



Career Progression Plan

Kansas Highway Patrol Troopers and Kansas Capital Police Officers are paid in accordance with the Career Progression Plan (CPP). The CPP was adopted in 2014 to address staffing shortages. The CPP has seen cost of living percentage increases; however, the frame work has remained the same.

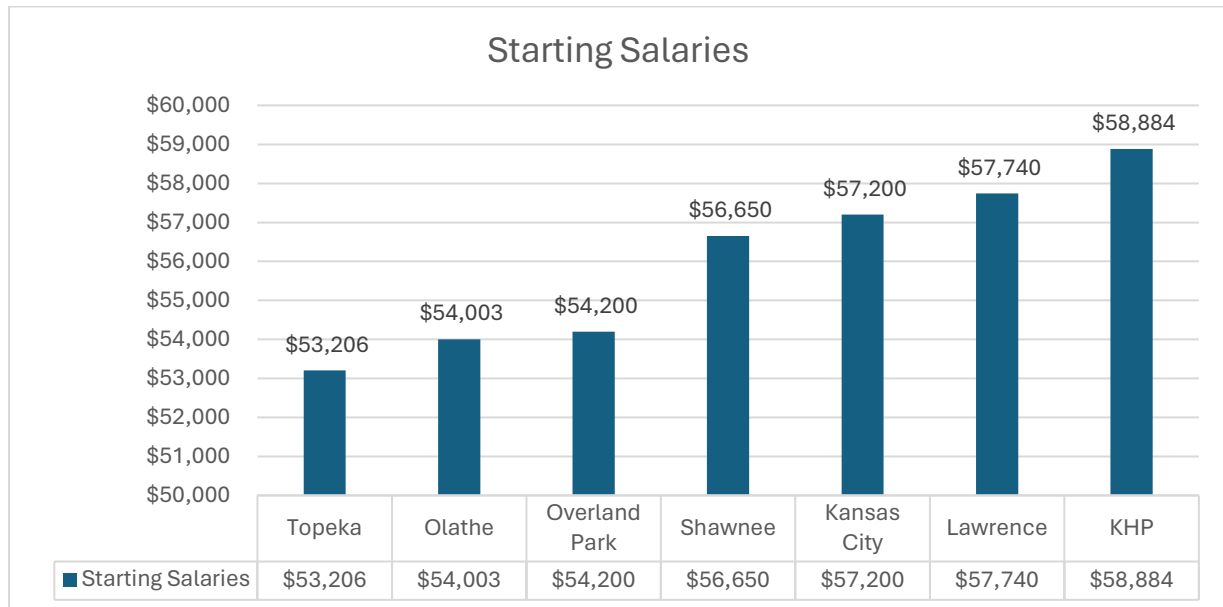
The CPP is a tiered pay matrix that moves with experience and rank. A trooper or capital police officer will start as a trooper/ LEO trainee until they graduate the academy. Upon graduation they will move to a trooper/ LEO I rank and remain in that position for 5 years. After 5 years they move into the rank of Master/ Technical Trooper/LEO II position. They remain in this position unless they choose to promote to Lieutenant/LEO III. Each rank is in their own pay grade and as they gain time in grade they receive step increases.

The current CPP requires a trooper/LEO to work for the agency for 21 years before reaching the top tier of the pay matrix. This means someone who is looking to join the Kansas Highway Patrol at 35 years or older, reaches retirement age before ever reaching top tier. Other law enforcement agencies in and around the State of Kansas competing for the same applicants with the KHP, have been and continue to address this issue. As a result, those agencies are far more attractive to future applicants.

