

Lincoln County Pay Plan

LCDA Represented Employees - FLSA OT Eligible

Effective: July 1, 2026

Employees will receive an additional 1% over base pay after 5 years of service, 2% after 10 years, 3% after 15 years and 5% after 20 years of service

Intermediate Certificate or Non-Cert AA Degree receives additional 4% over basic pay. Advanced Certificate or Non-Cert BA Degree receives an additional 8% over basic pay. 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
Basic	8	Base	19.87	20.47	21.08	21.71	22.36	23.03	23.72	24.43	25.16	25.91	26.69	S01
Basic	8	LI05	20.07	20.67	21.29	21.93	22.58	23.26	23.96	24.67	25.41	26.17	26.96	S02
Basic	8	LI10	20.27	20.88	21.50	22.14	22.81	23.49	24.19	24.92	25.66	26.43	27.22	S03
Basic	8	LI15	20.47	21.08	21.71	22.36	23.03	23.72	24.43	25.16	25.91	26.69	27.49	S04
Basic	8	LI20	20.86	21.49	22.13	22.80	23.48	24.18	24.91	25.65	26.42	27.21	28.02	S05
Basic	9	Base	21.46	22.10	22.76	23.44	24.14	24.86	25.61	26.38	27.17	27.99	28.83	S06
Basic	9	LI05	21.67	22.32	22.99	23.67	24.38	25.11	25.87	26.64	27.44	28.27	29.12	S07
Basic	9	LI10	21.89	22.54	23.22	23.91	24.62	25.36	26.12	26.91	27.71	28.55	29.41	S08
Basic	9	LI15	22.10	22.76	23.44	24.14	24.86	25.61	26.38	27.17	27.99	28.83	29.69	S09
Basic	9	LI20	22.53	23.21	23.90	24.61	25.35	26.10	26.89	27.70	28.53	29.39	30.27	S10
Basic	10	Base	23.18	23.88	24.60	25.34	26.10	26.88	27.69	28.52	29.38	30.26	31.17	S11
Basic	10	LI05	23.41	24.12	24.85	25.59	26.36	27.15	27.97	28.81	29.67	30.56	31.48	S12
Basic	10	LI10	23.64	24.36	25.09	25.85	26.62	27.42	28.24	29.09	29.97	30.87	31.79	S13
Basic	10	LI15	23.88	24.60	25.34	26.10	26.88	27.69	28.52	29.38	30.26	31.17	32.11	S14
Basic	10	LI20	24.34	25.07	25.83	26.61	27.41	28.22	29.07	29.95	30.85	31.77	32.73	S15
Basic	11	Base	25.03	25.78	26.55	27.35	28.17	29.02	29.89	30.79	31.71	32.66	33.64	S16
Basic	11	LI05	25.28	26.04	26.82	27.62	28.45	29.31	30.19	31.10	32.03	32.99	33.98	S17
Basic	11	LI10	25.53	26.30	27.08	27.90	28.73	29.60	30.49	31.41	32.34	33.31	34.31	S18
Basic	11	LI15	25.78	26.55	27.35	28.17	29.02	29.89	30.79	31.71	32.66	33.64	34.65	S19
Basic	11	LI20	26.28	27.07	27.88	28.72	29.58	30.47	31.38	32.33	33.30	34.29	35.32	S20
Basic	12	Base	27.03	27.84	28.68	29.54	30.43	31.34	32.28	33.25	34.25	35.28	36.34	S21
Basic	12	LI05	27.30	28.12	28.97	29.84	30.73	31.65	32.60	33.58	34.59	35.63	36.70	S22
Basic	12	LI10	27.57	28.40	29.25	30.13	31.04	31.97	32.93	33.92	34.94	35.99	37.07	S23
Basic	12	LI15	27.84	28.68	29.54	30.43	31.34	32.28	33.25	34.25	35.28	36.34	37.43	S24
Basic	12	LI20	28.38	29.23	30.11	31.02	31.95	32.91	33.89	34.91	35.96	37.04	38.16	S25
Basic	13	Base	29.19	30.07	30.97	31.90	32.86	33.85	34.87	35.92	37.00	38.11	39.25	S26
Basic	13	LI05	29.48	30.37	31.28	32.22	33.19	34.19	35.22	36.28	37.37	38.49	39.64	S27
Basic	13	LI10	29.77	30.67	31.59	32.54	33.52	34.53	35.57	36.64	37.74	38.87	40.04	S28
Basic	13	LI15	30.07	30.97	31.90	32.86	33.85	34.87	35.92	37.00	38.11	39.25	40.43	S29
Basic	13	LI20	30.65	31.57	32.52	33.50	34.50	35.54	36.61	37.72	38.85	40.02	41.21	S30
Basic	14	Base	31.53	32.48	33.45	34.45	35.48	36.54	37.64	38.77	39.93	41.13	42.36	S31
Basic	14	LI05	31.85	32.80	33.78	34.79	35.83	36.91	38.02	39.16	40.33	41.54	42.78	S32
Basic	14	LI10	32.16	33.13	34.12	35.14	36.19	37.27	38.39	39.55	40.73	41.95	43.21	S33
Basic	14	LI15	32.48	33.45	34.45	35.48	36.54	37.64	38.77	39.93	41.13	42.36	43.63	S34
Basic	14	LI20	33.11	34.10	35.12	36.17	37.25	38.37	39.52	40.71	41.93	43.19	44.48	S35

