

**OVERSIGHT OF THE UNITED STATES  
CAPITOL POLICE**

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**HEARING**

BEFORE THE

**COMMITTEE ON RULES AND  
ADMINISTRATION**

**UNITED STATES SENATE**

**ONE HUNDRED EIGHTEENTH CONGRESS**

SECOND SESSION

WEDNESDAY, DECEMBER 11, 2024

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SECOND SESSION

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## OVERSIGHT OF THE UNITED STATES CAPITOL POLICE

WEDNESDAY, DECEMBER 11, 2024

UNITED STATES SENATE  
COMMITTEE ON RULES AND ADMINISTRATION  
*Washington, DC.*

The Committee met, pursuant to notice, at 2:49 p.m., in Room 301, Russell Senate Office Building, Hon. Amy Klobuchar, Chairwoman of the Committee, presiding.

**Present:** Senators Klobuchar, Fischer, Warner, Padilla, Welch, Schiff, Capito, and Britt.

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

Chairwoman KLOBUCHAR. Good afternoon. I call to order this hearing on Oversight of the Capitol Police. As noted, this is our final Rules Committee hearing this Congress, and it is a fitting one as so much of the work that we have done, that I have done with Senator Fischer, as well as before that Senator Blunt, has been focused on public safety and especially over the last four years.

I would like to thank Chief Manger who came to us out of retirement, thank you, for the work you have done to support the Department's workforce, and to make the needed security improvements we are here to discuss today.

I would also like to again express my gratitude to the brave men and women of the Capitol Police for the work that they do every day, and thank you, Gus, for your leadership of the union, and just thank you to all of those involved in public safety.

I would like to thank Senator Fischer for her partnership in the last two years. Deb, I have appreciated the opportunity to work with you. We have tried so hard to, I think, positively realize that this Committee's jurisdiction is a little different than some of the others, and it is more important than ever that we work together.

If we have disagreements, we work them out, and that we, I think Roy always used to say, are the mayors of the Capitol. We get a lot of interesting requests, as do our wonderful staffs. I specifically want to thank Elizabeth Farrar, my Staff Director, for her incredible work.

I would like to congratulate our incoming Chair, Leader McConnell, as well as I believe Senator Padilla—is going to be taking over our side in this Committee, and to thank the Rules Committee Members for their work. We welcome our newest Member, Senator

Schiff. You know, we have two Californians on this Committee right now.

This hearing is a time to look at the progress the Capitol Police have made in the last four years and under the leadership of the Chief since July 2021. In that time, the Department has made necessary enhancements impacting all aspects of its work, including many recommendations in the original bipartisan security report that came out of this Committee, as well as Homeland Security. It was a work of, I would say, a lot of hard work of staff and a lot of willing to compromise on behalf of Senator Blunt, Senators Peters and Portman, and myself. Coming out of those recommendations is the legislation that I led with former Senator Blunt, which is now law, to allow the Capitol Police to immediately request assistance from the National Guard in an emergency.

Critically, the Department has greatly improved under Chief Manger its handling of intelligence and how it shares information with rank and file officers, including by creating a centralized intelligence bureau, prioritized operational planning by requiring plans for all large scale events, and taking steps to ensure officers have the training and equipment to do their jobs.

Notably, all 103 recommendations that the Department's Inspector General issued in the series of reports after January 6th have now been implemented. I cannot tell you how many times—I think we have had eight hearings on oversight of the police. We have gone through the 103 recommendations and gone through the numbers, and I truly appreciate the public transparency and accountability.

We also had with Congressman Steil the first joint oversight hearing since 1945 of the security in the Capitol. We are really pleased with that, as well in your responsiveness, as well as Sergeant at Arms Gibson.

Here are some other examples of what this progress has looked like over the past four years. We know we have challenges, but I do think it is important to acknowledge the progress. The Department now has an additional 360 sworn officers on duty, from 1,842 to 2,202. There has been a 60 percent increase in the number of threat assessment agents. Four years ago, the Department did not maintain a dedicated Civil Disturbance Unit Program, and today it has six platoons totaling more than 225 officers. While only 25 percent of officers had access to riot gear on January 6th, something we will never forget, locked on a bus, now every officer has this equipment.

None of this would be possible without the officers who stand in defense of the Capitol every day and who have risen to the occasion as various threats have confronted Members of Congress at the Capitol and beyond. In recent years, these men and women have worked significant overtime, had vacations canceled, family events canceled, while the Department worked to add more officers. We thank them deeply for their service. I commend the Chief's commitment to ensure the Department has the personnel it needs, including offering hazard pay, retention bonuses, and tuition support, and for exceeding the goal of hiring 280 additional officers this year—that was the goal but instead hired 315 officers.

Thank you again, Gus, for being such a strong advocate for the officers. I know there are always disagreements. We are well aware. At the same time, you have also been an advocate for hiring and for the benefits for the officers.

We owe it to these officers to show them that they have our full support. This includes continued funding for the Howard C. Liebengood Center for Wellness—and I would like to recognize the dedication of Dr. Serena Liebengood, the widow of Officer Howard C. Liebengood, or Howie as he was known by so many of you, the 15 year veteran of the Department who tragically died in the days after January 6th and for whom the center is named.

Since its founding, the center has started a chaplain program, created 24/7 support resources, and trained over 50 officers as peer support specialists.

At the same time we look at all of the good work that has been done, we must be clear eyed about emerging demands on the Department's expanding operations that we need to confront head on. In addition to the security challenges we have seen here at the Capitol, there has been a disturbing and unprecedented rise in threats targeting Members of Congress from both parties, and the ongoing volume and severity of those threats has posed new challenges for the Capitol Police and local police Departments across the country.

The Department reported over 8,000 of these threats just last year and we expect to exceed that this year. This is four times over the number that we have received in not that far away years of the past. Members have been targeted with bomb threats, subjects of cyberattacks, had their homes swatted, and more.

We must keep striving to ensure the Capitol Police can respond effectively to risk to Members' safety, including prioritizing hiring of additional threat assessment agents and building on efforts through the Department's field offices and agreements with local law enforcement to ensure Members are safe beyond the Capitol complex.

Finally, as we look ahead, I know work is well underway to prepare for the events that will take place at the Capitol, the Joint Session of Congress to certify the results of the election on January 6th of this coming year, and also of course the inauguration that Deb and I are working on together with the Joint Inaugural Committee.

Both events have been designated as national special security events, which will provide federal agency resources to support the Capitol Police. While we will not get into law enforcement details today, it is crucial that the Department is ready to support these events, and are at the very heart of our democracy, and I look forward to hearing the Chief's comments on these efforts.

Before I turn it over to Senator Fischer, I would like to make a few remarks to recognize what we have gotten done on the Committee in the last few years, even beyond the major law enforcement changes and the hiring of Chief Manger.

What may be our most lasting contribution to the Senate and the country will be on display next month when we convene to certify the results of the election in line with the significant reforms to the Electoral Count Act, which passed in this Committee on a bipar-

tisan vote of 14 to 1 and will ensure the will of the voters prevails in this and in future elections.

We will do so with key security improvements in place thanks in large part to Chief Manger and Sergeant at Arms General Karen Gibson.

Beyond this work, we passed bipartisan legislation into law. I led this bill to improve accountability and empower Congress to appoint and remove the Architect of the Capitol. That was a major change. The President had always been able to do that. I am not going to go into the issues of the past, but we were very pleased to get that authority. We should own this, and we should, as we just did, made a decision across party lines, and across House and Senate, and joined together to appoint our new Architect, Tom Austin, with unanimous bipartisan and bicameral support.

During my time at the Committee, we have taken on a whole host of issues to improve the work for this Senate for those who work and visit here, reopening the buildings after the pandemic, reforming the outdated process of reporting and handling sexual harassment claims on Capitol Hill, and making closed captioning available for all Senate committee hearings. We worked to ensure that people visiting the Capitol see more statues of women.

It is not just about what paintings and statues you take away. It is what statues and paintings you put up. We were really pleased to work on a bipartisan basis to get the new statues with Senators Murkowski, Collins, and Sinema, two former trailblazing Supreme Court Justices, Sandra Day O'Connor and Ruth Bader Ginsburg, and we doubled the number of rooms named after women in the Senate.

Okay, I think there was just like zero before, but okay, now we doubled it. All right. We also have the bust of the author of the Dred Scott decision removed, and it will be replaced by the one of Justice Thurgood Marshall. When our restaurant workers unionized, we made sure that they had a fair contract, and Senator Blunt and I worked together to negotiate that.

We also updated the rules, one of my favorite fun things that we did, to ensure that babies can come on the Senate floor. When I promised Senator Duckworth I would get it done and she kept, by surprise, getting more and more pregnant and asking me what was happening. That was a proud day when she brought that little baby, Maile Pearl, all six pounds of her onto the floor, wheeling her in on her wheelchair, a change finally on the Senate floor.

