Salary Adjustments Comparison

Mark Gordon
Governor

WYOMING Department of Transportation

"Provide a safe and effective transportation system"

5300 Bishop Boulevard, Cheyenne, Wyoming 82009-3340

Darin J. Westby
Interim Director

Sworn Highway Patrol

Position	Number	Total Cost with Benefits	Turnover Rate	Vacant Positons	Vacancy Rate
PSHP07 - Trooper I	21	$217,298.43	33.9%		
PSHP08 - Trooper II	100	$1,908,756.64	7.1%	19	19.0%
PSHP09 - Trooper III	30	$562,748.02		8	33.3%
PSHM09 - Sargeant	24	$492,986.03	10.8%	1	4.2%
PSHM11 - Lieutenant	21	$370,243.37	9.5%		
PSHM12 - Captain	8	$139,699.21	12.4%		
PSHM14 - Major	2	$20,636.58			
PSHM16 Lieutenant Colonel	1	$25,261.47			
	207	**$3,737,629.75**	**14.7%**	**28**	**13.5%**

Highway Maintenance Positions

Position	Number	Total Cost with Benefits	Turnover Rate	Vacant Positons	Vacancy Rate
TNHM05 - Technician	314	$2,331,359.90	43.6%	42	13.4%
TNHM06 - Specialist	97	$757,647.91	17.5%	2	2.1%
TNHM08 - Supervisor I	77	$629,381.43	9.3%	2	2.6%
TNHM11 - Supervisor II	23	$167,761.89	13.4%		
	511	**$3,886,151.13**	**20.9%**	**46**	**9.0%**

Figures provided above support the market adjustment proposed by the Department of Administration & Information (A&I) for Highway Patrol Troopers and Maintenance (Snow Plow Drivers) employees. The workforce is dynamic, and these figures vary slightly from figures provided by A&I due to the timing of when the data was pulled and the estimated cost of benefits. These figures shown include vacant positions, and are calculated based on where positions were in November 2025. The cost of benefits were calculated at 35%. It is important to note that without action from the legislature, the cost of these adjustments will be taken entirely from the highway fund.

Maintenance workers and Troopers certainly provide important direct services to the public, while being supported by a wide array of individuals to complete their work. The impacts of inflation and overall pressures within the workforce outside of state government are felt across the entire department. When a patrol car or maintenance vehicle is down, a WYDOT mechanic will make the needed repairs. That mechanic relies on WYDOT purchasing agents to stock the vehicle parts. The purchasing agent relies on financial personnel to pay suppliers. As troopers patrol our highways and maintenance workers plow our roads, they rely on dispatchers and transportation management personnel to ensure both employee and public safety.

Wyoming Highway Patrol Overtime

COLONEL TIM CAMERON
Adminlsüator

MARK GORDON
DARIN J. WESTBY, P.E.
Director, WYDOT

December 1 1,2025

SPECIAL ORDER NO. 25012

TO: All Members

SUBJECT: Overtime Reduction Guidelines

BACKGROUND

On December 5th, WHP ECS identified a significant deficit within the agency's payroll budget, driven primarily by overtime (OT) expenditures. For the 2025—2026 biennium, WHP was authorized a total labor budget of $64,411,088, of which $3,197,383 was designated for overtime. As of December 9, 2025, WHP has already expended $4,884,838 in overtime. If current spending trends persist, WHP is projected to exceed its authorized OT budget by approximately $7,000,000. Immediate corrective action is necessary to ensure fiscal responsibility and operational sustainability.

SOLUTION

All non-exempt members must follow the following guidance. OVERTIME

REDUCTION GUIDELINES

1. Overtime for Lieutenants, Sergeants, and Supervisors

Overtime for Lieutenants, Sergeants, and supervisors shall not be authorized without prior approval from a supervisor. Approval should be granted only in the most critical circumstances (e.g., 01S, UOF, employee injury, significant crash).

2. Schedules Shall Not Justify Overtime

Scheduling preferences, staffing challenges, or similar circumstances are not valid reasons for authorizing overtime. Supervisors should schedule accordingly to account for times of higher traffic volume and calls for service. Training and leave requests should be permitted judiciously, with coverage needs taken into account.

3. Operational Overtime Within Normal Duties

OT will not be paid unless it is approved in advance by a supervisory employee. OT will only be authorized when failure to do so would imperil the mission of the Agency. Supervisors must exercise prudent judgment in authorizing OT. Members may earn overtime when it occurs organically through regular law-enforcement duties (e.g., crash investigations, arrests). However, supervisors must make every effort to flex extra hours within the same workweek to avoid OT whenever possible.

4. No Overtime Authorized for Travel

Travel time does not qualify for overtime. Any additional hours incurred due to travel must be flexed off within the work week.

5. Training and Instructing

Overtime is not authorized for attending or instructing training, nor for travel associated with training. Any extra hours resulting from these activities must be flexed within the work week.

6. Holiday Overtime

Sworn members assigned to the Field Operations Bureau are encouraged to work the following holidays:

• Memorial Day • Independence Day • Labor Day

Schedule adjustments intended to generate holiday overtime on all other holidays are not permitted. Sworn members assigned to the Support Service Bureau are not authorized to work holidays without prior approval.

7. Supervisor Work Schedules

Lieutenants, SGTs, and Professional Staff supervisors are required to work a 4()-hour work week. Once 40 hours have been reached, the workweek has ended, and overtime is not authorized without approval from a higher-ranking official.

8. Overtime Authorization

A supervisor must authorize all OT before it is worked. Supervisors are responsible for overtime and its justification. (WHP Policy 3-12, Chapter 5, Section 5, Overtime, State of Wyoming Compensation Policy, Chapter I Section 5, and WYDOT Personnel Procedures 2-3 [Time Reporting]. Supervisors are responsible for justifying OT to ECS.

9. Grant Time

Occupant Restraint and DWUI Grant Overtime remains available and is encouraged to be utilized to enhance highway safety. Specific requirements apply to any grant time use, and supervisors are responsible for monitoring grant time.

10. Program Manager OT Review

Program managers are to generate a monthly OT report in the ERP system and conduct a monthly review with supervisors of OT worked within their respective workgroups. All Overtime will need to be justified to ECS, on a monthly basis.

