

Arapahoe County
2026 Salary Grade Table
 Effective: 12/20/2025

Non-Exempt Individual Contributors and Supervisors						
Grade	Hourly MIN	Hourly MID	Hourly MAX	Annual MIN	Annual MID	Annual MAX
N03	\$17.83	\$22.29	\$26.74	\$37,086.40	\$46,363.20	\$55,619.20
N04	\$19.62	\$24.53	\$29.41	\$40,809.60	\$51,022.40	\$61,172.80
N05	\$21.59	\$26.98	\$32.35	\$44,907.20	\$56,118.40	\$67,288.00
N06	\$23.73	\$29.66	\$35.61	\$49,358.40	\$61,692.80	\$74,068.80
N07	\$26.58	\$33.22	\$39.88	\$55,286.40	\$69,097.60	\$82,950.40
N08	\$29.76	\$37.21	\$44.64	\$61,900.80	\$77,396.80	\$92,851.20
N09	\$33.35	\$41.65	\$50.00	\$69,368.00	\$86,632.00	\$104,000.00
N10	\$37.33	\$46.65	\$56.00	\$77,646.40	\$97,032.00	\$116,480.00
N11	\$41.83	\$52.26	\$62.71	\$87,006.40	\$108,700.80	\$130,436.80
N12	\$46.82	\$58.53	\$70.24	\$97,385.60	\$121,742.40	\$146,099.20
N13	\$52.44	\$65.54	\$78.68	\$109,075.20	\$136,323.20	\$163,654.40

Exempt Technical/Professional						
Grade	Biweekly MIN	Biweekly MID	Biweekly MAX	Annual MIN	Annual MID	Annual MAX
E02	\$2,099.58	\$2,622.77	\$3,147.35	\$54,589.08	\$68,192.02	\$81,831.10
E03	\$2,308.04	\$2,885.04	\$3,462.08	\$60,009.04	\$75,011.04	\$90,014.08
E04	\$2,538.85	\$3,173.58	\$3,808.27	\$66,010.10	\$82,513.08	\$99,015.02
E05	\$2,688.04	\$3,490.89	\$4,293.81	\$69,889.04	\$90,763.14	\$111,639.06
E06	\$2,956.81	\$3,840.00	\$4,723.24	\$76,877.06	\$99,840.00	\$122,804.24
E07	\$3,252.50	\$4,224.00	\$5,195.50	\$84,565.00	\$109,824.00	\$135,083.00
E08	\$3,577.74	\$4,646.39	\$5,715.08	\$93,021.24	\$120,806.14	\$148,592.08
E09	\$3,935.50	\$5,111.00	\$6,286.58	\$102,323.00	\$132,886.00	\$163,451.08
E10	\$4,329.04	\$5,622.12	\$6,915.24	\$112,555.04	\$146,175.12	\$179,796.24
E11	\$4,761.97	\$6,184.35	\$7,606.77	\$123,811.22	\$160,793.10	\$197,776.02
E12	\$5,238.12	\$6,802.81	\$8,367.47	\$136,191.12	\$176,873.06	\$217,554.22
F01	\$8,406.54	\$10,931.77	\$13,457.00	\$218,570.04	\$284,226.02	\$349,882.00

Exempt Supervisory/Management						
Grade	Biweekly MIN	Biweekly MID	Biweekly MAX	Annual MIN	Annual MID	Annual MAX
M02	\$2,194.70	\$2,853.97	\$3,513.24	\$57,062.20	\$74,203.22	\$91,344.24
M03	\$2,414.39	\$3,139.66	\$3,864.93	\$62,774.14	\$81,631.16	\$100,488.18
M04	\$2,659.31	\$3,453.62	\$4,247.97	\$69,142.06	\$89,794.12	\$110,447.22
M05	\$2,978.43	\$3,868.04	\$4,757.74	\$77,439.18	\$100,569.04	\$123,701.24
M06	\$3,335.81	\$4,332.27	\$5,328.62	\$86,731.06	\$112,639.02	\$138,544.12
M07	\$3,736.12	\$4,852.12	\$5,968.08	\$97,139.12	\$126,155.12	\$155,170.08
M08	\$4,184.43	\$5,434.35	\$6,684.27	\$108,795.18	\$141,293.10	\$173,791.02
M09	\$4,686.58	\$6,086.47	\$7,486.35	\$121,851.08	\$158,248.22	\$194,645.10
M10	\$5,248.97	\$6,816.81	\$8,384.77	\$136,473.22	\$177,237.06	\$218,004.02
M11	\$5,871.20	\$7,634.85	\$9,398.50	\$152,651.20	\$198,506.10	\$244,361.00
M12	\$6,584.31	\$8,551.04	\$10,517.77	\$171,192.06	\$222,327.04	\$273,462.02

Temporary			
Grade	Hourly MIN	Hourly MID	Hourly MAX
T01	\$13.94	\$47.18	\$80.41

Law Enforcement Management						
Grade	Biweekly MIN	Biweekly MID	Biweekly MAX	Annual MIN	Annual MID	Annual MAX
L05 (Lieutenant)	\$5,910.48	\$6,158.80	\$6,407.11	\$153,672.48	\$160,128.80	\$166,584.86
L06 (Captain)	\$6,471.18	\$6,713.85	\$6,956.52	\$168,250.68	\$174,560.10	\$180,869.52
L07 (Bureau Chief)	\$7,026.09	\$7,289.57	\$7,553.04	\$182,678.34	\$189,528.82	\$196,379.04
L08 (Undersheriff)	\$7,628.57	\$7,914.64	\$8,200.72	\$198,342.82	\$205,780.64	\$213,218.72

Sworn Deputies								
Steps	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
L01 (Non-Cert)	\$33.16	\$35.39	\$37.34	\$39.33	\$41.47	\$43.66	\$46.18	\$49.06
	\$68,972.80	\$73,611.20	\$77,667.20	\$81,806.40	\$86,257.60	\$90,812.80	\$96,054.40	\$102,044.80
L03 (Deputy)	\$38.36	\$40.53	\$42.80	\$45.22	\$47.77	\$50.45	\$53.30	\$55.10
	\$79,788.80	\$84,302.40	\$89,024.00	\$94,057.60	\$99,361.60	\$104,936.00	\$110,864.00	\$114,608.00
L04 (Sergeants)		\$57.85	\$60.04	\$62.29	\$64.63	\$67.07	\$70.36	
		\$120,328.00	\$124,883.20	\$129,563.20	\$134,430.40	\$139,505.60	\$146,348.80	

Communication Technicians								
Steps	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
C01 (Comm. Tech I)	\$27.55	\$28.86	\$30.58	\$32.41	\$34.36	\$36.42	\$38.60	\$40.37
	\$57,304.00	\$60,028.80	\$63,606.40	\$67,412.80	\$71,468.80	\$75,753.60	\$80,288.00	\$83,969.60
C02 (Comm. Tech II)	\$31.13	\$32.59	\$34.54	\$36.61	\$38.82	\$41.15	\$43.61	\$46.27
	\$64,750.40	\$67,787.20	\$71,843.20	\$76,148.80	\$80,745.60	\$85,592.00	\$90,708.80	\$96,241.60
C03 (Comm. Tech Supv.)		\$44.88	\$46.64	\$48.50	\$50.41	\$52.41	\$54.46	\$56.62
		\$93,350.40	\$97,011.20	\$100,880.00	\$104,852.80	\$109,012.80	\$113,276.80	\$117,769.60