

# Lincoln County Pay Plan

## Non-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
<b>14</b>	<b>Base</b>	<b>61,927</b>	<b>63,785</b>	<b>65,699</b>	<b>67,670</b>	<b>69,700</b>	<b>71,791</b>	<b>73,945</b>	<b>76,163</b>	<b>78,448</b>	<b>80,801</b>	<b>83,225</b>	<b>N20</b>
14	LI10	62,546	64,423	66,356	68,347	70,397	72,509	74,684	76,925	79,232	81,609	84,057	N21
14	LI20	63,475	65,380	67,341	69,362	71,443	73,586	75,794	78,067	80,409	82,821	85,306	N22
<b>15</b>	<b>Base</b>	<b>66,881</b>	<b>68,887</b>	<b>70,954</b>	<b>73,083</b>	<b>75,275</b>	<b>77,533</b>	<b>79,859</b>	<b>82,255</b>	<b>84,723</b>	<b>87,265</b>	<b>89,883</b>	<b>N23</b>
15	LI10	67,550	69,576	71,664	73,814	76,028	78,308	80,658	83,078	85,570	88,138	90,782	N24
15	LI20	68,553	70,609	72,728	74,910	77,157	79,471	81,855	84,311	86,841	89,447	92,130	N25
<b>16</b>	<b>Base</b>	<b>72,231</b>	<b>74,398</b>	<b>76,630</b>	<b>78,929</b>	<b>81,297</b>	<b>83,736</b>	<b>86,248</b>	<b>88,835</b>	<b>91,500</b>	<b>94,245</b>	<b>97,072</b>	<b>N26</b>
16	LI10	72,953	75,142	77,396	79,718	82,110	84,573	87,110	89,723	92,415	95,187	98,043	N27
16	LI20	74,037	76,258	78,546	80,902	83,329	85,829	88,404	91,056	93,788	96,601	99,499	N28
<b>17</b>	<b>Base</b>	<b>78,009</b>	<b>80,349</b>	<b>82,759</b>	<b>85,242</b>	<b>87,799</b>	<b>90,433</b>	<b>93,146</b>	<b>95,940</b>	<b>98,818</b>	<b>101,783</b>	<b>104,836</b>	<b>N29</b>
17	LI10	78,789	81,152	83,587	86,094	88,677	91,337	94,077	96,899	99,806	102,801	105,884	N30
17	LI20	79,959	82,358	84,828	87,373	89,994	92,694	95,475	98,339	101,288	104,328	107,457	N31
<b>18</b>	<b>Base</b>	<b>84,250</b>	<b>86,778</b>	<b>89,381</b>	<b>92,062</b>	<b>94,824</b>	<b>97,669</b>	<b>100,599</b>	<b>103,617</b>	<b>106,726</b>	<b>109,928</b>	<b>113,226</b>	<b>N32</b>
18	LI10	85,093	87,646	90,275	92,983	95,772	98,646	101,605	104,653	107,793	111,027	114,358	N33
18	LI20	86,356	88,947	91,616	94,364	97,195	100,111	103,114	106,207	109,394	112,676	116,057	N34
<b>19</b>	<b>Base</b>	<b>90,990</b>	<b>93,720</b>	<b>96,532</b>	<b>99,428</b>	<b>102,411</b>	<b>105,483</b>	<b>108,647</b>	<b>111,906</b>	<b>115,263</b>	<b>118,721</b>	<b>122,283</b>	<b>N35</b>
19	LI10	91,900	94,657	97,497	100,422	103,435	106,538	109,733	113,025	116,416	119,908	123,506	N36
19	LI20	93,265	96,063	98,945	101,914	104,971	108,120	111,363	114,704	118,145	121,689	125,340	N37
<b>20</b>	<b>Base</b>	<b>98,269</b>	<b>101,217</b>	<b>104,254</b>	<b>107,382</b>	<b>110,603</b>	<b>113,921</b>	<b>117,339</b>	<b>120,859</b>	<b>124,485</b>	<b>128,220</b>	<b>132,067</b>	<b>N38</b>
20	LI10	99,252	102,229	105,297	108,456	111,709	115,060	118,512	122,068	125,730	129,502	133,388	N39
