

By: Representatives Cockerham, Anthony

To: Appropriations A

HOUSE BILL NO. 874

1 AN ACT TO AMEND SECTION 45-1-12, MISSISSIPPI CODE OF 1972, TO
 2 REVISE THE SALARY SCALE FOR OFFICERS OF THE MISSISSIPPI HIGHWAY
 3 SAFETY PATROL AND THE MISSISSIPPI BUREAU OF NARCOTICS; TO PROVIDE
 4 FOR AN ANNUAL SALARY INCREASE FOR THE FIRST EIGHT YEARS OF
 5 EMPLOYMENT WITH THE DEPARTMENT OF PUBLIC SAFETY; TO PROVIDE FOR AN
 6 ADDITIONAL TIERED ANNUAL EDUCATION SUPPLEMENTAL PAY FOR OFFICERS
 7 WHO HOLD A BACCALAUREATE DEGREE OR GREATER FROM AN ACCREDITED
 8 COLLEGE OR UNIVERSITY; AND FOR RELATED PURPOSES.

9 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MISSISSIPPI:

10 **SECTION 1.** Section 45-1-12, Mississippi Code of 1972, is
 11 amended as follows:

12 45-1-12. (1) The salaries of all officers of the
 13 Mississippi Highway Safety Patrol who have completed the course of
 14 instruction in an authorized highway patrol training school on
 15 general law enforcement, and are serving as a sworn officer of the
 16 Highway Patrol in the enforcement of the laws of the State of
 17 Mississippi, including service in any other division of the
 18 Department of Public Safety, and the sworn law enforcement
 19 officers of the Mississippi Bureau of Narcotics, shall be
 20 determined and paid in accordance with the scale for officers
 21 salaries as provided in this subsection:



22 Department of Public Safety Sworn Officers Salary Schedule

| 23 Rank | 24 Years of Experience | | | |
|--------------------|------------------------|---------------------|---------------------|---------------------|
| 25 | <u>Less than 1</u> | <u>Less than 2</u> | <u>Less than 3</u> | <u>Less than 4</u> |
| 26 Trooper | <u>60,000</u> | <u>62,000</u> | <u>64,000</u> | <u>66,000</u> |
| 27 | <u>Less than 5</u> | <u>Less than 6</u> | <u>Less than 7</u> | <u>Less than 8</u> |
| 28 Trooper | | | | |
| 29 FC | <u>68,000</u> | <u>70,000</u> | <u>71,000</u> | <u>72,000</u> |
| 30 Master | | | | |
| 31 Sergeant | | <u>76,000</u> | <u>77,000</u> | <u>78,000</u> |
| 32 Lieutenant | | | | <u>84,000</u> |
| 33 | <u>Less than 9</u> | <u>Less than 10</u> | <u>Less than 11</u> | <u>Less than 12</u> |
| 34 Trooper | | | | |
| 35 FC II | <u>73,000</u> | <u>74,000</u> | <u>75,000</u> | <u>76,000</u> |
| 36 Master | | | | |
| 37 Sergeant | <u>79,000</u> | <u>80,000</u> | <u>81,000</u> | <u>82,000</u> |
| 38 Lieutenant | <u>85,000</u> | <u>86,000</u> | <u>87,000</u> | <u>88,000</u> |
| 39 | <u>Less than 13</u> | <u>Less than 14</u> | <u>Less than 15</u> | <u>Less than 16</u> |
| 40 Corporal | <u>77,000</u> | <u>78,000</u> | <u>79,000</u> | <u>80,000</u> |
| 41 Master | | | | |
| 42 Sergeant | <u>83,000</u> | <u>84,000</u> | <u>85,000</u> | <u>86,000</u> |
| 43 Lieutenant | <u>89,000</u> | <u>90,000</u> | <u>91,000</u> | <u>92,000</u> |
| 44 Captain (Admin) | | | | <u>105,000</u> |
| 45 Captain (Troop) | | | | <u>115,000</u> |
| 46 Major | | | | <u>125,000</u> |



