

**OVERSIGHT OF THE UNITED STATES CAPITOL  
POLICE FOLLOWING THE JANUARY 6TH  
ATTACK ON THE CAPITOL, PART III**

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**HEARING**

BEFORE THE

**COMMITTEE ON RULES AND  
ADMINISTRATION**

**UNITED STATES SENATE**

**ONE HUNDRED SEVENTEENTH CONGRESS**

SECOND SESSION

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SECOND SESSION

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# C O N T E N T S

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	Pages
OPENING STATEMENT OF:	
Hon. Amy Klobuchar, Chairwoman, a United States Senator from the State of Minnesota .....	1
Hon. Roy Blunt, a United States Senator from the State of Missouri .....	4
Hon. Charles Schumer, a United States Senator from the State of New York .....	5
J. Thomas Manger, Chief of Police, United States Capitol Police, Washington, DC .....	9
PREPARED STATEMENT OF:	
J. Thomas Manger, Chief of Police, United States Capitol Police, Washington, DC .....	35
QUESTIONS SUBMITTED FOR THE RECORD:	
Hon. Amy Klobuchar, Chairwoman, a United States Senator from the State of Minnesota to J. Thomas Manger, Chief of Police, United States Capitol Police, Washington, DC .....	43



# OVERSIGHT OF THE UNITED STATES CAPITOL POLICE FOLLOWING THE JANUARY 6TH ATTACK ON THE CAPITOL, PART III

WEDNESDAY, JANUARY 5, 2022

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

The Committee met, pursuant to notice, at 9:34 a.m., in Room 301, Russell Senate Office Building, Hon. Amy Klobuchar, Chairwoman of the Committee, presiding.

**Present:** Senators Klobuchar, Blunt, Schumer, Warner, Leahy, King, Merkley, Padilla, Ossoff, Cruz, Capito, and Fischer.

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

Chairwoman KLOBUCHAR. Well, good morning everyone. I call to order this hearing, which is the Rules Committee's third oversight hearing of the United States Capitol Police, and the fifth Rules Committee hearing addressing these issues following the January 6th attack on the Capitol.

I would like to thank my friend, Ranking Member Blunt, and our colleagues for being here today. Thank you, Senator Leahy, for being here today. You played a major leadership role in the Appropriations Committee, in getting the emergency supplemental funding that we needed after January 6th. I especially want to thank our witness, Capitol Police Chief Thomas Manger, who joined the Department nearly six months ago after a lifetime in law enforcement and is appearing before our Committee today for the first time. We are of course grateful to the men and women of the Capitol Police for the work that they do every single day.

Tomorrow marks one year since a violent mob staged an insurrection in an attempt to disrupt the peaceful transition of power while Congress was gathered to certify the results of the 2020 Presidential election. That mob desecrated our Capitol, the temple of our democracy, and delayed the counting of the electoral votes.

But thanks to the heroism of the people that work with you, Chief, thanks to our brave law enforcement officers, we were able to finish our work. I will never forget walking down to the House chamber from the Senate floor with my friend, Senator Blunt and Vice President Pence. It was 3:30 a.m. and we walked through that hallway, broken glass on the sides, spray paint on the statues, remembering that just that day earlier we had done this joyful walk

for what is every four years the peaceful transition to power, no matter who wins, Democrat or Republican.

There we were alone in that hallway, with two young women holding the mahogany box that had the last remaining electoral ballots up to the State of Wyoming. While it was a sorrowful day, and you lost officers and we had so many people injured, I had this moment of thinking, as we walked down that hallway, in the end, because of the bravery of your officers, democracy prevailed.

Many of us remember that insurrection for what it was, an attack on our democracy. It was also, as we will talk about today, a brutal and prolonged physical attack for the law enforcement officers who risked their lives to defend the Capitol that day. Tragically, five officers who reported for duty have since passed away, including Capitol Police officer Brian Sicknick, who died the day after the attack.

Four other officers died in the days and months that followed Capitol Police officer Howard Liebengood, DC Metropolitan Police officers Jeffrey Smith, Gunther Hashida, and Kyle DeFreytag. Of course, we all remember Billy Evans, who died in an incident unrelated to this attack. Many more suffered physical injuries and even more sustained emotional trauma from the events of that day.

We owe it to the Capitol Police officers who defend the Capitol every day to make sure that they have the resources and support they need to do their jobs. That is why in the immediate aftermath of the attack, this Committee convened a series of hearings, Senator Blunt and I on a bipartisan basis with every single Member of this Committee involved, Democrat and Republican, joined forces with the Homeland Security Committee and held these hearings.

Out of that came a bipartisan report that Senator Blunt and Senator Peters and Portman and I authored with findings and 20 recommendations for agencies across the Federal Government to be implemented without delay. As we approach this solemn anniversary, today we will hear, I know because I have read your testimony, that significant progress has been made to implement the recommendations that pertain to the Capitol Police, and I thank you and all your officers for that.

The changes made since January 6th, of course, started at the top. We said the Capitol Police Board must appoint a new Police Chief and they selected you in July. We also have two new Sergeants at Arms. In the Senate, Leader Schumer appointed General Karen Gibson, who just finished a term as Board Chair and who has worked to put recommendations in place.

In the House, Speaker Pelosi appointed Gen. William Walker, who led the DC National Guard on January 6th, and in fact has testified before this Committee in that role. As I note, on January 6th, we saw 75 percent of officers on duty forced to defend the Capitol in their regular uniforms, in plain clothes. In some cases, they had less protective gear than the insurrectionists themselves.

That is why we recommended that the Capitol Police have enough officers with appropriate training and equipment. In July, as I note, President Biden signed emergency funding legislation led in the Senate by Chairman Leahy to deliver resources to do exactly that. We also saw the former Police Chief that day delayed for over an hour trying to get approval to call in the National Guard. In an

absurd situation, he was trying to reach the Sergeants at Arms in order to follow the law, who in fact were trying to defend their own chambers at a time when shots had been fired and people had been killed.

Senator Blunt and I introduced a bill, along with a number of other Members of this Committee, including Senators King, Wicker, Feinstein, Capito, Merkley, Padilla, and Warner, and it was signed into law last month, to make it easier for you Chief to call in the National Guard if ever such an emergency situation would arise again. We will never forget also the haunting words of an officer desperately calling over the radio that day in the middle of the insurrection, "does anyone have a plan?" Does anyone have a plan? The answer, sadly, that day was, no.

We recommended that the Capitol Police produce a department-wide operational plan for all large scale events at the Capitol, and that is now standard procedure. "No" will never be the answer again. We also heard how officers on the front lines were left without critical information. We said the Department needed to take significant action to improve its handling of intelligence, and it has worked to ensure information is shared with the rank and file officers.

While there is so much to do, including, as we know, hiring multiple additional officers, and I am sure you will be asked about that today, as well as making sure the Department is equipped to respond to the dramatic increase in threats against Members of Congress, which have now exceeded, by your reports over 9,000 in the last year, more than we have ever seen, double, triple what we have seen completely related to what we saw on January 6th, and that, of course, is a challenge for your Department to respond to.

To close, I will note that, while today we will discuss the steps that have been taken and the work that lies ahead to ensure the security of our nation's Capitol, there must also be more done to safeguard the future of our very democracy.

I continue to support the work of the House Select Committee to bring the underlying causes of the insurrection to light to hold people accountable for what happened. It is crucial as ever, in addition to that, that we pass legislation to protect the freedom to vote in the Senate. Because at this moment, we are dealing with a slew of laws that have either been introduced or passed around the country, major overhauls to legislation that make it harder for people to vote.

It is as if what was not accomplished with bear spray or bayonets is now being attempted to be accomplished through laws that limit voting on the weekend, laws that limit ballot drop boxes to one in a major city, laws that literally disband nonpartisan voting boards to be replaced by partisan counting of the vote. That is what we are seeing across the country right now. It is not the subject of this hearing, but it is clearly related to what happened on January 6th.

With that, we look forward to hearing from you, Chief Manger, about the progress you have made and the work still to be done. Now I will turn it over to my good friend, Senator Roy Blunt, and I thank him again on a bipartisan basis for working through, and this entire Committee, what we needed to do to make the security recommendations for changes, the funding for changes, the legal

provisions for changes, as well as the respect and dignity that your officers deserved and deserve every day. Thank you. Senator Blunt.

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

Senator BLUNT. Thank you, Senator Klobuchar. I know that Senator Schumer is on a tight schedule this morning. Are you sure? Well, thank you, Senator Klobuchar. I am glad to be here today, and I am glad we have the chance to thank Chief Manger for joining us and for the leadership he has already provided to the Capitol Police.

The January 6th attack on the United States Capitol was a tragic day for our country. Everyone who took part in that attack should be prosecuted based on their actions and plans. That process continues and I support it. As we approach today's one year anniversary of the attack, it is important we keep the Capitol Police officers and those from other responding agencies, including the DC Metropolitan Police, who were here within minutes and made an incredible difference in the ability to respond, along with the National Guard, Federal law enforcement, and others who we really need to keep in the front of our minds as we have this discussion today with the Chief.

You know, the United States Capitol is our most iconic symbol of democracy. The whole world was watching to see how we responded to the attack. These officers were the true heroes of January 6th. They defended the Capitol and everyone who works here bravely and without hesitation. Thanks to their efforts, as Senator Klobuchar just pointed out, we were able to return to the Senate and House chambers and finish our work. We were able to show the world that when our system is tested, it will prevail.

My colleagues and I are profoundly grateful for the Capitol Police's continued dedication to the mission to protect the Congress. It is our job to honor their service by doing our part to ensure that they are never faced with the circumstances they were faced with that day. The Committee has held a number of hearings with respect to the events of January 6th.

This is the fifth of those hearings. Throughout those hearings and in our subsequent actions, Chairwoman Klobuchar and I are proud of the bipartisan way that we have been able to move forward to show that we want to ensure the Capitol Police have the resources necessary to protect both the Congress and the agency's most valuable asset, the officers themselves. Senator Klobuchar and I introduced legislation with many of our colleagues on this Committee, which passed both the House and Senate by unanimous consent and was signed into law by the President on December the 22nd.

This legislation, the Capitol Police Emergency Assistance Act of 2021, provides the Capitol Police Chief with unilateral authority to request emergency assistance from the National Guard and other Federal law enforcement agencies in emergencies. As I previously mentioned, we held a number of hearings on this subject and released a bipartisan report with Homeland Security and Government Affairs Committee in June 2021, which outlines several recommendations based on extensive interviews with key decision-

makers, firsthand account from law enforcement personnel, and the review of thousands of documents.

We have continued to pursue more information on this issue. We have also worked with our colleagues on the Emergency Security Supplemental Appropriations Act of 2021 to provide the Department with additional and necessary funding for salaries, overtime pay, trauma support, riot control equipment for all officers, and specialized training.

Certainly, Chairman Leahy's leadership on that piece of legislation, along with Senator Shelby, made a big difference in quickly responding to what was the immediate need of the Department after the increased workload and the stress of what happened a year ago. Beyond the work of Congress, the Capitol Police have been reviewing operations and looking at necessary changes within the Department. We twice heard from the Inspector General, including last month as he concluded his 11-month investigation into the Department's preparations for and response to the events of January 6th.

I appreciate today's opportunity to hear from Chief Manger on the security enhancements the Department has made over the past year, the work being done to improve officer morale and retention, as well as the Chief's observations after six months in command, and his goals and visions for the Department moving forward. One year after January 6, 2021, we acknowledge that there have been—there has been considerable progress, but also acknowledge, and I am sure the Chief does from his comments today, that much work remains to be done.

We will continue to work together to ensure the Department addresses its critical needs and is positioned to be better trained, better equipped, and better prepared in the future. We owe that to the front line United States Capitol Police officers who protect Members of Congress, congressional officers, employees, and visitors to the Capitol every day. We also, by the way, owe that to their families.

Chief Manger, thank you for being here with us today. I look forward to hearing from you as you reflect on the changes the Department has made over the past year and what work remains to be done. Thank you, Chair.

Chairwoman KLOBUCHAR. Thank you very much. Now thank you, Senator Schumer. I know you were busy with something else, Senator Schumer, but I did mention that your leadership in making sure we got a Sergeant at Arms in place who is doing a very good job, so thank you for that and thank you for your leadership. Senator Schumer.

