

# Lincoln County Pay Plan

## LCEA Represented Employees - FLSA OT Eligible

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
<b>1</b>	<b>Base</b>	<b>11.23</b>	<b>11.57</b>	<b>11.92</b>	<b>12.28</b>	<b>12.65</b>	<b>13.03</b>	<b>13.42</b>	<b>13.82</b>	<b>14.23</b>	<b>14.66</b>	<b>15.10</b>	<b>L01</b>
1	LI10	11.34	11.69	12.04	12.40	12.78	13.16	13.55	13.96	14.37	14.81	15.25	not used
1	LI20	11.51	11.86	12.22	12.59	12.97	13.36	13.76	14.17	14.59	15.03	15.48	not used
<b>2</b>	<b>Base</b>	<b>12.13</b>	<b>12.49</b>	<b>12.86</b>	<b>13.25</b>	<b>13.65</b>	<b>14.06</b>	<b>14.48</b>	<b>14.91</b>	<b>15.36</b>	<b>15.82</b>	<b>16.29</b>	<b>L02</b>
2	LI10	12.25	12.61	12.99	13.38	13.79	14.20	14.62	15.06	15.51	15.98	16.45	not used
2	LI20	12.43	12.80	13.18	13.58	13.99	14.41	14.84	15.28	15.74	16.22	16.70	not used
<b>3</b>	<b>Base</b>	<b>13.10</b>	<b>13.49</b>	<b>13.89</b>	<b>14.31</b>	<b>14.74</b>	<b>15.18</b>	<b>15.64</b>	<b>16.11</b>	<b>16.59</b>	<b>17.09</b>	<b>17.60</b>	<b>L03</b>
3	LI10	13.23	13.62	14.03	14.45	14.89	15.33	15.80	16.27	16.76	17.26	17.78	not used
3	LI20	13.43	13.83	14.24	14.67	15.11	15.56	16.03	16.51	17.00	17.52	18.04	not used
<b>4</b>	<b>Base</b>	<b>14.15</b>	<b>14.57</b>	<b>15.01</b>	<b>15.46</b>	<b>15.92</b>	<b>16.40</b>	<b>16.89</b>	<b>17.40</b>	<b>17.92</b>	<b>18.46</b>	<b>19.01</b>	<b>L04</b>
4	LI10	14.29	14.72	15.16	15.61	16.08	16.56	17.06	17.57	18.10	18.64	19.20	not used
4	LI20	14.50	14.93	15.39	15.85	16.32	16.81	17.31	17.84	18.37	18.92	19.49	not used
<b>5</b>	<b>Base</b>	<b>15.28</b>	<b>15.74</b>	<b>16.21</b>	<b>16.70</b>	<b>17.20</b>	<b>17.72</b>	<b>18.25</b>	<b>18.80</b>	<b>19.36</b>	<b>19.94</b>	<b>20.54</b>	<b>L05</b>
5	LI10	15.43	15.90	16.37	16.87	17.37	17.90	18.43	18.99	19.55	20.14	20.75	not used
5	LI20	15.66	16.13	16.62	17.12	17.63	18.16	18.71	19.27	19.84	20.44	21.05	not used
<b>6</b>	<b>Base</b>	<b>16.50</b>	<b>17.00</b>	<b>17.51</b>	<b>18.04</b>	<b>18.58</b>	<b>19.14</b>	<b>19.71</b>	<b>20.30</b>	<b>20.91</b>	<b>21.54</b>	<b>22.19</b>	<b>L06</b>
6	LI10	16.67	17.17	17.69	18.22	18.77	19.33	19.91	20.50	21.12	21.76	22.41	not used
6	LI20	16.91	17.43	17.95	18.49	19.04	19.62	20.20	20.81	21.43	22.08	22.74	not used
