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LAW ENFORCEMENT SALARIES AND BENEFITS STUDY 2024

FORWARD

On behalf of the staff, research fellows, and students of The John C. Stennis Institute of Government and Community Development at Mississippi State University, I would like to present to you our latest installment of the First Responder Salary and Benefits Survey, a collaborative effort between the Stennis Institute, the Mississippi Municipal League, and the Mississippi Association of Supervisors.

Based at our state's land grant university, the Stennis Institute is often referred to as Mississippi's think tank, but the Stennis Institute is much more. We are frequently called upon to provide technical assistance and consultation to state officials, local governments and community leaders regarding political, governmental, and economic/community development matters. Our mission is to enhance the capacities of state and local officials to deal effectively with today's challenges regarding many issues. The Stennis Institute delivers a wide array of services and technical assistance to municipalities, counties, and government agencies, responding to the ever-changing political and economic environment.

The Stennis Institute performs a threefold mission: (1) to enhance the efficiency and effectiveness of Mississippi state and local governments through basic and applied research, training, technical assistance, and service; (2) to provide technical assistance and research for both rural development in Mississippi and regional activities in the Southeast; and (3) to promote civic education and citizen involvement in the political process.

I hope you benefit from the extensive efforts of the Institute's staff in your time studying this installment of the First Responder Salary and Benefits Survey. Should you have any questions regarding the information contained herein, please do not hesitate to contact the Stennis Institute at 662-325-3328. Thank you for taking an interest in this work and for all you do to make a better Mississippi.

A handwritten signature in black ink, appearing to read "J. Breen", with a stylized flourish at the end.

Dr. J "Dallas" Breen
Stennis Institute Executive Director

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ORGANIZATIONAL & COMPENSATION ANALYSIS OVERVIEW

Personnel matters are of central importance to the operation of today's municipal government. Indeed, the efficiency and effectiveness of a municipal government sits squarely on the shoulders of its personnel system. These systems marked by arbitrary compensation levels, capricious decisions regarding promotion and termination, or wildly disparate management styles can cripple a municipality's operation and lead to poor service delivery. In the past, many municipal governments have operated with only rudimentary personnel systems, or in some cases, without a personnel system of any type. As increased citizen expectations related to the volume and quality of municipal service delivery increase the need for fair and equitable personnel systems increases as well.

As part of its legislatively funded mission to supply targeted technical research and assistance to local governments, the Stennis Institute actively conducts personnel and compensation analysis for Mississippi municipalities and counties. In general, the objectives of these efforts are to develop:

- *An analysis of current wage and salary levels in terms of the external labor market. This analysis often includes conducting a wage and salary survey of other counties and municipalities within the local labor market.*
- *Design of a compensation plan for possible implementation by the governing authorities of the organization. This plan will include local labor market conditions that may impact turnover rate and any other factors associated with the local labor force.*
- *Design of a plan for implementing wage and salary levels for newly created positions within the city or county's organizational structure.*
- *The development of a set of cost estimates for implementing the compensation plan, if adopted by local governing authorities.*

The Institute actively uses the national O*NET job analysis and classification system, not only to inform the analysis of the knowledge, skills and abilities necessary to perform each occupational position within the organization, but to also provide comparable, real-time salary data (updated every three months) as provided by state departments of labor (or equivalent organizations) to the United States Department of Labor, and various state and national statistical entities, including the Bureau of the Census, the Bureau of Labor Statistics (BLS), and the Bureau of Economic Analysis (BEA). O*NET data, since it provides comparable specific wage and salary data from jurisdictions throughout the country keyed to job classifications throughout the spectrum of both public and private employment, is an invaluable tool in assessing and designing compensation plans.

Services provided by the Institute are always targeted toward the needs of the municipality and are generally conducted through a contractual arrangement between the Institute and the municipality. In most cases, the contracting party supports the Institute's work by providing funds to cover the incremental costs associated with the successful performance of tasks outlined in a "scope of work" document, a jointly developed appendix to a standard contract outlining the deliverables and respective responsibilities of both parties throughout the course of the agreement.

COMPENSATION ANALYSIS

Determining the proper compensation for an employee is not a straightforward process. Many different methods and theories abound, each promising, with the application of a formula or through the use of a survey, to produce a correct compensation “figure”. Practical experience with the process of determining compensation for employees belies this simple concept. Often, the best results are achieved through an amalgamation of several different methods of compensation analysis.

In many organizations, management unilaterally determines the pay to be offered to employees. This does not imply, however, that management has complete control in setting pay levels. There are three constraints on the ability of management to determine pay levels: the external labor market, internal equity, and the organizational hierarchy.

- *Classical economics teaches that labor is like any other commodity or product, and therefore has a market. Within this market, the forces of supply and demand work to produce a “price” for different positions. For example, due to the heavy demand for truck drivers from the growing trucking industry, the number of available positions in this industry has increased. Since there are a relatively short supply of an available labor force with the corresponding knowledge, skills, and abilities able to fill these*

positions, the “price” of a truck driver has also increased in recent years. This “price” is simply the hourly wage or the fixed salary that an organization must offer a person to fill the requisite position—the position’s compensation; simply, the external labor market must be considered when developing competitive and equitable compensation plans.

- *The second constraint on management is the concept of internal equity. This concept refers to the principles that a position in one area of the organization should be offered the same level of compensation as that same position in another area of the same organization. Within a municipality, for example, given similar job tasks, an administrative assistant in the Mayor’s Office should have pay equity with a similarly situated administrative assistant in the Public Works Department. Ignoring internal equity concerns can lead to high turnover and low morale among employees.*

- *The third constraint on management is the organizational hierarchy. In a hierarchical organization, it is vital that managers have a greater level of compensation than the subordinates they supervise. Ignoring issues related to organizational hierarchy can lead to poor management performance and reduced motivation among employees.*

EXTERNAL LABOR MARKET

In developing compensation plans for county and municipal governments, salary survey instruments developed by the Institute are distributed to organizations that are either in the city’s local labor market or are comparable to the municipality or county under review. Factors used to determine comparability to other cities and counties include population ($\pm 25\%$) annual general fund budget, number of employees, and types of services offered to the public. All survey results are verified and standardized in format by Institute staff. In cases where only a range was reported for a specific position, the average of the high and low salary listings is used in the computations.

INTERNAL JOB MARKET

The place of a given job's rank within an organizational value system is reflected in the position's compensation, particularly in the form of a base rate or range of pay. With local governments existing in competitive labor markets, systems that establish the relative value of positions are important to both employees and management, as they establish the basis for equity, at least in a traditional sense.

Within public organizations, job hierarchies and organizational structure are used for more than simply determining compensation. Both serve as general guides in recruitment and selection of employees; further, establishing job evaluation systems related to hierarchy and organizational structure can be an important tool in:

- *Redesigning organizational processes.*
- *May assist management in career planning, training and professional development; and*
- *May provide guidance in job assignments and during times of reductions in force.*

The essence of internal job evaluation is the rating or ranking of jobs by their relative worth to the organization and is composed of a variety of job evaluation factors. Technically, these factors need to:

- *Be present in varying degree relative to individual jobs,*
- *Be minimized in number,*
- *Be discrete in meaning in order to avoid double weighting, and*
- *Be known (to some degree) for all positions in the system.*

Finally, each identified factor must measure individual aspects of the position itself, rather than the incumbent holding the position within an organization.

Some of the most commonly used factors include:

- *Job requirements,*
- *Responsibility,*
- *Working conditions,*
- *Physical demands,*
- *Difficulty of work, both intellectually, physically, and emotionally,*
- *Nature and degree of required personal relationships, and*
- *Leadership and management requirements.*

GRADE & STEP SYSTEMS

Most compensation plans designed by the Institute are based on a standard format utilizing a grade and step system (presented on the next page), which helps to provide stability in an organization's overall compensation system. The plan itself is based upon the premise of providing the current minimum wage at Grade One Step One; all other grades and steps are calculated from this base level. An increase in grade represents a ten percent (10%) increase in compensation, while an increase to a higher step within each grade represents a three percent (3%) increase in compensation.

Positions are placed on a grade within the plan using data returned through internal and external data collection; each position is placed so that its compensation is appropriate for the "rank" of the position with the

organizational structure. Individual employees are assigned to a specific step within the grade associated with their current position, based upon their current annual wage and the length of their tenure with the organization. Proposed salaries are never lower than the employee's current rate of pay; each position receives at least a small increase to properly assign the employee to an exact step on the pay scale. Every effort is made to maintain internal pay equity between comparable positions, and further, to standardize wages among similar positions to the greatest extent possible.

IMPLEMENTATION

Implementation of a compensation plan rests within the authority of the governing body of the organization; the plan itself exists as a guide or frame work that can be used to guide current and future personnel and compensation decisions. Almost all plans developed by the Institute, when they are released and accepted by a local Board (or governing authorities), are adjusted by Board action to reflect the Board's thoughts and feelings regarding specific local conditions inherent within the organization. Personnel plans developed by the Institute should exist as 'living documents', and continually evolve with the organization over time in order to retain their value. In some cases, plans may need to be reviewed periodically to account for changes in the external labor market, and to ensure continued commitment to maintaining external and internal equity among positions.

