



The Kansas City Missouri Police Department

All in the family, for three generations

It is no secret there are many family members who work together on the police department, but having three generations of officers who have served the residents of Kansas City since the 1950's is a legacy to be proud of.

Major Keith Kirchhoff, Metro Patrol Commander, entered the Academy in May of 1993, following in his father's footsteps. His father, "Hal" worked on the department from 1957 to 1987, when he retired as a Sergeant.

"I always looked up to my father, and wanted to be an officer as long as I can remember," Kirchhoff recalled.

Looking up to a father figure is exactly why Kirchhoff's stepson, Officer Jamison Raines, East Patrol, decided he wanted to be a police officer. He wanted to be a police officer so badly growing up he wore his "Police" T-shirt for every school picture for six years.

"I remember always being around the department, riding around in the old Crown Vic cars and visiting CPD around Christmas to take cookies to the officers," Raines said.

Raines joined the department as soon as he was old enough and graduated from the Academy in January of this year. It was in the Academy Raines met fellow Academy recruit, now-Officer Jordan Witcig, East Patrol. It was through this new friendship they realized they share something not many on the department do: they are both third-generation officers on KCPD.

Officer Witcig's grandfather, Bill



Sergeant Randy Evans congratulated his son, Brandon Evans, upon Brandon's Academy graduation in May. Sgt. Evans' father, KCPD Officer Robert Evans, was killed in the line of duty in 1971.



Retired Sergeant Tim Witcig pinned the badge on his son Jordan Witcig at Jordan's September Academy graduation. Ret. Sgt. Witcig's father Bill served at KCPD from 1955 to 1981.

Witcig, joined the department in 1955 and retired in 1981. For Bill's son, Tim Witcig, who joined the Academy in 1986 and retired in 2016, he knew he wanted to

be a police officer, just like his father. When his own son, Jordan, decided he wanted to be an officer and move back to Kansas City to continue the legacy, it humbled him.

"It is hard to put into words how proud I am of Jordan and to see the years of service our family has given to the residents of Kansas City," Tim said.

Officer Jordan Witcig remembers hearing stories as a child, while sitting around the dinner table, about his grandfather, dad and uncle, who all were officers with KCPD. While in the Academy, another recruit pointed out a picture in the hallway of the Academy of his grandfather he had not seen before, which made him feel so proud.

"It means a lot to be an officer in Kansas City," Jordan said of the legacy he is a part of.

Officer Brandon Evans, South Patrol, who graduated in May of this year, also shares the legacy of being a third-generation KCPD officer. His dad, Sergeant Randy Evans, Shoal Creek Patrol, and brother, Officer Colton Evans, North Patrol, currently work on the department.

"Growing up I always remembered seeing my dad get ready to go into work and never remember him

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Motorcycle officers test new bikes

Harley Davidson has been the exclusive motorcycle of choice for the past several years for all motorcycle officers, until this summer.

After much research and planning, the department approved the purchase of two BMW Police 1250RT motorcycles to add to the motorcycle fleet. The bikes are an extension of the officers, so safety is the top priority when choosing the best bike for the rider. The BMW bike, which will be tested by all motorcycle officers for the next few months, come standard with upgraded safety features, unmatched by their current motorcycles.

The biggest difference the officers said they are noticing is the traction control. Officers on motorcycles find they change surfaces rapidly during enforcement. On hot days, sitting on the shoulder of the road running speed enforcement, the pavement is an asphalt/tar mix, which can cause their current bike's back tires to fishtail when leaving the surface to the street at a high rate of speed. This can cause the bike to not respond in the direction the officer needs to go, putting them in danger of being hit by cars traveling by. With the improved traction control, the BMW bike can sense the wheel is spinning and instantly calm it down to regain control and then pick-up the speed, allowing for them to merge into traffic safely and quicker.

The BMW bike also provides an opportunity for wider diversity of riders as it



Traffic Enforcement officers are testing the new BMW motorcycle, left. The current Harley is on the right.

weighs 200 pounds less than the Harley. To qualify to ride a motorcycle on KCPD, the officer must be able to stand the bike back up from the ground. The BMW is not only easier to pick up because of the weight, but it also doesn't fall as far to the ground as the Harley because of the placement of the sidebars.

To accommodate a wider range of rider, the BMW is highly customizable to the specific rider. The seat has the ability to raise or lower for riders between 5'3" to 6'4" to comfortably ride. The electronic shocks also can be changed with each rider, raising them for a heavier rider, so it doesn't drag near the

road, and they can be lowered for a lighter officer. The handle grips also can be customized based on hand size, and the windshield can be adjusted to provide more or less coverage from the elements.

Weighing 200 pounds less also has a significant difference in braking, along with the superior anti-lock braking system (ABS), officers said. The BMW, on average, stops eight feet sooner than the Harley, both going 60 mph, which is the equivalent of about three-quarters of a car length. Motorcycle officers said they often have to stop very quickly to avoid hitting other cars or obstacles with little reaction time, and the lighter bike allows the officer to quickly stop or at least gives the ability to maneuver around the object due to the smoother handling.

