

**PAY RANGE & POSITION ASSIGNMENT  
NON-REPRESENTED EMPLOYEES**

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, 2016

RANGE 6		1	2	3	4	5	6	7	8	9	10	11
6.5	SAL/MTH	2132	2196	2262	2330	2400	2471	2546	2622	2701	2782	2865
6.2	HRLY	12.30	12.67	13.05	13.44	13.84	14.26	14.69	15.13	15.58	16.05	16.53
148 Park Attendant-Seasonal 244 Peer Support Specialist 1 245 Peer Support Specialist 2 300 Public Works-Seasonal 311 Survey Aide-Seasonal												
RANGE 7		1	2	3	4	5	6	7	8	9	10	11
7.5	SAL/MTH	2302	2372	2443	2516	2591	2669	2749	2832	2917	3004	3094
7.2	HRLY	13.28	13.68	14.09	14.52	14.95	15.40	15.86	16.34	16.83	17.33	17.85
135 Marine Cadet												
RANGE 8		1	2	3	4	5	6	7	8	9	10	11
8.5	SAL/MTH	2487	2561	2638	2717	2799	2883	2969	3058	3150	3245	3342
8.2	HRLY	14.35	14.78	15.22	15.68	16.15	16.63	17.13	17.64	18.17	18.72	19.28
40 Clerical District Attorney- On Call 44 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	2686	2766	2849	2935	3023	3113	3207	3303	3402	3504	3609
9.2	HRLY	15.49	15.96	16.44	16.93	17.44	17.96	18.50	19.06	19.63	20.22	20.82
034 Client Services Driver- Part Time 128 Cook-Part Time 157 Transit Driver- On Call												
RANGE 10		1	2	3	4	5	6	7	8	9	10	11
10.5	SAL/MTH	2900	2987	3077	3169	3264	3362	3463	3567	3674	3784	3898
10.2	HRLY	16.73	17.24	17.75	18.29	18.83	19.40	19.98	20.58	21.20	21.83	22.49
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	3133	3226	3323	3423	3526	3631	3740	3853	3968	4087	4210
11.2	HRLY	18.07	18.61	19.17	19.75	20.34	20.95	21.58	22.23	22.89	23.58	24.29
LI10	SAL/MTH	3164	3259	3357	3457	3561	3668	3778	3891	4008	4128	4252
11.2	HRLY	18.25	18.80	19.36	19.95	20.54	21.16	21.79	22.45	23.12	23.82	24.53
LI20	SAL/MTH	3211	3307	3406	3509	3614	3722	3834	3949	4067	4189	4315
11.2	HRLY	18.52	19.08	19.65	20.24	20.85	21.47	22.12	22.78	23.47	24.17	24.89
63-1 Tax Deputy-Seasonal 116 Office Specialist-Sheriff's Office * 262 Administrative Assistant-Veterans Service * 266 Confidential Office Assistant 410 Inventory Specialist												

**PAY RANGE & POSITION ASSIGNMENT  
NON-REPRESENTED EMPLOYEES**

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, 2016

RANGE 12		1	2	3	4	5	6	7	8	9	10	11
12.5	SAL/MTH	3383	3485	3589	3697	3808	3922	4040	4161	4286	4414	4547
12.2	HRLY	19.52	20.10	20.71	21.33	21.97	22.63	23.31	24.00	24.72	25.47	26.23
LI10	SAL/MTH	3417	3519	3625	3734	3846	3961	4080	4202	4328	4458	4592
12.2	HRLY	19.71	20.30	20.91	21.54	22.19	22.85	23.54	24.24	24.97	25.72	26.49
LI20	SAL/MTH	3468	3572	3679	3789	3903	4020	4141	4265	4393	4525	4660
12.2	HRLY	20.01	20.61	21.22	21.86	22.52	23.19	23.89	24.60	25.34	26.10	26.89

- 26 Executive Assistant
- 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
- 574 Administrative Assistant-Behavioral Health

RANGE 13		1	2	3	4	5	6	7	8	9	10	11
13.5	SAL/MTH	3654	3763	3876	3993	4112	4236	4363	4494	4628	4767	4910
13.2	HRLY	21.08	21.71	22.36	23.03	23.72	24.44	25.17	25.92	26.70	27.50	28.33
LI10	SAL/MTH	3690	3801	3915	4032	4153	4278	4406	4539	4675	4815	4959
13.2	HRLY	21.29	21.93	22.59	23.26	23.96	24.68	25.42	26.18	26.97	27.78	28.61
LI20	SAL/MTH	3745	3857	3973	4092	4215	4342	4472	4606	4744	4886	5033
13.2	HRLY	21.61	22.25	22.92	23.61	24.32	25.05	25.80	26.57	27.37	28.19	29.04