MUNICIPAL SURVEY RESPONDENTS

Alphabetically

Municipality	Population	Municipality	Population
Aberdeen	4,961	Iuka	3,028
Ackerman	1,594	Kosciusko	7,114
Algoma	705	Learned	56
Amory	6,666	Louisville	6,072
Bay St. Louis	9,284	Lucedale	2,869
Biloxi	49,449	Macon	2,582
Blue Mountain	948	Magnolia	1,883
Blue Springs	436	Marietta	256
Boyle	532	Meadville	448
Bruce	1,707	Meridian	35,052
Burnsville	868	Monticello	1,441
Byhalia	1,339	Moorhead	1,937
Byram	12,666	Morgan City	207
Caledonia	1,135	Morton	3,711
Carthage	4,901	Natchez	14,520
Cary	241	Nettleton	1,935
Clarksdale	14,903	New Albany	7,626
Columbus	24,084	Newton	3,373
Crystal Springs	4,862	Ocean Springs	18,429
D'Lo	373	Oxford	25,416
Durant	2,231	Purvis	1,904
Eden	121	Ridgeland	24,340
Flora	1,647	Senatobia	8,354
Florence	4,572	Shaw	1,625
Forest	5,430	Southaven	54,648
Fulton	4,542	Summit	1,505
Gautier	19,024	Thaxton	692
Golden	192	Tupelo	37,926
Grenada	12,700	Vicksburg	21,573
Hazlehurst	3,619	Waynesboro	4,567
Hernando	17,138	West	153
Horn Lake	27,000	West Point	10,105
		Woodville	928

MUNICIPAL SURVEY RESPONDENTS

Population Groups

Over 30,000 Residents	
Municipality	Population
Southaven	54,648
Biloxi	49,449
Tupelo	37,926
Meridian	35,052

10,000 to 29,999 Residents	
Municipality	Population
Horn Lake	27,000
Oxford	25,416
Ridgeland	24,340
Columbus	24,084
Gautier	19,024
Ocean Springs	18,429
Hernando	17,138
Clarksdale	14,903
Natchez	14,520
Grenada	12,700
Byram	12,666
West Point	10,105

5,000 to 9,999 Residents	
Municipality	Population
Bay St. Louis	9,284
Senatobia	8,354
New Albany	7,626
Kosciusko	7,114
Amory	6,666
Louisville	6,072
Forest	5,430

0 to 999 Residents	
Municipality	Population
Blue Mountain	948
Woodville	928
Burnsville	868
Thaxton	692
Boyle	532
Meadville	448
Blue Springs	436
Marietta	256
Cary	241
Golden	192
West	153
Eden	121
Learned	56

1,000 to 4,999 Residents	
Municipality	Population
Aberdeen	4,961
Carthage	4,901
Crystal Springs	4,862
Florence	4,572
Waynesboro	4,567
Fulton	4,542
Morton	3,711
Hazelhurst	3,619
Newton	3,373
Iuka	3,028
Lucedale	2,869
Macon	2,582
Durant	2,231
Moorhead	1,937
Nettleton	1,935
Purvis	1,904
Bruce	1,707
Flora	1,647
Shaw	1,625
Ackerman	1,594
Summit	1,505
Monticello	1,441
Byhalia	1,339
Caledonia	1,135

COUNTY SURVEY RESPONDENTS

Alphabetically

County	Population	County	Population
Adams	32,297	Lincoln	34,869
Benton	8,729	Madison	95,203
Bolivar	34,145	Montgomery	10,925
Clay	20,634	Neshoba	29,676
Covington	19,568	Newton	21,720
Forrest	74,934	Pontotoc	29,957
Harrison	187,105	Prentiss	25,276
Issaquena	1,406	Rankin	141,617
Itawamba	23,401	Simpson	27,503
Jackson	139,668	Tishomingo	19,593
Jones	67,761	Tunica	10,778
Lamar	55,658	Wayne	20,747
Leake	23,805	Winston	19,198
Lee	82,910		

COUNTY SURVEY RESPONDENTS

Population Groups

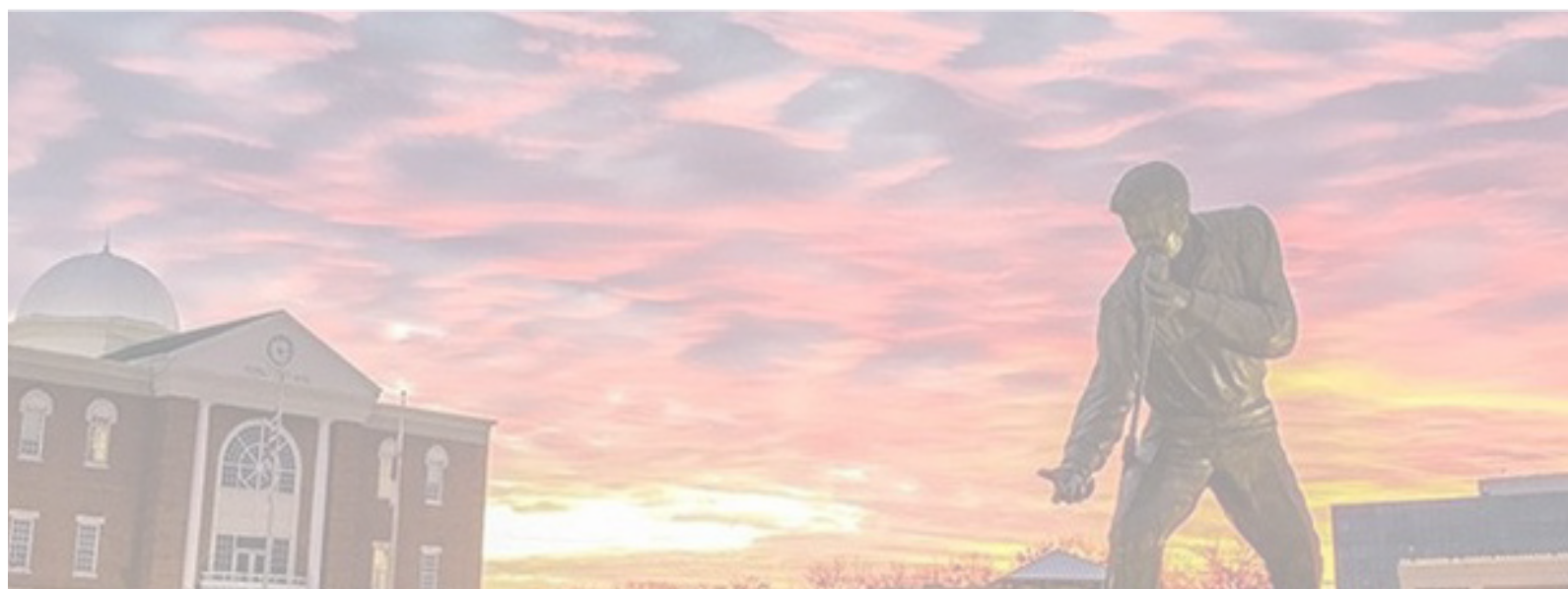
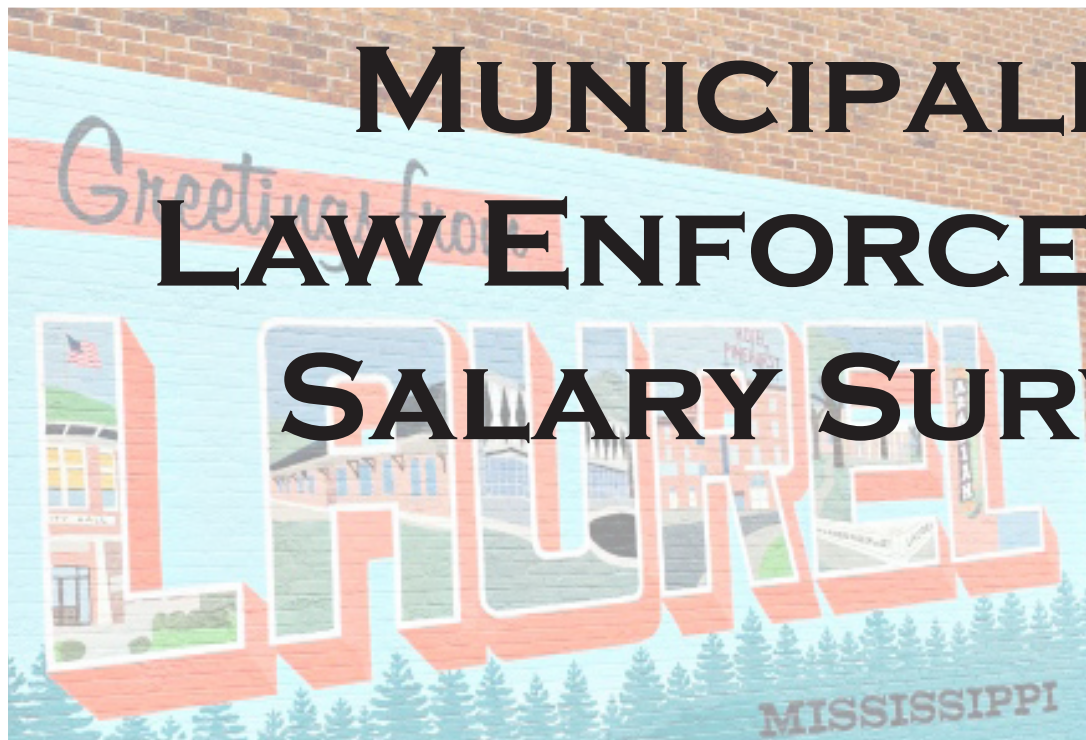
Over 100,000 Residents	
County	Population
Harrison	187,105
Rankin	141,617
Jackson	139,668

20,000 to 39,999 Residents	
County	Population
Lincoln	34,869
Bolivar	34,145
Adams	32,297
Pontotoc	29,957
Neshoba	29,676
Simpson	27,503
Prentiss	25,276
Leake	23,805
Itawamba	23,401
Newton	21,720
Wayne	20,747
Clay	20,634

40,000 to 99,999 Residents	
County	Population
Madison	95,203
Lee	82,910
Forrest	74,934
Jones	67,761
Lamar	55,658

10,000 to 19,999 Residents	
County	Population
Tishomingo	19,593
Covington	19,568
Winston	19,198
Montgomery	10,925
Tunica	10,778

