



SALARY REPORT

TROOPER - COMMUNICATIONS

2024

EXECUTIVE SUMMARY

The Missouri State Highway Patrol presents the 2024 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 3.2% General Structure Adjustment (GSA) was given on July 1, 2024.
- The annual starting salary for a Recruit is \$59,856.00. The Patrol continues to offer accelerated academy recruit classes with an associated starting salary added to the current member pay grid of \$60,840.00 annually.
- The FY2024 turnover rate for Patrol members is 6.58% and communications personnel is 17.08%.
- Compared to the three largest law enforcement agencies in Missouri, as of July 1, 2024:
 - The overall actual average salaries of Patrol members are 2.99% ahead.
 - The entry-level salary for a Patrol member is 13.39% ahead, which is a decrease from FY2023 at 21.13% ahead).
 - Upon achieving the rank of Trooper, the average salary falls 15.14% behind the overall actual average salaries.
 - The average salary for the Patrol Lieutenant Colonel is 8.42% behind.
 - The average salary for the Patrol Colonel is 1.19% behind.
 - The overall actual average salary of a Patrol Communications Operator is 0.21% behind, while the Communications Technician is 14.97% 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.

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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 7.80% 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.

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METHODOLOGY

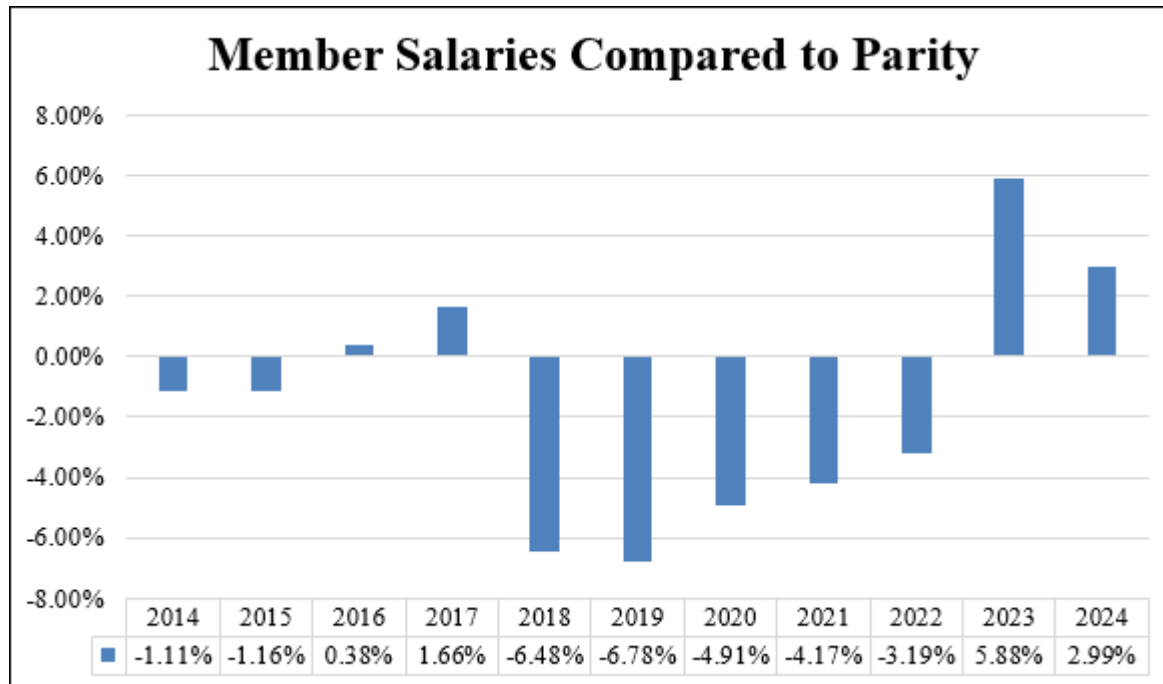
To fulfill the requirements of Section 43.080 RSMo., the three largest law enforcement agencies in the state of Missouri were surveyed. The Patrol's Human Resources Division sent survey questionnaires, using excerpts from job descriptions of the positions surveyed, to comparable law enforcement agencies. Responses were received from two of the three largest 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. Given no response was received from St. Louis Metro, the response received for the 2023 Salary Schedule Report was utilized for the 2024 report. The parity salaries of the three largest law enforcement agencies were then compared to Patrol salaries for each rank and the overall average was used as a parity comparison.

