

Lincoln County Pay Plan

LCEA Represented Employees - FLSA Exempt

Effective: July 1, 2026

Annual salary paid based on pay frequency

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

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
15	Base	68,643	70,702	72,823	75,008	77,258	79,576	81,963	84,422	86,955	89,564	92,251	L29
15	LI10	69,329	71,409	73,551	75,758	78,031	80,372	82,783	85,266	87,825	90,460	93,174	L30
15	LI20	70,359	72,470	74,644	76,883	79,189	81,565	84,012	86,533	89,129	91,803	94,557	L31
16	Base	74,134	76,358	78,649	81,008	83,438	85,941	88,519	91,175	93,910	96,727	99,629	L32
16	LI10	74,875	77,122	79,435	81,818	84,272	86,800	89,404	92,087	94,849	97,694	100,625	L33
16	LI20	75,987	78,267	80,615	83,033	85,524	88,090	90,732	93,454	96,258	99,145	102,120	L34
17	Base	80,065	82,467	84,941	87,489	90,114	92,817	95,602	98,470	101,424	104,467	107,601	L35
17	LI10	80,866	83,292	85,790	88,364	91,015	93,745	96,558	99,455	102,438	105,512	108,677	L36
17	LI20	82,067	84,529	87,065	89,676	92,367	95,137	97,992	100,932	103,960	107,079	110,291	L37
18	Base	86,470	89,064	91,736	94,488	97,323	100,243	103,250	106,348	109,538	112,824	116,209	L38
18	LI10	87,335	89,955	92,653	95,433	98,296	101,245	104,283	107,411	110,633	113,952	117,371	L39
18	LI20	88,632	91,291	94,029	96,850	99,756	102,749	105,831	109,007	112,276	115,645	119,114	L40
19	Base	93,388	96,190	99,076	102,048	105,109	108,262	111,510	114,855	118,301	121,850	125,506	L41
19	LI10	94,322	97,152	100,067	103,068	106,160	109,345	112,625	116,004	119,484	123,069	126,761	L42
19	LI20	95,723	98,595	101,553	104,599	107,737	110,969	114,298	117,726	121,259	124,896	128,644	L43
20	Base	100,859	103,885	107,002	110,212	113,518	116,924	120,432	124,045	127,766	131,599	135,547	L44
20	LI10	101,868	104,924	108,072	111,314	114,653	118,093	121,636	125,285	129,044	132,915	136,902	L45
20	LI20	103,380	106,482	109,677	112,967	116,356	119,847	123,443	127,146	130,960	134,889	138,936	L46
21	Base	108,928	112,196	115,562	119,029	122,600	126,278	130,066	133,968	137,987	142,127	146,391	L47
21	LI10	110,017	113,318	116,718	120,219	123,826	127,541	131,367	135,308	139,367	143,548	147,855	L48
21	LI20	111,651	115,001	118,451	122,005	125,665	129,435	133,318	137,317	141,437	145,680	150,051	L49
22	Base	117,642	121,171	124,806	128,550	132,407	136,379	140,470	144,684	149,025	153,496	158,101	L50
22	LI10	118,818	122,383	126,054	129,836	133,731	137,743	141,875	146,131	150,515	155,031	159,682	L51
22	LI20	120,583	124,200	127,926	131,764	135,717	139,788	143,982	148,301	152,751	157,333	162,054	L52
23	Base	127,053	130,865	134,791	138,835	143,000	147,290	151,709	156,260	160,948	165,776	170,749	L53
23	LI10	128,324	132,174	136,139	140,223	144,430	148,763	153,226	157,823	162,557	167,434	172,456	L54
23	LI20	130,229	134,137	138,161	142,306	146,575	150,972	155,502	160,167	164,972	169,920	175,018	L55
24	Base	137,217	141,334	145,574	149,941	154,439	159,072	163,844	168,759	173,822	179,037	184,408	L56
24	LI10	138,589	142,747	147,030	151,440	155,983	160,663	165,482	170,447	175,560	180,827	186,252	L57
24	LI20	140,647	144,867	149,213	153,690	158,300	163,049	167,940	172,978	178,168	183,513	189,018	L58

Lincoln County Pay Plan
LCEA Represented Employees - FLSA Exempt
Effective: July 1, 2026
Annual salary paid based on pay frequency

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

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
25	Base	148,194	152,640	157,219	161,936	166,794	171,798	176,952	182,261	187,729	193,361	199,162	L59
25	LI10	149,676	154,166	158,791	163,555	168,462	173,516	178,722	184,084	189,606	195,295	201,154	L60
25	LI20	151,899	156,456	161,149	165,984	170,964	176,093	181,376	186,818	192,422	198,195	204,141	L61