

**LINCOLN COUNTY PAY PLAN**

**LINCOLN COUNTY EMPLOYEES ASSOCIATION (LCEA) GENERAL UNIT**

Employees will receive an additional 1% over base pay after 10 years of service (LI10) and an additional 2.5% over base pay after 20 years of service (LI20)

**EFFECTIVE: JULY 1, 2018**

\* denotes position exempt from FLSA overtime rules

<b>RANGE 8</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>
<b>8.5</b>	<b>SAL/MTH</b>	2593	2671	2751	2833	2918	3006	3096	3189	3285	3383	3485
<b>8.2</b>	<b>HRLY</b>	14.96	15.41	15.87	16.35	16.84	17.34	17.86	18.40	18.95	19.52	20.10
<b>LI10</b>	<b>SAL/MTH</b>	2619	2697	2778	2862	2947	3036	3127	3221	3317	3417	3519
<b>8.2</b>	<b>HRLY</b>	15.11	15.56	16.03	16.51	17.00	17.51	18.04	18.58	19.14	19.71	20.30
<b>LI20</b>	<b>SAL/MTH</b>	2658	2737	2820	2904	2991	3081	3173	3269	3367	3468	3572
<b>8.2</b>	<b>HRLY</b>	15.33	15.79	16.27	16.75	17.26	17.77	18.31	18.86	19.42	20.01	20.61

301 Recovery Mentor- Co-Occurring Disorders  
459 Park Watchperson

<b>RANGE 9</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>
<b>9.5</b>	<b>SAL/MTH</b>	2800	2884	2971	3060	3152	3246	3344	3444	3547	3654	3763
<b>9.2</b>	<b>HRLY</b>	16.16	16.64	17.14	17.65	18.18	18.73	19.29	19.87	20.47	21.08	21.71
<b>LI10</b>	<b>SAL/MTH</b>	2828	2913	3001	3091	3183	3279	3377	3478	3583	3690	3801
<b>9.2</b>	<b>HRLY</b>	16.32	16.81	17.31	17.83	18.36	18.92	19.48	20.07	20.67	21.29	21.93
<b>LI20</b>	<b>SAL/MTH</b>	2870	2956	3045	3136	3231	3327	3427	3530	3636	3745	3857
<b>9.2</b>	<b>HRLY</b>	16.56	17.06	17.57	18.09	18.64	19.20	19.77	20.37	20.98	21.61	22.25

250 Mail Clerk

<b>RANGE 10</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>
<b>10.5</b>	<b>SAL/MTH</b>	3024	3115	3208	3305	3404	3506	3611	3720	3831	3946	4064
<b>10.2</b>	<b>HRLY</b>	17.45	17.97	18.51	19.07	19.64	20.23	20.83	21.46	22.10	22.77	23.45
<b>LI10</b>	<b>SAL/MTH</b>	3055	3146	3241	3338	3438	3541	3647	3757	3869	3985	4105
<b>10.2</b>	<b>HRLY</b>	17.62	18.15	18.70	19.26	19.83	20.43	21.04	21.67	22.32	22.99	23.68
<b>LI20</b>	<b>SAL/MTH</b>	3100	3193	3289	3387	3489	3594	3701	3812	3927	4045	4166
<b>10.2</b>	<b>HRLY</b>	17.88	18.42	18.97	19.54	20.13	20.73	21.35	22.00	22.65	23.33	24.03

022 Legal Secretary 2-Case Manager  
137 Legal Secretary 2-Post Conviction  
138 Legal Secretary 2-Trial Secretary  
139 Legal Secretary 2-Data Support  
207 Office Specialist-Juvenile  
283 Office Assistant 2- HHS Health Records  
327 Harm Reduction Worker  
507-1 Office Assistant 2 - Mental Health Secretary  
524-2 Bookkeeper 1- Payee Program  
524-3 Bookkeeper-Office Assistant 2  
526 Office Assistant 2 - Child & Family  
527 Office Assistant 2 - Environmental Health  
529-1 Office Assistant 2 - Lincoln City Health Center  
529-2 Office Assistant 2 - Public Health  
531-1 Office Assistant 2 - Mental Health  
531-3 Office Assistant 2 - Intellectual & Developmental Disabilities