Over 100,000 Residents	
County	Population
Benton	8,729
Issaquena	1,406



POLICE MUNICIPAL SALARY STATISTICS

		Mean	Minimum	Maximum	Percentiles				
					10%	25%	50%	75%	90%
CHIEF	Over 30,000	\$108,211.00	\$100,000.00	\$115,000.00	\$101,500.00	\$103,750.00	\$108,922.00	\$113,383.00	\$114,353.20
	10,000 to 29,999	\$87,502.73	\$68,740.00	\$114,233.00	\$73,200.00	\$75,300.00	\$78,533.98	\$100,871.75	\$109,712.25
	5,000 to 9,999	\$71,991.37	\$58,979.96	\$84,999.98	\$59,591.98	\$64,420.50	\$72,754.50	\$79,182.08	\$81,879.99
	1,000 to 4,999	\$54,380.35	\$32,000.00	\$77,987.00	\$43,363.50	\$49,877.75	\$54,688.17	\$60,000.00	\$64,011.90
	0 to 999	\$23,605.69	\$0.00	\$54,000.00	\$1,303.68	\$8,100.00	\$22,080.00	\$39,426.40	\$41,204.51
ASSISTANT CHIEF	Over 30,000	\$96,527.33	\$86,000.00	\$105,000.00	\$88,516.40	\$92,291.00	\$98,582.00	\$101,791.00	\$103,716.40
	10,000 to 29,999	\$76,906.35	\$62,000.00	\$94,546.74	\$62,000.00	\$63,050.00	\$73,627.47	\$91,965.95	\$93,694.67
	5,000 to 9,999	\$64,446.50	\$52,451.00	\$72,800.00	\$56,138.87	\$61,670.67	\$66,881.83	\$68,429.00	\$71,051.60
	1,000 to 4,999	\$46,330.80	\$29,120.00	\$57,577.00	\$34,091.48	\$45,000.00	\$47,327.00	\$52,000.00	\$54,064.00
	0 to 999	\$23,478.98	\$0.00	\$36,160.80	\$7,173.03	\$16,999.55	\$28,080.00	\$33,455.25	\$35,183.90
MAJOR	Over 30,000	\$76,566.94	\$51,313.76	\$94,597.00	\$58,592.43	\$69,510.44	\$80,178.50	\$87,235.00	\$91,652.20
	10,000 to 29,999	\$73,424.00	\$61,547.20	\$85,300.80	\$63,922.56	\$67,485.60	\$73,424.00	\$79,362.40	\$82,925.44
	1,000 to 4,999	\$45,166.67	\$41,496.00	\$48,004.00	\$42,396.80	\$43,748.00	\$46,000.00	\$47,002.00	\$47,603.20
CAPTAIN	Over 30,000	\$77,096.00	\$70,321.00	\$84,656.00	\$71,519.00	\$73,316.00	\$76,311.00	\$80,483.50	\$82,987.00
	10,000 to 29,999	\$64,817.22	\$48,193.00	\$85,770.00	\$52,838.60	\$54,600.00	\$60,000.00	\$76,710.40	\$82,763.28
	5,000 to 9,999	\$51,368.87	\$47,043.00	\$55,833.81	\$47,425.86	\$48,000.16	\$50,265.00	\$55,702.40	\$55,781.25
	1,000 to 4,999	\$43,003.97	\$35,376.00	\$52,000.00	\$36,427.20	\$38,314.00	\$43,767.00	\$46,628.40	\$49,117.12
	0 to 999	\$17,527.50	\$0.00	\$35,055.00	\$3,505.50	\$8,763.75	\$17,527.50	\$26,291.25	\$31,549.50

POLICE MUNICIPAL SALARY STATISTICS (CONT.)

LIEUTENANT

	Mean	Minimum	Maximum	Percentiles				
				10%	25%	50%	75%	90%
Over 30,000	\$64,297.56	\$49,945.24	\$77,405.00	\$54,172.17	\$60,512.56	\$64,920.00	\$68,705.00	\$73,925.00
10,000 to 29,999	\$60,156.45	\$44,408.00	\$79,000.00	\$49,122.06	\$49,976.00	\$58,000.00	\$70,813.50	\$76,886.04
5,000 to 9,999	\$126,338.69	\$44,051.00	\$488,258.14	\$46,611.50	\$49,983.00	\$53,878.50	\$65,430.75	\$278,526.07
1,000 to 4,999	\$44,375.14	\$35,925.00	\$53,040.00	\$38,385.00	\$41,518.00	\$44,000.00	\$47,492.00	\$52,208.00

SERGEANT

Over 30,000	\$60,436.46	\$48,615.84	\$72,549.00	\$51,974.99	\$57,013.71	\$60,290.50	\$63,713.25	\$69,014.70
10,000 to 29,999	\$52,789.04	\$43,286.00	\$69,950.00	\$45,464.40	\$46,224.36	\$49,500.00	\$58,224.15	\$66,040.00
5,000 to 9,999	\$51,171.28	\$43,855.50	\$63,547.00	\$44,874.75	\$46,708.10	\$50,457.35	\$52,553.43	\$58,181.74
1,000 to 4,999	\$41,481.42	\$33,800.00	\$51,727.00	\$34,880.00	\$37,305.00	\$40,800.00	\$45,578.00	\$47,367.58

CORPORAL

Over 30,000	\$54,391.25	\$47,261.76	\$59,565.00	\$49,078.81	\$51,804.38	\$56,347.00	\$57,956.00	\$58,921.40
10,000 to 29,999	\$46,007.85	\$38,497.84	\$58,468.80	\$39,485.65	\$40,701.09	\$44,561.00	\$49,525.00	\$54,360.64
5,000 to 9,999	\$43,916.06	\$42,616.00	\$45,216.12	\$42,876.01	\$43,266.03	\$43,916.06	\$44,566.09	\$44,956.11
1,000 to 4,999	\$39,200.40	\$33,743.00	\$43,068.48	\$35,806.80	\$38,902.50	\$40,040.00	\$40,248.00	\$41,940.29

INVESTIGATOR

Over 30,000	\$55,464.32	\$48,615.84	\$59,257.12	\$50,596.67	\$53,567.92	\$58,520.00	\$58,888.56	\$59,109.70
10,000 to 29,999	\$50,793.17	\$40,102.40	\$66,097.00	\$41,063.36	\$43,352.00	\$45,646.40	\$58,501.20	\$64,840.24
5,000 to 9,999	\$52,851.53	\$39,399.88	\$62,964.06	\$43,900.44	\$48,588.35	\$52,492.11	\$59,978.45	\$62,162.03
1,000 to 4,999	\$43,347.72	\$33,280.00	\$51,250.00	\$34,774.00	\$39,039.00	\$45,099.20	\$47,497.52	\$49,144.00

OFFICER

Over 30,000	\$50,851.24	\$43,701.84	\$59,257.12	\$44,765.09	\$46,359.96	\$50,223.00	\$54,714.28	\$57,439.98
10,000 to 29,999	\$42,795.27	\$28,392.00	\$56,908.00	\$37,437.44	\$38,727.03	\$40,280.00	\$47,250.40	\$55,163.99
5,000 to 9,999	\$42,815.94	\$36,894.00	\$51,304.00	\$37,362.00	\$37,953.50	\$39,338.00	\$48,134.29	\$50,115.38
1,000 to 4,999	\$36,581.90	\$27,000.00	\$49,338.00	\$30,240.00	\$33,082.50	\$35,360.00	\$39,663.00	\$45,110.40
0 to 999	\$16,397.29	\$0.00	\$43,576.00	\$1,440.00	\$4,310.50	\$8,400.00	\$27,092.00	\$36,212.80

MUNICIPAL BENEFITS

MEDICAL INSURANCE PERCENTAGES

	Medical Insurance Offered	Medical Insurance for Dependents	Premiums		
			100% Employer Paid	100% Employee Paid	Jointly Paid
Overall %	81.03%	77.19%	70.83%	6.25%	22.92%
Over 30,000	100.00%	100.00%	50.00%	0.00%	50.00%
10,000 to 29,999	100.00%	100.00%	63.64%	0.00%	36.36%
5,000 to 9,999	100.00%	100.00%	71.43%	14.29%	14.29%
1,000 to 4,999	86.96%	81.82%	90.00%	0.00%	10.00%
0 to 999	33.33%	25.00%	33.33%	33.33%	33.33%
Overall	47/58	44/57	34/48	3/48	11/48
Over 30,000	4/4	4/4	2/4	0/4	2/4
10,000 to 29,999	12/12	12/12	7/11	0/11	4/11
5,000 to 9,999	7/7	7/7	5/7	1/7	1/7
1,000 to 4,999	20/23	18/22	18/20	0/20	2/20
0 to 999	4/12	3/12	2/6	2/6	2/6

DENTAL INSURANCE PERCENTAGES

	Dental Insurance Offered	Dental Insurance for Dependents	Premiums		
			100% Employer Paid	100% Employee Paid	Jointly Paid
Overall %	77.59%	75.86%	25.53%	55.32%	19.15%
Over 30,000	100.00%	100.00%	0.00%	50.00%	50.00%
10,000 to 29,999	100.00%	100.00%	25.00%	50.00%	25.00%
5,000 to 9,999	100.00%	100.00%	14.29%	85.71%	0.00%
1,000 to 4,999	86.96%	82.61%	38.10%	47.62%	14.29%
0 to 999	16.67%	16.67%	0.00%	66.67%	33.33%
Overall	45/58	44/58	12/47	26/47	9/47
Over 30,000	4/4	4/4	0/4	2/4	2/4
10,000 to 29,999	12/12	12/12	3/12	6/12	3/12
5,000 to 9,999	7/7	7/7	1/7	6/7	0/7
1,000 to 4,999	20/23	19/23	8/21	10/21	3/21
0 to 999	2/12	2/12	0/3	2/3	1/3

MUNICIPAL BENEFITS

VISION INSURANCE PERCENTAGES

	Vision Insurance Offered	Vision Insurance for Dependents	Premiums		
			100% Employer Paid	100% Employee Paid	Jointly Paid
Overall %	74.14%	70.69%	18.60%	67.44%	13.95%
Over 30,000	100.00%	100.00%	25.00%	50.00%	25.00%
10,000 to 29,999	91.67%	91.67%	20.00%	60.00%	20.00%
5,000 to 9,999	100.00%	100.00%	0.00%	100.00%	0.00%
1,000 to 4,999	82.61%	73.91%	26.32%	63.16%	10.53%
0 to 999	16.67%	16.67%	0.00%	66.67%	33.33%
Overall	43/58	41/58	8/43	29/43	6/43
Over 30,000	4/4	4/4	1/4	2/4	1/4
10,000 to 29,999	11/12	11/12	2/10	6/10	2/10
5,000 to 9,999	7/7	7/7	0/7	7/7	0/7
1,000 to 4,999	19/23	17/23	5/19	12/19	2/19
0 to 999	2/12	2/12	0/3	2/3	1/3

MUNICIPAL BENEFITS

SHORT TERM DISABILITY INSURANCE

	Short Term Disability Offered	Premiums		
		100% Employer Paid	100% Employee Paid	Jointly Paid
Overall %	61.02%	13.51%	83.78%	2.70%
Over 30,000	100.00%	0.00%	100.00%	0.00%
10,000 to 29,999	91.67%	0.00%	90.91%	9.09%
5,000 to 9,999	85.71%	16.67%	83.33%	0.00%
1,000 to 4,999	50.00%	25.00%	75.00%	0.00%
0 to 999	25.00%	25.00%	75.00%	0.00%
Overall	36/59	5/37	31/37	1/37
Over 30,000	4/4	0/4	4/4	0/4
10,000 to 29,999	11/12	0/11	10/11	1/11
5,000 to 9,999	6/7	1/6	5/6	0/6
1,000 to 4,999	12/24	3/12	9/12	0/12
0 to 999	3/12	1/4	3/4	0/4

