

2009 Data  
Compensation and Benefits Survey

			Range Maximum						
			Lawrence						
Plan	Grade	Title	MIN	MAX	MED	Step 22	Difference	Deviation	
Police	301	POLICE OFFICER	27.3900	33.1600	30.8200	32.5232	1.7032	5.53%	
			Lawrence						
			Step 19						
Plan	Grade	Title	MIN	MAX	MED	Step 19	Difference	Deviation	
Police	301	POLICE OFFICER	27.3900	33.1600	30.8200	30.2011	-0.6189	-2.01%	
			Lawrence						
			Step 16						
Plan	Grade	Title	MIN	MAX	MED	Step 16	Difference	Deviation	
Police	301	POLICE OFFICER	27.3900	33.1600	30.8200	28.0447	-2.7753	-9.00%	

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			Range Maximum					
			Lawrence					
Plan	Grade	Title	MIN	MAX	MED	Step 22	Difference	Deviation
Police	301	POLICE OFFICER	27.3900	33.1600	30.8200	32.5232	1.7032	5.53%
			Lawrence					
			Step 19					
Plan	Grade	Title	MIN	MAX	MED	Step 19	Difference	Deviation
Police	301	POLICE OFFICER	27.3900	33.1600	30.8200	30.2011	-0.6189	-2.01%
			Lawrence					
			Step 16					
Plan	Grade	Title	MIN	MAX	MED	Step 16	Difference	Deviation
Police	301	POLICE OFFICER	27.3900	33.1600	30.8200	28.0447	-2.7753	-9.00%



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			Range Maximum					
			Lawrence					
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Police	301	POLICE OFFICER	27.3900	33.1600	30.8200	32.5232	1.7032	5.53%
			Lawrence					
			MIN	MAX	MED	Step 19	Difference	Deviation
Police	301	POLICE OFFICER	27.3900	33.1600	30.8200	30.2011	-0.6189	-2.01%
			Lawrence					
Plan	Grade	Title	MIN	MAX	MED	Step 16	Difference	Deviation
Police	301	POLICE OFFICER	27.3900	33.1600	30.8200	28.0447	-2.7753	-9.00%

Police Hourly Rates  
6/29/09



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			Range Minimum					
Plan	Grade	Title	MIN	MAX	MED	Lawrence	Difference	Deviation
Police	301	POLICE OFFICER	16.7800	19.0731	18.3200	19.3639	1.0439	5.70%
Police	302	DETECTIVE	18.3808	33.4900	22.5071	25.4071	2.9000	12.88%
Police	303	POLICE SERGEANT	23.8096	33.4900	29.7704	29.4645	-0.3059	-1.03%
Police	304	POLICE CAPTAIN	29.3250	40.2700	33.6113	33.3363	-0.2750	-0.82%
			Range Maximum					
Plan	Grade	Title	MIN	MAX	MED	Lawrence	Difference	Deviation
Police	301	POLICE OFFICER	27.3900	33.1600	30.8200	32.5232	1.7032	5.53%
Police	302	DETECTIVE	29.9423	35.0768	33.8650	37.7170	3.8520	11.37%
Police	303	POLICE SERGEANT	34.8000	52.5577	39.9435	43.7401	3.7966	9.50%
Police	304	POLICE CAPTAIN	40.2700	58.3904	50.5019	49.4880	-1.0139	-2.01%
			Average Salary					
Plan	Grade	Title	MIN	MAX	MED	Lawrence	Difference	Deviation
Police	301	POLICE OFFICER	20.3900	27.7200	25.7257	27.9240	2.1983	8.55%
Police	302	DETECTIVE	28.0600	34.2516	31.1558	36.4658	5.3100	17.04%
Police	303	POLICE SERGEANT	32.8500	43.3788	34.2012	40.4454	6.2443	18.26%
Police	304	POLICE CAPTAIN	40.2700	52.6731	45.1416	48.5324	3.3909	7.51%
			Median Salary					
Plan	Grade	Title	MIN	MAX	MED	Lawrence	Difference	Deviation
Police	301	POLICE OFFICER	20.2200	30.5500	25.7523	30.2011	4.4488	17.28%
Police	302	DETECTIVE	27.8500	35.4972	31.6736	36.7971	5.1235	16.18%
Police	303	POLICE SERGEANT	31.1400	35.4820	34.8000	43.7401	8.9401	25.69%
Police	304	POLICE CAPTAIN	40.2700	45.0401	44.5500	49.1078	4.5578	10.23%



