

OVERSIGHT OF THE UNITED STATES CAPITOL POLICE

HEARING BEFORE THE COMMITTEE ON RULES AND ADMINISTRATION UNITED STATES SENATE ONE HUNDRED SEVENTEENTH CONGRESS SECOND SESSION

DECEMBER 19, 2022

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SECOND SESSION

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OVERSIGHT OF THE UNITED STATES CAPITOL POLICE

MONDAY, DECEMBER 19, 2022

UNITED STATES SENATE
COMMITTEE ON RULES AND ADMINISTRATION
Washington, DC

The Committee met, pursuant to notice, at 3:32 p.m., in Room 301, Russell Senate Office Building, Hon. Amy Klobuchar, Chairwoman of the Committee, presiding.

Present: Senators Klobuchar, Blunt, King, Ossoff, Wicker, and Fischer.

OPENING STATEMENT OF HONORABLE AMY KLOBUCHAR, CHAIRWOMAN, A UNITED STATES SENATOR FROM THE STATE OF MINNESOTA

Chairwoman KLOBUCHAR. I call the Committee to order. It is wonderful to be here for the last hearing with my close friend, Ranking Member Blunt.

I am going to say a few words about him shortly. But it is fitting, I would say, that we are ending with this important oversight hearing of the Capitol Police, because it has defined so much of our work during the last two years, and we are forever grateful to the men and women of the Capitol Police.

It is a part, I know, of Senator Blunt's job that he has always liked. You will always find him, as you know Chief, with the officers. During the holiday season, you will find him with them every step of the way.

It was my privilege to see the officers and their families presented with the Congressional Gold Medal earlier this month for their courage defending our democracy on January 6th. Senator Blunt and I led the bill, and we are very excited that we have had the honor of the Congressional Gold Medal being bestowed upon the police.

Next month will mark two years since January 6th, since the peaceful transfer of power that historically we have seen that day, the Electoral Count Act day when the ballots are counted from each state, when we saw this disrupted with an insurrection.

As we know it was more than an assault on a building, it was an assault on our democracy, and it was an actual life and death situation for so many of our officers on duty that day.

As we have heard testimony in our joint hearings with the Homeland Security Committee that we all took part in, our officers performed heroically under unimaginable circumstances, suffering many injuries and in some cases, loss of life.

Tragically, five officers passed away following the attack. Capitol Police Officer Brian Sicknick died the next day. Four other officers died in the days and months that followed, Capitol Police Officer Howard Liebengood and DC Metropolitan Police Officers Jeffrey Smith, Gunther Hashida, and Kyle DeFreytag.

Many more suffered injuries and even more suffered emotional trauma that day. Later that spring, we also lost Officer Billy Evans, who gave his life defending our Capitol right there at the front Senate gate. Many of us remember Billy personally, and I have been honored to get to know his family and his kids.

We owe it to the officers who stand in defense of the Capitol to make sure that they have the resources and support they need. I want to acknowledge, first of all, the Department's work to expand mental health support for officers, including establishing the Howard Liebengood Center for Wellness after we passed funding for it in last year's emergency appropriations legislation.

After that heroic day, Senator Blunt and I, as I mentioned, worked with Senator Portman and Senator Peters to hold hearings and issue a bipartisan report with the Homeland Security Committee with recommendations that could be implemented without delay. This is our sixth hearing on Capitol security during this Congress.

Significant progress has been made to implement our recommendations for the entities charged with protecting the Capitol. The majority have been put into effect entirely, as well as more than 75 percent of the Capitol Police Inspector General's 103 recommendations.

Through these efforts, the Department has improved its handling of intelligence by hiring a new Intelligence Director and sharing information with rank and file officers, prioritized operational planning by requiring plans for large scale events, and used the resources in last year's emergency appropriations legislation to ensure officers have the training and the equipment that they need.

We will never forget the stories of the riot gear left in the buses locked. We will never forget the stories of what a high percentage—and of course, you were not chief then—but what a high percentage of our officers were not equipped with riot gear.

In fact, the people attacking them in some cases had gear that they did not even have themselves. The Department also faced the difficult task of confronting a shortfall in officers since January 6th, which placed even more pressure on those protecting our Capitol. I appreciate your work, Chief, to take this on head on to restore morale and confidence in your ranks.

I still remember when I knew that the morale was improving about six months after the attack. I remember how difficult it was in those weeks and months afterwards. But about six months after the attack, I was outside in the parking area and I was standing there and one of the officers was talking to me, and one of your other officers was on bike patrol and he put up his megaphone and he said, Officer, the name of the guy I was talking to, "do you need backup? Do you need backup?"

I thought at that moment, whatever is going on, there has been some improvement in morale that people can once again have a little moment of fun and appreciate the surroundings that they are

in. As I have told your officers, including last week, they are the ones that are on the front line every single day for our safety and also the front line of what visitors to the Capitol see.

Your efforts have paid off, Chief, as the Department met its goal to hire 280 officers this year and is on track to do the same next year. Your work to recruit more officers and overcome attrition has been integral to reopening the Capitol. We have had tour groups back for nearly nine months now, and the Capitol Visitor Center reopened about seven months ago.

Just last week, another entrance to the Senate office buildings opened, and we will open at least one more in January when the public galleries are planned to be open as well. We know it has been long, long in coming, but we understand your plan to ensure our safety and slowly and surely open up some of these areas because we could not do it all at once and we still cannot do every single thing we were doing before. There has been significant progress, but there is also much more to do.

I know you know in that one of those goals is to confront the dramatic rise in threats targeting Members of Congress. While the Department has hired more threat assessment agents and opened two field offices to counter these threats, more must be done.

Chief, I know you have presented a proposal to the Capitol Police Board laying out resources that the Department needs to be effective given the current threat landscape to ensure Members are safe when they are away from the Capitol.

One of the things we also talked about in that last meeting that Senator Blunt and I attended was about the prosecution of these cases, which is not under your purview, one thing that is not, but making sure that they occur, and I have already contacted the Justice Department about that.

Another thing we should do without delay is to pass my bipartisan proposal with Senator Cruz to provide for the removal of Members of Congress private information from the internet, similar to a provision for Federal judges that was just included in the NDAA, and I continue to work to get this done by the end of the year. I look forward to hearing from you today, Chief.

Now, before I turn it over to Senator Blunt, I wanted to talk a little bit about his work and recognize the importance of his service, not just to this Committee, but really to our Capitol and to our country.

Through our work leading the Rules Committee, sometimes he has been Chair, sometimes I have been Chair. Sometimes it just does not matter who is Chair because we work together so well. I have gotten to see firsthand Chairman Blunt, former Chairman, now Ranking Member Blunt's deep respect for our Constitution, for the Senate, and our democracy.

As a former top election official in Missouri, Senator Blunt's experience benefited our Committee as we worked to support the work of election administrators, including highlighting the rise in threats in the hearing we did last year. Since coming to the Senate, Senator Blunt's love for this institution has come through in his efforts to make this a better place to work.

That includes not okaying every request we get from every Member, but whenever we can, we try to do that. It includes joining

with me to reform the outdated process of reporting and handling sexual harassment claims on Capitol Hill. Many great improvements were made that have been helpful for this institution.

It includes updating the rules for new parents when we worked to ensure that Senator Duckworth and future parents can bring their babies to the Senate floor. He has also been a great partner to me on many other issues, including we co-chaired the Travel and Tourism Caucus and passed Brand USA several times. He co-chaired the Adoption Caucus with me. We got a number of bills passed over the years. He himself, the parent of adopted child Charlie Blunt, that he loves so much, and he has taken that heart and put it into that issue as well.

Above all else, Senator Blunt's career here has been defined by service. He is more interested in getting things done than getting the accolades. Although I know talking to your wife, Abby, there have been a lot of accolades in recent months, buildings named after you, airports named after you, all well-deserved.

But what I will most remember about Senator Blunt is that moment on January 6th, when it was just the two of us and Vice President Pence walking through that corridor that in the morning had been a place of celebration, walking through the broken glass, the spray painted columns to do our jobs.

When we came back at—then it was about 4:30 in the morning, when it was all done and democracy had prevailed, he and I decided to go downstairs to look at the damage to the Parliamentarian office and other offices. It was a horrendous sight, pictures broken, their own personal belongings all over the floor.

We knew then that our work had not ended really that day, but our work had just begun to protect the security of the Capitol. But I most remember in a typical Roy Blunt way, as we walked out of that office and the sun is coming out, he turns to me in all seriousness and says, "well, see you tomorrow."

I said, "tomorrow is here, but I will." I think that is what we say to Senator Blunt today, that we will see you tomorrow and we will see you many days to come. And we are all so excited that Senator Fischer will actually become the Ranking Member. She and I get along very well.

She had asked me to be her Democratic mentor, whatever that meant, when she came to the Senate. I tried my best, and we are really excited that she is going to be filling in here and becoming the Ranking Member.

But Roy, we are all going to miss you. I know Angus came in specifically to recognize your work, and we thank you, Roy, for all you have done and we should give you applause here.

[Applause.]

OPENING STATEMENT OF HONORABLE ROY BLUNT, A UNITED STATES SENATOR FROM THE STATE OF MISSOURI

Senator BLUNT. I thank all of you. As Abby Blunt would quickly point out, there have been plenty of recognitions for me, and she is doing her job to be sure that I keep that in some balance by representing the other side of the question of how capable I may or may not be. But glad to be here with all of you.