Of course, we have not lost sight of the fact that we must protect our free and fair elections so that people can make their voices heard in our democracy. This is a commitment that we must carry forward on this Committee.

I am grateful to my colleagues on both sides of the aisle who I have worked with to get this done. I especially want to thank Senator Fischer and her great staff and look forward to working with them in whatever capacity in their new jobs. I want to thank her very much for her leadership as well. Thank you, Deb.

**OPENING STATEMENT OF HONORABLE DEB FISCHER, A  
UNITED STATES SENATOR FROM THE STATE OF NEBRASKA**

Senator FISCHER. Thank you, Chair Klobuchar, for holding this hearing with the United States Capitol Police, particularly as we reach a time of multiple high profile events taking place on our Capitol campus. The Rules Committee has jurisdiction over the day to day operations of the Senate and the wider Capitol complex. One of our most important duties is working with Capitol Police to support their efforts to keep our community safe for our Members, our staff, and our visitors.

We owe a debt of gratitude to the dedicated officers who have sworn to protect us, and I am thankful to Chief Manger for his leadership. The Capitol Police's duties are broad, from patrolling the Capitol complex to providing security details to Members as they travel across their districts and the country.

As such, they face unique challenges as a law enforcement entity, and I am eager to learn more about how they approach their mission. This Committee has heard from Chief Manger about staffing shortages in the past, but I am encouraged by recent recruiting levels as it seems that the Department is on track to—near their currently authorized maximum employment levels.

As the Capitol Police progresses beyond its staffing shortages concerns, it will be important to address other issues that are facing the Department. I hope to see a focus on developing clear communications with the congressional community, especially as the Department looks to utilize new technologies to keep our community safe.

We continue to see ever rising threats against elected officials and their staff, including recent abhorrent bomb threats against Cabinet Members and nominees. I encourage the Capitol Police to continue its relationship building efforts with state and local law enforcement, and to support collaborative efforts that keep people safe in their home districts, as well as here in Congress.

As we approach the start of the 119th Congress, the Electoral College Vote Count, and the Presidential Inauguration, it is imperative that the Capitol Police balance individuals' First Amendment right to free speech with keeping the Capitol complex safe so that Members of Congress can fulfill their Constitutional duties.

It is more important than ever that the Capitol Police remain a dynamic force, able to adapt to new and emerging threats as well as persistent difficulties. Chief Manger, I look forward to hearing more about how you and your agency plan to meet the needs of this community as we move into the beginning of the new Congress.

Finally today, this will be my last hearing as Rules Committee Ranking Member. I am grateful for Senator Klobuchar's partnership and friendship. I have enjoyed working these past few years to make this institution a better, safer place for all of our Members to do the people's business.

I am especially thankful for my staff, without whom none of our work would have been possible. Jackie, Nichole, Allison, Sophie, Kasey, and Chris, thank you for your professionalism and your tireless work. In the months and years to come, I look forward to continuing our work to safeguard this institution that we all hold so dear. Thank you, Madam Chair.

Chairwoman KLOBUCHAR. Thank you, Senator Fischer. Okay, any other comments before we go with the Chief? Okay.

Senator BRITT. Can I say something real quick?

Chairwoman KLOBUCHAR. Yes.

Senator BRITT. I would just like the opportunity to say thank you to both of you. I mean, the way that you have chosen to lead this Committee has been a model for how you do things, how you tackle really hard things in a bipartisan way. Thank you for the way you have led, for your team who we know does the hard work.

Thank you for making sure that we could have a successful tenure here in this Congress on the Rules Committee. I would be remiss if I did not say, Chief Manger, thank you for what you do, and the men and women who serve in the Capitol Police, not only safeguarding our Capitol complex and making sure that the people who work here and visit here can do so safely.

You all leave the safety of your home every single day so that we can return to ours and you ensure that this is a place where work can get done for the American people. The men and women who serve do not just serve as an institution and pillars of safety.

They have become our friends and our family as we walk the halls and we come in, and I see Officer Burke coming in out of the garage or whatnot, or this week they have been giving me a really hard time about Alabama not making the college football playoffs.

Some sparring has been going on as well. Just know that we stand with you, and we are so grateful for what you do. Anything that we can do to help you elevate your game or the men and women who serve under you, count us in.

Chairwoman KLOBUCHAR. Thank you. Thanks, Senator. Senator Padilla.

Senator PADILLA. Yes, Senator. Thank you, Madam Chair. I too want to take a moment to reflect on the hard work that the Committee has done, and all that the Committee has accomplished under your leadership.

I recall, it seems like so long ago, but in 2022 when we passed the Electoral Count Reform Act, which you referenced earlier, truly landmark legislation that modernized and secured Congress's process for counting the votes for President.

We worked together to also introduce the Freedom to Vote Act with all of our colleagues on this side of the aisle, which seeks to make our elections not just safe and secure, but as inclusive as possible as well.

As we are doing today, we have conducted oversight of the Capitol Police, but not just the Capitol Police, the Smithsonian, the Architect of the Capitol, and more. That does not even begin to describe the work that you do behind the scenes to help keep the buildings functioning and the many employees that work at the Capitol running so that Congress can do the people's business.

I can go on and on. I just wanted to take a moment to thank you, Senator Klobuchar, for your tireless efforts and leadership of the Committee. As we look ahead at the work that we still have yet to do, I am just grateful to have you for an example of how to get it done.

Chairwoman KLOBUCHAR. Well, thank you. Thank you, Senator Padilla. I was thinking of all those times. I am looking at, you

know, your colleague from California is too new but two of our best attenders, beside Senator Merkley, are you and Senator Welch.

Needless to say, Senator Fischer and I need people here and we have got many committees going on at the same time. I have truly appreciated not just the support and the votes. We are on a committee, the only committee that Senator Schumer and Senator McConnell are on, which always makes it interesting.

You have really been a great leader on this, and I am looking forward to handing over the reins on our side to you. Thank you. Senator Welch.

Senator WELCH. No, thank you. It has been a pleasure to be on this Committee, one of five that I am with Senator Klobuchar. She is watching me. Senator Fischer, it has really been wonderful to see the way the two of you work.

Actually, that has been so pleasing to me. We have had a recitation of the things that gotten done, and they are really important obviously, the Electoral Reform Act, and also the oversight of these magnificent institutions. You know, I would like to see this Committee get jurisdiction for just about everything, the way our two leaders work. It has been a pleasure to serve on this Committee.

I do want to thank the Capitol Police. You know, it is such a hard job. There were—we lost officers. We had injured officers, what happened four years ago, and the challenge that I see every day for officers who have to be totally vigilant to protect us, keep us safe.

At the same time, have to be always polite and courteous to the public who is coming in, oftentimes under a fair amount of stress. The capacity for self-control and discipline that I see every day among the Capitol Police is really—is quite admirable.

I know how much that means to you, Senator Klobuchar and Senator Fischer. You know, when she talks to us, Amy, and I have had several discussions about the Capitol Police, but that is literally top of mind in her concerns.

It is really quite a thrill to be sitting in this chair and seeing public servants who work hard and have to endure a lot of difficult challenges and do it well and consistently. Thank you. Madam Chair and Vice Chair, thank you very much for your work.

Chairwoman KLOBUCHAR. All right. Well, thank you. Thank you, Senator Welch, for being such a great mentee and getting on all five committees so that we have this sudden huge power, and no one schedules both of our committees at once anymore because we are like, it is not one, it is two. With that, we turn it over to you, Chief Manger. Thank you for your leadership.

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

Mr. MANGER. I want to thank you, Chairwoman Klobuchar, Ranking Member Fischer, for your leadership. I, you know, I practiced my remarks about five times today and I was always kind of right at the edge of my time, but I am going to completely go off script. I thank you for your leadership and I want to also—you know, we have accomplished a lot, and we are going to talk about that here this afternoon.

There is still more work to be done. We are going to talk about that. The fact is that this Committee and all of its Members have helped us, and but it has been a team effort, and the team goes beyond just us. I wanted to thank you and Ranking Member Fischer, you thanked your staff. I wanted to thank Elizabeth, and Jackie, and Nichole, and Ben. They are with us every month, every step of the way.

I want to thank my team that is here as well. My assistant chiefs, my leadership team, both sworn and civilian. This has been a team effort over the past four years to get where we are today.

This did not just happen. I appreciate the fact that Gus is here. Gus has been—he wanted many of the same things that I wanted in terms of improvements for the Department. If there were two things that I was trying to do—I mean, we can list all of the accomplishments that the Department has, but if there were two things that I wanted to do, it was first to restore the sense of safety to the people who worked here, who live and work around—on this campus, around this campus.

Also to regain the confidence of the men and women of the Capitol Police in the Department, because I think both of those things were harmed and in fact destroyed four years ago. It has been a team effort, and I feel very fortunate to have such a strong team around me to get these things done.