**OPENING STATEMENT OF HONORABLE CHARLES SCHUMER, A  
UNITED STATES SENATOR FROM THE STATE OF NEW YORK**

Senator SCHUMER. Well, thank you. Let me thank the Chair of the Rules Committee, my good friend Senator Klobuchar, for the great work she has done in this regard in making our Capitol much safer. Let me thank my friend, the Ranking Member, for his bipartisan cooperation on this important issue. I thank you for the opportunity to speak right now.

I also want to thank today's witness, United States Capitol Chief of Police Thomas Manger. Two thousand twenty-one was one of the hardest years ever for our Capitol Police, but Chief Manger has done an outstanding job in his first few months, ushering in necessary reforms to the Department. He will be the first to say the job is not done. But today the Capitol is a whole lot safer than it was a year ago, and I commend him for his leadership. I feel safe walking around the halls of this hallowed building.

My colleagues, we are here today because one year ago, the men and women of our Capitol Police stood on the front lines of the unthinkable in America, a violent assault on the United States Capitol instigated by former President Trump and carried out by a mob of radicals looking to halt the peaceful transfer of power. I remember January 6th as if it were yesterday.

I have said repeatedly over the last year, my experience that day was sort of like Charles Dickens' *A Tale of Two Cities*. "It was the best of times, it was the worst of times." The best of times because at 4 a.m. that morning, we had learned, those of us on the Democratic side anyway, that Senators Warnock and Ossoff had won, and we would come back into the majority. I could not sleep, got in my car at 7:30, got here at 12:30, got on the floor of the Senate at 1:00 p.m. as we began to count the votes.

I was only on the floor of the Senate for about an hour as the putative majority leader not even having given a speech, when a police officer in a bulletproof vest and with a submachine gun strapped across his waist grabbed me firmly by the collar like this—I will never forget that grip. He said, Senator, we are in danger. We got to get out of here. He had to explain to me what the danger was. I did not know, none of us knew at that time. We walked through a hallway, went through a door, and this was shown on the video camera that was captured and they used it at the impeachment trial. I had not seen it until they did it then.

But they showed me walking briskly with police officer on either side down the hall where we go through a door. You do not see us for 20 seconds and then we are running out at full speed. I was within 30 feet of these nasty insurrectionists. Had one of them had a gun, had two of them blocked off the door, Lord knows what would have happened. That was quite a day, and it was even a tougher day, much tougher for our Capitol Hill policemen. They were outnumbered. They were underequipped.

Yet their bravery, their quick thinking, saved many lives and prevented a violent riot from becoming something even worse. It allowed us, when the four leaders met and decided we were going to not let these insurrectionists stop us from going forward with the counting of the ballots. It allowed us to come back that night at 8 p.m. and actually finish the counting. Having the insurrectionists object that day to stop the count failed. Today we honor those who stepped up that day and especially those whom we have lost in the aftermath. We remember them and pray for their families. Now, in the year since that attack, as has been mentioned, we have gotten a lot done in the Senate to strengthen our Capitol Police to assure, from a security standpoint, that the violence of that day never happens again.

Early last year, I put in place a new Sergeant at Arms, Lieutenant General Karen Gibson, a wonderfully competent person with a great deal of experience on both the organizational side as well as on the intelligence side. We installed the first all women leadership team in the history of the Senate Sergeant at Arms. As a member of the Capitol Police Board, Ms. Gibson led a diligent search and helped us find the new Police Chief who sits here today. It was so important to me that we had a new Police Chief who was competent, experienced, and dedicated. I am proud that we have found such an individual in J. Thomas Manger.

Last summer, we did a few other things. We passed a critical supplemental funding led by Senator Leahy and Senator Shelby, providing tens of millions in overtime pay, funding for more police officers, hazard pay and retention bonuses for the Capitol Police. Just last month, we passed legislation authorizing the Chief to summon the National Guard in future emergencies without prior authorization. We all know what we went through that day trying to get the National Guard to come quickly.

Thanks to his work, the Chief's work, and the new leadership of the Capitol Police, the United States today is much safer than it was a year ago, although we are continuing to work on that vital job of the safety of this Capitol.

But let us be clear, let us be very clear, January 6th was not a mere—not merely a senseless act of a mob violence that sprung up spontaneously. It was an attempt to reverse through violent means the outcome of a free and fair election. Make no mistake, the root cause of January 6th is still with us today. It is the big lie pushed by Donald Trump that is undermining faith in our political system and making our democracy, our country, less safe. The biggest threat to our Capitol, our Capitol Police, and our democracy is the insidious, insidious motives stemming from the big lie propagated by the former President and many of his Republican allies across the country.

We can and we will continue to make sure the Capitol is safe from a security standpoint, but without addressing the root causes of the violence on January 6th, the insurrection will not be an aberration. It could well become the norm. Just like the Senate has the power to pass legislation supporting our Capitol Police force, we have the same power and obligation to pass legislation to address these root causes that brought the big lie to life. That is what my Senate Democratic colleagues and I are focused on and committed to doing here in the Rules Committee and among our caucus as a whole, and we must act. We must act.

More than at any point in recent history, threats of political violence are on the rise. Election administrators—basically people who are almost like civil servants just trying to count the elections accurately—are facing harassment, even death threats, for carrying out their duty. Isn't it a sad day in the country when the people who in many situations—and nonpartisan in many situations, bipartisan—but are simply dedicated to counting the votes fairly are threatened. Something is very wrong.

By one measure, nearly a third of those who count the votes say they feel less safe on the job and many, many, many of them are quitting because they fear for their safety. What has this country

come to when that happens, when the wellspring of our democracy, the fair, unbiased counting of the votes which has been part of our hallmark in this country since we have started, which is the root of democracy, when that is—when people who do that are threatened with violence, what has come of our country? We must act. We must act.

My colleagues, the threats that I have mentioned are the symptoms of an illness festering deep within the bones of our democracy. Unless we confront the big lie, unless all of us do our part to fortify and strengthen our democracy, the political violence of January 6th risks becoming little more than a taste of dangers to come. All of us have a role to play to protect our democratic system. Everyone from our Capitol Police to the voting public, to those of us entrusted to serve in elected office.

Again, just as the Capitol Police have taken the experience of January 6th to institute reforms for the future, every Member of the United States Senate is called on to do the same, to reckon with the lessons of that terrible day, and to take action to cure America of the disease of the big lie.

That means passing legislation to protect our democracy from subversion and safeguard the right to vote, including the John Lewis Voting Rights Advancement Act and the Freedom to Vote Act. In the weeks to come, I look forward to working with all my colleagues to achieve this goal.

For now, let me close again by thanking Chief Manger for being here, and for leading his Department in making the changes necessary to prepare for the future. Let me thank Senator Klobuchar, Senator Blunt, and the Rules Committee for their role.

I know it is not easy work. I know at times it has been met with resistance. But I commend you, captain, for keeping your eye on the big picture and for doing your part to protect our democracy. It is my hope the Senate can follow suit in the near future.

Chairwoman KLOBUCHAR. Thank you very much, Leader Schumer. Well said. I will now introduce our witness, Mr. Thomas Manger, the Chief of the United States Capitol Police.

Chief Manger was sworn into his current position on July 21, 2021. He joined the Department following a distinguished 42 year career in law enforcement, most recently serving for 15 years as Chief of Police in Montgomery County, Maryland. During that time, he was also elected by his peers across the country to serve as the President of the Major City Chiefs Association.

Earlier in his career, he served as Chief of Police in Fairfax County, Virginia, where he rose through the ranks after first joining the force following his graduation from the University of Maryland. I will now swear in our witness.

Chief Manger, if you could please stand and raise your right hand. Do you swear that the testimony you will give before the Committee shall be the truth, the whole truth and nothing but the truth, so help you, God?

Mr. MANGER. I do.

Chairwoman KLOBUCHAR. Thank you. You can be seated. You are now recognized for five minutes.

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

Mr. MANGER. Chairwoman Klobuchar, Ranking Member Blunt, distinguished Members of the Committee, thank you for providing me with the opportunity to speak about the significant improvements that we have made following the events of January 6th, and to speak about the work that remains to be done.

I want to begin by acknowledging the men and women of the Capitol Police who work so tirelessly to fulfill their mission of protecting the United States Capitol, the Members of Congress, and the legislative process every day. It is my honor to work with these women and men who performed so courageously a year ago.

While I am proud of our officers, the events of January 6th did expose critical Departmental failures and deficiencies with operational planning, intelligence, staffing, training, and equipment. I am pleased to report that we have addressed a significant portion of the many recommendations issued to the Department. In fact, of the more than 100 recommendations issued by the Inspector General, we have implemented and are addressing over 90 of them. The staff report issued by your Committee listed five recommendations directed to the United States Capitol Police.

I can tell you that the Department has implemented or is in the process of implementing each one of them. I am prepared to discuss many of the recommendations today, but understanding the time limitations, I will focus on the improvements that are the most impactful and that address the core of the Committee's findings and conclusions. I have provided under separate cover for inclusion in the official hearing record a more complete formal statement that includes a detailed list of all the Departments post-January 6th improvements.

The Committee concluded that an important contributing factor to the breach of the Capitol was the lack of a department-wide operational plan for the joint session. An important first step we took to address that concern was the onboarding of a former Secret Service official with extensive experience in major event and national special security event planning.

Guided by his expertise, we now take a multi-phased approach to our planning—to our planning process, with a focus on information gathering, intelligence, asset determination, internal coordination, and most importantly, department-wide dissemination of all intelligence and critical information before all large and high risk events. This also includes the creation of the Department's first Critical Incident Response Plan, which now allows us to more effectively and more quickly obtain assistance from partner agencies.

In short, a blueprint for operational planning has been created and put into place for all future significant events. If January 6th taught us anything, it is that preparation matters. Immediately after the 6th, the Department focused on the need to strengthen our frontline officers, the Civil Disturbance Unit, or CDU. For any demonstration that involves violence or the potential for violence, the need for a well-trained and well-equipped CDU is crucial.

Recognizing the tactical importance of our CDU officers, we have developed a plan to elevate their status and incentivize them to remain in the unit. The plan entails the creation of eight hard pla-

toons. These platoons will be permanent units whose members trained together and are deployed together. We have done other things as well to strengthen the CDU and make it more effective.

One such measure is the establishment of the Bicycle Response Team, which works in coordination with CDU. We can now deploy 100 trained and certified bike officers, as well as eight trained and certified officials to complement the CDU operations. Of course, our first responders cannot do their job without the proper equipment. Therefore, we have reviewed all CDU equipment and upgraded it extensively to protect our officers and enhance our ability for crowd control. Our improvements have touched every component of the United States Capitol Police Department, but few changes are as dramatic as the ones that we have made to the way we gather, analyze, share, use, and disseminate intelligence.

However, improvements to the Department's lead intelligence component, the Intelligence and Interagency Coordination Division, began before January 6th. The Department recognized that the IICD's decentralized structure had created informational silos. The continued focus on this has yielded significant improvements, including a nationwide search for a permanent intelligence director.

The Department is in the final stages of that process. We should have somebody on board in the coming weeks. The development of a United States Capitol Police intelligence product that is now shared with the intelligence community. The issuance of a daily intelligence report distributed to all officers and officials within the Department. A biweekly classified intelligence briefing. Coordination with intelligence and law enforcement partners in advance of large or high profile events.

The realignment of task force officers to enhance intelligence sharing and dissemination. The authorization for increased staffing. In fact, we have added eight new intelligence analysts. We continue to be forward looking in our efforts to ensure that the Department has a strong and proven intelligence collection, analysis, and dissemination program.

I want to thank the Committee for its ongoing support during this process, in particular your support for the Capitol Police Emergency Act. I also acknowledge and appreciate the support we have received from the Capitol Police Board.

Today, I am confident that the United States Capitol Police Department has made significant progress addressing the deficiencies that impacted the Department's response on January 6th. While more work remains to be done, the men and women of the Capitol Police stand ready to fulfill their mission each and every day.

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

Chairwoman KLOBUCHAR. Thank you very much, Chief. I want to start by asking, do you believe that the Department would be better able to defend against the type of threat that we saw a year ago today than the Department was back then?

Mr. MANGER. Yes, absolutely.