This is a unique Committee, and the opportunity to be so involved all the time, and sometimes almost too involved—some days just the daily operation of the Senate, it gives those of us who have done management things like the Governor and others a chance to have a little bit of that management desire fulfilled, a chance to really work directly with the Chief, and the Librarian of Congress, and the Director of the Smithsonian, and unfortunately, the food service companies and the things that are—really have been complicated the last few years is the visits to the Capitol were dramatically changed when the Capitol building itself was not open.

But I appreciate your kind words. You know, we have served on this Committee together, both in 2017 and then dramatically in 2021. We were two of the four people that joined first Vice President Biden in 2017 and then by Vice President Pence in 2021 to go through the process of certifying the election.

Then only a few days later, two weeks in fact later, in 2021, at the exact same location where our great Capitol Police force and Metropolitan Police force had been trying to defend the Capitol and did defend the Capitol, we were out there where we should be for the whole world to watch the peaceful transition of power.

From that day, I was the Chairman at that event, and the Chairman has some gavels to use that day as necessary. Here is one for you, and the base says the 59th Presidential Inauguration, January 20, 2021.

Chairwoman KLOBUCHAR. Thank you.

Senator BLUNT. As you pointed out, we worked on so many things, it has almost made the work of this Committee seamless. We go from two or three different issues. We are working on from adoption to travel, to visa to commerce all at once, and we have been great friends and I look forward to that continued friendship with you and others on the Rules Committee.

I have been Chairman twice—let's see, I was Chairman, then Senator Shelby was Chairman, then I was Chairman again. It has been great to work with you in this divided Congress as you become Chairwoman. I know I am leaving the Committee in good hands as Senator Fischer moves into the position of Ranking Member at the beginning of the next Congress.

She has been a Member of the Rules Committee since she came to Congress after the 2012 election, and I feel confident that the two of you are going to do great things for the Senate and the people who work here.

One of the most important functions, of course, is our relationship with the police, the Capitol Police, who every Member of Congress sees multiple times every day from the moment we walk in, as a matter of fact usually before we walk in, until the moment we walk out of the building, and then the moment we are headed away from the Capitol.

Chief Manger was hired in the wake of the events of January the 6th. He brought incredible experience to this job, having been the chief of two of the very biggest neighboring jurisdictions. I am eager to hear his assessment of where we are on the recommendations we made.

You know, that coming quickly with our Committee and the other oversight committee and having those hearings, having a set

of recommendations within just a couple of months really of the time that we started looking at this. I know one of the things we will talk to the chief today is about that.

Also later this afternoon, you and I—Chairwoman, you and I will both be at an event where the 2021 Freedom Award is awarded—the 2022 Freedom Award recipients will be awarded, and that is the Capitol Police and the Metropolitan Police. Chief Manger and Chief Contee will be there to recognize that—and accept that recognition. I think that award was started 20 years ago in 1993.

That was the 200th anniversary of George Washington laying the cornerstone for the Capitol that would be begun here and was finished a few years later in Washington. But the Freedom Award named for the statue on the top of the Capitol, the Statue of Freedom.

Chief, your officers and the Metropolitan Police officers who arrived immediately when called, made an incredible difference that day, as they do every day.

Senator Klobuchar and I and the rest of the Members of the Committee are honored to be able to welcome you here today. Thank you, Chairwoman.

Chairwoman KLOBUCHAR. Very good. Senator Fischer, you want to add something? Thank you, Senator Wicker, for being here as well.

Senator FISCHER. Thank you, Madam Chair. I want to thank Senator Blunt for his time as Chair and Ranking Member of this Committee. As the former top election official in Missouri, his first-hand knowledge of the elections process was incredibly valuable to this Committee.

Senator Blunt understands every policy issue that comes before him with a curious mind and tireless attention to detail. He has always been a trusted voice in our conference and an exceptional member of leadership.

As Leader McConnell said earlier this month, Senator Blunt has time and again wound up in the middle of high stakes, high profile work. Yet he remains the same humble and approachable Missourian who first got into this business to help his neighbors.

I want to thank Roy for his work to ensure a smooth transition to me as the new Ranking Member on this Committee. He has been very helpful in this process, ensuring that both the Republican Rules Committee staff and my personal staff have the information they need, and that we are all in a position to succeed.

In the video announcing his retirement, Senator Blunt stood on the dairy farm where he grew up and said that he planned to finish strong, and he certainly has. After 14 general election victories and 26 years in Congress, Senator Blunt has a lot to be proud of.

I know we are certainly going to miss him here in the Senate. Missourians, Nebraskans, and all Americans are better off thanks to his selfless service. Thank you. Good job, Roy.

Chairwoman KLOBUCHAR. Really nice. Thank you for mentioning Senator Blunt's tremendous staff that really work seamlessly, as you noted. Senator Wicker, you want to add anything, and then maybe Senator King.

Senator WICKER. Thank you. Thank you, Madam Chair. I spoke from my heart on the Senate floor several days ago after Senator Blunt's farewell address.

Let me just echo what Senator Fischer has said and say how fortunate I feel to have served with Roy Blunt, both on this Committee, on the Commerce Committee, in the House, and in the United States Senate. I got to the House two years before he did. I got over here to the Senate a little bit before he did. But I was well aware that once he got here, he would immediately move into leadership.

I was tickled to be a part of that little, small cadre of people that encouraged Senator Blunt to run for leadership at a very early point in his Senate career. Senator Fischer mentioned high stakes and high profile moments in quoting our distinguished Republican leader.

It does seem that when fortune smiles on us, whether by chance or by providence, the right person happens to be at the right place, in the right position, at the right time. I think of January 20, 2017, when we showed the world once again what President Reagan said was a both profound and commonplace moment.

Commonplace because it occurs every four years. Profound because it occurs every four years on the dot. The way our friend from Missouri was asked to be in charge of that orderly Constitutional transfer of power, and then it happens that our friend Roy was called on to be the symbol of that orderly Constitutional transfer after a time when the decision was much more contentious.

I cannot think of another fellow citizen of the United States who would have been in a better—who would have been better capable of carrying that off and making that day once again, profound and commonplace. I thank the Chair for reminding me earlier today that——

Chairwoman KLOBUCHAR. He means sending him a text.

Senator WICKER [continuing]. This was a special command performance to me, and I am grateful to her for reminding me. Also, I am grateful to both of you for allowing me to remodel my committee room before any others. We would not have done it without the leadership of these two great friends on the Committee.

Roy, congratulations to you. Surely this is the last time I will have to wax sentimental, but it has been a great run. You have been a great public servant and will always be my great friend.

Chairwoman KLOBUCHAR. All right. Thank you, Senator Wicker, for bringing up the inauguration, which I had not, and that was an incredible moment. As you mentioned, both inaugurations, where Roy just really stood out for his work. Thank you. Senator King.

Senator KING. Very briefly, because everything has been said, Roy was one of the first people I met when I got here. In just a few weeks, I do not even think I had been sworn in yet. We had a chat and we found that we were both adoptive parents, and we shared the fact that any adoptive parent will tell you that you fall in love with those kids just like any other kids.

How important that—and both in fact adoptive parents of children from abroad, and the important thing about making them part of our family. Unfortunately, we have not had a chance to

really work together very much on legislation, but my observation of Roy, a couple of points.

One is the example of leadership is so important. We tend to think of leadership as speeches and pushing and amendments and arguing and debating. Just the example that you set of dignity, common sense, a thoughtfulness has been an example to me, and I think it is one that is so important to your colleagues. That is one of the reasons you are going to be so missed.

One of the definitions of courage is grace under pressure. I think on January 6th, and again on January 21st, which was—January 20th, rather, which was not a—it was not a foregone conclusion how things were going to go that day, it was your grace under pressure, your steadiness, that I think meant so much to all of us, but mostly to the country, mostly to the country.

I love Ronald Reagan's comment that it is commonplace is profound. Profound because it is commonplace, because what we have here is very unusual in human history and it is fragile, as we learned.

Your steadiness and good common sense, goodness, Midwestern common sense—I am married to a girl from the Midwest, and she reminds me of that, a woman from the Midwest.

Chairwoman KLOBUCHAR. That is okay.

Senator KING. We have been married almost 40 years. Anyway, Roy, you have meant so much to all of us, but you have meant so much to the country. Thank you deeply for your service.

Chairwoman KLOBUCHAR. Very good. Very nice. I actually have a picture of us, Roy, that I like because it looks like you are maybe thinking, what is she saying? Anyway, it is great. There you are. I am now, my job—

Senator BLUNT. Chief, I guess you thought this hearing was about you.

[Laughter.]

Chairwoman KLOBUCHAR [continuing]. is to introduce Chief Manger, the Chief of the United States Capitol Police. He was sworn into his current position on July 23, 2021, after a distinguished 42 year career in law enforcement—longer than Angus has been married—most recently serving for 15 years as Chief of Police in Montgomery County, Maryland. Earlier in his career, he served as Chief of Police in Fairfax County, Virginia, where he rose through the ranks after first joining the force following his graduation from the University of Maryland.

I will now swear in the witness. If you would, please stand and raise your right hand. Do you swear that the testimony you will give before the Committee shall be the truth, the whole truth, and nothing but the truth, so help you God?

Mr. MANGER. I do.

Chairwoman KLOBUCHAR. Thank you, Chief. You can be seated, and you are recognized for five minutes.

