

**Lincoln County Pay Plan**  
**FOPPO Represented Employees - FLSA OT Eligible**  
**Effective: July 1, 2026**

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

	Range	Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Pay Grade
<b>Basic</b>	<b>15</b>	<b>Base</b>	<b>31.57</b>	<b>32.52</b>	<b>33.50</b>	<b>34.51</b>	<b>35.55</b>	<b>36.62</b>	<b>37.72</b>	<b>38.85</b>	<b>40.02</b>	<b>41.22</b>	<b>42.46</b>	<b>F01</b>
Basic	15	LI10	31.89	32.85	33.84	34.86	35.91	36.99	38.10	39.24	40.42	41.63	42.88	F02
Basic	15	LI20	32.36	33.33	34.34	35.37	36.44	37.54	38.66	39.82	41.02	42.25	43.52	F03
<b>Basic + FTO</b>	<b>15</b>	<b>Base</b>	<b>32.36</b>	<b>33.33</b>	<b>34.34</b>	<b>35.37</b>	<b>36.44</b>	<b>37.54</b>	<b>38.66</b>	<b>39.82</b>	<b>41.02</b>	<b>42.25</b>	<b>43.52</b>	<b>F10</b>
Basic + FTO	15	LI10	32.68	33.66	34.68	35.72	36.80	37.92	39.05	40.22	41.43	42.67	43.96	F11
Basic + FTO	15	LI20	33.17	34.16	35.20	36.25	37.35	38.48	39.63	40.82	42.05	43.31	44.61	F12