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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
Basic	15	Base	34.05	35.07	36.12	37.20	38.32	39.47	40.65	41.87	43.13	44.42	45.75	S36
Basic	15	LI05	34.39	35.42	36.48	37.57	38.70	39.86	41.06	42.29	43.56	44.86	46.21	S37
Basic	15	LI10	34.73	35.77	36.84	37.94	39.09	40.26	41.46	42.71	43.99	45.31	46.67	S38
Basic	15	LI15	35.07	36.12	37.20	38.32	39.47	40.65	41.87	43.13	44.42	45.75	47.12	S39
Basic	15	LI20	35.75	36.82	37.93	39.06	40.24	41.44	42.68	43.96	45.29	46.64	48.04	S40
Basic	16	Base	36.77	37.88	39.01	40.18	41.39	42.63	43.90	45.22	46.58	47.97	49.41	S41
Basic	16	LI05	37.14	38.26	39.40	40.58	41.80	43.06	44.34	45.67	47.05	48.45	49.90	S42
Basic	16	LI10	37.51	38.64	39.79	40.98	42.22	43.48	44.78	46.12	47.51	48.93	50.40	S43
Basic	16	LI15	37.87	39.02	40.18	41.39	42.63	43.91	45.22	46.58	47.98	49.41	50.89	S44
Basic	16	LI20	38.61	39.77	40.96	42.19	43.46	44.76	46.10	47.48	48.91	50.37	51.88	S45
Basic	17	Base	39.71	40.91	42.13	43.39	44.70	46.04	47.41	48.84	50.31	51.81	53.36	S46
Basic	17	LI05	40.11	41.32	42.55	43.82	45.15	46.50	47.88	49.33	50.81	52.33	53.89	S47
Basic	17	LI10	40.50	41.73	42.97	44.26	45.59	46.96	48.36	49.82	51.32	52.85	54.43	S48
Basic	17	LI15	40.90	42.14	43.39	44.69	46.04	47.42	48.83	50.31	51.82	53.36	54.96	S49
Basic	17	LI20	41.70	42.96	44.24	45.56	46.94	48.34	49.78	51.28	52.83	54.40	56.03	S50
Intermed	8	Base	20.66	21.29	21.92	22.58	23.25	23.95	24.67	25.41	26.17	26.95	27.76	S51
Intermed	8	LI05	20.87	21.50	22.14	22.81	23.48	24.19	24.92	25.66	26.43	27.22	28.04	S52
Intermed	8	LI10	21.07	21.72	22.36	23.03	23.72	24.43	25.16	25.92	26.69	27.49	28.32	S53
Intermed	8	LI15	21.28	21.93	22.58	23.26	23.95	24.67	25.41	26.17	26.96	27.76	28.59	S54
Intermed	8	LI20	21.69	22.35	23.02	23.71	24.41	25.15	25.90	26.68	27.48	28.30	29.15	S55
Intermed	9	Base	22.32	22.98	23.67	24.38	25.11	25.85	26.63	27.44	28.26	29.11	29.98	S56
Intermed	9	LI05	22.54	23.21	23.91	24.62	25.36	26.11	26.90	27.71	28.54	29.40	30.28	S57
Intermed	9	LI10	22.77	23.44	24.14	24.87	25.61	26.37	27.16	27.99	28.83	29.69	30.58	S58
Intermed	9	LI15	22.99	23.67	24.38	25.11	25.86	26.63	27.43	28.26	29.11	29.98	30.88	S59
Intermed	9	LI20	23.44	24.13	24.85	25.60	26.37	27.14	27.96	28.81	29.67	30.57	31.48	S60
Intermed	10	Base	24.11	24.84	25.58	26.35	27.14	27.96	28.80	29.66	30.56	31.47	32.42	S61
Intermed	10	LI05	24.35	25.09	25.84	26.61	27.41	28.24	29.09	29.96	30.87	31.78	32.74	S62
Intermed	10	LI10	24.59	25.34	26.09	26.88	27.68	28.52	29.38	30.25	31.17	32.10	33.07	S63
Intermed	10	LI15	24.83	25.59	26.35	27.14	27.95	28.80	29.66	30.55	31.48	32.41	33.39	S64
Intermed	10	LI20	25.32	26.08	26.86	27.67	28.50	29.36	30.24	31.14	32.09	33.04	34.04	S65
Intermed	11	Base	26.03	26.81	27.61	28.44	29.30	30.18	31.09	32.02	32.98	33.97	34.99	S66
Intermed	11	LI05	26.29	27.08	27.89	28.72	29.59	30.48	31.40	32.34	33.31	34.31	35.34	S67
Intermed	11	LI10	26.55	27.35	28.16	29.01	29.89	30.78	31.71	32.66	33.64	34.65	35.69	S68
Intermed	11	LI15	26.81	27.61	28.44	29.29	30.18	31.09	32.02	32.98	33.97	34.99	36.04	S69
Intermed	11	LI20	27.33	28.15	28.99	29.86	30.77	31.69	32.64	33.62	34.63	35.67	36.74	S70