Servicing the Harley requires a visit to the garage every 4,000 miles, but the BMW maintenance is only every 6,000 miles. The sticker price of the BMW is higher, but it also comes fully stocked with all equipment other than the radio and radar. With the Harley, nearly all police equipment is added after the purchase, which also makes the equipment less integrated with the bike.

The BMW bikes will go through rigorous testing for the next few months, and every motorcycle officer will get a turn riding one. They will then evaluate all aspects of the bike and make their recommendations to commanders.

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having a negative attitude," Brandon recalls.

Sergeant Randy Evans' father, Officer Robert Wayne Evans, was on the department for seven years before he was tragically killed in the line of duty on October 14, 1971, during a traffic stop. As a young man, officers who had worked with his dad encouraged him to join the department once he was old enough. Upon graduation from college, Evans had a wife and children to support and he knew the police department would offer him a good career and stability. He joined KCPD in 1990 and is now a Sergeant in Shoal Creek.

When his sons, Colton and Brandon, each decided to join the department, he admits he felt apprehensive at first. The feeling quickly gave way to feeling honored they each wanted to follow in his footsteps.

"I must have done something right for them to do what I do," Sergeant Evans said.



Officer Jameison Raines, left, is the stepson of Major Keith Kirchhoff, right. Major Kirchhoff's father, Sgt. Hal Kirchhoff, worked at KCPD from 1957-1987. Also pictured are Jameison's mom/Keith's wife, Sara Kirchhoff, and their youngest son Frank.

Study examines KCPD's hiring and retention

A first-of-its-kind study shows why people come to work at the Kansas City Missouri Police Department, why they stay, and why they leave.

Chief Richard Smith commissioned a hiring and retention study by the Dolan Consulting Group earlier this year. Retired Chief Harry Dolan of the Raleigh, N.C., Police Department presented the study's findings to the Board of Police Commissioners at their October meeting.

Fewer people are applying to become police officers nationwide or quitting after only a few years on the job, according to the Police Executive Research Forum. Kansas City, however, is not having that issue, Dolan said. About 1,000 people apply for the position of officer annually at KCPD.

"This is an incredible department," Dolan said. "It just is. I've traveled across the United States and in Europe some now (doing consulting), and this is a special place."

But Chief Smith still wanted to know how the department could better recruit and retain employees, both sworn and non-sworn. To do that, the Dolan Group surveyed all department members, getting a response rate of 35 percent from both sworn and non-sworn members.

What drew KCPD members to want to become police officers wasn't that surprising, Board President Nathan Garrett said. The study showed the top four influences were:

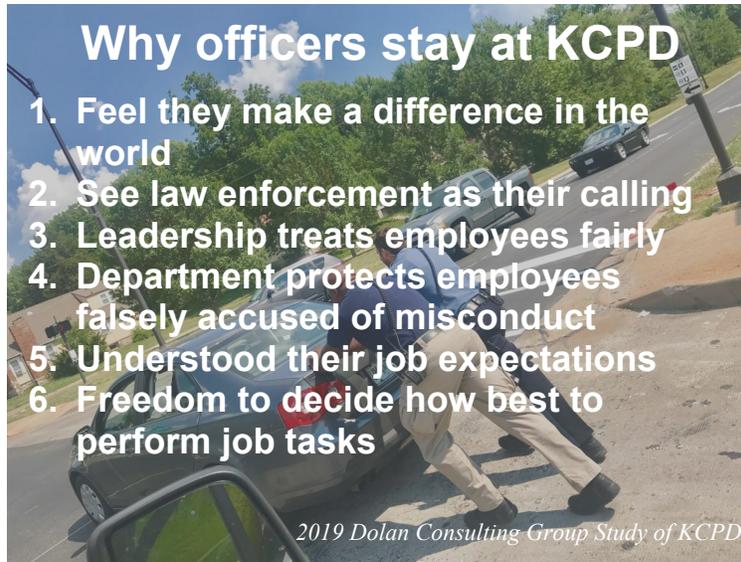
1. Positive personal interaction with existing law enforcement officers
2. Recommendations to explore the career by a person in the individual's life
3. A desire to correct injustices in society and help others
4. Popular media portrayals of law enforcement

The only statistically significant differences among demographics were that African-American respondents were slightly more likely than others to have been drawn to the law enforcement profession by interaction with police recruiters and police-sponsored youth programs.

So why did the people interested in a law enforcement career choose KCPD over other agencies? The top factors were, in order: opportunity for excitement, career mobility, good salary, good benefits and a pension. For non-sworn members, the most appealing things about KCPD were the benefits package, pension plan, and already having a friend or family member on the department.

Fourteen percent of KCPD officers surveyed said they wanted to find a job with a different employer within a year. Dolan said that is less than what has been reported by other agencies he's worked with and far less than other public-sector jobs like teaching.

"The only significant recruiting difference between those staying and leaving was those most likely to leave were likely to say they pursued their law enforcement career because they felt they lacked other job opportunities at the



time," Dolan said. "... It was just a job, not a calling. For most of these folks, it's a calling."