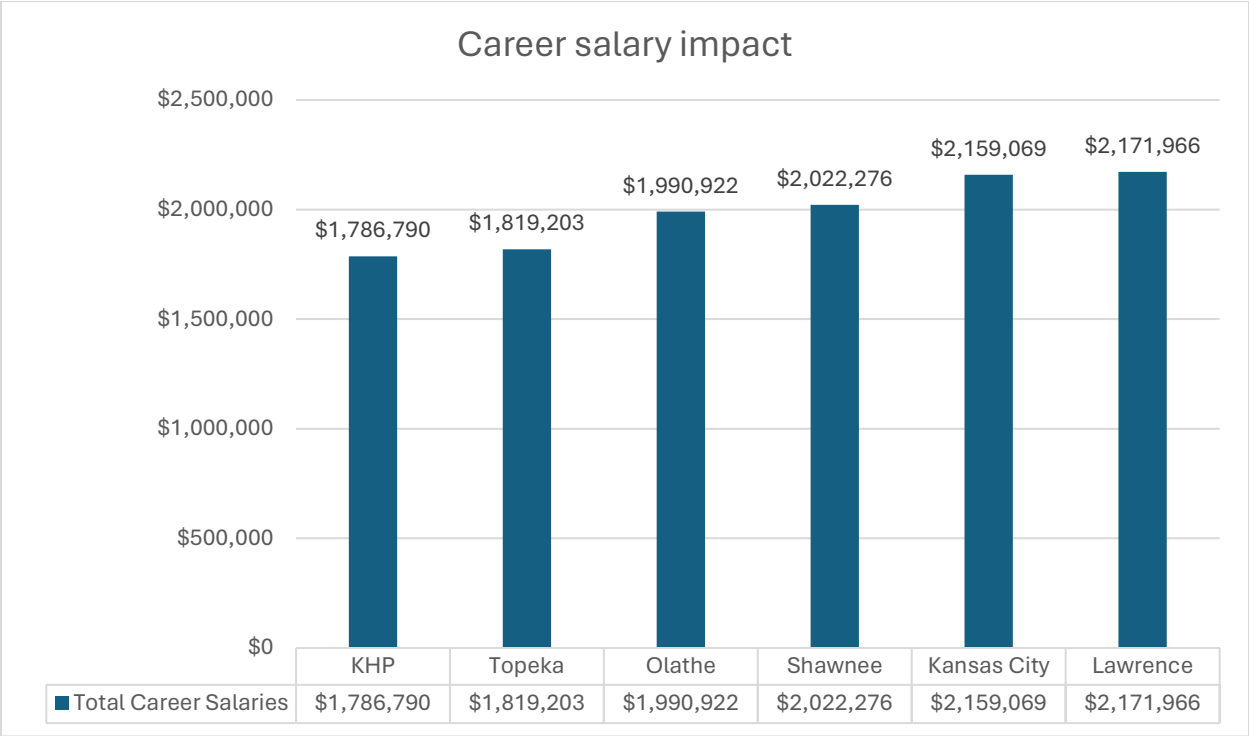
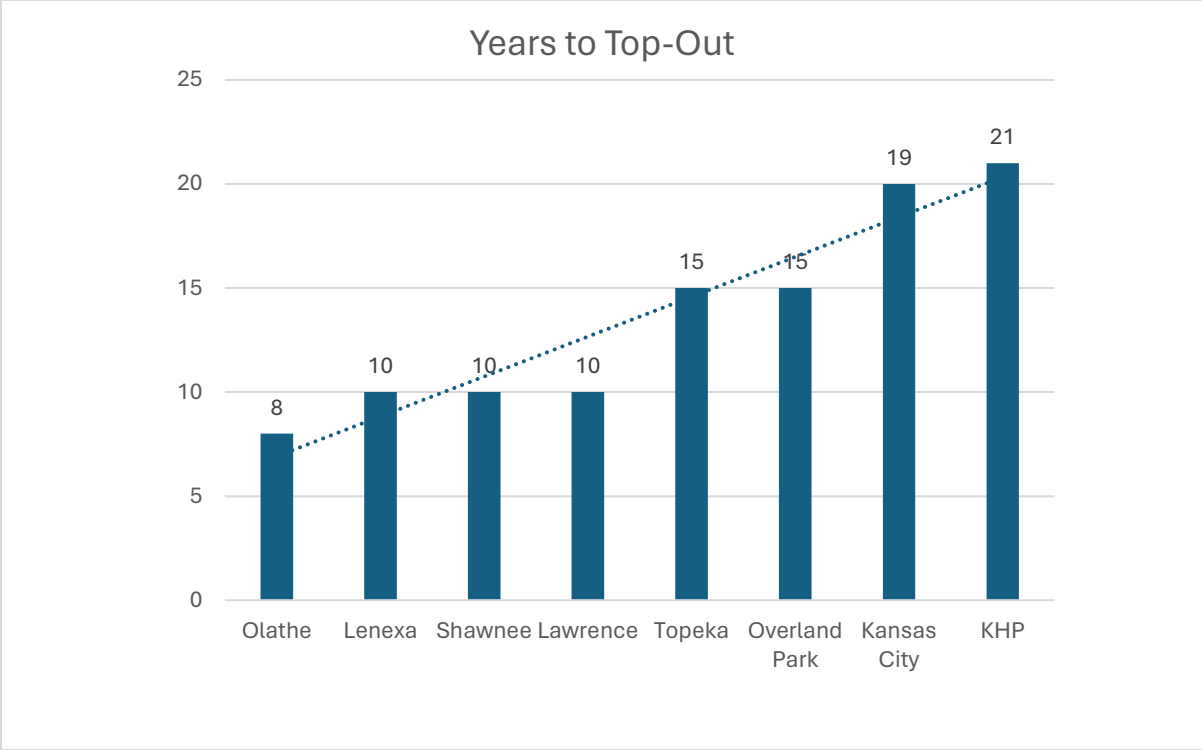
- Lawrence Police Department top out pay is reach in 10 years at \$96,366.00
- Overland Park Police Department top out pay is reached in 13 years at \$97,329.00
- Topeka Police Department top out pay is reached in 15 years at \$83,824.00
- Wichita Police Department top out pay is reached in 15 years at \$92,102.40
- Kansas City, Kansas Police Department top out pay is reached in 19 years at \$94,254.00
- Nebraska State Patrol top out is reached in 15 years at \$99,465.60
- Colorado State Patrol top out is reached in 8 years at \$108,348.00
- Kansas Highway Patrol top out is reached in 21 years at \$86,964.00

