



North Carolina Department of Public Safety

State Highway Patrol

Pat McCrory
Governor

Colonel William Grey
Commander

Commanders Office

5 August 2013

MEMORANDUM

TO: ACTING SECRETARY FRANK L. PERRY

FROM: COLONEL W. J. GREY

RE: SALARY ADJUSTMENTS FOR SPECIAL CIRCUMSTANCES (S.B. 402)

Effective 1 July 1985, North Carolina General Statute 20-187.3 prohibited any "order, rule or regulation" which set a quota system for traffic citations issued by Highway Patrol Troopers. The statute further states that members of the Highway Patrol shall be paid based on their "overall performance and not on the basis of the volume of citations issued or arrests made."

Based on G.S. 20-187.3, Highway Patrol Troopers were granted step salary increases within the salary range for the class of the affected Trooper's positions in accordance with the State Personnel Commission. These step salary increases, or "in-range adjustments" were essential in the Highway Patrol being competitive in recruiting, hiring, and maintaining a quality workforce in today's labor market. These adjustments ensured that Troopers were never swayed to issue a citation to qualify for a raise or a favorable recommendation for promotion. It further impacted recruiting in that potential applicants knew there was a standard progression path to receive top pay as long as they were competent, effective, and ranked satisfactory on their overall job performance and evaluations.

Since 1 July 2009, there have been no step increases or "in-range adjustments" for Troopers. As of today, there are 560 Troopers affected by the action to suspend step increases for Troopers. This action has directly impacted the Patrol's ability to recruit and retain members. As of 1 August 2013, there are 165 vacant Trooper positions within the Highway Patrol, and without addressing the pay inequities, filling these positions with qualified applicants will be challenging. As noted on the recruiting attachment, in 2010, the Highway Patrol had a total of 898 applicants to fill two schools but that number dropped to 345 applicants to fill two schools in 2013.

As of April 2013, the Highway Patrol loses an average of 23 qualified and trained Troopers per year, and of those 23 Troopers, 41% leave for higher paying law enforcement jobs. This is staggering when you consider it costs approximately \$115,366 to initially train and equip a first-year Trooper which translates into approximately one million dollars of investment lost.

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In an effort to protect the investment made in current Highway Patrol Troopers and to ensure that the best qualified people are recruited as potential applicants, the Highway Patrol is requesting consideration, through Senate Bill 402, passed in 2013, to address these challenges by rectifying the salary inequities and frozen step increases to retain and recruit for the continued good health of the organization.

I thank you for your consideration of assistance with this request.

WJG/btc

Attachments

§ 20-187.3. Quotas prohibited.

(a) The Secretary of Public Safety shall not make or permit to be made any order, rule, or regulation requiring the issuance of any minimum number of traffic citations, or ticket quotas, by any member or members of the State Highway Patrol. Pay and promotions of members of the Highway Patrol shall be based on their overall job performance and not on the basis of the volume of citations issued or arrests made. Members of the Highway Patrol shall be subject to salary classes, ranges and longevity pay for service as are applicable to other State employees generally. Beginning July 1, 1985, and annually thereafter, each member of the Highway Patrol shall be granted a salary increase in an amount corresponding to the increments between steps within the salary range established for the class to which the member's position is assigned by the State Human Resources Commission, not to exceed the maximum of each applicable salary range.

(b) The Secretary of Public Safety, subject to the availability of funds as authorized by the Director of the Budget, may place a member of the State Highway Patrol in any step in the salary range for the class to which the member is assigned based on the member's rank so that no member is in a step lower than others of the same rank who have held that rank for less time than that member. (1981, c. 429; 1983 (Reg. Sess., 1984), c. 1034, ss. 106, 107; c. 1116, s. 89; 2011-145, s. 19.1(g); 2012-142, s. 25.2C(d); 2013-382, s. 9.1(c).)

Trooper Pay with Step Increases

Cadet	\$ 34,000.00
Trooper - 5% increase @ Graduation:	\$ 35,700.00
	\$ 37,485.00
	\$ 39,359.25
Senior - 5% increase after 3 yr	\$ 42,121.00
	\$ 44,227.05
	\$ 46,438.40
Master - top of range	\$ 57,006.00
SGT	\$ 65,204.00
F/SGT	\$ 71,346.00
LT	\$ 78,204.00
CAPT	\$ 85,707.00
MAJOR	\$ 94,037.00
LT COL	\$ 103,089.00
DEP COMM	\$ 108,068.00
COLONEL	\$ 118,815.00

Lateral Entry Information		
Agency	Starting Pay (Lateral Recruits)	Starting Pay * (Rookies)
Fayetteville PD	\$41,934	\$34,568.00
Greenville PD	\$40,872	\$28,034.00
CMPD	\$40,674	\$40,674
Durham PD	\$39,442	\$37,000.00
High Point PD	\$37,600	\$34,158.00
Rocky Mount PD	\$36,895	\$33,426.00
Wilmington PD	\$35,500	\$34,000.00
Raleigh PD	\$43,195	\$34,282.00
Winston Salem PD	\$33,710	\$30,570.00
Asheville PD	\$32,900	\$31,739.00

*** Rookie Salary does not reflect additional pay for advanced education.**

Based on 2012 resignations from the SHP, the average tenure for Troopers leaving for other employment is 5 years.