2009 Data  
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Plan	Grade	Title	Survey Range Minimum	Lawrence Range Minimum	Difference	Deviation	Matches
Police	301	POLICE OFFICER	18.3200	19.3639	1.0439	5.70%	6
Police	302	DETECTIVE	22.5071	25.4071	2.9000	12.88%	4
Police	303	POLICE SERGEANT	29.7704	29.4645	-0.3059	-1.03%	6
Police	304	POLICE CAPTAIN	33.6113	33.3363	-0.2750	-0.82%	6
Plan	Grade	Title	Survey Range Maximum	Lawrence Range Maximum	Difference	Deviation	Matches
Police	301	POLICE OFFICER	30.8200	32.5232	1.7032	5.53%	6
Police	302	DETECTIVE	33.8650	37.7170	3.8520	11.37%	4
Police	303	POLICE SERGEANT	39.9435	43.7401	3.7966	9.50%	6
Police	304	POLICE CAPTAIN	50.5019	49.4880	-1.0139	-2.01%	6
Plan	Grade	Title	Survey Average Salary	Lawrence Average Salary	Difference	Deviation	Matches
Police	301	POLICE OFFICER	25.7257	27.9240	2.1983	8.55%	4
Police	302	DETECTIVE	31.1558	36.4658	5.3100	17.04%	2
Police	303	POLICE SERGEANT	34.2012	40.4454	6.2443	18.26%	4
Police	304	POLICE CAPTAIN	45.1416	48.5324	3.3909	7.51%	4
Plan	Grade	Title	Survey Median Salary	Lawrence Median Salary	Difference	Deviation	Matches
Police	301	POLICE OFFICER	25.7523	30.2011	4.4488	17.28%	4
Police	302	DETECTIVE	31.6736	36.7971	5.1235	16.18%	2
Police	303	POLICE SERGEANT	34.8000	43.7401	8.9401	25.69%	3
Police	304	POLICE CAPTAIN	44.5500	49.1078	4.5578	10.23%	3



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Plan	Grade	Title	Survey Range Minimum	Lawrence Range Minimum	Difference	Deviation	Matches
Police	301	POLICE OFFICER	18.3200	19.3639	1.0439	5.70%	6
Police	302	DETECTIVE	22.5071	25.4071	2.9000	12.88%	4
Police	303	POLICE SERGEANT	29.7704	29.4645	-0.3059	-1.03%	6
Police	304	POLICE CAPTAIN	33.6113	33.3363	-0.2750	-0.82%	6
Plan	Grade	Title	Survey Range Maximum	Lawrence Range Maximum	Difference	Deviation	Matches
Police	301	POLICE OFFICER	30.8200	32.5232	1.7032	5.53%	6
Police	302	DETECTIVE	33.8650	37.7170	3.8520	11.37%	4
Police	303	POLICE SERGEANT	39.9435	43.7401	3.7966	9.50%	6
Police	304	POLICE CAPTAIN	50.5019	49.4880	-1.0139	-2.01%	6
Plan	Grade	Title	Survey Average Salary	Lawrence Average Salary	Difference	Deviation	Matches
Police	301	POLICE OFFICER	25.7257	27.9240	2.1983	8.55%	4
Police	302	DETECTIVE	31.1558	36.4658	5.3100	17.04%	2
Police	303	POLICE SERGEANT	34.2012	40.4454	6.2443	18.26%	4
Police	304	POLICE CAPTAIN	45.1416	48.5324	3.3909	7.51%	4
Plan	Grade	Title	Survey Median Salary	Lawrence Median Salary	Difference	Deviation	Matches
Police	301	POLICE OFFICER	25.7523	30.2011	4.4488	17.28%	4
Police	302	DETECTIVE	31.6736	36.7971	5.1235	16.18%	2
Police	303	POLICE SERGEANT	34.8000	43.7401	8.9401	25.69%	3
Police	304	POLICE CAPTAIN	44.5500	49.1078	4.5578	10.23%	3



