



OHP 5-Year
Workforce
Enhancement Plan
2022



The Birth of DPS and the OHP

1907—1924

- Sheriff's or local police had little to no training.
- Law Enforcement was poorly trained, equipped, and manned.
- 1920's, the roadway network expanded and organized crime blossomed.

1925—1935

- Governor, public and newspapers call for the creation of a **state police force**.
- A tailored force to combat an epidemic of lawlessness, corruption and traffic deaths.
- The Governor threatens to call out the Guard to deal with the whiskey trade.

1936—1937

- The Governor bid for a highly trained state police force.
- Legislation for the creation of the Department of Public Safety as the umbrella for a comprehensive State Police model is proposed.
- Legislators negotiated the framework for DPS and the OHP.
- By the end of 1937, the OHP assumed the role as the state's primary police force.
- DPS & OHP were **not** missioned as a pure state police, nor as a pure highway patrol, but a **hybrid**.
- Its mission to reduce traffic fatalities, to assist in providing workforce during natural disasters and periods of civil unrest, to provide command & control to situations as needed, to interrupt the state's criminal elements freedom of movement, and to proactively conduct investigations into crimes discovered by Troopers or as directed by the Governor.

Today

- DPS & OHP mission statement: Working to provide a safe, secure environment for the public through courteous, quality and professional services.
- Today the Oklahoma Highway Patrol serves as the state's only state police agency, with a permanent uniformed presence in all of Oklahoma's 77 counties.
- The Oklahoma Highway Patrol is well adapted to the demands of 21st Century law enforcement and is an agency with the reach and mission design to proactively prevent crime, to provide specialized resources to local partners, and to prevent traffic related deaths through uniformed police enforcement duties.
- The OHP's strategic flexibility allows it to quickly respond anywhere in the state, to any threat, with a well led, trained, and disciplined force, with the staying power to remain until the job is done.

The Oklahoma Highway Patrol of TODAY

- Division of the ***Oklahoma Department of Public Safety***
- The OHP is organized into Field Troops, Turnpike Troops, and Special Services Troops.
 - 13 Field Patrol Troops (divisions)
 - 9 Turnpike Patrol Troops (*10 with the construction of a new turnpike in Eastern Oklahoma County*)
 - 16 Special Service Troops (divisions)
- Current staffing level 753 OHP Troopers on the DPS payroll as of December 31, 2021.
 - **Optimum staffing level** **1042** This level of staffing provides adequate resources to respond to major events and still provides necessary coverage throughout the state. It also dramatically reduces comp/over-time demands and reduces the stress experienced by an undersized workforce.
- Traffic Enforcement 505
 - **Optimum Traffic Enforcement** **717**
- Special Service Troops 240 Special Service Troops consist of Marine Enforcement, Criminal Interdiction, Commercial Vehicle Enforcement, Task Forces, Investigations, Public Affairs, Highway Safety, Command Staff.
- Oklahoma Lane Miles 235,004 OHP calculated DVMT = Total county DMVT—Sum (Local, City Streets DVMT + OTA DVMT)/1,000,000
- DVMT Lane Miles per Trooper 458 Each Traffic Enforcement Trooper must cover 615 lane miles.
 - **Lane Miles w/Optimum staffing** **327** With optimum staffing of Traffic Enforcement Troopers, the lane miles required to be covered would be reduced to 385 miles per Trooper.

Additional Duty Assignments

Special Response Units and Teams

*Mission demands have outpaced special service division's ability to handle the volume of calls. This has required the OHP to assign additional duties to **39% of our sworn force in order to augment or reinforce units or teams who currently provide the mission function.***

Investigations **

Honor Guard **

Tactical Team **

Crisis Negotiations **

Polygraph Examinations **

Officer Assistance Program **

Emergency Response Team **

Commercial Vehicles Traffic Enforcement

Traffic Homicide Investigations **

Underwater Search & Recovery *

Command Post Operations *

Emergency Medical Services *

Emergency Operations Center *

State Incident Management Team *

Wrecker Inspections

Strategic National Stockpile

Radiological Movement Coordinator

**Utilized during large scale events that effect the state*

*** Utilized by OHP & local law enforcement agencies when specific resources are needed/requested*

The majority of these assists were to local police and sheriff's offices, 24/7/365

Special Service Troops

- Bomb Squad
- Executive Security
- Troop R/Capitol Security
- Size and Weights
- Special Operations/Criminal Interdiction
- Aircraft
- Motorcycle
- Marine Enforcement
 - Dive
 - Rescue
 - Underwater Recovery Team
- Training
- Officers Assistance
- Public Information
- Professional Standards
- Criminal Investigations
 - Auto Theft
 - Federal Task Force
 - Identity Theft
 - Criminal Investigations as directed by the Governor
 - Use of Deadly Force
- Emergency Services Unit
 - Tactical Team
 - Emergency Medical Unit
 - Emergency Response Team
- Evidence
- Futures

State of Oklahoma
Emergency Operations Plan
Emergency Support Functions (ESF)

Oklahoma Highway Patrol has primary responsibility for two of the fourteen Emergency Support Functions.

Oklahoma Highway Patrol has a role in six other Emergency Support Functions. The OHP is involved in 57% of the Emergency Support Functions within the State's Emergency Operations Plan. *

- **ESF1:** OHP to provide law enforcement resources to ODOT
- **ESF2:** OHP to assist OEM with notifications in each county.
- **ESF4:** OHP to provide Workforce for firefighting containment.
- **ESF5:** OHP to provide Workforce to the state Emergency Operations Center.
- **ESF9:** OHP is responsible for multi-agency search and rescue operations in rural Oklahoma.
- **ESF10:** OHP is responsible for Incident Command on all highways, railways, and public property outside of a municipality during hazardous material incidents.
- **ESF 11:** OHP to provide assistance to Oklahoma Department of Agriculture, Food, and Forestry (ODAFF) when requested.
- **ESF 13:** OHP is responsible for maintaining law and order during riots. OHP is responsible for all search and rescue operations.