The Kansas State Trooper's Association offers two examples to illustrate the issue. Compressing the steps by 7 years and 5 years which would allow the trooper/LEO to reach top pay status within 14 years or 16 years respectively. Both suggestions utilize the current CPP, addressing the changes within the step movements. Either of these plans will have an immediate impact on recruiting and retention for the Kansas Highway Patrol. This will be extremely important to the more experienced applicant.

Kansas Highway Patrol Salary Cap Analysis



February 12, 2024



CURRENT COST TO REDUCE TOP OUT TIME FRAME

	TOTAL SALARY & WAGES	VARIANCE TO BASE YEAR
BASE S&W	\$45,121,783.42	
5YR REDUCTION	\$47,728,913.91	\$2,607,130.49
7YR REDUCTION	\$48,905,157.45	\$3,783,374.04

		APPENDIX E -- PAY PLAN -- July 1, 2023														
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Fire Marshal Deputy	Annual	\$49,400.00	\$51,396.80	\$53,435.20	\$55,577.60	\$57,782.40	\$60,132.80	\$62,504.00	\$65,000.00	\$67,620.80	\$70,304.00	\$73,112.00	\$76,065.60	\$79,081.60	\$82,243.20	\$85,571.20
	Hourly	\$23.75	\$24.71	\$25.69	\$26.72	\$27.78	\$28.91	\$30.05	\$31.25	\$32.51	\$33.80	\$35.15	\$36.57	\$38.02	\$39.54	\$41.14
	Monthly	\$4,116.67	\$4,283.07	\$4,452.93	\$4,631.47	\$4,815.20	\$5,011.07	\$5,208.67	\$5,416.67	\$5,635.07	\$5,858.67	\$6,092.67	\$6,338.80	\$6,590.13	\$6,853.60	\$7,130.93
	Bi-Weekly	\$1,900.00	\$1,976.80	\$2,055.20	\$2,137.60	\$2,222.40	\$2,312.80	\$2,404.00	\$2,500.00	\$2,600.80	\$2,704.00	\$2,812.00	\$2,925.60	\$3,041.60	\$3,163.20	\$3,291.20
Game & Parks Conservation Officer	Annual	\$52,416.00	\$53,996.80	\$55,660.80	\$57,366.40	\$59,092.80	\$60,902.40	\$62,795.20	\$64,729.60	\$66,684.80	\$68,723.20	\$70,844.80	\$72,987.20	\$75,212.80	\$77,563.20	\$79,934.40
	Hourly	\$25.20	\$25.96	\$26.76	\$27.58	\$28.41	\$29.28	\$30.19	\$31.12	\$32.06	\$33.04	\$34.06	\$35.09	\$36.16	\$37.29	\$38.43
	Monthly	\$4,368.00	\$4,499.73	\$4,638.40	\$4,780.53	\$4,924.40	\$5,075.20	\$5,232.93	\$5,394.13	\$5,557.07	\$5,726.93	\$5,903.73	\$6,082.27	\$6,267.73	\$6,463.60	\$6,661.20
	Bi-Weekly	\$2,016.00	\$2,076.80	\$2,140.80	\$2,206.40	\$2,272.80	\$2,342.40	\$2,415.20	\$2,489.60	\$2,564.80	\$2,643.20	\$2,724.80	\$2,807.20	\$2,892.80	\$2,983.20	\$3,074.40
State Patrol Trooper	Annual	\$62,400.00	\$64,313.60	\$66,268.80	\$68,224.00	\$70,324.80	\$72,467.20	\$74,651.20	\$76,897.60	\$79,185.60	\$81,598.40	\$84,073.60	\$86,611.20	\$89,211.20	\$91,936.00	\$94,723.20