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	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
Intermed	12	Base	28.11	28.95	29.83	30.72	31.65	32.59	33.57	34.58	35.62	36.69	37.79	S71
Intermed	12	LI05	28.39	29.24	30.13	31.03	31.97	32.92	33.91	34.93	35.98	37.06	38.17	S72
Intermed	12	LI10	28.67	29.53	30.43	31.33	32.28	33.24	34.24	35.27	36.33	37.42	38.55	S73
Intermed	12	LI15	28.95	29.82	30.72	31.64	32.60	33.57	34.58	35.62	36.69	37.79	38.92	S74
Intermed	12	LI20	29.52	30.40	31.32	32.26	33.23	34.22	35.25	36.31	37.40	38.52	39.68	S75
Intermed	13	Base	30.36	31.27	32.21	33.18	34.17	35.20	36.26	37.36	38.48	39.63	40.82	S76
Intermed	13	LI05	30.66	31.58	32.53	33.51	34.51	35.55	36.62	37.73	38.86	40.03	41.23	S77
Intermed	13	LI10	30.97	31.90	32.85	33.84	34.85	35.90	36.99	38.11	39.25	40.42	41.64	S78
Intermed	13	LI15	31.27	32.21	33.18	34.18	35.20	36.26	37.35	38.48	39.63	40.82	42.04	S79
Intermed	13	LI20	31.88	32.83	33.82	34.84	35.88	36.96	38.07	39.23	40.40	41.61	42.86	S80
Intermed	14	Base	32.79	33.78	34.79	35.83	36.90	38.00	39.15	40.32	41.53	42.78	44.05	S81
Intermed	14	LI05	33.12	34.12	35.14	36.19	37.27	38.38	39.54	40.72	41.95	43.21	44.49	S82
Intermed	14	LI10	33.45	34.46	35.49	36.55	37.64	38.76	39.93	41.13	42.36	43.64	44.93	S83
Intermed	14	LI15	33.77	34.79	35.83	36.90	38.01	39.14	40.32	41.53	42.78	44.06	45.37	S84
Intermed	14	LI20	34.43	35.47	36.53	37.62	38.75	39.90	41.11	42.34	43.61	44.92	46.25	S85
Intermed	15	Base	35.41	36.47	37.56	38.69	39.85	41.05	42.28	43.54	44.86	46.20	47.58	S86
Intermed	15	LI05	35.76	36.83	37.94	39.08	40.25	41.46	42.70	43.98	45.31	46.66	48.06	S87
Intermed	15	LI10	36.12	37.20	38.31	39.46	40.65	41.87	43.13	44.41	45.76	47.12	48.53	S88
Intermed	15	LI15	36.47	37.56	38.69	39.85	41.05	42.28	43.55	44.85	46.21	47.59	49.01	S89
Intermed	15	LI20	37.18	38.29	39.44	40.62	41.84	43.10	44.39	45.72	47.10	48.51	49.96	S90
Intermed	16	Base	38.24	39.40	40.57	41.79	43.05	44.34	45.66	47.03	48.44	49.89	51.39	S91
Intermed	16	LI05	38.62	39.79	40.98	42.21	43.48	44.78	46.12	47.50	48.92	50.39	51.90	S92
Intermed	16	LI10	39.00	40.19	41.38	42.63	43.91	45.23	46.57	47.97	49.41	50.89	52.42	S93
Intermed	16	LI15	39.39	40.58	41.79	43.04	44.34	45.67	47.03	48.44	49.89	51.39	52.93	S94
Intermed	16	LI20	40.15	41.37	42.60	43.88	45.20	46.56	47.94	49.38	50.86	52.38	53.96	S95
Intermed	17	Base	41.30	42.55	43.82	45.13	46.49	47.88	49.31	50.79	52.32	53.88	55.49	S96
Intermed	17	LI05	41.71	42.98	44.26	45.58	46.95	48.36	49.80	51.30	52.84	54.42	56.04	S97
Intermed	17	LI10	42.13	43.40	44.70	46.03	47.42	48.84	50.30	51.81	53.37	54.96	56.60	S98
Intermed	17	LI15	42.54	43.83	45.13	46.48	47.88	49.32	50.79	52.31	53.89	55.50	57.15	S99
Intermed	17	LI20	43.37	44.68	46.01	47.39	48.81	50.27	51.78	53.33	54.94	56.57	58.26	S100
Advanced	8	Base	21.46	22.10	22.76	23.44	24.14	24.86	25.61	26.38	27.17	27.99	28.83	S101
Advanced	8	LI05	21.67	22.32	22.99	23.67	24.38	25.11	25.87	26.64	27.44	28.27	29.12	S102
Advanced	8	LI10	21.89	22.54	23.22	23.91	24.62	25.36	26.12	26.91	27.71	28.55	29.41	S103
Advanced	8	LI15	22.10	22.76	23.44	24.14	24.86	25.61	26.38	27.17	27.99	28.83	29.69	S104
Advanced	8	LI20	22.53	23.21	23.90	24.61	25.35	26.10	26.89	27.70	28.53	29.39	30.27	S105

