



FISCAL SNAPSHOT

MSP TROOPER STRENGTH

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Summary

The Michigan State Police (MSP) has established a [strategic objective](#) to maintain annual enlisted staffing of 2,000 members. While the department has conducted multiple recruit schools in recent fiscal years, the volume of enlisted separations is currently exceeding the volume of recruit school graduations.

Background

Law enforcement agencies provide valuable public services, but the provision of those services depends on maintaining adequate staffing levels. The most valuable metric for analyzing staffing within the MSP is enlisted strength, which is a count of the total number of enlisted personnel employed by the department at a given point in time (for the purposes of this snapshot, the strength on October 1). Enlisted personnel are defined by the department as MSP trooper recruit school graduates who are certified by the Michigan Commission on Law Enforcement Standards (MCOLES), which includes troopers and other enlisted ranks.

Recent Activity

As of the beginning of FY 2022-23 (not shown in the graph), enlisted strength was at 1,897, 103 enlisted members below the MSP strategic objective. In FY 2021-22, there were 147 enlisted separations and 80 trooper recruit school graduates. The department plans to conduct two trooper recruit schools during the 2023 calendar year, with the first beginning in January and the second beginning in July. Each school is projected to graduate approximately 85 troopers. It should be noted that there can be significant fluctuation of enlisted strength within a given year because MSP troopers enter the force with their recruit school class.

The Bottom Line

Following a period of decline from FY 2000-01 through FY 2011-12, the MSP's trooper strength has made a significant recovery, with enlisted levels 18.5% higher in FY 2021-22 than they were in FY 2012-13. During recent fiscal years, COVID-19 and social changes have presented challenges for the department as it strives to achieve its strategic strength objectives and its goal of diversifying the enlisted ranks.

