

**DOUGLAS COUNTY BOARD OF COMMISSIONERS PAY SCALE  
FOR CERTIFIED PUBLIC SAFETY EMPLOYEES WORKING 40 HOURS A WEEK**

Grade	Step	Step Amt	Hourly	Annual	Grade	Step	Step Amt	Hourly	Annual	Grade	Step	Step Amt	Hourly	Annual	Grade	Step	Step Amt	Hourly	Annual
PS4019	1	16.5121	16.51	34,345.17	PS4020	1	17.3378	17.33	36,062.62	PS4021	1	18.2041	18.20	37,864.53	PS4022	1	19.1139	19.11	39,756.91
PS4019	2	16.9250	16.92	35,204.00	PS4020	2	17.7702	17.77	36,962.02	PS4021	2	18.6590	18.65	38,810.72	PS4022	2	19.5924	19.59	40,752.19
PS4019	3	17.3482	17.34	36,084.26	PS4020	3	18.2145	18.21	37,886.16	PS4021	3	19.1256	19.12	39,781.25	PS4022	3	20.0827	20.08	41,772.02
PS4019	4	17.7806	17.78	36,983.65	PS4020	4	18.6709	18.67	38,835.47	PS4021	4	19.6043	19.60	40,776.94	PS4022	4	20.5835	20.58	42,813.68
PS4019	5	18.2265	18.22	37,911.12	PS4020	5	19.1375	19.13	39,806.00	PS4021	5	20.0946	20.09	41,796.77	PS4022	5	21.0989	21.09	43,885.71
PS4019	6	18.6814	18.68	38,857.31	PS4020	6	19.6161	19.61	40,801.49	PS4021	6	20.5968	20.59	42,841.34	PS4022	6	21.6261	21.62	44,982.29
PS4019	7	19.1479	19.14	39,827.63	PS4020	7	20.1065	20.10	41,821.52	PS4021	7	21.1109	21.11	43,910.67	PS4022	7	22.1664	22.16	46,106.11
PS4019	8	19.6280	19.62	40,826.24	PS4020	8	20.6087	20.60	42,866.10	PS4021	8	21.6393	21.63	45,009.74	PS4022	8	22.7213	22.72	47,260.30
PS4019	9	20.1182	20.11	41,845.86	PS4020	9	21.1241	21.12	43,938.13	PS4021	9	22.1795	22.17	46,133.36	PS4022	9	23.2891	23.28	48,441.33
PS4019	10	20.6204	20.62	42,890.43	PS4020	10	21.6525	21.65	45,037.20	PS4021	10	22.7344	22.73	47,287.55	PS4022	10	23.8715	23.87	49,652.72
PS4019	11	21.1371	21.13	43,965.17	PS4020	11	22.1927	22.19	46,160.82	PS4021	11	23.3024	23.30	48,468.99	PS4022	11	24.4684	24.46	50,894.27
PS4019	12	21.6642	21.66	45,061.54	PS4020	12	22.7477	22.74	47,315.22	PS4021	12	23.8860	23.88	49,682.88	PS4022	12	25.0797	25.07	52,165.78
PS4019	13	22.2059	22.20	46,188.27	PS4020	13	23.3168	23.31	48,498.94	PS4021	13	24.4830	24.48	50,924.64	PS4022	13	25.7069	25.70	53,470.35
PS4019	14	22.7620	22.76	47,344.96	PS4020	14	23.8990	23.89	49,709.92	PS4021	14	25.0942	25.09	52,195.94	PS4022	14	26.3497	26.34	54,807.38
PS4019	15	23.3312	23.33	48,528.90	PS4020	15	24.4973	24.49	50,954.38	PS4021	15	25.7225	25.72	53,502.80	PS4022	15	27.0083	27.00	56,177.26
PS4019	16	23.9135	23.91	49,740.08	PS4020	16	25.1100	25.11	52,228.80	PS4021	16	26.3654	26.36	54,840.03	PS4022	16	27.6827	27.68	57,580.02
PS4019	17	24.5119	24.51	50,984.75	PS4020	17	25.7370	25.73	53,532.96	PS4021	17	27.0241	27.02	56,210.13	PS4022	17	28.3755	28.37	59,021.04
PS4019	18	25.1244	25.12	52,258.75	PS4020	18	26.3813	26.38	54,873.10	PS4021	18	27.6999	27.69	57,615.79	PS4022	18	29.0855	29.08	60,497.84
PS4019	19	25.7528	25.75	53,565.82	PS4020	19	27.0400	27.03	56,243.20	PS4021	19	28.3924	28.39	59,056.19	PS4022	19	29.8124	29.81	62,009.79
PS4019	20	26.3969	26.39	54,905.55	PS4020	20	27.7170	27.71	57,651.36	PS4021	20	29.1026	29.10	60,533.41	PS4022	20	30.5578	30.55	63,560.22
PS4019	21	27.0569	27.05	56,278.35	PS4020	21	28.4098	28.40	59,092.38	PS4021	21	29.8296	29.82	62,045.57	PS4022	21	31.3217	31.32	65,149.14
