

# SALARY REPORT

## TROOPER & COMMUNICATIONS



# 2023

## **EXECUTIVE SUMMARY**

The Missouri State Highway Patrol presents the 2023 Salary Schedule Report to the Governor, Speaker of the House of Representatives, and the President Pro Tem of the Senate. The annual report compares salaries of the three largest law enforcement agencies in Missouri (St. Louis County Police Department, St. Louis Metropolitan Police Department, and Kansas City Police Department) to Patrol salaries and is submitted pursuant to Section 43.080 RSMo. The report details the key findings, the methodology utilized for the study, and related salary information.

The key findings include:

- An 8.7% General Structure Adjustment (GSA) was given on March 1, 2023.
- The following targeted salary increases were effective July 1, 2023:
  - A salary adjustment for recruits following graduation to \$62,952.00 annually.
  - A \$4,000.00 annual salary increase in salary for the ranks of Trooper through Sergeant with 18 months to six years of service.
  - A \$6,500.00 annual salary increase in salary for the ranks of Trooper through Sergeant with seven to 15 years of service.
  - A \$5,328.00 annual salary increase for the rank of Lieutenant.
  - A \$4,900.00 annual salary increase for the rank of Captain.
  - The Director of Radio's annual salary was adjusted to be the equivalent of the rank of Captain.
  - A \$2,500.00 annual salary increase for the ranks of Major and Lieutenant Colonel.
- The annual starting salary for a Recruit is \$57,984.00. The Patrol continues to offer accelerated academy recruit classes with an associated starting salary added to the current member pay grid of \$58,944.00 annually.
- The FY2023 turnover rate for Patrol members is 9.38% and communications personnel is 6.35%.
- Compared to the three largest law enforcement agencies in Missouri, as of July 1, 2023:
  - The overall actual average salaries of Patrol members are 5.88% ahead.
  - The entry-level salary for a Patrol member is 21.13% ahead (FY2022 was 18.76% ahead); however, upon achieving the rank of Trooper the salary falls 2.81% behind the overall actual average salaries.

## **Missouri State Highway Patrol 2023 Salary Schedule Report**

- The actual salary for the Patrol Lieutenant Colonel is 2.73% behind.
- The actual salary for the Patrol Colonel is 4.96% behind.
- The overall actual average salary of a Patrol Communications Operator is 0.15% ahead, while the Communications Technician is 1.99% ahead.

To ensure a continued positive parity status, priority should continue to be given in the examination and maintenance of these market salaries and the associated pay relationships.

# **Missouri State Highway Patrol 2023 Salary Schedule Report**

## **INTRODUCTION**

The Missouri State Highway Patrol is the 10th state agency to attain accreditation by the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA) and has been accredited since 1992. The Patrol was awarded advanced accreditation on November 11, 2023, which marks the tenth time the Patrol has successfully been reviewed and approved for accreditation.

As a full-service police agency, the Patrol comprises 7.83% of the full-time law enforcement officers in Missouri. With the passage and signing of Senate Bill 468 in the 2003 legislative session, the General Assembly and the Governor recognized the three largest law enforcement agencies as being representative of the “market” rate for Patrol salaries. This legislation also requires the superintendent to submit a salary schedule report each year. This report, which provides a comparative market analysis of Patrol salaries and the three largest law enforcement agencies, is being submitted pursuant to the provisions of Section 43.080 RSMo.

The men and women of this agency provide full police services to the citizens of the great state of Missouri. To continue providing the level of service expected, the Patrol must attract and retain a diverse and qualified workforce. Competitive compensation is a critical factor in retaining quality personnel and services.

