

**LINCOLN COUNTY PAY PLAN  
NON-REPRESENTED EMPLOYEES**

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**

\* denote position exempt from FLSA overtime rules

RANGE 6		1	2	3	4	5	6	7	8	9	10	11
6.5	SAL/MTH	2223	2290	2358	2429	2502	2577	2654	2734	2816	2900	2987
6.2	HRLY	12.82	13.21	13.61	14.01	14.43	14.87	15.31	15.77	16.25	16.73	17.24

148 Park Attendant-Seasonal  
245 Peer Support Specialist 2  
300 Public Works-Seasonal  
301 Recovery Mentor-Co-Occurring Disorders  
311 Survey Aide-Seasonal

RANGE 7		1	2	3	4	5	6	7	8	9	10	11
7.5	SAL/MTH	2401	2473	2547	2623	2702	2783	2867	2953	3041	3132	3226
7.2	HRLY	13.85	14.27	14.69	15.13	15.59	16.06	16.54	17.03	17.55	18.07	18.61

135 Marine Cadet

RANGE 8		1	2	3	4	5	6	7	8	9	10	11
8.5	SAL/MTH	2593	2671	2751	2833	2918	3006	3096	3189	3285	3383	3485
8.2	HRLY	14.96	15.41	15.87	16.35	16.84	17.34	17.86	18.40	18.95	19.52	20.10

040 Clerical District Attorney- On Call  
044 Clerk Deputy-On Call  
140 Animal Care Office Specialist-Part Time  
228 Victim's Assistant-Temporary  
243 Animal Shelter Volunteer-Outreach Coordinator  
271 Medical Records Clerk- On Call

RANGE 9		1	2	3	4	5	6	7	8	9	10	11
9.5	SAL/MTH	2800	2884	2971	3060	3152	3246	3344	3444	3547	3654	3763
9.2	HRLY	16.16	16.64	17.14	17.65	18.18	18.73	19.29	19.87	20.47	21.08	21.71

034 Client Services Driver- Part Time  
128 Cook-Part Time  
157 Transit Driver- On Call  
339 Transit Dispatcher- On Call

RANGE 10		1	2	3	4	5	6	7	8	9	10	11
10.5	SAL/MTH	3024	3115	3208	3305	3404	3506	3611	3720	3831	3946	4064
10.2	HRLY	17.45	17.97	18.51	19.07	19.64	20.23	20.83	21.46	22.10	22.77	23.45

252 Support Services Specialist- On Call  
531-2 Office Assistant 2-Mental Health-Temporary

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

63-1 Tax Deputy-Seasonal  
266 Confidential Office Assistant

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

026 Executive Assistant-DA  
125 Food Service Manager  
216 Administrative Assistant-Juvenile  
237 Administrative Assistant-Primary Care  
246 Senior Deputy Clerk-On Call  
265 Veterans Service Coordinator  
285 Administrative Assistant- IT  
345 Skills Trainer- Part Time  
574 Administrative Assistant-Behavioral Health

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\* denote position exempt from FLSA overtime rules

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	22.2	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

- 004 Personnel Assistant
- 010 Parole & Probation Technician-On Call
- 035 Accounting Specialist
- 042 Financial Administrative Assistant
- 63-2 Deputy Treasurer-Seasonal
- 092 Financial Clerk-Road
- 116 Administrative Assistant- Sheriff
- 117 RMS Report Technician-On Call
- 159 Parole & Probation Technician
- 163 Survey Technician 1- Temporary
- 165 Juvenile Facility Counselor-On Call
- 276 Special Programs Coordinator
- 286 Parole & Probation Transition Center Technician
- 290 Accounting Specialist- Payroll
- 303 Engineering Technician 2
- 340 GED Proctor

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

- 017 Executive Assistant-Board of Commissioners
- 019 Office Manager- Community Corrections
- 041 Administrative Assistant-Clerk \*
- 043 Victim's Assistance Case Manager-Supervisor \*
- 088 Public Information Officer I \*
- 168 Deputy Sheriff -Temporary
- 189 Plumbing Inspector -On Call
- 190 Electrical Inspector-On Call
- 280 Corrections Deputy-On Call
- 288 WIC Coordinator
- 291 Home Visitor Supervisor

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

- 016 Personnel Generalist \*
- 032 Accounting Analyst \*
- 033 Office Manager-Planning \*
- 072 Paralegal \*
- 106 Background Investigator - On Call
- 214 Parole and Probation Officer-Pre-Sentence Investigative Specialist-On Call
- 225 Medical Billing Supervisor \*
- 273 Electronics Health Records Site Specialist
- 297 Associate System Administrator \*
- 315 Office-Property Manager Surveyor \*
- 405 Work Crew Foreman
- 510 Support Services Supervisor \*