BY ORDER OF:



Colonel Tim Cameron
Wyoming Highway Patrol

WORK SCHEDULE AND TIME REPORTING

	03 - 12
Legal Review: N/A	**Effective: 03/07/24**
Revisions: 08/21/15, 02/08/18, 09/24/18, 10/31/18, 08/30/21, 10/19/21, 03/13/23	

PURPOSE

The purpose of this policy is to inform Members of the restrictions and procedures pertaining to work schedules, proper time reporting, and compensation.

POLICY

The Wyoming Highway Patrol's (Patrol) policy is to compensate its Members in accordance with the Wyoming State Personnel and Compensation Rules, WYDOT compensation policies, and the Fair Labor Standards Act.

1. General

1.1. Management has the right to establish and change work schedules and assignments (State of Wyoming Personnel Rules Chapter 1, Section 13. Management Rights).

1.2. Deviations from the work schedule must be approved by a supervisor. If a Member is required to work on a scheduled day off, the Member will be compensated.

1.3. Members will report the actual days and hours worked within the time reporting system and will appropriately document any schedule deviations.

2. Standard Work Period

2.1. The work period shall begin at 12:01 a.m. Saturday, continue through for seven (7) consecutive days (168 hours) and shall end at 12:00 midnight on Friday [State of Wyoming Compensation Policy, Chapter 5, Section 4, Official State Workweek]. Members will operate on a 7-day (40 hours) work period, and overtime will be compensated for all physical hours worked over 40 hours in the 7-day work period.

3. Trooper Work Schedule

3.1. Supervisors are directed to create troop schedules that cover the entire work period and provide sufficient coverage. When selecting a schedule, supervisors must allow

for and manage coverage during extracurricular commitments such as K9 deployments, Special Response Team deployments, Honor Guard details, Crash Team duties, instructor duties, and other additional duties assigned to individual Troopers. The schedule must accommodate these additional responsibilities while still fulfilling the primary responsibility of maintaining sufficient troop coverage.

3.2. The Patrol believes the objectives can best be accomplished by all troops working a rotating 4/10 schedule with a mid-week overlap day. This schedule provides extended coverage hours to enhance hours of service and decrease response times while also offering scheduled days for training and special details as well as providing increased recovery time between scheduled workdays. However, it is understood that there may be local conditions or reduced staffing that preclude this and necessitate the implementation of a modified 8, 9, or 10-hour schedule. The decision of whether or not to work the standard 4/10 schedule will be decided by the Troop Supervisor and the District Commander with input from the affected Troopers.

3.3. Supervisors may assign specific hours and specific geographical work areas as part of the schedule. If a shift is not adequately covered on the schedule, a supervisor may assign a Trooper "on-call" to maintain availability and ensure the Patrol provides an appropriate service orientated response to calls for service.

3.4. Shifts can be staggered as long as there is no gap in coverage from the day to night shift.

3.5. In managing the schedule and "on-call" shifts, supervisors must monitor Trooper work and call hours to ensure adequate time off. The supervisor must also remain cognizant of the impact coverage may have on local law enforcement partners. Supervisors and Troopers must not place any undue expectations on those law enforcement partners for responding to and assisting with agency calls for service.

3.6. Generally speaking, the posted schedule should be followed by both the Patrol and the Trooper; however, within a work period, days off may be changed to accommodate Patrol needs which arise such as court, training, meetings, or Trooper's needs such as vacation, sick leave, or personal days. However, supervisors are directed to consider troop coverage, the Trooper's personal or family needs, and the nature of the event before changing days off. In such situations, supervisors are encouraged to work with the involved Trooper to find a mutually agreeable resolution.

3.7. To facilitate dispatching based on the agency shift schedule, troop schedules will utilize the following codes:

3.7.1. MC - Motor Carrier Detail

3.7.2. CRT - Court Detail (would include travel to and from)
3.7.3. DM - Division Meeting
3.7.4. MIL - Military Leave
3.7.5. SD - Special Detail
3.7.6. SLT - Sick Leave Taken (to include FMLA)
3.7.7. TRN - Training
3.7.8. VTT - Annual Leave
3.7.9. EPD - Executive Protection Detail
3.7.10. BRV - Bereavement Leave
3.7.11. N - Nights
3.7.12. D - Days
3.7.13. X - Adjusted or Altered Shift
3.7.14. OFF - Day Off

3.8. A current copy of the troop schedule will be provided to the Communications Center by the supervisor via the Google Sites webpage, and will be updated for accuracy as changes occur.

3.9. Troop Supervisors and District Commanders will have the option of working a standard Monday through Friday 8:00 a.m. to 5:00 p.m. schedule or a comparable alternate schedule. There are obviously situations or special scheduling concerns that may cause a standard day shift to be modified, but as a general rule, supervisors and District Commanders should endeavor to be available during normal working hours.

3.10. Troopers assigned to the Support Services section will have the option of working a standard Monday through Friday 8:00 a.m. to 5:00 p.m. schedule or a comparable alternate schedule approved by their respective Program Manager.

3.11. District Commanders and Program Managers are responsible for ensuring that schedules utilized within their respective sections provide effective coverage to meet the Patrol's mission and goals, and are in accordance with Wyoming Administration and Information Policy ALLWYO-AI-HRD-001 [Flexible Work Schedule Policy].

4. Civilian Member Work Schedule

4.1. Civilian Members will work a schedule approved by their supervisor and their respective Program Manager.

4.2. Program Managers are responsible for ensuring that schedules utilized within their respective sections provide effective coverage to meet the Patrol's mission and goals, and are in accordance with Wyoming Administration and Information Policy ALLWYO-AI-HRD-001 [Flexible Work Schedule Policy].

5. Alternate Work Schedules - Examples

5.1. Four (4) 10-hour days per week

5.1.1. The work schedule is a four-day, forty-hour schedule, with Members working ten (10) hours per day.

5.2. Four (4) 9-hour days plus one (1) 4-hour day per week

5.2.1. Members on a forty-hour (40) work period would work four (4) nine-hour days plus one (1) four-hour day, with an afternoon or morning off each week. Members should schedule the starting and ending times for the four-hour day with their supervisor.