<b>7</b>	<b>Base</b>	<b>17.82</b>	<b>18.35</b>	<b>18.90</b>	<b>19.47</b>	<b>20.05</b>	<b>20.65</b>	<b>21.27</b>	<b>21.91</b>	<b>22.57</b>	<b>23.25</b>	<b>23.95</b>	<b>L07</b>
7	LI10	18.00	18.53	19.09	19.66	20.25	20.86	21.48	22.13	22.80	23.48	24.19	not used
7	LI20	18.27	18.81	19.37	19.96	20.55	21.17	21.80	22.46	23.13	23.83	24.55	not used
<b>8</b>	<b>Base</b>	<b>19.25</b>	<b>19.83</b>	<b>20.42</b>	<b>21.03</b>	<b>21.66</b>	<b>22.31</b>	<b>22.98</b>	<b>23.67</b>	<b>24.38</b>	<b>25.11</b>	<b>25.86</b>	<b>L08</b>
8	LI10	19.44	20.03	20.62	21.24	21.88	22.53	23.21	23.91	24.62	25.36	26.12	L09
8	LI20	19.73	20.33	20.93	21.56	22.20	22.87	23.55	24.26	24.99	25.74	26.51	L10
<b>9</b>	<b>Base</b>	<b>20.79</b>	<b>21.41</b>	<b>22.05</b>	<b>22.71</b>	<b>23.39</b>	<b>24.09</b>	<b>24.81</b>	<b>25.55</b>	<b>26.32</b>	<b>27.11</b>	<b>27.92</b>	<b>L11</b>
9	LI10	21.00	21.62	22.27	22.94	23.62	24.33	25.06	25.81	26.58	27.38	28.20	L12
9	LI20	21.31	21.95	22.60	23.28	23.97	24.69	25.43	26.19	26.98	27.79	28.62	L13
<b>10</b>	<b>Base</b>	<b>22.45</b>	<b>23.12</b>	<b>23.81</b>	<b>24.52</b>	<b>25.26</b>	<b>26.02</b>	<b>26.80</b>	<b>27.60</b>	<b>28.43</b>	<b>29.28</b>	<b>30.16</b>	<b>L14</b>
10	LI10	22.67	23.35	24.05	24.77	25.51	26.28	27.07	27.88	28.71	29.57	30.46	L15
10	LI20	23.01	23.70	24.41	25.13	25.89	26.67	27.47	28.29	29.14	30.01	30.91	L16
<b>11</b>	<b>Base</b>	<b>24.25</b>	<b>24.98</b>	<b>25.73</b>	<b>26.50</b>	<b>27.30</b>	<b>28.12</b>	<b>28.96</b>	<b>29.83</b>	<b>30.72</b>	<b>31.64</b>	<b>32.59</b>	<b>L17</b>
11	LI10	24.49	25.23	25.99	26.77	27.57	28.40	29.25	30.13	31.03	31.96	32.92	L18
11	LI20	24.86	25.60	26.37	27.16	27.98	28.82	29.68	30.58	31.49	32.43	33.40	L19

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<b>12</b>	<b>Base</b>	<b>26.19</b>	<b>26.98</b>	<b>27.79</b>	<b>28.62</b>	<b>29.48</b>	<b>30.36</b>	<b>31.27</b>	<b>32.21</b>	<b>33.18</b>	<b>34.18</b>	<b>35.21</b>	<b>L20</b>
12	LI10	26.45	27.25	28.07	28.91	29.77	30.66	31.58	32.53	33.51	34.52	35.56	L21
12	LI20	26.84	27.65	28.48	29.34	30.22	31.12	32.05	33.02	34.01	35.03	36.09	L22
<b>13</b>	<b>Base</b>	<b>28.29</b>	<b>29.14</b>	<b>30.01</b>	<b>30.91</b>	<b>31.84</b>	<b>32.80</b>	<b>33.78</b>	<b>34.79</b>	<b>35.83</b>	<b>36.90</b>	<b>38.01</b>	<b>L23</b>
13	LI10	28.57	29.43	30.31	31.22	32.16	33.13	34.12	35.14	36.19	37.27	38.39	L24