Both of you listed many of the accomplishments we had. I think one of the things that has restored the sense of safety in large part is our ability to respond quickly to whatever happens here on the campus, whether it is 300 people sitting down in the Cannon Building or, you know, another group, you know, running the halls over in the Hart Building, you know, creating disruptions.

Our ability to respond to those things, and get them under control, and resolve them quickly is one of the things I think that has helped us give people that sense of security here. We have had large events that we have had to prepare for and planned for. I think the visit from the Prime Minister of Israel was a really good test for us, where you had thousands of protesters who were just as angry as any group of protesters that I have seen in my nearly four years here.

The operational planning that was done, the things that were put into place, the resources that we had all kept that protest not only kept the people on campus safe, but it kept the folks that were trying to—that attempted to break the law, that did break the law, it kept them from being able to disrupt anything that was going on in this campus.

That I think was—not only was that a good test for us, but it demonstrated really the template that we are using from, you know, that we have been using and we will use going forward to deal with large demonstrations that we anticipate could have problems associated with them.

You know, we have talked about so many of the things that went wrong four years ago, and we do have a world class intelligence bureau now. We do have a Civil Disturbance Unit that can handle any disruptions, any disorderly crowds, and do it safely and effectively.

Our wellness center, we have got folks in our wellness center that are trauma informed counselors who can deal with officers who have been through really difficult situations. Then we have got all the wellness and other specialists who can provide just about an exhaustive list of resources to our men and women.

I will just finish with, you know, one of the two big things, and I think Senator Klobuchar you mentioned them, was the fact that a law was passed that I have the ability to call out the National Guard, and that has been a great help for us.

We have used that. We have that. As we talk more and answer questions, I will talk about how we—that has assisted us and how it has helped—been a part of our planning for the upcoming electoral count as well as the upcoming inauguration, and then the mutual aid. I mean we—one of the biggest issues that we are dealing with now are issues that go directly to the security—the safety and security of Members.

You talked about the fact that threats are—have quadrupled since from just a few years ago. They have also, the strategies that some of these folks that would do us harm are using have escalated. It used to be that if, you know, when you went home, you might be able to relax a little bit.

Well, those days are gone. I mean, Members of Congress, we have—just in the last month, we have had over 50 Members of Congress swatted. We have got to look at what we can do to enhance people's security, not only when they are here on campus, but when they are off campus and in their home districts.

The ability to have this mutual aid and to be able to reimburse local departments for their assistance has allowed us to do so much, and I thank you for that, because without that, I think we would not be able to do half the things that we are able to do now.

There is a lot—I know you all have questions and there is a lot more that I can talk about, improvements that we have made, but I will turn it back to you for questions.

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

Chairwoman KLOBUCHAR. Okay. Talk about the officers. You know, I remember when the force had been—a lot of people had left, a lot of morale issues, the whole thing. I remember someone telling us, one of our Members, oh, we should have a pizza party. Like a pizza party is not going to fix this right now.

Could you talk about how you managed to exceed your goal of 280 new officers a year this time? What are the most effective tools for recruiting, retaining officers, so key? As you know, local departments are having issues all over the country, from small rural areas to big metropolitan departments.

We still know we need to hire new officers here. I just want to get your views as a law enforcement leader on what we can do better.

Mr. MANGER. One of the things that really got us jumpstarted was the fact that there were changes made in our salary structure, and we have a very competitive starting salary. That certainly gets people's attention. Then you look at our ability to give retention bonuses, which we have done.

That has kept our retention rate lower as well as gotten, you know, more people interested in the Capitol Police. We have other benefits like the student loan repayment program. I think what really gets people's attention and gets people here and wants them to stay here is the fact that we have got so many opportunities here, you—to be able—to look at career advancement through promotions.

To be able to say, well, I want to do—want to be a K-9 officer. I want to be a motor officer. I want to be a dignitary protection agent. There are so many different opportunities within the Department for folks that I think that is a great attraction to bring people here. We have, again, been very successful in being able to get folks here and keep them here.

Chairwoman KLOBUCHAR. Right. I know the Department has taken significant steps to address the equipment shortage, also maintenance of equipment. I think our report found that 75 percent of the officers on January 6th defended the Capitol in their regular uniforms. They could not access riot shields.

Some of them were locked on a bus. Obviously you were not in charge back then. Can you talk about, or can you confirm that the Department is fully equipped with the equipment that they need now for any kind of large scale threats or demonstrations?

Mr. MANGER. Yes, I can confirm that. We are. Officers are equipped with state-of-the-art equipment for civil disturbance. It is great to have the equipment. It is great to have officers that, you know, are willing to do it. It is the training. It is the practicing that we have done that really has our folks ready.

I think there is a level of confidence in our officers, especially our CDU officers that they are ready for anything and that when they are really being tested, they will look to the left, they look to the right and—see that they have adequate resources, adequate people there to accomplish whatever we need to accomplish in keeping this campus safe.

They have, again, have the equipment, the training, the less lethal, which was an issue four years ago, less lethal munitions. All of those things have been addressed and we are ready to go.

Chairwoman KLOBUCHAR. Could you talk about the key ways the Department has improved the sharing of information with officers on the front lines. Since that time, that was one of our recommendations.

Mr. MANGER. It was. I think we did—four years ago, we were not doing a good job at getting information out to the rank and file. One of the things—one of the first things that was done was that everybody got a phone. We push this information out every day. All the updated intelligence information, we put out briefing sheets every day. We have intelligence briefings every day.

That information is getting out. We also, Chief Gallagher and I just did roll calls for just about every officer on the Department. We went to different roll calls to give a briefing about what is going on—what we have got planned for January 6th and for the inauguration. Chief Gallagher is going to do another round of interviews or another round of briefings and all the roll calls I think next week.

We want to make sure that everybody has confidence in our plan, and everybody knows what the plan is.

Chairwoman KLOBUCHAR. Very good. Just quickly, my last question, turning to Members' security. I know you rely on partnerships with local law enforcement. Your testimony mentions the Department's new protective intelligence operation center to enhance the Department's ability to respond to threats.

How do you expect the center to improve the investigation of threats when, as we know, so many of them are made away from the mothership of the Capitol?

Mr. MANGER. I just want to say for the record that the Protective Intelligence Operation Center, or the PIOC, is a work in progress. It—we have stood it up. It is doing a great job in terms of coordinating everything to making sure that when we get these threats that come in, that it gets the proper attention and the proper coordination with all of the Department's resources.

We want to make sure that we are working hand in hand with the Sergeant at Arms, and so that we—you know, when you get 8,000 threats a year, you have got to triage them and determine which are the ones that require immediate attention and which, you know, might not be as urgent. The PIOC helps us do all of that.

Chairwoman KLOBUCHAR. Very good. Thank you. Senator Fischer.

Senator FISCHER. Thank you, Senator Klobuchar. Chief, just to follow up here on Chairwoman Klobuchar's question to you about the Protective Intelligence Operations Center.

When we are looking at how Members receive verified information of possible threats out there or actions that are taking place, I think it is really important it come from you and not from the media. Do we have a written policy on that, on how the communication goes out?

I know we get alerts quite often on our text and on our email, but do we have a written policy on that?

Mr. MANGER. We do with our social media where we put information out. When we—when our public information office puts information out. We have—we do have a policy about that. There is always a balance in terms of what information that we want to put out.

You do not want to harm an investigation, but at the same time, I think the public wants to know, especially if there is something that—in and around this campus that might be a danger to other people, we want to make sure that we get information out. There is a balance there that we are trying.

Senator FISCHER. Is there an approval process that you have to follow on just how and when those alerts go out? If so, how long does that take? Is that part of a written policy?

Mr. MANGER. For the—most of the alerts come out from the command center.

Senator FISCHER. Okay.

Mr. MANGER. That we have—we try to be consistent to make sure that the—and again this is the balance. We want to get information out quick, but we want it to be accurate.

You ask any police officer, and they will tell you that the first information you ever get in a crisis is always not quite accurate. You know, it has got a little something wrong with it. We are trying to get that balance where we get the information out quickly, but make sure it is accurate as well.

Senator FISCHER. Okay. In your opening statement, you referenced mutual aid and being able to work with local law enforcement and state law enforcement. Do you think those relationships are sufficient to meet additional protective needs? Do you anticipate any increase in mutual aid funding?

Mr. MANGER. I do. Now, I think, you know, the first allotment of funding was pretty significant, and I think we are still able to do what we need to do. This is going to be, I think for the foreseeable future, we are going to need the help of these local law enforcement agencies in people's home districts.

We are using them not only in relationship to protection duties, but we are also when any Member, you know, is having a town hall meeting and they expect to have some protesters there or whatever.

Our ability to contact that jurisdiction and say, can you have a couple of officers, you know, stand by during this town hall meeting, and by the way, we will reimburse you for their time, because typically many jurisdictions will say, well, we really do not have the staffing to do it.