	Hourly	\$30.00	\$30.92	\$31.86	\$32.80	\$33.81	\$34.84	\$35.89	\$36.97	\$38.07	\$39.23	\$40.42	\$41.64	\$42.89	\$44.20	\$45.54
	Monthly	\$5,200.00	\$5,359.47	\$5,522.40	\$5,685.33	\$5,860.40	\$6,038.93	\$6,220.93	\$6,408.13	\$6,598.80	\$6,799.87	\$7,006.13	\$7,217.60	\$7,434.27	\$7,661.33	\$7,893.60
	Bi-Weekly	\$2,400.00	\$2,473.60	\$2,548.80	\$2,624.00	\$2,704.80	\$2,787.20	\$2,871.20	\$2,957.60	\$3,045.60	\$3,138.40	\$3,233.60	\$3,331.20	\$3,431.20	\$3,536.00	\$3,643.20
State Patrol Sergeant	Annual	\$76,564.80	\$78,852.80	\$81,224.00	\$83,657.60	\$86,174.40	\$88,753.60	\$91,436.80	\$94,161.60	\$96,990.40	\$99,902.40	\$102,897.60	\$105,996.80	\$109,158.40	\$112,424.00	\$115,835.20
	Hourly	\$36.81	\$37.91	\$39.05	\$40.22	\$41.43	\$42.67	\$43.96	\$45.27	\$46.63	\$48.03	\$49.47	\$50.96	\$52.48	\$54.05	\$55.69
	Monthly	\$6,380.40	\$6,571.07	\$6,768.67	\$6,971.47	\$7,181.20	\$7,396.13	\$7,619.73	\$7,846.80	\$8,082.53	\$8,325.20	\$8,574.80	\$8,833.07	\$9,096.53	\$9,368.67	\$9,652.93
	Bi-Weekly	\$2,944.80	\$3,032.80	\$3,124.00	\$3,217.60	\$3,314.40	\$3,413.60	\$3,516.80	\$3,621.60	\$3,730.40	\$3,842.40	\$3,957.60	\$4,076.80	\$4,198.40	\$4,324.00	\$4,455.20
State Patrol Investigation Officer & EP Trooper	Annual	\$67,891.20	\$70,241.60	\$72,716.80	\$75,275.20	\$77,896.00	\$80,641.60	\$83,449.60	\$86,382.40	\$89,377.60	\$92,518.40	\$95,742.40	\$99,091.20	\$102,544.00	\$106,163.20	\$109,865.60
	Hourly	\$32.64	\$33.77	\$34.96	\$36.19	\$37.45	\$38.77	\$40.12	\$41.53	\$42.97	\$44.48	\$46.03	\$47.64	\$49.30	\$51.04	\$52.82
	Monthly	\$5,657.60	\$5,853.47	\$6,059.73	\$6,272.93	\$6,491.33	\$6,720.13	\$6,954.13	\$7,198.53	\$7,448.13	\$7,709.87	\$7,978.53	\$8,257.60	\$8,545.33	\$8,846.93	\$9,155.47
	Bi-Weekly	\$2,611.20	\$2,701.60	\$2,796.80	\$2,895.20	\$2,996.00	\$3,101.60	\$3,209.60	\$3,322.40	\$3,437.60	\$3,558.40	\$3,682.40	\$3,811.20	\$3,944.00	\$4,083.20	\$4,225.60
State Patrol Investigation Sergeant & EP Sergeant	Annual	\$85,238.40	\$87,588.80	\$90,001.60	\$92,476.80	\$95,014.40	\$97,593.60	\$100,297.60	\$103,043.20	\$105,872.00	\$108,804.80	\$111,800.00	\$114,878.40	\$118,019.20	\$121,264.00	\$124,592.00
	Hourly	\$40.98	\$42.11	\$43.27	\$44.46	\$45.68	\$46.92	\$48.22	\$49.54	\$50.90	\$52.31	\$53.75	\$55.23	\$56.74	\$58.30	\$59.90