LONG TERM DISABILITY INSURANCE

	Long Term Disability Offered	Premiums		
		100% Employer Paid	100% Employee Paid	Jointly Paid
Overall %	47.46%	6.25%	90.63%	3.13%
Over 30,000	100.00%	0.00%	100.00%	0.00%
10,000 to 29,999	83.33%	9.09%	81.82%	9.09%
5,000 to 9,999	57.14%	0.00%	100.00%	0.00%
1,000 to 4,999	37.50%	10.00%	90.00%	0.00%
0 to 999	8.33%	0.00%	100.00%	0.00%
Overall	28/59	2/32	29/32	1/32
Over 30,000	4/4	0/4	4/4	0/4
10,000 to 29,999	10/12	1/11	9/11	1/11
5,000 to 9,999	4/7	0/5	5/5	0/5
1,000 to 4,999	9/24	1/10	9/10	0/10
0 to 999	1/12	0/2	2/2	0/2

MUNICIPAL BENEFITS

PAID PERSONAL LEAVE

	Paid Personal Leave Offered	Average number of days at:		
		1 Year	4 Years	10 Years
Overall %	83.05%	8.75	11.59	15.47
Over 30,000	100.00%	12.00	14.00	19.75
10,000 to 29,999	100.00%	10.83	14.38	19.83
5,000 to 9,999	85.71%	7.50	11.00	13.00
1,000 to 4,999	91.67%	7.95	10.42	13.95
0 to 999	41.67%	5.50	8.17	10.83

PAID SICK LEAVE

	Paid Sick Leave Offered	Average number of days at:		
		1 Year	4 Years	10 Years
Overall %	83.05%	9.99	10.32	10.41
Over 30,000	100.00%	11.44	11.44	11.44
10,000 to 29,999	100.00%	10.72	10.75	11.03
5,000 to 9,999	85.71%	10.00	10.60	10.60
1,000 to 4,999	91.67%	9.61	10.08	10.47
0 to 999	41.67%	8.17	8.75	8.50

PAID HOLIDAYS

	Paid Holidays Offered	Average number of Holidays per year
Overall %	87.72%	10.30
Over 30,000	75.00%	10.67
10,000 to 29,999	100.00%	10.85
5,000 to 9,999	100.00%	10.33
1,000 to 4,999	100.00%	10.81
0 to 999	45.45%	8.83

RETIREMENT

	Retirement Offered	Supplemental Retirement Offered
Overall %	82.46%	57.89%
Over 30,000	100.00%	100.00%
10,000 to 29,999	100.00%	83.33%
5,000 to 9,999	100.00%	100.00%
1,000 to 4,999	81.82%	45.45%
0 to 999	50.00%	16.67%
Overall	47/57	33/57
Over 30,000	4/4	4/4
10,000 to 29,999	12/12	10/12
5,000 to 9,999	7/7	7/7
1,000 to 4,999	18/22	10/22
0 to 999	6/12	2/12

MUNICIPAL BENEFITS

LIFE INSURANCE

	Life Insurance Offered	Premiums			Amount Offered		
		100% Employer Paid	100% Employee Paid	Jointly Paid	Less than \$10,000	\$10,000 to \$25,000	More than \$25,000
Overall %	79.31%	72.34%	14.89%	12.77%	13.95%	58.14%	27.91%
Over 30,000	100.00%	75.00%	0.00%	25.00%	0.00%	33.33%	66.67%
10,000 to 29,999	100.00%	83.33%	0.00%	16.67%	7.69%	53.85%	38.46%
5,000 to 9,999	100.00%	85.71%	14.29%	0.00%	14.29%	42.86%	42.86%
1,000 to 4,999	86.96%	70.00%	20.00%	10.00%	11.76%	82.35%	5.88%
0 to 999	25.00%	25.00%	50.00%	25.00%	66.67%	0.00%	33.33%
Overall	46/58	34/47	7/47	6/47	6/43	25/43	12/43
Over 30,000	4/4	3/4	0/4	1/4	0/3	1/3	2/3
10,000 to 29,999	12/12	10/12	0/12	2/12	1/13	7/13	5/13
5,000 to 9,999	7/7	6/7	1/7	0/7	1/7	3/7	3/7
1,000 to 4,999	20/23	14/20	4/20	2/20	2/17	14/17	1/17
0 to 999	3/12	1/4	2/4	1/4	2/3	0/3	1/3

MISCELLANEOUS BENEFITS

	Supplemental Pay Offered	Social Security Deduction	Childcare Offered	Child Tuition or Education Assistance	Flex Spending Accounts	Shift Differentials	Stipends Offered	Education Reimbursement	Additional Education Pay	Performance Based Pay
Overall %	10.53%	89.66%	1.69%	0.00%	10.34%	12.00%	8.62%	11.11%	8.77%	8.62%
Over 30,000	0.00%	50.00%	0.00%	0.00%	25.00%	25.00%	25.00%	25.00%	50.00%	25.00%
10,000 to 29,999	16.67%	100.00%	8.33%	0.00%	36.36%	27.27%	16.67%	41.67%	16.67%	8.33%
5,000 to 9,999	28.57%	100.00%	0.00%	0.00%	14.29%	14.29%	14.29%	6.67%	0.00%	14.29%
1,000 to 4,999	4.35%	91.30%	0.00%	0.00%	0.00%	5.26%	4.35%	4.35%	4.35%	8.70%
0 to 999	9.09%	83.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Overall	6/51	52/58	1/59	0/59	6/58	6/50	5/58	9/81	5/57	5/58
Over 30,000	0/4	2/4	0/4	0/4	1/4	1/4	1/4	1/4	2/4	1/4
10,000 to 29,999	2/12	12/12	1/12	0/12	4/11	3/11	2/12	5/12	2/12	1/12
5,000 to 9,999	2/7	7/7	0/7	0/7	1/7	1/7	1/7	2/30	0/6	1/7
1,000 to 4,999	1/23	21/23	0/24	0/24	0/24	1/19	1/23	1/23	1/23	2/23
0 to 999	1/11	10/12	0/12	0/12	0/12	0/9	0/12	0/12	0/12	0/12

MUNICIPAL RECRUITMENT

	Do you feel it is difficult to attract applicants with the skills your municipal government needs?				
	Very Difficult	Somewhat Difficult	Neutral	Not Difficult	Very Easy
Overall %	33.93%	42.86%	21.43%	1.79%	0.00%
Over 30,000	25.00%	75.00%	0.00%	0.00%	0.00%
10,000 to 29,999	27.27%	54.55%	18.18%	0.00%	0.00%
5,000 to 9,999	14.29%	57.14%	28.57%	0.00%	0.00%
1,000 to 4,999	39.13%	47.83%	13.04%	0.00%	0.00%
0 to 999	100.00%	0.00%	100.00%	20.00%	0.00%
Overall	19/56	24/56	12/56	1/56	0/56
Over 30,000	1/4	3/4	0/4	0/4	0/4
10,000 to 29,999	3/11	6/11	2/11	0/11	0/11
5,000 to 9,999	1/7	4/7	2/7	0/7	0/7
1,000 to 4,999	9/23	11/23	3/23	0/23	0/23
0 to 999	5/11	0/11	5/11	1/11	0/11

	What is the most common recruitment strategy to fill positions within your municipality?					
	Internal Postings	External Postings	Advertising 3rd Party	Advertising Social Media	In-Person Application	Employee Referral
Overall %	6.59%	16.48%	7.69%	17.58%	30.77%	20.88%
Over 30,000	12.50%	25.00%	0.00%	25.00%	12.50%	25.00%
10,000 to 29,999	9.09%	27.27%	9.09%	22.73%	18.18%	13.64%
5,000 to 9,999	10.00%	10.00%	0.00%	20.00%	40.00%	20.00%
1,000 to 4,999	5.56%	13.89%	11.11%	16.67%	36.11%	16.67%
0 to 999	0.00%	6.67%	6.67%	6.67%	40.00%	40.00%

	Do you believe your municipality is able to pay what the labor market demands?				
	Very Difficult	Somewhat Difficult	Neutral	Not Difficult	Very Easy
Overall %	36.84%	36.84%	24.56%	10.53%	1.75%
Over 30,000	0.00%	50.00%	0.00%	50.00%	0.00%
10,000 to 29,999	25.00%	33.33%	16.67%	25.00%	0.00%
5,000 to 9,999	14.29%	28.57%	42.86%	14.29%	0.00%
1,000 to 4,999	43.48%	26.09%	26.09%	0.00%	4.35%
0 to 999	63.64%	9.09%	27.27%	0.00%	0.00%
Overall	21/57	15/57	14/57	6/57	1/57
Over 30,000	0/4	2/4	0/4	2/4	0/4
10,000 to 29,999	3/12	4/12	2/12	3/12	0/12
5,000 to 9,999	1/7	2/7	3/7	1/7	0/7
1,000 to 4,999	10/23	6/23	6/23	0/23	1/23
0 to 999	7/11	1/11	1/11	0/11	0/11

