analyzed the top twenty (20) North Carolina municipality agencies at their entry-level officer salary and maximum (top pay) salary

SHP received an 11% salary increase for FSGTs and below; and 7% for Lieutenants and above in the FY23-24 Legislative Budget. Very appreciated and has slightly increased the recruiting

The split in ranks has caused compression of 4.7% between First Sergeant and Lieutenant

Identify and implement strategies to improve retention

BLET Hiring

Cadets hired prior to Patrol School



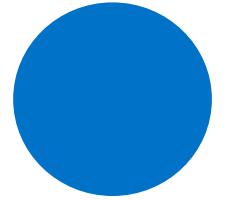
RECRUITMENT & RETENTION - CIVILIANS

HB295 - LABOR MARKET ADJUSTMENT RESERVE

SECTION 39.2.(a) Of the Labor Market Adjustment Salary Reserve funds appropriated in this act, agencies shall award salary adjustments to identified employees pursuant to the following requirements:

- (1) Any increase provided to an employee shall not exceed the greater of fifteen thousand dollars (\$15,000) or fifteen percent (15%) of their current base salary.
- (2) Any increase provided to an employee may not result in the employee's salary exceeding the maximum salary of the salary range associated with the position.
- (3) No more than twenty-five percent (25%) of the agency's permanent employees may receive a salary increase from the funds appropriated for this purpose.
- (4) Funds may not be awarded to employees in positions with salaries set in law or paid based on an experience-based salary schedule that is eligible to receive funding from the Pay Plan Reserve.
- (5) Funds must be used to increase salaries paid to employees and shall not be used to supplant other funding sources or for any other purpose.

SECTION 39.2.(b) The provisions of subsection (a) of this section do not apply to the State Highway Patrol or the State Bureau of Investigation, and no allocations shall be made to those agencies for labor market adjustments.



5-10 YEAR OUTLOOK FOR NCSHP PERSONNEL

Salary still 20% under the average top 5 agencies in NC

Recruitment challenges, current uniform vacancy rate 15.1% (SHP is lower than market salary, attitude against LEO, State Trooper is a difficult job when compared to other difficult jobs)

Current Job Market, individuals want remote work, more time off and flexible schedules: we are 24/7 on Duty; nights, weekends, holidays

Identify and implement strategies to improve retention.

Increase SHP presence at recruitment events such as job fairs and college career fairs to develop and cultivate relationships with external partners.

Allotment of Troopers is not in Line with Growth of the State.



RESPONSE WITH NO DELAY



5-10 Year Outlook for NCSHP National Image

Assaults on LEO on a steep incline

The North Carolina State Highway Patrol has endured 70 In-line Duty Deaths since its inception of 1929. Sobering, the agency leads the State of North Carolina in this category. Since its inception, a Patrol member has died in the line of duty every sixteen (16) months (approximate average) with assault (gunfire) on law enforcement as its leading causative factor.

Use of Force Incidents are up 20% (From 2021 to 2023); In relationship, Trooper Injuries due to Assault by the Violator have **increased 50%**, during the same two-year time period

Law Enforcement deaths are impacting Recruiting

Proper funding for SHP's Wellness Planning Program which ensures the long-term physical and emotional well-being of our employees

Continue to ensure proper funding for best safety equipment to support Troopers



5-10 YEAR OUTLOOK FOR NCSHP OPERATIONAL FUNDING

Operating budget has risen very little over the last 10 years while our costs are rising exponentially

Enhanced in-car camera systems: LPR capabilities, ability to spot weapons & warn Troopers of wanted status and receive special alerts quicker

Upgrade SHP pistols to ensure Troopers are properly equipped to perform their duties

Upgrade SHP Taser to ensure Trooper are properly equipped to perform their duties

Train all SHP Sworn members to recognize indicators of human trafficking.

Maintain the SHP CALEA accreditation to ensure policies and practices are consistent with national standards

Train all SHP Telecommunications staff in accordance with the NC Sheriff's Education and Training Standards Commission Curriculum to ensure policies and practices are consistent with state standards.



5-10 Year Outlook for NCSHP VIPER (Voice Interoperability for Emergency Responders)

VIPER is the LARGEST Communication System of its kind in North America

VIPER system is severely underfunded and will fail if not properly funded and maintained

System currently has 181,000 statewide users and will have 200,000 by mid-2025

Five current towers failed their last inspection and need immediate replacement (11.1 million)

Eight additional sites are needed for shortfalls in the 95% coverage goal (17.5 million)

Four zone controllers are needed for backup (6.8 million)

Improve Viper microwave radio sites to bolster statewide network coverage and reliability.





Policy Recommendations

Include our VIPER system on all laws against infrastructure vandalism and strengthen the penalty for violations – we’ve had two incidents in the last 60 days

Juvenile Detention Facilities properly funded

Strengthen the “run and you’re done” chase penalties

Support HB810 (Alternative LEO Separation Allowance)