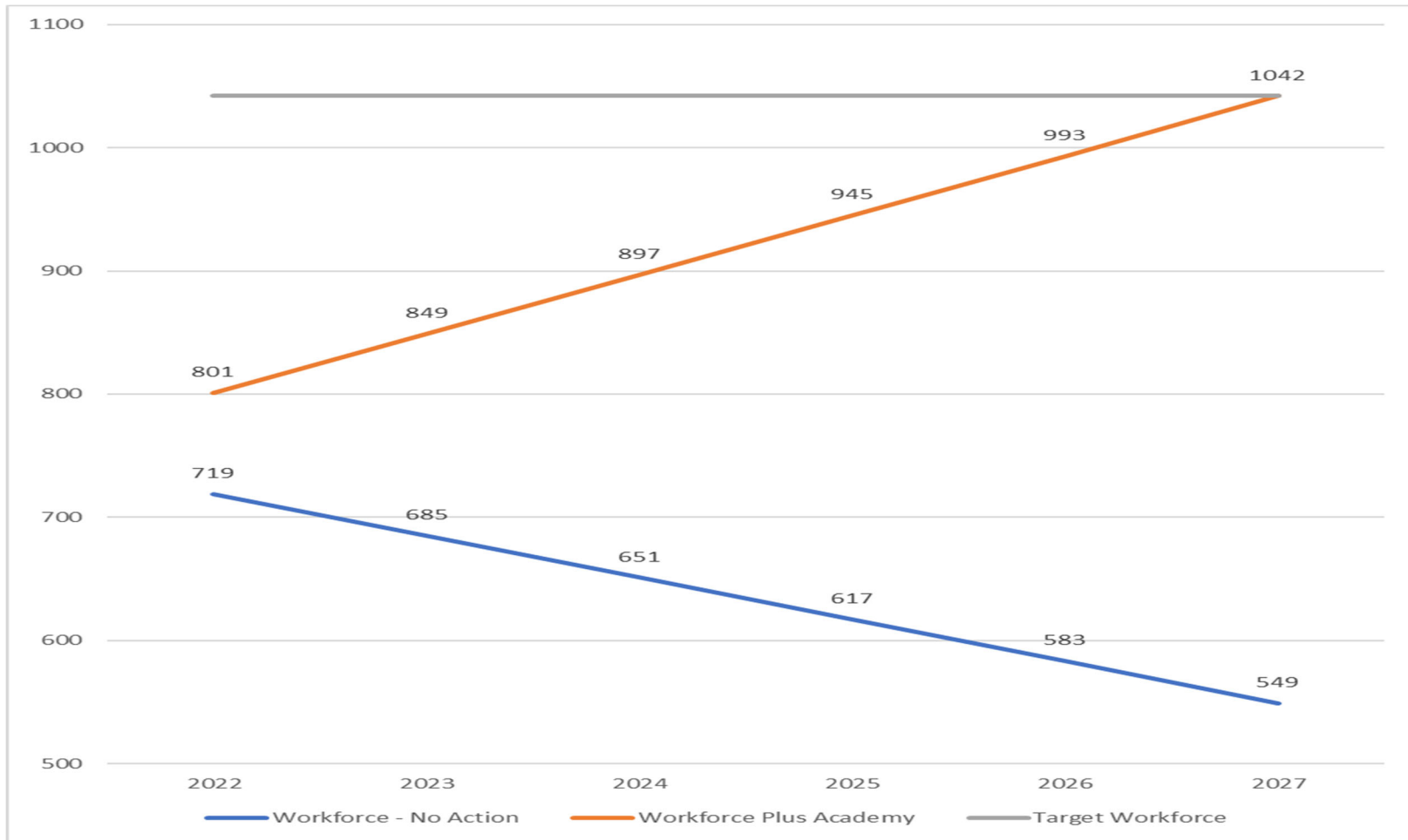
**State of Oklahoma Emergency Operations Plan*

While not part of the State Emergency Operations Plan the Oklahoma Highway Patrol Bomb Squad has primary responsibility for bomb response in 74 of 77 counties in Oklahoma.

Workforce Needs

- The OHP current workforce stands at 753 members and is trending downward.
- The average annual attrition is 34 members per year.
- If **NO ACTION** is taken, the OHP workforce will be at an estimated 549 members by 2027.
- Optimal workforce of 1042 members is needed to accomplish our mission in a proactive posture.
- This will allow for coverage in critical service areas.
- Increase coverage throughout all 77 counties. This will allow a reasonable response time.
- Provide quality security to the Capitol and surrounding facilities.
- Each year, the demand on Patrol resources increase.
 - ◆ Roadway expansion
 - ◆ New turnpikes
 - ◆ Population growth
 - ◆ Increase in fatality collisions
- To reach optimal workforce of 1042 members, the OHP must hire a minimum of 82 commissioned officers each year for the next 6 years. This can be accomplished with:
 - ◆ Annual Academy (cadets with no previous law enforcement experience)
 - ◆ Bridge Academy (cadets with previous law enforcement experience)
 - ◆ Trooper-to-Trooper Academy (cadets that are State Troopers from other states)