Chairwoman KLOBUCHAR. Thank you. We had a number of recommendations. I am not going to go through them all, but I know having reviewed your testimony, our staff has spent significant time working with your leadership, and that you are making

progress to implement the recommendations that are pertaining to the police department, is that right?

Mr. MANGER. That is correct. Yes.

Chairwoman KLOBUCHAR. Okay. As you know, we had the Inspector General, and Senator Blunt and I had the Inspector General in about a month ago or so, and he also issued more than 100 recommendations, which we truly appreciated. He talked about the progress that he knew of that you had made at the time.

We have, of course, after that hearing, as is our job, encouraged you to work with him and to report back on the progress. Can you tell me where you are in responding to this and the progress you have made on his recommendations?

Mr. MANGER. Yes. At the time when the Inspector General testified, I think we had about 30 of the 103 recommendations that were closed, that were implemented, that we had finished. At the time, we also had another 60 recommendations that were basically in progress. That we had a detailed plan in place, but the plan had not been completed.

In some cases, the plan will not be completed until the Fiscal Year 2023 budget is approved. Some of these, it is going to take time. But the plans in place, the work is in progress. We had basically addressed over 90 of the 103 recommendations. We still continue to work on those.

We have since, I think, closed another five or six of the recommendations. We continue to work on all of them. In fact, we have—I have assigned an inspector to work full-time for the next several months to look at the recommendations that are not completed and to see what we need to do to complete them.

Chairwoman KLOBUCHAR. Thank you. Thank you.

Mr. MANGER. We have got to—we have got a plan in place to address all of them.

Chairwoman KLOBUCHAR. You understand we are very laser focused here, Senator Blunt and myself and the rest of our Committee, on that accountability given what happened. We appreciate that. I am sure we will have the Inspector General back next year and we will continue this review.

Our report found that 75 percent of the officers, 900 of 1,200 on duty on January 6th, were forced to defend the Capitol in their regular uniforms. Many officers could not access riot shields because they were actually locked on a bus.

The emergency funding legislation signed into law in July included significant new funding to improve Capitol Police officers' equipment and access to equipment. Do the officers now have better access to equipment they need to do their jobs? This is something individual officers have spoken to me about as well.

Mr. MANGER. We have gotten shields for—new shields because some of the ones that we have had were past their expiration date, and we deploy those shields every day. In fact, I am sure that as you walk around the campus, there is times when you pass through a door, and you notice that there is a stack of shields behind the door. We have got them deployed around the campus in case we need them. We have ordered all new equipment for our Civil Disturbance Unit officers.

That equipment, like many things, is impacted by the supply chain issues that are going on. We should have that, my hope is this month, but certainly in the coming weeks we should have that equipment. That will be deployed. But I think the important part of your question is that any officer that would be deployed as a CDU officer now would have all their equipment.

It might not be new equipment, but they will not come out there without everything they need. We have got new equipment on order. We are going to—it is upgraded. It is better. We will be deploying that as soon as it comes in, and again, hopefully in the next few weeks. But we will send no officer out to work CDU without all the equipment that they need.

Chairwoman KLOBUCHAR. Okay. You mean Civil Disturbance Unit there for people watching.

Mr. MANGER. Correct.

Chairwoman KLOBUCHAR. For CDU. No more locked busses where they cannot access it? That was an unbelievable story, just horrific. They were looking at the equipment and they cannot get it.

Mr. MANGER. That would not happen again.

Chairwoman KLOBUCHAR. Okay. We all remember, as I noted in the opening, the haunting words of the officer, does anyone have a plan? As you note, in recent months, the Department has made clear progress with respect to operational planning. In your testimony, you called this a game changer, the fact that you have this department-wide incident assessment plan.

Can you briefly expand on what has been done to improve preparedness for large events? I know you noted you hired someone who has key experience with that. Anything else you want to add?

Mr. MANGER. We have an incident action plan prepared for tomorrow, for the anniversary of January 6th. This is a copy. It is 25 pages long. In it, they are—everybody's responsibilities are laid out. This information is shared with everyone so that a captain who is in charge of one division knows exactly what is going on in the other divisions, as well as his or her own.

We are sharing information better. We are assigning responsibilities. People know what their responsibilities are, and we have backups to each one of the different commanders.

The blueprint that has been created is, has—we have used it many times since the 6th, and we are very confident that it gives us everything we need to ensure that the planning that we do, the sharing of information, and that everybody on the Department understands what their responsibilities are.

Chairwoman KLOBUCHAR. As I noted, Senator Blunt's and my legislation, which importantly was co-sponsored by many Members of this Committee, gave you, and in general the Capitol Police Chief, authority to request assistance from the National Guard in an emergency. It was cloudy at best before a very difficult procedure. How will this improve your ability to respond to potential future emergencies at the Capitol?

Mr. MANGER. Well, clearly it cuts through the red tape and allows the Capitol Police Chief to make that call directly. I have spoken with the Department of Defense, and in fact, am meeting with them later today to make sure that we have the process down, so

that if the time ever came that we needed to make that call, everyone would know what the expectations are on both sides of the call.

That is very helpful. But I will just say this, that my hope is that with the other processes planning that we put into place, that there is not going to be the need for a panicked call for—in an emergency. That those things will be planned ahead of time so that the—we will have better coordination in advance.

Chairwoman KLOBUCHAR. Okay. You know, we all speak to officers in the Capitol, and my colleagues—I know they do and thank them every single day. One of the things that we know is that many of them have had their vacations canceled, they have been working significant overtime, and right now we are down officers, and this was something that was happening, all across the country honestly, but it is something that you are uniquely challenged to deal with. I know the Department is more than 400 officers short. Could you tell us your plans to change that?

Mr. MANGER. I have short term plans and longer term strategies as well. I think the important long term strategy is that we intend to hire over 280 police officers in this Fiscal Year. In a normal year, we would hire less than half of that. But because we want to get ahead of attrition, attrition that has increased over the last year, we are going to hire 280 officers this year.

Our intent is to hire 280 police officers for the next three years. That will get us ahead of attrition, and my hope is that will get us to where we need to be in terms of staffing. Shorter term strategies are to look at hiring—to reemploy annuitants, hiring or allowing for lateral transfers, lateral hires from other agencies, and then also looking at contract security officers that can assist at particular locations where we do not really need armed Capitol Police officers.

We are hoping that that would free up officers to be held over less frequently to be able to, you know, get their days off as they plan, and address some of the staffing issues that are really impacting the morale of this Department.

Chairwoman KLOBUCHAR. Thank you. Your long term plan, though, is to hire actual officers full-time?

Mr. MANGER. That is correct.

Chairwoman KLOBUCHAR. Okay, thank you. Last thing, I mentioned the threats against Congress. Many people in this very room, Committee Members have experienced them, over 9,000 threats in 2021 alone. That is an astounding number against 500 some people. I understand that you have hired these additional threat assessment agents. What steps are you taking to protect Members of Congress and the people that work with them?

Mr. MANGER. To better coordinate—what we are trying to do is have better coordination. We can control and we can do a lot when Members are on campus. When they go home, when they go home to their home districts, we are trying to work with the local officers in those jurisdictions to ensure the safety and security of staff there, of offices there, and so we can provide advice and provide recommendations in terms of how to better secure locations, whether offices or homes.

But we can also work more closely with the local law enforcement partners to solicit their help. The biggest challenge I think

we have is keeping up with the number of threats. I mean, we have—we have doubled the number of officers that investigate these threats, agents that investigate these threats, and if they continue to go up the way they have, clearly, we are going to need additional officers to assign to this responsibility.

Chairwoman KLOBUCHAR. Okay. Thank you, Chief. Senator Blunt.

Senator BLUNT. Thank you, Chair. Chief on the issue of bringing in contract employees, Officer Papathanasiou has suggested that, the union rep, that this would be a problem for them. Do you want to talk about how you are going to going to deal with that? Obviously, in my view, a bigger problem for them is the overwork and the extended stress of being short so many officers.

But tell me how you plan to work with the officers who are concerned about bringing in non-sworn officers to do even parts of this work?

Mr. MANGER. I have been in discussions with the union about this specific issue. They have mentioned a number of concerns and our conversations, and our intent is to try and address those concerns because I think where we—what we agree on is that these officers need some relief, that we need to allow these officers to get more time off, to stop being held over on their shifts, to stop being forced to work overtime when they would rather be home with their families.

Again, I have talked about the strategies that we have in place, but this, the contract security would be a temporary solution until we can get more officers hired. My intent is to try and address the concerns that the union has with regard to where these contract security officers are assigned.

Senator BLUNT. For that program to really work, what kind of temporary program would it be? Would you anticipate a multi-year bid or a 1-year bid with possible extensions? Or what are you thinking about as you begin to think about how you look for these contract employees?

Mr. MANGER. Look realistically, I think it is going to take us at least two to three years to get up to our staffing in terms of hiring new officers. Having that as an option to use over the next two or three years, I would like to have that option.

Senator BLUNT. Just to be sure we are straight on this, hiring the officers to get to the officers you currently are allowed to have is the problem here as opposed to the Congress saying we are going to give you 100 more officers than you are currently capped at. That is an unrealistic moment for us to think about. Your goal is to fill the slots that you already have been allowed to have and you are 400 short—are you 400 short right now of meeting that number?

Mr. MANGER. Yes, actually 457 short.

Senator BLUNT. 457?

Mr. MANGER. Yes, sir.

Senator BLUNT. If I understood your thought also of hiring 280 new officers a year for the next three years, understanding that other officers will retire and find other opportunities, and you—that number sounds about right to me to get up to where you need to be. How long is the training process from the time you bring an

officer into the training environment until you have them available for service?

Mr. MANGER. From the time they are hired to the time you can actually deploy them by themselves is close to a year.

Senator BLUNT. Close to a year. Hiring people, annuitants who have retired but are willing to come back to work is one of your thoughts?

Mr. MANGER. That is correct, because you would be hiring back someone who has that experience, and they could go back to work, day one.

Senator BLUNT. When you hire laterally, would you just try to evaluate the level of training that officer already has and then determine what additional training is necessary before you put them into the line?

Mr. MANGER. Exactly, yes.

Senator BLUNT. Alright. The—I think every police force in America, certainly every big police force in America, has a lot of that same challenge of just people leaving either the big force for a smaller force in some other community, or leaving with frustration of this whole idea that somehow defunding the police was ever any real option for the country.

The Inspector General has testified before us that he thinks that in his view, restructuring toward the United States Capitol Police was more of a protective agency instead of a law enforcement agency.

I am not absolutely sure I know what he means by that, but why don't you give us your sense of what after six months on the job, what is your vision of what the Capitol Police Force would look like two years from now and five years from now, and maybe even longer? If you have thought through the way that this force should function to best do its job?

Mr. MANGER. Well, thank you for asking that question. First, I think that where I agree with the Inspector General is the fact that we need to expand and enhance our ability to investigate threats against Congress, to provide protection to Members against Congress, to our counter surveillance activities, to enhance security in the home districts, as I have mentioned. In that regard, we need to expand our protection capabilities. But we—make no mistake, we continue to have to be a police department as well.

The difference between the United States Capitol and the White House or the CIA or, you know, other facilities is that we are open to the public. Someone can walk in off the street now, not now because of COVID, but someone could walk in off the sidewalk, come through the doors and say, I'd just like to look around, I want to walk around.

We deal with the public every day. We deal with demonstrations every day. We have to respond to crimes most days. We are handling demonstrations. We are making arrests. We are staffing posts. We do crowd control, visitor control, employee screening, crime prevention, response to calls for service, crisis negotiations, all of which are part of being a police department. While I agree that we need to expand our protection capabilities, I do not think that we can walk too far away from our police responsibilities as well because they will remain.

An answer to your question about where I think we need to go, one of the ways that I believe that we need to expand our protection capabilities is to take this, the work that we do in terms of investigating threats, take our intelligence responsibilities, and make those investigatory and intelligence responsibilities and create a new bureau, have a new Assistant Chief, an additional Assistant Chief. You would have, I think our dignitary protection and protection responsibilities have grown—that continues to grow. The need there, the case—the workload has increased.

Uniformed services will always likely be the largest bureau that we have. But looking at intelligence and investigations and creating a new bureau with its own Assistant Chief, I believe, is the direction that we need to go. This then speaks directly to the IG's recommendation that we ought to move toward more of a protection focus because that—this would allow the Department to do.