MUNICIPAL RETENTION

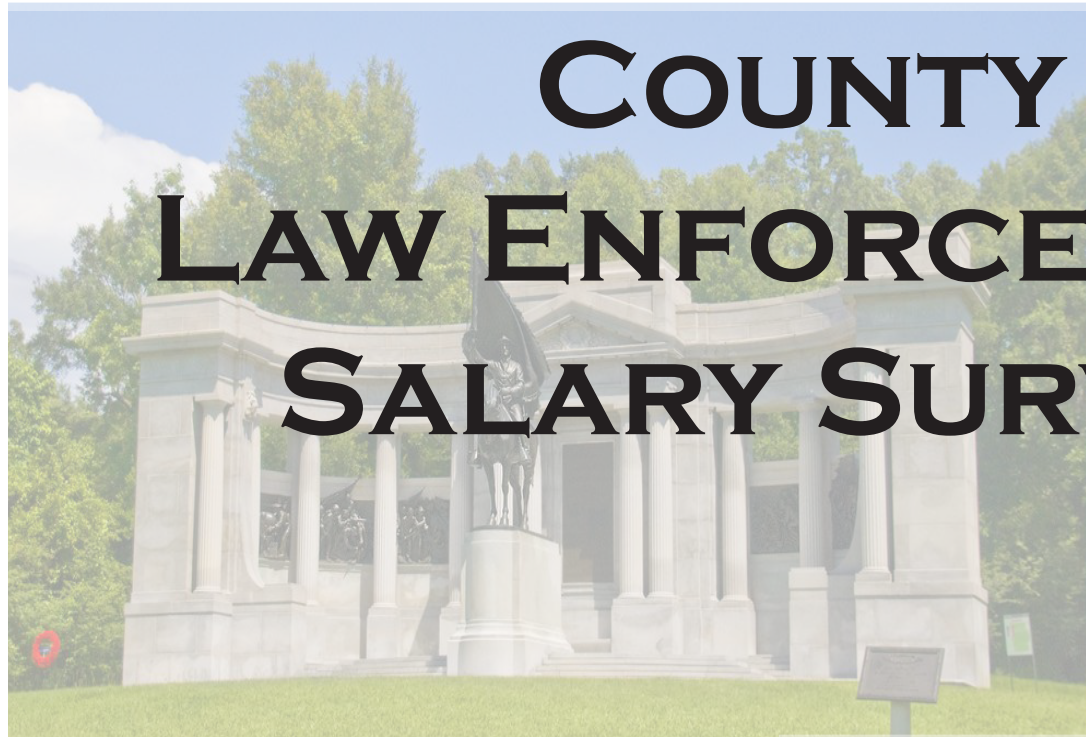
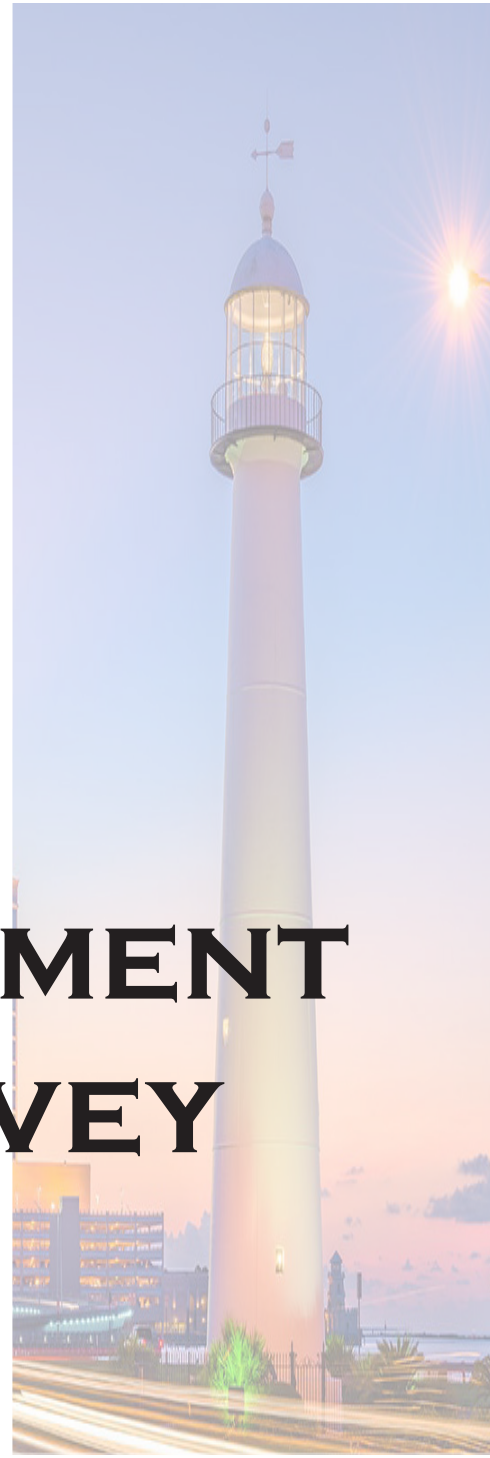
	Is it difficult to retain current employees with your municipality?				
	Very Difficult	Somewhat Difficult	Neutral	Not Difficult	Very Easy
Overall %	18.97%	51.72%	15.52%	10.34%	3.45%
Over 30,000	25.00%	50.00%	25.00%	0.00%	0.00%
10,000 to 29,999	15.38%	69.23%	15.38%	0.00%	0.00%
5,000 to 9,999	0.00%	71.43%	14.29%	14.29%	0.00%
1,000 to 4,999	26.09%	47.83%	13.04%	13.04%	0.00%
0 to 999	18.18%	27.27%	18.18%	18.18%	18.18%
Overall	11/58	30/58	9/58	6/58	2/58
Over 30,000	1/4	2/4	1/4	0/4	0/4
10,000 to 29,999	2/13	9/13	2/13	0/13	0/13
5,000 to 9,999	0/7	5/7	1/7	1/7	0/7
1,000 to 4,999	6/23	11/23	3/23	3/23	0/23
0 to 999	2/11	3/11	2/11	2/11	2/11

	What is the top reason employees are resigning with your municipality?				
	Better Compensation	Career Change	Retirement	Opportunity with another public employer	Opportunity with another private employer
Overall %	66.67%	7.94%	6.35%	14.29%	4.76%
Over 30,000	50.00%	0.00%	25.00%	0.00%	25.00%
10,000 to 29,999	56.25%	6.25%	6.25%	25.00%	6.25%
5,000 to 9,999	71.43%	14.29%	0.00%	14.29%	0.00%
1,000 to 4,999	74.07%	7.41%	7.41%	7.41%	3.70%
0 to 999	66.67%	11.11%	0.00%	22.22%	0.00%

MUNICIPAL RETENTION

	To what extent do you believe the total compensation rewards you offer your employees are competitive in the overall labor market?				
	Very Competitive	Somewhat Competitive	Neutral	Not Competitive	Very Uncompetitive
Overall %	5.36%	17.86%	28.57%	32.14%	16.07%
Over 30,000	0.00%	25.00%	25.00%	25.00%	25.00%
10,000 to 29,999	16.67%	25.00%	25.00%	16.67%	16.67%
5,000 to 9,999	14.29%	28.57%	28.57%	28.57%	0.00%
1,000 to 4,999	0.00%	18.18%	27.27%	45.45%	9.09%
0 to 999	0.00%	0.00%	36.36%	27.27%	36.36%
Overall	3/56	10/56	16/56	18/56	9/56
Over 30,000	0/4	1/4	1/4	1/4	1/4
10,000 to 29,999	2/12	3/12	3/12	2/12	2/12
5,000 to 9,999	1/7	2/7	2/7	2/7	0/7
1,000 to 4,999	0/22	4/22	6/22	10/22	2/22
0 to 999	0/11	0/11	4/11	3/11	4/11

	To what extent do you believe the total compensation rewards you offer your employees are competitive with other nearby municipal or county employers?				
	Very Competitive	Somewhat Competitive	Neutral	Not Competitive	Very Uncompetitive
Overall %	5.26%	31.58%	24.56%	26.32%	12.28%
Over 30,000	0.00%	50.00%	0.00%	50.00%	0.00%
10,000 to 29,999	8.33%	50.00%	16.67%	8.33%	16.67%
5,000 to 9,999	14.29%	28.57%	14.29%	42.86%	0.00%
1,000 to 4,999	4.35%	34.78%	26.09%	30.43%	4.35%
0 to 999	0.00%	0.00%	45.45%	18.18%	36.36%
Overall	3/57	18/57	14/57	15/57	7/57
Over 30,000	0/4	2/4	0/4	2/4	0/4
10,000 to 29,999	1/12	6/12	2/12	1/12	2/12
5,000 to 9,999	1/7	2/7	1/7	3/7	0/7
1,000 to 4,999	1/23	8/23	6/23	7/23	1/23
0 to 999	0/11	0/11	5/11	2/11	4/11



POLICE COUNTY SALARY STATISTICS

	Mean	Minimum	Maximum	Percentiles				
				10%	25%	50%	75%	90%
Sheriff	\$101,365.33	\$80,000.00	\$119,000.00	\$84,400.00	\$90,000.00	\$95,000.00	\$115,000.00	\$117,640.00
Assisstant Sheriff	\$67,015.59	\$29,880.00	\$104,034.94	\$35,689.20	\$47,400.00	\$60,508.80	\$90,893.62	\$97,258.08
Major	\$70,772.62	\$0.00	\$91,087.84	\$54,961.22	\$67,199.02	\$74,000.02	\$80,756.57	\$86,193.96
Captain	\$62,478.24	\$0.00	\$73,130.00	\$48,249.80	\$57,246.25	\$66,954.67	\$70,531.46	\$72,175.84
Lieutenant	\$56,423.25	\$0.00	\$71,136.00	\$41,809.38	\$50,688.48	\$59,423.60	\$62,925.41	\$67,632.28
Sergeant	\$47,877.50	\$0.00	\$63,355.50	\$38,538.87	\$43,464.00	\$46,669.12	\$51,590.28	\$58,248.67
Corporal	\$48,219.80	\$0.00	\$59,220.72	\$39,337.02	\$41,707.34	\$44,038.68	\$51,629.70	\$56,304.26
Investigator	\$46,525.29	\$30,935.76	\$68,075.83	\$34,110.92	\$43,184.16	\$45,760.00	\$53,252.00	\$63,658.33
Officer	\$41,899.52	\$31,500.00	\$60,196.44	\$32,378.61	\$35,723.00	\$40,360.00	\$44,007.81	\$55,254.44

COUNTY BENEFITS

MEDICAL INSURANCE PERCENTAGES

	Medical Insurance Offered	Medical Insurance for Dependents	Premiums		
			100% Employer Paid	100% Employee Paid	Jointly Paid
Overall %	100.00%	88.89%	59.26%	0.00%	40.74%
Over 100,000	100.00%	100.00%	0.00%	0.00%	100.00%
40,000 to 99,999	100.00%	80.00%	40.00%	0.00%	60.00%
20,000 to 39,999	100.00%	91.67%	75.00%	0.00%	25.00%
10,000 to 19,999	100.00%	100.00%	60.00%	0.00%	40.00%
0 to 9,999	100.00%	50.00%	100.00%	0.00%	0.00%
Overall	27/27	24/27	16/27	0/27	11/27