OHP Projected Workforce Enhancement Plan

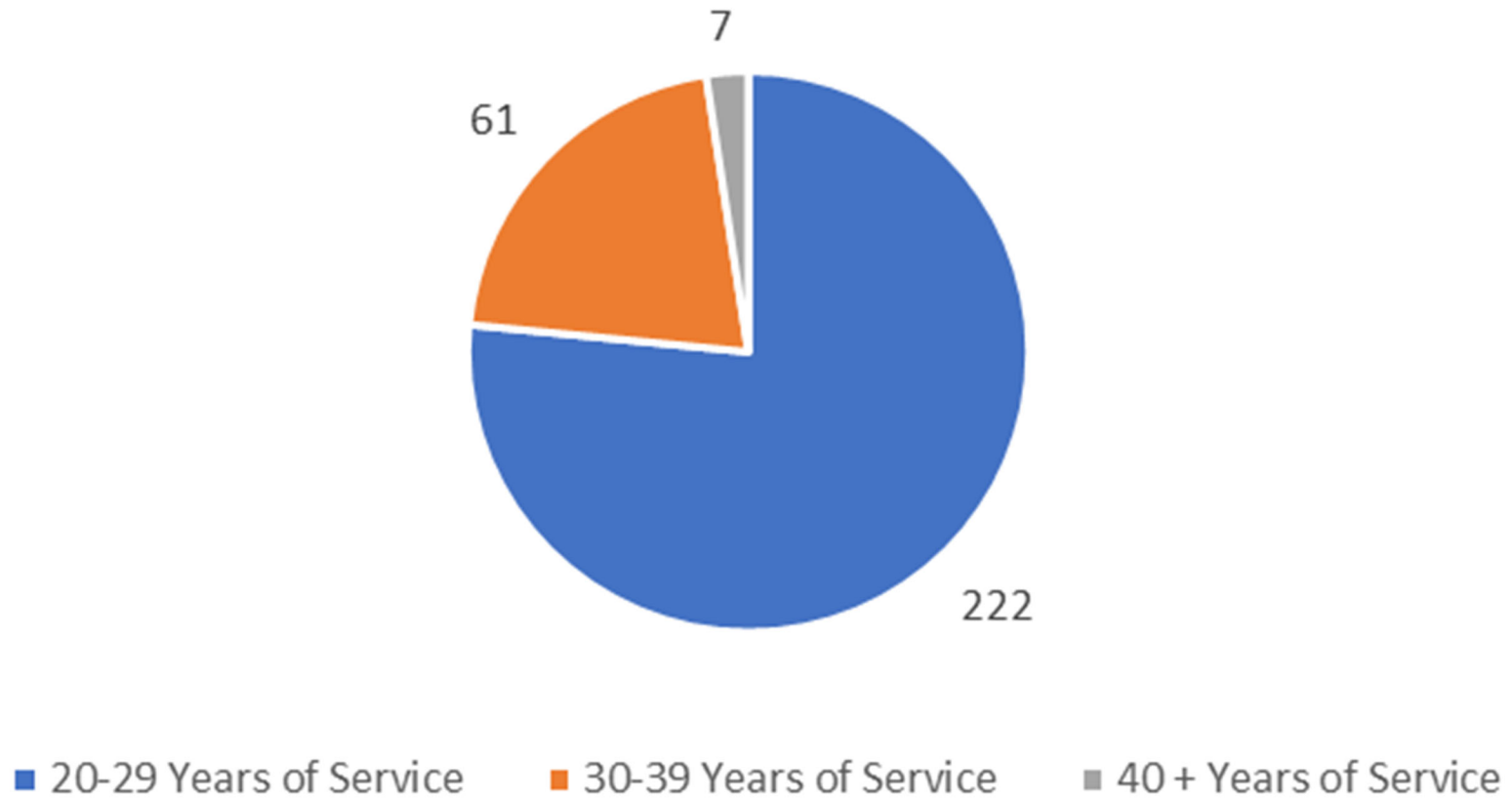


The OHP needs state appropriations to fund the uninterrupted flow of approximately 80 cadets each year through calendar year 2027.

This new FTE must be annualized beyond the first year's budget in order to grow the force.

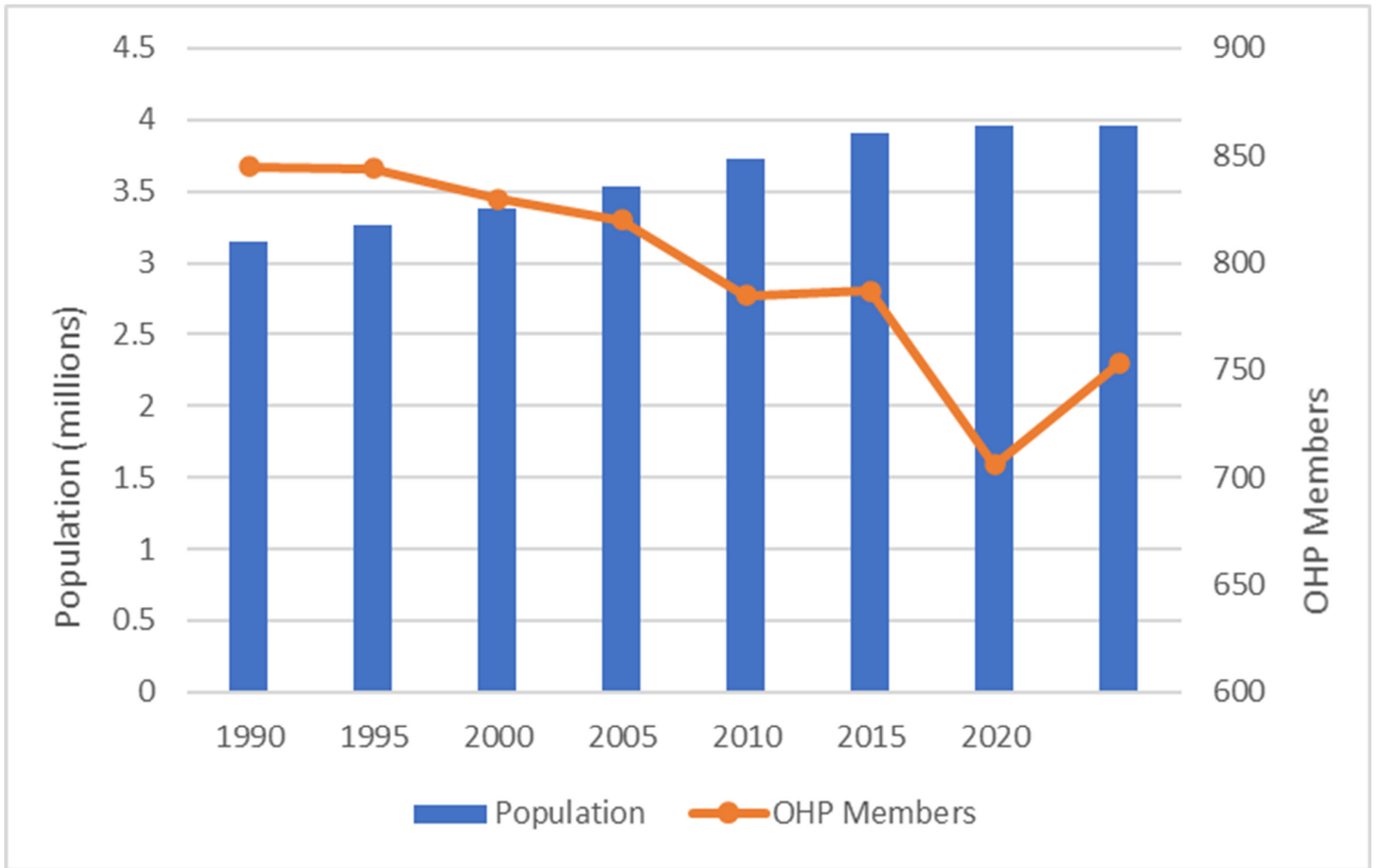
The Retirement attrition projection models retirement at 27 years of service.