2009 Data  
Compensation and Benefits Survey

				Lawrence			
Plan	Grade	Title		Range Minimum	Range Maximum	Average Salary	Median Salary
Police	301	POLICE OFFICER		19.3639	32.5232		
Police	302	DETECTIVE		25.4071	37.7170		
Police	303	POLICE SERGEANT		29.4645	43.7401		
Police	304	POLICE CAPTAIN		33.3363	49.4880		
				Lenexa			
Plan	Grade	Title	LenexaTitle	Range Minimum	Range Maximum	Average Salary	Median Salary
Police	301	POLICE OFFICER	POLICE OFFICER	18.1700	27.3900	20.3900	20.2200
Police	302	DETECTIVE	MASTER POLICE OFFICER/CORPORAL	21.3000	32.7200	28.0600	27.8500
Police	303	POLICE SERGEANT	POLICE SERGEANT/LIEUTENANT	25.1600	47.7100	32.8500	31.1400
Police	304	POLICE CAPTAIN	POLICE CAPTAIN	32.7600	52.6500	45.3400	44.5500
				Olathe			
Plan	Grade	Title	OlatheTitle	Range Minimum	Range Maximum	Average Salary	Median Salary
Police	301	POLICE OFFICER	POLICE OFFICER	18.4700	31.3600	25.2302	26.2700
Police	302	DETECTIVE	DETECTIVE				
Police	303	POLICE SERGEANT	POLICE SEARGEANT	32.1750	34.8000	34.1423	34.8000
Police	304	POLICE CAPTAIN	POLICE CAPTAIN	34.4625	53.9029	44.9431	45.0401
				Overland Park			
Plan	Grade	Title	Overland ParkTitle	Range Minimum	Range Maximum	Average Salary	Median Salary
Police	301	POLICE OFFICER	POLICE OFFICER	19.0731	31.8692	26.2212	25.2346
Police	302	DETECTIVE	SEE POLICE OFFICER				
Police	303	POLICE SERGEANT	COMBO LT. & CAPTAIN	29.9250	52.5577	43.3788	
Police	304	POLICE CAPTAIN	COMB MAJOR & LT. COLONEL	38.9308	58.3904	52.6731	
				Shawnee			
Plan	Grade	Title	ShawneeTitle	Range Minimum	Range Maximum	Average Salary	Median Salary
Police	301	POLICE OFFICER	POLICE OFFICER I,II & (MASTER PATROL OFFICER)	16.7800	30.2800		
Police	302	DETECTIVE	CRIME ANALYST	23.7143	35.0768		
Police	303	POLICE SERGEANT	POLICE LIEUTENANT	29.6158	43.8062		
Police	304	POLICE CAPTAIN	POLICE CAPTAIN	32.6903	48.3538		
				Topeka			
Plan	Grade	Title	TopekaTitle	Range Minimum	Range Maximum	Average Salary	Median Salary
Police	301	POLICE OFFICER	POLICE OFFICER	17.2327	27.9404		
Police	302	DETECTIVE	DETECTIVE	18.3808	29.9423		
Police	303	POLICE SERGEANT	POLICE LIEUTENANT	23.8096	36.0808		
Police	304	POLICE CAPTAIN	POLICE CAPTAIN	29.3250	44.4519		
				WYCKOKCK			
Plan	Grade	Title	WYCKOKCKTitle	Range Minimum	Range Maximum	Average Salary	Median Salary
Police	301	POLICE OFFICER	PATROL OFFICER	18.8700	33.1600	27.7200	30.5500
Police	302	DETECTIVE	DETECTIVE	33.4900	35.0100	34.2516	35.4972
Police	303	POLICE SERGEANT	POLICE SERGEANT	33.4900	35.0100	34.2600	35.4820
Police	304	POLICE CAPTAIN	POLICE CAPTAIN	40.2700	40.2700	40.2700	40.2700



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Plan	Grade	Title	Range Maximum					
			MIN	MAX	MED	Lawrence Step 22	Difference	Deviation
Police	301	POLICE OFFICER	27.3900	33.1600	30.8200	32.5232	1.7032	5.53%
Plan	Grade	Title	Lawrence					
			MIN	MAX	MED	Step 19	Difference	Deviation
Police	301	POLICE OFFICER	27.3900	33.1600	30.8200	30.2011	-0.6189	-2.01%
Plan	Grade	Title	Lawrence					
			MIN	MAX	MED	Step 16	Difference	Deviation
Police	301	POLICE OFFICER	27.3900	33.1600	30.8200	28.0447	-2.7753	-9.00%

Police Hourly Rates  
6/29/09



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			Range Minimum					
Plan	Grade	Title	MIN	MAX	MED	Lawrence	Difference	Deviation
Police	301	POLICE OFFICER	16.7800	19.0731	18.3200	19.3639	1.0439	5.70%
Police	302	DETECTIVE	18.3808	33.4900	22.5071	25.4071	2.9000	12.88%
Police	303	POLICE SERGEANT	23.8096	33.4900	29.7704	29.4645	-0.3059	-1.03%
Police	304	POLICE CAPTAIN	29.3250	40.2700	33.6113	33.3363	-0.2750	-0.82%
			Range Maximum					
Plan	Grade	Title	MIN	MAX	MED	Lawrence	Difference	Deviation
Police	301	POLICE OFFICER	27.3900	33.1600	30.8200	32.5232	1.7032	5.53%
Police	302	DETECTIVE	29.9423	35.0768	33.8650	37.7170	3.8520	11.37%
Police	303	POLICE SERGEANT	34.8000	52.5577	39.9435	43.7401	3.7966	9.50%
Police	304	POLICE CAPTAIN	40.2700	58.3904	50.5019	49.4880	-1.0139	-2.01%
			Average Salary					
Plan	Grade	Title	MIN	MAX	MED	Lawrence	Difference	Deviation
Police	301	POLICE OFFICER	20.3900	27.7200	25.7257	27.9240	2.1983	8.55%
Police	302	DETECTIVE	28.0600	34.2516	31.1558	36.4658	5.3100	17.04%
Police	303	POLICE SERGEANT	32.8500	43.3788	34.2012	40.4454	6.2443	18.26%
Police	304	POLICE CAPTAIN	40.2700	52.6731	45.1416	48.5324	3.3909	7.51%
			Median Salary					
Plan	Grade	Title	MIN	MAX	MED	Lawrence	Difference	Deviation
Police	301	POLICE OFFICER	20.2200	30.5500	25.7523	30.2011	4.4488	17.28%
Police	302	DETECTIVE	27.8500	35.4972	31.6736	36.7971	5.1235	16.18%
Police	303	POLICE SERGEANT	31.1400	35.4820	34.8000	43.7401	8.9401	25.69%
Police	304	POLICE CAPTAIN	40.2700	45.0401	44.5500	49.1078	4.5578	10.23%