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Advanced	9	Base	23.18	23.88	24.60	25.34	26.10	26.88	27.69	28.52	29.38	30.26	31.17	\$106
Advanced	9	LI05	23.41	24.12	24.85	25.59	26.36	27.15	27.97	28.81	29.67	30.56	31.48	\$107
Advanced	9	LI10	23.64	24.36	25.09	25.85	26.62	27.42	28.24	29.09	29.97	30.87	31.79	\$108
Advanced	9	LI15	23.88	24.60	25.34	26.10	26.88	27.69	28.52	29.38	30.26	31.17	32.11	\$109
Advanced	9	LI20	24.34	25.07	25.83	26.61	27.41	28.22	29.07	29.95	30.85	31.77	32.73	\$110
Advanced	10	Base	25.03	25.78	26.55	27.35	28.17	29.02	29.89	30.79	31.71	32.66	33.64	\$111
Advanced	10	LI05	25.28	26.04	26.82	27.62	28.45	29.31	30.19	31.10	32.03	32.99	33.98	\$112
Advanced	10	LI10	25.53	26.30	27.08	27.90	28.73	29.60	30.49	31.41	32.34	33.31	34.31	\$113
Advanced	10	LI15	25.78	26.55	27.35	28.17	29.02	29.89	30.79	31.71	32.66	33.64	34.65	\$114
Advanced	10	LI20	26.28	27.07	27.88	28.72	29.58	30.47	31.38	32.33	33.30	34.29	35.32	\$115
Advanced	11	Base	27.03	27.84	28.68	29.54	30.43	31.34	32.28	33.25	34.25	35.28	36.34	\$116
Advanced	11	LI05	27.30	28.12	28.97	29.84	30.73	31.65	32.60	33.58	34.59	35.63	36.70	\$117
Advanced	11	LI10	27.57	28.40	29.25	30.13	31.04	31.97	32.93	33.92	34.94	35.99	37.07	\$118
Advanced	11	LI15	27.84	28.68	29.54	30.43	31.34	32.28	33.25	34.25	35.28	36.34	37.43	\$119
Advanced	11	LI20	28.38	29.23	30.11	31.02	31.95	32.91	33.89	34.91	35.96	37.04	38.16	\$120
Advanced	12	Base	29.19	30.07	30.97	31.90	32.86	33.85	34.87	35.92	37.00	38.11	39.25	\$121
Advanced	12	LI05	29.48	30.37	31.28	32.22	33.19	34.19	35.22	36.28	37.37	38.49	39.64	\$122
Advanced	12	LI10	29.77	30.67	31.59	32.54	33.52	34.53	35.57	36.64	37.74	38.87	40.04	\$123
Advanced	12	LI15	30.07	30.97	31.90	32.86	33.85	34.87	35.92	37.00	38.11	39.25	40.43	\$124
Advanced	12	LI20	30.65	31.57	32.52	33.50	34.50	35.54	36.61	37.72	38.85	40.02	41.21	\$125
Advanced	13	Base	31.53	32.48	33.45	34.45	35.48	36.54	37.64	38.77	39.93	41.13	42.36	\$126
Advanced	13	LI05	31.85	32.80	33.78	34.79	35.83	36.91	38.02	39.16	40.33	41.54	42.78	\$127
Advanced	13	LI10	32.16	33.13	34.12	35.14	36.19	37.27	38.39	39.55	40.73	41.95	43.21	\$128
Advanced	13	LI15	32.48	33.45	34.45	35.48	36.54	37.64	38.77	39.93	41.13	42.36	43.63	\$129
Advanced	13	LI20	33.11	34.10	35.12	36.17	37.25	38.37	39.52	40.71	41.93	43.19	44.48	\$130
Advanced	14	Base	34.05	35.07	36.12	37.20	38.32	39.47	40.65	41.87	43.13	44.42	45.75	\$131
Advanced	14	LI05	34.39	35.42	36.48	37.57	38.70	39.86	41.06	42.29	43.56	44.86	46.21	\$132
Advanced	14	LI10	34.73	35.77	36.84	37.94	39.09	40.26	41.46	42.71	43.99	45.31	46.67	\$133
Advanced	14	LI15	35.07	36.12	37.20	38.32	39.47	40.65	41.87	43.13	44.42	45.75	47.12	\$134
Advanced	14	LI20	35.75	36.82	37.93	39.06	40.24	41.44	42.68	43.96	45.29	46.64	48.04	\$135
Advanced	15	Base	36.77	37.87	39.01	40.18	41.39	42.63	43.91	45.23	46.59	47.99	49.43	\$136
Advanced	15	LI05	37.14	38.25	39.40	40.58	41.80	43.06	44.35	45.68	47.06	48.47	49.92	\$137
Advanced	15	LI10	37.51	38.63	39.79	40.98	42.22	43.48	44.79	46.13	47.52	48.95	50.42	\$138
Advanced	15	LI15	37.87	39.01	40.18	41.39	42.63	43.91	45.23	46.59	47.99	49.43	50.91	\$139
Advanced	15	LI20	38.61	39.76	40.96	42.19	43.46	44.76	46.11	47.49	48.92	50.39	51.90	\$140