OPENING STATEMENT OF J. THOMAS MANGER, CHIEF OF POLICE, UNITED STATES CAPITOL POLICE, WASHINGTON, DC

Mr. MANGER. Thank you. Chairwoman Klobuchar, Ranking Member Blunt, distinguished Members of the Committee, thank you for this opportunity to share with you the many initiatives cur-

rently underway to strengthen the United States Capitol Police Department.

Having been in this position for nearly a year and a half, we now move from fixing the immediate problems identified on January 6th and its aftermath, to better positioning the Department for the future.

The USCP's mission is highly complex. To fulfill our responsibilities, we need to flexibly—the flexibility to pivot seamlessly from our public order responsibilities, to our investigative responsibilities, to our protection responsibilities.

My first priority when I arrived here was fixing the systemic deficiencies that lay at the root of its operational and intelligence capabilities. The Department identified, prioritized, and remediated the most significant gaps, including those identified by this Committee, such as developing Department wide operational plans for special events, training and equipping the Civil Disturbance Unit, and improving the Department's intelligence gathering and sharing capabilities.

These front burner priorities have largely been remediated. In fact, of the 103 inspector general recommendations that came out in the flash reports, 70 of them have been closed, with most others on a glide path to closure. While certain items remain on the Department's post January 6th to do list, we are working on three key areas, threat investigations, fully reopening the Capitol, and staffing.

Among the most significant challenges that we are facing is the ever changing threat landscape. Hate, intolerance, and violence are part of a disturbing trend. This past year, the Department saw more than 9,000 threats against Members of Congress. The attacks on Representative Lee Zeldin and Paul Pelosi, as well as the threats directed toward other Members of Congress, are a sad reminder of the extent to which our social fabric has frayed.

Not surprisingly then, the bulk of the Department's current efforts are directed to threat assessment and mitigation. These efforts include an increase in the number of dignitary protection agents, as well as the training of a reserve team to supplement protection advance teams, enhance security protections for Members, their families, and their homes.

To that end, the Department has presented a list of security recommendations and options to the Capitol Police Board and the relevant Appropriations Committees of both chambers.

These recommendations span the gamut of enhanced security protections and include the installation of state of the art residential security systems for every Member of Congress, the creation of a protection operations center, and the expansion of memorandums of understanding with local law enforcement agencies nationwide.

With the increase of USCP staffing over the past year, I am confident that we are on track to meet our goal of fully reopening the Capitol. However, to meet our ever growing workload demands, our goal is to increase the sworn police staffing to more than 2,000 officers, and our civilian staff to over 450 by the end of Fiscal Year 2023.

Since January 6th, we have hired over 350 new recruits, 175 of which have graduated from the Academy and are now covering

posts throughout the Capitol grounds. Our hiring and recruitment efforts also include 55 contract Capitol security officers, a launch of lateral hiring program, and the payment of retention bonuses.

These enhancements should enable the Department to meet its target of fully reopening the Capitol to pre-COVID levels within the next three months. As part of the Department's continuous transformation, we are working on a Department wide reorganization plan.

Not only is this in response to the recommendations and findings of various after action reports, it is also necessary to establish a structure that fosters and reinforces accountability, internal controls, and employee development. We have submitted our proposal to the Board, which is currently under review.

Once approved, it will allow a number of senior leadership positions to be filled. Our ability to enhance the protection of Members and their families is part of a holistic law enforcement and investigative process. It is not enough just to identify the bad actors.

Those that commit prosecutable offenses must be called to account for their actions within the criminal justice system. Recognizing that these threats are difficult to prosecute, it is disheartening to me that our prosecution rate remains so low.

We have made significant inroads on that front by establishing three special United States attorney positions assigned to the Capitol Police for the express purpose of prosecuting those threat cases. Let me conclude by stating that our increasing workload, the current threat landscape, and future challenges both known and unknown, will require additional resources.

This is a reality, and I say this fully acknowledging all the support that we have received so far. But if we are to build, enhance, and protect to the scale of the entire Congress, we cannot do it based on our current resources.

Simply stated, if we are to keep pace with the workload demands, as well as the Members' expectations, the focus should be on where we are today and the Department's vision for the future.

I am steadfast and resolute in ensuring that an incident like January 6th never happens again. All of our projects and initiatives require the support of the Board and our oversight committees. Your Committee has provided constructive input and oversight.

At the same time, it has been a staunch supporter of the Department, and I thank you.

[The prepared statement of Mr. Manger was submitted for the record.]

Chairwoman KLOBUCHAR. Thank you very much, Chief. For his last hearing, we are going to have Senator Blunt go first, then I will ask questions, and then Senator King, and then whatever Republican is next. Thank you.

Senator BLUNT. All right. Thank you, Chair. Chief, on the recommendations that we made after January the 6th, I think you have completed about 75 percent of those. It is also my impression that you may need more funding or more authority, or both, to really address the remaining numbers. Is that correct?

Mr. MANGER. The authority, not as much. That was provided and that has been working fine. In terms of the funding, what we have

done in the first year or so has addressed the security here at the Capitol.

Then what we really have to focus on now are the threats against Members. That is not only addressing the threats while you are here in the Capitol, but when you are in your home districts as well.

Those protection responsibilities will require additional resources. We have got in our Fiscal Year 2023 budget, for instance, there are a number of requests for additional positions that address the protection responsibilities that—where we really need to focus.

Senator BLUNT. Currently you have vacancies of about, what, 10 percent still vacant? Tell me, how many officers do you have right now?

Mr. MANGER. We have right now about 1,970 officers.

Senator BLUNT. You are authorized to have?

Mr. MANGER. We are authorized to have over 2,000, or close to 2,100. Yes, we are about, I think, 10 percent down. But I have to share with you that I just was informed today that as we speak, we have 219 recruits in some level of training, whether they are—whether we just brought them on a week ago, to the ones that are just about to graduate.

We have got 219 recruits in the pipeline, which I think sets us up very well, and we will continue to work on our hiring, recruiting and hiring initiatives so that we keep those—that pipeline full so that we can meet our goal of hiring those 280 officers per year for the next couple of years.

Senator BLUNT. How many officers have you brought in in the year and a half that you have been the Chief?

Mr. MANGER. Close to 200. When you couple that with the attrition, we are in fact—in fact, the last time that I was in front of this Committee, we had—we have now 100 more officers than we had then.

Senator BLUNT. How is the addition of the contract employees go for the jobs you have been able to assign to someone who was not a sworn and totally prepared officer?

Mr. MANGER. That, I think, has gone very well. The key there is to identify the posts that it would be suitable to have a contract security or Capitol Security Officer. These are primarily secondary posts, and we have got about 50 or so assigned.

Right now we are looking for other opportunities. If there are other posts where we can use those Capitol Security Officers, we will. But right now, we have got about 50 of them in place.

That is 50 posts where we used to have Capitol Police Officers that are now freed up with these security officers staffing those locations.

Senator BLUNT. As you move to more security for Members at their—in their state, what kind of additional personnel will you need there?

Mr. MANGER. Part of the options that I presented to the Capitol Police Board is to do for the entire Congress what the House has begun to do for their Members, where every Member of Congress would have a security system in their home, in their district offices, so that it would add a layer of protection for not only the Member, but their family and their staff as well.

One of the things that I would—have recommended is to have a protection—to stand up a protection operations center so that we would have our folks, and this could be done by civilians, it would not have to be sworn officers, but have our folks monitor those security systems.

They would also be monitored by the company that installed them. But to have that redundancy and to have that instant recognition, if there is a problem, and instant response, if there is a problem, I think provides exactly what we need in terms of enhancing the protection. We want to stand up the protection operations center.

The big ask really has to do with the number of protection agents for the Members. Right now, we, I think, do not provide the level of protection to some of the leadership that perhaps we should. It is certainly not on par with what is done in the Executive Branch, and I think we need to look at that and strengthen some of the protection details that we have in place.

But as a result of the number of threats that are coming in and the number of credible threats that we have some concern about, I believe that we need to strongly expand our—the number of protection agents that we have.

Again, I have got I think in the Fiscal Year 2023 budget, there were 64 positions, additional special agent positions, that would be assigned to protection details. With the demands that we have, this is both in terms of protection and investigation of threats, I think this is the big ask that we have.

Senator BLUNT. Thank you. I may have more questions later, Chairwoman, but—[technical problems]—

Chairwoman KLOBUCHAR. Very good. Senator King has an important call coming up, so I am going to have him go next.

Senator KING. Thank you, Senator. Chief, just to give you an idea of how far the Capitol Police have come. I had a friend who was a Capitol policeman in the 60's, and he told me that the firearms competency test consisted of handing the recruit a gun and having them shoot at the target until they hit it.

Then they were—successfully passed the test. Fortunately, I think we have gone beyond those days. I want to compliment you on your recruiting. I think the challenge of protection at home is a huge, serious challenge. If we had—well, as Governor, I had a trooper with me 24 hours a day for 8 years.

If we went to that level for every Member of Congress, it would be hugely expensive and in many ways obtrusive. It seems to me that one fruitful area that you might think about pursuing, and you may already be doing this, is a cooperative relationship with local police departments and State Police, who the Members are not home all the time, but they can be there, at least be on call and perhaps even go further in terms of being present for public events and those kinds of things.

Is that something that might be a way to solve this without hiring another, you know, 435 times 5?

Mr. MANGER. Absolutely. We have—one of the other things that I forgot to mention, Senator, was the getting together a small staff that would work full-time in developing those relationships with the state and local law enforcement for every Member of Congress.