	Monthly	\$7,103.20	\$7,299.07	\$7,500.13	\$7,706.40	\$7,917.87	\$8,132.80	\$8,358.13	\$8,586.93	\$8,822.67	\$9,067.07	\$9,316.67	\$9,573.20	\$9,834.93	\$10,105.33	\$10,382.67
	Bi-Weekly	\$3,278.40	\$3,368.80	\$3,461.60	\$3,556.80	\$3,654.40	\$3,753.60	\$3,857.60	\$3,963.20	\$4,072.00	\$4,184.80	\$4,300.00	\$4,418.40	\$4,539.20	\$4,664.00	\$4,792.00
Game and Parks Conservation Officer Lead Worker	Annual	\$53,726.40	\$55,348.80	\$57,054.40	\$58,801.60	\$60,569.60	\$62,420.80	\$64,355.20	\$66,352.00	\$68,348.80	\$70,449.60	\$72,612.80	\$74,817.60	\$77,084.80	\$79,497.60	\$81,931.20
	Hourly	\$25.83	\$26.61	\$27.43	\$28.27	\$29.12	\$30.01	\$30.94	\$31.90	\$32.86	\$33.87	\$34.91	\$35.97	\$37.06	\$38.22	\$39.39
	Monthly	\$4,477.20	\$4,612.40	\$4,754.53	\$4,900.13	\$5,047.47	\$5,201.73	\$5,362.93	\$5,529.33	\$5,695.73	\$5,870.80	\$6,051.07	\$6,234.80	\$6,423.73	\$6,624.80	\$6,827.60
	Bi-Weekly	\$2,066.40	\$2,128.80	\$2,194.40	\$2,261.60	\$2,329.60	\$2,400.80	\$2,475.20	\$2,552.00	\$2,628.80	\$2,709.60	\$2,792.80	\$2,877.60	\$2,964.80	\$3,057.60	\$3,151.20
State Patrol Trooper Performing Pilot duties	Annual	\$65,520.00	\$67,537.60	\$69,576.00	\$71,635.20	\$73,840.00	\$76,086.40	\$78,374.40	\$80,745.60	\$83,137.60	\$85,675.20	\$88,275.20	\$90,937.60	\$93,662.40	\$96,532.80	\$99,465.60
	Hourly	\$31.50	\$32.47	\$33.45	\$34.44	\$35.50	\$36.58	\$37.68	\$38.82	\$39.97	\$41.19	\$42.44	\$43.72	\$45.03	\$46.41	\$47.82
	Monthly	\$5,460.00	\$5,628.13	\$5,798.00	\$5,969.60	\$6,153.33	\$6,340.53	\$6,531.20	\$6,728.80	\$6,928.13	\$7,139.60	\$7,356.27	\$7,578.13	\$7,805.20	\$8,044.40	\$8,288.80
	Bi-Weekly	\$2,520.00	\$2,597.60	\$2,676.00	\$2,755.20	\$2,840.00	\$2,926.40	\$3,014.40	\$3,105.60	\$3,197.60	\$3,295.20	\$3,395.20	\$3,497.60	\$3,602.40	\$3,712.80	\$3,825.60
State Patrol Sergeant Performing Pilot duties	Annual	\$80,392.00	\$82,804.80	\$85,280.00	\$87,838.40	\$90,480.00	\$93,184.00	\$96,012.80	\$98,862.40	\$101,836.80	\$104,894.40	\$108,035.20	\$111,300.80	\$114,608.00	\$118,040.00	\$121,617.60
	Hourly	\$38.65	\$39.81	\$41.00	\$42.23	\$43.50	\$44.80	\$46.16	\$47.53	\$48.96	\$50.43	\$51.94	\$53.51	\$55.10	\$56.75	\$58.47
	Monthly	\$6,699.33	\$6,900.40	\$7,106.67	\$7,319.87	\$7,540.00	\$7,765.33	\$8,001.07	\$8,238.53	\$8,486.40	\$8,741.20	\$9,002.93	\$9,275.07	\$9,550.67	\$9,836.67	\$10,134.80
	Bi-Weekly	\$3,092.00	\$3,184.80	\$3,280.00	\$3,378.40	\$3,480.00	\$3,584.00	\$3,692.80	\$3,802.40	\$3,916.80	\$4,034.40	\$4,155.20	\$4,280.80	\$4,408.00	\$4,540.00	\$4,677.60