If they can pull somebody in off duty, if they can pay some of the overtime to assist us with that, it is a win-win. I—not only for our protection operations, but just for the safety and security of, you know, the folks when they are in their home districts, it has been invaluable.

Senator FISCHER. Off the top of your head, do you have any idea how many times you have used that in the last year or two, to be able to contact local law enforcement?

Mr. MANGER. I would say hundreds. Hundreds. Now we have, sometimes it is a last minute thing, but we also have a memorandums of agreement with a fair number, dozens of police agencies that we seem to call on over and over. It has been—we use it all the time.

Senator FISCHER. Yes. Good. Thank you. A few questions on training for the officers. Are training requirements in place so that officers know how to respond to specific types of emergencies?

Mr. MANGER. Yes. Yes. I mean, that's part of the basic training that they get at—not only at the FLETC training academy down in Georgia, but we have our own academy in Cheltenham.

Senator FISCHER. How many trainings are provided to all officers versus those in special units like the Civil Disturbance Unit?

Mr. MANGER. Everybody—all recruit officers, go through six months of training just recruit training and then after that, they go through a few months of field training, and then they are put out on their own.

Every officer has to go through—a certain amount of in-service training every year, whether it is firearms, whether it is—and typically we will do something different each year but have just retraining on critical issues. Officers have to go through about a week's worth of in-service training.

Senator FISCHER. Is that pretty standard with other law enforcement across the country?

Mr. MANGER. Yes. Yes.

Senator FISCHER. Thank you.

Chairwoman KLOBUCHAR. Very good. Senator Padilla is next, but I think Senator Warner is just not going to ask questions but say something briefly.

Senator WARNER. Well, thank you, Madam Chairwoman, and thanks to Senator Padilla and Senator Schiff. I am in the middle of an Intel Committee, and I am chairing it, so you never get me off the remaining days with the gavel.

I wanted to come over and thank both the Chair and the Ranking Member for their leadership on the Rules Committee. It has been bipartisan. I want to particularly thank my friend Amy Klobuchar for the work she did in the aftermath of January 6th when working with a bipartisan group of us we came up with the Electoral Count Act that is now law of the land that tried to make sure on a procedural basis there was no ambiguity.

I appreciate the fact that she helped select the new chief. I appreciate the fact that you worked on—with your colleague, our friend Roy Blunt, on, you know, through HSGAC making processes better, trying to see where the mistakes made on January 6th. I am grateful for that.

I am grateful for what you both did in terms of getting the Capitol reopened post-COVID. Those—it seemed like forever ago, but it was candidly not that forever ago, and how we deal with the public's need to get in and see us but also to keep not only us, but our staffs safe.

I also just, you know, this is not a committee that always gets a lot of attention, but for so many of the ways that the Members and their staffs operate—you know, Senator Klobuchar, you have always been an advocate for making sure that folks are treated fairly and, you know, that we try to, in a challenging circumstance, do our jobs better, but also do our job safer.

I am grateful for that. I will not impugn on my jumping line other than to leave as a parting thought, if I was going to ask a question—

[Laughter.]

Senator WARNER. He is not going to answer. It would just be, Chief Manger and I went through—we went through hell and back with the sniper back 25 years ago when he was in Fairfax, and I was the Governor.

I am still astonished that more folks' heads are not exploding around Salt Typhoon, or the Chinese are into our telecom networks on a cyber attack and candidly have the ability to listen to every one of us on a real time basis. My hope is, Chief, and I will get another time that you can get me the answers, is just how do we make sure our cyber protections are better?

I can assure you, you know, they have gone after not just Members, they have gone after staff. This is an ongoing problem. As I have said repeatedly, the barn door is still open, and how we do a better job protecting and how we particularly recognize that all of us up here, regardless of the role we play, are targeted by our adversaries, is critically important.

I look forward to hearing more about what Capitol Police in particular are doing on cyber. Again, my thanks to my great two California colleagues for—first and last time I will ever jump line on you.

Chairwoman KLOBUCHAR. Okay.

Senator WARNER. I do believe that.

Chairwoman KLOBUCHAR. Very good. We will make sure he reenters cyber later, but thank you, Senator Warner. Senator Padilla.

Senator PADILLA. Thank you, Senator Klobuchar. Out of respect to our colleague, Senator Warner, Chief, if there is any initial comments or response to the topic Senator Warner laid out, feel free.

Mr. MANGER. Yes. I think one of the—I think we all need to be concerned about the cyber threats. We do work—the Capitol Police works very closely with the Senate Sergeant of Arms on those kinds of cyber threats.

Our intelligence bureau has—one of our agents is assigned to an FBI task force, a cyber security task force. They are able to not only take the lead on some of those investigations, but they have the resources of the entire FBI being on that task force.

That has been very helpful for us. I think the other issue really is how artificial intelligence, it can be a great help, and it can also increase threat activity. We are seeing both of those things.

I mean, we provide information on a pretty regular basis to our oversight committees about how we use artificial intelligence. I think that the concern from a threat standpoint is that artificial intelligence can really facilitate the more traditional kind of threats, but it also brings also some new challenges for us.

Just having bad actors, the ability to more easily generate and disseminate propaganda, oftentimes using it to get their followers all geared up, you know, for—on some issue. It is a real concern for us, and it is something that I think all of law enforcement is really struggling with at times because as quickly as we sort of get up to speed on one challenge, then there's something brand new.

I think that this Committee and Members of Congress in general certainly are aware of how disinformation can—and especially with the people's ability to use a Member's likeness, that disinformation can be used really maliciously and that is a huge problem for all of us.

Senator PADILLA. As technology continues to evolve, this conversation will continue to evolve. We will put a pin in that and say it is to be continued. I want to preface my next question with a little bit of context.

My career started in local government. I have served in State Government and now I am here at the Federal Government. While I appreciate the uniqueness of the mission for United States Capitol Police, right, this is our Nation's Capitol, and all that you do not just to keep Members safe, staff safe, visitors safe because this is the people's Capitol after all.

I want to spend a moment on some of the fundamentals that I think are consistent across police departments and agencies, large and small, urban, rural across the country. We can engage in conversations about use of force or patrolling issues, investigation and technology issues, information sharing, and community based policing initiatives and beyond.

None of that is possible without a strong, reliable police force. From my early days, I knew the importance of recruitment, retention, and morale of the rank and file. You have described in your testimony, your written testimony, the difficulties with recruitment, retention, morale during the COVID-19 pandemic, and certainly the unique challenges posed by January 6th of a few years ago.

You spoke earlier briefly about some of the improvements on the recruitment side given salary levels, changes to benefits, etcetera. Can you speak for a minute on the retention side, what is working, what is not working, how are we doing? On the morale side, what is working what is not working, how are we doing?

Mr. MANGER. I have been a police officer for 46 years and I spent most of my career in local policing. I will tell you about morale, morale is in the eye of the beholder. If a chief sits in front of you and tells you morale is just fine, well, there is some officers that their morale is great.

There is some that the morale is not so good. Then you have got the 80 percent in the middle that on any given day could be good or bad. I think what we need to do is make sure we are treating our officers fairly.

That when we recruit, we are recruiting the right people for this job. I think if you look back—and I started policing in the 70's and there were—I do not know what the, you know, characteristics they were looking for in a good police officer back then, but I will tell you, we do a thousand times better today at selecting the right people for the job.

Investing in their training throughout their career. Not just in the academy, but throughout their career. Then holding everybody accountable, from me down two to the last, you know, newest recruit. Everybody is going to be held accountable to do their job the way it is supposed to be done.

If you are fair, and you are consistent, and you show, and people—and officers believe they are appreciated in what they do, that is about the best you can do in terms of morale. We had—the officers in this agency lost confidence in the Department and in the Department's leadership four years ago.

I completely understand that. We have tried to regain that and restore their confidence in the Department. I think we have done—I think it is better. I will not speak for, you know, 2,000 of my cops but I will tell you that I talk to them—I do not pass a police officer without talking to them. Most will acknowledge that things are much better than they were. That is—we just got to keep going with that.

The other thing, and I will finish with this. You know, at local government, you know that you are—a local police department, if they feel like the elected officials appreciate what they do and the public appreciates what they do, they—it is good for their outlook.

One of the things about this, this is my third police department, and the culture here is one where these cops know that the people who work here and, you know, are on Capitol Hill appreciate what they do.

I am not saying, you know, there is not some exceptions. There are always some exceptions. The cops here know that people appre-

ciate what they do and that provides a pretty good culture in this police department, and I am very proud of that.

Senator PADILLA. Thank you.

Chairwoman KLOBUCHAR. Okay. Very good. Senator Schiff.

Senator SCHIFF. Thank you, Madam Chair. Senator Padilla was asking me if this has sunk in yet that I am here in this body and on this Committee, and I thought it had but I look at my nameplate and it still has not. I am not used to seeing that R-E-P on the nameplate, but I am really thrilled to be on your Committee and appreciate this opportunity.

