

Lincoln County Pay Plan

Non-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
1	Base	10.96	11.29	11.63	11.98	12.34	12.71	13.09	13.48	13.88	14.30	14.73	N01
1	LI10	11.07	11.40	11.75	12.10	12.46	12.84	13.22	13.61	14.02	14.44	14.88	not used
1	LI20	11.23	11.57	11.92	12.28	12.65	13.03	13.42	13.82	14.23	14.66	15.10	not used
2	Base	11.84	12.20	12.57	12.95	13.34	13.74	14.15	14.57	15.01	15.46	15.92	N02
2	LI10	11.96	12.32	12.70	13.08	13.47	13.88	14.29	14.72	15.16	15.61	16.08	not used
2	LI20	12.14	12.51	12.88	13.27	13.67	14.08	14.50	14.93	15.39	15.85	16.32	not used
3	Base	12.79	13.17	13.57	13.98	14.40	14.83	15.27	15.73	16.20	16.69	17.19	N03
3	LI10	12.92	13.30	13.71	14.12	14.54	14.98	15.42	15.89	16.36	16.86	17.36	not used
3	LI20	13.11	13.50	13.91	14.33	14.76	15.20	15.65	16.12	16.61	17.11	17.62	not used
4	Base	13.81	14.22	14.65	15.09	15.54	16.01	16.49	16.98	17.49	18.01	18.55	N04
4	LI10	13.95	14.36	14.80	15.24	15.70	16.17	16.65	17.15	17.66	18.19	18.74	not used
4	LI20	14.16	14.58	15.02	15.47	15.93	16.41	16.90	17.40	17.93	18.46	19.01	not used
5	Base	14.91	15.36	15.82	16.29	16.78	17.28	17.80	18.33	18.88	19.45	20.03	N05
5	LI10	15.06	15.51	15.98	16.45	16.95	17.45	17.98	18.51	19.07	19.64	20.23	not used
5	LI20	15.28	15.74	16.22	16.70	17.20	17.71	18.25	18.79	19.35	19.94	20.53	not used
6	Base	16.10	16.58	17.08	17.59	18.12	18.66	19.22	19.80	20.39	21.00	21.63	N06
6	LI10	16.26	16.75	17.25	17.77	18.30	18.85	19.41	20.00	20.59	21.21	21.85	not used
6	LI20	16.50	16.99	17.51	18.03	18.57	19.13	19.70	20.30	20.90	21.53	22.17	not used
7	Base	17.39	17.91	18.45	19.00	19.57	20.16	20.76	21.38	22.02	22.68	23.36	N07
7	LI10	17.56	18.09	18.63	19.19	19.77	20.36	20.97	21.59	22.24	22.91	23.59	not used
7	LI20	17.82	18.36	18.91	19.48	20.06	20.66	21.28	21.91	22.57	23.25	23.94	not used
8	Base	18.78	19.34	19.92	20.52	21.14	21.77	22.42	23.09	23.78	24.49	25.22	N08
8	LI10	18.97	19.53	20.12	20.73	21.35	21.99	22.64	23.32	24.02	24.73	25.47	not used
8	LI20	19.25	19.82	20.42	21.03	21.67	22.31	22.98	23.67	24.37	25.10	25.85	not used
9	Base	20.28	20.89	21.52	22.17	22.84	23.53	24.24	24.97	25.72	26.49	27.28	N09
9	LI10	20.48	21.10	21.74	22.39	23.07	23.77	24.48	25.22	25.98	26.75	27.55	not used
9	LI20	20.79	21.41	22.06	22.72	23.41	24.12	24.85	25.59	26.36	27.15	27.96	not used
10	Base	21.90	22.56	23.24	23.94	24.66	25.40	26.16	26.94	27.75	28.58	29.44	N10
10	LI10	22.12	22.79	23.47	24.18	24.91	25.65	26.42	27.21	28.03	28.87	29.73	not used
10	LI20	22.45	23.12	23.82	24.54	25.28	26.04	26.81	27.61	28.44	29.29	30.18	not used
11	Base	23.65	24.36	25.09	25.84	26.62	27.42	28.24	29.09	29.96	30.86	31.79	N11
11	LI10	23.89	24.60	25.34	26.10	26.89	27.69	28.52	29.38	30.26	31.17	32.11	N12
11	LI20	24.24	24.97	25.72	26.49	27.29	28.11	28.95	29.82	30.71	31.63	32.58	N13