PS4019	22	27.7327	27.73	57,684.02	PS4020	22	29.1198	29.11	60,569.18	PS4021	22	30.5764	30.57	63,598.91	PS4022	22	32.1054	32.10	66,779.23
PS4019	23	28.4269	28.42	59,127.95	PS4020	23	29.8481	29.84	62,084.05	PS4021	23	31.3402	31.34	65,187.62	PS4022	23	32.9071	32.90	68,446.77
PS4019	24	29.1368	29.13	60,604.54	PS4020	24	30.5947	30.59	63,636.98	PS4021	24	32.1237	32.12	66,817.30	PS4022	24	33.7303	33.73	70,159.02
PS4019	25	29.8663	29.86	62,121.90	PS4020	25	31.3587	31.35	65,226.10	PS4021	25	32.9270	32.92	68,488.16	PS4022	25	34.5730	34.57	71,911.84
PS4019	26	30.6118	30.61	63,672.54	PS4020	26	32.1434	32.14	66,858.27	PS4021	26	33.7498	33.74	70,199.58	PS4022	26	35.4380	35.43	73,711.04
PS4019	27	31.3784	31.37	65,267.07	PS4020	27	32.9467	32.94	68,529.14	PS4021	27	34.5938	34.59	71,955.10	PS4022	27	36.3240	36.32	75,553.92
PS4019	28	32.1618	32.16	66,896.54	PS4020	28	33.7710	33.77	70,243.68	PS4021	28	35.4591	35.45	73,754.93	PS4022	28	37.2326	37.23	77,443.81
PS4019	29	32.9663	32.96	68,569.90	PS4020	29	34.6149	34.61	71,998.99	PS4021	29	36.3451	36.34	75,597.81	PS4022	29	38.1632	38.16	79,379.46
PS4019	30	33.7907	33.79	70,284.66	PS4020	30	35.4801	35.48	73,798.61	PS4021	30	37.2535	37.25	77,487.28	PS4022	30	39.1163	39.11	81,361.90

**DOUGLAS COUNTY BOARD OF COMMISSIONERS PAY SCALE  
FOR CERTIFIED PUBLIC SAFETY EMPLOYEES WORKING 40 HOURS A WEEK**

Grade	Ste	Step Amt	Hourly	Annual	Grade	Ste	Step Amt	Hourly	Annual	Grade	Ste	Step Amt	Hourly	Annual	Grade	Ste	Step Amt	Hourly	Annual
PS4023	1	20.0695	20.06	41,744.56	PS4024	1	21.0740	21.07	43,833.92	PS4025	1	22.1271	22.12	46,024.37	PS4026	1	23.2339	23.23	48,326.51
PS4023	2	20.5719	20.57	42,789.55	PS4024	2	21.6011	21.60	44,930.29	PS4025	2	22.6805	22.68	47,175.44	PS4026	2	23.8151	23.81	49,535.41
PS4023	3	21.0859	21.08	43,858.67	PS4024	3	22.1400	22.14	46,051.20	PS4025	3	23.2472	23.24	48,354.18	PS4026	3	24.4108	24.41	50,774.46
PS4023	4	21.6130	21.61	44,955.04	PS4024	4	22.6937	22.69	47,202.90	PS4025	4	23.8281	23.82	49,562.45	PS4026	4	25.0205	25.02	52,042.64
PS4023	5	22.1533	22.15	46,078.86	PS4024	5	23.2616	23.26	48,384.13	PS4025	5	24.4251	24.42	50,804.21	PS4026	5	25.6450	25.64	53,341.60
PS4023	6	22.7081	22.70	47,232.85	PS4024	6	23.8426	23.84	49,592.61	PS4025	6	25.0351	25.03	52,073.01	PS4026	6	26.2866	26.28	54,676.13
PS4023	7	23.2748	23.27	48,411.58	PS4024	7	24.4396	24.43	50,834.37	PS4025	7	25.6608	25.66	53,374.46	PS4026	7	26.9438	26.94	56,043.10
PS4023	8	23.8572	23.85	49,622.98	PS4024	8	25.0494	25.04	52,102.75	PS4025	8	26.3023	26.30	54,708.78	PS4026	8	27.6170	27.61	57,443.36
PS4023	9	24.4539	24.45	50,864.11	PS4024	9	25.6765	25.67	53,407.12	PS4025	9	26.9598	26.95	56,076.38	PS4026	9	28.3085	28.30	58,881.68
PS4023	10	25.0653	25.06	52,135.82	PS4024	10	26.3179	26.31	54,741.23	PS4025	10	27.6340	27.63	57,478.72	PS4026	10	29.0159	29.01	60,353.07
PS4023	11	25.6911	25.69	53,437.49	PS4024	11	26.9755	26.97	56,109.04	PS4025	11	28.3243	28.32	58,914.54	PS4026	11	29.7417	29.74	61,862.74
PS4023	12	26.3340	26.33	54,774.72	PS4024	12	27.6498	27.64	57,511.58	PS4025	12	29.0329	29.03	60,388.43	PS4026	12	30.4843	30.48	63,407.34
PS4023	13	26.9926	26.99	56,144.61	PS4024	13	28.3414	28.34	58,950.11	PS4025	13	29.7584	29.75	61,897.47	PS4026	13	31.2467	31.24	64,993.14