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RANGE 11		1	2	3	4	5	6	7	8	9	10	11
11.5	SAL/MTH	3266	3364	3465	3569	3676	3786	3900	4017	4138	4262	4390
11.2	HRLY	18.84	19.41	19.99	20.59	21.21	21.84	22.50	23.18	23.87	24.59	25.32
LI10	SAL/MTH	3299	3398	3500	3605	3713	3824	3939	4057	4179	4304	4433
11.2	HRLY	19.03	19.60	20.19	20.80	21.42	22.06	22.73	23.41	24.11	24.83	25.58
LI20	SAL/MTH	3348	3448	3552	3658	3768	3881	3998	4117	4241	4368	4499
11.2	HRLY	19.31	19.89	20.49	21.11	21.74	22.39	23.06	23.75	24.47	25.20	25.96

023 Senior Legal Secretary  
 082 Deed Specialist  
 086 Assessment Specialist 2  
 144 Home Visitor  
 146 Clinic Assistant 2-WIC-Intrepreter  
 182 Permit Specialist  
 205 Office Assistant 2  
 257 Outreach and Enrollment Assistance Worker  
 299 Property Appraiser Trainee  
 410 Inventory Specialist  
 532-3 Clinic Assistant 2-Certified Medical Assistant- LCHC-SBHC  
 535-3 Clinic Assistant 2-WIC  
 535-4 Clinic Assistant 2-Family Support Worker-Family Home Visiting  
 535-6 Clinic Assistant 2-School Based Health Center  
 577-1 Case Manager 1-QMHA

RANGE 12		1	2	3	4	5	6	7	8	9	10	11
12.5	SAL/MTH	3528	3633	3742	3855	3970	4089	4212	4338	4469	4603	4741
12.2	HRLY	20.35	20.96	21.59	22.24	22.91	23.59	24.30	25.03	25.78	26.55	27.35
LI10	SAL/MTH	3563	3670	3780	3893	4010	4130	4254	4382	4513	4649	4788
12.2	HRLY	20.55	21.17	21.81	22.46	23.13	23.83	24.54	25.28	26.04	26.82	27.62
LI20	SAL/MTH	3616	3724	3836	3951	4070	4192	4317	4447	4580	4718	4859
12.2	HRLY	20.86	21.49	22.13	22.79	23.48	24.18	24.91	25.66	26.42	27.22	28.03

025 Caseworker Child Support  
 049 Senior Deputy Clerk  
 087 Assessment Specialist 3  
 153 Cartographic Technician 1  
 234 Permit Technician  
 331 Property Appraiser 1  
 452 Facilities Technician 1  
 457 Park Maintenance Worker  
 517 Material Supply Clerk  
 519 Medical Biller 2

RANGE 13		1	2	3	4	5	6	7	8	9	10	11
13.5	SAL/MTH	3810	3924	4042	4163	4288	4417	4549	4685	4826	4971	5120
13.2	HRLY	21.98	22.64	23.32	24.02	24.74	25.48	26.24	27.03	27.84	28.68	29.54
LI10	SAL/MTH	3848	3963	4082	4205	4331	4461	4595	4732	4874	5021	5171
13.2	HRLY	22.20	22.87	23.55	24.26	24.99	25.73	26.51	27.30	28.12	28.96	29.83
LI20	SAL/MTH	3905	4022	4143	4267	4395	4527	4663	4803	4947	5095	5248
13.2	HRLY	22.53	23.20	23.90	24.62	25.36	26.12	26.90	27.71	28.54	29.39	30.28

018 Crime Victim Advocate  
 054 User Support Specialist  
 065 Tax Clerk 2-Personal Property Deputy  
 080 Personal Property Specialist  
 233 Juvenile Facility Counselor 1  
 322 Cartographer Technician 2  
 451 Facilities Technician 2  
 454 Maintenance Technician 3  
 542 Environmental Health Specialist Trainee  
 543 Environmental Health Specialist Trainee  
 552-1 Case Manager 2-QHMA