5.3. Three (3) 12-hour days plus one (1) 4-hour day per week

5.3.1. Members of dispatch on a forty-hour (40) hour work period would work three (3) twelve-hour days plus one (1) four-hour hour day. The four-hour (4) day may either be scheduled at the start or end of the work week.

6. Overtime

6.1. Overtime compensation will be in compliance with State of Wyoming Compensation Policy, Chapter 5, Section 1, Overtime, and WYDOT Personnel Procedures 2-3 [Time Reporting].

6.2. Overtime will be permitted as necessary to accomplish Patrol objectives. Members covered by overtime provisions may choose compensatory time instead of overtime pay with supervisor approval. Supervisors may also require a Member to flex off additional hours worked within the same work period.

6.3. No Member will work overtime or earn compensatory time until authorized to do so by their supervisor. Once a Member works overtime, whether approved or not, the agency must compensate the Member with overtime pay, compensatory time, or flex time. The overtime requirement may not be waived by agreement between the Patrol and the Member.

6.4. Supervisors are responsible for overtime and the justification thereof.

7. Holidays

7.1. Holiday compensation will be in compliance with WYDOT Personnel Procedures 2-3 [Time Reporting] and Wyoming Personnel Rules Chapter 6, Section 4. Holiday

Leave.

7.2. All Troopers working holidays are reminded the focus is maximum visibility and promotion of public safety. Troopers are expected to concentrate their efforts on enforcement activities and are encouraged to refrain from spending excessive time in the office or off the highway during their shift.

7.3. Memorial Day, Independence Day, and Labor Day

7.3.1. Supervisors are directed to create and post schedules that reflect the agency's commitment to maximizing public safety during the three (3) summer holidays.

7.3.2. No vacation time will be granted on these holidays without the District Commander's approval.

7.3.3. Troopers are encouraged to work the three (3) summer holidays. It is permissible for a supervisor to modify the holiday overtime shift so that the shift coincides with a scheduling need or local traffic patterns, including working any shift during the holiday weekend.

7.4. If a Member takes an actual state observed holiday off, eight (8) hours is the maximum number of hours allowed for holiday leave. Members who are scheduled to work a ten (10) or nine (9) hour shift on the holiday must add additional vacation or compensatory time to the eight (8) hours of holiday leave or may work those hours during the work week.

8. Flex-Time

8.1. Flex-time allows Members to take time off of work in lieu of potential overtime at the discretion of the supervisor. Flex-time is on an hour for hour basis and must be used within the same work period, and must be pre-approved by the supervisor.

9. Compensatory Time

9.1. Compensatory Time (Comp Time) will be in compliance with WYDOT Personnel Procedures 2-3 [Time Reporting] and 2-13 [Compensatory Time].

9.2. All Comp Time earned by a Recruit should be used before reporting to their first duty station.

9.3. All Comp Time earned or taken must be approved by the Member's supervisor. A supervisor may require a Member to take Comp Time if the schedule allows.

10. On-Call Time

10.1. On-Call time will be in complaince with State of Wyoming Compensation Policy, Chapter 5, Section 4, On-Call Pay – Non-Exempt Employees Only, and WYDOT Personnel Procedures 2-3 [Time Reporting].

11. Call Back Time

11.1. Call Back time will in compliance with State of Wyoming Compensation Policy, Chapter 5, Section 3, Call-Back Pay – Non-Exempt Employees Only, and WYDOT Personnel Procedures 2-3 [Time Reporting].

11.2. A Member must have ended their regular scheduled shift and be called back into work at a later time to qualify for Call Back Time.

11.3. When called back to work, the time recorded as "time worked" will begin with the time of notification, provided the Member reports to work, or the Trooper gets in their patrol vehicle and advises dispatch they are in service. The time will end when the Member is relieved from work or when the Trooper notifies dispatch they are out of service.

11.4. Division Supervisors are expected to monitor the amount of time Troopers take responding to call-outs to ensure a quick and reasonable response.

11.5. If a Member is called back to work before the start of their scheduled shift, the Member is still responsible for reporting to work at the start of their scheduled shift, unless otherwise approved by their supervisor.

11.6. Troopers subject to call-outs are expected to respond or find an acceptable, service-orientated solution to the call. Waiting for a subsequent call or simply referring the call to another agency is not typically an acceptable solution.

Pay Table Adjustments From 2022 to 2024

Administrative Support

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
BAAS03 - Assistant I	1	$5,805.21	$7,837.04
BAAS05 - Specialist I	8	$49,562.71	$66,909.65
BAAS06 - Specialist II	12	$68,102.33	$91,938.14
BAAS07 - Senior Specialist	7	$43,506.53	$58,733.81
	28	**$166,976.78**	**$225,418.65**

Business Operations

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
BABO08 - Coordinator I	1	$5,761.21	$7,777.64
BABO11 - Supervisor II	1	$5,642.59	$7,617.50
	2	**$11,403.81**	**$15,395.14**

Driver Services

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
BADC06 - CDL Examiner	5	$28,048.28	$37,865.17
BADL06 - Examiner	37	$203,665.85	$274,948.90
BADL07 - Field Supervisor	11	$61,046.57	$82,412.87
BADL08 - Regional Supervisor	5	$28,417.16	$38,363.16
BADL11 - Program Supervisor	1	$5,322.90	$7,185.92
BADL13 - Program Manager	1	$4,180.43	$5,643.58
BADS05 - Specialist	11	$58,882.94	$79,491.97
BADS06 - Helpdesk Specialist	4	$21,905.30	$29,572.15
BADS07 - Supervisor	2	$11,353.93	$15,327.81
BADS08 - Supervisor II	1	$5,660.45	$7,641.61
BADS10 - Internal Ops Manager	1	$5,612.57	$7,576.97
BADT07 - Trainer Analyst	1	$6,093.26	$8,225.91
	80	**$440,189.65**	**$594,256.02**

Grant & Contract Administration

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
BAGC07 - Specialist I	3	$17,477.87	$23,595.13
BAGC08 - Specialist II	2	$11,032.75	$14,894.21
BAGC09 - Senior Specialist	5	$28,146.38	$37,997.61
BAGC10 - Manager I	2	$11,433.46	$15,435.17
BAGC11 - Manager II	1	$5,371.58	$7,251.63
	13	**$73,462.04**	**$99,173.75**