13	LI20	29.00	29.87	30.76	31.68	32.64	33.62	34.62	35.66	36.73	37.82	38.96	L25
<b>14</b>	<b>Base</b>	<b>30.55</b>	<b>31.47</b>	<b>32.41</b>	<b>33.38</b>	<b>34.38</b>	<b>35.41</b>	<b>36.47</b>	<b>37.56</b>	<b>38.69</b>	<b>39.85</b>	<b>41.05</b>	<b>L26</b>
14	LI10	30.86	31.78	32.73	33.71	34.72	35.76	36.83	37.94	39.08	40.25	41.46	L27
14	LI20	31.31	32.26	33.22	34.21	35.24	36.30	37.38	38.50	39.66	40.85	42.08	L28
<b>15</b>	<b>Base</b>	<b>32.99</b>	<b>33.98</b>	<b>35.00</b>	<b>36.05</b>	<b>37.13</b>	<b>38.24</b>	<b>39.39</b>	<b>40.57</b>	<b>41.79</b>	<b>43.04</b>	<b>44.33</b>	<b>L29</b>
15	LI10	33.32	34.32	35.35	36.41	37.50	38.62	39.78	40.98	42.21	43.47	44.77	L30
15	LI20	33.81	34.83	35.88	36.95	38.06	39.20	40.37	41.58	42.83	44.12	45.44	L31
<b>16</b>	<b>Base</b>	<b>35.63</b>	<b>36.70</b>	<b>37.80</b>	<b>38.93</b>	<b>40.10</b>	<b>41.30</b>	<b>42.54</b>	<b>43.82</b>	<b>45.13</b>	<b>46.48</b>	<b>47.87</b>	<b>L32</b>
16	LI10	35.99	37.07	38.18	39.32	40.50	41.71	42.97	44.26	45.58	46.94	48.35	L33
16	LI20	36.52	37.62	38.75	39.90	41.10	42.33	43.60	44.92	46.26	47.64	49.07	L34
<b>17</b>	<b>Base</b>	<b>38.48</b>	<b>39.63</b>	<b>40.82</b>	<b>42.04</b>	<b>43.30</b>	<b>44.60</b>	<b>45.94</b>	<b>47.32</b>	<b>48.74</b>	<b>50.20</b>	<b>51.71</b>	<b>L35</b>
17	LI10	38.86	40.03	41.23	42.46	43.73	45.05	46.40	47.79	49.23	50.70	52.23	L36
17	LI20	39.44	40.62	41.84	43.09	44.38	45.72	47.09	48.50	49.96	51.46	53.00	L37
<b>18</b>	<b>Base</b>	<b>41.56</b>	<b>42.81</b>	<b>44.09</b>	<b>45.41</b>	<b>46.77</b>	<b>48.17</b>	<b>49.62</b>	<b>51.11</b>	<b>52.64</b>	<b>54.22</b>	<b>55.85</b>	<b>L38</b>
18	LI10	41.98	43.24	44.53	45.86	47.24	48.65	50.12	51.62	53.17	54.76	56.41	L39
18	LI20	42.60	43.88	45.19	46.55	47.94	49.37	50.86	52.39	53.96	55.58	57.25	L40
<b>19</b>	<b>Base</b>	<b>44.88</b>	<b>46.23</b>	<b>47.62</b>	<b>49.05</b>	<b>50.52</b>	<b>52.04</b>	<b>53.60</b>	<b>55.21</b>	<b>56.87</b>	<b>58.58</b>	<b>60.34</b>	<b>L41</b>
19	LI10	45.33	46.69	48.10	49.54	51.03	52.56	54.14	55.76	57.44	59.17	60.94	L42
19	LI20	46.00	47.39	48.81	50.28	51.78	53.34	54.94	56.59	58.29	60.04	61.85	L43
<b>20</b>	<b>Base</b>	<b>48.47</b>	<b>49.92</b>	<b>51.42</b>	<b>52.96</b>	<b>54.55</b>	<b>56.19</b>	<b>57.88</b>	<b>59.62</b>	<b>61.41</b>	<b>63.25</b>	<b>65.15</b>	<b>L44</b>
