

Lincoln County Pay Plan
LCEA Represented Employees - FLSA OT Eligible
Effective: July 1, 2023

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 | 9.98 | 10.28 | 10.59 | 10.91 | 11.24 | 11.58 | 11.93 | 12.29 | 12.66 | 13.04 | 13.43 | L01 |
| 1 | LI10 | 10.08 | 10.38 | 10.70 | 11.02 | 11.35 | 11.70 | 12.05 | 12.41 | 12.79 | 13.17 | 13.56 | not used |
| 1 | LI20 | 10.23 | 10.54 | 10.85 | 11.18 | 11.52 | 11.87 | 12.23 | 12.60 | 12.98 | 13.37 | 13.77 | not used |
| 2 | Base | 10.78 | 11.10 | 11.43 | 11.77 | 12.12 | 12.48 | 12.85 | 13.24 | 13.64 | 14.05 | 14.47 | L02 |
| 2 | LI10 | 10.89 | 11.21 | 11.54 | 11.89 | 12.24 | 12.60 | 12.98 | 13.37 | 13.78 | 14.19 | 14.61 | not used |
| 2 | LI20 | 11.05 | 11.38 | 11.72 | 12.06 | 12.42 | 12.79 | 13.17 | 13.57 | 13.98 | 14.40 | 14.83 | not used |
| 3 | Base | 11.64 | 11.99 | 12.35 | 12.72 | 13.10 | 13.49 | 13.89 | 14.31 | 14.74 | 15.18 | 15.64 | L03 |
| 3 | LI10 | 11.76 | 12.11 | 12.47 | 12.85 | 13.23 | 13.62 | 14.03 | 14.45 | 14.89 | 15.33 | 15.80 | not used |
| 3 | LI20 | 11.93 | 12.29 | 12.66 | 13.04 | 13.43 | 13.83 | 14.24 | 14.67 | 15.11 | 15.56 | 16.03 | not used |
| 4 | Base | 12.57 | 12.95 | 13.34 | 13.74 | 14.15 | 14.57 | 15.01 | 15.46 | 15.92 | 16.40 | 16.89 | L04 |
| 4 | LI10 | 12.70 | 13.08 | 13.47 | 13.88 | 14.29 | 14.72 | 15.16 | 15.61 | 16.08 | 16.56 | 17.06 | not used |
| 4 | LI20 | 12.88 | 13.27 | 13.67 | 14.08 | 14.50 | 14.93 | 15.39 | 15.85 | 16.32 | 16.81 | 17.31 | not used |
| 5 | Base | 13.58 | 13.99 | 14.41 | 14.84 | 15.29 | 15.75 | 16.22 | 16.71 | 17.21 | 17.73 | 18.26 | L05 |
| 5 | LI10 | 13.72 | 14.13 | 14.55 | 14.99 | 15.44 | 15.91 | 16.38 | 16.88 | 17.38 | 17.91 | 18.44 | not used |
| 5 | LI20 | 13.92 | 14.34 | 14.77 | 15.21 | 15.67 | 16.14 | 16.63 | 17.13 | 17.64 | 18.17 | 18.72 | not used |
| 6 | Base | 14.67 | 15.11 | 15.56 | 16.03 | 16.51 | 17.01 | 17.52 | 18.05 | 18.59 | 19.15 | 19.72 | L06 |
| 6 | LI10 | 14.82 | 15.26 | 15.72 | 16.19 | 16.68 | 17.18 | 17.70 | 18.23 | 18.78 | 19.34 | 19.92 | not used |
| 6 | LI20 | 15.04 | 15.49 | 15.95 | 16.43 | 16.92 | 17.44 | 17.96 | 18.50 | 19.05 | 19.63 | 20.21 | not used |
| 7 | Base | 15.84 | 16.32 | 16.81 | 17.31 | 17.83 | 18.36 | 18.91 | 19.48 | 20.06 | 20.66 | 21.28 | L07 |
| 7 | LI10 | 16.00 | 16.48 | 16.98 | 17.48 | 18.01 | 18.54 | 19.10 | 19.67 | 20.26 | 20.87 | 21.49 | not used |
| 7 | LI20 | 16.24 | 16.73 | 17.23 | 17.74 | 18.28 | 18.82 | 19.38 | 19.97 | 20.56 | 21.18 | 21.81 | not used |
| 8 | Base | 17.11 | 17.62 | 18.15 | 18.69 | 19.25 | 19.83 | 20.42 | 21.03 | 21.66 | 22.31 | 22.98 | L08 |
| 8 | LI10 | 17.28 | 17.80 | 18.33 | 18.88 | 19.44 | 20.03 | 20.62 | 21.24 | 21.88 | 22.53 | 23.21 | L09 |
| 8 | LI20 | 17.54 | 18.06 | 18.60 | 19.16 | 19.73 | 20.33 | 20.93 | 21.56 | 22.20 | 22.87 | 23.55 | L10 |
| 9 | Base | 18.48 | 19.03 | 19.60 | 20.19 | 20.80 | 21.42 | 22.06 | 22.72 | 23.40 | 24.10 | 24.82 | L11 |
| 9 | LI10 | 18.66 | 19.22 | 19.80 | 20.39 | 21.01 | 21.63 | 22.28 | 22.95 | 23.63 | 24.34 | 25.07 | L12 |