PS4023	14	27.6671	27.66	57,547.57	PS4024	14	29.0499	29.04	60,423.79	PS4025	14	30.5025	30.50	63,445.20	PS4026	14	32.0278	32.02	66,617.82
PS4023	15	28.3584	28.35	58,985.47	PS4024	15	29.7771	29.77	61,936.37	PS4025	15	31.2652	31.26	65,031.62	PS4026	15	32.8283	32.82	68,282.86
PS4023	16	29.0671	29.06	60,459.57	PS4024	16	30.5212	30.52	63,484.10	PS4025	16	32.0475	32.04	66,658.80	PS4026	16	33.6499	33.64	69,991.79
PS4023	17	29.7941	29.79	61,971.73	PS4024	17	31.2836	31.28	65,069.89	PS4025	17	32.8480	32.84	68,323.84	PS4026	17	34.4901	34.49	71,739.41
PS4023	18	30.5394	30.53	63,521.95	PS4024	18	32.0658	32.06	66,696.86	PS4025	18	33.6699	33.66	70,033.39	PS4026	18	35.3526	35.35	73,533.41
PS4023	19	31.3020	31.30	65,108.16	PS4024	19	32.8679	32.86	68,365.23	PS4025	19	34.5112	34.51	71,783.30	PS4026	19	36.2373	36.23	75,373.58
PS4023	20	32.0857	32.08	66,738.26	PS4024	20	33.6894	33.68	70,073.95	PS4025	20	35.3735	35.37	73,576.88	PS4026	20	37.1432	37.14	77,257.86
PS4023	21	32.8876	32.88	68,406.21	PS4024	21	34.5320	34.53	71,826.56	PS4025	21	36.2584	36.25	75,417.47	PS4026	21	38.0712	38.07	79,188.10
PS4023	22	33.7104	33.71	70,117.63	PS4024	22	35.3946	35.39	73,620.77	PS4025	22	37.1668	37.16	77,306.94	PS4026	22	39.0231	39.02	81,168.05
PS4023	23	34.5531	34.55	71,870.45	PS4024	23	36.2792	36.27	75,460.74	PS4025	23	38.0934	38.09	79,234.27	PS4026	23	39.9986	39.99	83,197.09
PS4023	24	35.4170	35.41	73,667.36	PS4024	24	37.1864	37.18	77,347.71	PS4025	24	39.0454	39.04	81,214.43	PS4026	24	40.9990	40.99	85,277.92
PS4023	25	36.3017	36.30	75,507.54	PS4024	25	38.1158	38.11	79,280.86	PS4025	25	40.0222	40.02	83,246.18	PS4026	25	42.0244	42.02	87,410.75
PS4023	26	37.2088	37.20	77,394.30	PS4024	26	39.0689	39.06	81,263.31	PS4025	26	41.0226	41.02	85,327.01	PS4026	26	43.0748	43.07	89,595.58
PS4023	27	38.1395	38.13	79,330.16	PS4024	27	40.0457	40.04	83,295.06	PS4025	27	42.0798	42.07	87,525.98	PS4026	27	44.1515	44.15	91,835.12
PS4023	28	39.0927	39.09	81,312.82	PS4024	28	41.0476	41.04	85,379.01	PS4025	28	43.0995	43.09	89,646.96	PS4026	28	45.2559	45.25	94,132.27
PS4023	29	40.0709	40.07	83,347.47	PS4024	29	42.0731	42.07	87,512.05	PS4025	29	44.1764	44.17	91,886.91	PS4026	29	46.3863	46.38	96,483.50
PS4023	30	41.0726	41.07	85,431.01	PS4024	30	43.1248	43.12	89,699.58	PS4025	30	45.2806	45.28	94,183.65	PS4026	30	47.5459	47.54	98,895.47

**DOUGLAS COUNTY BOARD OF COMMISSIONERS PAY SCALE  
FOR CERTIFIED PUBLIC SAFETY EMPLOYEES WORKING 40 HOURS A WEEK**

Grade	Step	Step Amt	Hourly	Annual	Grade	Step	Step Amt	Hourly	Annual	Grade	Step	Step Amt	Hourly	Annual	Grade	Step	Step Amt	Hourly	Annual
PS4027	1	24.3948	24.39	50,741.18	PS4028	1	25.6147	25.61	53,278.58	PS4029	1	26.8951	26.89	55,941.81	PS4030	1	28.2402	28.24	58,739.62
PS4027	2	25.0047	25.00	52,009.78	PS4028	2	26.2551	26.25	54,610.61	PS4029	2	27.5684	27.56	57,342.27	PS4030	2	28.9461	28.94	60,207.89
PS4027	3	25.6306	25.63	53,311.65	PS4028	3	26.9124	26.91	55,977.79	PS4029	3	28.2575	28.25	58,775.60	PS4030	3	29.6706	29.67	61,714.85
PS4027	4	26.2708	26.27	54,643.26	PS4028	4	27.5842	27.58	57,375.14	PS4029	4	28.9644	28.96	60,245.95	PS4030	4	30.4120	30.41	63,256.96
