

Abstract

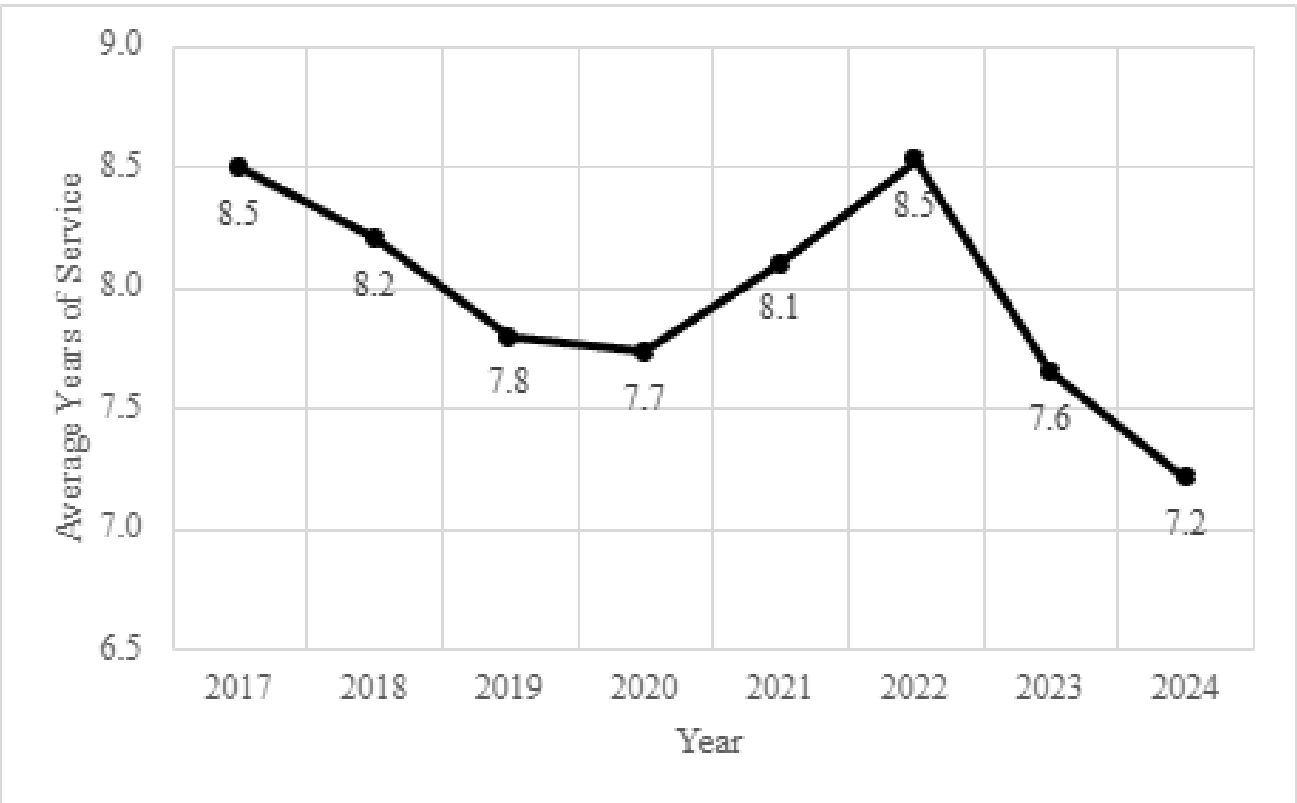
This thesis examines civilian police officers and enlisted master at arms in the Naval Security Forces. Data is compiled through Defense Manpower Data Center records from 2017-2024 for police officers and 2001-2024 for master at arms personnel. Findings include a police force that is 15% less experienced, 7% younger, and 26% less prior military experience in 2024 than in 2017. Results also show a police force that is receiving 33% less than the national average for police officers. The study also concludes that the master at arms force rapidly grew by 418% after 9/11, over 60% growth in the proportion of females in the community, and average age dropping about five years from 2001 to 2024.