If we, you know, there is 538 jurisdictions that would be involved and we would have, get those MOU's in place so that we would not have to wait for a crisis to make the first call to that local agency saying, hey, can you help us out? We would have those, and we will use in place ahead of time, so it would be a very efficient process to get the help we need.

Your suggestion about having local law enforcement at events where there may be issues, where, you know, the public will be there, and perhaps the Member even has a couple of threats that they are concerned about, having local law enforcement there is something that we want to do routinely.

The advantage that we have now is that as a result of the supplemental from last year, we have funding that we can reimburse these jurisdictions. Many of these jurisdictions, you know, have told us, look, we have staffing shortages, we really do not have the folks to do some of the things you are asking us to do.

But when we say we can reimburse you and we can, if you need to pull somebody in on overtime, we can reimburse that for you, it really enhances their ability to help us.

Senator KING. Do you think that reimbursement would be far less expensive than having five full-time agents?

Mr. MANGER. Oh, no question.

Senator KING. You mentioned the number of threats, and I am not sure whether you have the historical data, but my sense is this is going up significantly. Is that accurate?

Mr. MANGER. Absolutely is accurate. I can tell you that back in 2017, we had 1,000¹ maybe, somewhere around 1,000, and last year, 9,000. It has gone up steadily and profoundly over the last five or six years.

Senator KING. That is very disturbing. One other area of questioning, and Senator Blunt touched on this, it seems like you are doing fairly well recruiting. Are you satisfied with the recruiting that you are doing? In this economy, doing any recruiting is difficult.

Mr. MANGER. I am very pleased.

Senator KING. You are satisfied with the quality you are getting?

Mr. MANGER. Yes. A couple of issues. One, there were things that the Congress did to help us in terms of raising our pay for officers and allowing us to give retention bonuses to keep people.

I talked to chiefs from all over the country, and to a person—everybody is having trouble recruiting and getting good people, for a number of reasons, that want to be involved in the law enforcement career.

But I firmly believe that just like after 9/11, when the military and police and fire had no problem recruiting because people wanted to serve their country, I believe that January 6th helped us because so many of the people that have come to—that have come on since then have said the reason that they were here is because they wanted to serve here because of January 6th.

Senator KING. Well, I appreciate that. I hope you will express the view of—the Chairwoman talked about this. The Chairwoman

¹In response to Senator King, the number of threats to Members of Congress was cited as 1,000 in 2017. The actual number of threats and directions of interest toward Members of Congress was 3,939 in 2017.

talked about this, the appreciation that we have for all the Capitol Police.

We do not really think about it, but police, fire, and military, unlike almost any other job in our society, when they sign on the dotted line, they are committing to put their life on the line for us, for other people, and that is an extraordinary commitment. Of course, on January 6th, we saw it in action.

Please convey the deep appreciation that we have for the work. I love to banter with your officers and see them—to see how they are doing. You have an extraordinary group. Congratulations, and thank you, Chief.

Mr. MANGER. Thank you.

Chairwoman KLOBUCHAR. Thank you very much, Senator King. Just following up on Senator King's questions and this threat issue, it would seem to me that kind of, if we want to be practical about it, as he said, we are not going to have—most likely not every Member is going to have around the clock detail unless there is an actual threat.

There is two ways of looking at it, depending on the resources. One is to change the level at which that is considered a threat. To perhaps scoop in more people, sometimes for periods of time.

The second is for events that are publicly noticed or things that are a bit higher risk, that those are the ones that we are really focused on in terms of having that. Higher risk to me is more like people know you are going to be there as opposed to some meeting that is not even publicized or something like that.

That is, I just think we have to be a little more practical about how we look at these things. I found our local police to be good when we call them ahead of time, but we do not even think about it ahead of time sometimes about if things are out there or they are planned. But I think that is what we need to do.

I do not know if you want to expand on that a little more.

Mr. MANGER. You have hit the nail on the head because oftentimes we do not know what is on your schedule or what is on any Member schedule unless they share it with us. When they share it with us and say, hey, we have got a big event back home expecting, you know, 500 people or whatever, we can be proactive.

The United States Capitol Police will reach out to the local jurisdiction there, let them know about the event, and see what they can do to assist at the event, even if it is just having an officer, you know, stand in the back of the room.

Oftentimes they are able to help us at events like that. The key is having the Member, the Member staff reach out to us and let us know. We will do the rest.

Chairwoman KLOBUCHAR. Okay. One of the things I mentioned earlier on that we are trying to work on is this bipartisan proposal, hopefully by the end of the year, to allow for the removal of Members' personal information from public websites. We just did it for Federal judges. Could you talk about how that could be helpful when it comes to home addresses?

Mr. MANGER. It would be a huge help. There is no question about that. As you know, we will provide staff—Members and staff advice. We have just finished doing the new Member orientation, and

we talked to them about social media and about, you know, what to put on social media, what not to put on social media.

But, you know, just to sort of help with that. But removing personally identifiable information of Members really would impact not only the Member, but it would impact their family. Just keeping the, you know, people's address and all this other personal identifiable information from being public would have a huge impact.

Unfortunately, as we all know, the internet makes it very easy for people to find addresses and find information. Unfortunately, that information is used to harm folks too often.

Chairwoman KLOBUCHAR. Right. I think it is not—the question to ask is not, could anyone ever find it out, because obviously some sophisticated people could figure out where you live. It is more for that moment, the person that might be just looking to harm in a particular day or moment.

I think many of us understand that, and that you are not probably limiting all your risk, but you are limiting some of your risk.

Mr. MANGER. Anything helps.

Chairwoman KLOBUCHAR. Yes. You mentioned that the Department is expanding its work beyond the Capitol in response to the threats, including opening field offices. I know Florida, California, I think one more, working with United States Attorneys' Office across the country.

Last year, the Capitol Police referred 458 threat cases for prosecution, 40 resulted. I know part of this is to prioritize—40 resulted in prosecution. Part of this is increasing the number of those cases that are prosecuted. As a former prosecutor, I believe that has a deterrent effect as well.

Talk about your efforts there. I would like to allow for these prosecutors to be able to do things across state lines and like. Talk about what is happening there.

Mr. MANGER. We have been working with our appropriations folks to give us the funding to not only do the residential assessments and work with our law enforcement partners, but this third leg of the stool with the prosecutions. I could not agree more than it has a deterrent effect. We do have special United States Assistant Attorneys, and they are specially assigned to work these threat cases.

We are working with DOJ to allow them, and we are hopeful that we can get DOJ to say it is not just they work them in that, you know, in the San Francisco area or the, you know, the area in Florida, but they can go across state lines and work them anywhere we need to work them.

We did—we just brought on board the third Special USA to work here at the Capitol in DC. That will help us for cases here. But it would be nice to be able to send them anywhere we need to send them so that we can get more of those cases prosecuted.

It is—look, the FBI and the United States Attorney's Office are very helpful, but they have a huge caseload. For us, a threat against a Member of Congress is our highest priority. It is not always their highest priority.

If we have our own folks to make sure these things get prosecuted, I think it is a big step in the right direction for us.

Chairwoman KLOBUCHAR. Good. Last question, I know you have made significant progress implementing each of the recommendations in this Committee's joint report with Homeland Security to address the security, planning, and response failures that we saw on January 6th.

What are your ongoing priorities for security at the Capitol in the coming years?

Mr. MANGER. Probably the biggest issue is working with the Architect to the Capitol to make those infrastructure changes and strengthen things, to include the camera system, which we are redoing. We have got more posts covered here than we have had certainly since January 6th.

We have increased the number of our Civil Disturbance Unit platoons. They are now fully equipped, fully trained with, as you know, better operational planning.

Our partnership with our local agencies around the district, Maryland and Virginia, is really—helped us numerous times, whether it was the truck or convoy, the State of the Union, the abortion protests at the Supreme Court, we have had to call them in on a number of occasions.

Again, our ability to reimburse them gives us an advantage. But we have always had as many cops here as we need to get the job done.

Chairwoman KLOBUCHAR. All right. Thank you. Senator Blunt.

Senator BLUNT. Well on that topic, Chief, as many people as you need to get the job done, when you became Chief, the balance did not allow that as easily as it does now, and also began to disrupt any planned time off and other things. We thought morale was a significant problem.

What kinds of things have you done, rather than evaluate morale, which is hard for us to do sitting here, what have you done that you believe has had the most impact on officers understanding they are appreciated and the morale that comes with that?

Mr. MANGER. I think that the biggest impact we have had is the additional staffing. People can get days off. If they are scheduled to be off on a day, they can pretty much count on the fact that they will be off instead of being told, no, you cannot have that day off.

There are fewer times when at the end of a shift, the Sergeant will come and say, okay, Officer Blunt, you know, you thought you were going home, you have got to stay here and do another shift because we are short on the next shift. These things happened all the time. I had cops telling me that they would go a month without getting a day off. That has changed.

I am not saying that there are still not times when we hold folks over or have to change days off. But it is far fewer than we were doing right after January 6th. I think that made the biggest impact. I think the fact that we have—and I do not think that money ultimately is going to have a sustained impact on morale.

But the fact that we have had, you know, a couple of years of retention bonuses, that we are now offering specialty pay to those who volunteer to do those specialty assignments like civil disturbance, I think that has made an impact where folks feel like, okay, you know, people are acknowledging that this is extra work and that this does have a little bit more hazard as a part of it.

Doing things like that, that show the officers that we appreciate the sacrifices that they are making has made a difference as well. I think that lastly, you know, the fact that officers do feel appreciated, that does not happen by chance.