OHP Troopers Eligible to Retire Through December 31, 2022



*The total number of Troopers eligible to retire from January 1, 2022 through December 31, 2022 is **290**.*

30-Year History of OHP Workforce



OHP Projected Workforce Enhancement Plan

Calendar Year	Annual Starting Workforce	Average Retirement Attrition	Annual Ending Workforce	Annual Starting Workforce	Average Retirement Attrition	Annual Workforce Added	OHP Workforce (Post Academy)
2022	753	34	719	753	34	82	801
2023	719	34	685	801	34	82	849
2024	685	34	651	849	34	82	897
2025	651	34	617	897	34	82	945
2026	617	34	583	945	34	82	993
2027	583	34	549	993	34	83	1042

Average Retirement Attrition was calculated using the number of members reaching the average years of service at retirement (27 years).

OHP Mission Comparison to Other States

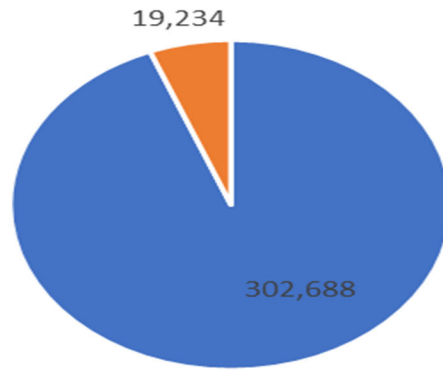
	Arkansas	Louisiana	Mississippi	Alabama	Missouri	New Mexico	Texas	Kansas	Oklahoma	
# of Counties	75	64	82	67	114	33	264	105	77	
# of Sworn Troopers	524	1200	472	402	1158	629	4409	800	706	
24 Hour Coverage in Metropolitan Area	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	
24 Hour Coverage Statewide	No	Yes	No	No	Yes	Yes	No	No	No	
Interstate Responsibility in City Limits	No	No	No	No	No	No	Yes	Yes	Yes	OHP is the only state that enforces & investigates all crimes on OTA Systems
Statutory Authority										Definition
47 O.S. § 2-117.A	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Full Police Powers
47 O.S. § 2-117.B.1	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Enforce Traffic Laws and when directed by Governor
47 O.S. § 2-117.B.2	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Arrest any person detected violating the law
47 O.S. § 2-117.B.3	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Pursue fleeing violations in state and out of state
47 O.S. § 2-117.B.4	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Assist in the location of stolen property
47 O.S. § 2-117.B.5	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Traffic control at emergency scenes
47 O.S. § 2-117.B.6	No	No	No	No	No	No	No	No	Yes	Inspect livestock moving on the highways
47 O.S. § 2-117.B.7	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Inspect vehicles for registration and equipment
47 O.S. § 2-117.B.8	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Inspect public garages and salvage yards for stolen cars
47 O.S. § 2-117.B.9	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Serve district court traffic warrants
47 O.S. § 2-117.B.10	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Investigate collisions, secure testimony of witnesses
47 O.S. § 2-117.B.11	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Investigate reported stolen vehicles, trailers and semitrailers
47 O.S. § 2-117.B.12	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Conduct mechanical inspections to ensure road safety
47 O.S. § 2-117.B.13	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Enforce the general laws on vehicles operating on the roadways
47 O.S. § 2-117.B.14	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Enforce registration and licensing laws
47 O.S. § 2-117.B.15	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Enforce all laws regarding the operation of vehicles on a highway
47 O.S. § 2-117.B.16	No	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Perform size and weights enforcements to prevent damage to roads
47 O.S. § 2-117.B.17	No	No	Yes	Yes	Yes	No	Yes	No	Yes	Investigate/Report to OCC/OTC any violation of their rules ref to transportation
47 O.S. § 2-117.B.18	No	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Investigate violation of laws regulated to excise tax and motor fuels
47 O.S. § 2-117.B.19	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Regulate the movement of traffic on the highway system
47 O.S. § 2-117.B.20	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Investigate damage to state property along the highway system
47 O.S. § 2-117.B.21	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Instigate all incidents involving department employees in the course of their duty
47 O.S. § 2-117.B.22	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Initiate or assist in manhunt/fugitive investigations
47 O.S. § 2-105.3.A	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Dignitary Protection for the Governor
47 O.S. § 2-105.7	No	No	No	No	No	Yes	Yes	Yes	Yes	Capitol Patrol Functions
47 O.S. § 2-105.4B	Yes	Yes	No	Yes	Yes	Yes	No	Yes	Yes	Bomb Squad
47 O.S. § 2-105.6	No	No	No	No	Yes	No	No	No	Yes	Marine Enforcement
47 O.S. § 2-106.3	Yes	Yes	No	No	Yes	Yes	Yes	No	Yes	Fraudulent Document Investigations
47 O.S. § 2-118	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Training Division
47 O.S. § 954	Yes	No	No	No	No	No	Yes	Yes	Yes	Wrecker Inspection
21 O.S. § 99A	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Assist Law Enforcement
47 O.S. § 2-117.E.3	Yes	No	No	No	No	No	No	No	Yes	Conduct speed trap investigations
47 O.S. § 2-118	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Administration of the department
74 O.S. § 150.12A	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Take reports on missing persons
4 O.S. § 85.5	No	No	No	No	No	No	No	No	Yes	Responding to and investigating estray animals on the highway (loose livestock)
12A O.S. § 4-1-102.9.c	No	No	No	No	No	No	No	No	Yes	Hazardous material spills outside of a municipality
47 O.S. § 2-143	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Aircraft Division

Current OHP Staffing

Number of Personnel	Role	Percentage of OHP Workforce
10	OHP Command Staff	1.30%
47	Administrative and Support Services	6.20%
55	Investigative Functions	7.30%
45	Executive Protection & Capitol Security	6.0%
91	Specialized Enforcement Functions (Commercial Motor Vehicles & Marine)	12.0%
505	Traffic Patrol Functions	67.2%
753	Total OHP Commissioned Force	100%