Mail Room

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
BAMR03 - Clerk I	3	$16,032.37	$21,643.70

BAMR07 - Supervisor	1	$5,781.36	$7,804.84
	4	**$21,813.73**	**$29,448.53**

Project Management

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
BAPM09 - Analyst	4	$24,136.18	$32,583.85
BAPM10 - Senior Analyst	6	$34,090.57	$46,022.27
	10	**$58,226.76**	**$78,606.12**

Production & Printing

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
BAPP05 - Technician	3	$17,682.51	$23,871.39
BAPP07 - Supervisor	2	$11,643.15	$15,718.25
BAPP09 - License Plate Manager	1	$5,786.67	$7,812.00
	6	**$35,112.33**	**$47,401.65**

Policy/Strategic Operations

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
BAPS07 - Analyst I	2	$11,029.66	$14,890.04
BAPS09 - Analyst III	15	$85,325.94	$115,190.02
BAPS10 - Senior Analyst	12	$66,794.01	$90,171.91
BAPS11 - Coordinator	3	$17,351.39	$23,424.37
BAPS12 - Supervisor	4	$20,433.34	$27,585.01
BAPS13 - Manager	1	$4,956.11	$6,690.75
	37	**$205,890.45**	**$277,952.10**

Records & Data Management

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
BARD03 - Technician	7	$38,561.82	$52,058.45
BARD05 - Clerk I	9	$58,006.20	$78,308.37
BARD07 - Specialist I	15	$89,407.18	$120,699.70
BARD08 - Specialist II	3	$17,017.01	$22,972.96
BARD09 - Analyst	5	$28,262.85	$38,154.85
BARD10 - Supervisor	2	$11,257.88	$15,198.14
BARD11 - Manager	1	$5,489.98	$7,411.47
	42	**$248,002.92**	**$334,803.94**

Cultural Resources

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
CRCR10 - Supervisor	1	$5,297.13	$7,151.12
	1	**$5,297.13**	**$7,151.12**

Computer Technology Business Applications

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
CTBA08 - Specialist II	2	$12,626.37	$17,045.60
CTBA09 - Analyst	3	$18,107.05	$24,444.52
CTBA10 - Senior Analyst	9	$53,783.11	$72,607.20
	14	**$84,516.53**	**$114,097.31**

Computer Technology Management

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
CTMG11 - Manager I	3	$17,610.55	$23,774.25
CTMG12 - Manager II	1	$5,624.21	$7,592.68
CTMG14 - Manager III	1	$3,610.90	$4,874.71
	5	**$26,845.66**	**$36,241.64**

Computer Technology Systems & Infrastructure

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
CTSY08 - Specialist II	1	$5,466.20	$7,379.38
CTSY09 - Analyst	1	$5,646.91	$7,623.33
CTSY10 - Senior Analyst	2	$11,757.83	$15,873.08
	4	**$22,870.95**	**$30,875.78**

Labor Standards

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
EHLS12 - Civil Rights Supervisor	1	$5,166.20	$6,974.37
	1	**$5,166.20**	**$6,974.37**

Engineer

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
ENEG08 - Engineer I	19	$106,666.06	$143,999.18
ENEG09 - Engineer II	52	$293,278.59	$395,926.10
ENEG10 - Project Engineer	38	$217,276.37	$293,323.10
ENEG12 - Principal Engineer	54	$273,663.44	$369,445.64
ENEG13 - Staff Engineer	14	$66,537.01	$89,824.97
ENEG14 - Manager I	24	$86,696.11	$117,039.75
ENEG15 - Manager II	12	$35,248.27	$47,585.17
ENEG 16 - Assistant Chief	2	$4,128.14	$5,572.99
	215	**$1,083,493.99**	**$1,462,716.89**

Geology Specialists

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
ENGE08 - Geologist I	2	$11,210.08	$15,133.61

ENGE09 - Geologist II	2	$11,064.22	$14,936.70
ENGE10 - Project Geologist	3	$16,385.38	$22,120.26
ENGE12 - Geology Supervisor	3	$15,381.16	$20,764.56
ENGE14 - Geology Manager II	1	$3,610.90	$4,874.71
ENGE15 - Program Manager	1	$2,913.55	$3,933.29
	12	**$60,565.28**	**$81,763.13**

GIS

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
ENGS07 - Geospatial Tech Analyst	4	$22,922.59	$30,945.50
	4	**$22,922.59**	**$30,945.50**

Natural Resources

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
ENNR09 - Analyst	1	$5,466.20	$7,379.37
ENNR10 - Program Principal	3	$16,900.22	$22,815.29
ENNR11 - Program Supervisor	2	$10,495.56	$14,169.01
ENNR13 - Program Manager	1	$4,197.17	$5,666.18
	7	**$37,059.15**	**$50,029.85**

Education Programs

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
ETIN08 - Instructor II	1	$6,479.67	$8,747.55
ETIN09 - Coordinator	2	$11,455.21	$15,464.54
ETEP09 - Analyst	1	$5,650.24	$7,627.82
ETIN11 - Program Manager	1	$5,551.82	$7,494.95
	5	**$29,136.94**	**$39,334.86**

Executive Management

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
EXMT03 - CFO, CTO, Aero, Sup Svcs.	4	$29,496.81	$39,820.70
EXMT05 - Colonel	1	$11,655.68	$15,735.17
EXMT06 - Chief Engineer	1	$13,937.17	$18,815.19
EXMT08 - Director	1	$13,582.85	$18,336.85
	7	**$68,672.53**	**$92,707.91**

Accounting

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
FIAC06 -Technician	7	$38,767.22	$52,335.74
FIAC07 - Accountant	8	$44,477.98	$60,045.27
FIAC08 - Senior Accountant	5	$28,261.98	$38,153.68
FIAC09 - Analyst	3	$17,337.26	$23,405.30

FIAC10 - Senior Analyst	5	$28,095.59	$37,929.05
FIAC11 - Principal Accountant	2	$10,359.97	$13,985.95
FIAC12 - Manager I	1	$5,361.17	$7,237.58
FIAC13 - Manager II	1	$4,878.58	$6,586.09
FIAC14 - Manager III	1	$3,730.84	$5,036.63
	33	**$181,270.58**	**$244,715.29**