DENTAL INSURANCE PERCENTAGES

	Dental Insurance Offered	Dental Insurance for Dependents	Premiums		
			100% Employer Paid	100% Employee Paid	Jointly Paid
Overall %	96.30%	88.89%	26.92%	50.00%	23.08%
Over 100,000	100.00%	100.00%	0.00%	0.00%	100.00%
40,000 to 99,999	80.00%	80.00%	25.00%	50.00%	25.00%
20,000 to 39,999	100.00%	91.67%	33.33%	58.33%	8.33%
10,000 to 19,999	100.00%	100.00%	20.00%	60.00%	20.00%
0 to 9,999	100.00%	50.00%	50.00%	50.00%	0.00%
Overall	26/27	24/27	7/26	13/26	6/26

COUNTY BENEFITS

VISION INSURANCE PERCENTAGES

	Vision Insurance Offered	Vision Insurance for Dependents	Premiums		
			100% Employer Paid	100% Employee Paid	Jointly Paid
Overall %	92.59%	88.46%	24.00%	52.00%	24.00%
Over 100,000	100.00%	100.00%	0.00%	0.00%	100.00%
40,000 to 99,999	80.00%	80.00%	25.00%	50.00%	25.00%
20,000 to 39,999	100.00%	91.67%	33.33%	58.33%	8.33%
10,000 to 19,999	100.00%	100.00%	20.00%	60.00%	20.00%
0 to 9,999	50.00%	50.00%	0.00%	100.00%	0.00%
Overall	25/27	23/26	6/25	13/25	6/25

COUNTY BENEFITS

SHORT TERM DISABILITY INSURANCE

	Short Term Disability Offered	Premiums		
		100% Employer Paid	100% Employee Paid	Jointly Paid
Overall %	74.07%	22.73%	72.73%	4.55%
Over 100,000	33.33%	0.00%	100.00%	0.00%
40,000 to 99,999	80.00%	0.00%	100.00%	0.00%
20,000 to 39,999	75.00%	27.27%	72.73%	0.00%
10,000 to 19,999	100.00%	20.00%	60.00%	20.00%
0 to 9,999	50.00%	100.00%	0.00%	0.00%
Overall	20/27	5/22	16/22	1/22

LONG TERM DISABILITY INSURANCE

	Long Term Disability Offered	Premiums		
		100% Employer Paid	100% Employee Paid	Jointly Paid
Overall %	55.56%	35.29%	64.71%	0.00%
Over 100,000	33.33%	100.00%	0.00%	0.00%
40,000 to 99,999	60.00%	0.00%	100.00%	0.00%
20,000 to 39,999	50.00%	37.50%	62.50%	0.00%
10,000 to 19,999	80.00%	25.00%	75.00%	0.00%
0 to 9,999	50.00%	100.00%	0.00%	0.00%
Overall	15/27	6/17	11/17	0/17

COUNTY BENEFITS

PAID PERSONAL LEAVE

	Paid Personal Leave Offered	Average number of days at:		
		1 Year	4 Years	10 Years
Overall %	96.30%	12.71	15.08	17.38
Over 100,000	100.00%	15.33	18.00	19.00
40,000 to 99,999	100.00%	16.00	19.00	22.00
20,000 to 39,999	91.67%	9.23	11.41	15.23
10,000 to 19,999	100.00%	11.00	13.00	14.67
0 to 9,999	100.00%	12.00	14.00	16.00
Overall	26/27	12.71	15.08	17.38

PAID SICK LEAVE

	Paid Sick Leave Offered	Average number of days at:		
		1 Year	4 Years	10 Years
Overall %	92.59%	9.70	8.94	9.26
Over 100,000	100.00%	12.33	11.83	11.33
40,000 to 99,999	80.00%	13.50	13.00	12.75
20,000 to 39,999	91.67%	7.68	8.36	10.23
10,000 to 19,999	100.00%	7.00	8.00	9.00
0 to 9,999	100.00%	8.00	3.50	3.00
Overall	25/27	9.70	8.94	9.26

PAID HOLIDAYS

	Paid Holidays Offered	Average number of Holidays per year
Overall %	100.00%	10.38
Over 100,000	100.00%	10.50
40,000 to 99,999	100.00%	0.00
20,000 to 39,999	100.00%	10.50
10,000 to 19,999	100.00%	11.50
0 to 9,999	100.00%	9.00
Overall	27/27	10.38

RETIREMENT

	Retirement Offered	Supplemental Retirement Offered
Overall %	100.00%	74.07%
Over 100,000	100.00%	100.00%
40,000 to 99,999	100.00%	60.00%
20,000 to 39,999	100.00%	66.67%
10,000 to 19,999	100.00%	80.00%
0 to 9,999	100.00%	100.00%
Overall	27/27	20/27

COUNTY BENEFITS

LIFE INSURANCE

	Life Insurance Offered	Premiums			Amount Offered		
		100% Employer Paid	100% Employee Paid	Jointly Paid	Less than \$10,000	\$10,000 to \$25,000	More than \$25,000
Overall %	100.00%	88.89%	0.00%	11.11%	7.14%	64.29%	28.57%
Over 100,000	100.00%	66.67%	0.00%	33.33%	20.00%	40.00%	40.00%
40,000 to 99,999	100.00%	80.00%	0.00%	20.00%	0.00%	75.00%	25.00%
20,000 to 39,999	100.00%	100.00%	0.00%	0.00%	8.33%	75.00%	16.67%
10,000 to 19,999	100.00%	80.00%	0.00%	20.00%	0.00%	60.00%	40.00%
0 to 9,999	100.00%	100.00%	0.00%	0.00%	0.00%	50.00%	50.00%
Overall	27/27	24/27	0/27	3/27	2/28	18/28	8/28

MISCELLANEOUS BENEFITS

	Supplemental Pay Offered	Social Security Deduction	Childcare Offered	Child Tuition or Education Assistance	Flex Spending Accounts	Shift Differentials	Stipends Offered	Education Reimbursement	Additional Education Pay	Performance Based Pay
Overall %	7.41%	100.00%	0.00%	0.00%	22.22%	8.33%	3.70%	3.70%	0.00%	3.70%
Overall	2/27	27/27	0/27	0/27	6/27	2/24	1/27	1/27	0/27	1/27

COUNTY RECRUITMENT

	Do you feel it is difficult to attract applicants with the skills your county government needs?				
	Very Difficult	Somewhat Difficult	Neutral	Not Difficult	Very Easy
Overall %	21.43%	46.43%	10.71%	14.29%	7.14%
Over 100,000	0.00%	100.00%	0.00%	0.00%	0.00%
40,000 to 99,999	0.00%	60.00%	20.00%	20.00%	0.00%
20,000 to 39,999	33.33%	41.67%	0.00%	16.67%	8.33%
10,000 to 19,999	16.67%	33.33%	16.67%	16.67%	16.67%
0 to 9,999	50.00%	0.00%	50.00%	0.00%	0.00%
Overall	6/28	13/28	3/28	4/28	2/28

	What is the most common recruitment strategy to fill positions within your county?					
	Internal Postings	External Postings	Advertising 3rd Party	Advertising Social Media	In-Person Application	Employee Referral
Overall %	13.04%	10.87%	4.35%	26.09%	26.09%	19.57%
Over 100,000	28.57%	14.29%	14.29%	28.57%	14.29%	0.00%
40,000 to 99,999	0.00%	28.57%	0.00%	28.57%	28.57%	14.29%
20,000 to 39,999	0.00%	5.56%	5.56%	33.33%	27.78%	27.78%
10,000 to 19,999	33.33%	8.33%	0.00%	8.33%	25.00%	25.00%
0 to 9,999	0.00%	0.00%	0.00%	50.00%	50.00%	0.00%

	Do you believe your county is able to pay what the labor market demands?				
	Very Difficult	Somewhat Difficult	Neutral	Not Difficult	Very Easy
Overall %	25.00%	25.00%	32.14%	14.29%	3.57%
Over 100,000	0.00%	66.67%	33.33%	0.00%	0.00%
40,000 to 99,999	0.00%	0.00%	80.00%	20.00%	0.00%
20,000 to 39,999	33.33%	16.67%	25.00%	16.67%	8.33%
10,000 to 19,999	16.67%	50.00%	16.67%	16.67%	0.00%
0 to 9,999	100.00%	0.00%	0.00%	0.00%	0.00%
Overall	7/28	7/28	9/28	4/28	1/28

COUNTY RETENTION

	Is it difficult to retain current employees with your county?				
	Very Difficult	Somewhat Difficult	Neutral	Not Difficult	Very Easy
Overall %	7.41%	33.33%	25.93%	25.93%	7.41%
Over 100,000	0.00%	0.00%	66.67%	33.33%	0.00%
40,000 to 99,999	20.00%	0.00%	20.00%	40.00%	20.00%
20,000 to 39,999	8.33%	58.33%	16.67%	16.67%	0.00%
10,000 to 19,999	0.00%	20.00%	20.00%	40.00%	20.00%
0 to 9,999	0.00%	50.00%	50.00%	0.00%	0.00%
Overall	2/27	9/27	7/27	7/27	2/27

	What is the top reason employees are resigning with your county?				
	Better Compensation	Career Change	Retirement	Opportunity with another public employer	Opportunity with another private employer
Overall %	58.82%	14.71%	14.71%	5.88%	5.88%
Over 100,000	60.00%	20.00%	20.00%	0.00%	0.00%
40,000 to 99,999	50.00%	0.00%	33.33%	0.00%	16.67%
20,000 to 39,999	61.54%	15.38%	0.00%	15.38%	7.69%
10,000 to 19,999	50.00%	25.00%	25.00%	0.00%	0.00%
0 to 9,999	100.00%	0.00%	0.00%	0.00%	0.00%

	To what extent do you believe the total compensation rewards you offer your employees are competitive in the overall labor market?				
	Very Competitive	Somewhat Competitive	Neutral	Not Competitive	Very Uncompetitive
Overall %	14.81%	29.63%	22.22%	25.93%	7.41%
Over 100,000	0.00%	66.67%	33.33%	0.00%	0.00%
40,000 to 99,999	40.00%	20.00%	20.00%	20.00%	0.00%
20,000 to 39,999	16.67%	16.67%	8.33%	50.00%	8.33%
10,000 to 19,999	0.00%	60.00%	40.00%	0.00%	0.00%
0 to 9,999	0.00%	0.00%	50.00%	0.00%	50.00%
Overall	4/27	8/27	6/27	7/27	2/27

	To what extent do you believe the total compensation rewards you offer your employees are competitive with other nearby municipal or county employers?				
	Very Competitive	Somewhat Competitive	Neutral	Not Competitive	Very Uncompetitive
Overall %	22.22%	40.74%	18.52%	14.81%	3.70%
Over 100,000	0.00%	66.67%	33.33%	0.00%	0.00%
40,000 to 99,999	40.00%	40.00%	20.00%	0.00%	0.00%
20,000 to 39,999	25.00%	25.00%	16.67%	25.00%	8.33%
10,000 to 19,999	20.00%	60.00%	20.00%	0.00%	0.00%
0 to 9,999	0.00%	50.00%	0.00%	50.00%	0.00%
Overall	6/27	11/27	5/27	4/27	1/27

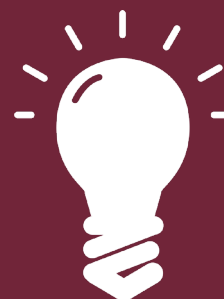
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MUNICIPALITY SURVEY INSTRUMENT

February 16, 2024

2024 Mississippi Law Enforcement Compensation, Recruitment, and Retention Survey

Dear Municipal Official,

The Stennis Institute at Mississippi State University, with the support of the Capstone students in the Master of Public Policy & Administration (MPPA) program, is conducting the 2024 Mississippi Law Enforcement Compensation, Recruitment, and Retention Survey for the Mississippi Municipal League (MML). The completed survey results will be available in time for the MML Annual Conference this summer as well online. All information provided will remain strictly confidential and presented in aggregate form to ensure that no individual response will be identifiable in the published results.