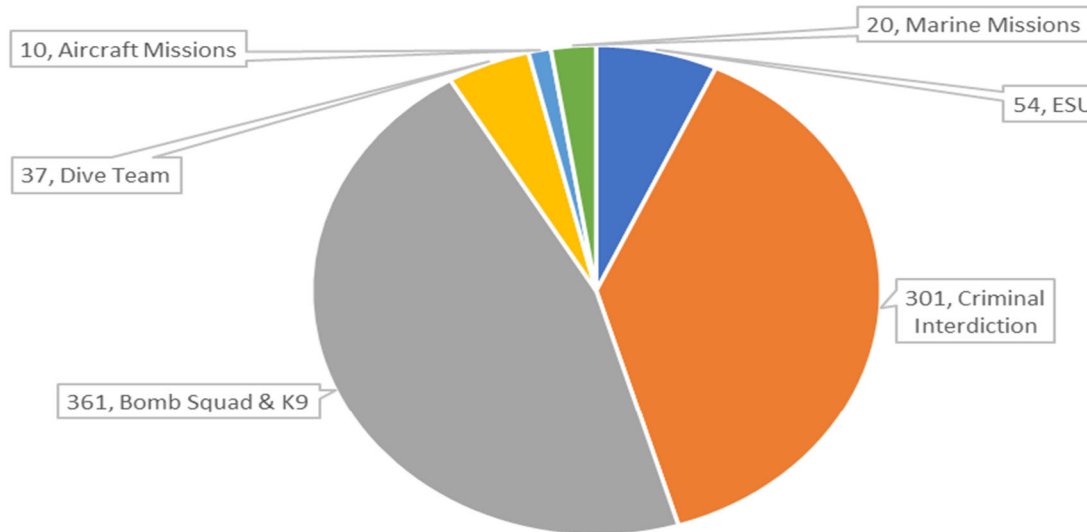
Calls for Service

Traffic Calls for Service

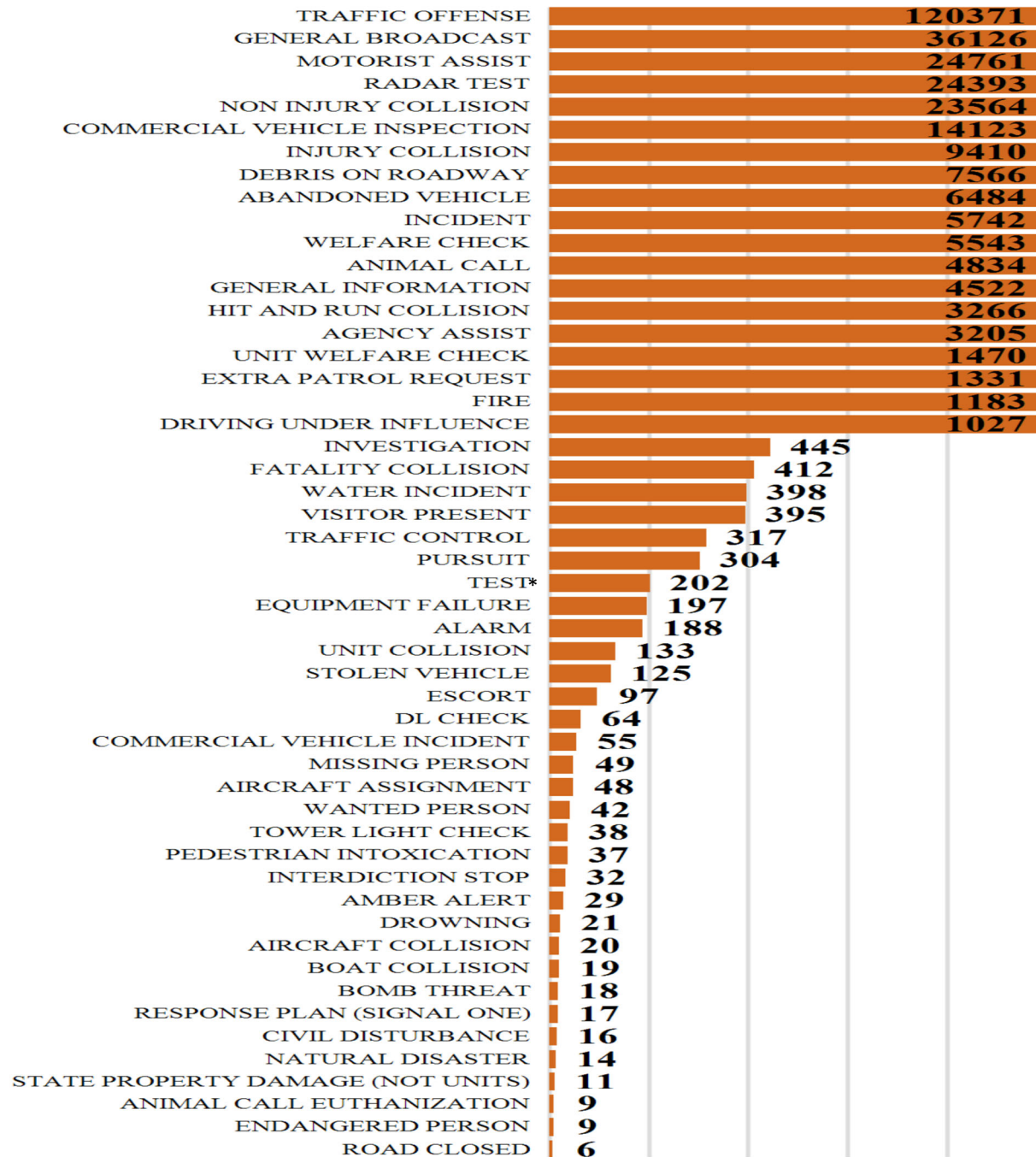


■ Traffic Related Calls for Service ■ Collisions Investigated by OHP

Special Services Calls for Service



■ ESU ■ Criminal Interdiction ■ Bomb Squad & K9 ■ Dive Team ■ Aircraft Missions ■ Marine Missions