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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
Advanced 16	Base	39.71	40.90	42.13	43.39	44.69	46.03	47.41	48.83	50.29	51.80	53.35	\$141
Advanced 16	LI05	40.11	41.31	42.55	43.82	45.14	46.49	47.88	49.32	50.79	52.32	53.88	\$142
Advanced 16	LI10	40.50	41.72	42.97	44.26	45.58	46.95	48.36	49.81	51.30	52.84	54.42	\$143
Advanced 16	LI15	40.90	42.13	43.39	44.69	46.03	47.41	48.83	50.29	51.80	53.35	54.95	\$144
Advanced 16	LI20	41.70	42.95	44.24	45.56	46.92	48.33	49.78	51.27	52.80	54.39	56.02	\$145
Advanced 17	Base	42.89	44.18	45.51	46.88	48.29	49.74	51.23	52.77	54.35	55.98	57.66	\$146
Advanced 17	LI05	43.32	44.62	45.97	47.35	48.77	50.24	51.74	53.30	54.89	56.54	58.24	\$147
Advanced 17	LI10	43.75	45.06	46.42	47.82	49.26	50.73	52.25	53.83	55.44	57.10	58.81	\$148
Advanced 17	LI15	44.18	45.51	46.88	48.29	49.74	51.23	52.77	54.35	55.98	57.66	59.39	\$149
Advanced 17	LI20	45.03	46.39	47.79	49.22	50.70	52.23	53.79	55.41	57.07	58.78	60.54	\$150
Basic + FTO 8	Base	20.37	20.98	21.61	22.25	22.92	23.61	24.31	25.04	25.79	26.56	27.36	\$151
Basic + FTO 8	LI05	20.57	21.19	21.83	22.47	23.15	23.85	24.55	25.29	26.05	26.83	27.63	\$152
Basic + FTO 8	LI10	20.78	21.40	22.04	22.70	23.38	24.08	24.80	25.54	26.31	27.09	27.91	\$153
Basic + FTO 8	LI15	20.98	21.61	22.26	22.92	23.61	24.32	25.04	25.79	26.56	27.36	28.18	\$154
Basic + FTO 8	LI20	21.39	22.03	22.69	23.36	24.07	24.79	25.53	26.29	27.08	27.89	28.73	\$155
Basic + FTO 9	Base	22.00	22.65	23.33	24.03	24.74	25.48	26.25	27.04	27.85	28.69	29.55	\$156
Basic + FTO 9	LI05	22.22	22.88	23.56	24.27	24.99	25.73	26.51	27.31	28.13	28.98	29.85	\$157
Basic + FTO 9	LI10	22.44	23.10	23.80	24.51	25.23	25.99	26.78	27.58	28.41	29.26	30.14	\$158
Basic + FTO 9	LI15	22.66	23.33	24.03	24.75	25.48	26.24	27.04	27.85	28.69	29.55	30.44	\$159
Basic + FTO 9	LI20	23.10	23.78	24.50	25.23	25.98	26.75	27.56	28.39	29.24	30.12	31.03	\$160
Basic + FTO 10	Base	23.76	24.48	25.22	25.97	26.75	27.55	28.38	29.23	30.11	31.02	31.95	\$161
Basic + FTO 10	LI05	24.00	24.72	25.47	26.23	27.02	27.83	28.66	29.52	30.41	31.33	32.27	\$162
Basic + FTO 10	LI10	24.24	24.97	25.72	26.49	27.29	28.10	28.95	29.81	30.71	31.64	32.59	\$163
Basic + FTO 10	LI15	24.47	25.21	25.98	26.75	27.55	28.38	29.23	30.11	31.01	31.95	32.91	\$164
Basic + FTO 10	LI20	24.95	25.70	26.48	27.27	28.09	28.93	29.80	30.69	31.62	32.57	33.55	\$165
Basic + FTO 11	Base	25.66	26.42	27.21	28.03	28.87	29.75	30.64	31.56	32.50	33.48	34.48	\$166
Basic + FTO 11	LI05	25.92	26.68	27.48	28.31	29.16	30.05	30.95	31.88	32.83	33.81	34.82	\$167
Basic + FTO 11	LI10	26.17	26.95	27.75	28.59	29.45	30.35	31.25	32.19	33.15	34.15	35.17	\$168
Basic + FTO 11	LI15	26.43	27.21	28.03	28.87	29.74	30.64	31.56	32.51	33.48	34.48	35.51	\$169
Basic + FTO 11	LI20	26.94	27.74	28.57	29.43	30.31	31.24	32.17	33.14	34.13	35.15	36.20	\$170
Basic + FTO 12	Base	27.71	28.54	29.40	30.28	31.19	32.12	33.09	34.08	35.11	36.16	37.25	\$171
Basic + FTO 12	LI05	27.99	28.83	29.69	30.58	31.50	32.44	33.42	34.42	35.46	36.52	37.62	\$172
Basic + FTO 12	LI10	28.26	29.11	29.99	30.89	31.81	32.76	33.75	34.76	35.81	36.88	38.00	\$173
Basic + FTO 12	LI15	28.54	29.40	30.28	31.19	32.13	33.08	34.08	35.10	36.16	37.24	38.37	\$174
Basic + FTO 12	LI20	29.10	29.97	30.87	31.79	32.75	33.73	34.74	35.78	36.87	37.97	39.11	\$175