## **Missouri State Highway Patrol 2023 Salary Schedule Report**

### **METHODOLOGY**

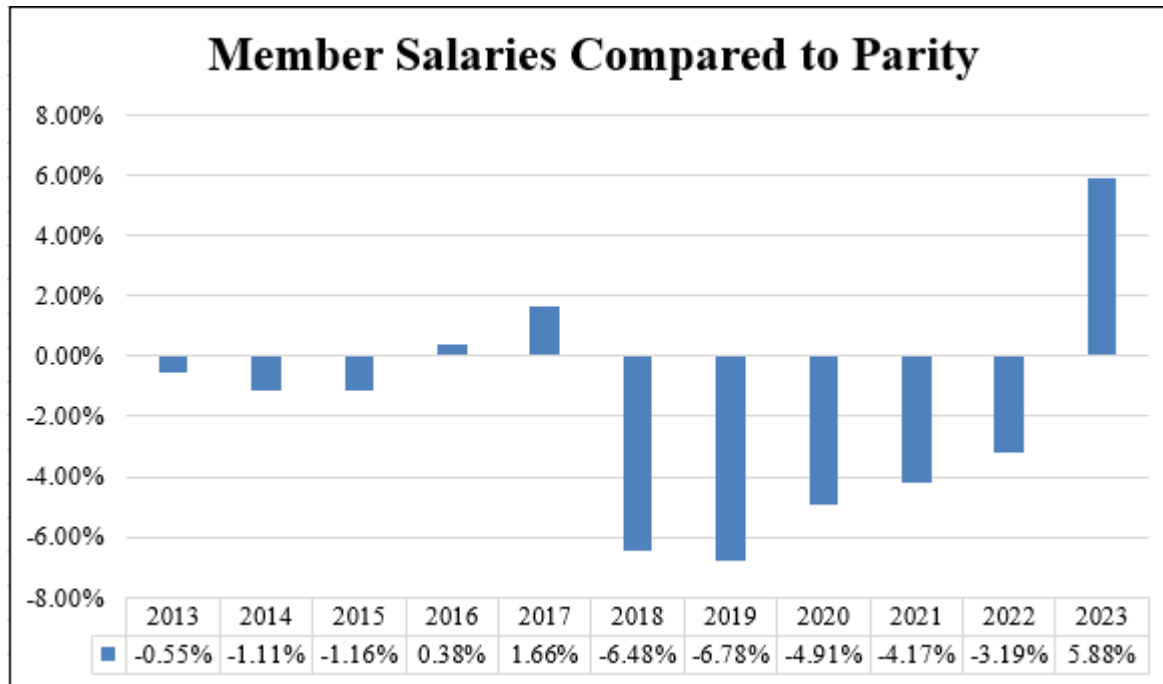
To fulfill the requirements of Section 43.080 RSMo., the three largest law enforcement agencies in the state of Missouri were surveyed. The Patrol's Human Resources Division sent survey questionnaires, using excerpts from job descriptions of the positions surveyed, to comparable law enforcement agencies. Each responding agency was asked to match the member and communications personnel position descriptions provided with comparable positions within their agency, and to provide the actual average salaries and salary ranges for the position titles.

The agencies provided salary information for each rank, including the length of time to reach maximum salary in each range. The salaries for each agency rank were averaged to determine a parity salary. The parity salaries were then compared to Patrol salaries for each rank and the overall average was used as a parity comparison.

## Missouri State Highway Patrol 2023 Salary Schedule Report

### FINDINGS - MEMBERS

The survey revealed that in July 2023, Patrol members are 5.88% ahead of the overall actual average salaries of the three largest law enforcement agencies in Missouri. This is illustrated in the chart below.



From 2004 to 2008, the grid was compressed at each rank to more quickly bring salaries into parity and to move officers across the grid. The intent was for Patrol members to reach their maximum salary by 15 years of service, but this did not occur from 2008 through 2012. In FY2019 approval was given for proper movement across the grid, which is crucial to remain comparable with other agencies and to recruit and retain quality personnel.

## Missouri State Highway Patrol 2023 Salary Schedule Report

The chart below illustrates the July 2023 actual average salaries of Patrol members in reference to their statutory counterparts.