Chairwoman KLOBUCHAR. Thank you, Senator Schiff.

Senator SCHIFF. Thank you so much for your service and for all the people in the Department. Really appreciate it. Many of us that were here on January 6th owe our lives and safety to the brave work that the folks in your Department have done. I want to begin by thanking you and thanking everyone who works with you.

I want to raise an issue that I have not had a chance to raise before and let me preface it by saying how much I appreciate how much your Department works with my office and with the other Members, and I know how taxed you are in terms of capacity and resources.

I think we are doing a much better job protecting the building and I think—and the people who work in the building. I appreciate all the reforms you have undertaken based on the earlier recommendations. I remain—I continue to be concerned, though, about whether we are doing enough vis-à-vis the staff and Members outside the building, particularly in our states.

We are seeing, and you are seeing this dramatic rise in threats and swatting attacks. Certainly my family, and myself, and my staff, and really all of us have experienced that to an extraordinary degree.

I am not sure that we are going to do anything about it in the Congress unless you come and tell us that in your assessment we are not doing enough to protect the Members. In order to do it, we are going to have to make a substantial investment in personnel to do it outside of the Capitol grounds.

I would ask you, what is your assessment of the security of Members and staff, particularly in our states and our districts? What more should we be doing? What kind of a budget would you need to make that happen?

Mr. MANGER. Well, thank you for asking that. Thank you for acknowledging that things have changed here on the campus. That was the number one priority when I took over, is that we had to restore people's sense of safety. We had to get things under control here. I think we in large measure, we have accomplished that. We still need to pay attention to it, but we are in a good place.

Who knew that threats would go through the roof, the number of threats. Who knew that the tactics that folks that want to disrupt the lives and disrupt the work of Members of Congress would do—you know, would result in people—you know, having, you know, 50 people swatted in the last month. Had people disturbed in the middle of the night in their homes because there is people out banging on pots and pans.

That and just the heightened threat level in this country has not gone down. We do need additional resources for exactly what you describe whether it is in the dignitary protection division, where as you know the leadership gets protection details. Woefully understaffed. Woefully understaffed. I mean, we have got officers—we provide the protection at the level it needs to be, but you do that through officers working double shifts and averaging—our DPD agents average 50 hours of overtime every pay period—50 hours.

We have got to get—we have got to, you know, 200, 250 somewhere in there, additional DPD agents. It needs to be 500. It needs to be doubled. That way we can provide—and not only can we provide protection for the leadership 24/7, but when we have people that have threats against them that require us to stand up temporary details, we can do that.

Because right now, when we do it, we are robbing Peter to pay Paul. We are yanking somebody off another detail to stand up the detail to help someone for a temporary threat situation. I could just give you example after example where we would, if we had the staffing, we would be able to do a better job in terms of protecting people when they are not on this campus. The threat agents.

We had in November—over 700 threats came in the month of November, and we have maybe 20 some threat agents, threat investigation agents. That needs to be doubled. You know, and we are going to add another—I think we are adding another eight, you know, that are just getting out of their basic investigations training this week. There is help on the way, but even that is not enough. We have got to continue.

The DPD, the threat agents, the intelligence operation we have—I mean, we have such a great intelligence bureau, but we still have agents that are doing the work that analysts should do. We can hire an analyst, a civilian analyst to sit in front of a computer and go—and do the investigative work on the computer. Let the agent be out in the field, locking people up, knocking on doors to do interviews and doing the work that only those agents can do.

I could—I have a simple recipe to get this done. We have gotten to where we are today by having 12 recruit classes, one a month, and of 25 officers, that 288 number. Let's continue that through the next calendar year and maybe the next calendar year after that. Right now we would need our authorization raised and we would need our appropriation raised in order to be able to do that for the next year.

I think it has to be done because we—it is the critical need for our protection services bureau requires that we continue to train those recruits, get them out in the field. There is a ton of people that you see on these posts, especially the young ones. All they want to do is become agents.

They want to join a dignitary protection. They want to be a threat agent, you know, investigation agent. As those—we can move them over there when we backfill, you know, when we backfill with new recruits. We have got to keep the recruit classes going.

Chairwoman KLOBUCHAR. Thank you very much. Do you have some more questions?

Senator FISCHER. If I could follow up.

Chairwoman KLOBUCHAR. Yes, go ahead.

Senator FISCHER. Chief, I just wanted to follow up on the staffing levels that we have. Congratulations again on almost reaching the staffing level. I look forward to that continuing to improve.

A couple of things. What benefits do we as Members and would our staff see as those levels are increased? Are we going to have less wait lines to get in the building? Are we going to see other entrances open? Is that something that you are looking at? Because as you know, Senator Klobuchar and I hear about that a lot.

Mr. MANGER. There is—I think that is always something that we are looking at. I mean, I know that there were a couple of doors over in the House side, and I think one or two doors on the Senate side that we said, you know, when we get enough people, we are going to reopen that door.

A couple of—and we have done a couple of them but there is probably more that we would like to do and can add to people's convenience. I am more looking at some of the—those are nice to have, and I do not mean to diminish them, but those are nice to have. I have got have to have.

Senator FISCHER. Yes.

Mr. MANGER [continuing]. you know, as well which I just described to Senator Schiff with—in terms of getting the caseload manageable for our threat investigation agents and restoring some ability to have a work life balance with our dignitary protection agents who are working 50 hours of overtime every—

Senator FISCHER. I would like to follow up with Senator Padilla when he brought up your retention. You know, the importance of that. I have a good relationship with law enforcement across Nebraska.

I worked with the Omaha Police Department to be able to have not just a recruitment bill here, but also have a retention bill. Do you have specific examples of what you feel your Department needs in order to retain veteran police officers, but also the new recruits that you have, so we do not see the change in the employees?

Mr. MANGER. I think it is a three pronged answer here. One, we have a very competitive starting salary. I can tell you that Secret Service and a bunch of these other agencies are saying, oh, look, Capitol Police is not having any trouble hiring people. We got to do what they are doing.

We are getting people that are, you know, they are giving us competition in terms of our starting salary, and pay rates, and that sort of thing. The retention bonus, we have given a retention bonus every year for the last three years, and it has—when you look at our attrition rate, it has dropped because people saying, you know, I will take the retention bonus.

I will stay here. Then the third issue is, and I will speak because I represent the senior population, our mandatory retirement age in Federal—for Federal law enforcement is 57 years old. That is shameful, shameful. We have people that are in the prime of their career at that age and they got to go.

You know, I have been able to get the Capitol Police Board to agree to extend it to age 60. I have had—I have several officers that have spoken with just in the last month who are hitting 60 years old and they said, Chief, I do not want to go.

You look at them and they look like they are 35 and they certainly can still do the job physically, mentally, and they are some of the best cops you would ever want to work with. There is no—I have no ability to hold on to them.

Now, the Secret Service had a legislative tweak that just impacts the Secret Service where they have the option of keeping people to their 65. Okay, let's just add one phrase in there, Secret Service and United States Capitol Police. I do not know that everybody is going to stay till 65, but I know there are some that would, and oftentimes they are some of the best cops that you have.

Senator FISCHER. Thank you.

Chairwoman KLOBUCHAR. Very good. Well, I want to thank you, Chief. Believe it or not, we are having our staff holiday party in this room, and in 1 hour, all your notes will be replaced by eggnog. I am aware of our time limits here, but I want to thank you and the officers for your work. I am sure a few of the Members may have some questions in writing. I am excited to remain on this Committee, as I know Senator Fischer is.

We are going to be very close by and continue to be a part of the management of this Capitol and all the work that you do, and hopefully our knowledge will be helpful to those running the Committee. I want to especially thank my staff, as Deb thanked hers, for their just unbelievable, diligent, consistent work over the years.

Elizabeth Farrar who has been with me a long—when you go in the way back zone before I was chair to Lizzie Peluso. As well as Lindsay Kerr, who all helped me manage this Committee—Gus is nodding his head remembering all these days. I also want to thank Steve Spaulding, who has done incredible work on our election work.

Ben Driscoll, our Chief Counsel. Kristin Mollet, who has just done really, really good work in the Capitol. Allison Hunn, same thing. Kulani Jalata, and Khalil Lee who I have known for quite a while. I also want to thank our clerks, Cami Morrison and Kasey Jones, who has a great name, let's face it.

Thank you to all of them for their work, as well as the rest of the Rules Committee staff, not just Deb's staff, but also the non-partisan staff that works here that makes this Capitol work. We are eager for what is to come.

It is not every job you can feel like, okay, we left this in a better place than when we came in, but because of your good work and all the officers, we firmly believe that, not only with law enforcement, but also with a number of other things that came under our jurisdiction in the Capitol.