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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
Basic + FTO 13	Base	29.92	30.82	31.74	32.70	33.68	34.70	35.74	36.82	37.93	39.06	40.23	\$176
Basic + FTO 13	LI05	30.22	31.13	32.06	33.03	34.02	35.05	36.10	37.19	38.31	39.45	40.63	\$177
Basic + FTO 13	LI10	30.52	31.44	32.37	33.35	34.35	35.39	36.45	37.56	38.69	39.84	41.03	\$178
Basic + FTO 13	LI15	30.82	31.74	32.69	33.68	34.69	35.74	36.81	37.92	39.07	40.23	41.44	\$179
Basic + FTO 13	LI20	31.42	32.36	33.33	34.34	35.36	36.44	37.53	38.66	39.83	41.01	42.24	\$180
Basic + FTO 14	Base	32.32	33.29	34.29	35.31	36.37	37.45	38.58	39.74	40.93	42.16	43.42	\$181
Basic + FTO 14	LI05	32.64	33.62	34.63	35.66	36.73	37.82	38.97	40.14	41.34	42.58	43.85	\$182
Basic + FTO 14	LI10	32.97	33.96	34.98	36.02	37.10	38.20	39.35	40.53	41.75	43.00	44.29	\$183
Basic + FTO 14	LI15	33.29	34.29	35.32	36.37	37.46	38.57	39.74	40.93	42.16	43.42	44.72	\$184
Basic + FTO 14	LI20	33.94	34.95	36.00	37.08	38.19	39.32	40.51	41.73	42.98	44.27	45.59	\$185
Basic + FTO 15	Base	34.90	35.95	37.02	38.13	39.28	40.46	41.67	42.92	44.21	45.53	46.89	\$186
Basic + FTO 15	LI05	35.25	36.31	37.39	38.51	39.67	40.86	42.09	43.35	44.65	45.99	47.36	\$187
Basic + FTO 15	LI10	35.60	36.67	37.76	38.89	40.07	41.27	42.50	43.78	45.09	46.44	47.83	\$188
Basic + FTO 15	LI15	35.95	37.03	38.13	39.27	40.46	41.67	42.92	44.21	45.54	46.90	48.30	\$189
Basic + FTO 15	LI20	36.65	37.75	38.87	40.04	41.24	42.48	43.75	45.07	46.42	47.81	49.23	\$190
Basic + FTO 16	Base	37.69	38.83	39.99	41.18	42.42	43.70	45.00	46.35	47.74	49.17	50.65	\$191
Basic + FTO 16	LI05	38.07	39.22	40.39	41.59	42.84	44.14	45.45	46.81	48.22	49.66	51.16	\$192
Basic + FTO 16	LI10	38.44	39.61	40.79	42.00	43.27	44.57	45.90	47.28	48.69	50.15	51.66	\$193
Basic + FTO 16	LI15	38.82	39.99	41.19	42.42	43.69	45.01	46.35	47.74	49.17	50.65	52.17	\$194
Basic + FTO 16	LI20	39.57	40.77	41.99	43.24	44.54	45.89	47.25	48.67	50.13	51.63	53.18	\$195
Basic + FTO 17	Base	40.70	41.93	43.18	44.47	45.82	47.19	48.60	50.06	51.57	53.11	54.69	\$196
Basic + FTO 17	LI05	41.11	42.35	43.61	44.91	46.28	47.66	49.09	50.56	52.09	53.64	55.24	\$197
Basic + FTO 17	LI10	41.51	42.77	44.04	45.36	46.74	48.13	49.57	51.06	52.60	54.17	55.78	\$198
Basic + FTO 17	LI15	41.92	43.19	44.48	45.80	47.19	48.61	50.06	51.56	53.12	54.70	56.33	\$199
Basic + FTO 17	LI20	42.74	44.03	45.34	46.69	48.11	49.55	51.03	52.56	54.15	55.77	57.42	\$200
Inter + FTO 8	Base	21.18	21.82	22.47	23.14	23.83	24.55	25.29	26.05	26.82	27.62	28.45	\$201
Inter + FTO 8	LI05	21.39	22.04	22.69	23.37	24.07	24.80	25.54	26.31	27.09	27.90	28.73	\$202
Inter + FTO 8	LI10	21.60	22.26	22.92	23.60	24.31	25.04	25.80	26.57	27.36	28.17	29.02	\$203
Inter + FTO 8	LI15	21.82	22.47	23.14	23.83	24.54	25.29	26.05	26.83	27.62	28.45	29.30	\$204
Inter + FTO 8	LI20	22.24	22.91	23.59	24.30	25.02	25.78	26.55	27.35	28.16	29.00	29.87	\$205
Inter + FTO 9	Base	22.88	23.55	24.26	24.99	25.74	26.50	27.30	28.13	28.97	29.84	30.73	\$206
Inter + FTO 9	LI05	23.11	23.79	24.50	25.24	26.00	26.77	27.57	28.41	29.26	30.14	31.04	\$207
Inter + FTO 9	LI10	23.34	24.02	24.75	25.49	26.25	27.03	27.85	28.69	29.55	30.44	31.34	\$208
Inter + FTO 9	LI15	23.57	24.26	24.99	25.74	26.51	27.30	28.12	28.97	29.84	30.74	31.65	\$209
Inter + FTO 9	LI20	24.02	24.73	25.47	26.24	27.03	27.83	28.67	29.54	30.42	31.33	32.27	\$210

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Inter + FTO 10	Base	24.71	25.46	26.22	27.01	27.82	28.66	29.52	30.40	31.32	32.26	33.23	S211
Inter + FTO 10	LI05	24.96	25.71	26.48	27.28	28.10	28.95	29.82	30.70	31.63	32.58	33.56	S212
Inter + FTO 10	LI10	25.20	25.97	26.74	27.55	28.38	29.23	30.11	31.01	31.95	32.91	33.89	S213
Inter + FTO 10	LI15	25.45	26.22	27.01	27.82	28.65	29.52	30.41	31.31	32.26	33.23	34.23	S214
Inter + FTO 10	LI20	25.95	26.73	27.53	28.36	29.21	30.09	31.00	31.92	32.89	33.87	34.89	S215
Inter + FTO 11	Base	26.68	27.48	28.30	29.15	30.03	30.93	31.87	32.82	33.80	34.82	35.86	S216
Inter + FTO 11	LI05	26.95	27.75	28.58	29.44	30.33	31.24	32.19	33.15	34.14	35.17	36.22	S217
Inter + FTO 11	LI10	27.21	28.03	28.87	29.73	30.63	31.55	32.51	33.48	34.48	35.52	36.58	S218
Inter + FTO 11	LI15	27.48	28.30	29.15	30.02	30.93	31.86	32.83	33.80	34.81	35.86	36.94	S219
Inter + FTO 11	LI20	28.01	28.85	29.72	30.61	31.53	32.48	33.46	34.46	35.49	36.56	37.65	S220
Inter + FTO 12	Base	28.81	29.67	30.58	31.49	32.44	33.40	34.41	35.44	36.51	37.61	38.73	S221
Inter + FTO 12	LI05	29.10	29.97	30.89	31.80	32.76	33.73	34.75	35.79	36.88	37.99	39.12	S222
Inter + FTO 12	LI10	29.39	30.26	31.19	32.12	33.09	34.07	35.10	36.15	37.24	38.36	39.50	S223
Inter + FTO 12	LI15	29.67	30.56	31.50	32.43	33.41	34.40	35.44	36.50	37.61	38.74	39.89	S224
Inter + FTO 12	LI20	30.25	31.15	32.11	33.06	34.06	35.07	36.13	37.21	38.34	39.49	40.67	S225
Inter + FTO 13	Base	31.12	32.05	33.02	34.01	35.02	36.08	37.17	38.29	39.44	40.62	41.84	S226
Inter + FTO 13	LI05	31.43	32.37	33.35	34.35	35.37	36.44	37.54	38.67	39.83	41.03	42.26	S227
Inter + FTO 13	LI10	31.74	32.69	33.68	34.69	35.72	36.80	37.91	39.06	40.23	41.43	42.68	S228
Inter + FTO 13	LI15	32.05	33.01	34.01	35.03	36.07	37.16	38.29	39.44	40.62	41.84	43.10	S229
Inter + FTO 13	LI20	32.68	33.65	34.67	35.71	36.77	37.88	39.03	40.20	41.41	42.65	43.93	S230
Inter + FTO 14	Base	33.61	34.62	35.66	36.73	37.82	38.95	40.13	41.33	42.57	43.85	45.15	S231
Inter + FTO 14	LI05	33.95	34.97	36.02	37.10	38.20	39.34	40.53	41.74	43.00	44.29	45.60	S232
Inter + FTO 14	LI10	34.28	35.31	36.37	37.46	38.58	39.73	40.93	42.16	43.42	44.73	46.05	S233
Inter + FTO 14	LI15	34.62	35.66	36.73	37.83	38.95	40.12	41.33	42.57	43.85	45.17	46.50	S234
Inter + FTO 14	LI20	35.29	36.35	37.44	38.57	39.71	40.90	42.14	43.40	44.70	46.04	47.41	S235
Inter + FTO 15	Base	36.30	37.38	38.50	39.66	40.85	42.08	43.34	44.63	45.98	47.36	48.77	S236
Inter + FTO 15	LI05	36.66	37.75	38.89	40.06	41.26	42.50	43.77	45.08	46.44	47.83	49.26	S237
Inter + FTO 15	LI10	37.03	38.13	39.27	40.45	41.67	42.92	44.21	45.52	46.90	48.31	49.75	S238
Inter + FTO 15	LI15	37.39	38.50	39.66	40.85	42.08	43.34	44.64	45.97	47.36	48.78	50.23	S239
Inter + FTO 15	LI20	38.12	39.25	40.43	41.64	42.89	44.18	45.51	46.86	48.28	49.73	51.21	S240
Inter + FTO 16	Base	39.20	40.39	41.58	42.83	44.13	45.45	46.80	48.21	49.65	51.14	52.67	S241
Inter + FTO 16	LI05	39.59	40.79	42.00	43.26	44.57	45.90	47.27	48.69	50.15	51.65	53.20	S242
Inter + FTO 16	LI10	39.98	41.20	42.41	43.69	45.01	46.36	47.74	49.17	50.64	52.16	53.72	S243
Inter + FTO 16	LI15	40.38	41.60	42.83	44.11	45.45	46.81	48.20	49.66	51.14	52.67	54.25	S244
Inter + FTO 16	LI20	41.16	42.41	43.66	44.97	46.34	47.72	49.14	50.62	52.13	53.70	55.30	S245