<b>2023 ▪ Actual Average Salaries ▪ Members</b>										
	<b>Recruit</b>	<b>Trooper</b>	<b>Corporal</b>	<b>Sergeant</b>	<b>Lieutenant</b>	<b>Captain</b>	<b>Major</b>	<b>Lieutenant Colonel</b>	<b>Colonel</b>	<b>Overall Comparability</b>
<b>ST. LOUIS COUNTY</b>	\$40,165	\$73,362	No Match	\$91,125	\$104,978	\$116,376	\$127,442	Not Provided	Not Provided	
<b>ST. LOUIS METRO</b>	\$53,196	\$68,172	No Match	\$86,476	\$90,953	\$105,794	\$111,072	No Match	\$175,161	
<b>KANSAS CITY</b>	\$50,244	\$75,972	No Match	\$104,796	No Match	\$120,168	\$132,240	\$146,124	\$180,000	
<b>MSHP</b>	\$57,984	\$70,468	\$87,369	\$98,104	\$113,256	\$122,616	\$134,856	\$142,128	\$168,768	

"No Match" indicates that the reporting agency indicated they do not have a matching classification.

In comparison with the Patrol's rank of Trooper, the three comparable agencies use the rank of Police Officer with varying times to reach the maximum salary. The St. Louis Metropolitan Police Department utilizes a salary grid where the time taken to reach maximum salary is 30 years, St. Louis County Police Department is 15 years, and the Kansas City Police Department is 6 years of service. None of these agencies have a comparable classification to the Patrol's rank of Corporal.

## Missouri State Highway Patrol 2023 Salary Schedule Report

As a profession, law enforcement continues to evolve. Societal expectations for professionalism, integrity, and competency remain high, as are the dangers posed to officer safety and lives. As such, it remains critical to attract, hire, and retain a diverse and qualified workforce. This task is proving difficult for most, if not all law enforcement agencies, including the Missouri State Highway Patrol. The 116th, 117th, and 118th Trooper Selection Processes were conducted in FY2023. The 116th Trooper Selection Process (Accelerated) had 37 applicants and 70.27% participated in the selection process after initial application. The 117th Trooper Selection Process had 307 applicants and 37.45% participated in the selection process after initial application. The 118th Trooper Selection Process had 463 applicants and 41.03% participated in the selection process after initial application. There has been a 5.5% decrease in Trooper applicants since FY2022; however, it should be noted that FY2022 saw an overall 38.75% participation rate by those applicants who applied, and this participation rate has remained constant with no change in FY2023. When comparing FY2013 and FY2023, the number of Trooper applicants has decreased 67.45%. As a statewide law enforcement agency providing service in all 114 counties, there are challenges specific to the Patrol. These include members being required to move their family and home for their initial assignment and/or promotions, transfers, etc. Competitive compensation is critical to the Patrol's ability to effectively recruit, select, and retain a diverse and qualified workforce for both members and communications personnel.

The FY2023 Patrol member turnover rate is 9.38%, which is higher than the previous 10-year average of 6.27%. Salary is a consistent factor impacting the turnover rate; however, the impact of the current environment surrounding law enforcement careers must also be taken into consideration.

	<b>FY2013</b>	<b>FY2014</b>	<b>FY2015</b>	<b>FY2016</b>	<b>FY2017</b>	<b>FY2018</b>	<b>FY2019</b>	<b>FY2020</b>	<b>FY2021</b>	<b>FY2022</b>	<b>FY2023</b>
<b>Turnover</b>	3.25%	4.44%	6.84%	5.96%	5.71%	5.86%	7.29%	6.92%	7.00%	9.42%	9.38%
<b>Parity</b>	-0.55%	-1.11%	-1.16%	0.38%	1.66%	-6.48%	-6.78%	-4.91%	-4.17%	-3.19%	5.88%



## **Missouri State Highway Patrol 2023 Salary Schedule Report**

### **FINDINGS - COMMUNICATIONS PERSONNEL**

Although the agencies provided responses for most positions, Patrol communications personnel perform technical duties unique to the Patrol and exact matches are difficult to obtain. It proves difficult to compare Patrol communications personnel to the three largest law enforcement agencies, given the unique nature of Patrol communications personnel's job responsibilities; however, data has been provided as directed. Patrol communications personnel are the only communications personnel in the state responsible for activation of the Emergency Alert System (EAS), to include Amber Alerts, Blue Alerts, Silver Alerts, and Endangered Person Advisories. Patrol communications personnel install communications equipment and other electronic equipment in all Patrol-owned vehicles. Communications personnel assist the Department of Public Safety with the ongoing maintenance and support of the Missouri Statewide Interoperability Network (MOSWIN) to improve communications among governmental entities. These examples underscore the important and unique role served by Patrol communications personnel, which proves difficult when comparing Patrol communications positions to the three largest law enforcement agencies.

