

SALARY SURVEY
PREPARED BY
OWENSBORO POLICE DEPARTMENT
NOVEMBER 2009

PURPOSE OF SURVEY

All compensation plans should be periodically reviewed and updated to retain their value. The purpose of this survey is to obtain salaries in the external labor market for selected police positions in an effort to aid in the development of a competitive and equitable compensation plan for the employees of the Owensboro Police Department. The determination of external equity is important to departments in whether the jobs within their organization are fairly priced in comparison to other organizations with which they compete for employees.

SURVEY METHODOLOGY

The primary concern in data collection was to assure accuracy and to obtain complete and detailed salary information, so that a true salary comparison can be made. The most up-to-date salary information was used for this survey and was based on information provided by city police departments or human resource departments. All the salary information provided was for the fiscal year 2009. The salary information is based on base salary scales and does not include any incentive pay such as KLEFPF or merit pay.

Information contained in this document comes from a national survey of police and fire salaries and from direct contact with the statewide agencies listed in this survey. The national survey was conducted by the International County/City Management Association (ICMA) and is titled, "Police and Fire Personnel, Salaries and Expenditures for 2008." The statewide survey includes sixteen agencies within the state of Kentucky and were selected based on size of cities and or departments. Of the sixteen cities selected, twelve are second-class cities and the other four are the agencies larger than those second-class cities. The twelve second class cities are Ashland, Bowling Green, Covington, Frankfort, Henderson, Hopkinsville, Jeffersontown, Newport, Owensboro, Paducah, Radcliff and Richmond. The other four agencies in the survey are Boone County Sheriff, Kentucky State Police, Lexington Metro and Louisville Metro Police.

The national survey conducted by the ICMA was for jurisdictions with populations over 10,000 people. The surveys were sent to 3271 different agencies and responses were received from 1320 agencies. The survey data was broken down by jurisdiction population starting with jurisdiction between 10,000 and 24,999 residents up to jurisdiction with over 1,000,000 in population. The report lists only three agencies over 1,000,000 population as having responded to the survey. The national report shows that

of all agencies responding, the mean number of full-time paid sworn officers are 91 for the survey. The survey also shows the mean average of officers per 1000 population as 2.06 for all responding agencies. Among the breakdown of agencies in the survey, the population group of 50,000 to 99,999 is the range most closely associated with Owensboro. Within that population range, the survey lists the mean number of full-time sworn as 129 officers and the officers per 1000 population as 1.84. The ICMA survey includes the entrance and maximum salaries for police personnel by population breakdown. The survey shows the entrance salaries for police officers nationally as \$41,620 as the mean for all sizes of agencies and \$40,822 as the median salary for all agencies. The survey shows the agencies within the population range of 50,000-99,999 as a mean of \$46,125 and median salary of \$44,270 for entry level within those agencies. On the maximum salary scale, the mean for all agencies is listed as \$59,385 and a median of \$57,341. The survey shows the maximum for the population range of 50,000-99,999 as a mean of \$64,371 and a median of \$64,061 for those agencies. The national survey also lists the total departmental expenditures for police agencies and the per capita averages for those agencies. The survey shows the per capita average nationally for all agencies as \$257.50. For the population range of 50,000-99,999, the mean per capita spending is \$264.79 for those agencies. (Refer to Table 1)

The statewide survey was conducted by contacting police departments and human resource departments for the sixteen agencies surveyed. As noted above, the sixteen agencies were selected based on population or size of department. The statewide survey has twelve second class cities, including Owensboro, and four agencies larger than second-class cities, which are Lexington, Louisville, Kentucky State Police and Boone County Sheriff. Of the sixteen agencies surveyed, seven have some form of collective bargaining contracts with their cities. The following agencies have collective bargaining contracts; Lexington, Louisville, Ashland, Covington, Jeffersontown, Newport and Paducah.

The statewide survey includes only second-class cities and larger, but the survey shows a large range of differences between agencies. The range, population wise, goes from the smallest being Newport at 15,766, to the largest being Louisville at 557,244. Among second-class cities based on population, the range is Newport at 15,766, to Owensboro at 55,516. The population figures are based on projections of 2008 population from the State of Kentucky Web Site. The department sizes range from Radcliff at 37 full-time sworn to Louisville at 1255 full-time sworn officers. Among second-class cities, the range goes from Radcliff at 37 sworn to Covington at 116 full-time sworn officers. Boone County Sheriff's Office has 121 full-time sworn officers and is the primary law enforcement agency in Boone County. The Boone County Sheriff's Department was a merged department between the Boone County Police and Sheriff's office and another smaller municipal agency. The total budgets for departments within this survey range from Radcliff at \$3.9 Million to Louisville at \$151 Million. Among second-class cities, the range is from Radcliff at \$3.9 Million to Covington at \$14.7 Million. The number of full-time officers per 1000 population ranges from 1.68 in Radcliff, to 2.96 in Paducah. Finally, the per capita spending for the overall police budgets ranges from \$120.59 in Radcliff to \$341.97 in Covington. The budget figures for this survey were taken from the

cities FY 2009 budget as shown on their websites. The mean number of sworn officers for this survey is 230 officers for the sixteen agencies. The mean population is 89,064 for all agencies in the statewide survey. The mean budget numbers show \$20,467,335 and the per capita spending as \$228.94 for all agencies. The breakdown of second-class cities shows a mean population of 32,897 and number of full-time per 1000 population of 2.21 average. The mean number of full-time officers is 70.84 and the mean budget figure of \$7.42 Million. The mean for the per capita spending for second-class cities is \$228. (Refer to Table 2)

