



Pueblo County Sheriff's Office

David J. Lucero Sheriff
Steve Bryant Undersheriff

Mark A. Mears
Bureau Chief
Law Enforcement

Paul J. Toth
Bureau Chief
Detention

News Release

For Immediate Release
Contact: Gayle Perez 719 924 5471

Date: July 3, 2025

Sheriff Lucero Announces New Pay Plan and Incentive for Employees

Pueblo, CO: The Pueblo County Sheriff's Office is implementing a new pay structure that will bring the salaries of communication officers and patrol and detention deputies closer to market level. All full-time staff will also receive a one-time retention incentive.

The Board of County Commissioners approved the new pay structure this week, and Sheriff David J. Lucero met with his non-exempt employees today to announce and review the new pay plan.

"This has been a priority of mine since I was elected Sheriff, and I'm pleased to finally see it come to fruition," said Sheriff David J. Lucero. "For so many years, our employees have been underpaid, and this new pay plan is a step in the right direction and one that should help us with our recruiting and retention."

Lucero said he has been working on a new pay structure specifically focused on public safety. Sheriff's employees had previously been tied to the pay schedule of all Pueblo County employees. That pay structure led to sheriff's office employees being underpaid compared to other law enforcement agencies in the state.

"This is a major step forward – one that reflects months of work, careful planning, and a deep commitment to supporting the outstanding professionals who serve this community every day," Lucero said.

Effective June 20, new pay rates have been implemented for all full-time communication officers and deputies in detention and patrol. The approved plan will bring detention deputies and communication officers closer to market value for their positions and bring patrol deputies significantly closer to market. Market value refers to the compensation an employee should receive for their position based on current market conditions, skills, experience, and other such factors.

Salaries of most Pueblo County Sheriff's employees have been significantly below market for many years.

“This plan does not address our civilian employees, who are a very valued part of our agency, but I’m not done. I plan to continue to work to ensure that our employees are paid comparable to what others locally and in the state are being paid for the same work,” Lucero said.

Additionally, Sheriff Lucero announced to employees that a monthly retention incentive will be distributed to all full-time employees starting in August and going through December 2025.

“I want to thank my team for all the work they did in helping create this pay plan and to the Board of County Commissioners for their willingness to make public safety a priority.”

###