Senator BLUNT. Thank you. I have more questions later if we have time for a second round. Thank you, Chairwoman.

Chairwoman KLOBUCHAR. Thank you very much, Senator Blunt. Next up virtually is Senator Warner, who is the Chair of the Intelligence Committee, who also has played a very important role in our responses since January 6th and before then to other threats to our Capitol and our democracy. Thank you, Senator Warner.

Senator WARNER. Well, thank you, Chair Klobuchar. First of all, let me echo what I said at our last hearing. I want to thank you and Ranking Member Blunt for the way that you have conducted both the initial investigation and how the Rules Committee has really stepped up in terms of the assessment of making sure we protect the Capitol on an ongoing basis. Thank both of you.

I also want to highlight Chief Manger, at least to see you remotely. We had the opportunity to work together when I was Governor and you were Chief in Fairfax, and people still talk about your operations. We went through, you may recall those challenging three weeks plus of the sniper incidents that terrorized, frankly, the whole region. But I know you are the right person for—at this critical moment and in terms of the evolution and direction of the Capitol Police.

I want to pick up as Chair Klobuchar just indicated and Senator Blunts line of questioning about the structure. I know you are about to name this new Deputy Chief who will be—take on that role of intelligence. Could you expand that a little bit? When do you expect to name that individual? Also talk to us about, you know, the intelligence functions of the Capitol Police.

Will they be, mostly be feeding intelligence from other entities rather than doing their own intelligence work? Would you pursue, if there is indication of some kind of organized threat, will you pursue that up versus FBI? Talk me through a little bit more of the role and structure of this intelligence unit.

Mr. MANGER. Yes, sir. The—first we have—you may be aware that we did have a Civilian Director of Intelligence on January 6th. That person left in the weeks following the 6th. We have been doing a nationwide search. We are making, going to make a final selection in the next couple of weeks, and my hope is that we have someone in place shortly thereafter. We have a very competent Acting Director in place now.

I think the changes that we have made in our, the way we gather, share, disseminate intelligence, the big—there has been a lot of change, but the big thing is how we use intelligence. One of the problems, of course, on the 6th was that we had information and it was not acted upon.

Intelligence is the only use that, real intelligence is if it is actionable, and you can actually—and it can actually help you formulate your plan in terms of how you are going to deal with the situation. We have now, which we did not have on the 6th, we have our own intelligence analysts, we put eight new ones in place in the last few months, that have the same training as an FBI analyst, as a Homeland Security analyst.

We are speaking their language. We are sharing information. We have got people embedded in the FBI, embedded with DHS, and we have got task force officers on different task forces with the FBI. We are actually now plugged in to all the places we need to be plugged into. But we are also doing, while we are still sharing information and getting information from Homeland Security and FBI, we are not just totally dependent on them anymore.

We have our own folks that are also doing research and doing our own analysis. Basically, we have—we are, you know, staying connected to our partners in the Federal intelligence community, but we are not just passive recipients anymore, we are active in the intelligence community, and we are active in terms of sharing our information and making sure that all the information that we get, gets down to our folks, both the officials and the officers.

Senator WARNER. Chief, that means you are—but the investigatory role is not something that Capitol Police is going to take on, that will still be reliant upon the FBI or DHS or other partners, right? You may have the analysts, if there is an active plot that, the pursuit of those plotters, though, would be the FBI, not the Capitol Police, is that correct?

Mr. MANGER. For the most part. But I would say this that when we get information about threats against Congress, that is a priority for us. We will take those cases and we will run with them. Occasionally, the FBI helps us with those cases. Occasionally, Homeland Security helps us with those cases.

But they have to prioritize things too. Our priorities are always the ones that are threats against Congress. In some regard, we do, we in fact are taking the lead role on some of these cases if they have to do with threats against Congress.

Senator WARNER. One last question, I know my time has expired, but one of the things, I think we have gotten better, but we still have room to grow in terms of the intelligence community's willingness to share information on a regular basis.

My hope, and can you speak to this for a moment, do you have interoperable systems so that you do not have to be reliant upon an agency, a partner to kind of brief you in person versus at least having some of your agents, analysts at a clearance level enough that they can real-time get that intelligence that may be being looked at from the FBI or against some other agency that may even have a broader reach?

Mr. MANGER. Yes, we do. I mean, we are—we have daily intelligence briefings with our partners around the region. As I men-

tioned, we are plugged in to the FBI. We remain plugged into Homeland Security. We remain partners with everything that MPD is doing and Washington, DC's Homeland Security. We are absolutely connected and are speaking the same language and sharing information on a daily basis with all those partners.

Senator WARNER. Thank you, sir. Thank you, Madam Chair.

Senator BLUNT. Senator Leahy.

Senator LEAHY. Thank you, Senator Blunt. I want to thank you and Chair Klobuchar for the bipartisan way in which you have held what is really a very important series of hearings about the violent insurrection of January 6th. You know, I have enjoyed all these years of working with both of you. Chief, I am glad to see you here and I have enjoyed the conversations we have had. I think back, I am beginning my 48th year here in the Senate, but I look at January 6th of last year, I never thought, I never thought I would see a day like that, a violent mob driven by the rhetoric and the lives of a disgraceful former President of the United States.

They attacked our seat of Government. They threatened not just the lives of the Senators who are here in this room, but of congressional staff, of Capitol Hill reporters. Chief Manger, you know so well the dedicated law enforcement officers are sworn to protect the Capitol, the people who work here, and what they face. Because I have served here so long, I have come to know most of these officers over the years, dedicated, hardworking people. Both in uniform and in plain clothes. In fact, one of the officers who died, I first knew him as a teenager.

You know, this hits home. This is a Capitol family here. Hundreds of these heroes help to protect the Capitol. Still on the ground today, they are vigilant in upholding their oath to protect and serve. I certainly see it as President Pro Tempore of the Senate, those who protect the Office.

But some are no longer walking here. The officers of the Capitol Police and the Washington, DC Metropolitan Police, who gave their lives protecting our lives. They cannot be out of our thoughts or our prayers. Their sacrifices should not be papered over by those who want to pretend nothing happened.

Chief, you came out of retirement to take on an immensely important job at a really unenviable time, and I praise you for doing that. I know that you sit before us as a representative of the force you lead, a force that is struggling today with morale and with memories of that day and with staffing shortages. You have spoken as recently as this weekend about the staffing shortages facing the Capitol Police.

Last year, the Senate Appropriations Committee released a legislative branch bill for Fiscal Year 2022 to provide many million dollars more. That is pending, and I hope we can finally move these appropriations bills forward. Senator Blunt has been very helpful on the Republican side in the Appropriations Committee and strongly supported the extra \$100 million that we put in the last bill.

But if Congress fails to reach an agreement to pass the Fiscal Year 2022 spending bills, if you are held to last year's spending levels, how would this lack of increased funding impact the Capitol Police's ability to protect the Capitol?

Mr. MANGER. Senator, it would impact just about everything that we are trying to do in terms of making and sustaining improvements, especially in the areas of intelligence, threat analysis, dignitary protection, and security infrastructure. It would—we would have to suspend our health and wellness initiatives that we have started.

But I think the biggest impact would be our inability to increase our staffing, which is so critical. All we would be able to do is just replace the people that left. We cannot survive and continue, we have to increase our staffing, as I talked about before. That would be the biggest impact.

Senator LEAHY. I commend both those Republicans and Democrats who joined with me last year to get the extra money for the Capitol Police, and I hope that we can all come together, both parties, to get appropriations bills through this year so that you will have the additional funding that we have put in there. Tell me how you use some of these additional resources, which will, of course, disappear if we get stuck with a continued resolution.

Mr. MANGER. First, the retention bonus that we were able to provide officers, I think is going to really have a great benefit. Over 90 percent of our Department signed an agreement to stay for another year, minimum for another year. This will definitely slow down the attrition in the upcoming year, so it will allow us, hopefully as we hire more.

The retention bonus was one of the ways that we were, I think, were able to use that to help with our staffing issues. Hazard pay, anybody that was here on January 6th got hazard pay. We got the new CDU equipment.

Cell phones for every police officer. One of the big issues was officers were not getting intelligence information. They get intelligence briefings every day on their cell phones and operational information every day on their cell phones. There are training initiatives that we want to get to.

Replacing and replenishing equipment that was deployed—you know, deployed on the 6th. We have been able to do that as well. That money has gone to good use and has really put us in a much better position than we were in.

Senator LEAHY. Well, I thank you, Chief. Chair, I thank you and in a few minutes I will open the Senator Floor for the day in my capacity as President Pro Tempore, but then I am also going to be speaking to a lot of Senators this week in both parties. Let us get these funding bills through. Certainly, you are an example of a Department that needs it. Chair, thank you.

Chairwoman KLOBUCHAR. Thank you very much, Senator Leahy. Again, we all appreciate you and Senator Shelby's work to make sure that this Chief and his officers have the resources that they need. Thank you so much. Next up, someone who has been incredibly active on this Committee, and we appreciate his work. Senator Merkley of Oregon. He is here remotely.

Senator MERKLEY. Thank you very much, Madam Chair. Thank you, Chief Manger, for your leadership and efforts to implement the recommendations of the Rules Committee and the Homeland Security and Government Affairs Committee, as well as rec-

ommendations from the Inspector General's Office to enhance security of our Capitol complex.

I want to directly thank the men and women of the Capitol Police Force for their heroism on January 6th and their service and resiliency in the aftermath of that very dark hour. You have made a lot of progress in this past year, as this hearing is highlighting, and there is challenges to come that are also part of this hearing.

I wanted to just touch on a couple of things. First, I wanted to be clear about the number of officers who are currently on the force. You had mentioned the numbers were short, but how many officers are on the force currently?

Mr. MANGER. I am going to have to get back to you with that number, but here is what I will—I can tell you though. Over the past year, 153 officers either retired or resigned from the Department. We have 175—on any given day, we have 175 officers that are on some type of leave. Many of those are out due to COVID.

Basically, we are 400, and I may have said 457—it is 447, Senator, short, of where we need to be. I would think that we are somewhere between, somewhere around 1,700 that we have, between 1,600 and 1,700 that we can actually deploy at a post or assign to a responsibility.

Senator MERKLEY. Thank you. That really puts it into context, both the shortage and also your desire to hire, I believe you proposed hiring an additional 280 officers this coming year. Do you see, apart from the issue of funding, assuming there is adequate funding, is that a feasible objective to achieve?

Mr. MANGER. I believe it is. It will be a challenge. There is no question. I mean hiring that many officers. The real challenge is to make sure that you hire the right officers. That we are hiring good quality candidates.

We have a plan in place to get them trained and so that, because that has been the choke point in the past, is actually getting them through the training and the national or the Federal Law Enforcement Training Center. We have got a plan to get all the officers through training.

I think some positive news is that so far we have not had difficulty in getting—in recruiting people. We are getting plenty of people who are showing interest in wanting to be a part of our organization. We are still very selective about who we end up hiring. But I do believe it is realistic and we are going to do everything we can to, and we have got a plan in place to get 280 folks on board.

Senator MERKLEY. Right. No, I am glad to hear that. The Inspector General and Mr. Bolton made the recommendation that all the members should obtain and maintain a security clearance. You mentioned that intelligence is coming through to the officers on a daily basis.

Although that may not necessarily mean security clearance rated intelligence, but is that is that part—do you feel like that that is a recommendation that should be fulfilled, that each person obtain a security clearance? If so, do we need to have some sort of way to prioritize those security clearances, given that the security clearance process is completely backlogged right now?

Mr. MANGER. The answer to the second part of your question is absolutely yes, we would have to have some method to get those done. This is really where it comes down. I believe that it certainly has, that recommendation has merit, but I am concerned about the fact that I am trying to hire 280 officers. If that security clearance process slows that—slows the hiring process down, that is a concern to me.

I do know that there are—we already have many of our personnel that have security clearances, and they are—certainly I can look at assignments and say yes, someone in a particular assignment would need a security clearance.

But I also think that as we hire new officers, not every single officer in every assignment would actually need a security clearance. While I think long term, I think we can look at that, in the short term, I am concerned about it holding up the hiring process. Do we really—you know, actually focusing on where we need the officers that actually would require a security clearance.