- 4 Personnel Assistant
- 10 Parole & Probation Technician-On Call
- 17 Administrative Assistant-Receptionist
- 35 Accounting Specialist
- 42 Financial Administrative Assistant \*
- 63-2 Deputy Treasurer-Seasonal
- 92 Financial Clerk-Road
- 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

RANGE 14		1	2	3	4	5	6	7	8	9	10	11
14.5	SAL/MTH	3946	4064	4186	4312	4441	4575	4712	4853	4999	5149	5303
14.2	HRLY	22.77	23.45	24.15	24.88	25.62	26.39	27.18	28.00	28.84	29.70	30.60
LI10	SAL/MTH	3986	4105	4228	4355	4486	4620	4759	4902	5049	5200	5356
14.2	HRLY	22.99	23.68	24.39	25.13	25.88	26.66	27.46	28.28	29.13	30.00	30.90
LI20	SAL/MTH	4045	4166	4291	4420	4552	4689	4830	4974	5124	5277	5436
14.2	HRLY	23.33	24.03	24.76	25.50	26.26	27.05	27.86	28.70	29.56	30.45	31.36

- 19 Office Manager- Community Corrections \*
- 41 Administrative Assistant-Clerk \*
- 43 Victim's Assistance Case Manager-Supervisor \*
- 88 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

**PAY RANGE & POSITION ASSIGNMENT  
NON-REPRESENTED EMPLOYEES**

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, 2016

RANGE 15		1	2	3	4	5	6	7	8	9	10	11
15.5	SAL/MTH	4262	4390	4521	4657	4797	4941	5089	5241	5399	5561	5727
15.2	HRLY	24.59	25.32	26.08	26.87	27.67	28.50	29.36	30.24	31.15	32.08	33.04
LI10	SAL/MTH	4304	4433	4566	4703	4845	4990	5140	5294	5453	5616	5785
15.2	HRLY	24.83	25.58	26.35	27.14	27.95	28.79	29.65	30.54	31.46	32.40	33.37
LI20	SAL/MTH	4368	4499	4634	4773	4917	5064	5216	5372	5534	5700	5871
15.2	HRLY	25.2	25.96	26.74	27.54	28.36	29.22	30.09	30.99	31.92	32.88	33.87

- 16 Personnel Generalist \*
- 32 Accounting Analyst \*
- 33 Office Manager-Planning \*
- 72 Paralegal \*
- 106 Background Investigator - On Call
- 114 Administrative Assistant-Sheriff's Office \*
- 214 Parole and Probation Officer-Pre-Sentence Investigative Specialist-On Call
- 225 Medical Billing Supervisor \*
- 273 Electronics Health Records Site Specialist
- 315 Office- Property Manager Surveyor \*
- 405 Work Crew Foreman
- 510 Support Services Supervisor \*

RANGE 16		1	2	3	4	5	6	7	8	9	10	11
16.5	SAL/MTH	4603	4741	4883	5029	5180	5336	5496	5661	5831	6005	6186
16.2	HRLY	26.55	27.35	28.17	29.02	29.89	30.78	31.71	32.66	33.64	34.65	35.69
LI10	SAL/MTH	4649	4788	4932	5080	5232	5389	5551	5717	5889	6066	6247
16.2	HRLY	26.82	27.62	28.45	29.31	30.19	31.09	32.02	32.98	33.97	34.99	36.04
LI20	SAL/MTH	4718	4859	5005	5155	5310	5469	5633	5802	5976	6156	6340
16.2	HRLY	27.22	28.03	28.88	29.74	30.63	31.55	32.50	33.47	34.48	35.51	36.58

- 66 Tax and Treasurer Analyst \*
- 149 Animal Shelter Director \*
- 211 Executive Assistant \*
- 236 Operations Supervisor -Transit \*
- 259 Veterans Service Officer \*
- 277 Community Health Nurse 2- Float
- 287 Combination Inspector- On Call
- 318 Cadastral Surveyor \*
- 320 Geographic Information System Analyst \*
- 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	4971	5120	5274	5432	5595	5763	5936	6114	6297	6486	6680
17.2	HRLY	28.68	29.54	30.42	31.34	32.28	33.25	34.24	35.27	36.33	37.42	38.54
LI10	SAL/MTH	5021	5171	5326	5486	5651	5820	5995	6175	6360	6551	6747
17.5	HRLY	28.96	29.83	30.73	31.65	32.60	33.58	34.59	35.62	36.69	37.79	38.93
LI20	SAL/MTH	5095	5248	5405	5568	5735	5907	6084	6266	6454	6648	6847
17.5	HRLY	29.4	30.28	31.19	32.12	33.08	34.08	35.10	36.15	37.24	38.35	39.50