I think that many of the things that this Committee has done, that you and Senator Klobuchar have done personally, and that Congress has done for the United States Capitol Police has sent a pretty strong message that people do care about what they do and do appreciate their sacrifices and do appreciate what they do every day.

For any of us, if we feel like the people that we work for appreciate what we do, it makes a difference.

Senator BLUNT. Well, I know you worked hard on this, and I certainly know you are continuing, and we would encourage that. You have a couple of vacancies on your executive team I am wondering about.

One as the Assistant Chief for Protective and Intelligence Operation, and the other is the Chief Administrative Officer. How are you doing in the effort to fill those two top jobs?

Mr. MANGER. The announcement for the Chief Administrative Officer went out last week. My hope is we are going to—that we can have that out for about a month or so. My hope is that we get some good candidates to choose from and we can make a selection for that in the next couple of months.

The Assistant Chief for Protection and Intelligence, I have got an Acting in there now who—Jason Bell, who has a lot of experience in the protective responsibilities and investigations. He is doing a good job. But my intent was to bring and is to bring someone in from the outside.

I want to get that, my reorganization plan, which I submitted to the Capitol Police Board, I want to get that approved and that will allow me to start filling some of those senior level vacancies. That—hopefully we can get to that soon as well. But we are—in terms of the sworn positions of the executive, we are managing.

I have got a good team. I have a lot of depth on my bench at the higher levels, at the inspector level, the captain level, really, really deep benches there. We have got folks that are in acting positions that are doing well.

But eventually, I have got sort of a master reorganization plan that I would like to get implemented, and all those senior level positions would be filled.

Senator BLUNT. Chair.

Chairwoman KLOBUCHAR. Just one or two follow ups. There is—we talked about that some of the changes you have made and how you have reached as a lot of, the goals we set, recommendations.

I am still remembering the haunting words of one officer on the microphone when he allegedly said, does anyone have a plan? on January 6th. The Department has made clear progress with respect to operational planning, particularly by requiring a Department wide incident assessment plan for all large, high profile events.

Can you expand briefly on what has been done to improve preparedness for large events?

Mr. MANGER. We have—when we plan for these events, first of all, we brought on an executive from the United States Secret Service, who is an expert in planning.

He has really coached us and helped us change to exactly where I think we need to be. We do—we, it is now routine for us to do tabletop exercises both internally and with external partners to moving, you know, when we get just a few days ahead of a big event.

We are involving outside agencies in a way that we never did before. We are training with other agencies. When these folks that we are asking to come in to help us, we are training with those agencies.

We are also staying—we have a good, close relationship with the National Guard. I will tell you that if—I would only call the National Guard in the most dire circumstances. But we have, I just met with General McCandless last week just to sort of, you know, stay on the same page with things. We have actually practiced the drill of how I would go about requesting their assistance.

Chairwoman KLOBUCHAR. As you know, Senator Blunt and I changed the law, so it was easier to make the call.

Mr. MANGER. Yes. But we practiced how we can get that done very efficiently. We are doing weekly intelligence calls with our regional partners. All these things that we are doing now that were not being done before January 6th, that have—I think got us on the right page to make sure that there is going to be no failures in terms of our operational planning for an event.

Chairwoman KLOBUCHAR. Okay. There is more to do on how the Department handles intelligence, as we have talked about. Can you tell us how the Department has improved the sharing of information with the officers on the front lines, and feedback from officers on those improvements?

Mr. MANGER. I think you all know that we issued cell phones to all the officers, but we put out daily bulletins as well that come to their cell phones, you know, daily intelligence bulletins. When we are having a big event, Assistant Chief Sean Gallagher will go to every roll call to do an in-person briefing for officers to know what to expect, you know, for the big event coming up.

The fact that we do after action reports on every single big event, we get feedback directly from the officers, and from officials, officers, everybody involved in the event is able to provide their feedback in terms of in and after action report.

With in our incident action plans, those plans that we had that are typically 20–30 pages long that have every detail about the planning for the incident, those are widely circulated. Everybody knows what everybody else's responsibilities are.

Everybody knows what everybody else is doing. Again, it helps for everybody to sort of have a bigger picture of all these events as we go into them.

Chairwoman KLOBUCHAR. One of the things I raised was equipment. I know you have ordered equipment. When you appeared before us in January, we spoke about how while all the new equipment had been ordered, some of the supply chain issues had delayed delivery. Are you now fully equipped with the type of equipment that you believe you need?

Mr. MANGER. We have over 1,000 officers that have all the equipment that they need. In fact, I do not think there is anybody, any uniformed officer in USB that does not have their equipment.

There are still—supply chain issues are still there. But now the few officers that do not have all of their new equipment, it is a very small number, but the people that need them the most have them.

I am sure within a few months we will have everybody, 100 percent. But again, over 1,000 of the USB officers are fully equipped.

Chairwoman KLOBUCHAR. The Department, as you know, has taken steps to formalize a Civil Disturbance Unit to ensure that its officers are properly trained. How have these changes improved the effectiveness? What additional—can you talk a little bit about the onsite training and drills, and what is going on?

Mr. MANGER. We have—all of the—everybody in CDU, by the way, that we asked for volunteers, and we have got six or seven platoons ready. I have that written down somewhere. I will find it. But we have got more platoons of CDU officers that are trained and equipped.

They train with other agencies. We train here as well. The officials, the people who are overseeing the CDU, have all been trained as well. We brought outside trainers in actually from a couple of European countries that have much more experience in dealing with unruly crowds than we do.

They provided us really amazing training that we took advantage of. That—and we have established specialty pay for the Civil Disturbance Units, so that one of the big problems that we used to have was that when we would say we need, you know, 100 people to come in, you know, 100 CDU officers to come in for an event, not everybody would show up.

There would be a lot of folks call in sick and that sort of thing. Now we have got folks that want to be there, want to do this. They are training with the people that they are going to work with.

All of that stuff is making for better outcomes when we use them.

Chairwoman KLOBUCHAR. All right. Well, thank you. I think we are finished up here, but I want to thank Ranking Member Blunt for this productive final hearing and for all the work that he has done, not just on these public safety issues, but leading the Rules Committee, and particularly on the Electoral Count Act.

He is going to end the year with strength, as has been noted, in getting that important bill through, the two of us, to update that old legislation. I am also grateful to you, Chief for your leadership, and the progress that you have made, and the openness that you have to take our ideas and listen to Members and work things out, and your devotion to working on this Member safety issue as well.

Mr. MANGER. Senator, thank you very much. I did want to say to Senator Blunt that you may not remember, but in my first few days in this job, you came over to my office, and I will tell you that I was pretty nervous about the fact that, you know, that you were coming over to talk to me.

You brought over the Senate rules book and had my name embossed on it, and I thought that was very kind of you to do that. I am a big believer in Maya Angelou, who said, “you won’t remem-

ber what people said, you won't remember what people did, but you remember how people made you feel."

For someone who was nervous about coming into this job, when you left, I felt like that I had much more confidence that whatever it was going to take to get the Capitol Police where they needed to be, that that was going to be able to happen because of the talk that you and I had and the fact that I knew somebody in your position, with your stature, had the, you know, had in their heart the support for the Capitol Police that we needed to get things done.

I want to thank you for giving me the confidence to do this job when I just had a few days here, and I appreciate your support throughout my tenure here. Thank you, sir.

Senator BLUNT. Thank you, Chief.

Chairwoman KLOBUCHAR. What a great way to end this hearing, because I think it is just an illustration of the kind of work that Senator Blunt does every day, so much of it behind the scenes. Chief, when you are talking about going through calling, if there was a crisis with the Commander of the National Guard, I was thinking of whatever next crisis I have starting, you know, January 7th.

I will probably still call Roy Blunt to get his advice. We thank Roy for his service. We are going to keep the record open for one week. We thank you, Roy.

Senator BLUNT. Thank you. Thank you, Chief. Thank you, Chairwoman.

Chairwoman KLOBUCHAR. The hearing is adjourned.

[Whereupon, at 4:38 p.m., the hearing was adjourned.]

APPENDIX MATERIAL SUBMITTED

**Testimony of J. Thomas Manger,
Chief, U.S. Capitol Police**

before the

Committee On Rules and Administration

**of the
United States Senate**

December 19, 2022

HEARING:

Oversight of the U.S. Capitol Police

Chairwoman Klobuchar, Ranking Member Blunt, and distinguished Members of the Committee. Thank you for this opportunity to provide an overview of the significant improvements we have made in the past year, and the many initiatives currently underway to strengthen the Department, increase the security of Members of Congress both here and in their home states, and enhance the security of the Capitol Complex. Having been in this position for more than a year, I know we can now move from fixing the immediate problems identified on January 6 and its aftermath, to better positioning the Department for the future. Our progress has not always been smooth, but we have made great strides. From implementing the majority of the recommendations issued to the Department after January 6, to undertaking foundational changes in the Department's operational planning, intelligence sharing, staffing levels, and equipment issues, the Department is moving in the right direction. I recognize, however, that there is still more work to be done.