We did it without a lot of fanfare or fights or public humiliations, which seem to go with the work of elected officials these days. We did it the right way, working with the leaders on both sides of the Capitol. I cannot think of a better way to go out, and look forward to continuing to work with you, Chief.

Mr. MANGER. Thank you. I will—one comment, one question. My comment is, when you were here with Senator Blunt, I did not think it could get any better. Clearly, I was wrong.

Chairwoman KLOBUCHAR. Well, we just will not tell Senator Blunt.

Mr. MANGER. Do not tell him. My question is, I believe I understood you correctly when you said that we were all invited to this holiday party.

[Laughter.]

Chairwoman KLOBUCHAR. Yes. The whole police force. Okay. With that, we will keep the record open over the next week for any additional questions from Senators, and the hearing is adjourned. Thank you.

[Whereupon, at 3:53 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 11, 2024  
HEARING:  
*Oversight of the U.S. Capitol Police***

Chairwoman Klobuchar, Ranking Member Fischer and Members of the Committee, thank you for the opportunity to provide an overview of the comprehensive security improvements the Department has implemented, from an enhanced planning and preparation posture to a completely revamped Intelligence Bureau, as well as the work that still lies ahead. The Department greatly appreciates the Committee's continued support of the women and men of the U.S. Capitol Police, who courageously carry out their duties of protecting the Members of Congress, staff, visitors, the Capitol Complex, and the legislative process each day. Congress' support has been invaluable as we continue to meet the dramatic workload increases in an increasingly volatile threat environment. The Department also appreciates the support of our oversight Committees and the Capitol Police Board in assisting the Department's resolution of the various post-January 6 recommendations as the Department transitions to a more protective model of policing.

The United States Capitol Police is unique among federal law enforcement agencies. We patrol a campus that is completely open. The public has a constitutional right to visit, protest, and petition their government on Capitol Grounds. Our officers work 24/7 to keep you safe, whether here on Capitol Hill, or when you travel to your home states and districts. We staff the doors, corridors, plazas, garages, and street corners—in sum, every square foot of the Capitol Grounds. In addition, in this heightened threat environment, with lawmakers and their families being confronted by bomb threats and swatting incidents, the Department's mission is evolving to provide increased protection for Members of Congress and their families nation-wide requiring the Department to strategically evolve to remain ahead of the next law enforcement challenge.

In the last four years, the Department confronted two transformative events: the coronavirus pandemic and January 6. The pandemic represented a historic and unprecedented event that required the USCP to quickly recalibrate and move to an entirely new operational and administrative model.

The Department had to manage delayed recruitment efforts due to the closure of the Federal Law Enforcement Training Center (FLETC), a move that affected the hiring and deployment of new sworn officers—essentially bringing our sworn hiring to a halt. Low officer morale, and the public's declining confidence in law enforcement, put a further strain on the organization. Hiring within law enforcement remains challenging in the post-pandemic environment. However, with the assistance of the Committees, the Department has implemented a recruitment and retention strategy to get ahead of officer attrition. The Department has put in place several strategies to retain officers and civilian employees, such as bolstering salaries to be more competitive with competing agencies, offering retention bonuses, the student loan repayment program, and specialty pay to attract and retain officers. The strategies are working. Currently, the Department has over 350 more sworn officers than it had immediately before January 6.

This ability to retain experienced officers and grow the Department has allowed us to evolve our security posture to better respond to incidents around the Capitol Complex. As demonstration activity has increased around campus, the Department has implemented rapid response teams, led by our Bicycle Response Unit, to respond to issues and demonstrations around campus in a swift and efficient manner to limit the impact of disruptions. We now have dedicated civil

disturbance units, with state-of-the-art equipment, that you have seen deployed for large campus demonstrations and to increase our protective functions both at and around the Capitol. This was in direct response to CDU failures on January 6. The Department also has in place numerous measures to assist Members while they are on travel or in their districts. We have dedicated air operations agents at the local airports to assist Members in navigating the airports. The Department has directed patrols to addresses where many Members reside, and we are seeking legislative authority to expand our law enforcement authority within the District of Columbia to better protect Members who reside here. The Department will also work with your local law enforcement agencies to provide similar services in your home state. The Department, in conjunction with the Sergeant at Arms office, will conduct law enforcement coordinations for events that you have here and in your state where we look at the threat profile of the event and work to provide the necessary law enforcement presence at the event. I would like to thank Congress for its assistance and support in these endeavors.

January 6 exposed weaknesses throughout the organization. The more than a dozen after-action reviews and resulting recommendations shifted the Department's priorities and accelerated the timeline for resolving the findings of those recommendations, thus beginning the Department's transformation. These audit and oversight reviews were pivotal. The Department dedicated a significant amount of time and resources to the implementation of recommendations issued by the various stakeholders and oversight entities, including the USCP Office of the Inspector General (OIG), the Senate Homeland Security Committee, the Government Accountability Office, and other third-party reviewers. Our OIG alone issued 103 recommendations in the post-January 6 flash reports.

Thanks to the Department's sustained efforts, the support of the Capitol Police Board, and the Congress, I am pleased to let you know that the Department has closed all 103 recommendations of the Inspector General.

The Department's improvements extend beyond those mentioned above. Other significant enhancements include increasing staffing levels for the Intelligence Services Bureau. This has enabled the USCP to stand up an Intelligence Bureau capable of collecting, analyzing, sharing, operationalizing, and disseminating intelligence; the implementation of additional wellness programs and services, including the onboarding of trauma-informed employee assistance counselors and wellness specialists; procuring and distributing additional state of the art civil disturbance equipment to our sworn officers and insuring these officers have received updated CDU training; obtaining funding for our Dignitary Protection Division to travel and protect Members of Congress here and around the country; updating Department technology to enhance investigative capabilities; installing physical barriers at vulnerable vehicular access points on Capitol Grounds; re-engineered training capabilities to meet recruit officer, in-service, physical skills, professional and leadership development training needs and requirements; and we have adopted industry best practices with the use of virtual scenario training, and active shooter training in the very buildings we need to protect. I would particularly like to thank the Committee for their support of our active shooter training.

Congress has also provided the Department with two key tools to address large scale demonstrations and the protection of Members: mutual aid reimbursement and the Chief's authority to request the National Guard.

One of the deficiencies of January 6 was the lack of on-site mutual aid at the beginning. Congress appropriated funding to allow the Department to reimburse our mutual aid partners for assisting in large scale events on campus. The Department has utilized mutual aid for, among other activities, the demonstration on September 18, 2021, the trucker convoy and most recently at the demonstration surrounding the visit by the Prime Minister of Israel, Benjamin Netanyahu. The ability to reimburse our mutual aid partners has made it much easier to obtain needed aid for big demonstrations which acts as a force multiplier to USCP officers. In fact, the operational planning that was done for the Prime Minister of Israel's visit has set the template for how the Department will plan and execute the operational planning for large, potentially contentious demonstrations. Mutual aid reimbursement is one of those tools that is critical to keep the campus safe.

The ability to reimburse mutual aid partners also allows the Department to conduct large scale training exercises with our partners. These training exercises allow our partners to learn the tactics that will be utilized during demonstrations prior to the day of the event. Recently, in preparation for January 6 and the Inauguration, the Department held a large-scale Civil Disturbance Unit exercise at the Secret Service Training Center. The October 29th exercise involved 16 law enforcement agencies and approximately 1,000 law enforcement officers for a groundbreaking multi-faceted training exercise. It was the largest such exercise in the region.

The joint exercise had six drill stations and three scenario-based exercises. The stations involved Health and Human Services TACMED, Motorcade Security, Building Breach Prevention, Less Than Lethal tactics, Extrication, and "Defend the Fence" evolutions. The exercise was successful because of the eight months of preparation by hundreds of USCP personnel who engaged in countless hours of planning, coordination, and training. We must be ready for a wide range of scenarios in the coming months.

A second training session occurred on December 8<sup>th</sup> at our Cheltenham training facility. We had 8 law enforcement agencies and approximately 650 officers involved in this exercise.

The ability of the Chief of Police to request National Guard assistance is another tool that contributes to the success of the USCP mission. While not used as extensively as mutual aid, the Department has utilized National Guard support for past events. In preparation for January 6 and the Inauguration, the Department has been meeting and working with the National Guard to put in place the necessary RFAs so that there is as little delay in the National Guard responding as possible as well as setting forth the skill sets that the Department will need. In addition, the Department has exercised with the Department of Defense the necessary protocols for requesting the assistance of the National Guard.

While the Department has made great strides in increasing security to Members, staff and visitors, and planning for dealing with large-scale events, there is still more work to do, particularly in our Protective Services Bureau. The Department recognizes that new and evolving challenges will continue to emerge, rendering it imperative that the USCP be positioned, equipped, and resourced to meet and defeat threats to Members of Congress and the Capitol Complex. Strategic planning, forward thinking, proactive versus reactive policing is the new operational model that is best suited to confront the operational challenges facing the Department today and in the future. The USCP's traditional model of law enforcement no longer applies to the current context. The old approach of Member protection has been replaced by the need to protect a Member's environment, as well as a Member's family. Keeping you and your families safe is my paramount objective.