| | | | | | |
|----|------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| 47 | <u>Lt. Colonel</u> | | | | <u>135,000</u> |
| 48 | <u>Colonel</u> | | | | <u>150,000</u> |
| 49 | | <u>Less than 18</u> | <u>Less than 20</u> | <u>Less than 22</u> | <u>Less than 24</u> |
| 50 | <u>Corporal II</u> | <u>81,000</u> | <u>82,000</u> | | |
| 51 | <u>Sergeant</u> | | | <u>83,000</u> | <u>84,000</u> |
| 52 | <u>Master</u> | | | | |
| 53 | <u>Sergeant</u> | <u>87,000</u> | <u>88,000</u> | <u>89,000</u> | <u>90,000</u> |
| 54 | <u>Lieutenant</u> | <u>93,000</u> | <u>94,000</u> | <u>95,000</u> | <u>96,000</u> |
| 55 | | <u>24 and Above</u> | | | |
| 56 | <u>Senior Sergeant</u> | <u>90,000</u> | | | |
| 57 | <u>Master Sergeant</u> | <u>96,000</u> | | | |
| 58 | <u>Lieutenant</u> | <u>102,000</u> | | | |

Department of Public Safety/MS Bureau of Narcotics

Sworn Officers Salary Schedule

| | | | | | |
|----|---------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| 61 | Rank | Years of Experience | | | |
| 62 | * * * | | | | |
| 63 | | <u>Less than 1</u> | <u>Less than 2</u> | <u>Less than 3</u> | <u>Less than 4</u> |
| 64 | <u>LE-Agent I</u> | <u>60,000</u> | <u>62,000</u> | <u>64,000</u> | <u>66,000</u> |
| 65 | | <u>Less than 5</u> | <u>Less than 6</u> | <u>Less than 7</u> | <u>Less than 8</u> |
| 66 | <u>LE-Agent II</u> | <u>68,000</u> | <u>70,000</u> | <u>71,000</u> | <u>72,000</u> |
| 67 | | <u>Less than 13</u> | <u>Less than 14</u> | <u>Less than 15</u> | <u>Less than 16</u> |
| 68 | <u>LE-Agent III</u> | <u>77,000</u> | | | |
| 69 | <u>LE-Agent IV</u> | | <u>78,000</u> | <u>79,000</u> | <u>80,000</u> |
| 70 | | <u>Less than 18</u> | <u>Less than 20</u> | <u>Less than 22</u> | <u>Less than 24</u> |
| 71 | <u>LE-Agent V</u> | <u>81,000</u> | <u>82,000</u> | | |



72 LE-Agent VI 83,000 84,000

73 (2) All sworn officers in the Mississippi Highway Patrol and
74 the Mississippi Bureau of Narcotics employed on a full-time basis
75 shall be paid a salary in accordance with the above scale.

76 Notwithstanding any other provision of law to the contrary, any
77 rank of any sworn officer not based upon a merit-based promotion
78 or years of experience shall be at the will and pleasure of the
79 appointing authority as approved by the State Personnel Board.

80 The rank and years of experience of each sworn officer to be used
81 in establishing the salary shall be determined by the rank and
82 years of experience on July 1 of the current fiscal year.

83 (3) For purposes of applying the rank designation to the
84 above scale, the following job classifications of the State
85 Personnel Board shall be applicable for the Mississippi Highway
86 Patrol:

| 87 Rank | Job Classes |
|----------------------------|--------------------------------|
| 88 (a) Trooper | DPS-Highway Patrol Officer I |
| 89 | LE-Investigator II |
| 90 (b) Trooper First Class | DPS-Highway Patrol Officer II |
| 91 | LE-Investigator III |
| 92 (c) Corporal | DPS-Highway Patrol Officer III |
| 93 | LE-Investigator IV |
| 94 (d) Sergeant | DPS-Highway Patrol Officer IV |
| 95 | LE-Investigator V |
| 96 (e) Staff Sergeant | DPS-Highway Patrol Officer V |



