



Missouri State Highway Patrol Classification and Compensation Plan Reference Information

EFFECTIVE: 09/01/2024
 LAST REVIEW: 09/01/2024

OCCUPATION: HUMAN RESOURCES
 JOB FAMILY: AGENCY HUMAN RESOURCES

CLASSIFICATION:	Human Resources Assistant	Human Resources Generalist	Human Resources Specialist	Human Resources Manager	Division Assistant Director (Human Resources Director)
TITLE CODE:	V01001	V01002	V01003	V01004	V01000 (V01153)
FLSA STATUS:	Non-Exempt	Non-Exempt	Exempt	Exempt	Exempt
ENTRY	High school diploma or equivalent.	Not Available	Not Available	Not Available	Not Available
Salary (Semi-Monthly)	\$1,786.00	--	--	--	--
Range,Step	16/O	--	--	--	--
INTERMEDIATE	High school diploma or equivalent and two years of experience in KSAs relevant to successful performance as a Human Resources Assistant.	Bachelor's degree from an accredited institution.	Not Available	Not Available	Not Available
Salary (Semi-Monthly)	\$1,882.00	\$2,096.00	--	--	--
Range,Step	16/R	23/J	--	--	--
PROFICIENT	Two years of Patrol performance evaluations documenting ratings of meeting expectations as a Human Resources Assistant at the Intermediate level.	Two years of Patrol performance evaluations documenting ratings of meeting expectations as a Human Resources Generalist at the Intermediate level.	Bachelor's degree from an accredited institution and three years of experience in KSAs relevant to successful performance as a Human Resources Specialist.	Bachelor's degree from an accredited institution and three years of experience in KSAs relevant to successful performance as a Human Resources Manager.	Bachelor's degree from an accredited institution and seven years of experience in KSAs relevant to successful performance as a Division Assistant Director (Human Resources Director). Two of seven years must be in a supervisory or lead worker role.
Salary (Semi-Monthly)	\$1,986.00	\$2,218.00	\$2,483.00	\$3,053.00	Salary Commensurate with Experience
Range,Step	16/U	23/M	26/M	30/P	--
ADVANCED	Not Available	Three years of Patrol performance evaluations documenting ratings of meeting expectations as a Human Resources Generalist at the Proficient level.	Two years of Patrol performance evaluations documenting ratings of meeting expectations as a Human Resources Specialist at the Proficient level.	Three years of Patrol performance evaluations documenting ratings of meeting expectations as a Human Resources Manager at the Proficient level.	Two years of Patrol performance evaluations documenting ratings of meeting expectations as a Division Assistant Director (Human Resources Director) at the Proficient level.
Salary (Semi-Monthly)	--	\$2,343.00	\$2,647.00	\$3,312.00	Salary Commensurate with Experience
Range,Step	--	23/P	26/Q	30/T	--
EXPERT	Not Available	Not Available	Two years of Patrol performance evaluations documenting ratings of meeting expectations as a Human Resources Specialist at the Advanced level.	Two years of Patrol performance evaluations documenting ratings of meeting expectations as a Human Resources Manager at the Advanced level.	Three years of Patrol performance evaluations documenting ratings of meeting expectations as a Division Assistant Director (Human Resources Director) at the Advanced level.
Salary (Semi-Monthly)	--	--	\$2,815.00	\$3,604.00	Salary Commensurate with Experience
Range,Step	--	--	26/T	30/X	--