Senator MERKLEY. Well, no, I absolutely agree. It should not be a requirement to get folks on board. But as you get them on board and you really need those clearances, please raise to us the need to be able to clear the path so that those who need those clearances can get them to fulfill the full range of their potential contributions to the force. Thank you very much.

Mr. MANGER. Thank you.

Chairwoman KLOBUCHAR. Thank you very much, Senator Merkley and Chief. Next up, a very constructive Member of this Committee as well, Senator Capito, thank you for being here.

Senator CAPITO. Thank you. Thank you, Madam Chair, and I want to thank the Chief on behalf of a grateful recipient of the service that you and the United States Capitol Police provide on this campus and in our districts in many times to look at the security of our own offices in our own homes.

Sometimes I want to express our deep appreciation and gratitude. Thank you, and I hope you will pass that along. I read through your statement, and I read a news clip, I guess, this morning talking about the scars that are remaining from the Capitol Police, from the January 6th incident, a terrible incident.

How is the morale? I mean, how many of your officers have actually asked for additional mental health? Do you feel you have the capacities for that? I know you have increased that. Where is your level of concern right now, a year later?

Mr. MANGER. One of the priorities we had was to make sure we had programs in place to deal with not only just the daily stress of the job, but folks that were actually, who have gone through traumatic incidents, who experienced that trauma. We have instituted a robust peer support program.

We have met—we are in the process of hiring, I think we have already actually hired a couple trauma counselors. We have got formal programs in place now where, so that officers can seek that help. I cannot tell you how many have sought that help because it is confidential. Because when they—

Senator CAPITO. I was just looking for a general bar. Is there a great take up of this or—?

Mr. MANGER. I think that a fair number of officers have made them—have availed themselves to these services. I think as they hear from other officers how much these programs have helped, it may encourage more officers to seek that help as well. You know, I am glad you asked about the morale issue. You know, morale for someone who has been a cop for over 42 years, morale is always—what I have learned is, it is in the eye of the beholder.

You are always going to have cops that, you know, will tell you morale is worse than it has ever been. But you have other cops that every day they show up, no matter what happens, they are happy to be there and love their job. It is really, but what it comes down to is, and I think for us is we need, these officers need to believe in their hearts that this Department cares about them, that what happened on January 6th when the Department let them down in so many ways, that the Department will take responsibility for fixing those failures and for making sure that that never happens again.

That is going to take time. For some officers, you know, they have seen some of the improvements and I think that, you know, they appreciate it. But for other officers, perhaps a little more cynical, perhaps they are going to wait till the first time we are tested again. Are we ready for that test? It is one of my responsibilities to make sure we restore that confidence, you know, for the officers in the Department.

Senator CAPITO. Let me ask you this, a lot of in the retrospective that we have done in this Committee and other Committees, there were on the intelligence side questions as to was social media paid enough attention to, you know, in the run up to January the 6th. What adjustments have you made in terms of the coordination between you and other agencies in terms of the social media monitoring?

Mr. MANGER. This is one of the areas where we are taking more responsibility and we can focus on—and we are not trying to find, you know, worry about, you know, something that is going on in a foreign country. What we are worried about and what we are paying attention to is threats against Congress and threats against the Capitol. That can be—that is our focus.

While you have other intelligence community folks that are looking at anything and everything, we have got folks in place now that are paying attention to those kinds of threats, those statements that, you know, cause concern. We have got folks that not only are looking at that, that are watching for that, but we are also then making sure that if it crosses that line in terms of being a crime, you know, what someone says in social media, that we follow up on that with an investigation.

Senator CAPITO. Is that different? I mean, has that changed over the last year? That is a new addition—

Mr. MANGER. Yes, we have got more people that are doing that.

Senator CAPITO. Yes, good.

Mr. MANGER. Well, I think before the 6th, I am not sure we had anybody doing it, but we certainly—but we have got, I think, eight or nine people in place now that are doing that with more on the horizon. Our biggest challenge right now is keeping up with the

caseload in terms of the threats against Congress, the ones that cross that line where we do have to do a criminal investigation.

Senator CAPITO. Well, thank you again. I know I did want to ask about, I know you have been asked about the 400 openings that you have talked about and the recruitment. You know, I know that there—probably law enforcement in general, I do not know what the female ratio is, but I am sure it is quite low.

I noticed that too in the Capitol Police, so I am hoping that you are making special efforts to diversify the work force as you have got this opportunity to hire more people. It is a great career, and I am certainly grateful as I stated. Thank you so much.

Mr. MANGER. Thank you.

Chairwoman KLOBUCHAR. Thank you very much, Senator Capito. Next up, Senator King, who brings his strong sense of independence to this Committee, and we appreciate him as well. Senator King. I am going to give Senator King a minute here.

Senator KING. I am sorry. Yes, now I am on.

Chairwoman KLOBUCHAR. Good. You are all good.

Senator KING. Okay, thank you. Chief, I hope you will convey our appreciation to the men and women of the Capitol Police. Whenever I am interacting, my sort of standard comment is thanks for looking after us and that we really do appreciate it. In the day to day politics, it is hard sometimes for people to realize that. Please convey the deep appreciation and thanks from all of us that we care about what they do, and we appreciate what they do for us.

A couple of things. You touched on the issue of security clearances, and that is a problem throughout the Federal Government, although I must say it is better now than it was two or three years ago. One of the questions that has plagued us is reciprocity.

Do you have a situation where somebody has a security clearance from another Federal agency but then when they come to apply to you, they have to start all over again? Or do you have a reciprocity arrangement where if they are cleared for state or the FBI, they are also cleared for the Capitol Police?

Mr. MANGER. We—if it is done by some either Department of Defense or the FBI, typically if it is done by any Federal agency, I would think that that would suffice for us.

Senator KING. Okay, well that—I would urge you to look into that because it sounds, it does not make much sense, but believe it or not, there are plenty of places where that reciprocity is not honored, and it really delays the process. As you say, you can have a good recruit, but they get discouraged by the length of the security clearance process and go on and find another opportunity. In this economy, we cannot afford to lose good people.

A couple of other questions and observations. In terms of your planning, it seems to me that one of the things that we learned on January 6th is there was a lack of pre-planning, in other words, a lack of imagination. We have to have people that are thinking the unthinkable and saying, okay, what happens if? What do we do?

I hope that is the case. My question is, do you feel that we have adequate communication and coordination with other agencies that might be important either from an intelligence point of view, such as the FBI or the other intelligence agencies, or with law enforcement, DC Metropolitan Police, the National Guard. Are there—are

we working on preexisting coordination and communication plans so that we do not have to make it up on the fly in the case of an emergency?

Mr. MANGER. The answer to that question is, yes we are. In fact, it has become a part of our, the blueprint that we use in terms of our pre-planning for these events, to reach out to those partner agencies to ensure that we are sharing information. That if we plan, we believe that we are going to need their help, that we plan for that well ahead of time so that we are able to do. We end up doing tabletop exercises.

We end up getting the commanders over here to show them exactly where we need their folks deployed and what responsibilities that we are going to give to them. Absolutely, that is part of our planning process now.

Senator KING. I hope that extends to the intelligence side as well. You mentioned you are developing some of your own intelligence capability, but we have, as you know, enormous intelligence capabilities throughout the Federal Government. My concern is we still tend to have silos. They are excellent silos, but they are still silos. I hope that the coordination includes pre-event intelligence.

Mr. MANGER. It does. You know, one of the problems that we identified shortly after the 6th was the fact that we, even internally we had intelligence silos within our organization. Those are gone. With the briefings that we have with our partners multiple times a week, any silos that existed previously certainly do not now.

Senator KING. Final question that I remember we discussed, not you and I, but this was discussed in a prior hearing, and that is work with the Architect of the Capitol in terms of the physical infrastructure and the ability to seal the building effectively. Again, we are back to silos.

I hope that there is a close relationship between your Department and the Architect of the Capitol because your job, your people's job could be a lot easier if we had Lexan windows and metal doors that could easily be closed in the case of an emergency.

Mr. MANGER. You know, one of the things that the Architect has done is to make sure he is hearing everybody's voice. He has brought experts in to do reviews and provide recommendations. But he has also ensured that everybody has been able to lend their voice to their concerns about physical security. I think that that has all been part of his planning process.

Senator KING. Great. Well, thank you very much, Chief, and thanks again to all of your people for the great work that they do on our behalf. Thank you, Madam Chair.

Chairwoman KLOBUCHAR. Thank you very much, Senator King. Next up, Senator Cruz, thank you for being here.

Senator CRUZ. Thank you, Madam Chair. Chief, welcome.

Mr. MANGER. Good morning.

Senator CRUZ. Thank you for your service. I want to start by thanking the heroic service of the men and women who serve alongside you. We are approaching a solemn anniversary this week and it is an anniversary of a violent terrorist attack on the Capitol, where we saw the men and women of law enforcement demonstrate incredible courage, incredible bravery, risk their lives to defend the

men and women who serve in this Capitol. We are grateful for that courage. We appreciate the selfless sacrifice of the men and women who keep us safe.

I will say, my view is that anyone who commits an act of violence should be prosecuted. Anyone who assaults a law enforcement officer should go to jail for a very long time. I think that is a principle that is true regardless of the politics of the violent criminal, whether they are right wing, left wing, or they got no wings at all. If you assault a cop, you ought to go to jail for a long, long time.

I hope we get some agreement that that should be true regardless of the political context that ostensibly and purportedly justifies that violence that we will stand with the men and women in blue. I thank you for your service. I thank the men and women who serve with you for their service.

Mr. MANGER. Thank you.

Senator CRUZ. As we reflect on what happened a year ago, it is also worth asking, as we have, as this Committee has, as Congress has, as I know you have, what could have been done differently, what could have prevented the breach of the Capitol, what could have prevented the riot getting as far as it did. Let me just start with that question, with the benefit of hindsight, what could have been done to better secure the Capitol to stop the riot outside and prevent them from penetrating as far as they did?

Mr. MANGER. I think that clearly documented intelligence failures, there were leadership failures within the Capitol Police Department. If—folks, if the intelligence had been acted on the way it should have been and we would have had enough people here, I think it would have been a different story.

One of the things that we have, one of the changes that we put into place is that with a few phone calls, I can get double or triple the number of police officers we have—trained, equipped police officers—here to assist us in our responsibilities to protect the Capitol and protect the Members of Congress.

You know, as—and we will be tested again, Senator. I mean, and I do not know who it is going to be or when it is going to be, but we will likely be tested again. But what will be different is that we will be paying much more attention to the information that we gather ahead of time. We will be putting together a better plan. We will be getting the help that we need, preplanned, here on campus before we need it, not making panicked calls later on.

I say that and not in any way criticize the folks that were here on the 6th. They had a very difficult challenge, and I am the—I frankly have not been looking behind me, I am looking forward about what we need to do to make the changes. But clearly, when you look at the recommendations, when you look at what happened, we did not have the people, we did not act on the intelligence, and we just were not prepared the way we should have been.

That is going to change. That has changed, and the next time that we are tested, we will not be making those same mistakes.

Senator CRUZ. Well, and let me say, one of the things we have seen the last two years is a dramatic increase in threats directed at lawmakers, and those threats are bipartisan, directed at Republicans and Democrats. The Chairwoman and I have discussed this

at length. Let me say, the Capitol Police does a tremendous job working to deal with those threats and working to keep us safe.

We are grateful for that. The two areas you identified for improvement were intelligence gathering and manpower. On the manpower side, you talked about the ability to surge additional resources. What are the sources of those additional officers to surge on the manpower side?

Then let me ask second, on the intelligence side, what more do we need to do on the front end to anticipate the specific threats that we need to be ready for?

Mr. MANGER. In terms of surging staffing here, we have got Federal partners, we have got state and local partners, we have got the National Guard, all of whom we have coordinated with since the 6th, all of whom we have sat down and said, okay, when we need help, here is how we are going to do it.

One of the things, and I thank both the Senate and the House for passing the supplemental. We have included and there was funding so that if we asked for state and local help, and at one point for one event we had an additional 400–500 police officers, trained Civil Disturbance Unit Police officers here to enhance our capability. We were able to offset the expenses from those partners so that when we make the request, we are going to get a yes. Metropolitan Police Department and Chief Contee could not be—we could not find a better partner than the MPD.

