

**PAY RANGE & POSITION ASSIGNMENT  
LINCOLN COUNTY EMPLOYEES ASSOCIATION  
LCEA**

Employees will receive an additional 1% over base pay after 10 years of service and  
an additional 2.5% over base pay after 20 years of service.

Effective: JULY 1, 2017

| <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> | 2530     | 2606     | 2684     | 2765     | 2848     | 2933     | 3021     | 3112     | 3205     | 3301      | 3400      |
| <b>8.2</b>     | <b>HRLY</b>    | 14.60    | 15.04    | 15.49    | 15.95    | 16.43    | 16.92    | 17.43    | 17.95    | 18.49    | 19.05     | 19.62     |
| <b>LI10</b>    | <b>SAL/MTH</b> | 2556     | 2632     | 2711     | 2793     | 2876     | 2963     | 3051     | 3143     | 3237     | 3334      | 3434      |
| <b>8.2</b>     | <b>HRLY</b>    | 14.74    | 15.19    | 15.64    | 16.11    | 16.59    | 17.09    | 17.60    | 18.13    | 18.68    | 19.24     | 19.81     |
| <b>LI20</b>    | <b>SAL/MTH</b> | 2594     | 2671     | 2751     | 2834     | 2919     | 3007     | 3097     | 3190     | 3285     | 3384      | 3485      |
| <b>8.2</b>     | <b>HRLY</b>    | 14.96    | 15.41    | 15.87    | 16.35    | 16.84    | 17.35    | 17.87    | 18.40    | 18.95    | 19.52     | 20.11     |

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> | 2733     | 2815     | 2899     | 2986     | 3076     | 3168     | 3263     | 3361     | 3462     | 3566      | 3673      |
| <b>9.2</b>     | <b>HRLY</b>    | 15.77    | 16.24    | 16.73    | 17.23    | 17.74    | 18.28    | 18.82    | 19.39    | 19.97    | 20.57     | 21.19     |
| <b>LI10</b>    | <b>SAL/MTH</b> | 2760     | 2843     | 2928     | 3016     | 3106     | 3200     | 3296     | 3394     | 3496     | 3601      | 3709      |
| <b>9.2</b>     | <b>HRLY</b>    | 15.92    | 16.40    | 16.89    | 17.40    | 17.92    | 18.46    | 19.01    | 19.58    | 20.17    | 20.78     | 21.40     |
| <b>LI20</b>    | <b>SAL/MTH</b> | 2801     | 2885     | 2972     | 3061     | 3153     | 3247     | 3345     | 3445     | 3548     | 3655      | 3764      |
| <b>9.2</b>     | <b>HRLY</b>    | 16.16    | 16.64    | 17.14    | 17.66    | 18.19    | 18.73    | 19.30    | 19.87    | 20.47    | 21.08     | 21.72     |

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> | 2951     | 3040     | 3131     | 3225     | 3322     | 3421     | 3524     | 3630     | 3739     | 3851      | 3966      |
| <b>10.2</b>     | <b>HRLY</b>    | 17.03    | 17.54    | 18.06    | 18.61    | 19.16    | 19.74    | 20.33    | 20.94    | 21.57    | 22.22     | 22.88     |
| <b>LI10</b>     | <b>SAL/MTH</b> | 2981     | 3070     | 3162     | 3257     | 3355     | 3456     | 3559     | 3666     | 3776     | 3889      | 4006      |
| <b>10.2</b>     | <b>HRLY</b>    | 17.20    | 17.71    | 18.24    | 18.79    | 19.36    | 19.94    | 20.53    | 21.15    | 21.78    | 22.44     | 23.11     |
| <b>LI20</b>     | <b>SAL/MTH</b> | 3025     | 3116     | 3209     | 3306     | 3405     | 3507     | 3612     | 3720     | 3832     | 3947      | 4065      |
| <b>10.2</b>     | <b>HRLY</b>    | 17.45    | 17.98    | 18.52    | 19.07    | 19.64    | 20.23    | 20.84    | 21.46    | 22.11    | 22.77     | 23.45     |

