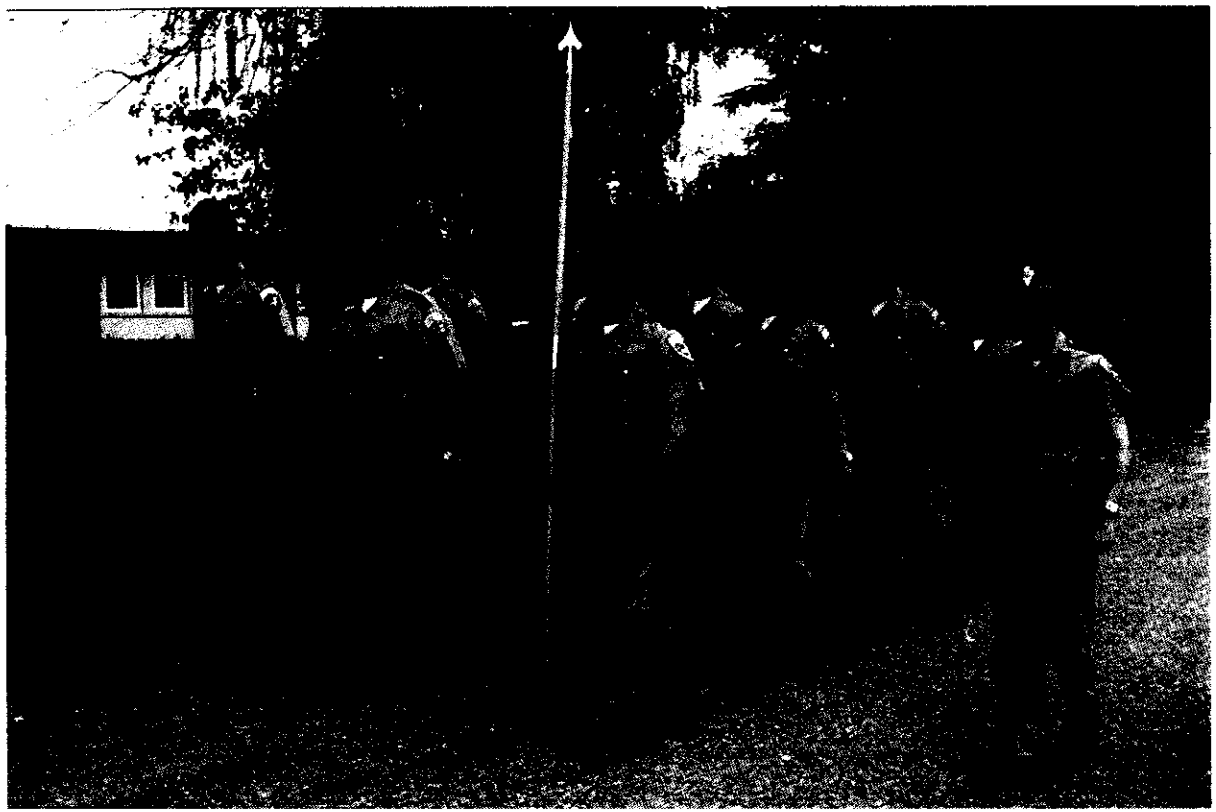
MONTANA HIGHWAY PATROL

SENATE FINANCE AND CLAIMS
EXHIBIT NO. 12
DATE 4-6-05
BILL NO. HB 35



Senate Finance and Claims
MHP Recruitment and Retention – HB 35
April 2005

MHP Recruitment and Retention

Problem Areas

- Vacancy Savings
- Officer Pay
- Division Staffing

MHP Recruitment and Retention

Vacancy Savings

- Legislatively mandated
- $566,650 per year
- Requires 14.7 positions to be left vacant
- Results
  - Troopers spend more time on call-outs
  - Troopers must work more overtime
  - Response time to emergencies is affected
- Solution
  - HB 35 Removes the vacancy savings requirement for the Montana Highway Patrol Division

MHP Officer Retention

- In the last 11 years, 179 troopers have left employment with the MHP:
  - 76 or 42.4% — Retired
  - **71 or 39.8%** — **Went to other law enforcement agencies (62) or other non-law enforcement agencies (9) for higher salaries**
  - 32 or 17.8% — Received disability retirement (6), resigned (10), had employment terminated (14) or deceased (2).

MHP Recruitment and Retention

Salary Comparison - (Fall 2003)

Gallatin	$18.29
Yellowstone	$18.19
Missoula	$18.03
Lewis & Clark	$17.18
Butte-Silver Bow	$12.48
Flathead	$16.65
Dawson	$16.52
Cascade	$14.80
MHP	**$12.90**

- Avg. County Salary
  $16.52
- MHP Salary
  $12.90
- Difference
  $3.62

MHP Recruitment and Retention

Salary Comparison (August 2004)

Yellowstone	$18.45
Missoula	$18.63
Lewis & Clark	$17.92
Butte-Silver Bow*	$15.22
Flathead	$18.73
Dawson	$16.52
Gallatin	$18.91
Cascade	$14.80
MHP	**$12.90**

*after probationary period

- Avg. County Salary
  $17.40
- MHP Salary
  $12.90
- Difference
  $4.50

Montana Law Enforcement Salary Index

- County salaries from Gallatin, Missoula, Flathead, Lewis & Clark, Butte-Silver Bow, Cascade, Dawson and Yellowstone
- Average of all eight compared to salary of MHP
- MHP brought up to the average

MHP Recruitment and Retention

Potential Funding Sources

- Increase gas tax
- Elimination of dyed diesel program
- Increase in vehicle registration fees
- Use more of existing gas tax
- State General Fund
- Fee per vehicle for each liability insurance policy, either written or renewed
- New tax on a can of beer or bottle of wine sold in Montana

MHP Recruitment and Retention

HB 35 Funding Source

- 1,313,483 vehicles will be registered in Montana in FY 2005
- 1,313,483 vehicles x $5.00 registration fee equals $6,567,416
- This is approximately the same amount as would have been raised under the insurance fee option

MHP Recruitment and Retention

Staffing Levels

	Actual FTE	Minimum FTE	Optimum FTE
Division Total	274.55	399	495
Officers Only	206	296	380

MHP Recruitment and Retention

Thirty Year Differences

Year	1973	2003	Percent Difference
Miles Driven	5.6 billion	10.7 billion	+91.1%
Vehicles Registered	668,717	1,059,565	+58.5%
Population	694,409	917,621	+32.2%
Economic Loss	$106.6 million	$780 million	+731.8%
Officer Strength	220	206	-6.4%

MHP Recruitment and Selection

HB 35 Summary

- HB 35 provides proposed solutions to address all three areas of concern:
  - Removal of the vacancy saving
  - Competitive pay, retention pay, and additional trooper FTE covered by *MLESI and by proposed funding source.
  - Funding source does not affect state general fund or state special gas tax fund

* Montana Law Enforcement Salary Index