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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

- 066 Tax and Treasurer Analyst \*
- 149 Animal Shelter Director \*
- 211 Executive Assistant-HHS \*
- 236 Operations Supervisor -Transit \*
- 259 Veterans Service Officer \*
- 277 Community Health Nurse 2- Float
- 287 Combination Inspector- On Call
- 306 Field Supervisor-Transit \*
- 318 Cadastral Surveyor \*
- 320 Geographic Information System Analyst
- 342 Executive Assistant-Sheriff \*
- 364 Senior Planner-Part Time
- 557 Registered Dietician-WIC Coordinator \*

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	29.9	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
17.5	HRLY	30.2	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
17.5	HRLY	30.65	31.57	32.52	33.49	34.50	35.53	36.60	37.70	38.83	39.99	41.19

- 020 Administrative Chief \*
- 255 Parks Operation Supervisor \*
- 310 Accounting Manager-HHS \*
- 324 Cartographer Supervisor \*
- 325 Developmental Disabilities Clinical Supervisor \*
- 556 Solid Waste District Manager \*

RANGE 18		1	2	3	4	5	6	7	8	9	10	11
18.5	SAL/MTH	5598	5766	5939	6117	6300	6489	6684	6885	7091	7304	7523
18.2	HRLY	32.29	33.26	34.26	35.29	36.35	37.44	38.56	39.72	40.91	42.14	43.40
LI10	SAL/MTH	5654	5823	5998	6178	6363	6554	6751	6953	7162	7377	7598
18.2	HRLY	32.62	33.60	34.60	35.64	36.71	37.81	38.95	40.12	41.32	42.56	43.84
LI20	SAL/MTH	5738	5910	6087	6270	6458	6652	6851	7057	7268	7486	7711
18.2	HRLY	33.1	34.10	35.12	36.17	37.26	38.37	39.53	40.71	41.93	43.19	44.49

- 047 Chief Deputy Clerk \*
- 052 Systems Administrator \*
- 107 Sergeant- Patrol
- 123 Sergeant- Corrections
- 195 Deputy District Attorney 1- Temporary
- 231 Juvenile Department Supervisor \*
- 249 Emergency Manager \*
- 258 Maternal Child Health Program Manager \*
- 263 Bridge Permits Supervisor \*
- 264 Health Promotion Program Manager \*
- 284 Program Manager- Lincoln Community Health Center \*
- 329 Chief Office Deputy \*
- 409 Facilities Supervisor \*
- 434 Fleet Manager \*
- 504-2 Community Health Nurse 4- MCH Program Manager \*
- 504-3 Community Health Nurse 4-PH, Community Disease Control & Prevention \*
- 504-4 Community Health Nurse 4-Program Manager \*
- 504-6 Community Health Nurse 4-SBHC and Lincoln City Program Manager \*
- 544 Environmental Health Program Manager \*
- 563-1 Behavioral Health Program Manager-Adult Mental Health Outpatient \*
- 563-3 Behavioral Health Program Manager-Co-Occurring Disorders \*
- 563-5 Behavioral Health Program Manager-Child and Family Services \*
- 563-6 Behavioral Health Program Manager- Crisis Services \*
- 570 Quality and Utilization Management Coordinator \*

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RANGE 19		1	2	3	4	5	6	7	8	9	10	11
19.5	SAL/MTH	6046	6227	6414	6606	6804	7008	7219	7435	7658	7888	8125
19.2	HRLY	34.88	35.92	37.00	38.11	39.26	40.43	41.65	42.90	44.18	45.51	46.87
LI10	SAL/MTH	6106	6289	6478	6672	6872	7079	7291	7510	7735	7967	8206
19.2	HRLY	35.23	36.28	37.37	38.49	39.65	40.84	42.06	43.32	44.62	45.96	47.34
LI20	SAL/MTH	6197	6383	6574	6771	6974	7184	7399	7621	7850	8085	8328
19.2	HRLY	35.75	36.82	37.93	39.07	40.24	41.44	42.69	43.97	45.29	46.65	48.05

179 Building Official \*  
218 Parole and Probation Supervisor \*  
239 Assistant Finance Director \*  
256 Assistant Finance Director-HHS \*  
268 Assistant Personnel Director \*  
275 Support Services Director \*  
316 Deputy Surveyor \*  
337 Chief Appraiser \*  
569-1 Division Manager-Developmental Disabilities \*