Auditing

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
FIAU10 - Principal Auditor	4	$22,555.93	$30,450.50
FIAC11 - Supervising Auditor	1	$5,743.89	$7,754.25
FIAU12 - Manager	1	$5,340.65	$7,209.87
	6	**$33,640.46**	**$45,414.63**

Budget

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
FIBD08 - Specialist I	1	$5,859.95	$7,910.93
FIBD09 - Specialist II	3	$16,796.15	$22,674.81
FIBD10 - Analyst	2	$11,025.76	$14,884.77
FIBD11 - Senior Analyst	2	$10,795.98	$14,574.57
FIBD12 - Lead Analyst	1	$5,225.49	$7,054.41
FIBD14 - Manager	1	$3,892.86	$5,255.36
	10	**$53,596.19**	**$72,354.86**

Purchasing

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
FIPU08 - Associate Buyer	2	$12,201.53	$16,472.06
FIPU09 - Buyer	3	$16,771.03	$22,640.88
FIPU11 - Officer	1	$5,134.38	$6,931.42
FIPU12 - Manager	1	$5,134.27	$6,931.27
	7	**$39,241.21**	**$52,975.63**

Tax Examination

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
FITE07 - Examiner	8	$43,658.54	$58,939.03
FITE08 - Senior Examiner	2	$11,425.70	$15,424.69
FITE10 - Senior Analyst	3	$17,107.05	$23,094.51
FITE12 - Manager	1	$5,223.21	$7,051.33
	14	**$77,414.49**	**$104,509.56**

Warehouse

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits

FIWH05 - Clerk II	1	$5,841.27	$7,885.72
FIWH09 - Supervisor	1	$5,653.57	$7,632.32
	2	**$11,494.84**	**$15,518.04**

Inspection & Safety

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
INOS08 - Safety Specialist	5	$30,627.10	$41,346.58
INOS09 - Senior Specialist	2	$11,616.60	$15,682.41
INOS10 - Manager	1	$6,065.14	$8,187.94
	8	**$48,308.83**	**$65,216.92**

Land & Real Estate

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
LRLM07 - Specialist II	3	$16,998.04	$22,947.35
LRLM08 - Senior Specialist	4	$22,222.69	$30,000.63
LRLM09 - Analyst	5	$29,192.91	$39,410.42
LRLM10 - Supervisor	3	$18,468.23	$24,932.12
LRLM11 - Manager I	2	$11,860.12	$16,011.17
LRLM13 - Manager II	1	$4,449.92	$6,007.40
LRRP10 - Review Appraiser	1	$5,466.76	$7,380.12
LRSU10 - Professional Land Surveyor	3	$17,023.68	$22,981.97
LRSU11 - Senior Professional	1	$5,584.70	$7,539.35
	23	**$131,267.05**	**$177,210.52**

Public Information

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
PIMM05 - Photographer	1	$6,926.52	$9,350.80
PIMM09 - Senior Multi-Media Specialist	2	$11,320.44	$15,282.60
PIPR09 - Senior Specialist	7	$40,496.71	$54,670.56
PIPR10 - Supervisor	1	$5,468.24	$7,382.12
PIPR13 - Program Manager	1	$4,198.76	$5,668.33
	12	**$68,410.67**	**$92,354.41**

Dispatch

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
PSDI04 - Dispatcher I	15	$110,447.27	$149,103.81
PSDI06 - Dispatcher II	23	$144,330.43	$194,846.08
PSDI08 - Supervisor	4	$24,838.32	$33,531.73
PSDI11 - Program Manager	1	$5,552.92	$7,496.44
	43	**$285,168.94**	**$384,978.06**

Investigators

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
PSIN09 - Investigator	2	$11,541.60	$15,581.16
PSIN10 - Senior Investigator	3	$16,961.21	$22,897.64
PSIN11 - Supervisor	2	$12,662.47	$17,094.33
	7	**$41,165.28**	**$55,573.13**

Port of Entry

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
PSPE04 - Assistant I	37	$220,910.99	$298,229.83
PSPE05 - Assistant II	24	$133,652.90	$180,431.42
PSPE06 - Specialist	17	$101,588.71	$137,144.76
PSPE07 - Compliance Review Auditor	5	$29,747.65	$40,159.33
PSPE08 - Supervisor	10	$61,656.68	$83,236.52
PSPE09 - Manager	3	$17,882.44	$24,141.29
PSPE10 - Quality Control Analyst	1	$6,063.42	$8,185.62
	97	**$571,502.79**	**$771,528.77**

Security Guards

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
PSSG03 - Escort	2	$12,642.03	$17,066.73
PSSG05 - Supervisor	1	$5,858.29	$7,908.69
	3	**$18,500.31**	**$24,975.42**

Aeronautics

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
TDAE07 - Hangar Coordinator	1	$5,878.09	$7,935.42
TDAE10 - Maintenance Supervisor	1	$6,508.54	$8,786.53
	2	**$12,386.62**	**$16,721.94**

Buildings & Grounds

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
TDBG01 - Custodian	14	$67,031.71	$90,492.80
TDBG03 - Assistant	3	$19,129.43	$25,824.73
TDBG08 - Supervisor I	3	$18,287.17	$24,687.68
TDBG10 - Supervisor II	1	$5,877.43	$7,934.53
TDBG11 - Manager	2	$10,453.46	$14,112.17
	23	**$120,779.19**	**$163,051.91**

Trades

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
TDCA07 - Senoir Carpenter	1	$6,655.65	$8,985.12

TDEL08 - Journeyman Electrician	2	$11,738.53	$15,847.02
TDFA06 - Fabricator	10	$56,979.94	$76,922.92
TDFA07 - Senior Fabricator	2	$11,995.47	$16,193.89
TDFA10 - Fabrication Manager	2	$11,683.43	$15,772.64
TDHV07 - Senior HVAC Specialist	2	$11,989.93	$16,186.40
TDHV08 - HVAC Supervisor	1	$5,929.27	$8,004.52
TDPL07 - Senior Plumber	1	$6,045.34	$8,161.21
TDPL08 - Plumbing Supervisor	1	$6,195.03	$8,363.29
TDST06 - Specialist	1	$5,503.87	$7,430.23
TDST10 - Skilled Trades Manager	5	$28,292.01	$38,194.21
TDST11 - Manager	1	$5,223.58	$7,051.83
TDST12 - Facilities Manager	1	$5,295.04	$7,148.31
	30	**$173,527.10**	**$234,261.59**