The United States Capitol Police remains an agency with unique and important law enforcement, security, investigative, protective, and public order responsibilities. Our mission is to protect the Legislative Branch of Government, both here on Capitol Hill and across the country. Our mission is highly complex, and to successfully carry it out, we need to be resilient and agile. We need to have the flexibility to pivot from our public order responsibilities, to our investigative responsibilities, to our protection responsibilities, seamlessly. That is my primary objective going forward. And I believe that if you look at the events of the past year, we have largely succeeded. The Department launched new training, using the latest virtual reality technology, and also conducted active shooter drills within the Capitol and Congressional office buildings. The Department also successfully protected civil liberties and the Capitol Complex during the abortion rights protests, the trucker's convoy demonstration, and the State of the Union. The Department also increased recruit and contract staffing, and updated critical equipment. These are just a few of the many improvements that have been implemented.

But I have been consistent about the fact that we still have a lot more work to do. Among our most significant challenges is the ever-changing threat landscape. The numbers of threats and directions of interests towards Members of Congress have increased approximately 400% in the past 6 years. That is a sobering number. Identifying and mitigating those threats requires resources--additional personnel, security assessments, and other security enhancements for Members, their families, their offices, and their homes.

All of our projects and initiatives, however, cannot get off the ground without the support of our oversight committees. Your Committee has provided constructive input and oversight, and at the same time has been a staunch supporter of the Department. I cannot overstate my appreciation for that support. Our increasing mission, threat landscape, and future challenges—both known and unknown—will require additional resources. This is a reality. I say this, fully acknowledging all the support that we have received so far. But if we are to build, enhance, and protect to the scale of the entire Congress, we

cannot do it based on our current resources. Simply stated, if we are to keep pace with the workload demands, as well as Member expectations, I am obligated to ensure that you hear what I believe we need to keep this campus and its Members safe.

With this introduction and background, I want to focus on three general areas:

1. The Department's accomplishments in the past year, including those related to January 6;
2. The Department's current projects and initiatives; and
3. The Department's vision for the future.

I. Post-January 6 Accomplishments

Following the events of January 6, the Department was the focus of several oversight and investigative reviews, including from the USCP Inspector General (OIG), your Committee, and others. Of the 103 recommendations issued by the OIG in its flash reports, over 75% have been completed. Those that remain are on a glide path to completion.

We have made significant inroads in other areas that strengthen the Department's ability to carry out its protective and law enforcement function—some of these initiatives were developed before January 6. I am particularly proud of the health, wellness, and resiliency infrastructure we have set up for our officers. Here is a snapshot of some of the other post-January 6 priority accomplishments. We have:

- Appointed a new Intelligence Director;
- Enhanced member protection;
- Increased training;
- Deployed new protective gear for the Civil Disturbance Unit (CDU);
- Solidified critical incident response planning; and
- Improved communication, both in terms of intelligence sharing and collaboration, internally and externally, to include daily briefings for the sworn workforce.

II. Current Projects and Initiatives

As I noted at the outset, my first priority when I arrived at the Capitol Police was fixing the systemic deficiencies that lay at the root of its operational and intelligence capabilities. The Department identified, prioritized, and remediated the most significant gaps-- including those identified by this Committee--such as developing Department-wide operational plans for special events; formalizing, training, and equipping the CDU; and improving the Department's intelligence gathering and sharing capabilities. Although improvements to the Department's lead intelligence component—the Intelligence and Interagency Coordination Division —began before January 6, the attack on the Capitol accelerated the Department's timeline. These front burner priorities have been largely remediated.

While certain items remain on the Department's post-January 6 "To Do" list, we are working on additional initiatives to strengthen the Department and meet the increasingly complex challenges we continue to face. To meet these challenges, our current efforts are focused

primarily on certain key areas--threat assessment and mitigation, fully reopening the Capitol, and staffing. I will provide an overview of each.

a. *Threat Assessment and Mitigation*

I cannot overstate the scope, breadth, and intensity of the nation's current threat climate. Hate, intolerance, and violence are part of this disturbing trend. You cannot open a newspaper or turn on the television without hearing about a mass shooting or other heinous act of violence. This past year the Department saw more than 9,000 threats against Members of Congress. The attacks on Rep. Lee Zeldin and Paul Pelosi, as well as the threats directed towards other Members of Congress, are a sad reminder of the extent to which our social fabric has frayed.

Not surprisingly then, the bulk of the Department's current efforts are directed to threat assessment and mitigation. These efforts include:

- An increase in the number of Dignitary Protection Agents, as well as the training and assignment of a reserve team to supplement Dignitary Protection advance teams, and
- Enhanced security protections for Members and their families. To that end, the Department has presented a list of

security recommendations and options to the Capitol Police Board and the relevant appropriations committees of both chambers. These recommendations span the gamut of enhanced security protections, and include the installation of state of the art residential security systems for Congressional leadership, comprehensive resident security systems for every Member of Congress, the creation of a protective operations—or fusion—center, expansion of memoranda of understanding with law enforcement agencies nationwide, as well as other important recommendations designed to keep all of our protectees safe.

b. Full Reopening

Thanks to our efforts to increase staffing, I am confident that we are on track to meet our goal of fully reopening the Capitol with an emphasis on reopening the public facing entrances around the Capitol Complex. As I already mentioned, we have added a significant number of new recruits to our roster, men and women who play an invaluable part in the reopening effort.

c. Staffing

I do not have to tell you how critical it is for the Department to be adequately staffed. I know you have heard me talk about it time and again. We cannot strengthen protective details or fully reopen the Capitol without more personnel. As I have stated before, my goal is to increase our sworn police force to more than 2,000 officers and our civilian staff to over 450 by the end of fiscal year 2023. As of December 5, 2022 we have 1966 sworn officers and 378 civilian employees. Since January 6, 2021, we have hired over 350 new recruits, 175 of which have graduated from the academy and are now covering posts throughout the Capitol Grounds. Our hiring and recruitment efforts also include over 56 contract Capitol security officers, the launch of a lateral hiring program, the payment of retention bonuses, and specialty assignment pay for positions that have been hard to fill due to qualification and proficiency requirements. These resource enhancements should enable the Department to meet its target of a full reopening.

III. Vision for the Future

When I came onboard, I made it clear that I wanted to focus efforts on rebuilding and strengthening the Department to maximize its full potential. I am continually impressed by the caliber and commitment of the men and women who fill our ranks. I would like to take this opportunity to recognize the support and dedication of one of the Department's finest, Assistant Chief Yogananda Pittman, who will soon be leaving the Department. I cannot emphasize enough the value of her experience, insight, intelligence, and spirit. I could not have done my job without her. We all owe her a big debt of gratitude.

In fact, in collaboration with Assistant Chief Sean Gallagher and my senior leadership team, we have charted a path to the future that focuses on maximizing organizational efficiencies, modernizing technology, increasing member protection, and leveraging local and national law enforcement partnerships.

a. Maximizing organizational efficiencies

As part of the Department's continuous transformation, we are working on a Department-wide reorganization plan. Not only is this in response to the recommendations and findings of the various audits and reviews of the Department, it is also necessary to establish a structure that fosters and reinforces accountability, training, internal controls, and employee development. We have submitted our proposal to the Capitol Police Board, which currently has it under review. Once approved, it will allow a number of senior leadership positions to be filled.

b. Modernizing technology

In order to better protect Members and their families, we need to invest in the best security technology. From equipping Member residences with state-of-the-art security equipment to standing up a protection operations center, we must have access to the latest and most effective technology.

c. Increasing member protection

Our ability to enhance the protection of Members and their families is part of a holistic law enforcement and investigative process. It is not

enough to identify and deter bad actors. Those that commit prosecutable offenses must be called to account for their actions within the criminal justice system. We have made significant inroads on that front by the establishment of two field offices—in San Francisco and Tampa—staffed with two USCP Special Agents and a USCP attorney embedded at the U.S. Attorney’s office in those districts to investigate and prosecute threats against Members of Congress. A third attorney will soon be detailed to the U.S. Attorney’s Office in D.C. for that purpose. I am hoping to expand this model nationwide. While recognizing that threats cases are difficult to prosecute, it is disheartening to me that our prosecution rate remains low.

d. Leveraging local and national law enforcement partnerships.

The Emergency Security Supplemental Security Act was a game-changer for us. Thanks to that funding, we have been able to enter into memoranda of understanding with various local law enforcement agencies to provide an additional level of protection when Members are in their home districts, as well as when Members are within the Capitol Complex. We

hope to continue these efforts by strengthening existing partnerships and creating new ones.

Conclusion

In closing, I want to thank the Committee for its ongoing support as we continue our upward trajectory and positive evolution. I would also like to thank Sen. Blunt for his support of the Department and we wish him well in his future endeavors.

I am steadfast and resolute in ensuring that an incident like January 6 never happens again. That means we must continue to quickly assess, adjust, and utilize all our resources to stay ahead of those who would do us harm. One of my biggest priorities was, and continues to be, ensuring that each and every officer that wears the USCP uniform know that the Department cares about them, and that leadership cares about them. I do not intend to let them down, nor the Members of Congress, staff, and visitors that we are sworn to protect. And while more work remains to be done, I could not be more proud of the men and women of the Capitol Police, who keep us safe each and every day.

Senate Committee on Rules and Administration
Oversight of the U.S. Capitol Police
 December 19, 2022
 Questions for the Record
Mr. J. Thomas Manger

Chairwoman Klobuchar

At the hearing we discussed the Department's ongoing efforts to recruit and retain officers, including your work to meet your goal of hiring 280 new officers this year.

- Looking ahead, do you expect that the Department will be able to continue to fill positions at the rate that you need, and when do you expect the Department to be fully staffed?