Methods

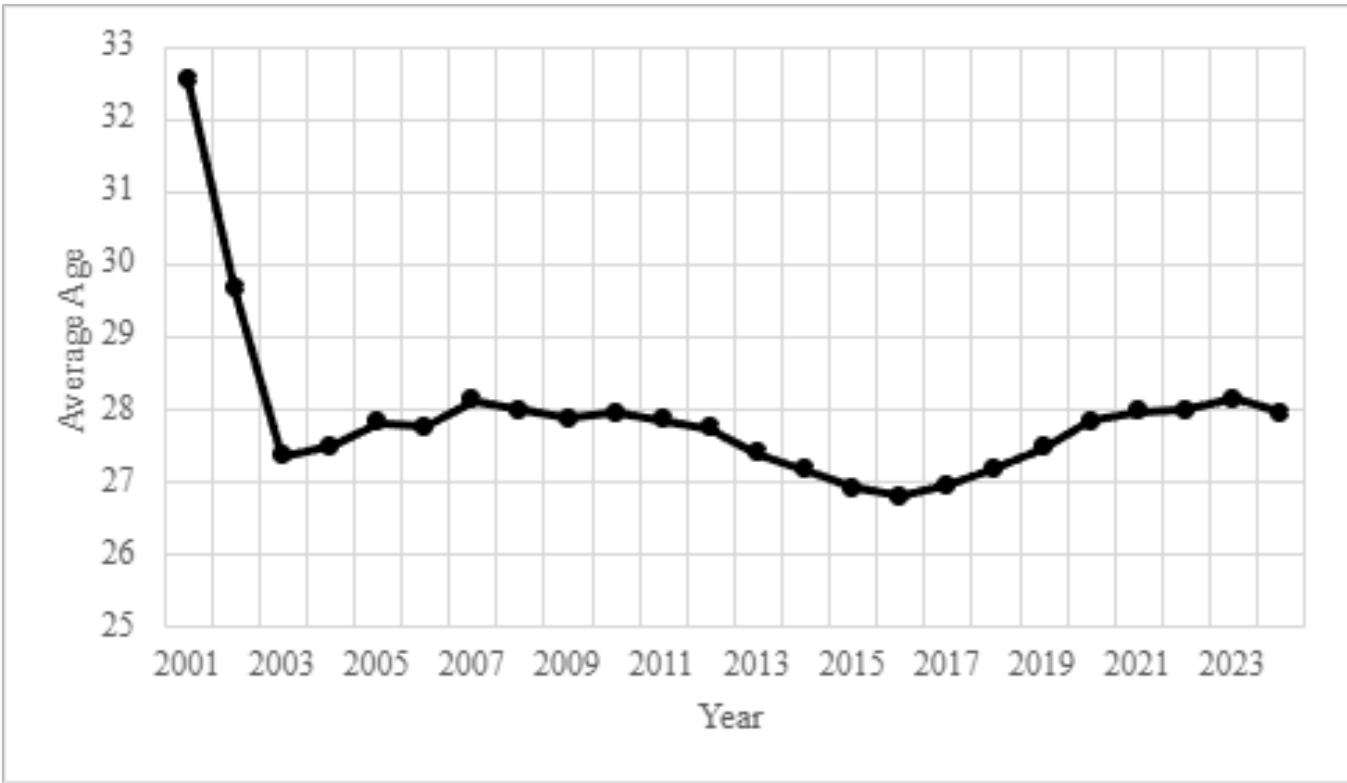
- Data collected from the Defense Manpower Data center
- Years 2001 to 2024 collected for master at arms community
- Years 2017 to 2024 collected for the police officer community
- Lit review focused on military recruiting and pay, police officer recruiting and pay, and law enforcement discrimination and perception.
- Focused on trends and specifically salary of police officers

Results & Impact

- Police force is 15% less experienced now than in 2017.
- Police force is paid less than the average nationally and in the most prominent states.
- Master at arms is five years younger than prior to 9/11.



Area	Salary Difference	% More
USA	\$18,774	33%
CA	\$48,084	76%
FL	\$28,964	58%
HI	\$31,721	55%



Future Research

Future studies should focus on the salary gap of the Naval Security Forces when compared to other police officers. Although this study shows a clear difference in average salary, it does not control for any demographic factors, hours worked, years of experience, local geographic area, and does not account for the other benefits in addition to salary or the benefits and risks of local policing as opposed to the work of a Naval Security Forces police officer.



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