- 22 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- Health Records
- 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 - Developmental Disabilities

| <b>RANGE 11</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>11.5</b>     | <b>SAL/MTH</b> | 3187     | 3283     | 3382     | 3483     | 3587     | 3695     | 3806     | 3920     | 4038     | 4159      | 4284      |
| <b>11.2</b>     | <b>HRLY</b>    | 18.39    | 18.94    | 19.51    | 20.09    | 20.70    | 21.32    | 21.96    | 22.62    | 23.29    | 23.99     | 24.71     |
| <b>LI10</b>     | <b>SAL/MTH</b> | 3219     | 3316     | 3415     | 3518     | 3623     | 3732     | 3844     | 3959     | 4078     | 4200      | 4326      |
| <b>11.2</b>     | <b>HRLY</b>    | 18.57    | 19.13    | 19.70    | 20.30    | 20.90    | 21.53    | 22.18    | 22.84    | 23.53    | 24.23     | 24.96     |
| <b>LI20</b>     | <b>SAL/MTH</b> | 3267     | 3365     | 3466     | 3570     | 3677     | 3787     | 3901     | 4018     | 4139     | 4263      | 4391      |
| <b>11.2</b>     | <b>HRLY</b>    | 18.85    | 19.41    | 20.00    | 20.60    | 21.21    | 21.85    | 22.51    | 23.18    | 23.88    | 24.59     | 25.33     |

- 23 Senior Legal Secretary
- 82 Deed Specialist
- 86 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
- 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 Clinical Counselor 1-QMHA

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| <b>RANGE 12</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>12.5</b>     | <b>SAL/MTH</b> | 3442     | 3546     | 3652     | 3762     | 3874     | 3991     | 4110     | 4234     | 4361     | 4492      | 4626      |
| <b>12.2</b>     | <b>HRLY</b>    | 19.86    | 20.46    | 21.07    | 21.70    | 22.35    | 23.02    | 23.71    | 24.43    | 25.16    | 25.91     | 26.69     |
| <b>LI10</b>     | <b>SAL/MTH</b> | 3477     | 3581     | 3689     | 3799     | 3913     | 4031     | 4152     | 4276     | 4404     | 4536      | 4673      |
| <b>12.2</b>     | <b>HRLY</b>    | 20.06    | 20.66    | 21.28    | 21.92    | 22.58    | 23.25    | 23.95    | 24.67    | 25.41    | 26.17     | 26.96     |
| <b>LI20</b>     | <b>SAL/MTH</b> | 3528     | 3634     | 3743     | 3856     | 3971     | 4090     | 4213     | 4340     | 4470     | 4604      | 4742      |
| <b>12.2</b>     | <b>HRLY</b>    | 20.36    | 20.97    | 21.60    | 22.24    | 22.91    | 23.60    | 24.31    | 25.04    | 25.79    | 26.56     | 27.36     |

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

| <b>RANGE 13</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>13.5</b>     | <b>SAL/MTH</b> | 3718     | 3829     | 3944     | 4063     | 4184     | 4310     | 4439     | 4572     | 4710     | 4851      | 4996      |
| <b>13.2</b>     | <b>HRLY</b>    | 21.45    | 22.09    | 22.76    | 23.44    | 24.14    | 24.87    | 25.61    | 26.38    | 27.17    | 27.99     | 28.83     |
| <b>LI10</b>     | <b>SAL/MTH</b> | 3755     | 3868     | 3984     | 4103     | 4226     | 4353     | 4484     | 4618     | 4757     | 4899      | 5046      |
| <b>13.2</b>     | <b>HRLY</b>    | 21.66    | 22.31    | 22.98    | 23.67    | 24.38    | 25.11    | 25.87    | 26.64    | 27.44    | 28.27     | 29.11     |
| <b>LI20</b>     | <b>SAL/MTH</b> | 3811     | 3925     | 4043     | 4164     | 4289     | 4418     | 4550     | 4687     | 4827     | 4972      | 5121      |
| <b>13.2</b>     | <b>HRLY</b>    | 21.99    | 22.64    | 23.32    | 24.02    | 24.74    | 25.49    | 26.25    | 27.04    | 27.85    | 28.69     | 29.55     |