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<b>RANGE 14</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>
<b>14.5</b>	<b>SAL/MTH</b>	4115	4238	4365	4496	4631	4770	4913	5060	5212	5369	5530
<b>14.2</b>	<b>HRLY</b>	23.74	24.45	25.18	25.94	26.72	27.52	28.34	29.19	30.07	30.97	31.90
<b>LI10</b>	<b>SAL/MTH</b>	4156	4280	4409	4541	4677	4818	4962	5111	5264	5422	5585
<b>14.2</b>	<b>HRLY</b>	23.97	24.69	25.44	26.20	26.98	27.79	28.63	29.49	30.37	31.28	32.22
<b>LI20</b>	<b>SAL/MTH</b>	4217	4344	4474	4608	4747	4889	5036	5187	5342	5503	5668
<b>14.2</b>	<b>HRLY</b>	24.33	25.06	25.81	26.59	27.38	28.21	29.05	29.92	30.82	31.75	32.70

- 060 Tax Accounting Specialist
- 068 Treasurer Accounting Clerk
- 173 Structural Inspector
- 174 Plumbing Inspector
- 198 Clinic Counselor 3- Community Care Coordinator
- 201 Juvenile Counselor 1
- 232 Juvenile Facility Counselor 2
- 293 Clinical Counselor 3-Co-Occurring Services Coordinator (QMHA)
- 323 Lead Digital Cartographer
- 332 Property Appraiser 2
- 343 Panel Coordinator
- 361 Planner 2
- 514-3 Health Education Specialist
- 553-1 Clinical Counselor 3-Substance Abuse
- 586 Developmental Disabilities Service Coordinator 3

<b>RANGE 15</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>
<b>15.5</b>	<b>SAL/MTH</b>	4444	4577	4714	4856	5001	5151	5306	5465	5629	5798	5972
<b>15.2</b>	<b>HRLY</b>	25.64	26.41	27.20	28.01	28.85	29.72	30.61	31.53	32.48	33.45	34.45
<b>LI10</b>	<b>SAL/MTH</b>	4488	4623	4761	4904	5051	5203	5359	5520	5685	5856	6032
<b>15.2</b>	<b>HRLY</b>	25.89	26.67	27.47	28.29	29.14	30.02	30.92	31.85	32.80	33.78	34.80
<b>LI20</b>	<b>SAL/MTH</b>	4555	4691	4832	4977	5126	5280	5439	5602	5770	5943	6121
<b>15.2</b>	<b>HRLY</b>	26.28	27.07	27.88	28.71	29.58	30.46	31.38	32.32	33.29	34.29	35.31

- 053 Computer Technician
- 094 Property Manager
- 202 Juvenile Counselor 2
- 267 Developmental Disabilities Eligibility Specialist \*
- 274 Developmental Disabilities Coordinator 4-Children's Services \*
- 295 Clinical Counselor 4- Crisis Team \*
- 458 Maintenance Technician Crew Leader
- 561-1 Clinical Counselor 4-QMHP \*
- 561-3 Clinical Counselor 4-Addictions/Co-Occurring Disorders-QMHP \*
- 561-5 Clinical Counselor 4-QMHP ACT Team \*
- 587 Developmental Disabilities Service Coordinator-Adult Services \*

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RANGE 16		1	2	3	4	5	6	7	8	9	10	11
16.5	SAL/MTH	4799	4943	5091	5244	5402	5564	5730	5902	6079	6262	6450
16.2	HRLY	27.69	28.52	29.37	30.25	31.16	32.10	33.06	34.05	35.07	36.13	37.21
LI10	SAL/MTH	4847	4993	5142	5297	5456	5619	5788	5961	6140	6324	6514
16.2	HRLY	27.96	28.80	29.67	30.56	31.47	32.42	33.39	34.39	35.42	36.49	37.58
LI20	SAL/MTH	4919	5067	5219	5375	5537	5703	5874	6050	6231	6418	6611
16.2	HRLY	28.38	29.23	30.11	31.01	31.94	32.90	33.89	34.90	35.95	37.03	38.14