PS4027	5	26.9281	26.92	56,010.45	PS4028	5	28.2742	28.27	58,810.34	PS4029	5	29.6876	29.68	61,750.21	PS4030	5	31.1720	31.17	64,837.76
PS4027	6	27.6013	27.60	57,410.70	PS4028	6	28.9816	28.98	60,281.73	PS4029	6	30.4303	30.43	63,295.02	PS4030	6	31.9515	31.95	66,459.12
PS4027	7	28.2913	28.29	58,845.90	PS4028	7	29.7061	29.70	61,788.69	PS4029	7	31.1915	31.19	64,878.32	PS4030	7	32.7509	32.75	68,121.87
PS4027	8	28.9988	28.99	60,317.50	PS4028	8	30.4488	30.44	63,333.50	PS4029	8	31.9711	31.97	66,499.89	PS4030	8	33.5698	33.56	69,825.18
PS4027	9	29.7232	29.72	61,824.26	PS4028	9	31.2100	31.20	64,916.80	PS4029	9	32.7705	32.77	68,162.64	PS4030	9	34.4084	34.40	71,569.47
PS4027	10	30.4658	30.46	63,368.86	PS4028	10	31.9897	31.98	66,538.58	PS4029	10	33.5896	33.58	69,866.37	PS4030	10	35.2684	35.26	73,358.27
PS4027	11	31.2282	31.22	64,954.66	PS4028	11	32.7902	32.79	68,203.62	PS4029	11	34.4296	34.42	71,613.57	PS4030	11	36.1505	36.15	75,193.04
PS4027	12	32.0091	32.00	66,578.93	PS4028	12	33.6092	33.60	69,907.14	PS4029	12	35.2892	35.28	73,401.54	PS4030	12	37.0535	37.05	77,071.28
PS4027	13	32.8087	32.80	68,242.10	PS4028	13	34.4493	34.44	71,654.54	PS4029	13	36.1714	36.17	75,236.51	PS4030	13	37.9805	37.98	78,999.44
PS4027	14	33.6291	33.62	69,948.53	PS4028	14	35.3103	35.31	73,445.42	PS4029	14	37.0759	37.07	77,117.87	PS4030	14	38.9297	38.92	80,973.78
PS4027	15	34.4703	34.47	71,698.22	PS4028	15	36.1939	36.19	75,283.31	PS4029	15	38.0029	38.00	79,046.03	PS4030	15	39.9039	39.90	83,000.11
PS4027	16	35.3315	35.33	73,489.52	PS4028	16	37.0983	37.09	77,164.46	PS4029	16	38.9532	38.95	81,022.66	PS4030	16	40.9004	40.90	85,072.83
PS4027	17	36.2149	36.21	75,326.99	PS4028	17	38.0267	38.02	79,095.54	PS4029	17	39.9275	39.92	83,049.20	PS4030	17	41.9232	41.92	87,200.26
PS4027	18	37.1207	37.12	77,211.06	PS4028	18	38.9770	38.97	81,072.16	PS4029	18	40.9252	40.92	85,124.42	PS4030	18	42.9723	42.97	89,382.38
PS4027	19	38.0489	38.04	79,141.71	PS4028	19	39.9511	39.95	83,098.29	PS4029	19	41.9481	41.94	87,252.05	PS4030	19	44.0463	44.04	91,616.30
PS4027	20	38.9992	38.99	81,118.34	PS4028	20	40.9503	40.95	85,176.62	PS4029	20	42.9972	42.99	89,434.18	PS4030	20	45.1468	45.14	93,905.34
PS4027	21	39.9749	39.97	83,147.79	PS4028	21	41.9744	41.97	87,306.75	PS4029	21	44.0725	44.07	91,670.80	PS4030	21	46.2761	46.27	96,254.29
PS4027	22	40.9740	40.97	85,225.92	PS4028	22	43.0235	43.02	89,488.88	PS4029	22	45.1743	45.17	93,962.54	PS4030	22	47.4329	47.43	98,660.43
PS4027	23	41.9980	41.99	87,355.84	PS4028	23	44.0990	44.09	91,725.92	PS4029	23	46.3036	46.30	96,311.49	PS4030	23	48.6186	48.61	101,126.69
PS4027	24	43.0485	43.04	89,540.88	PS4028	24	45.2020	45.20	94,020.16	PS4029	24	47.4605	47.46	98,717.84	PS4030	24	49.8334	49.83	103,653.47
PS4027	25	44.1240	44.12	91,777.92	PS4028	25	46.3311	46.33	96,368.69	PS4029	25	48.6477	48.64	101,187.22	PS4030	25	51.0798	51.07	106,245.98
PS4027	26	45.2268	45.22	94,071.74	PS4028	26	47.4894	47.48	98,777.95	PS4029	26	49.8637	49.86	103,716.50	PS4030	26	52.3563	52.35	108,901.10
PS4027	27	46.3575	46.35	96,423.60	PS4028	27	48.6765	48.67	101,247.12	PS4029	27	51.1100	51.10	106,308.80	PS4030	27	53.6657	53.66	111,624.66
