

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE ARAPAHOE COUNTY, COLORADO,
THE ARAPAHOE COUNTY SHERIFF'S OFFICE
AND
THE FRATERNAL ORDER OF POLICE
LODGE 31 ("FOP")**

WHEREAS, the Arapahoe County, the Arapahoe County Sheriff's Office (Employer) and the Fraternal Order of Police, Lodge #31 (FOP) 2025-2026 Collective Bargaining Agreement ("CBA") contains a wage reopener for bargaining unit members' wages for 2026.

WHEREAS, the parties have engaged in such wage reopener negotiations, arrived at an agreement and wish to memorialize that agreement.

NOW, THEREFORE, the Parties agree as follows:

1. Beginning on January 1, 2026, the pay scales for all certified and non-certified Deputy Sheriffs and Sergeants shall be increased by six percent (6%) over the respective pay scales in place as of December 31, 2025. The new pay scales are attached as Appendix A to this Agreement. In addition, during the year 2026, all eligible bargaining unit members shall advance to the next step on the pay scale as provided under Arapahoe County policy.
2. Beginning on January 1, 2026, the pay scales for all Dispatchers shall be increased by seventeen and forty-three (43) hundredths percent (17.43%) over the pay scales in place as of December 31, 2025. The new pay scales are attached at Appendix A to this Agreement. In addition, all eligible bargaining unit members shall advance to the next step on the pay scale as provided under Arapahoe County policy.
3. Beginning on January 1, 2026, the pay scales for all Dispatcher Supervisors shall be increased by eight and a half percent (8.5%) over the pay scales in place as of December 31, 2025. The new pay scales are attached at Appendix A to this Agreement. In addition, all eligible bargaining unit members shall advance to the next step on the pay scale as provided under Arapahoe County policy. Also, as part of the implementation process, the first step Dispatch Supervisor pay scale shall be eliminated and any dispatch supervisor currently on Step 1 of the Dispatch Supervisor pay scale at the time of implementation shall be moved to Step 2 of the dispatch supervisor pay scale. The revised pay scale eliminating Step 1 is reflected in Appendix A.

AGREED and APPROVED by the undersigned

For the County

For the FOP:

Jason Presley
President, FOP #31

Date

Appendix A
2026 Salary Grade Table
 Effective: 01/01/2026

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.)		\$46.64	\$48.50	\$50.41	\$52.41	\$54.46	\$56.62	
		\$97,011.20	\$100,880.00	\$104,852.80	\$109,012.80	\$113,276.80	\$117,769.60	