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Inter + FTO	17	Base	42.33	43.61	44.92	46.26	47.65	49.08	50.54	52.06	53.63	55.23	56.88	S246
Inter + FTO	17	LI05	42.75	44.05	45.37	46.72	48.13	49.57	51.05	52.58	54.17	55.78	57.45	S247
Inter + FTO	17	LI10	43.18	44.48	45.82	47.19	48.60	50.06	51.55	53.10	54.70	56.33	58.02	S248
Inter + FTO	17	LI15	43.60	44.92	46.27	47.65	49.08	50.55	52.06	53.62	55.24	56.89	58.59	S249
Inter + FTO	17	LI20	44.45	45.79	47.17	48.57	50.03	51.53	53.07	54.66	56.31	57.99	59.72	S250
Adv + FTO	8	Base	22.00	22.65	23.33	24.03	24.74	25.48	26.25	27.04	27.85	28.69	29.55	S251
Adv + FTO	8	LI05	22.22	22.88	23.56	24.27	24.99	25.73	26.51	27.31	28.13	28.98	29.85	S252
Adv + FTO	8	LI10	22.44	23.10	23.80	24.51	25.23	25.99	26.78	27.58	28.41	29.26	30.14	S253
Adv + FTO	8	LI15	22.66	23.33	24.03	24.75	25.48	26.24	27.04	27.85	28.69	29.55	30.44	S254
Adv + FTO	8	LI20	23.10	23.78	24.50	25.23	25.98	26.75	27.56	28.39	29.24	30.12	31.03	S255
Adv + FTO	9	Base	23.76	24.48	25.22	25.97	26.75	27.55	28.38	29.23	30.11	31.02	31.95	S256
Adv + FTO	9	LI05	24.00	24.72	25.47	26.23	27.02	27.83	28.66	29.52	30.41	31.33	32.27	S257
Adv + FTO	9	LI10	24.24	24.97	25.72	26.49	27.29	28.10	28.95	29.81	30.71	31.64	32.59	S258
Adv + FTO	9	LI15	24.47	25.21	25.98	26.75	27.55	28.38	29.23	30.11	31.01	31.95	32.91	S259
Adv + FTO	9	LI20	24.95	25.70	26.48	27.27	28.09	28.93	29.80	30.69	31.62	32.57	33.55	S260
Adv + FTO	10	Base	25.66	26.42	27.21	28.03	28.87	29.75	30.64	31.56	32.50	33.48	34.48	S261
Adv + FTO	10	LI05	25.92	26.68	27.48	28.31	29.16	30.05	30.95	31.88	32.83	33.81	34.82	S262
Adv + FTO	10	LI10	26.17	26.95	27.75	28.59	29.45	30.35	31.25	32.19	33.15	34.15	35.17	S263
Adv + FTO	10	LI15	26.43	27.21	28.03	28.87	29.74	30.64	31.56	32.51	33.48	34.48	35.51	S264
Adv + FTO	10	LI20	26.94	27.74	28.57	29.43	30.31	31.24	32.17	33.14	34.13	35.15	36.20	S265
Adv + FTO	11	Base	27.71	28.54	29.40	30.28	31.19	32.12	33.09	34.08	35.11	36.16	37.25	S266
Adv + FTO	11	LI05	27.99	28.83	29.69	30.58	31.50	32.44	33.42	34.42	35.46	36.52	37.62	S267
Adv + FTO	11	LI10	28.26	29.11	29.99	30.89	31.81	32.76	33.75	34.76	35.81	36.88	38.00	S268
Adv + FTO	11	LI15	28.54	29.40	30.28	31.19	32.13	33.08	34.08	35.10	36.16	37.24	38.37	S269
Adv + FTO	11	LI20	29.10	29.97	30.87	31.79	32.75	33.73	34.74	35.78	36.87	37.97	39.11	S270
Adv + FTO	12	Base	29.92	30.82	31.74	32.70	33.68	34.70	35.74	36.82	37.93	39.06	40.23	S271
Adv + FTO	12	LI05	30.22	31.13	32.06	33.03	34.02	35.05	36.10	37.19	38.31	39.45	40.63	S272
Adv + FTO	12	LI10	30.52	31.44	32.37	33.35	34.35	35.39	36.45	37.56	38.69	39.84	41.03	S273
Adv + FTO	12	LI15	30.82	31.74	32.69	33.68	34.69	35.74	36.81	37.92	39.07	40.23	41.44	S274
Adv + FTO	12	LI20	31.42	32.36	33.33	34.34	35.36	36.44	37.53	38.66	39.83	41.01	42.24	S275
Adv + FTO	13	Base	32.32	33.29	34.29	35.31	36.37	37.45	38.58	39.74	40.93	42.16	43.42	S276
Adv + FTO	13	LI05	32.64	33.62	34.63	35.66	36.73	37.82	38.97	40.14	41.34	42.58	43.85	S277
Adv + FTO	13	LI10	32.97	33.96	34.98	36.02	37.10	38.20	39.35	40.53	41.75	43.00	44.29	S278
Adv + FTO	13	LI15	33.29	34.29	35.32	36.37	37.46	38.57	39.74	40.93	42.16	43.42	44.72	S279
Adv + FTO	13	LI20	33.94	34.95	36.00	37.08	38.19	39.32	40.51	41.73	42.98	44.27	45.59	S280