PS4027	28	47.5170	47.51	98,835.36	PS4028	28	49.8939	49.89	103,779.31	PS4029	28	52.3878	52.38	108,966.62	PS4030	28	55.0067	55.00	114,413.94
PS4027	29	48.7054	48.70	101,307.23	PS4028	29	51.1415	51.14	106,374.32	PS4029	29	53.6973	53.69	111,690.38	PS4030	29	56.3818	56.38	117,274.14
PS4027	30	49.9228	49.92	103,839.42	PS4028	30	52.4192	52.41	109,031.94	PS4029	30	55.0394	55.03	114,481.95	PS4030	30	57.7910	57.79	120,205.28

**DOUGLAS COUNTY BOARD OF COMMISSIONERS PAY SCALE  
FOR CERTIFIED PUBLIC SAFETY EMPLOYEES WORKING 40 HOURS A WEEK**

Grade	Step	Step Amt	Hourly	Annual	Grade	Step	Step Amt	Hourly	Annual	Grade	Step	Step Amt	Hourly	Annual	Grade	Step	Step Amt	Hourly	Annual
PS4031	1	29.6520	29.65	61,676.16	PS4032	1	31.1350	31.13	64,760.80	PS4033	1	32.6916	32.69	67,998.53	PS4034	1	34.3270	34.32	71,400.16
PS4031	2	30.3936	30.39	63,218.69	PS4032	2	31.9134	31.91	66,379.87	PS4033	2	33.5093	33.50	69,699.34	PS4034	2	35.1855	35.18	73,185.84
PS4031	3	31.1534	31.15	64,799.07	PS4032	3	32.7114	32.71	68,039.71	PS4033	3	34.3468	34.34	71,441.34	PS4034	3	36.0650	36.06	75,015.20
PS4031	4	31.9331	31.93	66,420.85	PS4032	4	33.5291	33.52	69,740.53	PS4033	4	35.2052	35.20	73,226.82	PS4034	4	36.9656	36.96	76,888.45
PS4031	5	32.7308	32.73	68,080.06	PS4032	5	34.3676	34.36	71,484.61	PS4033	5	36.0861	36.08	75,059.09	PS4034	5	37.8898	37.88	78,810.78
PS4031	6	33.5488	33.54	69,781.50	PS4032	6	35.2263	35.22	73,270.70	PS4033	6	36.9878	36.98	76,934.62	PS4034	6	38.8376	38.83	80,782.21
PS4031	7	34.3875	34.38	71,526.00	PS4032	7	36.1071	36.10	75,102.77	PS4033	7	37.9136	37.91	78,860.29	PS4034	7	39.8079	39.80	82,800.43
PS4031	8	35.2473	35.24	73,314.38	PS4032	8	37.0103	37.01	76,981.42	PS4033	8	38.8612	38.86	80,831.30	PS4034	8	40.8029	40.80	84,870.03
PS4031	9	36.1295	36.12	75,149.36	PS4032	9	37.9359	37.93	78,906.67	PS4033	9	39.8330	39.83	82,852.64	PS4034	9	41.8232	41.82	86,992.26
PS4031	10	37.0326	37.03	77,027.81	PS4032	10	38.8836	38.88	80,877.89	PS4033	10	40.8282	40.82	84,922.66	PS4034	10	42.8698	42.86	89,169.18
PS4031	11	37.9580	37.95	78,952.64	PS4032	11	39.8565	39.85	82,901.52	PS4033	11	41.8482	41.84	87,044.26	PS4034	11	43.9410	43.94	91,397.28
PS4031	12	38.9072	38.90	80,926.98	PS4032	12	40.8518	40.85	84,971.74	PS4033	12	42.8946	42.89	89,220.77	PS4034	12	45.0402	45.04	93,683.62
PS4031	13	39.8803	39.88	82,951.02	PS4032	13	41.8732	41.87	87,096.26	PS4033	13	43.9673	43.96	91,451.98	PS4034	13	46.1656	46.16	96,024.45
PS4031	14	40.8768	40.87	85,023.74	PS4032	14	42.9210	42.92	89,275.68	PS4033	14	45.0667	45.06	93,738.74	PS4034	14	47.3197	47.31	98,424.98
PS4031	15	41.8983	41.89	87,148.46	PS4032	15	43.9938	43.99	91,507.10	PS4033	15	46.1931	46.19	96,081.65	PS4034	15	48.5030	48.50	100,886.24
PS4031	16	42.9459	42.94	89,327.47	PS4032	16	45.0927	45.09	93,792.82	PS4033	16	47.3473	47.34	98,482.38	PS4034	16	49.7152	49.71	103,407.62
PS4031	17	44.0199	44.01	91,561.39	PS4032	17	46.2209	46.22	96,139.47	PS4033	17	48.5321	48.53	100,946.77	PS4034	17	50.9589	50.95	105,994.51
PS4031	18	45.1205	45.12	93,850.64	PS4032	18	47.3765	47.37	98,543.12	PS4033	18	49.7455	49.74	103,470.64	PS4034	18	52.2326	52.23	108,643.81