I speak with the Chief fairly frequently. Anything that we need is again, the answer is yes from MPD. But we know we need to talk ahead of time to plan for these things. Which takes me to your second question about the intelligence and what we are doing on the front end. We did not—prior to the 6th, we were not sharing information the way we should be, and we were not disseminating it to our own people the way we should be. We—the only—intelligence is only useful if you act on it.

When you get intelligence, you need to say, okay, how does this impact our operational plan? What are we going to do—we have heard this. We have this intelligence. We believe it is credible. What are we going to do about it? Those are changes that we have made and put into place so that we are sharing it, we are acting on it, we are using it, and we are disseminating it to our own officers.

I, you know, we are going to get tested again and, but we have put things into place to make sure that we will not be impacted by intelligence failures or failure to plan ahead, failure to imagine, or failure to have enough people here. Those are things that we put into place that I am confident that when we are tested again, we are going to be fine.

Senator CRUZ. Thank you, Chief.

Chairwoman KLOBUCHAR. Thank you very much, Senator Cruz. Thanks for the focus on members' security, and we will continue to work together on that. Next up is Senator Padilla, such a leader on voting rights on this Committee with his past work as Secretary of State for the State of California. Thank you, Senator Padilla, for being on today.

Senator PADILLA. Well, thank you, Madam Chair. Before I get to a couple of questions that I want to prioritize, I want to take the

opportunity to comment on something that Senator Cruz just raised. I mean, I appreciate the fact that he recognized last January 6th, I believe he called it riot and referenced rioters. I believe it was an insurrection personally. We can discuss and debate what the proper terminology is, but even if it was just a riot, we saw the results of that incident.

We saw violent attempts to disrupt Congress, to disrupt the process of certifying the election results, and in its part of the greater peaceful transfer of power. We saw violence. It was deadly violence. We saw attacks and assaults far beyond insults and disrespect toward Capitol Police officers.

If we are in agreement on a bipartisan basis to recognize January 6th for what it was, then we should also agree on a bipartisan basis to ask some questions. Was it organic and spontaneous or was it organized and premeditated? If it was organized and premeditated, you are going to have a hard time convincing me otherwise that we have to ask the question, who was behind it? Who organized, who incited this? We had the opportunity to set up an independent, bipartisan commission to answer those very questions, but unfortunately, our Republican colleagues would not vote to do so.

Now I and so many people across the country eagerly await the results of the Committee that was established in the House, a bipartisan committee which seeks to answer some of these questions. But let me now transition back to the topic at hand, the issues at hand and some of the questions that I was hoping to raise. First, in the context of this information, Chief, I thank you for your service at this time of this agency and for your more than 40 years of work at law enforcement.

The topic of disinformation has been raised by some of my colleagues already in this Committee. I will not repeat them. But I do want to highlight one specific question, the role of disinformation in the lead up to January 6th is one thing, but what has been done since last year's insurrection is another.

I am referring to the former President of the United States and his political allies seeking to whitewash in fact what happened. Some floated publicly, claiming that those who attacked the Capitol were just, "peaceful protesters." Perhaps nobody knows just how false those claims are than the women and men of United States Capitol Police who were beaten and bloodied defending the people inside this building and, yes, defending democracy itself.

Chief, what do you say to those who continue to perpetuate the lie that last January 6th just was not that—excuse me, it just was not that bad? What do you say?

Mr. MANGER. We are not concerned about political ideology. We are concerned about behavior, we are concerned about people that break the law. People who break the law—there are extremists on both sides of the spectrum that are breaking the law, and we are here to protect the Capitol, protect the Members of Congress. That is our mission.

I would say to anybody that wants to come to this Capitol and peacefully demonstrate, we will protect your right to do so, but anybody that comes here and decides they want to break the law, that we are going to do everything in our power to stop you and

to ensure that the Capitol and the Members of Congress remain safe.

Senator PADILLA. Chief, I did not think I needed a follow up question to that, but apparently I do. Do you think what we saw in the Capitol last January 6th was just another day, just people exercising their constitutional rights, or was it unacceptable, fatal violence?

Mr. MANGER. As I watched the events of January 6th, I was at the time retired, I was at the time watching it on TV, and I was horrified by what I saw. I saw police officers being assaulted. That is the reason that I am sitting here today is because I wanted to do what I could to help this police department and to better protect our Nation and the Capitol and what this Capitol represents.

Senator PADILLA. Thank you for that. Clearly we have some work to do. One other quick question, Madam Chair. I know my time is up. I want to recognize that Senator Capito raised the concern of the questions about the mental health of the women and men of the United States Capitol Police. I share in that and standby ready to support any additional resources or support that we can offer. I do have one question about physical health.

We know that businesses, organizations, entities both public and private across the country have been impacted by the COVID-19 pandemic, whether it is individuals who are not able, willing to work because they have not been vaccinated or people who are not able to work because they have contracted COVID-19.

Chief, can you talk about vaccination levels within the Department and what steps we are doing to encourage vaccination rates for those who are not vaccinated yet?

Mr. MANGER. We are, I think we are over 70 percent of our employees are vaccinated. But like every agency that we just had a call of law enforcement agencies around the region yesterday, we are being hit hard by folks of both vaccinated and not vaccinated with this latest variant that are testing positive.

We have got dozens of officers that are out in isolation, and we have got dozens of officers that are, have been out long term with the impacts of COVID. It has affected our staffing levels. Again, with everything else that, all the other staffing challenges that we have, COVID is wreaking havoc as well.

Senator PADILLA. Well, thank you for your responses, Chief, and thank you for your service. Thank you, Madam Chair.

Chairwoman KLOBUCHAR. Very good. Thank you, Senator Padilla. Senator Blunt, you have a few more questions. Thank you.

Senator BLUNT. I do have, Chair. Thank you for the time to ask a few more questions. Chief, there have been some concerns expressed about individuals and senior leadership jobs in the Department. You have been there six months. What are you doing to address those concerns among the officers themselves?

Mr. MANGER. Right after the 6th, the Chief of Police resigned. Both Sergeant at Arms in the day or two after the 6th were gone. In the weeks after that, there were—our Director of Intelligence left. Our—we had an Assistant Chief retire, we had two assistant—two Deputy Chiefs retire. We had our Director of Security Services, the two—two high ranking civilian directors in our agency, intelligence and security services, left.

When I got here, if you look at the top level of our organization and the top 11 people sworn and civilian in our organization, six were gone. I had less than half of the leadership positions with the folks that were here on the 6th.

As soon as I got here, the first thing I—my first order of business was to assess my leadership team and assess and look at who was here just biding their time, waiting to see what happens, and who was here working as hard as I was going to work in improving, making the improvements this agency required.

For the past six months, I have made that assessment. I made that assessment, you know, in light of discussions with the Sergeant at Arms, in light of discussions with past Police Chiefs, past Capitol Police Chiefs, I have made it in light of the no confidence votes that the union held.

I took—I considered all that information. But what—the bottom line when I assess someone's performance, I look at what have they done since the 6th. What have they done to help this agency, to improve this agency.

I have made those assessments, and I know that part of my—I know the part of my leadership team that is working as hard as I am to make the changes that need to be made. I know that there are still a lot of people that have differing opinions. I still understand that the union stands by its vote of no confidence.

But the fact of the matter is, Senator, that a vote of no confidence is not an objective evaluation of someone's performance. It has meaning, a vote of no confidence has meaning. But I am trying to evaluate people's performance objectively in terms of what they are doing to help this organization.

As I move forward, I do think we need, I need to add an Assistant Chief to my leadership team for all reasons I talked about, that move toward being a more protective agency. As I make my decisions about where we are going to be in six weeks, six months, six years, I am now at a point where I am ready to talk more publicly about what we need, come to the Oversight Committees, go to the Capitol Police Board about changes that need to be, organizational changes that need to be made. Because I cannot make an organizational change without approval from Capitol Police Board and this Oversight Committee.

The time is now to have those discussions, to talk about the bigger plan, and understanding that not everybody is going to agree with my assessment, not everybody is going to agree with the direction that I may want to go, but I am the one responsible for this Department, and I am the one responsible for the safety and security of this campus.

The decisions I make are not—I have no predisposed notion about anybody. I made these decisions based on the last six months of my assessment of my leadership team and my assessment of the Department and where we need to go to be in a better position to fulfill our mission.

Senator BLUNT. Well, thanks, Chief. I think that is—I am very supportive of one, understanding all the vacancies you already had when you came to the job, and two, taking that time to evaluate not only who you had, but what you needed. I think I speak for the Chairwoman of the Committee and certainly I can for myself,

and we are looking forward to working with you as you come up with any reorganizational structure, that as you pointed out, this Committee would have to approve.

But after decades of work as a Chief of Police and after, now you are beginning to get in the second six months of your work here, beginning to make some of those permanent decisions, I think is important and we look forward to working with you on those. I think my last question would be, of the unresolved recommendations from the IG or from the five big recommendations we made in our June report, which do you think are the most important to try to resolve as quickly as you can?

Mr. MANGER. The intelligence recommendations, the operational planning recommendations, and making sure that we have got the CDU situation squared away. Those were the top three, I think, priorities.

Senator BLUNT. Good. Thank you, Chief. Thank you, Chair.

Chairwoman KLOBUCHAR. Thank you very much. I just have one or two more questions here, and then we will let you go back to your work, Chief. I want to thank you for being here today.

The first question I have is a pretty straightforward one about training. It is one of the things that we identified as an issue, the Inspector General in his reports identified the need for consistent training, and I have had individual officers actually in the last year talk to me about that, what kind of training they had had leading into this.

Some of that includes officers not receiving Civil Disturbance Unit, as we say CDU training, since they left the academy. Also, the Inspector General raised concerns about maintaining up to date certifications for specialized roles such as intelligence analysts, K-9 officers, and others. How has the Department improved access to and prioritization of training, and what are your top priorities for expanding training?

Mr. MANGER. With the specific issues that were brought up in the recommendation from this Committee's report, those have been squared away. We have made sure that we have got those certifications in place, and we have got a process in place to make sure that that is sustained.

I could tell you that we have got—I have so many training priorities, I mean, you know, during my six months here and the assessment I have done, I think “we need to start doing more of this, more training here, more training there”.

The biggest challenge I have is this staffing problem. You cannot do training if you are so short of staffing that you cannot pull people off a post to send them to training.

Chairwoman KLOBUCHAR. Because you not only have the trainers, of course, but then you are pulling people off the front lines to have them trained, and so it is kind of a chicken and egg. You need to get these people in place.

Mr. MANGER. Exactly. But here is what we have done. We have got a—we just are getting four, and they are called VirTra machines. It is basically a virtual training program. We are going to put a VirTra machine in headquarters. We are going to put one up in the Capitol. We are going to put—we are going to deploy a couple other of these machines.

We are going to be able to—we will not have to pull an officer off a post all day. We can pull them off for a half hour and say, go through this training program, whether it is de-escalation, whether it is use of force, whether it is—these virtual training implementations are great for a number of areas.

Chairwoman KLOBUCHAR. Sometimes it is better to do training for a shorter period of time anyway instead of sitting there all day.

Mr. MANGER. Right, and you can do it without impacting staffing. We have got—one of the things I also want to do is focus more on leadership training. I do not think that this Department, like many Departments, does enough leadership training, and I am talking about leadership for first line supervisors as well as for commanders.

I want to make sure that we develop the leaders in this organization so that whenever I do leave, that the Sergeant at Arms, the Oversight Committees are going—can look at it and say, you know, what, we have got three or four or five people within that organization that we believe could be the next Chief. That is my goal.

Chairwoman KLOBUCHAR. Very good. Can you talk briefly, about how on January 6th, and I noted this at the beginning, it was not only the Capitol Police. There were other law enforcement agencies that stepped in. Everyone from the United States Marshals Service to the New Jersey State Police, not to mention the National Guard, of course, outside of law enforcement in Maryland and Virginia and DC.

Can you talk about the importance of maintaining strong relationships with law enforcement partners in the Capitol region? I think that is one of the reasons there was so much interest in you for this job because you have those relationships, and what steps have been taken to improve the Department's coordination and mutual aid agreements?

As a former prosecutor, I had 45 police departments in my county and I was very well aware of how some of the smaller suburban areas and towns needed those mutual aid agreements and needed to pair up with other Departments. But this is, of course, a major city to major city. Could you talk about the mutual aid agreements?