18 Crime Victim Advocate  
54 User Support Specialist  
65 Tax Clerk 2-Personal Property Deputy  
80 Personal Property Specialist  
233 Juvenile Facility Counselor 1  
322 Cartographer Technician 2  
454 Maintenance Technician 3  
542 Environmental Health Specialist Trainee  
543 Environmental Health Specialist Trainee  
552-1 Clinical Counselor 2-QHMA

| <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> | 4015     | 4136     | 4260     | 4388     | 4519     | 4655     | 4794     | 4938     | 5086     | 5239      | 5396      |
| <b>14.2</b>     | <b>HRLY</b>    | 23.16    | 23.86    | 24.58    | 25.31    | 26.07    | 26.85    | 27.66    | 28.49    | 29.34    | 30.22     | 31.13     |
| <b>LI10</b>     | <b>SAL/MTH</b> | 4055     | 4177     | 4302     | 4431     | 4564     | 4701     | 4842     | 4988     | 5137     | 5291      | 5450      |
| <b>14.2</b>     | <b>HRLY</b>    | 23.40    | 24.10    | 24.82    | 25.57    | 26.33    | 27.12    | 27.94    | 28.77    | 29.64    | 30.53     | 31.44     |
| <b>LI20</b>     | <b>SAL/MTH</b> | 4116     | 4239     | 4366     | 4497     | 4632     | 4771     | 4914     | 5062     | 5214     | 5370      | 5531      |
| <b>14.2</b>     | <b>HRLY</b>    | 23.74    | 24.46    | 25.19    | 25.95    | 26.72    | 27.53    | 28.35    | 29.20    | 30.08    | 30.98     | 31.91     |

60 Tax Accounting Specialist  
68 Treasurer Accounting Clerk  
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  
361 Planner 2  
514-3 Health Education Specialist  
553-1 Clinical Counselor 3-Substance Abuse  
586 Developmental Disabilities Service Coordinator 3

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| <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> | 4336     | 4467     | 4601     | 4739     | 4881     | 5027     | 5178     | 5333     | 5493     | 5658      | 5828      |
| <b>15.2</b>     | <b>HRLY</b>    | 25.02    | 25.77    | 26.54    | 27.34    | 28.16    | 29.00    | 29.87    | 30.77    | 31.69    | 32.64     | 33.62     |
| <b>LI10</b>     | <b>SAL/MTH</b> | 4380     | 4511     | 4647     | 4786     | 4930     | 5077     | 5230     | 5387     | 5548     | 5715      | 5886      |
| <b>15.2</b>     | <b>HRLY</b>    | 25.27    | 26.03    | 26.81    | 27.61    | 28.44    | 29.29    | 30.17    | 31.08    | 32.01    | 32.97     | 33.96     |
| <b>LI20</b>     | <b>SAL/MTH</b> | 4445     | 4578     | 4716     | 4857     | 5003     | 5153     | 5307     | 5467     | 5631     | 5800      | 5974      |
| <b>15.2</b>     | <b>HRLY</b>    | 25.64    | 26.41    | 27.21    | 28.02    | 28.86    | 29.73    | 30.62    | 31.54    | 32.48    | 33.46     | 34.46     |

- 53 Computer Technician
- 94 Property Manager
- 202 Juvenile Counselor 2
- 267 Developmental Disabilities Eligibility Specialist \*
- 274 Developmental Disabilities Coordinator 4-Children's Services \*
- 295 Clinical Counselor 4- Mobile Crisis \*
- 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 \*

| <b>RANGE 16</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>16.5</b>     | <b>SAL/MTH</b> | 4683     | 4824     | 4969     | 5118     | 5271     | 5429     | 5592     | 5760     | 5933     | 6111      | 6294      |
| <b>16.2</b>     | <b>HRLY</b>    | 27.02    | 27.83    | 28.66    | 29.52    | 30.41    | 31.32    | 32.26    | 33.23    | 34.23    | 35.25     | 36.31     |
| <b>LI10</b>     | <b>SAL/MTH</b> | 4730     | 4872     | 5018     | 5169     | 5324     | 5484     | 5648     | 5818     | 5992     | 6172      | 6357      |
| <b>16.2</b>     | <b>HRLY</b>    | 27.29    | 28.11    | 28.95    | 29.82    | 30.71    | 31.64    | 32.59    | 33.56    | 34.57    | 35.61     | 36.67     |
| <b>LI20</b>     | <b>SAL/MTH</b> | 4800     | 4944     | 5093     | 5246     | 5403     | 5565     | 5732     | 5904     | 6081     | 6263      | 6451      |
| <b>16.2</b>     | <b>HRLY</b>    | 27.69    | 28.53    | 29.38    | 30.26    | 31.17    | 32.11    | 33.07    | 34.06    | 35.08    | 36.14     | 37.22     |