PS4031	19	46.2484	46.24	96,196.67	PS4032	19	48.5607	48.56	101,006.26	PS4033	19	50.9890	50.98	106,057.12	PS4034	19	53.5381	53.53	111,359.25
PS4031	20	47.4038	47.40	98,599.90	PS4032	20	49.7740	49.77	103,529.92	PS4033	20	52.2628	52.26	108,706.62	PS4034	20	54.8765	54.87	114,143.12
PS4031	21	48.5883	48.58	101,063.66	PS4032	21	51.0194	51.01	106,120.35	PS4033	21	53.5697	53.56	111,424.98	PS4034	21	56.2489	56.24	116,997.71
PS4031	22	49.8031	49.80	103,590.45	PS4032	22	52.2944	52.29	108,772.35	PS4033	22	54.9094	54.90	114,211.55	PS4034	22	57.6542	57.65	119,920.74
PS4031	23	51.0495	51.04	106,182.96	PS4032	23	53.6012	53.60	111,490.50	PS4033	23	56.2818	56.28	117,066.14	PS4034	23	59.0965	59.09	122,920.72
PS4031	24	52.3247	52.32	108,835.38	PS4032	24	54.9408	54.94	114,276.86	PS4033	24	57.6884	57.68	119,991.87	PS4034	24	60.5729	60.57	125,991.63
PS4031	25	53.6327	53.63	111,556.02	PS4032	25	56.3147	56.31	117,134.58	PS4033	25	59.1307	59.13	122,991.86	PS4034	25	62.0873	62.08	129,141.58
PS4031	26	54.9737	54.97	114,345.30	PS4032	26	57.7226	57.72	120,063.01	PS4033	26	60.6082	60.60	126,065.06	PS4034	26	63.6400	63.63	132,371.20
PS4031	27	56.3490	56.34	117,205.92	PS4032	27	59.1664	59.16	123,066.11	PS4033	27	62.1243	62.12	129,218.54	PS4034	27	65.2307	65.23	135,679.86
PS4031	28	57.7568	57.75	120,134.14	PS4032	28	60.6453	60.64	126,142.22	PS4033	28	63.6768	63.67	132,447.74	PS4034	28	66.8623	66.86	139,073.58
PS4031	29	59.2017	59.20	123,139.54	PS4032	29	62.1610	62.16	129,294.88	PS4033	29	65.2688	65.26	135,759.10	PS4034	29	68.5330	68.53	142,548.64
PS4031	30	60.6807	60.68	126,215.86	PS4032	30	63.7151	63.71	132,527.41	PS4033	30	66.9004	66.90	139,152.83	PS4034	30	70.2462	70.24	146,112.10

**DOUGLAS COUNTY BOARD OF COMMISSIONERS PAY SCALE  
FOR CERTIFIED PUBLIC SAFETY EMPLOYEES WORKING 40 HOURS A WEEK**

Grade	Step	Step Amt	Hourly	Annual	Grade	Step	Step Amt	Hourly	Annual	Grade	Step	Step Amt	Hourly	Annual	Grade	Step	Step Amt	Hourly	Annual
PS4035	1	36.0428	36.04	74,969.02	PS4036	1	37.8450	37.84	78,717.60	PS4037	1	39.7368	39.73	82,652.54	PS4038	1	41.7799	41.77	86,902.19
PS4035	2	36.9446	36.94	76,844.77	PS4036	2	38.7915	38.79	80,686.32	PS4037	2	40.7308	40.73	84,720.06	PS4038	2	42.7671	42.76	88,955.57
PS4035	3	37.8674	37.86	78,764.19	PS4036	3	39.7606	39.76	82,702.05	PS4037	3	41.7496	41.74	86,839.17	PS4038	3	43.8373	43.83	91,181.58
PS4035	4	38.8138	38.81	80,732.70	PS4036	4	40.7558	40.75	84,772.06	PS4037	4	42.7934	42.79	89,010.27	PS4038	4	44.9323	44.93	93,459.18
PS4035	5	39.7841	39.78	82,750.93	PS4036	5	41.7745	41.77	86,890.96	PS4037	5	43.8623	43.86	91,233.58	PS4038	5	46.0565	46.05	95,797.52
PS4035	6	40.7793	40.77	84,820.94	PS4036	6	42.8185	42.81	89,062.48	PS4037	6	44.9589	44.95	93,514.51	PS4038	6	47.2066	47.20	98,189.73
PS4035	7	41.7996	41.79	86,943.17	PS4036	7	43.8886	43.88	91,288.29	PS4037	7	46.0829	46.08	95,852.43	PS4038	7	48.3874	48.38	100,645.79
PS4035	8	42.8434	42.84	89,114.27	PS4036	8	44.9863	44.98	93,571.50	PS4037	8	47.2357	47.23	98,250.26	PS4038	8	49.5967	49.59	103,161.14
PS4035	9	43.9149	43.91	91,342.99	PS4036	9	46.1104	46.11	95,909.63	PS4037	9	48.4164	48.41	100,706.11	PS4038	9	50.8365	50.83	105,739.92