- 20 Administrative Chief \*
- 255 Parks Operation Supervisor \*
- 324 Cartographer Supervisor \*
- 556 Solid Waste District Manager \*

**PAY RANGE & POSITION ASSIGNMENT  
NON-REPRESENTED EMPLOYEES**

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, 2016

RANGE 18		1	2	3	4	5	6	7	8	9	10	11
18.5	SAL/MTH	5369	5530	5696	5866	6042	6224	6410	6603	6801	7005	7215
18.2	HRLY	30.97	31.90	32.86	33.84	34.86	35.91	36.98	38.09	39.23	40.41	41.62
LI10	SAL/MTH	5422	5585	5752	5925	6103	6286	6474	6669	6869	7075	7287
18.2	HRLY	31.28	32.22	33.19	34.18	35.21	36.26	37.35	38.47	39.63	40.82	42.04
LI20	SAL/MTH	5503	5668	5838	6013	6193	6379	6571	6768	6971	7180	7395
18.2	HRLY	31.75	32.70	33.68	34.69	35.73	36.80	37.91	39.04	40.22	41.42	42.67
<p>47 Chief Deputy Clerk *</p> <p>52 Systems Administrator *</p> <p>107 Sergeant- Patrol</p> <p>123 Sergeant- Corrections</p> <p>195 Deputy District Attorney 1- Temporary</p> <p>231 Juvenile Department Supervisor *</p> <p>249 Emergency Manager *</p> <p>258 Maternal Child Health Program Manager *</p> <p>263 Bridge Permits Supervisor *</p> <p>264 Health Promotion Program Manager *</p> <p>284 Program Manager- Lincoln Community Health Center *</p> <p>329 Chief Office Deputy *</p> <p>409 Facilities Supervisor *</p> <p>434 Fleet Manager *</p> <p>504-2 Community Health Nurse 4- MCH Program Manager *</p> <p>504-3 Community Health Nurse 4-PH, Community Disease Control &amp; Prevention *</p> <p>504-4 Community Health Nurse 4-Program Manager *</p> <p>504-6 Community Health Nurse 4-SBHC and Lincoln City Program Manager *</p> <p>544 Environmental Health Program Manager *</p> <p>563-1 Mental Health Specialist 3-Adult Services Coordinator, South Beach *</p> <p>563-3 Mental Health Specialist 3-Addictions/Co-Occurring Disorders *</p> <p>563-5 Mental Health Specialist 3-Child and Family Clinic Coordinator, Newport *</p> <p>570 Quality and Utilization Management Coordinator *</p>												
RANGE 19		1	2	3	4	5	6	7	8	9	10	11
19.5	SAL/MTH	5798	5972	6151	6336	6526	6722	6923	7131	7345	7565	7792
19.2	HRLY	33.45	34.45	35.49	36.55	37.65	38.78	39.94	41.14	42.37	43.64	44.95
LI10	SAL/MTH	5856	6032	6213	6399	6591	6789	6992	7202	7418	7641	7870
19.2	HRLY	33.78	34.80	35.84	36.92	38.03	39.17	40.34	41.55	42.80	44.08	45.40
LI20	SAL/MTH	5943	6121	6305	6494	6689	6890	7096	7309	7528	7754	7987
19.2	HRLY	34.29	35.32	36.37	37.47	38.59	39.75	40.94	42.17	43.43	44.74	46.08
<p>179 Building Official *</p> <p>218 Parole and Probation Supervisor *</p> <p>239 Assistant Finance Director *</p> <p>256 Assistant Finance Director-HHS *</p> <p>268 Assistant Personnel Director *</p> <p>275 Support Services Director *</p> <p>316 Deputy Surveyor *</p> <p>337 Chief Appraiser *</p> <p>569-1 Division Manager-Developmental Disabilities *</p>												
RANGE 20		1	2	3	4	5	6	7	8	9	10	11
20.5	SAL/MTH	6262	6450	6643	6843	7048	7259	7477	7701	7932	8170	8415
20.2	HRLY	36.13	37.21	38.33	39.48	40.66	41.88	43.14	44.43	45.76	47.14	48.55
LI10	SAL/MTH	6325	6514	6710	6911	7118	7332	7552	7778	8012	8252	8500
20.2	HRLY	36.49	37.58	38.71	39.87	41.07	42.30	43.57	44.88	46.22	47.61	49.04
LI20	SAL/MTH	6418	6611	6809	7014	7224	7441	7664	7894	8131	8375	8626
20.2	HRLY	37.03	38.14	39.28	40.46	41.68	42.93	44.22	45.54	46.91	48.32	49.76
<p>203 Assistant Juvenile Director *</p> <p>282 Nurse Executive- Lincoln Community Health Center *</p> <p>415 Road Maintenance Supervisor *</p>												