- 105-1 Detective - District Attorney
- 136 Community Health Nurse 2-MCH
- 175 Electrical Inspector
- 176 Combination Inspector
- 191 Mental Health Nurse
- 279 Behavioral Health Consultant \*
- 289 Registered Dietician
- 294 Investigator- Domestic Violence and Sexual Assault
- 296 Clinical Counselor 5- Mobile Crisis \*
- 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 \*

| <b>RANGE 17</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>17.5</b>     | <b>SAL/MTH</b> | 5058     | 5210     | 5366     | 5527     | 5693     | 5864     | 6040     | 6221     | 6407     | 6600      | 6798      |
| <b>17.2</b>     | <b>HRLY</b>    | 29.18    | 30.06    | 30.96    | 31.89    | 32.84    | 33.83    | 34.84    | 35.89    | 36.97    | 38.07     | 39.22     |
| <b>LI10</b>     | <b>SAL/MTH</b> | 5109     | 5262     | 5420     | 5582     | 5750     | 5922     | 6100     | 6283     | 6471     | 6666      | 6866      |
| <b>17.2</b>     | <b>HRLY</b>    | 29.47    | 30.36    | 31.27    | 32.21    | 33.17    | 34.17    | 35.19    | 36.25    | 37.34    | 38.46     | 39.61     |
| <b>LI20</b>     | <b>SAL/MTH</b> | 5184     | 5340     | 5500     | 5665     | 5835     | 6010     | 6191     | 6376     | 6568     | 6765      | 6968      |
| <b>17.2</b>     | <b>HRLY</b>    | 29.91    | 30.81    | 31.73    | 32.68    | 33.66    | 34.67    | 35.71    | 36.79    | 37.89    | 39.03     | 40.20     |

- 162 Senior Environmental Health Specialist

| <b>RANGE 23</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>23.5</b>     | <b>SAL/MTH</b> | 8026     | 8267     | 8515     | 8771     | 9034     | 9305     | 9584     | 9872     | 10168    | 10473     | 10787     |
| <b>23.2</b>     | <b>HRLY</b>    | 46.31    | 47.70    | 49.13    | 50.60    | 52.12    | 53.68    | 55.29    | 56.95    | 58.66    | 60.42     | 62.23     |
| <b>LI10</b>     | <b>SAL/MTH</b> | 8107     | 8350     | 8600     | 8858     | 9124     | 9398     | 9680     | 9970     | 10269    | 10577     | 10895     |
| <b>23.2</b>     | <b>HRLY</b>    | 46.77    | 48.17    | 49.62    | 51.11    | 52.64    | 54.22    | 55.85    | 57.52    | 59.25    | 61.02     | 62.85     |
| <b>LI20</b>     | <b>SAL/MTH</b> | 8227     | 8474     | 8728     | 8990     | 9260     | 9537     | 9824     | 10118    | 10422    | 10735     | 11057     |
| <b>23.2</b>     | <b>HRLY</b>    | 47.46    | 48.89    | 50.35    | 51.87    | 53.42    | 55.02    | 56.67    | 58.37    | 60.13    | 61.93     | 63.79     |

- 515 Family Nurse Practitioner-LCHC \*

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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> | 9362     | 9643     | 9932     | 10230    | 10537    | 10853    | 11179    | 11514    | 11860    | 12215     | 12582     |
| <b>25.2</b>     | <b>HRLY</b>    | 54.01    | 55.63    | 57.30    | 59.02    | 60.79    | 62.61    | 64.49    | 66.43    | 68.42    | 70.47     | 72.59     |
| <b>LI10</b>     | <b>SAL/MTH</b> | 9456     | 9739     | 10032    | 10332    | 10642    | 10962    | 11291    | 11629    | 11978    | 12338     | 12708     |
| <b>25.2</b>     | <b>HRLY</b>    | 54.55    | 56.19    | 57.87    | 59.61    | 61.40    | 63.24    | 65.14    | 67.09    | 69.10    | 71.18     | 73.31     |
| <b>LI20</b>     | <b>SAL/MTH</b> | 9596     | 9884     | 10181    | 10486    | 10801    | 11125    | 11458    | 11802    | 12156    | 12521     | 12896     |
| <b>25.2</b>     | <b>HRLY</b>    | 55.36    | 57.02    | 58.73    | 60.50    | 62.31    | 64.18    | 66.11    | 68.09    | 70.13    | 72.24     | 74.40     |

521-1 Psychiatric Mental Health Nurse Practitioner

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