Mr. MANGER. Yes. If I can hearken back. So often, you know, we have folks with so much seniority here. Let me hearken back to my younger days when I was a brand new Police Chief in Fairfax County and Chuck Ramsey was the brand new Police Chief in Washington, DC. It was Chuck Ramsey that said, hey, we have a big event coming, can you, Chief Manger, send us 150 trained CDU officers to assist with this event.

He called in regional partners around the Capital Beltway and was able to get again 800–900 police officers here to supplement what he needed. I am a big believer in using the resources that we have in this region and have done it my whole career. When I got here, I made those same phone calls to people that I have known for a long time who were leading the agencies around the Beltway, and I said, can you help? The answer was immediately yes.

We have put in a formalized process to request that assistance, and you know, and ensure that we get the help that we need. I have got the same relationship with MPD, the same relationship

with our Federal law enforcement partners, Park Police, and the United States Secret Service, and we have that relationship with the National Guard.

All these things have been formalized, put in place, and we are talking about it ahead of time, so there is not going to be a panicked call, you know, on the day of, it is going to be a more orderly planning process for the events that were—that we think are going to be challenging to us.

Chairwoman KLOBUCHAR. Okay, thank you. Just one last question, the FBI and the Department of Justice continue to investigate the events of January 6th. This is outside of the work, of course, being done in the House, the thorough work, and they have brought over 700 criminal cases related to the attack. We just heard from Senator Cruz in his support for these prosecutions, as well as many others on this Committee.

Is the Capitol Police continuing to work in coordination with the Department of Justice in its investigations and prosecutions? Do you agree that it is particularly important to hold accountable those who attack Capitol Police officers?

Mr. MANGER. I am a firm believer that the biggest deterrent for criminal activity is if people think they are going to face consequences for committing a crime. I think that anytime you have police officers assaulted and anytime you have a situation like we dealt with on January 6th, people do—you know, if they committed a crime, they should be prosecuted. We have been working closely with the Department of Justice.

We are working—and this ties into, we have not talked about it, but you know, as you know, we have, we are starting to have field offices around the country and our relationships with the local prosecutors there, and the fact that we will have attorneys assigned to those field offices, all that is enhancing our reputation with—for prosecution of threats, cases, and other cases involving our mission here to protect the Capitol.

Chairwoman KLOBUCHAR. Well, thank you very much, Chief. You know, we heard today about the progress you have made and most importantly, the progress that your officers and what they have done here. We wish, I know Senator Blunt and I wish we could have them all in front of us to thank them, because we know in the end, while you are the Chief, it is individual officers that are the ones on the front line making decisions every single day about how to handle situations.

I think that on January 6th last year, they did not have the support that they needed, whether it is the equipment, whether it was a plan, whether it was a direction on that day, and yet they still valiantly did their job. I just want to reiterate, while you are a witness today, we see all of them before us as well, and we mostly, my memories of them with the cuts on their faces, the looks on their faces, trying to get Senators to safe locations, trying to assure people that they needed to stay where they are and it was going to be okay, and doing the work of even clearing that chamber with the help of others and other frontline staff people so we could go back and finish our job that night.

This was not just about, you know, bread and butter doing your job, this was actually about saving our Republic, and “it is, what

to me, makes" the Capitol Police such an important agency and such a unique and special agency for our country. I want to thank you. We are going to continue asking you questions as this goes along. As you know, I will have you back again next year.

We will continue to work with the Inspector General. I know that is not always easy, but it is really important that we continue to have that oversight, and we encourage you to continue your work in recruiting and retaining officers. That appears to be the number one challenge ahead for you and many other Chiefs across the country, as well as finding new and different ways of using your resources and those around the country to protect Members, which we have seen, of course, to be under more and more threats.

We thank you for that as well. With that, Senator Blunt, you want to just say a few words here at the end.

Senator BLUNT. Well, thank you, Chair, and thank you for having this hearing. I think it is a good opportunity for us to talk to the Chief and to think about the great, extraordinary bravery and service that the Capitol Police force provided not only on January the 6th, but frankly, every single day.

Again, I want to express my great appreciation to their families as well. When they leave to come to work at the Capitol, their family has no idea what they are going to face that day, and that is the case for law enforcement everywhere, but the tempo here is such now that I think it has been a particularly challenging time for families as well.

But Chief, as I said just a moment ago, we look forward to continuing to work with you and to talk about your plans for reorganization and what we can do to move forward, and certainly to do everything we can to encourage you as you try to recruit members to get this force back to the level that it needs to be for the safety of everybody involved, and particularly for the safety of the officers in the job they do. Thank you, Chair and thank you, Chief.

Mr. MANGER. Thank you.

Chairwoman KLOBUCHAR. The record will remain open for one week. Thank you again, Chief. We are adjourned. Thank you.

[Whereupon, at 11:30 a.m., the hearing was adjourned.]

## **APPENDIX MATERIAL SUBMITTED**

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**Updated Formal Statement of J. Thomas Manger,  
Chief, U.S. Capitol Police**

**before the**

**Committee On Rules and Administration**

**of the**

**United States Senate**

**January 5, 2022**

**HEARING:**

***Examining the U.S. Capitol Attack:  
A Review of the Security, Planning, and Response Failures on January 6.***

Chairwoman Klobuchar, Ranking Member Blunt, distinguished Members of the Committee, I am J. Thomas Manger, Chief of the U.S. Capitol Police (USCP). Thank you for providing me the opportunity to share the significant improvements we have made following the events of January 6, 2021, and the many ways the brave men and women of the U.S. Capitol Police serve our country every day.

Since taking on the responsibility of leading the men and women of the U.S. Capitol Police, I have watched them work tirelessly to fulfill their mission of protecting the U.S. Capitol, the Members of Congress, the legislative process, and everyone who visits the Capitol on a daily basis. It is a unique mission filled with challenges that the general public does not always fully grasp or appreciate. Unlike agencies such as the White House, the Pentagon, the CIA and other buildings, the USCP safeguards a public institution that, but for the restrictions of COVID-19, is regularly open to the public, who can just walk in off the street. The work of my officers makes it possible for Members to serve their constituents, and to engage in their legislative functions in a safe and secure environment.

On January 6, my officers prevailed in that mission. Confronted with a violent mob and vastly outnumbered, they displayed resilience, fortitude, and unimaginable bravery. Together with our federal, state, and local law enforcement partners, they fought under conditions that, in my four decades of law enforcement, I have never witnessed. Their eyes inflamed by repeated shots of pepper and bear spray, their bodies assaulted and beaten with bricks, flag poles, rebar, pipes, bats, sticks, Tasers, among other weapons, they fought *for over four hours*. Fighting hand-to-hand, using ingenuity and displaying incredible grit, they did not give up. Congress was able to do its job and *not one* Member, or staff, was physically harmed.

Sadly, I cannot say the same for the U.S. Capitol Police. Many officers suffered injuries, and in the wake of the attack we lost Officers Brian Sicknick and Howard Liebengood—who left behind a partner, a wife, children, parents, sisters, and brothers. On the heels of their deaths we also lost Officer William Evans. Our law enforcement colleagues at the Metropolitan Police Department also suffered loss and injuries in the attack. The physical injuries suffered that day may heal, but the emotional and psychological trauma inflicted will not soon disappear.

And yet, those officers that were able, returned to their jobs the very next day. That's resilience. That's dedication. That's commitment. They did their job on January 6 and from the moment I took my oath of office in July, it became my responsibility to do everything I can to give them all the support and resources they need.

January 6 exposed critical deficiencies with operational planning, intelligence, staffing, and equipment. I recognize those issues have to be addressed, and that is what we are doing. My executive leadership team and I are focused on the transformational change needed to make improvements in those areas. We thank the Committee for its support and guidance during this process, particularly its support for the Capitol Police Emergency Assistance Act.

The Capitol Police has been thoroughly—and understandably—scrutinized. We are the subject of investigations by your committee, the Office of the Inspector General for the Capitol Police, the Government Accountability Office, the January 6<sup>th</sup> Select Committee, and other entities. Many recommendations for reform have been issued.

I am pleased to report that we have addressed a significant portion of the many recommendations issued to the Department. Indeed, of the 103 recommendations issued by the Inspector General, we have implemented and/or addressed over 90 of them. However, I recognize that more work still remains to be done.

I read the joint Staff Report issued by your committee and the Committee on Homeland Security and Governmental Affairs, in particular, the five recommendations directed to the U.S. Capitol Police. I can tell you with full confidence that the Department has implemented—or is in the process of implementing—each and every one of them.

Understanding the time constraints imposed on my live testimony before the Committee, I am submitting this Formal Statement for inclusion in the permanent hearing record.

**Overview of Post-January 6 Improvements:**

Let me start with a high level view of our post-January 6 improvements, which began on January 7. Indeed, on that day, the U.S. Capitol Police embarked on a transformational mission. I think it is safe to say that there is no part of the Department that escaped our review. This painstaking but critical process—which is ongoing-- yielded tremendous benefits and allowed us to address the many challenges the Department faced during the January 6 attack. In less than a year, we developed, and in many instances implemented, significant strategic, tactical, and operational improvements to *every* USCP Bureau. Our improvements number in the hundreds, and they include:

- improvements to the way the U.S. Capitol Police gathers, analyzes, uses, shares, and disseminates intelligence;
- improvements to our Civil Disturbance Unit (CDU) through state-of-art training, new equipment, increased staffing, and increased command and control capabilities;
- recruitment of an expert in National Special Security Events to maximize intelligence, improve communications and coordination, and effectively allocate assets for large and high-profile events;
- participation in large-scale joint exercises, both internally and with federal law enforcement partners;
- routine in-person briefings for uniformed officers at roll calls prior to large and high-profile events;
- development of a Critical Incident Response Plan to obtain immediate and extensive assistance from partner agencies—we employed this on September 18;
- distribution of cell phones to all officers to improve communications;
- improved and expanded training sessions for recruits, officers, and supervisors;
- expanded wellness and health-related services to address physical and mental injuries and provide resiliency skills department-wide;
- new recruitment and retention initiatives to strengthen and increase our work force; and
- an enhanced public information office to improve the speed and accuracy of information disseminated to the general public and the media.

While this is a 30,000 foot overview of the reforms taking place within the U.S. Capitol Police, I believe that it provides a better context of the sheer magnitude of the improvements we have made to date.

**Committee Recommendations:**

I will now turn to the five specific recommendations in the Committee's Staff Report that are directed to the U.S. Capitol Police. I have taken the liberty of summarizing them as follows:

- 1) the need for training, equipment, and sufficient personnel;
- 2) department-wide operational planning for special events;
- 3) establishment of the CDU as a formal, permanent component of the Capitol Police;
- 4) consolidation of all Capitol Police intelligence units into a centralized Intelligence Bureau with adequately staffed and trained analysts; and
- 5) update the Incident Command System Directive to enhance communication and coordination.

I will address each recommendation in turn.

1. ***Ensure USCP has sufficient civilian and sworn personnel, with training and equipment, in the roles necessary to fulfill its mission.***

No law enforcement agency can be effective if its officers are unprepared. Preparation cannot be achieved without training. Thus, training is a top priority for the Department.

In the months following January 6, we embarked on a concerted effort to dramatically improve our officer training at every level and rank. We are taking a comprehensive approach to enhancing physical, in-service, and entry-level training, with a particular focus on the CDU, our front line officers. Although COVID-19 has delayed our timelines, we have nevertheless accomplished a great deal, including:

- increased staffing at the Department's Training Services Bureau;
- mandatory training for armor up, shelter-in-place, and lock down drills, for both House and Senate chambers;
- tactical positioning training for Uniformed Services Bureau officers;
- purchase of state-of-the-art, 360° VirTra police simulator training;
- participation in daily truck interdiction and monitoring exercises;
- engagement in joint exercise maneuvers with the CDU, SWAT team, and the D.C. National Guard; and
- increased number of recruit officer training classes.

We continue to have a need for additional training staff, as well as a larger training facility that could better accommodate the USCP's size and mission. These needs are included in our upcoming budget requests.