I cannot overstate how great our resource needs are for the Protective Services Bureau. The sheer increase in the number of threats against Members of Congress over the past 7 years—requires new and innovative techniques to identify, deter, and mitigate threats before they materialize. Over the course of the last year, the world has continuously changed, becoming more violent and uncertain. The Capitol Police need to transform to a more protective agency, one that concentrates on protecting Members, their families and staff throughout the country, not merely in Washington, D.C.

Due to the increased threat environment, our protective responsibilities have increased, requiring additional protection details, increased coverage of CODELs and field hearings, as well as other enhancements to our current protective details. The current staffing level is unsustainable for DPD. Agents are averaging nearly 50 hours of overtime a pay-period, more than double the average of uniformed officers. We are on pace again this year to receive approximately 8,000 to 9,000 threat assessment cases. Threat Assessment agents are similarly stretched to capacity. They carry an average annual case load of nearly 500 cases. Notwithstanding these crushing caseloads, our DPD and Threat Assessment agents work tirelessly and with the utmost professionalism and dedication. However, this pace cannot be maintained, and it is imperative that the Department maintain the ability to continue our hiring efforts in this critical area. To properly staff our Dignitary Protection Division and to be able to provide the bandwidth to staff our permanent details and threat details that may arise, we will need to have over 500 dignitary protection special agents. This will take time and resources to accomplish but is necessary to ensure the protection of Members and provide the necessary relief to the agents.

To address our staffing issues in the short term, we have increased DPD with approximately 80 officers, and when possible, we work with other law enforcement agencies in a Member's district for protective detail support through the Memorandum of Understanding process. The Capitol Police Board amended the pay regulations, which will facilitate hiring for positions within DPD and Investigations Division. This would also not have been possible without the Committees' approval of those regulations, and for that, I thank you for your continued support.

Also, to assist the Department in handling threat cases, the Department is standing up the Protective Intelligence Operations Center (PIOC). The PIOC, which is still a work in progress and evolving, will be the command center for the Dignitary Protective Division and will support USCP's Residential Security Program via CCTV monitoring and incident response. The PIOC

has taken shape through careful planning with stakeholders and leadership from across the Department to define requirements, integrate disparate systems involved in the Department's protective operations, and add new capabilities to fulfill the Department's mission of protecting Members on and off the Hill.

The PIOC receives and processes reports regarding the security of the Members of Congress. This includes threats of violence, unusual communications, approaches, suspicious activity, suspicious packages, financial crimes, demonstration activity, cybercrimes, and adverse employee separations among other activities. PIOC specialists will check USCP records management system to see if case has previously been started or no record, create a new case. The specialist will follow up with staff to acknowledge receipt of info and ask any follow up questions, if needed. Cases will be assigned an investigation section element based on the type of reporting. A USCP sworn supervisor will review the case package and the case will be sent to the appropriate section for further or assessed with disposition in the PIOC. Information is gathered from a variety of sources, using multiple investigative tactics based on the circumstances and context of the reporting and the case as it develops. Investigators note factors that could enhance and/or mitigate concerns in the case, as well as potential triggering events in the context of the case that could influence the behavior of the person(s) being assessed. A coordinated threat management strategy can be put in place. This is a coordinated plan of active and/or passive interventions and can include multiple levels of intervention from documenting and monitoring, third party monitoring/intervention, LE contact/interviews, administrative actions, civil actions, mental health and/or substance abuse treatment, legal action, and confinement.

The PIOC will also be a source of information and provide basic information to the Congressional Community, USCP Protective Services units, USCP management, and other law enforcement partners. It will receive daily schedules and operational plans for the respective sections within the Protective Services Bureau, and it will review bulletins and notifications from USCP sections, as well as external agencies.

Working with the Office of the Sergeant at Arms, the PIOC will also house the USCP Residential Security program monitoring security systems in Senator's residences.

The mission of the Capitol Police has been expanding and will continue to expand. While addressing the failings of the past is necessary and has been addressed, the job does not end there. The Department needs to evolve and think outside of the box to be prepared for future mission requirements. The Department recently published the Concept of Operations Strategic Plan, which defines the goals and objectives that unite our collective efforts. As illustrated in our strategy, we are investing in our people, processes, and technology to ensure the Department is prepared to meet the demands of the future. The Department is actively implementing initiatives that advance our operational mission through strategic workforce planning, investment in our workforce, and the modernization of our technology and tools. With the continued assistance of Congress, we will meet our mission as we have worked to prevent a repeat of the past.

**Senate Committee on Rules and Administration**  
Oversight of the U.S. Capitol Police  
December 11, 2024  
Questions for the Record  
**Chief J. Thomas Manger**

**Chairwoman Klobuchar**

As part of its efforts to combat the rise in threats targeting Members of Congress when they are away from the Capitol and improve its coordination with the Justice Department, the Capitol Police Department has opened three field offices and is seeking to open additional locations in Massachusetts, Texas, and Wisconsin.

- How have these field offices and the Special Assistant U.S. Attorneys assigned to them enabled the Department to be more effective in countering these threats, and what is the status of efforts to open additional field offices?

The Department has had field offices since 2021. Currently, there are two field offices, one is in Tampa, Florida and the other in San Francisco, California. These offices are each staffed with two fully sworn USCP special agents and a Special Assistant U.S. Attorney (SAUSAs). The field agents are each located in state-level fusion centers where they work side by side with state and local law enforcement. The SAUSAs are imbedded with the U.S. Attorney's Office for the federal district in which they operate. The Florida based SAUSA and the California based SAUSA work closely with the agents in those jurisdictions. The Department has a third SAUSA in the United States Attorney's Office for the District of Columbia. The D.C. based SAUSA works with investigative agents located in the headquarters in D.C.

The Department's field agents have a variety of roles. Their primary role is to investigate and assist in the prosecution of threats cases involving Members of Congress. These cases arise not just in their resident field offices but across the country. The field agents are well-positioned to interview suspects and witnesses in their respective geographic areas. Prior to the employment of USCP field agents, the task of interviewing suspects and witnesses was handled almost exclusively by the Federal Bureau of Investigation. The ability to have the USCP agents conduct these interviews and investigations is crucial to success. USCP agents have special training in investigating and mitigating threat actors. In addition, using USCP agents ensures investigations into Congressional threats are afforded the highest priority, given that the protection of Congress is the USCP's statutory mission. Year to date for 2024, the agents have worked on 205 threats and direction of interest cases.

The agents also act as liaisons to local law enforcement at the state and local level. This provides valuable contacts for the Department, especially enabling the Dignitary Protection Division in their mission to safeguard protectees. In 2024, agents have had nearly 450 contacts with state and local law enforcement.

In addition to the beneficial relationships with local law enforcement, the field agents also improve security at Member's district offices. By providing security awareness briefings – advice on security measures the Member's office can take to protect from would-be threats – the protection mission is enhanced. In 2024 alone, field agents provided a total of 62 such briefings. Finally, the agents also support other law enforcement entities as part of their role in fusion centers. In 2024, they supported nearly 140 other operations such as search and arrest warrants. This increases the USCP's interoperability with local, state, and federal law enforcement.

The Department's Special Assistant United States Attorneys (SAUSA) program is fully operational in the District of Columbia, San Francisco/San Jose, and Tampa, Florida. The SAUSAs continue to be involved in investigating and prosecuting threats cases to Members of Congress throughout the country. In the past year, the SAUSA in Tampa, Florida (Middle District of Florida), successfully prosecuted jury trials in both a congressional threat case in Fort Lauderdale, Florida (Southern District of Florida), and a case involving a bomb threat to a congressional office in Tampa, Florida (Middle District of Florida). The D.C. SAUSA prosecuted a three-defendant D.C. violent street crew that committed a series of armed robberies and obtained convictions of all three defendants. This is in addition to securing a conviction of an individual who threatened congressional staff members.

The SAUSAs are also handling national security and felon-in-possession cases and threats against members of the federal judiciary and executive branch. Each SAUSA is currently handling between 20 and 25 cases. However, their impact on threat prosecutions has been much greater than the cases in which they directly litigate. The SAUSAs have been identified by the Department of Justice as subject matter experts on the prosecution of threat cases and regularly advise and assist federal prosecutors in other districts on congressional threat cases. In addition, the D.C. SAUSA coordinates legal process actions requested by Department investigators for the thousands of threats and direction of interest cases each year. This legal process is most often in the form of subpoenas, court orders and search warrants directed to electronic communication service providers, for example social media companies, internet service providers and wireless telephone carriers. This assists in identifying a threat-actor for further criminal investigation and mitigation.