Lincoln County Pay Plan

LCDA Represented Employees - FLSA OT Eligible

Effective: July 1, 2026

Employees will receive an additional 1% over base pay after 5 years of service, 2% after 10 years, 3% after 15 years and 5% after 20 years of service

Intermediate Certificate or Non-Cert AA Degree receives additional 4% over basic pay. Advanced Certificate or Non-Cert BA Degree receives an additional 8% over basic pay. 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	
Adv + FTO	14	Base	34.90	35.95	37.02	38.13	39.28	40.46	41.67	42.92	44.21	45.53	46.89	S281
Adv + FTO	14	LI05	35.25	36.31	37.39	38.51	39.67	40.86	42.09	43.35	44.65	45.99	47.36	S282
Adv + FTO	14	LI10	35.60	36.67	37.76	38.89	40.07	41.27	42.50	43.78	45.09	46.44	47.83	S283
Adv + FTO	14	LI15	35.95	37.03	38.13	39.27	40.46	41.67	42.92	44.21	45.54	46.90	48.30	S284
Adv + FTO	14	LI20	36.65	37.75	38.87	40.04	41.24	42.48	43.75	45.07	46.42	47.81	49.23	S285
Adv + FTO	15	Base	37.69	38.82	39.99	41.18	42.42	43.70	45.01	46.36	47.75	49.19	50.67	S286
Adv + FTO	15	LI05	38.07	39.21	40.39	41.59	42.84	44.14	45.46	46.82	48.23	49.68	51.18	S287
Adv + FTO	15	LI10	38.44	39.60	40.79	42.00	43.27	44.57	45.91	47.29	48.71	50.17	51.68	S288
Adv + FTO	15	LI15	38.82	39.98	41.19	42.42	43.69	45.01	46.36	47.75	49.18	50.67	52.19	S289
Adv + FTO	15	LI20	39.57	40.76	41.99	43.24	44.54	45.89	47.26	48.68	50.14	51.65	53.20	S290
Adv + FTO	16	Base	40.70	41.92	43.18	44.47	45.81	47.18	48.60	50.05	51.55	53.10	54.68	S291
Adv + FTO	16	LI05	41.11	42.34	43.61	44.91	46.27	47.65	49.09	50.55	52.07	53.63	55.23	S292
Adv + FTO	16	LI10	41.51	42.76	44.04	45.36	46.73	48.12	49.57	51.05	52.58	54.16	55.77	S293
Adv + FTO	16	LI15	41.92	43.18	44.48	45.80	47.18	48.60	50.06	51.55	53.10	54.69	56.32	S294
Adv + FTO	16	LI20	42.74	44.02	45.34	46.69	48.10	49.54	51.03	52.55	54.13	55.76	57.41	S295
Adv + FTO	17	Base	43.96	45.28	46.65	48.05	49.50	50.98	52.51	54.09	55.71	57.38	59.10	S296
Adv + FTO	17	LI05	44.40	45.73	47.12	48.53	50.00	51.49	53.04	54.63	56.27	57.95	59.69	S297
Adv + FTO	17	LI10	44.84	46.19	47.58	49.01	50.49	52.00	53.56	55.17	56.82	58.53	60.28	S298
Adv + FTO	17	LI15	45.28	46.64	48.05	49.49	50.99	52.51	54.09	55.71	57.38	59.10	60.87	S299
Adv + FTO	17	LI20	46.16	47.54	48.98	50.45	51.98	53.53	55.14	56.79	58.50	60.25	62.06	S300