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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
12	Base	25.54	26.31	27.10	27.91	28.75	29.61	30.50	31.42	32.36	33.33	34.33	N14
12	LI10	25.80	26.57	27.37	28.19	29.04	29.91	30.81	31.73	32.68	33.66	34.67	N15
12	LI20	26.18	26.97	27.78	28.61	29.47	30.35	31.26	32.21	33.17	34.16	35.19	N16
13	Base	27.58	28.41	29.26	30.14	31.04	31.97	32.93	33.92	34.94	35.99	37.07	N17
13	LI10	27.86	28.69	29.55	30.44	31.35	32.29	33.26	34.26	35.29	36.35	37.44	N18
13	LI20	28.27	29.12	29.99	30.89	31.82	32.77	33.75	34.77	35.81	36.89	38.00	N19
14	Base	29.79	30.68	31.60	32.55	33.53	34.54	35.58	36.65	37.75	38.88	40.05	N20
14	LI10	30.09	30.99	31.92	32.88	33.87	34.89	35.94	37.02	38.13	39.27	40.45	N21
14	LI20	30.53	31.45	32.39	33.36	34.37	35.40	36.47	37.57	38.69	39.85	41.05	N22
15	Base	32.17	33.14	34.13	35.15	36.20	37.29	38.41	39.56	40.75	41.97	43.23	N23
15	LI10	32.49	33.47	34.47	35.50	36.56	37.66	38.79	39.96	41.16	42.39	43.66	N24
15	LI20	32.97	33.97	34.98	36.03	37.11	38.22	39.37	40.55	41.77	43.02	44.31	N25
16	Base	34.74	35.78	36.85	37.96	39.10	40.27	41.48	42.72	44.00	45.32	46.68	N26
16	LI10	35.09	36.14	37.22	38.34	39.49	40.67	41.89	43.15	44.44	45.77	47.15	N27
16	LI20	35.61	36.67	37.77	38.91	40.08	41.28	42.52	43.79	45.10	46.45	47.85	N28
17	Base	37.52	38.65	39.81	41.00	42.23	43.50	44.81	46.15	47.53	48.96	50.43	N29
17	LI10	37.90	39.04	40.21	41.41	42.65	43.94	45.26	46.61	48.01	49.45	50.93	N30
17	LI20	38.46	39.62	40.81	42.03	43.29	44.59	45.93	47.30	48.72	50.18	51.69	N31
18	Base	40.52	41.74	42.99	44.28	45.61	46.98	48.39	49.84	51.34	52.88	54.47	N32
18	LI10	40.93	42.16	43.42	44.72	46.07	47.45	48.87	50.34	51.85	53.41	55.01	N33
18	LI20	41.53	42.78	44.06	45.39	46.75	48.15	49.60	51.09	52.62	54.20	55.83	N34
19	Base	43.76	45.07	46.42	47.81	49.24	50.72	52.24	53.81	55.42	57.08	58.79	N35
19	LI10	44.20	45.52	46.88	48.29	49.73	51.23	52.76	54.35	55.97	57.65	59.38	N36
19	LI20	44.85	46.20	47.58	49.01	50.47	51.99	53.55	55.16	56.81	58.51	60.26	N37
20	Base	47.26	48.68	50.14	51.64	53.19	54.79	56.43	58.12	59.86	61.66	63.51	N38
20	LI10	47.73	49.17	50.64	52.16	53.72	55.34	56.99	58.70	60.46	62.28	64.15	N39
20	LI20	48.44	49.90	51.39	52.93	54.52	56.16	57.84	59.57	61.36	63.20	65.10	N40