		APPENDIX E -- PAY PLAN -- July 1, 2024														
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Fire Marshal Deputy	Annual	\$51,875.20	\$53,955.20	\$56,118.40	\$58,364.80	\$60,673.60	\$63,128.00	\$65,624.00	\$68,244.80	\$70,990.40	\$73,819.20	\$76,772.80	\$79,872.00	\$83,033.60	\$86,361.60	\$89,856.00
	Hourly	\$24.94	\$25.94	\$26.98	\$28.06	\$29.17	\$30.35	\$31.55	\$32.81	\$34.13	\$35.49	\$36.91	\$38.40	\$39.92	\$41.52	\$43.20
	Monthly	\$4,322.93	\$4,496.27	\$4,676.53	\$4,863.73	\$5,056.13	\$5,260.67	\$5,468.67	\$5,687.07	\$5,915.87	\$6,151.60	\$6,397.73	\$6,656.00	\$6,919.47	\$7,196.80	\$7,488.00
	Bi-Weekly	\$1,995.20	\$2,075.20	\$2,158.40	\$2,244.80	\$2,333.60	\$2,428.00	\$2,524.00	\$2,624.80	\$2,730.40	\$2,839.20	\$2,952.80	\$3,072.00	\$3,193.60	\$3,321.60	\$3,456.00
Game & Parks Conservation Officer	Annual	\$55,036.80	\$56,680.00	\$58,448.00	\$60,236.80	\$62,046.40	\$63,960.00	\$65,936.00	\$67,974.40	\$70,012.80	\$72,176.00	\$74,401.60	\$76,648.00	\$78,977.60	\$81,432.00	\$83,928.00
	Hourly	\$26.46	\$27.25	\$28.10	\$28.96	\$29.83	\$30.75	\$31.70	\$32.68	\$33.66	\$34.70	\$35.77	\$36.85	\$37.97	\$39.15	\$40.35
	Monthly	\$4,586.40	\$4,723.33	\$4,870.67	\$5,019.73	\$5,170.53	\$5,330.00	\$5,494.67	\$5,664.53	\$5,834.40	\$6,014.67	\$6,200.13	\$6,387.33	\$6,581.47	\$6,786.00	\$6,994.00
	Bi-Weekly	\$2,116.80	\$2,180.00	\$2,248.00	\$2,316.80	\$2,386.40	\$2,460.00	\$2,536.00	\$2,614.40	\$2,692.80	\$2,776.00	\$2,861.60	\$2,948.00	\$3,037.60	\$3,132.00	\$3,228.00
State Patrol Trooper	Annual	\$65,520.00	\$67,516.80	\$69,576.00	\$71,635.20	\$73,840.00	\$76,086.40	\$78,374.40	\$80,745.60	\$83,137.60	\$85,675.20	\$88,275.20	\$90,937.60	\$93,683.20	\$96,532.80	\$99,465.60
	Hourly	\$31.50	\$32.46	\$33.45	\$34.44	\$35.50	\$36.58	\$37.68	\$38.82	\$39.97	\$41.19	\$42.44	\$43.72	\$45.04	\$46.41	\$47.82
	Monthly	\$5,460.00	\$5,626.40	\$5,798.00	\$5,969.60	\$6,153.33	\$6,340.53	\$6,531.20	\$6,728.80	\$6,928.13	\$7,139.60	\$7,356.27	\$7,578.13	\$7,806.93	\$8,044.40	\$8,288.80
	Bi-Weekly	\$2,520.00	\$2,596.80	\$2,676.00	\$2,755.20	\$2,840.00	\$2,926.40	\$3,014.40	\$3,105.60	\$3,197.60	\$3,295.20	\$3,395.20	\$3,497.60	\$3,603.20	\$3,712.80	\$3,825.60
State Patrol Sergeant	Annual	\$80,392.00	\$82,804.80	\$85,280.00	\$87,838.40	\$90,480.00	\$93,204.80	\$95,992.00	\$98,883.20	\$101,836.80	\$104,915.20	\$108,056.00	\$111,300.80	\$114,608.00	\$118,060.80	\$121,617.60
	Hourly	\$38.65	\$39.81	\$41.00	\$42.23	\$43.50	\$44.81	\$46.15	\$47.54	\$48.96	\$50.44	\$51.95	\$53.51	\$55.10	\$56.76	\$58.47
	Monthly	\$6,699.33	\$6,900.40	\$7,106.67	\$7,319.87	\$7,540.00	\$7,767.07	\$7,999.33	\$8,240.27	\$8,486.40	\$8,742.93	\$9,004.67	\$9,275.07	\$9,550.67	\$9,838.40	\$10,134.80
	Bi-Weekly	\$3,092.00	\$3,184.80	\$3,280.00	\$3,378.40	\$3,480.00	\$3,584.80	\$3,692.00	\$3,803.20	\$3,916.80	\$4,035.20	\$4,156.00	\$4,280.80	\$4,408.00	\$4,540.80	\$4,677.60
State Patrol Investigation Officer & EP Trooper	Annual	\$71,281.60	\$73,756.80	\$76,356.80	\$79,040.00	\$81,785.60	\$84,676.80	\$87,630.40	\$90,688.00	\$93,849.60	\$97,156.80	\$100,526.40	\$104,062.40	\$107,681.60	\$111,467.20	\$115,356.80
	Hourly	\$34.27	\$35.46	\$36.71	\$38.00	\$39.32	\$40.71	\$42.13	\$43.60	\$45.12	\$46.71	\$48.33	\$50.03	\$51.77	\$53.59	\$55.46
