

**Kootenai County Pay Matrix
FY26 Effective September 21, 2025**

COLA Index for FY26: 2.50% Does not included Elected Officials

DETENTION DEPUTY ANNUAL BASE PAY

STEPS

Grade	1	2	3	4	5	6	7
DDE	61,193.60						
Hourly	29.42						
DD	62,753.60	65,873.60	69,180.80	72,633.60	76,252.80	80,100.80	84,094.40
Hourly	30.17	31.67	33.26	34.92	36.66	38.51	40.43

DETENTION SERGEANT ANNUAL BASE PAY

STEPS

Grade	1	2	3	4	5	6	7
DS2	89,190.40	90,958.40	92,788.80	94,619.20	96,720.00	99,611.20	102,585.60
Hourly	42.88	43.73	44.61	45.49	46.50	47.89	49.32
DS3	90,958.40	92,788.80	94,619.20	96,720.00	99,611.20	102,585.60	105,684.80
Hourly	43.73	44.61	45.49	46.50	47.89	49.32	50.81

PATROL DEPUTY ANNUAL BASE PAY

STEPS

Grade	1	2	3	4	5
OPDE	64,251.20				
Hourly	30.89				
OPD	67,454.40	70,824.00	77,896.00	85,716.80	90,417.60
Hourly	32.43	34.05	37.45	41.21	43.47

PATROL DEPUTY LONGEVITY PAY

OP10	93,142.40				
Hourly	44.78				
OP15	96,865.60				
Hourly	46.57				
OP20	101,691.20				
Hourly	48.89				

PATROL SERGEANT ANNUAL BASE PAY

STEPS

Grade	1	2	3	4	5
SGT	94,952.00	97,302.40	99,756.80	102,252.80	104,811.20
Hourly	45.65	46.78	47.96	49.16	50.39

PATROL SERGEANT LONGEVITY PAY

SG10	97,801.60	100,256.00	102,772.80	105,289.60	107,972.80
Hourly	47.02	48.20	49.41	50.62	51.91
SG15	101,691.20	104,228.80	106,849.60	109,512.00	112,278.40
Hourly	48.89	50.11	51.37	52.65	53.98
SG20	106,787.20	109,449.60	112,216.00	115,024.00	117,894.40
Hourly	51.34	52.62	53.95	55.30	56.68

LIEUTENANT ANNUAL BASE PAY**STEPS**

Grade	1	2	3	4	5
LT	111,966.40	114,795.20	117,665.60	120,577.60	123,593.60
Hourly	53.83	55.19	56.57	57.97	59.42
LIEUTENANT LONGEVITY PAY					
LT10	115,336.00	118,248.00	121,201.60	124,217.60	127,316.80
Hourly	55.45	56.85	58.27	59.72	61.21
LT15	119,953.60	122,969.60	126,048.00	129,168.00	132,392.00
Hourly	57.67	59.12	60.60	62.10	63.65
LT20	125,944.00	129,105.60	132,329.60	135,636.80	139,027.20
Hourly	60.55	62.07	63.62	65.21	66.84

CAPTAIN ANNUAL BASE PAY**STEPS**

Grade	1	2	3	4	5
CPT	128,211.20	130,790.40	133,390.40	136,094.40	138,798.40
Bi-weekly	4,931.20	5,030.40	5,130.40	5,234.40	5,338.40
CAPTAIN LONGEVITY PAY					
CP10	132,059.20	134,721.60	137,384.00	140,171.20	142,958.40
Bi-weekly	5,079.20	5,181.60	5,284.00	5,391.20	5,498.40
CP15	137,342.40	140,108.80	142,875.20	145,787.20	148,678.40
Bi-weekly	5,282.40	5,388.80	5,495.20	5,607.20	5,718.40
CP20	144,206.40	147,118.40	150,009.60	153,067.20	156,104.00
Bi-weekly	5,546.40	5,658.40	5,769.60	5,887.20	6,004.00

EMERGENCY COMMUNICATIONS OFFICER ANNUAL BASE PAY**STEPS**

Grade	1	2	3	4	5	6	7
ECO1	59,966.40	62,358.40	64,854.40	67,454.40	70,158.40	72,966.40	75,899.20
Hourly	28.83	29.98	31.18	32.43	33.73	35.08	36.49
ECO2	62,358.40	64,854.40	67,454.40	70,158.40	72,966.40	75,899.20	78,936.00
Hourly	29.98	31.18	32.43	33.73	35.08	36.49	37.95
ECO3	64,854.40	67,454.40	70,158.40	72,966.40	75,899.20	78,936.00	82,076.80
Hourly	31.18	32.43	33.73	35.08	36.49	37.95	39.46
ECO4	67,454.40	70,158.40	72,966.40	75,899.20	78,936.00	82,076.80	85,363.20
Hourly	32.43	33.73	35.08	36.49	37.95	39.46	41.04

ECO SUPERVISOR'S ANNUAL BASE PAY**STEPS**

Grade	1	2	3	4	5
ES2	87,921.60	91,436.80	95,097.60	98,883.20	102,856.00
Hourly	42.27	43.96	45.72	47.54	49.45
ES3	91,436.80	95,097.60	98,883.20	102,856.00	106,932.80
Hourly	43.96	45.72	47.54	49.45	51.41
ESA	95,097.60	98,883.20	102,856.00	106,932.80	111,217.60
Hourly	45.72	47.54	49.45	51.41	53.47

COMMUNICATION SERVICES LEAD ADMINISTRATOR ANNUAL BASE PAY**STEPS**

Grade	1	2	3	4	5	6	7
CSLA	84,552.00	88,358.40	92,331.20	96,470.40	100,817.60	105,372.80	109,553.60
Bi-weekly	3,252.00	3,398.40	3,551.20	3,710.40	3,877.60	4,052.80	4,213.60

COMMUNICATION SERVICES ADMINISTRATOR ANNUAL BASE PAY**STEPS**

Grade	1	2	3	4	5	6	7
CSA	80,308.80	83,907.20	87,713.60	91,644.80	95,784.00	100,089.60	104,603.20
Bi-weekly	3,088.80	3,227.20	3,373.60	3,524.80	3,684.00	3,849.60	4,023.20

UNDERSHERIFF**STEPS**

Grade	1	2	3
UND	145,038.40	147,929.60	150,904.00
Bi-weekly	5,578.40	5,689.60	5,804.00