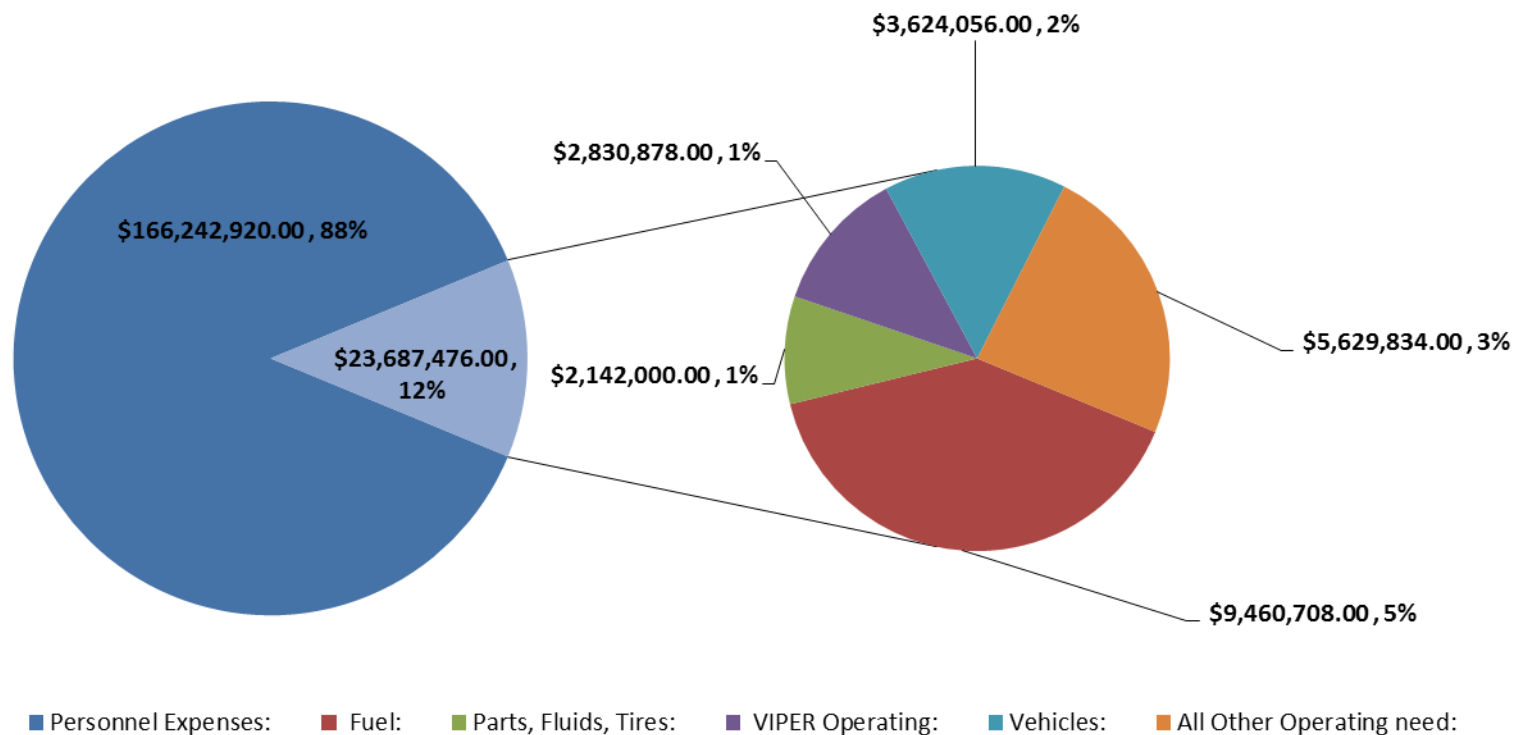
The calculated cost of training and equipping a trooper is approx. \$115,366 which includes costs for 7 months of Basic Training and 5 additional months as a trooper and includes issued uniforms, equipment and consumables.