Please complete the attached survey, which includes a listing of common Law Enforcement positions in the Police Department. We understand that municipalities are different and may not have every position listed on the survey. Bearing this in mind, please provide as much information as possible. If you do not have the exact job title but have a job with similar responsibilities, please report the needed information for the similar job.

Please mail, fax, or e-mail the completed survey to us by **Friday, May 17, 2024**.

Mailing Address:

ATTN: 2024 Mississippi Law Enforcement Survey
Stennis Institute,
P.O. Drawer LV,
Mississippi State, MS, 39762

Fax: 662-325-3772

E-mail: mpeterson@sig.msstate.edu

If you prefer, this survey is also available to be filled out on online at the link below:

https://msstate.co1.qualtrics.com/jfe/form/SV_3F954YwbPorEH42

If you have any questions regarding the enclosed survey, please do not hesitate to call me. On behalf of the Stennis Institute, and the Capstone MPPA Students, we thank you for your time and effort.

Sincerely,
Matthew L. Peterson, PhD
Research Associate II
John C. Stennis Institute of Government
Resource Specialist
Political Science and Public Administration
Office: 662-325-7010



2024 Mississippi Law Enforcement Compensation, Recruitment, and Retention Survey

Name of Municipality: _____

Person Completing This Form: _____
(Name/Job Title)

Address: _____

Phone Number: _____ Fax Number: _____

Police Department 2024 Annual Salaries

Police Chief: \$ _____

Police Deputy Chief or Assistant Chief: \$ _____

Police Major: \$ _____

Police Captain: \$ _____

Police Lieutenant: \$ _____

Police Sergeant: \$ _____

Police Corporal: \$ _____

Police Investigator: \$ _____

Police Officer: \$ _____

Police (Other): \$ _____
(Job Title/Salary)

Police (Other): \$ _____
(Job Title/Salary)

Police (Other): \$ _____
(Job Title/Salary)

Benefits

Medical, Dental, and Vision Insurance

Medical Insurance	
Does your municipality offer medical insurance?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your municipality offer medical insurance for spouses and dependents?	Yes <input type="checkbox"/> No <input type="checkbox"/>
For most employees, are medical insurance premiums:	100% Employer Paid <input type="checkbox"/> 100% Employee Paid <input type="checkbox"/> Jointly Paid <input type="checkbox"/>

Dental Insurance	
Does your municipality offer dental insurance?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your municipality offer dental insurance for spouses and dependents?	Yes <input type="checkbox"/> No <input type="checkbox"/>
For most employees, are dental insurance premiums:	100% Employer Paid <input type="checkbox"/> 100% Employee Paid <input type="checkbox"/> Jointly Paid <input type="checkbox"/>

Vision Insurance	
Does your municipality offer vision insurance?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your municipality offer vision insurance for employees' spouses and dependents?	Yes <input type="checkbox"/> No <input type="checkbox"/>
For most employees, are vision insurance premiums:	100% Employer Paid <input type="checkbox"/> 100% Employee Paid <input type="checkbox"/> Jointly Paid <input type="checkbox"/>

MUNICIPALITY SURVEY INSTRUMENT

Disability Insurance

Short Term Disability Insurance	
Does your municipality offer short-term disability insurance? (Excluding Worker's Compensation)	Yes <input type="checkbox"/> No <input type="checkbox"/>
For most employees, are short-term disability insurance premiums:	100% Employer Paid <input type="checkbox"/> 100% Employee Paid <input type="checkbox"/> Jointly Paid <input type="checkbox"/>
Long Term Disability Insurance	
Does your municipality offer long-term disability insurance? (Excluding Worker's Compensation)	Yes <input type="checkbox"/> No <input type="checkbox"/>
For most employees, are long-term disability insurance premiums:	100% Employer Paid <input type="checkbox"/> 100% Employee Paid <input type="checkbox"/> Jointly Paid <input type="checkbox"/>

Leave

Paid Personal Leave	
Does your municipality offer paid personal leave?	Yes <input type="checkbox"/> No <input type="checkbox"/>
At 1 year of employment?	Number of Days: _____
At 4 years of employment?	Number of Days: _____
At 10 years of employment?	Number of Days: _____
Paid Sick Leave	
Does your municipality offer paid sick leave?	Yes <input type="checkbox"/> No <input type="checkbox"/>
At 1 year of employment?	Number of Days: _____
At 4 years of employment?	Number of Days: _____
At 10 years of employment?	Number of Days: _____
Paid Holidays	
Does your municipality offer paid holidays?	Yes <input type="checkbox"/> No <input type="checkbox"/>
If yes, how many paid holidays are offered per year?	Number of Days: _____

Life Insurance, Retirement, and Longevity Pay

Life Insurance	
Does your municipality offer life insurance?	Yes <input type="checkbox"/> No <input type="checkbox"/>
For most employees, are life insurance premiums:	100% Employer Paid <input type="checkbox"/> 100% Employee Paid <input type="checkbox"/> Jointly Paid <input type="checkbox"/>
What amount of life insurance do you offer?	Less than \$10,000 <input type="checkbox"/> \$10,000 to \$25,000 <input type="checkbox"/> More than \$25,000 <input type="checkbox"/>
Retirement	
Does your municipality offer a retirement plan to employees?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your municipality offer a supplemental retirement plan? (ex: deferred compensation)	Yes <input type="checkbox"/> No <input type="checkbox"/>
Longevity Pay	
Does your municipality offer any type of longevity pay?	Yes <input type="checkbox"/> No <input type="checkbox"/>
If yes, how much is offered?	\$ _____
At 5 years of service?	\$ _____
At 10 years of service?	\$ _____
At 15 years of service?	\$ _____
At 20 years of service?	\$ _____
At 25 years of service?	\$ _____

Miscellaneous

Miscellaneous Benefits	
Does your municipality offer supplemental pay?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your municipality deduct Social Security from pay?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your municipality offer childcare benefits?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your municipality offer child tuition or child educational assistance or reimbursement?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your municipality offer flexible spending accounts?	Yes <input type="checkbox"/> No <input type="checkbox"/>
If yes, does your municipality offer shift differentials?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your municipality offer any other types of stipends?	Yes <input type="checkbox"/> No <input type="checkbox"/>
If yes, what types?	_____
Does your municipality offer an employee education reimbursement program?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your municipality offer additional pay for educational attainment? (ex: Associates', Bachelors', or Masters', etc.)	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your municipality offer any type of performance-based pay incentives?	Yes <input type="checkbox"/> No <input type="checkbox"/>

Recruitment

Recruitment	
Do you feel it is difficult to attract applicants with the skills your municipal government needs?	Very difficult to attract skilled applicants <input type="checkbox"/> Somewhat difficult to attract skilled applicants <input type="checkbox"/> Neutral <input type="checkbox"/> Not difficult to attract skilled applicants <input type="checkbox"/> Very easy to attract skilled applicants <input type="checkbox"/>
What is the most common recruitment strategy to fill positions within your city?	Internal postings <input type="checkbox"/> External postings to the public on city website <input type="checkbox"/> Advertising through 3 rd party website <input type="checkbox"/> Advertising through social media website <input type="checkbox"/> In-person application <input type="checkbox"/> Employee referral <input type="checkbox"/>
Do you believe your municipality is able to pay what the labor market demands?	Very difficult to pay what the labor market demands <input type="checkbox"/> Somewhat difficult to meet what the labor market demands <input type="checkbox"/> Neutral <input type="checkbox"/> Not difficult to pay what the labor market demands <input type="checkbox"/> Very easy to pay what the labor market demands <input type="checkbox"/>
Which positions/functions are the least challenging to fill within your municipality?	
Which positions/functions are the most challenging to fill within your municipality?	

MUNICIPALITY SURVEY INSTRUMENT

Retention

Retention	
Is it difficult to retain current employees with your municipality?	Very difficult to retain employees <input type="checkbox"/> Somewhat difficult to retain employees <input type="checkbox"/> Neutral <input type="checkbox"/> Not difficult to retain employees <input type="checkbox"/> Very easy to retain employees <input type="checkbox"/>
What is the top reason employees are resigning with your municipality?	Better compensation <input type="checkbox"/> Career change <input type="checkbox"/> Retirement <input type="checkbox"/> Opportunity with another public employer <input type="checkbox"/> Opportunity with a private employer <input type="checkbox"/>
What was your overall employee turnover rate % in 2023?	
Which positions/functions are the least challenging to retain within your municipality?	
Which positions/functions are the most challenging to retain within your municipality?	
To what extent do you believe the total compensation rewards you offer your employees are competitive with the overall labor market?	Very competitive <input type="checkbox"/> Somewhat competitive <input type="checkbox"/> Neutral <input type="checkbox"/> Not competitive <input type="checkbox"/> Very uncompetitive <input type="checkbox"/>
To what extent do you believe the total compensation rewards you offer your employees are competitive with other nearby municipal or county employers?	Very competitive <input type="checkbox"/> Somewhat competitive <input type="checkbox"/> Neutral <input type="checkbox"/> Not competitive <input type="checkbox"/> Very uncompetitive <input type="checkbox"/>

Comments or Clarifications

Thank you for taking the time to complete this survey! Please make any comments or clarifications to specific survey questions in the space below.