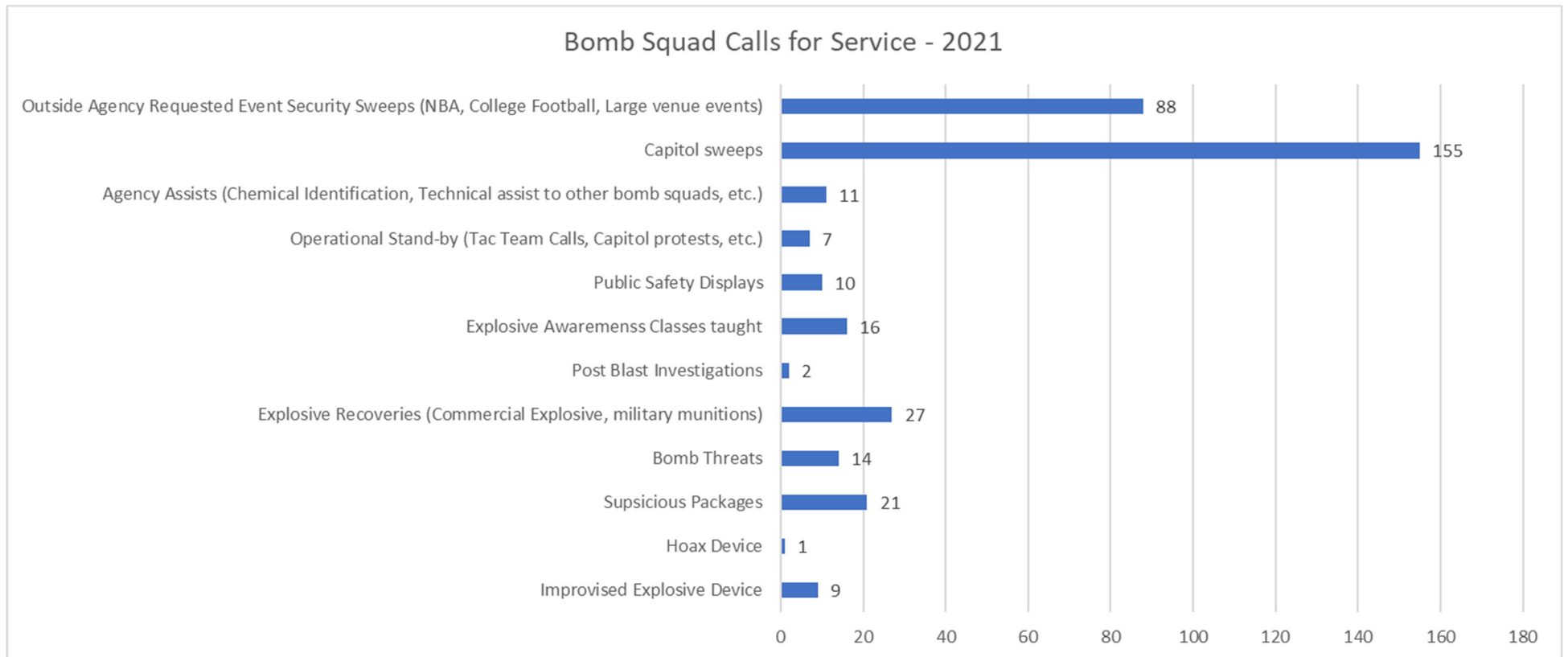


Traffic Enforcement Calls for Service 2021—Total Calls: 302,486

* Encompasses system operational testing and is not included in total calls.

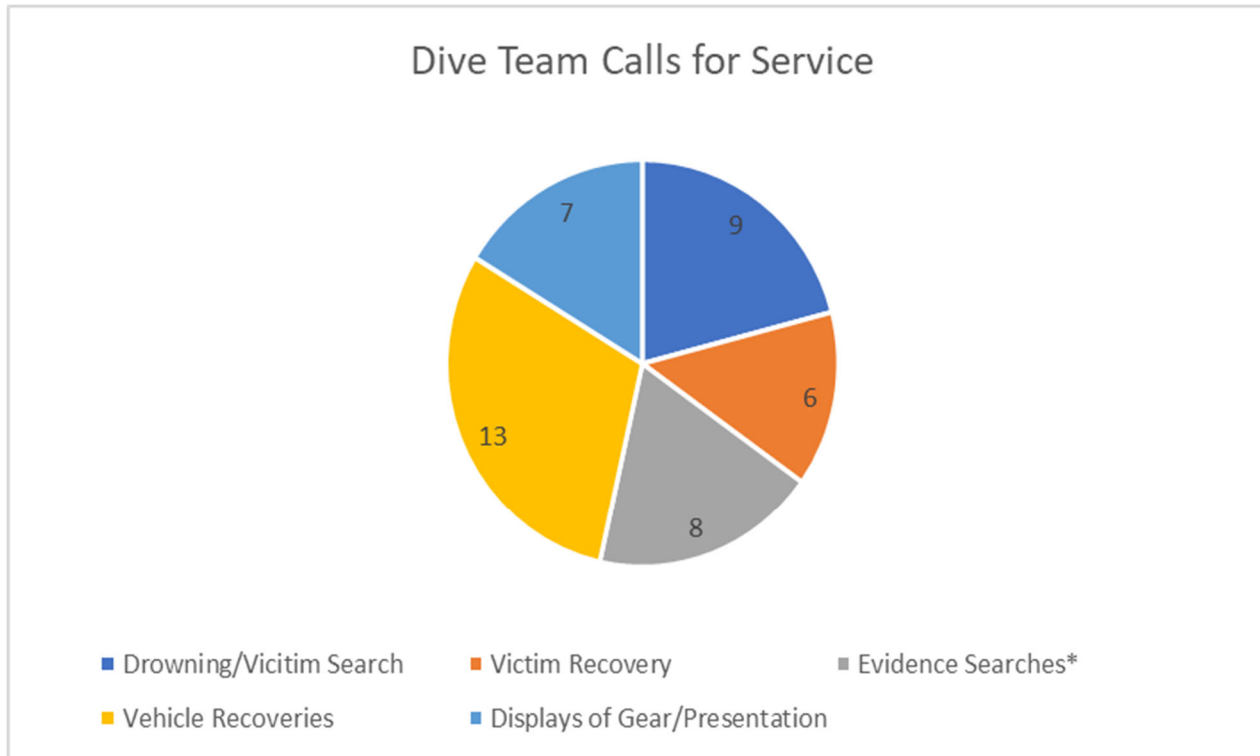
Bomb Squad Calls for Service 2021

Total Calls: 361



Dive Team Calls for Service 2021

Total Calls for Service: 37



Total Calls	37
Drowning/Victim Search	9
Victim Recovery	6
Evidence Searches	8
Vehicle Recoveries	13
Displays of Gear/Presentation	7