With the pay and benefit packages that Congress has approved, I believe the USCP is on track to recruit and hire 280 new officers this coming year. In addition, retention bonuses, specialty/hazard pay, and student loan repayment initiatives have had a positive impact on our ability to retain our current employees. I also will be asking the Capitol Police Board to continue extending the mandatory retirement age from 57 to 60 through 2026.

With the added work load requirements associated with threat investigations, as well as our increased dignitary protection responsibilities, the Department needs an additional 200 sworn positions. This does not include additional positions for training, and a variety of other specialty, administrative and support positions. Our staffing plan calls for 2,400 sworn and 600 civilian positions by FY27.

We also discussed the Department's efforts to address the rise in threats targeting Members of Congress, and you noted the importance of the Justice Department prosecuting more cases involving these threats.

- Can you expand on how the Capitol Police are working with U.S. Attorneys' offices on these cases, as well as what you believe should be done to improve coordination with the Justice Department so that the Capitol Police can more effectively counter these threats?

Our Department currently works very closely with U.S. Attorney's Offices around the country on threats prosecutions. Despite these close relationships, the Department is concerned that the prosecution rate on these cases remains fairly low, anywhere from 7% to 17% year over year. In the Spring of 2021, the Department was invited to participate in a Department of Justice (DOJ) task force to make recommendations to the Attorney General on how to better prosecute all threats against government officials. Although the task force's recommendations were never made final, we did get DOJ support to put full-time USCP attorneys into three field offices (Tampa, San Francisco and D.C.) and cross-designate them as Special Assistant U.S. Attorneys (SAUSAs) to focus on prosecuting threats against Members. What the Department is still seeking from DOJ is a national focus on threats cases, as declared by the Attorney General, and centralized expertise housed at either Main Justice or in individual U.S. Attorneys' offices (USAOs) where USCP SAUSAs can operate as DOJ-designated, nation-wide subject matter experts to provide advice and guidance on the prosecution of threats cases. We believe these two

efforts would lead to an increase in the prosecution of threats cases. Finally, we are seeking DOJ's authorization to permit the SAUSAs to not only investigate threats outside of their assigned USAO (which they are currently doing), but to also prosecute those cases as well.

Senator Feinstein

In recent years, Members of Congress from both parties have faced a disturbing surge of violent threats and attacks. The Capitol Police have reported that the number of threats against Members of Congress rose by more than 140% between 2017 and 2021. In the last year, several of my colleagues and their families have been stalked and harassed, had their homes vandalized, and have even been violently attacked.

- What situational factors has Capitol Police identified that have led to the increase in threats and violence against lawmakers?

Threats against elected officials have risen nationwide. Hate speech, hate-fueled Violence, and vitriol on social media have become more common place and even more accepted in some circles. Extremists across the political spectrum have used technology and social media to proliferate their messages of hate and violence.

- What is Capitol Police doing to identify and address these underlying factors that have increased the level of threat that Members of Congress are currently facing?

The Department's intelligence analysts actively monitor the internet and other sources to identify and assess threats to Members of Congress. The Department has also strengthened partnerships and information sharing channels with federal, state, and local agencies for increased intelligence sharing and investigative work. The Department has recently been appropriated funding in FY23 to expand its footprint in regional field offices. These agents will be strategically located in fusion centers, strengthening our law enforcement partnerships nationwide, and enhancing our ability to identify and respond to emerging threats.

Last Summer, as part of the *Emergency Security Supplemental Security Act*, Capitol Police received \$35.4 million to help Capitol Police coordinate with other local, state, and federal law enforcement agencies to provide additional protections for Members when they are back at home in their districts.

- What steps has Capitol Police taken to enhance protections for Members of Congress outside of Washington as a result of this funding?

The USCP has nationwide responsibility for the safety and security of Members of Congress. To fulfill this responsibility, the USCP has established partnerships with law enforcement agencies to coordinate the provision of security services and protection when Members are in their home districts. These protective details are formalized via Memoranda of Understanding that specifically outline the scope of the protective services to be provided and streamline the reimbursement process for the local agency. In light of the current threat climate, the USCP is expanding its efforts

in this area to ensure, consistent with existing funding, that Members of Congress are safe and secure when traveling outside of Washington and/or at home in their local districts.

USCP has recently contracted additional analysts to assist in the growing demand for Law Enforcement Coordinations (LECORs) for members while they are holding events in their districts. USCP, in coordination with the House and Senate Sergeants At Arms, receive the LECOR notifications from Members. USCP analysts then monitor the internet for derogatory information, review internal records for persons of interest and open threat cases, and this information is then shared with the local police jurisdiction for coverage of the event.

In August, in an effort to bolster the safety of legislators and their families outside of the Capitol Complex, the Sergeant-at-Arms for the House of Representatives implemented a program that gives Members up to \$10,000 to cover the cost of installing and maintaining security equipment in their homes.

- How many Members of the House have taken advantage of this program to install and maintain security equipment in their homes as a result of this program?

We respectfully direct the Committee to the House Sergeant At Arms for this question.

- What role has Capitol Police played in assisting Members with identifying effective security equipment for their individual needs and threat level?

At the request of Members of Congress, the USCP conducts physical security assessments for Members' residences and district/state offices. As part of the assessment, the USCP provides recommendations for security systems and identifies measures a Member can take to further protect the Member's residence and offices.

- What role does Capitol Police play in monitoring this security equipment after its installation?

The USCP does not monitor Member-installed security equipment at a Member's residence or office.

Following the January 6th attack on the Capitol, the Capitol Police Inspector General issued 103 recommendations for the Capitol Police Department to implement in order to improve safety and security.

- What progress has Capitol Police made in implementing the Inspector General's recommendations?

The Department has closed 70% of the recommendation issued by the USCP Inspector General and we are on a glide path to close the remaining recommendations.

- What recommendations are left to implement, and what are your plans and timeline for implementing those recommendations?

The remaining recommendations generally fall in one of two categories: policy drafting and implementation, and the implementation of the Department's reorganization plan. With the approval of the FY23 budget, most of these remaining recommendations should be closed in the upcoming year.

Last year, the U.S. Capitol Police Inspector General issued a report assessing the U.S. Capitol Police Department's preparation and response to the January 6th attack on the Capitol. One of the major recommendations included in the report was to establish a comprehensive intelligence bureau within the Capitol Police Department. In March, Ravi Satkalmi was appointed as the new Capitol Police Director of Intelligence.

- Has Capitol Police followed the Inspector General's recommendation to reorganize intelligence operations into a single bureau?

The Department's post-January 6 improvements have directly addressed the Inspector General's recommendation that the Intelligence and Interagency Coordination Division (IICD) function as a centralized unit with over-arching responsibility for the intelligence function, starting with the hiring of a new Director of Intelligence. The formal conversion of the IICD into a bureau is part of the Department's reorganization plan.

- What additional steps has Mr. Satkalmi taken as the new Director of Intelligence to improve Capitol Police intelligence operations?

Under the Director's leadership, USCP has:

- *Acquired additional tools to augment coverage of smaller social media applications and sites where threats to Members often gestate.*
- *Identified and extended offers to five additional Intelligence Research Specialists to be located at headquarters and support all IICD workflows.*
- *Increased staffing through the use of contractors to provide support for LECOR requests from both chambers. Those requests reached over 2,300 for FY 2022, a record number. The contracted staffing is meant to accommodate further growth and to further professionalize the program.*
- *Further embedded analysts into USCP operations, including forward deploying analysts to support key events in the National Capitol Region.*
- *Pursuing the placement of analysts in additional fusion centers across the country to improve law enforcement relationships and access to intelligence.*
- *Establishing a Task Force Officer in the FBI's National Counterintelligence Task Force to improve USCP insight into counter-intelligence threats directed at the Congressional Community.*
- *Engaging in directed outreach to improve intelligence sharing with key partners, to include the U.S. Secret Service, Supreme Court Police, U.S. Park Police, Metropolitan Police Department, and other agencies.*

Hundreds of Capitol Police officers risked their lives on January 6th to protect my life and the lives of my colleagues during a deadly insurrection. They demonstrated bravery, and their sacrifices must be remembered. More than 140 officers were physically injured that day—and some are still grappling with those injuries. Additionally, all of the officers who responded that day experienced a trauma that they will carry with them for the rest of their lives. In the days

after the attack, five officers died in the line of duty, four of them taking their own lives due in no small part to the events of that day.

- What resources has Capitol Police put in place to support officers' mental health?

The health and well-being of all USCP employees is a top priority for me. Thus, it was extremely gratifying to inaugurate the Howie Liebengood Center for Wellness (LCW) in July of 2021. The LCW provides holistic, comprehensive wellness programming for all USCP employees. Services include trauma-informed mental health counseling and consultation, mind-body mindfulness classes, and fitness and nutritional coaching. Additionally, USCP employees have access to stress management and wellness education, community resource referrals, peer support by trained personnel, and on-site wellness support dogs. The LCW staff can also customize programs to fit individual or group needs. The services are free and are available on a 24/7 basis.

- How is Capitol Police ensuring that officers know about these support programs and are taking advantage of them?

The USCP is using a variety of methods to ensure all employees are aware of and utilize the services available to them. The Chief publishes regular bulletins and announcements highlighting activities and resources available through the LCW. These messages are announced at roll calls and published regularly on the Department's Policenet site. In addition, staff from the LCW regularly attend rolls calls—at various shifts—to identify available services and the benefits of each. LCW also routinely engages directly with divisions across the Capitol Complex to host informal information exchanges and to promote wellness strategies and activities, particularly in anticipation of holidays, major events, or other activities that may trigger employee stress. The LCW has also issued surveys and requested anonymous suggestions to enhance its services. The response has been positive, with the LCW tracking a steady increase in service utilization.