	Monthly	\$5,940.13	\$6,146.40	\$6,363.07	\$6,586.67	\$6,815.47	\$7,056.40	\$7,302.53	\$7,557.33	\$7,820.80	\$8,096.40	\$8,377.20	\$8,671.87	\$8,973.47	\$9,288.93	\$9,613.07
	Bi-Weekly	\$2,741.60	\$2,836.80	\$2,936.80	\$3,040.00	\$3,145.60	\$3,256.80	\$3,370.40	\$3,488.00	\$3,609.60	\$3,736.80	\$3,866.40	\$4,002.40	\$4,141.60	\$4,287.20	\$4,436.80
State Patrol Investigation Sergeant & EP Sergeant	Annual	\$89,502.40	\$91,977.60	\$94,515.20	\$97,094.40	\$99,756.80	\$102,481.60	\$105,310.40	\$108,180.80	\$111,176.00	\$114,233.60	\$117,395.20	\$120,619.20	\$123,926.40	\$127,337.60	\$130,832.00
	Hourly	\$43.03	\$44.22	\$45.44	\$46.68	\$47.96	\$49.27	\$50.63	\$52.01	\$53.45	\$54.92	\$56.44	\$57.99	\$59.58	\$61.22	\$62.90
	Monthly	\$7,458.53	\$7,664.80	\$7,876.27	\$8,091.20	\$8,313.07	\$8,540.13	\$8,775.87	\$9,015.07	\$9,264.67	\$9,519.47	\$9,782.93	\$10,051.60	\$10,327.20	\$10,611.47	\$10,902.67
	Bi-Weekly	\$3,442.40	\$3,537.60	\$3,635.20	\$3,734.40	\$3,836.80	\$3,941.60	\$4,050.40	\$4,160.80	\$4,276.00	\$4,393.60	\$4,515.20	\$4,639.20	\$4,766.40	\$4,897.60	\$5,032.00
Game and Parks Conservation Officer Lead Worker	Annual	\$56,409.60	\$58,094.40	\$59,904.00	\$61,734.40	\$63,606.40	\$65,561.60	\$67,579.20	\$69,680.00	\$71,760.00	\$73,985.60	\$76,252.80	\$78,561.60	\$80,953.60	\$83,470.40	\$86,028.80
	Hourly	\$27.12	\$27.93	\$28.80	\$29.68	\$30.58	\$31.52	\$32.49	\$33.50	\$34.50	\$35.57	\$36.66	\$37.77	\$38.92	\$40.13	\$41.36
	Monthly	\$4,700.80	\$4,841.20	\$4,992.00	\$5,144.53	\$5,300.53	\$5,463.47	\$5,631.60	\$5,806.67	\$5,980.00	\$6,165.47	\$6,354.40	\$6,546.80	\$6,746.13	\$6,955.87	\$7,169.07
	Bi-Weekly	\$2,169.60	\$2,234.40	\$2,304.00	\$2,374.40	\$2,446.40	\$2,521.60	\$2,599.20	\$2,680.00	\$2,760.00	\$2,845.60	\$2,932.80	\$3,021.60	\$3,113.60	\$3,210.40	\$3,308.80
State Patrol Trooper Performing Pilot duties	Annual	\$68,806.40	\$70,886.40	\$73,049.60	\$75,212.80	\$77,542.40	\$79,892.80	\$82,284.80	\$84,780.80	\$87,297.60	\$89,960.00	\$92,684.80	\$95,492.80	\$98,363.20	\$101,358.40	\$104,436.80
	Hourly	\$33.08	\$34.08	\$35.12	\$36.16	\$37.28	\$38.41	\$39.56	\$40.76	\$41.97	\$43.25	\$44.56	\$45.91	\$47.29	\$48.73	\$50.21
	Monthly	\$5,733.87	\$5,907.20	\$6,087.47	\$6,267.73	\$6,461.87	\$6,657.73	\$6,857.07	\$7,065.07	\$7,274.80	\$7,496.67	\$7,723.73	\$7,957.73	\$8,196.93	\$8,446.53	\$8,703.07
	Bi-Weekly	\$2,646.40	\$2,726.40	\$2,809.60	\$2,892.80	\$2,982.40	\$3,072.80	\$3,164.80	\$3,260.80	\$3,357.60	\$3,460.00	\$3,564.80	\$3,672.80	\$3,783.20	\$3,898.40	\$4,016.80
State Patrol Sergeant Performing Pilot duties	Annual	\$84,406.40	\$86,944.00	\$89,544.00	\$92,227.20	\$95,014.40	\$97,864.00	\$100,796.80	\$103,833.60	\$106,932.80	\$110,156.80	\$113,464.00	\$116,875.20	\$120,348.80	\$123,968.00	\$127,691.20
	Hourly	\$40.58	\$41.80	\$43.05	\$44.34	\$45.68	\$47.05	\$48.46	\$49.92	\$51.41	\$52.96	\$54.55	\$56.19	\$57.86	\$59.60	\$61.39
	Monthly	\$7,033.87	\$7,245.33	\$7,462.00	\$7,685.60	\$7,917.87	\$8,155.33	\$8,399.73	\$8,652.80	\$8,911.07	\$9,179.73	\$9,455.33	\$9,739.60	\$10,029.07	\$10,330.67	\$10,640.93
	Bi-Weekly	\$3,246.40	\$3,344.00	\$3,444.00	\$3,547.20	\$3,654.40	\$3,764.00	\$3,876.80	\$3,993.60	\$4,112.80	\$4,236.80	\$4,364.00	\$4,495.20	\$4,628.80	\$4,768.00	\$4,911.20