Mechanics

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
TDME05 - Mechanic	3	$17,156.94	$23,161.87
TDHM06 - Heavy Mechanic	51	$280,986.22	$379,331.40
TDHM07 - Senior Heavy Mechanic	22	$126,132.65	$170,279.08
TDHM09 - Supervisor	19	$110,505.78	$149,182.80
TDHM10 - Fleet Coordinator	2	$11,405.19	$15,397.01
TDHM11 - District Equipment Manager	5	$29,153.59	$39,357.35
TDHM12 - Equipment Program Manager	1	$5,281.36	$7,129.83
	103	**$580,621.73**	**$783,839.34**

Construction & Field Surveying

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
TNCF05 - Technician	45	$248,410.49	$335,354.17
TNCF06 - Specialist	54	$306,668.05	$414,001.87
TNCF08 - Senior Specialist	42	$246,574.98	$332,876.23
TNCF10 - Manager	10	$57,292.69	$77,345.13
	151	**$858,946.22**	**$1,159,577.40**

Design

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
TNDE03 - Assistant	12	$73,608.29	$99,371.19
TNDE05 - Technician	4	$22,016.33	$29,722.05
TNDE06 - Specialist I	2	$10,925.34	$14,749.21
TNDE07 - Specialist II	7	$39,407.92	$53,200.70
TNDE09 - Senior Specialist	19	$108,780.43	$146,853.58
TNDO09 - Oversight Specialist	1	$5,470.55	$7,385.24
	45	**$260,208.86**	**$351,281.96**

Drilling

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
TNDR05 - Technician	1	$5,666.00	$7,649.10
TNDR07 - Driller	3	$17,037.48	$23,000.59
TNDR09 - Drilling Supervisor	1	$5,686.84	$7,677.24
	5	**$28,390.32**	**$38,326.93**

Field Data Collection & Lab Analysis

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
TNFD05 - Technician	7	$39,190.22	$52,906.80
TNFD06 - Specialist I	16	$91,282.92	$123,231.94
TNFD07 - Specialist II	9	$51,240.04	$69,174.06
TNFD09 - Senior Specialist	9	$51,878.73	$70,036.28
	41	**$233,591.91**	**$315,349.08**

Highway Maintenace - Avalanche

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
TNHA08 - Forecaster	1	$5,891.35	$7,953.33
TNHA09 - Supervisor	1	$6,195.51	$8,363.94
	2	**$12,086.86**	**$16,317.26**

Pilot

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
TNPI09 - Pilot	5	$32,674.17	$44,110.13
TNPI10 - Safety & Standardization Officer	1	$6,489.96	$8,761.44
TNPI12 - Operations Manager	1	$5,332.57	$7,198.98
	7	**$44,496.70**	**$60,070.55**

Photogrammetry & Survey

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
TNPS06 - Specialist I	1	$5,969.64	$8,059.01
TNPS07 - Specialist II	4	$23,071.60	$31,146.66
TNPS09 - Senior Specialist	6	$34,319.06	$46,330.73
	11	**$63,360.29**	**$85,536.40**

Right of Way

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
TNRW07 - Specialist	4	$21,938.82	$29,617.40
TNRW09 - Senior Specialist	2	$11,070.87	$14,945.68
	6	**$33,009.69**	**$44,563.08**

Staff Technicians

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
TNST07 - Technician I	5	$29,129.80	$39,325.23
TNST08 - Technician II	2	$11,839.76	$15,983.67
TNST09 - Senior Technician	36	$209,043.42	$282,208.61
TNAU09 - Aeronautics Analyst	1	$5,841.57	$7,886.12
	44	**$255,854.55**	**$345,403.64**

Transportation Management Center

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
TNTM04 - Assistant	6	$37,978.62	$51,271.14
TNTM06 - Specialist	6	$34,428.71	$46,478.76
TNTM08 - Senior Specialist	5	$29,747.14	$40,158.64
TNTM09 - Quality Analyist	1	$5,816.62	$7,852.43
	18	**$107,971.09**	**$145,760.98**

Technical Operations

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
TNTO06 - Technician I	1	$5,421.12	$7,318.51
TNTO07 - Technician II	15	$84,124.06	$113,567.48
TNTO08 - Senior Technician	14	$78,974.74	$106,615.90
TNTO09 - Principal	11	$60,731.76	$81,987.88
TNTO10 - Supervisor I	16	$87,481.24	$118,099.68
TNTO11 - Supervisor II	6	$32,424.17	$43,772.63
TNTO14 - Manager	1	$3,610.27	$4,873.86
	64	**$352,767.36**	**$476,235.93**

Utilities

Position	Number	Total Salary Cost for Phase IV	Total Cost with Benefits
TNUL06 - Technician	1	$5,378.37	$7,260.80
TNUL08 - Specialist	2	$11,240.31	$15,174.42
TNUL09 - Senior Specialist	1	$5,631.94	$7,603.12
	4	**$22,250.62**	**$30,038.34**

Total Estimate for WYDOT	**$13,076,101.28**	**$17,652,736.73**

Capacity Purchase Agreement Revenue and Expenses

Capacity Purchase Agreement - Fund H12 Revenue & Expenses

H12 Revenue										
Fiscal Year	**2018**	**2019**	**2020**	**2021**	**2022**	**2023**	**2024**	**2025^**	**2026***	**Grand Total**
General Funds	$15,000,000									$15,000,000
Interest	$143,653	$431,872	$369,314	$229,290	$123,426	$274,154	$496,051	$474,322	$78,267	$2,620,350
CARES Funding Reimbursement			$1,101,227	$1,626,773	$2,000,000					$4,728,000
Local Match - Campbell County Airport - Gillette			$170,295	$186,343	$485,405	$393,370	$198,450	$552,398	$365,800	$2,352,061
Local Match - City of Riverton Airport			$118,768	$224,723	$490,668	$372,077	$630,934	$1,345,982	$695,173	$3,878,325
Local Match - Sheridan County Airport - Sheridan			$159,771	$253,395	$463,606	$476,168	$446,083	$736,947	$211,412	$2,747,382
Local Match - Sweetwater County Airport - Rock Springs			$262,602	$201,916	$514,323	$201,614	$721,016	$1,417,403	$779,555	$4,098,429
Total Revenue	**$15,143,653**	**$431,872**	**$2,181,977**	**$2,722,439**	**$4,077,427**	**$1,717,383**	**$2,492,534**	**$4,527,052**	**$2,130,208**	**$35,424,546**