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FINDINGS - MEMBERS

The survey revealed that in July 2024, Patrol members are 2.99% 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.

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The chart below illustrates the July 2024 actual average salaries of Patrol members in reference to their statutory counterparts.

2024 ▪ Actual Average Salaries ▪ Members										
	Recruit	Trooper	Corporal	Sergeant	Lieutenant	Captain	Major	Lieutenant Colonel	Colonel	Overall Comparability
ST. LOUIS COUNTY	\$40,165	\$75,650	No Match	\$92,997	\$106,496	\$118,186	\$129,147	Not Provided	Not Provided	
ST. LOUIS METRO	\$53,196	\$68,172	No Match	\$86,476	\$90,953	\$105,794	\$111,072	No Match	\$175,161	
KANSAS CITY	\$65,004	\$96,811	No Match	\$115,620	No Match	\$132,000	\$145,656	\$160,176	\$180,000	
MSHP	\$59,856	\$68,068	\$89,772	\$101,031	\$116,904	\$126,552	\$139,176	\$146,688	\$174,192	

"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.

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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 119th, 120th, 121st, and 122nd Trooper Selection Processes were conducted in FY2024. The 119th Trooper Selection Process (Accelerated) had 66 applicants and 68.18% participated in the selection process after initial application. The 120th Trooper Selection Process had 326 applicants and 59.51% participated in the selection process after initial application. The 121st Trooper Selection Process (Accelerated) had 64 applicants and 60.94% participated in the selection process after initial application. The 122nd Trooper Selection Process had 433 applicants and 60.74% participated in the selection process after initial application. There has been a 10.16% increase in Trooper applicants since FY2023. When comparing FY2014 and FY2024, the number of Trooper applicants has decreased 57.97%. 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 FY2024 Patrol member turnover rate is 6.58%, which is lower than the previous 10-year average of 6.88%. 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.

	FY2014	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Turnover	4.44%	6.84%	5.96%	5.71%	5.86%	7.29%	6.92%	7.00%	9.42%	9.38%	6.58%
Parity	-1.11%	-1.16%	0.38%	1.66%	-6.48%	-6.78%	-4.91%	-4.17%	-3.19%	5.88%	2.99%

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FINDINGS - COMMUNICATIONS PERSONNEL

Although the agencies provided responses for most communications' operator 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 technician personnel to the three largest law enforcement agencies, given the unique nature of Patrol communications technician personnel's job responsibilities and a lack of comparable data; 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 0.21% behind and communications technicians are 14.97% ahead of the average salaries of their counterparts in the three largest law enforcement agencies, which is compared to 0.15% ahead and 1.99% ahead, respectively, in FY2023. 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.

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The charts below illustrate the July 2024 actual average salaries of Patrol communications personnel in reference to their statutory counterparts.

2024 Actual Average Salaries - Communications Operator							
	Communications Operator I/II	Communications Operator III	Assistant Chief Operator	Chief Operator	Section Chief	Director of Radio	Overall Comparability
ST. LOUIS COUNTY	\$55,598	\$69,285	No Match	No Match	\$96,678	No Match	
ST. LOUIS METRO	No Match	No Match	No Match	No Match	No Match	\$109,538	
KANSAS CITY	\$65,130	\$70,434	\$98,982	\$115,200	No Match	No Match	
MSHP	\$56,037	\$70,655	\$82,746	\$93,688	\$103,632	\$126,552	-0.21%

2024 Actual Average Salaries - Communications Technician							
	Communications Technician I/II	Communications Technician III	Assistant Chief Technician	Chief Technician	Section Chief	Director of Radio	Overall Comparability
ST. LOUIS COUNTY	No Match	No Match	No Match	No Match	\$96,678	\$96,678	
ST. LOUIS METRO	No Match	No Match	No Match	No Match	No Match	\$109,538	
KANSAS CITY	No Match	No Match	No Match	No Match	No Match	No Match	
MSHP	\$56,088	\$60,144	\$77,544	\$87,291	\$103,632	\$126,552	14.97%

<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>

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The FY2024 Patrol communications personnel turnover rate is 17.08%, which is higher than the reported FY2023 turnover rate of 6.35%. 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.

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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 July 1, 2024, 3.2% GSA, and the July 1, 2023, House Bill 8 targeted salary increases, have assisted in closing parity gap. Patrol members' parity is 2.99% ahead the three largest law enforcement agencies in Missouri, and Patrol communications operators are 0.21% behind, while communications technicians are 14.97% 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.