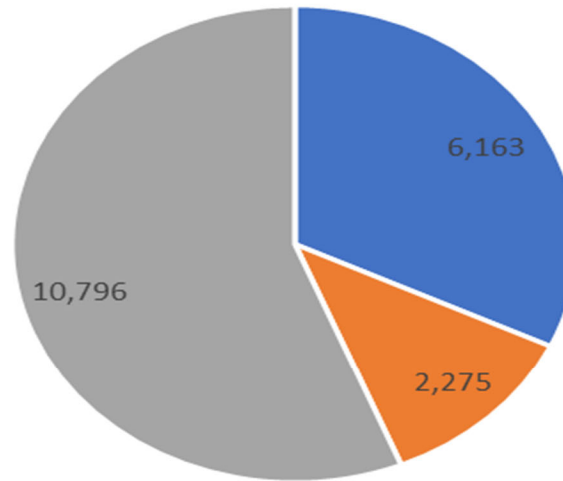
- Notable 2021 recoveries are evidence related to a home invasion in Norman and evidence related to a kidnapping/torture/homicide in Pocola including the murder weapons.
- Of the calls for service, the Dive Team assisted other state and federal agencies such as the FBI, OSBI, BIA, Okmulgee Co. Emergency Management, Ponca City Police Department, Shawnee Police Department, Norman Police Department, Payne County Sheriff's Office, Davis Police Department, LeFlore County Sheriff's Office, Pawnee County Emergency Management, and Haskell Police Department.
- The OHP Dive Team participates in monthly training.

Collisions Investigated by OHP—2021

Total Collisions Investigated by OHP: 19,234

Troop A	6,163
Canadian	
Cleveland	
Lincoln	
Logan	
McClain	
Oklahoma	
Pottawatomie	
Troop B	2,275
Creek	
Okmulgee	
Rogers	
Tulsa	
Troops C - M & Turnpikes	10,796
Remaining 66 Counties	

Collisions - 2021



■ Troop A
 ■ Troop B
 ■ Troops C - M & Turnpikes

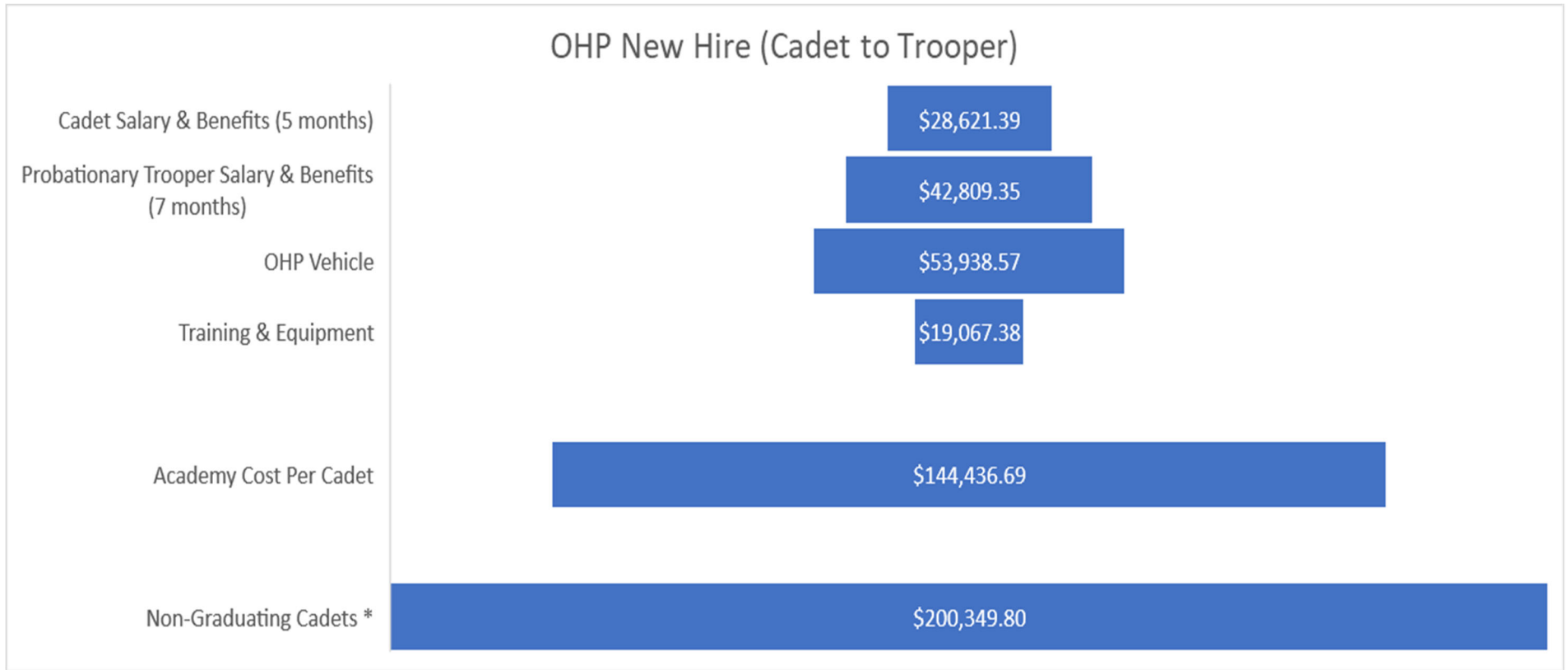
OHP New Hire (Cadet to Trooper)

To become an OHP Trooper, an applicant must complete three (3) stages that take one (1) year to finalize. The stages include graduating the OHP Academy, successfully completing Field Training with assigned Field Training Officers, and completing the probation period (ending on the one (1) year anniversary date of hire).

The Oklahoma Highway Patrol academy is approximately 20 weeks in length. Cadets reside at the academy located at the Robert R. Lester Training Center for the duration of the academy. The Oklahoma Highway Patrol academy is very structured and cadets are challenged academically, physically, and mentally. A typical day begins with physical training, drill and ceremony, and inspections, prior to the classroom instruction. The evening hours are used for course studies, assignment completions, practical exercises, and preparation for the following day. The workdays for a cadet varies from 12 to 18 hours.