- 105-1 Detective - District Attorney
- 136 Community Health Nurse 2-MCH
- 175 Electrical Inspector
- 176 Combination Inspector 1
- 191 Mental Health Nurse
- 279 Behavioral Health Consultant \*
- 289 Registered Dietician
- 294 Investigator- Domestic Violence and Sexual Assault
- 296 Clinical Counselor 5- Crisis Team \*
- 333 Property Appraiser 3
- 334 Sales Data Analyst
- 363 Senior Planner
- 502-1 Community Health Nurse 2
- 502-2 Community Health Nurse 2-LCHC
- 502-3 Community Health Nurse 2- Nurse Family Partnership
- 502-4 Community Health Nurse 2-Public Health
- 502-8 Community Health Nurse 2-VA and LCHC
- 538 Environmental Health Specialist
- 539 Environmental Health Specialist
- 562-1 Clinical Counselor 5-QMHP \*
- 562-3 Clinical Counselor 5- Addictions/ Co-Occurring Disorders-QMHP \*
- 562-5 Clinical Counselor 5- QMHP Act Team \*

RANGE 17		1	2	3	4	5	6	7	8	9	10	11
17.5	SAL/MTH	5183	5339	5499	5664	5834	6009	6189	6375	6566	6763	6966
17.2	HRLY	29.90	30.80	31.72	32.68	33.66	34.67	35.71	36.78	37.88	39.02	40.19
LI10	SAL/MTH	5235	5392	5554	5720	5892	6069	6251	6438	6631	6830	7035
17.2	HRLY	30.20	31.11	32.04	33.00	33.99	35.01	36.06	37.14	38.26	39.41	40.59
LI20	SAL/MTH	5313	5472	5636	5805	5979	6159	6344	6534	6730	6932	7140
17.2	HRLY	30.65	31.57	32.52	33.49	34.50	35.53	36.60	37.70	38.83	39.99	41.19

- 162 Senior Environmental Health Specialist
- 181 Combination Inspector 2

RANGE 23		1	2	3	4	5	6	7	8	9	10	11
23.5	SAL/MTH	8225	8472	8726	8988	9257	9535	9821	10116	10419	10732	11054
23.2	HRLY	47.45	48.88	50.34	51.85	53.41	55.01	56.66	58.36	60.11	61.91	63.77
LI10	SAL/MTH	8307	8556	8813	9077	9350	9630	9919	10217	10523	10839	11164
23.2	HRLY	47.93	49.36	50.84	52.37	53.94	55.56	57.23	58.94	60.71	62.53	64.41
LI20	SAL/MTH	8431	8683	8944	9212	9489	9773	10067	10369	10680	11000	11330
23.2	HRLY	48.64	50.10	51.60	53.15	54.74	56.38	58.08	59.82	61.61	63.46	65.37

- 515 Family Nurse Practitioner-LCHC \*

RANGE 24		1	2	3	4	5	6	7	8	9	10	11
24.5	SAL/MTH	8883	9149	9424	9707	9998	10298	10607	10925	11253	11590	11938
24.2	HRLY	51.25	52.79	54.37	56.00	57.68	59.41	61.19	63.03	64.92	66.87	68.87
LI10	SAL/MTH	8972	9241	9518	9804	10098	10401	10713	11034	11365	11706	12057
24.2	HRLY	51.76	53.31	54.91	56.56	58.26	60.00	61.80	63.66	65.57	67.54	69.56
LI20	SAL/MTH	9105	9378	9660	9949	10248	10555	10872	11198	11534	11880	12236
24.2	HRLY	52.53	54.10	55.73	57.40	59.12	60.90	62.72	64.60	66.54	68.54	70.59

No Positions Assigned \*

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<b>RANGE 25</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>
<b>25.5</b>	<b>SAL/MTH</b>	9594	9881	10178	10483	10798	11122	11455	11799	12153	12517	12893
<b>25.2</b>	<b>HRLY</b>	55.35	57.01	58.72	60.48	62.29	64.16	66.09	68.07	70.11	72.22	74.38
<b>LI10</b>	<b>SAL/MTH</b>	9690	9980	10280	10588	10906	11233	11570	11917	12274	12643	13022
<b>25.2</b>	<b>HRLY</b>	55.90	57.58	59.31	61.08	62.92	64.80	66.75	68.75	70.81	72.94	75.13
<b>LI20</b>	<b>SAL/MTH</b>	9833	10128	10432	10745	11068	11400	11742	12094	12457	12830	13215
<b>25.2</b>	<b>HRLY</b>	56.73	58.43	60.19	61.99	63.85	65.77	67.74	69.77	71.87	74.02	76.24

521-1 Psychiatric Mental Health Nurse Practitioner

\*