The Department has identified additional field offices, based on internal analysis that would provide the most benefit to the Department's mission. These areas include Milwaukee, Wisconsin; Dallas, Texas; New York, New York and Boston, Massachusetts. Given the ever-increasing number of threats Members of Congress face – over 8,000 in 2024 to date – the Department strongly believes opening additional field offices will provide greater protection and investigative resources for Members. The intelligence sharing and leveraging of law enforcement relationships has reduced the expenses incurred by USCP. Additionally, having agents in the field has further enhanced the Department's fiscal responsibility. The amount of travel time for Washington, D.C. based agents plus per diem, lodging, flights, and rental vehicles were significantly reduced by having field agents handle the work. Further, these field offices increase the number of threat prosecutions, which remains a goal of both the Department and the Department of Justice. In summary, having more field agents leads to better investigations and stronger prosecutions and deterrent efforts. The Capitol Police Board,

however, has asked the Department to pause any further actions to open those offices while it evaluates the current program.

At the hearing we discussed the important work that the Howard Liebengood Center Wellness is doing to support the Department's workforce.

- What steps is the Wellness Center taking to expand access to services so that all officers can get the support that they need?

The Liebengood Center for Wellness (LCW) has taken intentional steps to increase and enhance access to services for USCP employees and for their families. Among strategies employed are the following:

- LCW has leveraged new technology via the CORDICO smartphone app, rolled out in June of 2023. The app is loaded on every employee's phone and allows USCP personnel to access information and resources and to contact any element of the LCW program at any time. This ensures that employees have the resources and support they need across all shifts and during off duty hours. Upticks in log ins and use of the app have been noted following critical incidents and during periods when LCW has been conducting extensive outreach across the Capitol Complex.
- The Employee Assistance Division (EAD) began offering virtual teletherapy and video sessions through the roll-out of Microsoft Teams, expanding access to counseling and consultation services. This provides officers and family members the option of receiving mental health support and resource referral from the comfort and privacy of their homes and at times that are convenient for them.
- EAD expanded office hours to commence earlier in the morning to provide onsite appointments for personnel working overnights who want to be seen after they get off shift.
- EAD has been marketing the availability of services outside of core office hours, upon request or by appointment evenings and weekends.
- LCW executed a contract to provide for surge mental health staffing in times of high stress or crisis. This contract also allows for staffing overnight if needs indicate or on weekends and expands the overall capacity of the EAD.
- Specific telephone numbers were established for each program element, including the EAD, to allow for 24/7 access. These numbers are loaded into the CORDICO app, are on the LCW webpage, and are also in the Watch Commander's office so that any USCP employee has the means to reach out any time.
- LCW formalized the Peer Support program with 54 sworn and civilian employees selected and onboarded for the team currently and with a target of 80 personnel participating by January. Peers are an essential bridge to the other LCW program elements. Ensuring the Peer Support Unit has personnel in all divisions and across all shifts enhances the accessibility of all aspects of the program, as peers can effectively educate and refer personnel to appropriate support.

- The Chaplaincy Program was formalized with a USCP employee selected to serve as the USCP Volunteer Chaplaincy Program Director. The Chaplain has recruited and onboarded 8 volunteers to provide spiritual care of the workforce every day or in times of high stress or crisis.
- LCW created a full time Wellness Support Dog Handler position and selected a sworn officer for the role. This was formerly a collateral position which sometimes created limits on the availability of the dog. A full-time handler expands the ability for LCW to facilitate stress mitigation, support, and education through interactions with the support dog and his handler.
- LCW's Wellness and Resiliency Division (WRD) expanded offerings to include midnight yoga, as well as yoga and mindfulness sessions in the early mornings. Some sessions are also held in the Capitol itself to make it easier for people who work further away from the Fairchild to attend.
- WRD has recently added virtual sessions to the monthly offering schedule to provide opportunities for people to receive one on one coaching or participate in small group classes through Microsoft Teams.
- WRD is employing an outreach approach and meeting the workforce where they are as often as possible. WRD provides regular instruction on tactical breathing and stress mitigation for specific groups such as new recruits while they are in training in Georgia, or for personnel qualifying at the firing range as a means to optimize performance and coping.
- LCW hosts an information table at every recruit graduation class with materials specifically designed for families to ensure they are also aware of services available to them and to their officers.
- LCW has a presence at events typically attended by family members, such as the annual Police Week Memorial 5K, the Memorial Day Concert, and the Trunk or Treat event in October. Staff are on hand to raise awareness of wellness services, answer questions, hand out program contact information, and build rapport.
- LCW regularly conducts outreach and attends roll calls across all shifts on a rotating basis to ensure that every USCP employee knows about the supports available and, more importantly, how to access them. Often these briefings include experiential elements such as grounding or breathing exercises.
- LCW has continued with its training efforts to proactively introduce the workforce to wellness strategies, program services, and resources. Every new recruit class goes through a three-day experiential "Wellness Week" as does each new Special Agent class. Every new supervisor class goes through an eight-hour wellness training tailored to them.

- Another focus for the program has been ongoing delivery of Suicide Awareness and Prevention Training. This two-hour curriculum is included during “Wellness Week” for all new recruits as well as for, new supervisors, and new Special Agents. To date approximately 359 new recruits from 17 classes have participated in these sessions. A stand-alone version of this material is also available for the entire workforce and is offered on average two times each month. Approximately 305 additional employees have participated in the stand-alone Suicide Awareness and Prevention sessions. Approximately 90 new supervisors have participated in these sessions, bringing the total of employees trained to date to 754. This curriculum will continue to be provided to all new recruits and to the existing workforce each month and will further increase the visibility of program supports and access to them.

I understand that the Department has extended the pilot program it launched earlier this year for the use of body cameras that was funded by the fiscal year 2023 appropriations legislation.

- What can you tell us about the results of the pilot program, and when do you expect to present a final recommendation on a permanent program?

The Department started a Body Worn Camera Pilot Program on March 18, 2024 in which approximately 70 sworn volunteers from across the Department’s Uniformed Operations participated. The program also included the installation and use of 11 in-car cameras, which were assigned to our patrol car functions. The intended purpose of the Body Worn Camera Pilot Program was to create greater transparency while balancing the protection of life and safety on the Capitol Complex. Body Worn Camera users were to record all public interactions requiring a police response, while balancing the protective mission of USCP.

At the conclusion of the Pilot Program in September 2024, the Department categorized the Body Worn Camera users interactions into the following sampling of data:

- \*565 Contacts and/or stops of individuals
- \*118 Calls for public assistance
- \*1253 Traffic stops through USCP jurisdiction
- \*40 Direction of Interest on MOC’s or mental illness cases
- \*35 Critical incidents
- \*105 instances of 1st Amendment Activity or Mass Arrest
- \*162 arrests to include 9 weapon offenses, 66 DUI/DWI, 5 Unauthorized Use of Vehicle, amongst other offenses
- \*124 case files were reviewed by the USCP Office of General Counsel and share with the U.S. Attorney’s Office and the Office of the Attorney General for prosecution of criminal events occurring throughout the Capitol Complex.

During the 180-day pilot program, there were no adverse challenges presented. The USCP Office of General Counsel validated the full interim guidance policy for compliance by all users. Users overwhelmingly identified the benefit to the officer and to the Department. It is the recommendation of the Department to move forward with full implementation of the program and increasing our users to approximately 500 mandated body worn cameras as well as 25 in-car cameras. The Department will continue to work with the Capitol Police Board and our oversight committees on the required support, approvals and funding for full implementation.

**Senator Bennet****Russell Rotunda Door:**

You have overseen a significant increase in USCP staffing during your tenure, as well as a number of organizational improvements. These reforms have substantially enhanced USCP's ability to respond to the myriad threats faced by Members of Congress, congressional staff, members of the press, and visitors. I applaud your leadership. However, one issue that has remained unchanged is the closure of the Russell Rotunda Door, which has not been accessible since sequestration.

There are a number of considerations that go into increasing access points to the Capitol Complex, and effective security is critical. While these decisions are made in conjunction with the Architect of the Capitol and the Senate Sergeant-at-Arms, one consideration is the appropriate number of USCP officers on staff that would be needed to reopen a given entryway.

- What factors does USCP take into account when considering whether to open or close a door on the Senate campus? As a follow-up, how many officers would USCP need in order to reopen the Russell Rotunda Door? Do you feel you have the requisite numbers at this time? If not, what would the timeline be to reaching these staffing levels?

Opening the Russell Rotunda Door again would require extensive infrastructure support from the Architect of the Capitol with regards to dedicated power for USCP security screening equipment. In addition, the Department would require approximately 8 additional officers in order to fully open this post. If the Department opened this post now, it would be posted by officers on mandated overtime drafts. The Department will continue to work with the Senate Sergeant at Arms on consideration of opening this post again and will work with our oversight Senate Rules Committee.