Of course, officers cannot effectively do their jobs without the proper equipment. Notwithstanding COVID-related supply chain delays, our efforts in the distribution and upgrading of equipment are particularly robust. Guided by the best practices of other federal law enforcement agencies and our own internal review, the USCP has ordered, and Capitol Police officers will be provided, among other things:

- new hard riot gear, including ballistic helmets;
- high-impact and splash droplet eye protection;
- fire retardant suits;
- respirators with voice protection;
- impact protective gloves;
- portable decontamination kegs; and
- expanded oxygen supply kits;

We have increased our equipment orders to include:

- new shields—of various sizes—which will be stored in strategic locations throughout the Capitol Grounds;
- three additional Long Range Acoustical Devices;
- single- and multi-shot 40 MM launchers;
- a dedicated response vehicle;
- Tasers, and
- FN303 and pepper ball systems.

On a parallel track, we improved, and where necessary developed, equipment inventory tracking and storage processes, as well as expanded our equipment storage facilities. Equipment deployment strategies have also been approved. We are receiving equipment on a staggered basis, but hope to have our new inventory in place in approximately eight weeks.

**2. *Require a Department-wide operational plan for special events.***

The Committee's second recommendation calls for the U.S. Capitol Police to develop Department-wide operational plans for special events. We took a significant step in that direction when we hired a former Secret Service official with extensive experience in major event and National Special Security Event planning to help oversee a new department-wide operational planning process. We now take a multi-phased approach to the event planning process, with a focus on information gathering, intelligence, asset determination, internal coordination, and execution. We created the Department's first Critical Incident Response Plan to formalize assistance requests from partner agencies. We continue to work on developing our own Special Event Assessment Rating – or SEAR—similar to the system employed by DHS, to establish a scale for resource planning.

All of these efforts undergird our progress on operational coordination and management, which includes the creation of Incident Action Plans (IAPs) for all large and high-profile events. This has been a game-changer. IAPs are now disseminated Department-wide in advance of all large and high-profile events, and serve as a comprehensive blue print for intelligence, operational, command, and communications plans, and include media, logistics, and deployment components as well. The Department now also engages in inter-agency coordination calls before all large and high-profile events, pre- and post-event officer briefings and readouts, resource realignments, the dissemination of use-of-force and other relevant bulletins, after-action reports, and other measures designed to improve overall coordination and efficiency.

3. *Establish the Civil Disturbance Unit (CDU) as a formal, permanent component of USCP and ensure that its officers are properly trained and equipped.*

We are focusing a great deal of our efforts on our front-line officers—the CDU—and for good reason. They are our bulwark. And many of the improvements already mentioned are directed to our CDU teams. We have taken significant steps to strengthen their effectiveness and increase officer protection. From providing dozens of training classes—with both state and federal agencies—to conducting table top exercises and refresher courses for officers and officials, we have made great strides. Keeping our officers safe is my paramount objective.

Recognizing the strategic and tactical importance of our CDU officers, we want to elevate their status and incentivize them to remain in the unit. To that end, we intend to create eight hard platoons staffed by officers assigned to the House, Senate, and Library posts. Each of these platoons will be permanent units whose members—officers as well as commanders-- stay together. This internal integration will build rapport, consistency, camaraderie, and the strong commitment needed for these first responders to do their jobs effectively. We will provide them with training modeled after the U.S. Secret Service, U.S. Park Police, and other agencies with needs similar to our own who have had success with this model.

I recognize the Committee is recommending that the CDU be established as a permanent component of the Department. I do not believe that, at this time, doing so is the best use of our staffing and resources. Even if the CDU was set up as an independent unit, we would still need to assign those officers collateral duties so they would not remain idle for any significant period of time. Given our current vacancies, budget, and the mission needs of other Department components, this is something we cannot accomplish in the near term.

We have, however, fortified the CDU by the establishment of a new unit of which I am particularly proud—the Bike Response Team. We now deploy 100 trained and certified officers, as well as eight trained and certified officials, to complement CDU operations. The entire Bike Response Team was stood up and launched for action in four months.

Informed by the weapons used on January 6, we also conducted a review and upgrade of all CDU equipment. To that end, and in addition to the equipment I previously mentioned, we ordered (and in many instances already issued) eye protectors, portable decontamination kits, shot launchers, and other protective equipment. We also developed a quarterly inventory process and internal controls for munitions. We replaced all damaged and/or expired shields, and developed tactical plans to store additional equipment throughout strategic locations on the Capitol complex.

4. *Consolidate and elevate all USCP intelligence units into an Intelligence Bureau led by a civilian; ensure the Bureau is adequately staffed and trained; and develop policies to disseminate intelligence to leadership and rank-and-file officers effectively.*

As I noted at the outset, our improvements touch every component of the U.S. Capitol Police, but few changes are as dramatic as the ones we have made to the way we gather, analyze, and disseminate intelligence.

I would first like to step back and highlight an important point: our improvements to the Department's lead intelligence component—the Intelligence and Interagency Coordination Division (IICD)—are not the sole result of the events of January 6<sup>th</sup>. Prior to that date, the Department recognized that IICD's decentralized structure had created informational silos, a reality that hampered its intelligence role and mission. The Department was aware that it needed to expand into a centralized bureau with over-arching responsibility for the intelligence function. Thus, our current efforts build upon a pre-existing foundation of change. This continuous focus has yielded significant improvements, including:

- a nation-wide search for a permanent intelligence director—the Department is in the final stages of the process and expects to make a selection in the coming weeks;
- the development of a USCP intelligence product that is now shared with the Intelligence Community;
- the issuance of daily intelligence report distributed to *all* officers;
- daily intelligence briefing for Department leadership;
- quarterly in-person intelligence briefings at roll calls;
- bi-weekly classified intelligence briefings;
- the sharing of intelligence assessments with external law enforcement partners;
- the coordination and lead role in calls with intelligence partners in advance of large and/or high-profile events;
- the revision of all intelligence SOPs, a process that is currently underway;
- the development of new position descriptions for all Intelligence Research Specialists that align with OPM position descriptions;
- the realignment of Task Force officers to enhance intelligence sharing and dissemination; and
- receipt of authorization for increasing staffing.

The Department will continue to be forward-looking and proactive in its efforts to create a proven and reliable intelligence collection, analysis, and dissemination program.

5. *Update its Incident Command Systems Directive to address how Incident Commanders are to communicate priorities, strategies, tactics, and threat assessment to front-line officers prior to and during an incident and ensure that the Directive is followed.*

As a general proposition, I do not disagree with the Committee's conclusion that the Department's Incident Command System (ICS) did not function as it should on January 6, leaving front-line officers without key information as events unfolded. Thus, we formalized the process for designating incident commanders for large and high-profile events, and developed contingency plans that anticipate and account for gaps in commander communications with officers.

I am confident that the development and implementation of Incident Action Plans before every large or high-profile event will go a long way towards ensuring that we are never again confronted with another January 6. Indeed, IAPs are designed to align to the ICS. Thus, we have revised and improved our internal planning process to include increased involvement by all affected divisions to ensure all commanders are prepared for any event. We have incorporated enhanced contingency plans into our overall planning process to account for unforeseen circumstances. We have implemented and mandated standardized after-action-reports that solicit input from all ranks to provide "lessons learned" to inform future event planning.

The Department has also made significant inroads into fortifying one of the critical pillars of event planning—inter-agency coordination. On this front, the Department has made many advancements, including:

- development of the first Critical Incident Response Plan to formalize the receipt of assistance from partner agencies;
- execution of specific memoranda of understanding to facilitate inter-agency coordination and assistance;
- implementation of a radio patch with external partner agencies from the National Capital Region (NCR) to improve inter-operability; and
- increased number of published reports for events occurring outside the NCR.

***Conclusion***

As I mentioned at the outset, the Department has accomplished a great deal in the past year. I am extremely proud of the resilience, commitment, and dedication of all those, civilian and sworn, in the Department—from my executive leadership team, to first-line supervisors, to every rank-and-file officer. I am confident that the U.S. Capitol Police is a stronger, better prepared law enforcement agency. However, we cannot afford to be complacent. I have asked a lot of the entire Department and will continue to press for more. The safety and security of the U.S. Capitol, the Congress, and the legislative process remain the top priorities.

The U.S. Capitol Police are appreciative of the support from the Capitol Police Board as well as the Oversight Committees. We fully understand the need to restore confidence in our ability to fulfill our mission each day, no matter the circumstances. The men and women of the U.S. Capitol Police proved their mettle on January 6. I take full responsibility for restoring confidence in the leadership of the Department. We have accomplished a great deal with more work to be done.

**Senate Committee on Rules and Administration**  
Oversight of the U.S. Capitol Police following the January 6th Attack on the Capitol, Part III Hearing  
January 5, 2022  
Questions for the Record  
**Mr. Thomas J. Manger**

Chairwoman Klobuchar

Since Wednesday's hearing, the one-year anniversary of the January 6th attack on the Capitol has passed. One year after that dark day, our hearts remain heavy as we remember the law enforcement officers who lost their lives or suffered injuries. We also continue to be grateful for the officers who come to work every day to protect the Capitol.

- While we discussed what the Department is doing to support its workforce and hire the additional officers that it needs, do you have any further comments on the most important measures that should be taken to support the officers of the Capitol Police?

It is important to acknowledge all of the support that the United States Congress, and this committee, has provided already to the Department, from the outpouring of support for our men and women who served so valiantly on January 6th to the Emergency Security Supplemental Appropriations Act 2021, Pub.L.No. 117-21, 135 Stat. 309 (2021). With this support, the United States Capitol Police (USCP) has been able to put into place a strong foundation to address the issues that impacted our response on the 6<sup>th</sup>, as well as to build the capacity to tackle our growing workload. Moving forward, here are the top priorities for the USCP:

- **Staffing:** The Department needs to get ahead of its attrition rate and recruit and hire the best qualified people. Therefore, the Department needs to increase its sworn authorized staffing to 2,400 officers and agents. In addition, the Department is beginning to do this by utilizing retention strategies for its employees, examining the re-employment of annuitants, and utilizing contract security as an interim measure to supplement our current low staffing levels to free up officers for needed time with their families and training.
- **Increasing Department's ability to respond to and investigate threats against Congress and the Capitol:** I am exploring the addition of a third Assistant Chief to oversee Investigations and Intelligence, as well as increase the number of Agents and civilian Criminal Research Specialists to investigate criminal threats. As threats come from all regions of the country, we also intend to expand our regional field offices and add more agents and USCP-employed Special Assistant United States Attorneys to assist in the prosecution of threats against Members of Congress.
- **Protection:** The Department also needs to add Dignitary Protection Agents to accommodate the demand for temporary protection details related to ongoing threats against Members of Congress.
- **Training:** The Department needs to increase staffing levels to allow for more robust training throughout the agency. We need to obtain a USCP training facility large enough to accommodate our recruit officer training needs, and secure additional space near or throughout

the Capitol complex to more easily take officers offline for in-service training activities. Further, we also need to place an emphasis on Leadership Development at all ranks within the organization.

One recommendation in our joint report was for the Capitol Police Board to streamline its policies and procedures for approving requests from the Department. The Board has taken steps to address this recommendation, including by implementing an electronic approval process for pending requests.

- What is your view of the changes that have been made to improve the functions of the Capitol Police Board, and do you believe that any additional changes are needed?

I believe that the changes that the Capitol Police Board (Board) has made, including the Board's push to close out the recommendations in the 2017 GAO Report, have improved the functioning of the Board. The Board processes have been streamlined and it has made my interactions with the Board relatively seamless. The Board is acting in a collaborative fashion and all Board members are consulted and engaged. I believe that the Board listens to the input provided by the USCP and supports the positions and postures taken by the Department. This was evident with the support that the Department received from the Board in the lead-up to the September 18th event.

In addition, the enactment of Capitol Police Emergency Assistance Act of 2021, Pub.L.No. 117-77, 135 Stat. 1522 (2021), has yielded greater efficiencies by streamlining procedures. I would like to thank the Committee for spearheading the effort to provide the Chief the authority to request from our local law enforcement partners and the National Guard assistance. This change has already borne fruit. Just last week, I was able to declare an emergency in advance of a series of large demonstrations in order to obtain mutual aid from our regional law enforcement partners, obviating the need to navigate the bureaucratic process involved with obtaining an emergency declaration from all of the Board Members. The consultation requirement was still observed, of course, and I did consult the Board and notified them of the declaration. At the present time, I do not believe that any additional changes are needed to the Board or its processes.