20	LI20	100,726	103,747	106,860	110,067	113,368	116,769	120,272	123,880	127,597	131,426	135,369	N40
<b>21</b>	<b>Base</b>	<b>106,131</b>	<b>109,315</b>	<b>112,594</b>	<b>115,972</b>	<b>119,451</b>	<b>123,035</b>	<b>126,726</b>	<b>130,528</b>	<b>134,444</b>	<b>138,477</b>	<b>142,631</b>	<b>N41</b>
21	LI10	107,192	110,408	113,720	117,132	120,646	124,265	127,993	131,833	135,788	139,862	144,057	N42
21	LI20	108,784	112,048	115,409	118,871	122,437	126,111	129,894	133,791	137,805	141,939	146,197	N43
<b>22</b>	<b>Base</b>	<b>114,621</b>	<b>118,060</b>	<b>121,602</b>	<b>125,250</b>	<b>129,008</b>	<b>132,878</b>	<b>136,864</b>	<b>140,970</b>	<b>145,199</b>	<b>149,555</b>	<b>154,042</b>	<b>N45</b>
22	LI10	115,767	119,241	122,818	126,503	130,298	134,207	138,233	142,380	146,651	151,051	155,582	N46
22	LI20	117,487	121,012	124,642	128,381	132,233	136,200	140,286	144,494	148,829	153,294	157,893	N47
<b>23</b>	<b>Base</b>	<b>123,791</b>	<b>127,505</b>	<b>131,330</b>	<b>135,270</b>	<b>139,328</b>	<b>143,508</b>	<b>147,813</b>	<b>152,247</b>	<b>156,814</b>	<b>161,518</b>	<b>166,364</b>	<b>N48</b>
23	LI10	125,029	128,780	132,643	136,623	140,721	144,943	149,291	153,769	158,382	163,133	168,028	N49
23	LI20	126,886	130,693	134,613	138,652	142,811	147,096	151,508	156,053	160,734	165,556	170,523	N50
<b>24</b>	<b>Base</b>	<b>133,694</b>	<b>137,705</b>	<b>141,836</b>	<b>146,091</b>	<b>150,474</b>	<b>154,988</b>	<b>159,638</b>	<b>164,427</b>	<b>169,360</b>	<b>174,441</b>	<b>179,674</b>	<b>N51</b>
24	LI10	135,031	139,082	143,254	147,552	151,979	156,538	161,234	166,071	171,054	176,185	181,471	N52
24	LI20	137,036	141,148	145,382	149,743	154,236	158,863	163,629	168,538	173,594	178,802	184,166	N53

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<b>25</b>	<b>Base</b>	<b>144,390</b>	<b>148,722</b>	<b>153,184</b>	<b>157,780</b>	<b>162,513</b>	<b>167,388</b>	<b>172,410</b>	<b>177,582</b>	<b>182,909</b>	<b>188,396</b>	<b>194,048</b>	<b>N54</b>
25	LI10	145,834	150,209	154,716	159,358	164,138	169,062	174,134	179,358	184,738	190,280	195,988	N55
25	LI20	148,000	152,440	157,014	161,725	166,576	171,573	176,720	182,022	187,482	193,106	198,899	N56
<b>26</b>	<b>Base</b>	<b>155,941</b>	<b>160,619</b>	<b>165,438</b>	<b>170,401</b>	<b>175,513</b>	<b>180,778</b>	<b>186,201</b>	<b>191,787</b>	<b>197,541</b>	<b>203,467</b>	<b>209,571</b>	<b>N57</b>
26	LI10	157,500	162,225	167,092	172,105	177,268	182,586	188,063	193,705	199,516	205,502	211,667	N58
26	LI20	159,840	164,634	169,574	174,661	179,901	185,297	190,856	196,582	202,480	208,554	214,810	N59