

**City of Casper Graves Pay Scale for Sworn Police Employees as of January 2, 2023**

This pay structure includes steps for pay increases, which is typical in para-military careers. There is no guarantee for an annual step increase, as it is budget-dependent. These base rates do not include overtime compensation or education pay. An employee will advance to the next step on his/her position anniversary date. Employees that have reached the maximum grade in their pay band will not receive additional step increases.

Grade	Position	Step	Hourly Rate	Annualized Rate	Suggested Step Increase	Annual Midpoint
<b>P10</b>	Police Officer (NE)	1	\$28.96	\$60,237		\$69,763
		2	\$30.40	\$63,232	5%	
		3	\$31.93	\$66,414	5%	
		4	\$33.54	\$69,763	5%	
		5	\$34.88	\$72,550	4%	
		6	\$35.93	\$74,734	3%	
		7	\$37.01	\$76,981	3%	
<b>P12</b>	Master Police Officer (NE)	1	\$35.22	\$73,258		\$82,784
		2	\$36.98	\$76,918	5%	
		3	\$38.83	\$80,766	5%	
		4	\$40.77	\$84,802	5%	
		5	\$42.40	\$88,192	4%	
		6	\$43.68	\$90,854	3%	
<b>P13</b>	Police Sergeant (NE)	1	\$38.83	\$80,766		\$91,270
		2	\$40.77	\$84,802	5%	
		3	\$42.81	\$89,045	5%	
		4	\$44.95	\$93,496	5%	
		5	\$46.75	\$97,240	4%	
		6	\$48.15	\$100,152	3%	

Grade	Position	Pay Frequency	Grade Minimum	Grade Midpoint	Grade Maximum	Annual Midpoint
<b>25</b>	Police Lieutenant (E)	Hourly	\$41.23	\$49.48	\$57.73	\$102,918
		Annually	\$85,758	\$102,918	\$120,078	
<b>27</b>	Police Captain (E)	Hourly	\$49.89	\$59.87	\$69.85	\$124,530
		Annually	\$103,771	\$124,530	\$145,288	
<b>28</b>	Deputy Police Chief (E)	Hourly	\$54.88	\$65.86	\$76.84	\$136,989
		Annually	\$114,150	\$136,989	\$159,827	
<b>29</b>	Police Chief (E)	Hourly	\$30.37	\$72.44	\$84.52	\$150,675
		Annually	\$125,570	\$150,675	\$175,802	

**Education Pay**

Position	Pay Frequency	32 Credit Hours	Associate's Degree	Bachelor's Degree
Police Officer & Master Police Officer	Hourly	\$ 0.14	\$ 0.35	\$ 0.52
Police Sergeant	Hourly	\$ 0.17	\$ 0.46	\$ 0.69
Police Lieutenant	Bi-Weekly	\$ 13.85	\$ 36.92	\$ 55.38