**John C. Stennis Institute of Government
and Community Development**

Mississippi State University

382 Hardy Road,
Mississippi State, MS, 39762

(662) 325-3328 (Phone)
(662) 325-3772 (Fax)

For further information regarding this survey, contact:

Matthew L. Peterson, PhD
Research Associate II
(662) 325-7010

mpeterson@sig.msstate.edu

COUNTY SURVEY INSTRUMENT

February 16, 2024

2024 Mississippi Law Enforcement Compensation, Recruitment, and Retention Survey

Dear County Official,

The Stennis Institute at Mississippi State University, with the support of the Capstone students in the Master of Public Policy & Administration (MPPA) program, is conducting the 2024 Mississippi Law Enforcement Compensation, Recruitment, and Retention Survey for the Mississippi Association of Supervisors (MAS). The completed survey results will be available in time for the MAS Annual Conference this summer as well online. All information provided will remain strictly confidential and presented in aggregate form to ensure that no individual response will be identifiable in the published results.

Please complete the attached survey, which includes a listing of common Law Enforcement positions in the Sheriff's Department. We understand that counties are different and may not have every position listed on the survey. Bearing this in mind, please provide as much information as possible. If you do not have the exact job title but have a job with similar responsibilities, please report the needed information for the similar job.

Please mail, fax, or e-mail the completed survey to us by **Friday, May 17, 2024**.

Mailing Address:

ATTN: 2024 Mississippi Law Enforcement Survey
Stennis Institute,
P.O. Drawer LV,
Mississippi State, MS, 39762

Fax: 662-325-3772

E-mail: mpeterson@sig.msstate.edu

If you prefer, this survey is also available to be filled out online at the link below:
https://msstate.co.qualtrics.com/jfe/form/SV_cOXgSpI20MpZaaq

If you have any questions regarding the enclosed survey, please do not hesitate to call me. On behalf of the Stennis Institute, and the Capstone MPPA Students, we thank you for your time and effort.

Sincerely,
Matthew L. Peterson, PhD
Research Associate II
John C. Stennis Institute of Government
Resource Specialist
Political Science and Public Administration
Office: 662-325-7010



2024 Mississippi Law Enforcement Compensation, Recruitment, and Retention Survey

Name of County: _____

Person Completing This Form: _____
(Name/Job Title)

Address: _____

Phone Number: _____ Fax Number: _____

Sheriff Department 2024 Annual Salaries

Sheriff: \$ _____

Deputy Sheriff or Assistant Sheriff: \$ _____

Major: \$ _____

Captain: \$ _____

Lieutenant: \$ _____

Sergeant: \$ _____

Corporal: \$ _____

Investigator: \$ _____

Officer: \$ _____

(Other): \$ _____
(Job Title/Salary)

(Other): \$ _____
(Job Title/Salary)

(Other): \$ _____
(Job Title/Salary)

Benefits

Medical, Dental, and Vision Insurance

Medical Insurance	
Does your county offer medical insurance?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your county offer medical insurance for spouses and dependents?	Yes <input type="checkbox"/> No <input type="checkbox"/>
For most employees, are medical insurance premiums:	100% Employer Paid <input type="checkbox"/> 100% Employee Paid <input type="checkbox"/> Jointly Paid <input type="checkbox"/>

Dental Insurance	
Does your county offer dental insurance?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your county offer dental insurance for spouses and dependents?	Yes <input type="checkbox"/> No <input type="checkbox"/>
For most employees, are dental insurance premiums:	100% Employer Paid <input type="checkbox"/> 100% Employee Paid <input type="checkbox"/> Jointly Paid <input type="checkbox"/>

Vision Insurance	
Does your county offer vision insurance?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your county offer vision insurance for employees' spouses and dependents?	Yes <input type="checkbox"/> No <input type="checkbox"/>
For most employees, are vision insurance premiums:	100% Employer Paid <input type="checkbox"/> 100% Employee Paid <input type="checkbox"/> Jointly Paid <input type="checkbox"/>

COUNTY SURVEY INSTRUMENT

Disability Insurance

Short Term Disability Insurance	
Does your county offer short-term disability insurance? (Excluding Worker's Compensation)	Yes <input type="checkbox"/> No <input type="checkbox"/>
For most employees, are short-term disability insurance premiums:	100% Employer Paid <input type="checkbox"/> 100% Employee Paid <input type="checkbox"/> Jointly Paid <input type="checkbox"/>
Long Term Disability Insurance	
Does your county offer long-term disability insurance? (Excluding Worker's Compensation)	Yes <input type="checkbox"/> No <input type="checkbox"/>
For most employees, are long-term disability insurance premiums:	100% Employer Paid <input type="checkbox"/> 100% Employee Paid <input type="checkbox"/> Jointly Paid <input type="checkbox"/>

Leave

Paid Personal Leave	
Does your county offer paid personal leave?	Yes <input type="checkbox"/> No <input type="checkbox"/>
At 1 year of employment?	Number of Days: _____
At 4 years of employment?	Number of Days: _____
At 10 years of employment?	Number of Days: _____
Paid Sick Leave	
Does your county offer paid sick leave?	Yes <input type="checkbox"/> No <input type="checkbox"/>
At 1 year of employment?	Number of Days: _____
At 4 years of employment?	Number of Days: _____
At 10 years of employment?	Number of Days: _____
Paid Holidays	
Does your county offer paid holidays?	Yes <input type="checkbox"/> No <input type="checkbox"/>
If yes, how many paid holidays are offered per year?	Number of Days: _____

Life Insurance, Retirement, and Longevity Pay

Life Insurance	
Does your county offer life insurance?	Yes <input type="checkbox"/> No <input type="checkbox"/>
For most employees, are life insurance premiums:	100% Employer Paid <input type="checkbox"/> 100% Employee Paid <input type="checkbox"/> Jointly Paid <input type="checkbox"/>
What amount of life insurance do you offer?	Less than \$10,000 <input type="checkbox"/> \$10,000 to \$25,000 <input type="checkbox"/> More than \$25,000 <input type="checkbox"/>
Retirement	
Does your county offer a retirement plan to employees?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your county offer a supplemental retirement plan? (ex: deferred compensation)	Yes <input type="checkbox"/> No <input type="checkbox"/>
Longevity Pay	
Does your county offer any type of longevity pay?	Yes <input type="checkbox"/> No <input type="checkbox"/>
If yes, how much is offered?	\$ _____
At 5 years of service?	\$ _____
At 10 years of service?	\$ _____
At 15 years of service?	\$ _____
At 20 years of service?	\$ _____
At 25 years of service?	\$ _____

Miscellaneous

Miscellaneous Benefits	
Does your county offer supplemental pay?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your county deduct Social Security from pay?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your county offer childcare benefits?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your county offer child tuition or child educational assistance or reimbursement?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your county offer flexible spending accounts?	Yes <input type="checkbox"/> No <input type="checkbox"/>
If yes, does your county offer shift differentials?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your county offer any other types of stipends?	Yes <input type="checkbox"/> No <input type="checkbox"/>
If yes, what types?	_____
Does your county offer an employee education reimbursement program?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your county offer additional pay for educational attainment? (ex: Associates', Bachelors', or Masters', etc.)	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your county offer any type of performance-based pay incentives?	Yes <input type="checkbox"/> No <input type="checkbox"/>

Recruitment

Recruitment	
Do you feel it is difficult to attract applicants with the skills your county government needs?	Very difficult to attract skilled applicants <input type="checkbox"/> Somewhat difficult to attract skilled applicants <input type="checkbox"/> Neutral <input type="checkbox"/> Not difficult to attract skilled applicants <input type="checkbox"/> Very easy to attract skilled applicants <input type="checkbox"/>
What is the most common recruitment strategy to fill positions within your county?	Internal postings <input type="checkbox"/> External postings to the public on county website <input type="checkbox"/> Advertising through 3 rd party website <input type="checkbox"/> Advertising through social media website <input type="checkbox"/> In-person application <input type="checkbox"/> Employee referral <input type="checkbox"/>
Do you believe your county is able to pay what the labor market demands?	Very difficult to pay what the labor market demands <input type="checkbox"/> Somewhat difficult to meet what the labor market demands <input type="checkbox"/> Neutral <input type="checkbox"/> Not difficult to pay what the labor market demands <input type="checkbox"/> Very easy to pay what the labor market demands <input type="checkbox"/>
Which positions/functions are the least challenging to fill within your county?	
Which positions/functions are the most challenging to fill within your county?	

COUNTY SURVEY INSTRUMENT

Retention

Retention	
Is it difficult to retain current employees with your county?	Very difficult to retain employees <input type="checkbox"/> Somewhat difficult to retain employees <input type="checkbox"/> Neutral <input type="checkbox"/> Not difficult to retain employees <input type="checkbox"/> Very easy to retain employees <input type="checkbox"/>
What is the top reason employees are resigning with your county?	Better compensation <input type="checkbox"/> Career change <input type="checkbox"/> Retirement <input type="checkbox"/> Opportunity with another public employer <input type="checkbox"/> Opportunity with a private employer <input type="checkbox"/>
What was your overall employee turnover rate % in 2023?	
Which positions/functions are the least challenging to retain within your county?	
Which positions/functions are the most challenging to retain within your county?	
To what extent do you believe the total compensation rewards you offer your employees are competitive with the overall labor market?	Very competitive <input type="checkbox"/> Somewhat competitive <input type="checkbox"/> Neutral <input type="checkbox"/> Not competitive <input type="checkbox"/> Very uncompetitive <input type="checkbox"/>
To what extent do you believe the total compensation rewards you offer your employees are competitive with other nearby county employers?	Very competitive <input type="checkbox"/> Somewhat competitive <input type="checkbox"/> Neutral <input type="checkbox"/> Not competitive <input type="checkbox"/> Very uncompetitive <input type="checkbox"/>

Comments or Clarifications

Thank you for taking the time to complete this survey! Please make any comments or clarifications to specific survey questions in the space below.



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2024 MISSISSIPPI LAW ENFORCEMENT SALARY & BENEFITS SURVEY

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