20	LI10	48.95	50.42	51.93	53.49	55.10	56.75	58.46	60.22	62.02	63.88	65.80	L45
20	LI20	49.68	51.17	52.71	54.28	55.91	57.59	59.33	61.11	62.95	64.83	66.78	L46
<b>21</b>	<b>Base</b>	<b>52.35</b>	<b>53.92</b>	<b>55.54</b>	<b>57.21</b>	<b>58.93</b>	<b>60.70</b>	<b>62.52</b>	<b>64.40</b>	<b>66.33</b>	<b>68.32</b>	<b>70.37</b>	<b>L47</b>
21	LI10	52.87	54.46	56.10	57.78	59.52	61.31	63.15	65.04	66.99	69.00	71.07	L48
21	LI20	53.66	55.27	56.93	58.64	60.40	62.22	64.08	66.01	67.99	70.03	72.13	L49
<b>22</b>	<b>Base</b>	<b>56.54</b>	<b>58.24</b>	<b>59.99</b>	<b>61.79</b>	<b>63.64</b>	<b>65.55</b>	<b>67.52</b>	<b>69.55</b>	<b>71.64</b>	<b>73.79</b>	<b>76.00</b>	<b>L50</b>
22	LI10	57.11	58.82	60.59	62.41	64.28	66.21	68.20	70.25	72.36	74.53	76.76	L51
22	LI20	57.95	59.70	61.49	63.33	65.23	67.19	69.21	71.29	73.43	75.63	77.90	L52

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<b>23</b>	<b>Base</b>	<b>61.06</b>	<b>62.89</b>	<b>64.78</b>	<b>66.72</b>	<b>68.72</b>	<b>70.78</b>	<b>72.90</b>	<b>75.09</b>	<b>77.34</b>	<b>79.66</b>	<b>82.05</b>	L53
23	LI10	61.67	63.52	65.43	67.39	69.41	71.49	73.63	75.84	78.11	80.46	82.87	L54
23	LI20	62.59	64.46	66.40	68.39	70.44	72.55	74.72	76.97	79.27	81.65	84.10	L55
<b>24</b>	<b>Base</b>	<b>65.94</b>	<b>67.92</b>	<b>69.96</b>	<b>72.06</b>	<b>74.22</b>	<b>76.45</b>	<b>78.74</b>	<b>81.10</b>	<b>83.53</b>	<b>86.04</b>	<b>88.62</b>	L56
24	LI10	66.60	68.60	70.66	72.78	74.96	77.21	79.53	81.91	84.37	86.90	89.51	L57
24	LI20	67.59	69.62	71.71	73.86	76.08	78.36	80.71	83.13	85.62	88.19	90.84	L58
<b>25</b>	<b>Base</b>	<b>71.22</b>	<b>73.36</b>	<b>75.56</b>	<b>77.83</b>	<b>80.16</b>	<b>82.56</b>	<b>85.04</b>	<b>87.59</b>	<b>90.22</b>	<b>92.93</b>	<b>95.72</b>	L59
25	LI10	71.93	74.09	76.32	78.61	80.96	83.39	85.89	88.47	91.12	93.86	96.68	L60
25	LI20	73.00	75.19	77.45	79.78	82.16	84.62	87.17	89.78	92.48	95.25	98.11	L61
<b>26</b>	<b>Base</b>	<b>76.92</b>	<b>79.23</b>	<b>81.61</b>	<b>84.06</b>	<b>86.58</b>	<b>89.18</b>	<b>91.86</b>	<b>94.62</b>	<b>97.46</b>	<b>100.38</b>	<b>103.39</b>	L62
26	LI10	77.69	80.02	82.43	84.90	87.45	90.07	92.78	95.57	98.43	101.38	104.42	L63
26	LI20	78.84	81.21	83.65	86.16	88.74	91.41	94.16	96.99	99.90	102.89	105.97	L64