FW:

Bryan Clark [KHP] <Bryan.Clark@KS.GOV>

Fri 2/9/2024 10:31 AM

To: Steve Kearney <steve@kearneyandassociates.com>

Here is Colorado's plan

From: Chancey - CDPS, Michelle <michelle.chancey@state.co.us>

Sent: Friday, February 9, 2024 10:22 AM

To: Bryan Clark [KHP] <Bryan.Clark@KS.GOV>

Subject:

EXTERNAL: This email originated from outside of the organization. Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Bryan,

Following up on an email I received with your request for the pay ranges for Troopers at Colorado State Patrol.

Below is the pay ranges for each uniformed position at CSP.

Trooper I is 1 to 3 years.

Trooper II is 4 to 7 years.

Trooper III is 8+ years.

STATE PATROL TROOPER CADET A4D1TX \$6,111- \$8,555

STATE PATROL TROOPER I A4D2XX \$7,569 - \$10,597

STATE PATROL TROOPER II A4D3XX \$8,190 -\$11,466

STATE PATROL TROOPER III A4D4XX \$9,029 -\$12,641

STATE PATROL ADMIN I A4D7XX \$12,828 -\$17,959

STATE PATROL ADMIN II A4D8XX \$14,370 - \$20,118

STATE PATROL SUPERVISOR I A4D5XX \$9,618 - \$13,465

STATE PATROL SUPERVISOR II A4D6XX \$10,803 -\$15,124

Best Regards,

Michelle Chancey, M.A.

Human Resources Supervisor

Recruitment, Selection & Retention



700 Kipling St., Lakewood, CO 80215

ph: 303-358-4687

michelle.chancey@state.co.us

[HR Intranet](#) [CDPS](#)

Building a Stronger CDPS!

Work Hours: Flex Schedule: Mon-Thurs 8am to 5pm & every other Friday 8am - 5 pm

Hybrid Schedule: In Office Tuesdays and Wednesdays. Remote office M, Th, & F.

2024 PUBLIC SAFETY POSITIONS AND GRADES

Grade	Classification	Min.	Max.	Min. Hr.	Max. Hr.
P51	vacant	\$ 47,029	\$ 75,234	\$ 22.61	\$ 36.17
PS51	FIREFIGHTER/EMT	\$ 47,029	\$ 75,234	\$ 16.15	\$ 25.83
P52	vacant	\$ 49,379	\$ 78,998	\$ 23.74	\$ 37.98
PS52	vacant	\$ 49,379	\$ 78,998	\$ 16.95	\$ 27.13
P53	vacant	\$ 51,854	\$ 82,950	\$ 24.93	\$ 39.88
PS53	FIRE ENGINEER/EMT	\$ 51,854	\$ 82,950	\$ 17.80	\$ 28.49
P54	POLICE OFFICER	\$ 54,434	\$ 87,090	\$ 26.17	\$ 41.87
PS54	FF/PARAMEDIC	\$ 54,434	\$ 87,090	\$ 18.69	\$ 29.91
P55	CORPORAL	\$ 57,179	\$ 91,458	\$ 27.49	\$ 43.97
PS55	vacant	\$ 57,179	\$ 91,458	\$ 19.64	\$ 31.41
P56	FIRE INSPECTOR	\$ 60,029	\$ 96,034	\$ 28.86	\$ 46.17
PS56	FF/PARAMEDIC II	\$ 60,029	\$ 96,034	\$ 20.61	\$ 32.98
PS56	FIRE LIEUTENANT	\$ 60,029	\$ 96,034	\$ 20.61	\$ 32.98
P57	POLICE SERGEANT	\$ 63,024	\$ 100,838	\$ 30.30	\$ 48.48
PS57	FF/PARAMEDIC III	\$ 63,024	\$ 100,838	\$ 21.64	\$ 34.63
PS57	FIRE CAPTAIN	\$ 63,024	\$ 100,838	\$ 21.64	\$ 34.63
P58	POLICE LIEUTENANT	\$ 66,165	\$ 105,893	\$ 31.81	\$ 50.91
PS58	MEDICAL OFFICER	\$ 66,165	\$ 105,893	\$ 22.72	\$ 36.36
P59	vacant	\$ 69,472	\$ 111,167	\$ 33.40	\$ 53.45
PS59	vacant	\$ 69,472	\$ 111,167	\$ 23.86	\$ 38.18
P60	FIRE BATTALION CHIEF	\$ 72,946	\$ 116,730	\$ 35.07	\$ 56.12
PS60	FIRE BATTALION CHIEF	\$ 72,946	\$ 116,730	\$ 25.05	\$ 40.08
P61	DIV CHIEF TRAINING	\$ 76,602	\$ 122,565	\$ 36.83	\$ 58.92
P61	FIRE MARSHAL	\$ 76,602	\$ 122,565	\$ 36.83	\$ 58.92
P61	POLICE CAPTAIN	\$ 76,602	\$ 122,565	\$ 36.83	\$ 58.92
P62	vacant	\$ 80,434	\$ 128,690	\$ 38.67	\$ 61.87
P63	DEPUTY FIRE CHIEF	\$ 84,454	\$ 135,126	\$ 40.60	\$ 64.96
P64	vacant	\$ 88,677	\$ 141,882	\$ 42.63	\$ 68.21
>Actual salary/pay rate may have a slight variance due to payroll system rounding					
>>Shaded pay grade column denotes 24 hour shift/2,912 annual hours					