PS4035	10	45.0127	45.01	93,626.42	PS4036	10	47.2634	47.26	98,307.87	PS4037	10	49.6271	49.62	103,224.37	PS4038	10	52.1078	52.10	108,384.22
PS4035	11	46.1381	46.13	95,967.25	PS4036	11	48.4451	48.44	100,765.81	PS4037	11	50.8668	50.86	105,802.94	PS4038	11	53.4105	53.41	111,093.84
PS4035	12	47.2921	47.29	98,367.57	PS4036	12	49.6560	49.65	103,284.48	PS4037	12	52.1395	52.13	108,450.16	PS4038	12	54.7462	54.74	113,872.10
PS4035	13	48.4740	48.47	100,825.92	PS4036	13	50.8970	50.89	105,865.76	PS4037	13	53.4423	53.44	111,159.98	PS4038	13	56.1149	56.11	116,718.99
PS4035	14	49.6862	49.68	103,347.30	PS4036	14	52.1695	52.16	108,512.56	PS4037	14	54.7792	54.77	113,940.74	PS4038	14	57.5176	57.51	119,636.61
PS4035	15	50.9285	50.92	105,931.28	PS4036	15	53.4738	53.47	111,225.50	PS4037	15	56.1479	56.14	116,787.63	PS4038	15	58.9560	58.95	122,628.48
PS4035	16	52.2012	52.20	108,578.50	PS4036	16	54.8108	54.81	114,006.46	PS4037	16	57.5518	57.55	119,707.74	PS4038	16	60.4296	60.42	125,693.57
PS4035	17	53.5066	53.50	111,293.73	PS4036	17	56.1820	56.18	116,858.56	PS4037	17	58.9899	58.98	122,698.99	PS4038	17	61.9401	61.94	128,835.41
PS4035	18	54.8437	54.84	114,074.90	PS4036	18	57.5861	57.58	119,779.09	PS4037	18	60.4651	60.46	125,767.41	PS4038	18	63.4889	63.48	132,056.91
PS4035	19	56.2146	56.21	116,926.37	PS4036	19	59.0256	59.02	122,773.25	PS4037	19	61.9769	61.97	128,911.95	PS4038	19	65.0756	65.07	135,357.25
PS4035	20	57.6201	57.62	119,849.81	PS4036	20	60.5020	60.50	125,844.16	PS4037	20	63.5271	63.52	132,136.37	PS4038	20	66.7030	66.70	138,742.24
PS4035	21	59.0611	59.06	122,847.09	PS4036	21	62.0149	62.01	128,990.99	PS4037	21	65.1149	65.11	135,438.99	PS4038	21	68.3701	68.37	142,209.81
PS4035	22	60.5374	60.53	125,917.79	PS4036	22	63.5650	63.56	132,215.20	PS4037	22	66.7426	66.74	138,824.61	PS4038	22	70.0805	70.08	145,767.44
PS4035	23	62.0505	62.05	129,065.04	PS4036	23	65.1545	65.15	135,521.36	PS4037	23	68.4121	68.41	142,297.17	PS4038	23	71.8317	71.83	149,409.94
PS4035	24	63.6017	63.60	132,291.54	PS4036	24	66.7833	66.78	138,909.26	PS4037	24	70.1213	70.12	145,852.30	PS4038	24	73.6274	73.62	153,144.99
PS4035	25	65.1913	65.19	135,597.90	PS4036	25	68.4529	68.45	142,382.03	PS4037	25	71.8750	71.87	149,500.00	PS4038	25	75.4679	75.46	156,973.23
PS4035	26	66.8215	66.82	138,988.72	PS4036	26	70.1634	70.16	145,939.87	PS4037	26	73.6722	73.67	153,238.18	PS4038	26	77.3559	77.35	160,900.27
PS4035	27	68.4925	68.49	142,464.40	PS4036	27	71.9183	71.91	149,590.06	PS4037	27	75.5139	75.51	157,068.91	PS4038	27	79.2898	79.28	164,922.78
PS4035	28	70.2041	70.20	146,024.53	PS4036	28	73.7154	73.71	153,328.03	PS4037	28	77.4019	77.40	160,995.95	PS4038	28	81.2708	81.27	169,043.26
PS4035	29	71.9590	71.95	149,674.72	PS4036	29	75.5587	75.55	157,162.10	PS4037	29	79.3370	79.33	165,020.96	PS4038	29	83.3033	83.30	173,270.86
PS4035	30	73.7591	73.75	153,418.93	PS4036	30	77.4477	77.44	161,091.22	PS4037	30	81.3196	81.31	169,144.77	PS4038	30	85.3856	85.38	177,602.05

**DOUGLAS COUNTY BOARD OF COMMISSIONERS PAY SCALE  
FOR CERTIFIED PUBLIC SAFETY EMPLOYEES WORKING 40 HOURS A WEEK**

Grade	Step	Step Amt	Hourly	Annual	Grade	Step	Step Amt	Hourly	Annual	Grade	Step	Step Amt	Hourly	Annual