That makes sense, when you consider the top two reasons officers said they stay at KCPD:

1. They feel they're making a difference in the world through their work, and
2. They saw their law enforcement career as a calling.

Just 11% of non-sworn personnel said they want to find a job with a different employer within the year.

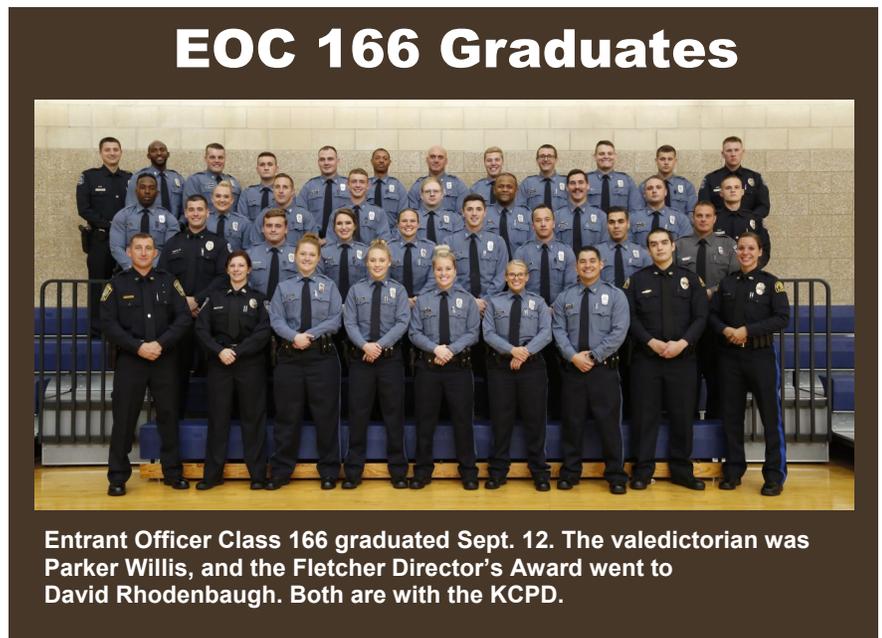
"We wanted to see where we can put our emphasis, and I think two main things came out of this," Chief Smith said.

First, he said, was the need for personal contact. Dolan repeatedly emphasized that when officers leave a situation better than they found it – even if someone is arrested – the people in that situation can be so touched they want to become officers themselves. Chief Smith said the need for everyone to be a recruiter is such an important topic that it will be taught during the 2020 in-service training.

"The second thing is we have to engage youth," Chief Smith said. "We know that interaction makes a difference."

He pointed to the success of the Youth Police Initiative and efforts the Human Resources Division has undertaken like the summer Youth Police Academy.

Dolan also said that because millennials and younger job-seekers state they want jobs that make a difference in the world, KCPD should emphasize the opportunities for that in its recruitment and retention efforts. He also said that because surveys showed that KCPD's participation in respected reality television shows drew quality people to the department, he would continue to recommend the department participate in them.



Upcoming Events

November 16
KCPD CARE Team
Holiday Mart

November 19
Board of Police
Commissioners
Meeting

The Informant is a
publication of
KCPD's
Media Unit
(816) 234-5170
kcpd.org

The mission of the
Kansas City Missouri
Police Department is to
protect and serve with
professionalism, honor
and integrity.

Officially Speaking

Awards

Special Unit Citation
Media Unit

Meritorious Service

Awards

Detective Jason Steinke
Administrative Assistant
Jennifer Van Kirk

25-Year Rings

Officer Joseph Alexander,
Jr.
Captain Jason Asper
Wellness Specialist Robert
Blehm
Detective Alane Booth
Officer Carla Boykin
Sergeant James Buck
Officer Paul Burkhalter
Human Resources
Specialist Mindy Davis
Detective David DeLaMare
Supervisor Dawn
Deterding

Communications

Specialist Jamie
Deterding
Detective David Dykhouse
Master Police Officer
Michael Eickmann
Detective James Foushee
Sergeant Ken Frederick
Sergeant Rod Gentry
Major Michael Hicks
Sergeant Lloyd Hope
Captain M. Sean
Hutcheson
Sergeant Jennifer Jones
Sergeant Jarrett Lanpher
Sergeant Marcus May
Officer Mike McClure
Major Derek McCollum
Detective Arthur Miranda
Detective Steve Morgan
Officer Vickie Rabideaux
Sergeant Chris Raymer
Sergeant Eric Roeder
Officer Pete Schultz
Forensic Specialist
Melissa Steinke
Officer Jarett Whipple

Retirements

Master Detective James
Agnew
Officer Mitchell Branch, Jr.
Officer Michael Feagans
Officer William Hakes
Sergeant Julie Grote
Inventory Specialist
Robert Koenig
Captain Todd Marckx
Security Guard David
Mathys
Officer Pete Schultz

Obituaries

Retired Officer Charles
Anderson
Retired Civilian Frank
Ariano, Jr.
Retired Civilian Theodore
Dombroski
Retired Reserve Captain
Charles "Chuck" Eddy
Retired Officer Charles
Silver
Retired Civilian Samuel
Willins