RANGE 20		1	2	3	4	5	6	7	8	9	10	11
20.5	SAL/MTH	6529	6725	6927	7135	7349	7569	7796	8030	8271	8519	8775
20.2	HRLY	37.67	38.80	39.96	41.16	42.40	43.67	44.98	46.33	47.72	49.15	50.62
LI10	SAL/MTH	6595	6792	6996	7206	7422	7645	7874	8110	8354	8604	8862
20.2	HRLY	38.05	39.19	40.36	41.57	42.82	44.10	45.43	46.79	48.19	49.64	51.13
LI20	SAL/MTH	6692	6893	7100	7313	7532	7758	7991	8231	8478	8732	8994
20.2	HRLY	38.61	39.77	40.96	42.19	43.46	44.76	46.10	47.49	48.91	50.38	51.89

203 Community Justice Assistant Director-Juvenile Division \*  
282 Nurse Executive- Lincoln Community Health Center \*  
415 Road Maintenance Supervisor \*

RANGE 21		1	2	3	4	5	6	7	8	9	10	11
21.5	SAL/MTH	7052	7263	7481	7705	7937	8175	8420	8673	8933	9201	9477
21.2	HRLY	40.68	41.90	43.16	44.45	45.79	47.16	48.58	50.03	51.53	53.08	54.67
LI10	SAL/MTH	7122	7336	7556	7782	8016	8256	8504	8759	9022	9293	9571
21.2	HRLY	41.09	42.32	43.59	44.90	46.25	47.63	49.06	50.53	52.05	53.61	55.22
LI20	SAL/MTH	7228	7445	7668	7898	8135	8379	8630	8889	9156	9431	9714
21.2	HRLY	41.7	42.95	44.24	45.57	46.93	48.34	49.79	51.28	52.82	54.41	56.04

104 Lieutenant-Administrative \*  
109 Lieutenant- Patrol \*  
126 Lieutenant-Corrections \*  
152 Assistant IT Director-Network Manager \*  
566 Division Director-Public Health Services \*  
575 Division Director-Behaviorial Health Services \*  
584 Division Director-Community Health Center \*

RANGE 22		1	2	3	4	5	6	7	8	9	10	11
22.5	SAL/MTH	7616	7844	8079	8322	8572	8829	9094	9366	9647	9937	10235
22.2	HRLY	43.94	45.25	46.61	48.01	49.45	50.93	52.46	54.04	55.66	57.33	59.05
LI10	SAL/MTH	7692	7923	8160	8405	8657	8917	9184	9460	9744	10036	10337
22.2	HRLY	44.38	45.71	47.08	48.49	49.95	51.44	52.99	54.58	56.21	57.90	59.64
LI20	SAL/MTH	7806	8040	8281	8530	8786	9049	9321	9600	9889	10185	10491
22.2	HRLY	45.04	46.39	47.78	49.21	50.69	52.21	53.77	55.39	57.05	58.76	60.52

307 Assistant Public Works Director-County Engineer \*

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

071 Assistant Legal Counsel \*  
079 Chief Deputy District Attorney \*

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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

RANGE 25		1	2	3	4	5	6	7	8	9	10	11
25.5	SAL/MTH	9594	9881	10178	10483	10798	11122	11455	11799	12153	12517	12893
25.2	HRLY	55.35	57.01	58.72	60.48	62.29	64.16	66.09	68.07	70.11	72.22	74.38
LI10	SAL/MTH	9690	9980	10280	10588	10906	11233	11570	11917	12274	12643	13022
25.2	HRLY	55.9	57.58	59.31	61.08	62.92	64.80	66.75	68.75	70.81	72.94	75.13
LI20	SAL/MTH	9833	10128	10432	10745	11068	11400	11742	12094	12457	12830	13215
25.2	HRLY	56.73	58.43	60.19	61.99	63.85	65.77	67.74	69.77	71.87	74.02	76.24

No positions assigned

RANGE 26		1	2	3	4	5	6	7	8	9	10	11
26.5	SAL/MTH	10361	10672	10992	11322	11661	12011	12372	12743	13125	13519	13924
26.2	HRLY	59.78	61.57	63.42	65.32	67.28	69.30	71.37	73.52	75.72	77.99	80.33
LI10	SAL/MTH	10465	10779	11102	11435	11778	12131	12495	12870	13256	13654	14064
26.2	HRLY	60.37	62.18	64.05	65.97	67.95	69.99	72.09	74.25	76.48	78.77	81.14
LI20	SAL/MTH	10620	10939	11267	11605	11953	12312	12681	13061	13453	13857	14273
26.2	HRLY	61.27	63.11	65.00	66.95	68.96	71.03	73.16	75.35	77.61	79.94	82.34

588 Family Practice Physician-Community Health Center  
599-1 Medical Director (+10%)  
599-2 Medical Director (+10%)-Part Time

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