**PAY RANGE & POSITION ASSIGNMENT  
NON-REPRESENTED EMPLOYEES**

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, 2016

RANGE 21		1	2	3	4	5	6	7	8	9	10	11
21.5	SAL/MTH	6763	6966	7175	7390	7612	7840	8075	8317	8567	8824	9089
21.2	HRLY	39.02	40.19	41.39	42.63	43.91	45.23	46.59	47.99	49.42	50.91	52.43
LI10	SAL/MTH	6830	7035	7246	7464	7688	7918	8156	8401	8653	8912	9180
21.2	HRLY	39.41	40.59	41.81	43.06	44.35	45.68	47.05	48.47	49.92	51.42	52.96
LI20	SAL/MTH	6932	7140	7354	7575	7802	8036	8277	8525	8781	9045	9316
21.2	HRLY	39.99	41.19	42.43	43.70	45.01	46.36	47.75	49.18	50.66	52.18	53.75
104 Lieutenant-Administrative											*	
109 Lieutenant- Patrol											*	
126 Lieutenant-Corrections											*	
152 Assistant IT Director-Network Manager											*	
566 Division Director-Public Health Services											*	
575 Division Director-Behavioral 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	7304	7523	7749	7981	8221	8467	8721	8983	9252	9530	9816
22.2	HRLY	42.14	43.40	44.70	46.04	47.43	48.85	50.31	51.82	53.38	54.98	56.63
LI10	SAL/MTH	7377	7598	7826	8061	8303	8552	8808	9073	9345	9625	9914
22.2	HRLY	42.56	43.84	45.15	46.51	47.90	49.34	50.82	52.34	53.91	55.53	57.20
LI20	SAL/MTH	7486	7711	7942	8181	8426	8679	8939	9207	9484	9768	10061
22.2	HRLY	43.19	44.49	45.82	47.20	48.61	50.07	51.57	53.12	54.71	56.35	58.05
307 Assistant Public Works Director-County Engineer											*	
RANGE 23		1	2	3	4	5	6	7	8	9	10	11
23.5	SAL/MTH	7888	8125	8369	8620	8878	9145	9419	9701	9993	10292	10601
23.2	HRLY	45.51	46.87	48.28	49.73	51.22	52.76	54.34	55.97	57.65	59.38	61.16
LI10	SAL/MTH	7967	8206	8452	8706	8967	9236	9513	9798	10092	10395	10707
23.2	HRLY	45.96	47.34	48.76	50.23	51.73	53.28	54.88	56.53	58.23	59.97	61.77
LI20	SAL/MTH	8085	8328	8578	8835	9100	9373	9654	9944	10242	10550	10866
23.2	HRLY	46.65	48.05	49.49	50.97	52.50	54.08	55.70	57.37	59.09	60.86	62.69
71 Assistant Legal Counsel											*	
79 Chief Deputy District Attorney											*	
RANGE 26		1	2	3	4	5	6	7	8	9	10	11
26.5	SAL/MTH	9937	10235	10542	10858	11184	11520	11865	12221	12588	12965	13354
26.2	HRLY	57.33	59.05	60.82	62.64	64.52	66.46	68.45	70.51	72.62	74.80	77.04
LI10	SAL/MTH	10036	10337	10647	10967	11296	11635	11984	12343	12714	13095	13488
26.2	HRLY	57.90	59.64	61.43	63.27	65.17	67.12	69.14	71.21	73.35	75.55	77.81
LI20	SAL/MTH	10185	10491	10806	11130	11464	11807	12162	12527	12902	13289	13688
26.2	HRLY	58.76	60.52	62.34	64.21	66.14	68.12	70.16	72.27	74.44	76.67	78.97
588 Family Practice Physician-Community Health Center											*	
599-1 Medical Director (+10%)											*	
599-2 Medical Director (+10%)-Part Time											*	