

Lincoln County Pay Plan

LCEA Represented Employees (Roads) - 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
11	Base	22.82	23.50	24.21	24.94	25.69	26.46	27.25	28.07	28.91	29.78	30.67	R01
11	LI10	23.05	23.74	24.45	25.19	25.95	26.72	27.52	28.35	29.20	30.08	30.98	R02
11	LI20	23.39	24.09	24.82	25.56	26.33	27.12	27.93	28.77	29.63	30.52	31.44	R03
12	Base	24.65	25.39	26.15	26.93	27.74	28.57	29.43	30.31	31.22	32.16	33.12	R04
12	LI10	24.90	25.64	26.41	27.20	28.02	28.86	29.72	30.61	31.53	32.48	33.45	R05
12	LI20	25.27	26.02	26.80	27.60	28.43	29.28	30.17	31.07	32.00	32.96	33.95	R06
13	Base	26.62	27.42	28.24	29.09	29.96	30.86	31.79	32.74	33.72	34.73	35.77	R07
13	LI10	26.89	27.69	28.52	29.38	30.26	31.17	32.11	33.07	34.06	35.08	36.13	R08
13	LI20	27.29	28.11	28.95	29.82	30.71	31.63	32.58	33.56	34.56	35.60	36.66	R09
14	Base	28.75	29.61	30.50	31.42	32.36	33.33	34.33	35.36	36.42	37.51	38.64	R10
14	LI10	29.04	29.91	30.81	31.73	32.68	33.66	34.67	35.71	36.78	37.89	39.03	R11
14	LI20	29.47	30.35	31.26	32.21	33.17	34.16	35.19	36.24	37.33	38.45	39.61	R12
15	Base	31.05	31.98	32.94	33.93	34.95	36.00	37.08	38.19	39.34	40.52	41.74	R13
15	LI10	31.36	32.30	33.27	34.27	35.30	36.36	37.45	38.57	39.73	40.93	42.16	R14
15	LI20	31.83	32.78	33.76	34.78	35.82	36.90	38.01	39.14	40.32	41.53	42.78	R15