| | | | |
|-----|-----|-------------------------|------------------------------------|
| 97 | (f) | Senior Staff Sergeant | DPS-Highway Patrol Officer VI |
| 98 | | | Tech Spec |
| 99 | (g) | Master Sgt/Sgt. F/C | DPS-Assistant Inspector |
| 100 | | | DPS-Highway Patrol Officer VII |
| 101 | | | DPS-Investigator I |
| 102 | | | DPS-Supv. Driver Serv. |
| 103 | (h) | Lieutenant | DPS-Air Operations Officer |
| 104 | | | DPS-Dir. Corr. Intelligence |
| 105 | | | DPS-Dist. Executive Officer |
| 106 | | | DPS-Regional Supv. Driver. Serv. |
| 107 | | | DPS-Branch Director |
| 108 | | | LE-Dir/Training |
| 109 | | | LE-Dist. Investigator |
| 110 | (i) | Captain | DPS-Staff Officer (MHP) |
| 111 | (j) | Major | DPS-Bureau Director II |
| 112 | (k) | Lt. Colonel | DPS-Deputy Administrator; |
| 113 | | | DPS-Chief of Staff |
| 114 | (l) | Colonel/Chief of Patrol | Dir-Office of MS Hwy Safety Patrol |

115 (4) For purposes of applying the rank designation to the
116 above scale, the following job classifications of the State
117 Personnel Board shall be applicable for the Mississippi Bureau of
118 Narcotics:

| 119 | Rank | Job Classes |
|-----|-------------|--------------------|
| 120 | (a) Agents | LE-Agent I |
| 121 | | LE-Agent II |



122 LE-Agent III
 123 LE-Agent IV
 124 LE-Agent V
 125 LE-Agent VI
 126 (b) Lieutenant BN-District Investigator (LT)
 127 (c) Captain BN-District Commander
 128 (d) Major BN-Bureau Director II
 129 Office Director I
 130 (e) Lt. Colonel BN-Deputy Administrator
 131 (f) Colonel Director, Bureau of Narcotics

132 (5) In addition to the salary provided in accordance with
 133 the above scale, officers shall be paid an additional annual sum
 134 for carrying one or more of the following degrees from an
 135 accredited college or university:

| <u>Degree</u> | <u>Additional Sum</u> |
|----------------------------|-----------------------|
| 137 (a) <u>Associate's</u> | <u>1,200</u> |
| 138 (b) <u>Bachelor's</u> | <u>2,400</u> |
| 139 (c) <u>Master's</u> | <u>3,600</u> |

140 In no event shall any officer be entitled to more than a
 141 single additional annual sum pursuant to this paragraph,
 142 regardless of the number of collegiate degrees they may hold.

143 (* * *6) In any fiscal year after July 1, 2015, in the
 144 event the Legislature provides across-the-board salary increases
 145 to state employees whose compensation is paid from the State
 146 General Fund and subject to specific appropriation therefor by the



147 Legislature, the State Personnel Board shall revise the salary
148 scale above to provide the same percentage or dollar amount
149 increase as has been appropriated for other state employees.

150 (* * *7) It shall be the duty of the Mississippi Department
151 of Public Safety to file with the Legislative Budget Office and
152 the State Fiscal Officer such data and information as may be
153 required to enable the * * * Legislative Budget Office and State
154 Fiscal Officer to budget and distribute the funds necessary to
155 compensate the sworn officers of the Department of Public Safety
156 according to the requirements of the salary scale. * * * The data
157 and information so filed may be revised from time to time as
158 necessitated to reflect the current number and experience of sworn
159 officers employed by the department.

160 (* * *8) The Commissioner of Public Safety, with approval
161 by the State Personnel Board, is authorized to set the salaries
162 equitably of sworn law enforcement officers assigned to the
163 Commercial Transportation Enforcement Division and Capitol Police
164 based upon the pay scale contained in this section.

165 **SECTION 2.** This act shall take effect and be in force from
166 and after July 1, 2024.