PS4039	1	43.8373	43.83	91,181.58	PS4040	1	46.0565	46.05	95,797.52	PS4041	1	48.3874	48.38	100,645.79
PS4039	2	44.9323	44.93	93,459.18	PS4040	2	47.2066	47.20	98,189.73	PS4041	2	49.5967	49.59	103,161.14
PS4039	3	46.0565	46.05	95,797.52	PS4040	3	48.3874	48.38	100,645.79	PS4041	3	50.8365	50.83	105,739.92
PS4039	4	47.2066	47.20	98,189.73	PS4040	4	49.5967	49.59	103,161.14	PS4041	4	52.1078	52.10	108,384.22
PS4039	5	48.3874	48.38	100,645.79	PS4040	5	50.8365	50.83	105,739.92	PS4041	5	53.4105	53.41	111,093.84
PS4039	6	49.5967	49.59	103,161.14	PS4040	6	52.1078	52.10	108,384.22	PS4041	6	54.7462	54.74	113,872.10
PS4039	7	50.8365	50.83	105,739.92	PS4040	7	53.4105	53.41	111,093.84	PS4041	7	56.1149	56.11	116,718.99
PS4039	8	52.1078	52.10	108,384.22	PS4040	8	54.7462	54.74	113,872.10	PS4041	8	57.5176	57.51	119,636.61
PS4039	9	53.4105	53.41	111,093.84	PS4040	9	56.1149	56.11	116,718.99	PS4041	9	58.9560	58.95	122,628.48
PS4039	10	54.7462	54.74	113,872.10	PS4040	10	57.5176	57.51	119,636.61	PS4041	10	60.4296	60.42	125,693.57
PS4039	11	56.1149	56.11	116,718.99	PS4040	11	58.9560	58.95	122,628.48	PS4041	11	61.9401	61.94	128,835.41
PS4039	12	57.5176	57.51	119,636.61	PS4040	12	60.4296	60.42	125,693.57	PS4041	12	63.4889	63.48	132,056.91
PS4039	13	58.9560	58.95	122,628.48	PS4040	13	61.9401	61.94	128,835.41	PS4041	13	65.0756	65.07	135,357.25
PS4039	14	60.4296	60.42	125,693.57	PS4040	14	63.4889	63.48	132,056.91	PS4041	14	66.7030	66.70	138,742.24
PS4039	15	61.9401	61.94	128,835.41	PS4040	15	65.0756	65.07	135,357.25	PS4041	15	68.3701	68.37	142,209.81
PS4039	16	63.4889	63.48	132,056.91	PS4040	16	66.7030	66.70	138,742.24	PS4041	16	70.0791	70.07	145,764.53
PS4039	17	65.0756	65.07	135,357.25	PS4040	17	68.3701	68.37	142,209.81	PS4041	17	71.8317	71.83	149,409.94
PS4039	18	66.7030	66.70	138,742.24	PS4040	18	70.0791	70.07	145,764.53	PS4041	18	73.6274	73.62	153,144.99
PS4039	19	68.3701	68.37	142,209.81	PS4040	19	71.8317	71.83	149,409.94	PS4041	19	75.4679	75.46	156,973.23
PS4039	20	70.0791	70.07	145,764.53	PS4040	20	73.6274	73.62	153,144.99	PS4041	20	77.3544	77.35	160,897.15
PS4039	21	71.8317	71.83	149,409.94	PS4040	21	75.4679	75.46	156,973.23	PS4041	21	79.2883	79.28	164,919.66
PS4039	22	73.6274	73.62	153,144.99	PS4040	22	77.3544	77.35	160,897.15	PS4041	22	81.2708	81.27	169,043.26
PS4039	23	75.4679	75.46	156,973.23	PS4040	23	79.2883	79.28	164,919.66	PS4041	23	83.3033	83.30	173,270.86
PS4039	24	77.3544	77.35	160,897.15	PS4040	24	81.2708	81.27	169,043.26	PS4041	24	85.3856	85.38	177,602.05
PS4039	25	79.2883	79.28	164,919.66	PS4040	25	83.3033	83.30	173,270.86	PS4041	25	87.5194	87.51	182,040.35
PS4039	26	81.2708	81.27	169,043.26	PS4040	26	85.3856	85.38	177,602.05	PS4041	26	89.7082	89.70	186,593.06
PS4039	27	83.3020	83.30	173,268.16	PS4040	27	87.5194	87.51	182,040.35	PS4041	27	91.9511	91.95	191,258.29
PS4039	28	85.3844	85.38	177,599.55	PS4040	28	89.7082	89.70	186,593.06	PS4041	28	94.2491	94.24	196,038.13
PS4039	29	87.5194	87.51	182,040.35	PS4040	29	91.9511	91.95	191,258.29	PS4041	29	96.6049	96.60	200,938.19
PS4039	30	89.7070	89.70	186,590.56	PS4040	30	94.2491	94.24	196,038.13	PS4041	30	99.0199	99.01	205,961.39