Upon graduation from the academy, the trainees are then assigned to various Field Troops and Field Training Officers for approximately 15 weeks. After successfully completing Field Training, the trainee is now considered a Probationary Trooper.

OHP New Hire (Cadet to Trooper)



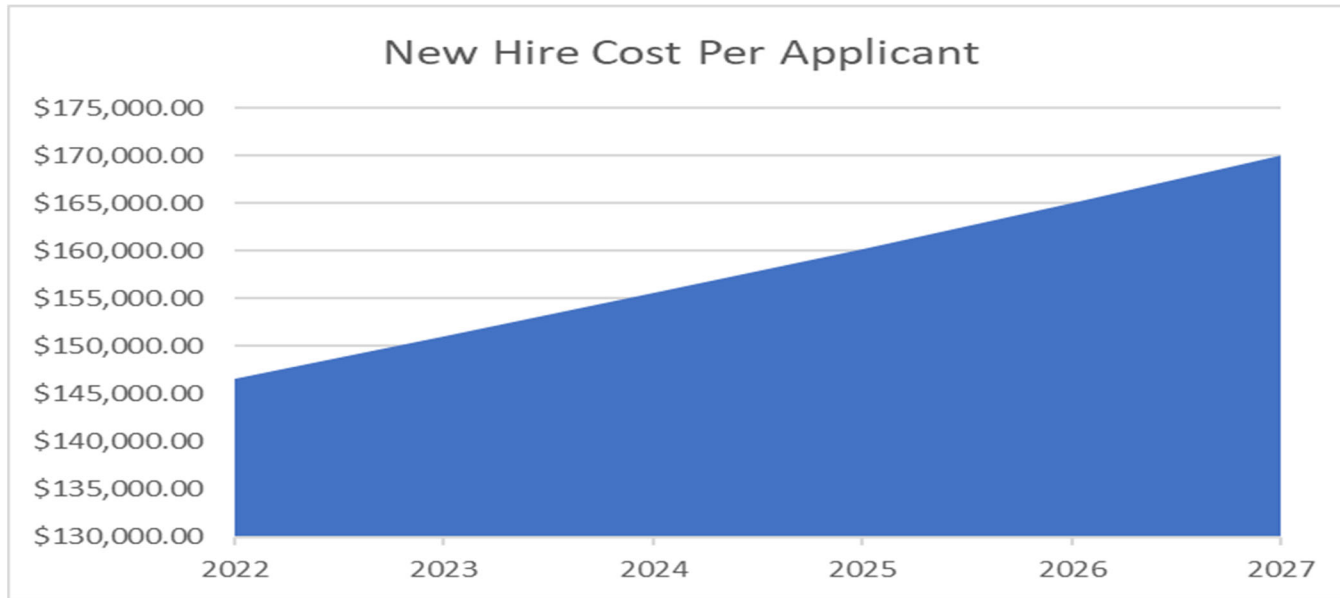
**The historic attrition rate of an OHP Academy is 30% of the selected cadets within the first four (4) weeks.*

To reach the target number of 82 graduated cadets, the Department estimates 117 cadets are needed at the start the academy.

Each cadet costs \$1,431.07 per week.

The total attrition cost incurred by the Department for the 35 cadets (30% of 117 cadets) the OHP anticipates will resign during the academy is \$200,349.80. ((35 cadets X \$1,431.07) X 4 weeks)).

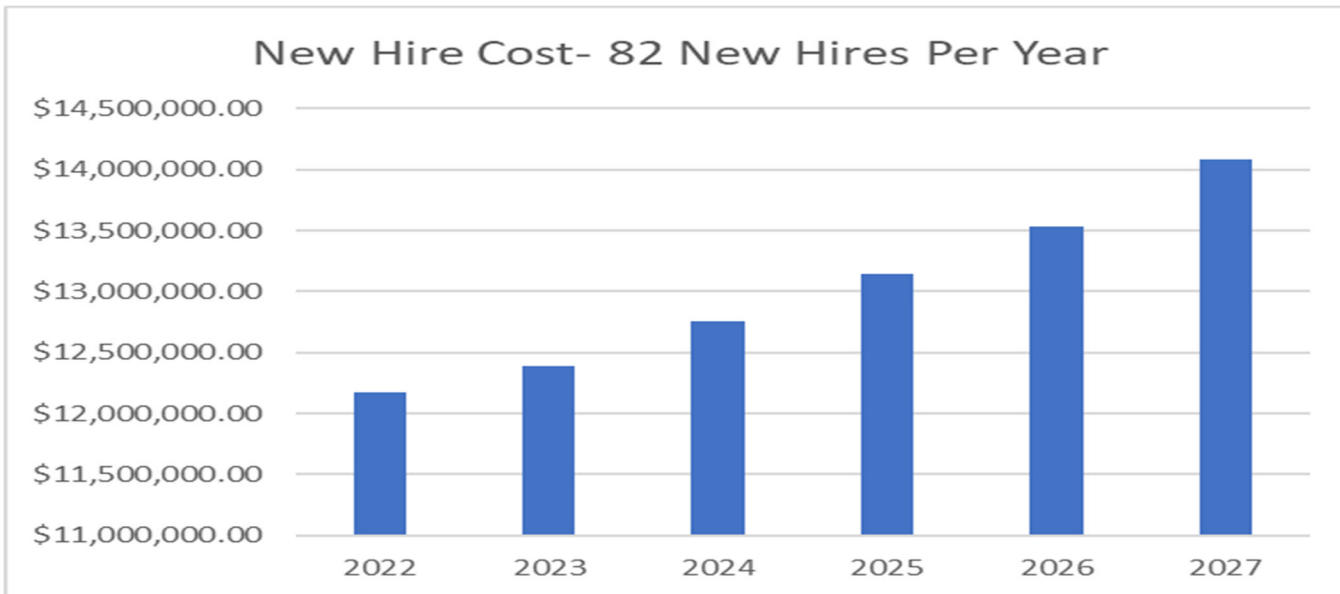
Cost of an OHP Academy



New Hire Costs include:

- Cadet Salary and Benefits
- Academy Training
- Equipment issued to each Cadet
- Uniforms
- Lodging and meals
- Computer
- Vehicle

Assumes 3% inflation with salary costs remaining constant.



Assumes 3% inflation with salary costs remaining constant.