STATE HIGHWAY PATROL

FUNDING NEEDS FOR 2014 SHORT
SESSION CONSIDERATION

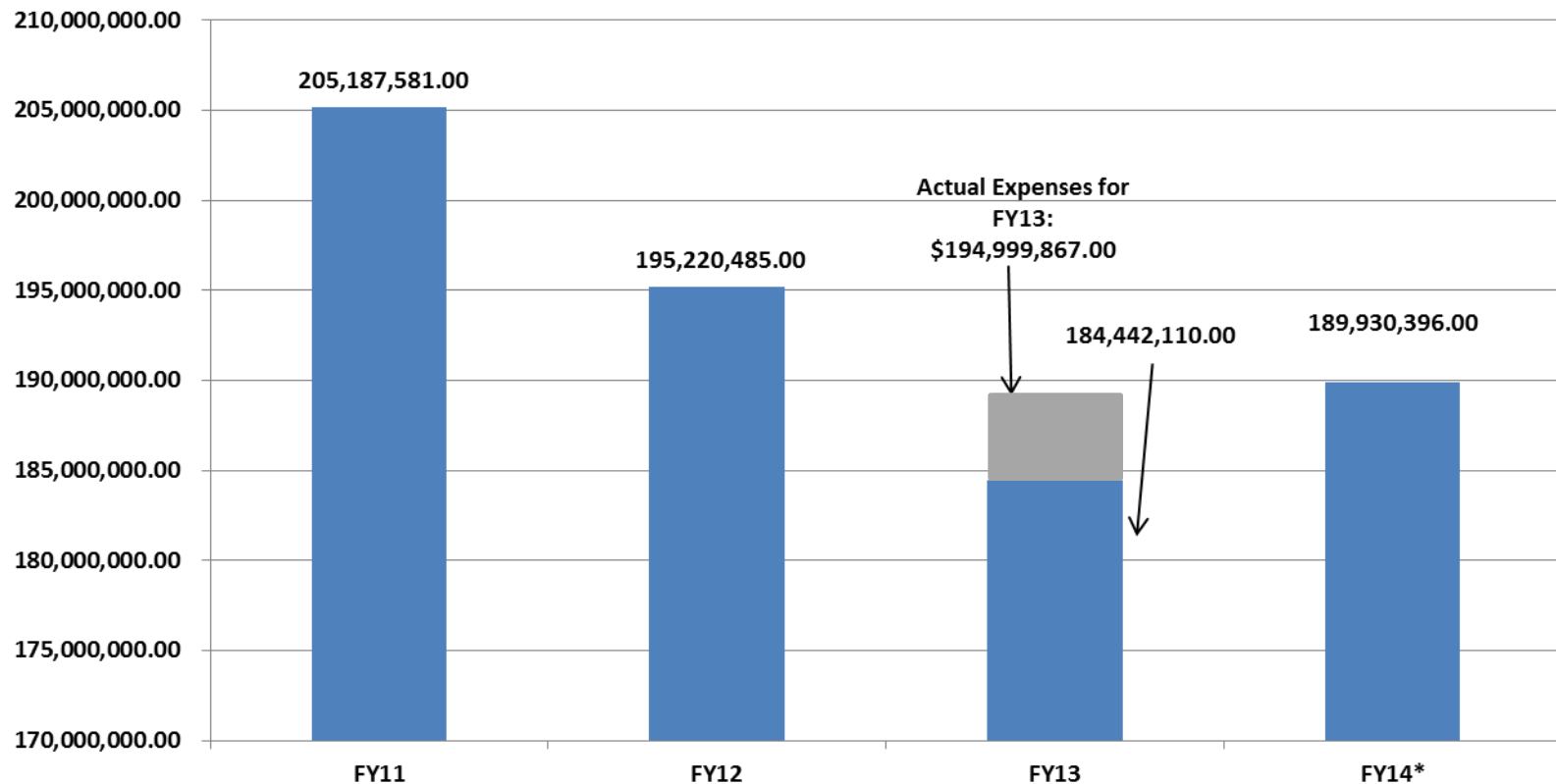
CURRENT STATE APPROPRIATED FUNDING

State Highway Patrol Certified Budget FY14 - \$189,930,396



OVERVIEW OF RECENT BUDGET REDUCTIONS

STATE HIGHWAY PATROL APPROPRIATED BUDGET



*FY14-RECEIVED INCREASE IN FUNDING FOR GAS, AIRCARDS, MOBILE DATA COMPUTERS & VIPER MAINTENANCE

State Highway Patrol
Enforcement Fleet Replacement Needs
 (1725 Vehicles - Includes new, reissue, Trooper, SGT, FSGT, HQ/Officers, Exec. Protection, Adv. Weather)
 Fiscal Year 2014

Mileage Summary-as as of Jan 2014						
Current fleet vehicle	Under 100,000	100,000-125,000	125,000-150,000	150,000-175,000	Over 175,000	Total
Crown Vic	66	79	68	15	0	228
Impala	1	4	5	3	0	13
Charger	774	266	208	16	0	1264
Tahoe	77	53	63	5	0	198
Durango	0	0	6	1	0	7
Expedition	1	4	2	4	2	13
Total	919	406	352	44	2	1723

*Future year's mileage based on estimate of addition 19,800 miles driven from Oct. 2013 to June 2014 and 25,000 miles driven July 2014-June 2015

Long Term Replacement Plan Goal
 (based on 2013 price point)

	Fleet Size	Replace 1/4 of fleet each year	Estimated Cost
Charger	1505	376	\$9,572,951.00
Tahoe	205	51	\$1,364,890
Expedition	13	3	\$106,860
	1723	431	11,044,701