H12 Expenses - Payments to Sky West - Revenue Guarantees										
Fiscal Year	**2018**	**2019**	**2020**	**2021**	**2022**	**2023**	**2024**	**2025^**	**2026***	**Grand Total**
Payments to Sky West - Revenue Guarantees										
Campbell County Airport - Gillette			$626,602	$892,480	$1,666,097	$393,370	$198,450	$1,390,762	$455,513	$5,623,274
City of Riverton Airport			$549,869	$962,356	$1,513,720	$351,592	$630,934	$3,519,491	$969,982	$8,497,944
Sheridan County Airport - Sheridan			$698,288	$1,131,654	$1,369,926	$473,205	$446,083	$1,774,612	$43,478	$5,937,247
Sweetwater County Airport - Rock Springs			$829,067	$982,211	$1,612,585	$286,331	$636,298	$3,097,896	$1,083,578	$8,527,967
Total Expenses			**$2,703,827**	**$3,968,702**	**$6,162,327**	**$1,504,498**	**$1,911,765**	**$9,782,762**	**$2,552,551**	**$28,586,432**

* Single quarter paid

Cost per Available Seat Mile (ASM)	**2018**	**2019**	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**	**2026***	
Campbell County Airport - Gillette			$ 0.05	$ 0.04	$ 0.08	$ 0.02	$ 0.01	$ 0.06	$ 0.08	
City of Riverton Airport			$ 0.08	$ 0.06	$ 0.10	$ 0.03	$ 0.04	$ 0.16	$ 0.18	
Sheridan County Airport - Sheridan			$ 0.09	$ 0.05	$ 0.06	$ 0.02	$ 0.02	$ 0.07	$ 0.01	
Sweetwater County Airport - Rock Springs			$ 0.09	$ 0.07	$ 0.13	$ 0.03	$ 0.04	$ 0.16	$ 0.23	

Notes:

CARES funding was received and used for the state portion of SkyWest payments during fiscal years 2020-2022 in the amount of $4,728,000

ARPA funding was received and used for the state portion of SkyWest payments during fiscal years 2022-2025 in the amount of $8,832,058

Four (4) quarterly payments were made to SkyWest

Payments made to SkyWest out of Fund H12 are funded 60% H12 (State) and 40% is billed to the local airports and reimbursed into H12.

^2025 incurred block hour rate increases and increased service to 2x daily flights year-round at RIW and RKS

The remaining funding available in Fund H12 is projected to be spent during FY 2026 leaving a $0 balance moving into 2027.



Aircraft Cost and Usage Report

WY State Transport Aircraft Annualized Cost

FY 2024

Item		**Annual Cost (FY24)**
Fuel	$	314,493
Maintenance	$	753,918
Labor	$	1,166,014
Training	$	120,101
Travel	$	79,750
Hangar	$	50,765
Avionics / Nav Software Subscriptions	$	45,000
Other	$	6,561
Total Annual Cost	$	2,536,602

Note: Represents annual WYDOT expenditures for two Cessna Citation Encore transport aircraft (N101WY & N102WY)

WYDOT AERONAUTICS

Aircraft Passenger Summary Report

Fiscal Year To Date

Summary of Charges By All Departments

Federal Fiscal Year 2025 To Date (October - September)

Name/Department	No. Legs	No. Pax	Total Charges
001 - GOVERNOR	217	722	$272,700.53
003 - STATE AUDITOR	7	7	$2,812.50
005 - DEPARTMENT OF EDUCATION	3	6	$1,916.26
007 - ADJUTANT GENERAL	8	26	$3,945.12
010 - AGRICULTURE	9	27	$5,218.92
020 - DEQ	31	75	$32,597.50
039 - WILDLIFE/NAT RES TRUST	8	8	$2,786.16
040 - GAME & FISH	4	4	$2,664.50
045 - WYDOT	218	773	$201,440.59
052 - BOARD OF MEDICINE	18	50	$18,067.50
055 - OIL & GAS COMM	18	80	$14,947.50
060 - STATE LANDS/FORESTRY	4	4	$657.00
066 - TRVL & TOURISM	5	13	$8,312.50
067 - UW	33	70	$35,918.76
072 - WYO RETIREMENTS	4	29	$4,380.00
085 - WYO BUSN CNCL	6	14	$6,190.75
101 - SUPREME COURT	16	70	$17,997.50
NO DEPARTMENT	14	41	$11,536.16
WY090 - WYOMING ENERGY AUTHORITY	2	2	$338.93
WY096 - WYOMING STATE BUDGET	4	8	$5,292.50
TOTALS October 2024 - September 2025	**629**	**2029**	**$649,721.18**

Potential Cost Savings of One License Plate vs. Two

Mark Gordon
Governor

WYOMING Department of Transportation
"Provide a safe and effective transportation system"
5300 Bishop Boulevard, Cheyenne, Wyoming 82009-3340

Darin J. Westby, P.E.
Director

DATE August 4, 2025

TO Members, Joint Transportation, Highways and Military Affairs Committee

FROM Taylor Rossetti, Deputy Director

SUBJECT Potential Cost Savings: One License Plate vs. Two

INTRODUCTION

The Joint Transportation, Highways and Military Affairs Committee asked the Wyoming Department of Transportation (WYDOT) to provide an estimate of potential cost savings if only the rear license plate were required on vehicles. License plates identify vehicles and their owners and are also proof that the vehicle is registered according to the law. The primary reason to require the front license plate is to increase visibility for law enforcement operations. Currently 28 states and the District of Columbia require both a front and rear license plate. Of the state's contiguous to Wyoming, Utah is the only state that **does not** require two license plates as of January 1, 2025.

SELECTED WYOMING STATE LAWS RELATED TO LICENSE PLATE MANUFACTURING

31-2-205. Display of license plates.