Due to the duties of a Patrol communications operator and communications technician being uniquely different, the average comparison provided is for each specific classification. The survey revealed Patrol communications operator personnel are 0.15% ahead and communications technicians are 1.99% ahead of the average salaries of their counterparts in the three largest law enforcement agencies, which is compared to 2.10% behind and 16.65% behind, respectively, in FY2022. The July 1, 2018, appropriation of funds to fully fund the 15-year grid has allowed Patrol communications personnel to reach their maximum salary in line with their career progression. Following the appropriation of funds to fully fund the 15-year grid, the previous gap in Patrol communications personnel salaries was reduced; however, the recent General Structure Adjustments have closed this gap. As mentioned previously, priority should continue to be given in the examination and maintenance of these market salaries and the associated pay relationships.

## Missouri State Highway Patrol 2023 Salary Schedule Report

The charts below illustrate the July 2023 actual average salaries of Patrol communications personnel in reference to their statutory counterparts.

<b>2023 Actual Average Salaries - Communications Operator</b>							
	Communications Operator I/II	Communications Operator III	Assistant Chief Operator	Chief Operator	Section Chief	Director of Radio	Overall Comparability
<b>ST. LOUIS COUNTY</b>	\$54,350	\$100,339	No Match	No Match	No Match	No Match	
<b>ST. LOUIS METRO</b>	No Match	No Match	No Match	No Match	No Match	\$109,538	
<b>KANSAS CITY</b>	\$62,088	No Match	\$82,464	No Match	\$105,240	No Match	
<b>MSHP</b>	\$54,478	\$67,828	\$82,198	\$83,379	\$100,416	\$122,616	0.15%

<b>2023 Actual Average Salaries - Communications Technician</b>							
	Communications Technician I/II	Communications Technician III	Assistant Chief Technician	Chief Technician	Section Chief	Director of Radio	Overall Comparability
<b>ST. LOUIS COUNTY</b>	No Match	No Match	No Match	\$77,168	No Match	No Match	
<b>ST. LOUIS METRO</b>	No Match	No Match	No Match	No Match	No Match	\$109,538	
<b>KANSAS CITY</b>	\$38,628	\$62,520	\$79,962	\$111,300	\$105,240	No Match	
<b>MSHP</b>	\$54,320	\$60,216	\$62,256	\$84,617	\$100,416	\$122,616	1.99%

<p>"No Match" indicates that the reporting agency indicated they do not have a matching classification.          "Captain" indicates the position is held by a law enforcement officer.</p>
---

**Missouri State Highway Patrol  
2023 Salary Schedule Report**

The FY2023 Patrol communications personnel turnover rate is 6.35%, which is lower than the reported FY2022 turnover rate of 9.35%. As mentioned previously, competitive compensation is a critical factor impacting the Patrol's ability to effectively recruit, select, and retain a diverse and qualified workforce for communications personnel.

## **Missouri State Highway Patrol 2023 Salary Schedule Report**

### **CONCLUSION**

Continued parity and future salary progression require constant awareness and salary adjustments, to include cost of living increases, to ensure competitive salaries. Adjustments made in previous fiscal years, as well as recent appropriations, to include the March 1, 2023, 8.7% GSA, and the July 1, 2023, House Bill 8 targeted salary increases, have assisted in closing parity gap. Patrol members' parity is 5.88% ahead the three largest law enforcement agencies in Missouri, and Patrol communications operators are 0.15% ahead, while communications technicians are 1.99% ahead. Consideration must be given to the unique nature of the duties associated with communications personnel, which leads to a lack of comparable positions and salary data within the three largest law enforcement agencies in Missouri. The current environment surrounding law enforcement careers may have an impact on current and future parity and turnover rates. Competitive compensation remains a critical factor in the Patrol's ability to effectively recruit, select, and retain a diverse and qualified workforce.