It is critical to the safe operation of our Capitol Complex that the Capitol Police Department is adequately staffed. Since the January 6th Capitol attack, Capitol Police has hired more than 350 new recruits, which is still about 100 employees short of the goal to have more than 2,000 officers and 450 civilian staff by the end of fiscal year 2023.

- What factors are contributing to the ongoing staffing shortages?

We experienced much higher than normal attrition in the year following January 6, 2021. In addition, although we experienced a hiring surge in the post-September 11, 2001 period, but many of those officers are now eligible to retire. The federal government's mandatory hiring and retirement age thresholds for sworn law enforcement personnel also play a role in staffing shortages. Currently, the Department's mandatory starting age is 37 and the mandatory retirement age is 57, but for the past several years, the Department has been requesting extensions to 40 and 60, respectively. Finally, the pandemic and related closures delayed the

Department's hiring and training processes.

- What specific steps has Capitol Police taken to address these staffing shortages?

The Department has hired 280 recruits over the past year and plans to hire the same number in the coming year. The Department has also strengthened its recruiting efforts by offering a salary that is competitive with other federal law enforcement agencies, and offering retention bonuses, specialty pay, and student loan repayment benefits to existing personnel. The Department has also supplemented its staff with contract security positions in certain limited posts. The Department will also be asking the Capitol Police Board to continue to extend both the mandatory maximum starting age from 37 to 40 through 2026, extend the maximum mandatory retirement age from 57 to 60 through 2026, and hire retired annuitants.

- What can Congress do to help prevent future staffing shortages in Capitol Police?

The Department is appreciative of Congress' support and counts on its continuing efforts, to include funding increased staffing overall, with a specific emphasis on the Dignitary Protection Division, Investigations Division, and other units, both sworn and civilian; increased training, including for a dedicated USCP training facility; and the funding of retention bonuses, and other financial benefits for USCP employees.

Senator Warner

1. Chief Manger, I am profoundly grateful to the men and women of the Capitol Police who fought to keep us safe on January 6, 2021. However, as you told the Legislative Branch Subcommittee of the House Appropriations Committee earlier this year, there is a risk that some small minority of officers, contractors, and civilian staff may not be fully loyal to the mission of the Capitol Police or may even be sympathetic to those who attacked us on that day. I appreciate your efforts—and the efforts of the overwhelming majority of your organization who are steadfast defenders of our constitutional order—to guard against this “insider threat” and my questions are aimed at learning more on this topic.

At the above mentioned hearing, you indicated that you would be performing a variety of checks—polygraphs, social media investigations, background checks—to make absolutely certain that none of your officers, contractors, or civilian staff represent a threat to this institution.

- a. How many officers, contractors, and civilian staff have undergone those checks?

The Department conducts an extensive background check for its employees, both civilians and sworn. That background investigation includes a polygraph (for sworn), extensive interviews with known associates and others, and a probing psychological review that tests for emotional intelligence and cultural awareness. When the Department is alerted to issues involving an employee's social media, the Office of Professional Responsibility reviews the content to determine if it violates the Department's Rules of Conduct. (Due to First Amendment concerns and employee privacy, the Department does not generally review employee social media content absent a specific reason to do so.) Every sworn member of the Department is also

subject to a triennial criminal background check to make sure there are no disqualifying convictions that would violate the Lautenberg Amendment and an officer's ability to carry a firearm.

- b. Have any of those checks turned up indications that there are officers, contractors, or civilian staff who may pose an insider threat?

There are many reasons an applicant is not hired. For those individuals who accept tentative offers, but do not pass the background investigation and/or withdraw their acceptance, the Department keeps track of that information. For those who do not get to that stage, the Department does not do so. There are certainly many candidates who fail the polygraph or psychological portions of the background investigation; only about 1 of 18 applicants make it through the entire hiring process.

As for employees already on the Department, the Department's Office of Professional Responsibility investigated a number of allegations of insider threats made in the aftermath of January 6. Those allegations were not sustained, with the exception of one involving an officer who was seen reading an anti-Semitic manifesto (the officer was disciplined for failure to pay full time and attention to duty) and one for an officer who had a Three Percent sticker on the officer's car (disciplined for conduct unbecoming).

Regarding the Department's contractors, they are subject to the contractor's security vetting requirements (requirements set by the Department) and the Department's criminal background check.

- o If so, how many?

See the response above.

- c. When such indications are uncovered, what sort of action do you take as a consequence?

See response to 1a.

- 2. As you know, earlier this year a membership list of the far right Oathkeepers organization was made public. While mainstream law enforcement officers of all political persuasions rightfully reject this organization and what it stands for, unfortunately there is evidence that this group has succeeded in placing a relatively small number of its members in law enforcement roles.

- a. Are you confident that none of your officers, contractors, or civilian staff appear on that list of Oathkeeper members?

While there have been no media reports of USCP officers being on this list, the Department is working with the Anti-Defamation League to run USCP employee names through the list. We will report the results when that search is complete.

- b. Are you confident that no employees of the legislative branch appear on that list?

The Department does not have access to the entire list of employees in the legislative branch nor do we generally conduct background check for legislative branch employees. (The Department does provide criminal background checks only for Senate and House offices that enter into a Memorandum of Understanding with the Department for that purpose.)

- c. For both questions 2a and 2b, please indicate the basis for your answer.

See answer to 2 a.

Senator Capito

- What are the remaining challenges to reopening the Capitol complex, given increased staffing?

The Department has recently made significant strides towards a full reopening of the Capitol Complex by opening additional entrances in the Senate Office Buildings, House Office Buildings, and the Capitol Visitors Center. The Department has also fully opened the House and Senate Chamber and Galleries to pre-pandemic staffing levels. While these significant strides were a step in the right direction, the Department recognizes that there are additional staffing requirements that need to be met in the Office Buildings and the Visitors Center to fully reopen. With the increased (and persistent) demand for additional protection details, both permanent and temporary, we have detailed a significant number of sworn staffing from the Uniform Services Bureau to Dignitary Protection for that purpose. The Department has committed to fully reopening the Capitol Visitors Center in March, which correlates with the graduation of two recruit classes.

- What proactive efforts are you and your team taking to ensure continued access to the Capitol and office buildings throughout the year, including during recess days?

In addition to the Department's hiring, recruitment, and retention efforts to ensure that adequate staffing exists at all Capitol Complex posts, we have hired and deployed Contract Security Officers to man secondary security posts campus-wide. This proactive effort has allowed the Department to readjust its staffing posture in certain areas and to allocate our sworn officers to accommodate the reopening of additional posts for increased access. In addition, the Department has adjusted its staffing posture to allow additional doors in the Office Buildings to reopen during recess periods.

- How can Capitol Police streamline existing security measures and equipment to improve safety for those entering the Capitol complex?

The Security Services Bureau (SSB) is currently engaged with vendors to find equipment that offer a more streamlined process to move people through security screening without sacrificing safety and security. Equipment evaluated to date consists of alternatives to the walk-through metal detectors (magnetometers) currently in use. While the equipment we have reviewed thus

far can reduce the time involved in the screening process, we have detected security gaps that could allow some weapons to escape detection. Because maximizing safety and security are critical priorities for the Department, SSB is focused on a holistic solution for screening individuals and their belongings at Capitol Complex entrances that streamlines the process without compromising on safety and security.

- How does Capitol Police ensure that security technology, such as metal detectors and x-ray machines, operate at equal efficiency and safety across the various entrances to the Capitol?

Magnetometers and x-ray equipment at entrances to the Capitol Complex are all uniform in model and brand, and are designed and tested to identify the presence of prohibited items. The only exceptions are the size of the x-ray machines deployed at the House and Senate Carriage entrances. Those devices are slightly smaller in size due to size constraints at the House and Senate Carriage locations.

Due to environmental factors, some magnetometers may be slightly more sensitive than others, but still meet standard testing and calibration requirements. All equipment used at entrances to the Capitol Complex are maintained and replaced on a set schedule.

- Does Capitol Police plan to issue any sort of public report regarding the number of threats, and what kind of follow up this has necessitated?

The Department does not publicly release reports concerning threats cases due to the confidential nature of both the investigations and the methods and techniques we employ in conducting them. The Department does provide weekly case information to the Capitol Police Board.

- How do you use quantifiable data regarding threats and responses to improve public safety?

In using quantifiable data regarding threats and responses, the Department's Threat Assessment Section (TAS) employs a methodology based on the same research utilized by other federal agencies, such as the United Secret Service and the FBI Behavioral Analysis Unit. TAS agents are trained in behavior threat assessment, which is based on the research of targeted violence, which research is conducted by subject matter experts in the field. The Department engages in behavioral threat assessment in consultation with a contract forensic psychologist, Dr. Mario Scalora. Dr. Scalora routinely reviews TAS cases to provide training and guidance based on current trends in the field of behavioral threat assessment. Through this behavioral threat assessment lens, TAS looks at trends on the nature, context and frequency of threats against public officials, allowing us to better develop protection strategies for Members, both when they are in Washington as well as in their home state or district. In addition to analyzing directly threatening behavior, the Department also assesses a variety of behaviors of concern reported to the TAS by the Congressional community and other sources, which allows us to identify individuals on a potential pathway to violence, and to proactively neutralize those concerns before they develop into larger safety concerns for Members and others in the community.