The next graphic refers to a comparison of starting salaries for different ranks among the agencies surveyed. The starting police officer salaries are for officers that have finished training requirements for their positions. The rank structures within departments vary somewhat, with some agencies having the rank of corporal, not listed, and some agencies that have captains, but not lieutenants. Some agencies have majors, which serve in positions of assistant chief, and do not have the rank of Lieutenant Colonel. The ranks are categorized based on position responsibilities and levels of supervision. That means that agencies with captain's rank perform the same function as a lieutenant in other agencies and so forth. When considering all sixteen agencies, the mean starting salary for police officer is \$35,951. This shows that the state average is almost \$6000 less than the national survey data. The city of Owensboro shows the starting wage of \$32,406, which puts it at about \$3500 less than the state figure. The survey shows the minimum salary for the rank of sergeant with a mean of \$46,659 and Owensboro listed at \$37,648, a difference of approximately \$9000. The survey shows the rank of lieutenant/captain with the mean of \$52,637 and Owensboro at \$43,368, a difference of over \$9000. The rank of major lists the mean as \$61,678, with Owensboro at \$57,209, a difference of over \$4000. The rank of lieutenant colonel (LTC) shows the mean of \$66,344 with Owensboro at \$61,783, a difference of about \$4500. The median starting salary for police officer is \$35,700 and for sergeant is about \$44,700. The median salary for the rank of lieutenant is \$48,068 and for major is \$57,209. The median salary for lieutenant colonel is \$62,355 for minimum salary scale. The city of Owensboro ranks thirteenth in starting salary for the sixteen agencies surveyed for police officer. The city ranks fourteenth in starting salary for the rank of sergeant. For the rank of lieutenant, Owensboro ranks twelfth, and for major, the city ranks eighth for minimum salaries. (Refer to Table 3)

The next graphic compares the starting, midpoint and maximum salaries for police officers. Most agencies in this survey have a step schedule with pay increases every step and cost of living increases every year. Some agencies, like Henderson and Boone County, have merit pay incentives included in their salary schedules. None of the amounts listed in this survey take into consideration any extra pay incentives with one exception, Ashland Police Department. Ashland Police have a collective bargaining contract for patrol officers and sergeants, and is based on working a 12-Hour shift. Ashland pays its patrol officers, sergeants and lieutenants, 36 hours straight time one week and 40 hours straight time with 8 hours overtime the second week. Ashland's salary figures include the paid overtime. The graphic shows a growing gap between the mean for starting salaries and the mean for midpoint and maximum. The gap at minimum range

for Owensboro is about \$3500 and increases to about \$5600 at the midpoint and over \$7500 difference at maximum. (Refer to Table 4)

The next couple of graphics shows the comparison between the ranked positions of sergeant, lieutenant and major with the minimum, midpoint and maximum for agencies that had that information. The Kentucky State Police have minimum salaries for ranked positions, but do not have a salary scale; pay increases are based on the state pay raises. The sergeant scale shows Owensboro about \$9000 below the mean for minimum salaries and about the same at midpoint. On the maximum end, Owensboro is about \$10,000 below the mean. On the lieutenant scale, Owensboro is about \$9000 below the mean and falls about \$13,000 below the mean at midpoint and maximum. The rank of major shows a difference of about \$6000 at minimum, over \$11,000 at midpoint, and over \$13,000 at the maximum range in comparing Owensboro with the mean. (Refer to Tables 5, 6, 7)

The following graphics depict the individual agencies surveyed and their particular salary scales. Some departments, such as Covington, do not have a maximum salary; the scale is determined by their collective bargaining agreement. It is apparent that the pay scales in the Northern Kentucky Region are significantly higher than most of the state. The City of Jeffersontown has the highest overall salary scale, and Covington has the highest per capita expenditure at \$341.97. The City of Owensboro has a per capita expenditure for police of \$196.32. The ICMA report shows the national average for per capita expenditure as \$257.70, and for the population range of 50,000-99,999, the average is \$264.79 per capita for overall police expenditures.

This survey did not include any other personnel benefits such as health insurance, vacation and sick pay. This was entirely a survey of base salaries paid by the included agencies. As this survey shows, the State of Kentucky's pay is significantly less than the national averages. The national survey shows the mean for over 1100 agencies nationally is \$41,620, for entry-level police officers, with Kentucky at \$35,951. The national survey shows that at the maximum range, the mean is \$59,385 for police officers, with Kentucky having a mean of \$51,414 for the maximum salary scale. The survey shows that the City of Owensboro is at a competitive disadvantage when considering compensation based on salary. The recruitment and retention of high quality officers becomes more difficult as other agencies offer better compensation, especially for longevity and promotion. With the recent changes in the Kentucky Retirement System, the retirement plan is no longer as attractive as previously and makes law enforcement less competitive with the private sector.