(a) License plates for vehicles shall be:
- (i) Conspicuously displayed and securely fastened to be plainly visible:
  - (A) One (1) on the front of the vehicle, excluding the following:
    - (I) Motorcycles;
    - (II) Multipurpose vehicles;
    - (III) Trailers, including house trailers;
    - (IV) Vehicles operated with demo, full use or manufacturer license plates issued pursuant to W.S. 31-16-125;
    - (V) Street rods registered pursuant to W.S. 31-2-226;
    - (VI) Custom vehicles registered pursuant to W.S. 31-2-227;
    - (VII) Antique vehicles registered pursuant to W.S. 31-2-223;
    - (VIII) A motor vehicle which was originally manufactured without a bracket, device or other means to display and secure a front license plate;
    - (IX) Off-road recreational vehicles as defined by W.S. 31-1-101(a)(xv)(K)(II) that are registered pursuant to W.S. 31-2-232.
  - (B) One (1) on the rear of the vehicle.
- (ii) Secured to prevent swinging;
- (iii) Attached in a horizontal position no less than twelve (12) inches from the ground;
- (iv) Maintained free from foreign materials and in a condition to be clearly legible.

(b) Repealed by Laws 1991, ch. 37, § 1.

31-2-213. Department to supply registration certificates, plates and stickers; removable windshield placards.

(b) The department may issue license plates, except permanent, dealer and antique motor vehicle license plates, which shall be valid for not more than eight (8) years if annual validation stickers are attached in the upper left corner of the license plate with the month and year of expiration clearly visible. Department authorized license plates and annual stickers shall be of colors that are readily distinguishable from the previous year.

CURRENT STATUS AND PROJECTIONS

WYDOT operates license plate production out of leased warehouse space with three (3) employees and utilizes contracted services from an agency that works with people with intellectual disabilities to provide clerical services. On the current eight-year renewal cycle approximately five (5) years are spent building up inventory and the remaining three (3) years are used for as needed and new inventory production. Currently, switching to a single plate would still likely require a similar amount of labor and facility so the cost savings would largely be attributed to material costs. In addition to the material costs for the license plates, there would be cost savings from the annual validation stickers.

The main materials for license plates are aluminum and sheeting, along with packaging supplies such as boxes and envelopes. The cost of these materials has been stable, except for aluminum. Aluminum is the most volatile commodity we purchase for license plate production; its price has ranged from $2.39 to $2.88 per pound over the last five years. The current price is $2.60 per pound, slightly above the five-year average of $2.56 per pound. Each pound of aluminum makes 6.3 license plates. We produce approximately 250,000 plate sets each year, which is enough to supply about a million vehicles and cover inventory for lost or stolen plates.

Annual Production Estimate			
	2 PLATES		**1 PLATE**
Plates produced per year	500000	**PER PLATE**	250000
Sheeting 1800 plates per roll @ $1,621 per roll		$ 0.90	
TOTAL SHEETING COST	**$ 450,277.78**		**$ 225,138.89**
Aluminum 6.3 plates/lb.@ $2.56/lb	500000	$ 0.41	250000
TOTAL ALUMINUM COST	**$ 203,174.60**		**$ 101,587.30**
Boxes 100 sets or 150 single plates per box	5000	$ 0.89	3333.33
TOTAL BOX COST	**$ 4,450.00**		**$ 2,966.67**
Wax Paper Only needed between pairs	250000	$ 0.01	NA
TOTAL WAX PAPER COST	**$ 2,500.00**		NA
Envelopes	250000	$ 0.05	250000
TOTAL ENVELOPE COST	**$ 12,500.00**		**$ 12,500.00**
TOTAL COST	**$ 672,902.38**		**$ 342,192.86**
POTENTIAL ANNUAL COST SAVINGS	**$**		**330,709.52**

Annual validation stickers are also printed at WYDOT's facility. Validation stickers are printed in bulk for the following year (2026 stickers in 2025) as well as additional current year stickers. Cost and potential savings are shown in the table below:

Historical Average Costs			
	Count	**Each**	**Extended**
Current Year Singles	134,000	$ 0.11	$14,740.00
Current Year Doubles	134,000	$ 0.24	$32,160.00
Next Year Singles	330,400	$ 0.09	$29,736.00
Next Year Doubles	778,400	$ 0.16	$124,544.00
		TOTAL	$201,180.00
Estimated Cost - Single Sticker			
	Count	**Each**	**Extended**
2024 GREEN SINGLES	268,000	$ 0.09	$24,120.00
2025 ORANGE SINGLES	1,108,800	$ 0.09	$99,792.00
		TOTAL	$123,912.00
		POTENTIAL ANNUAL COST SAVINGS	**$77,268.00**

CONCLUSION

WYDOT could save an average of $407,977.52 per year by requiring only a rear license plate. These savings would come from a $330,709.52 reduction in material costs and $77,268 from fewer validation stickers.

To find additional efficiencies, WYDOT is hiring a third party to review the manufacturing process and explore potential outsourcing. The findings will be shared with the Committee.

Although removing the front plate requirement could save money, it is crucial to get input from law enforcement to understand any unintended consequences before making a final decision.

Taser Exception Request

Taser Exception Request - Additional Explanation

Axon's Taser program operates under a five-year contract model that allows agencies to either make a large upfront purchase or spread costs evenly over the contract term. This approach avoids significant capital expenditures and provides predictable, multi-year operating costs by bundling Taser devices, software, training, cartridges, batteries, warranties, and the Evidence.com cloud platform.

The Wyoming Highway Patrol's 2027–2028 Exception Budget Request (Priority #6) aligns with this model by requesting $300,000 per biennium ($150,000 per year) to fund a multi-year contract and secure optimal system pricing that protects against inflation rise.

Rather than a one-time capital purchase, this request funds the ongoing operational cost of Tasers for a specified number of troopers over the contract period at a cost of $87 per month per taser system for a five year period. After the initial five year agreement term, a new agreement with cost and terms would be done. The cost is comprehensive and includes:

- **Hardware:** Taser devices, holsters, docking stations, and related equipment with full warranty support
- **Software & Data Storage:** Secure access to the Evidence.com platform for deployment data
- **Training & Support:** Cartridges, batteries, warranty coverage, and virtual reality-based training that emphasizes critical thinking and supports decentralized training while reducing cost associated with annual certification requirements