avg. length of service

				Lawrence			
Plan	Grade	Title		Range Minimum	Range Maximum	Average Salary	Median Salary
Police	301	POLICE OFFICER		19.3639	32.5232	27.9240	
Police	302	DETECTIVE		25.4071	37.7170	36.4658	
Police	303	POLICE SERGEANT		29.4645	43.7401	40.4454	
Police	304	POLICE CAPTAIN		33.3363	49.4880	48.5324	
				Lenexa			
Plan	Grade	Title	Lenexa Title	Range Minimum	Range Maximum	Average Salary	Median Salary
Police	301	POLICE OFFICER	POLICE OFFICER	18.1700	27.3900	20.3900	20.2200
Police	302	DETECTIVE	MASTER POLICE OFFICER/CORPORAL	21.3000	32.7200	28.0600	27.8500
Police	303	POLICE SERGEANT	POLICE SERGEANT/LIEUTENANT	25.1600	47.7100	32.8500	31.1400
Police	304	POLICE CAPTAIN	POLICE CAPTAIN	32.7600	52.6500	45.3400	44.5500
				Olathe			
Plan	Grade	Title	Olathe Title	Range Minimum	Range Maximum	Average Salary	Median Salary
Police	301	POLICE OFFICER	POLICE OFFICER	18.4700	31.3600	25.2302	26.2700
Police	302	DETECTIVE	DETECTIVE				
Police	303	POLICE SERGEANT	POLICE SEARGEANT	32.1750	34.8000	34.1423	34.8000
Police	304	POLICE CAPTAIN	POLICE CAPTAIN	34.4625	53.9029	44.9431	45.0401
				Overland Park			
Plan	Grade	Title	Overland Park Title	Range Minimum	Range Maximum	Average Salary	Median Salary
Police	301	POLICE OFFICER	POLICE OFFICER	19.0731	31.8692	26.2212	25.2346
Police	302	DETECTIVE	SEE POLICE OFFICER				
Police	303	POLICE SERGEANT	COMBO LT. & CAPTAIN	29.9250	52.5577	43.3788	
Police	304	POLICE CAPTAIN	COMB MAJOR & LT. COLONEL	38.9308	58.3904	52.6731	
				Shawnee			
Plan	Grade	Title	Shawnee Title	Range Minimum	Range Maximum	Average Salary	Median Salary
Police	301	POLICE OFFICER	POLICE OFFICER I, II & (MASTER PATROL OFFICER)	16.7800	30.2800		
Police	302	DETECTIVE	CRIME ANALYST	23.7143	35.0768		
Police	303	POLICE SERGEANT	POLICE LIEUTENANT	29.6158	43.8062		
Police	304	POLICE CAPTAIN	POLICE CAPTAIN	32.6903	48.3538		
				Topeka			
Plan	Grade	Title	Topeka Title	Range Minimum	Range Maximum	Average Salary	Median Salary
Police	301	POLICE OFFICER	POLICE OFFICER	17.2327	27.9404		
Police	302	DETECTIVE	DETECTIVE	18.3808	29.9423		
Police	303	POLICE SERGEANT	POLICE LIEUTENANT	23.8096	36.0808		
Police	304	POLICE CAPTAIN	POLICE CAPTAIN	29.3250	44.4519		
				WYCKOKCK			
Plan	Grade	Title	WYCKOKCK Title	Range Minimum	Range Maximum	Average Salary	Median Salary
Police	301	POLICE OFFICER	PATROL OFFICER	18.8700	33.1600	27.7200	30.5500
Police	302	DETECTIVE	DETECTIVE	33.4900	35.0100	34.2516	35.4972
Police	303	POLICE SERGEANT	POLICE SERGEANT	33.4900	35.0100	34.2600	35.4820
Police	304	POLICE CAPTAIN	POLICE CAPTAIN	40.2700	40.2700	40.2700	40.2700

9.4

3.37

- 7

9.3

2.2, 5.8 + 14.56

19

9.198