| 9 | LI20 | 18.94 | 19.51 | 20.09 | 20.69 | 21.32 | 21.96 | 22.61 | 23.29 | 23.99 | 24.70 | 25.44 | L13 |
| 10 | Base | 19.96 | 20.56 | 21.18 | 21.82 | 22.47 | 23.14 | 23.83 | 24.54 | 25.28 | 26.04 | 26.82 | L14 |
| 10 | LI10 | 20.16 | 20.77 | 21.39 | 22.04 | 22.69 | 23.37 | 24.07 | 24.79 | 25.53 | 26.30 | 27.09 | L15 |
| 10 | LI20 | 20.46 | 21.07 | 21.71 | 22.37 | 23.03 | 23.72 | 24.43 | 25.15 | 25.91 | 26.69 | 27.49 | L16 |
| 11 | Base | 21.56 | 22.21 | 22.88 | 23.57 | 24.28 | 25.01 | 25.76 | 26.53 | 27.33 | 28.15 | 28.99 | L17 |
| 11 | LI10 | 21.78 | 22.43 | 23.11 | 23.81 | 24.52 | 25.26 | 26.02 | 26.80 | 27.60 | 28.43 | 29.28 | L18 |
| 11 | LI20 | 22.10 | 22.77 | 23.45 | 24.16 | 24.89 | 25.64 | 26.40 | 27.19 | 28.01 | 28.85 | 29.71 | L19 |
| 12 | Base | 23.28 | 23.98 | 24.70 | 25.44 | 26.20 | 26.99 | 27.80 | 28.63 | 29.49 | 30.37 | 31.28 | L20 |
| 12 | LI10 | 23.51 | 24.22 | 24.95 | 25.69 | 26.46 | 27.26 | 28.08 | 28.92 | 29.78 | 30.67 | 31.59 | L21 |
| 12 | LI20 | 23.86 | 24.58 | 25.32 | 26.08 | 26.86 | 27.66 | 28.50 | 29.35 | 30.23 | 31.13 | 32.06 | L22 |
| 13 | Base | 25.14 | 25.89 | 26.67 | 27.47 | 28.29 | 29.14 | 30.01 | 30.91 | 31.84 | 32.80 | 33.78 | L23 |
| 13 | LI10 | 25.39 | 26.15 | 26.94 | 27.74 | 28.57 | 29.43 | 30.31 | 31.22 | 32.16 | 33.13 | 34.12 | L24 |
| 13 | LI20 | 25.77 | 26.54 | 27.34 | 28.16 | 29.00 | 29.87 | 30.76 | 31.68 | 32.64 | 33.62 | 34.62 | L25 |
| 14 | Base | 27.15 | 27.96 | 28.80 | 29.66 | 30.55 | 31.47 | 32.41 | 33.38 | 34.38 | 35.41 | 36.47 | L26 |
| 14 | LI10 | 27.42 | 28.24 | 29.09 | 29.96 | 30.86 | 31.78 | 32.73 | 33.71 | 34.72 | 35.76 | 36.83 | L27 |
| 14 | LI20 | 27.83 | 28.66 | 29.52 | 30.40 | 31.31 | 32.26 | 33.22 | 34.21 | 35.24 | 36.30 | 37.38 | L28 |
| 15 | Base | 29.32 | 30.20 | 31.11 | 32.04 | 33.00 | 33.99 | 35.01 | 36.06 | 37.14 | 38.25 | 39.40 | L29 |
| 15 | LI10 | 29.61 | 30.50 | 31.42 | 32.36 | 33.33 | 34.33 | 35.36 | 36.42 | 37.51 | 38.63 | 39.79 | L30 |
| 15 | LI20 | 30.05 | 30.96 | 31.89 | 32.84 | 33.83 | 34.84 | 35.89 | 36.96 | 38.07 | 39.21 | 40.39 | L31 |
| 16 | Base | 31.67 | 32.62 | 33.60 | 34.61 | 35.65 | 36.72 | 37.82 | 38.95 | 40.12 | 41.32 | 42.56 | L32 |
| 16 | LI10 | 31.99 | 32.95 | 33.94 | 34.96 | 36.01 | 37.09 | 38.20 | 39.34 | 40.52 | 41.73 | 42.99 | L33 |
| 16 | LI20 | 32.46 | 33.44 | 34.44 | 35.48 | 36.54 | 37.64 | 38.77 | 39.92 | 41.12 | 42.35 | 43.62 | L34 |
| 17 | Base | 34.20 | 35.23 | 36.29 | 37.38 | 38.50 | 39.66 | 40.85 | 42.08 | 43.34 | 44.64 | 45.98 | L35 |
| 17 | LI10 | 34.54 | 35.58 | 36.65 | 37.75 | 38.89 | 40.06 | 41.26 | 42.50 | 43.77 | 45.09 | 46.44 | L36 |
| 17 | LI20 | 35.06 | 36.11 | 37.20 | 38.31 | 39.46 | 40.65 | 41.87 | 43.13 | 44.42 | 45.76 | 47.13 | L37 |
| 18 | Base | 36.94 | 38.05 | 39.19 | 40.37 | 41.58 | 42.83 | 44.11 | 45.43 | 46.79 | 48.19 | 49.64 | L38 |
| 18 | LI10 | 37.31 | 38.43 | 39.58 | 40.77 | 42.00 | 43.26 | 44.55 | 45.88 | 47.26 | 48.67 | 50.14 | L39 |
| 18 | LI20 | 37.86 | 39.00 | 40.17 | 41.38 | 42.62 | 43.90 | 45.21 | 46.57 | 47.96 | 49.39 | 50.88 | L40 |
| 19 | Base | 39.90 | 41.10 | 42.33 | 43.60 | 44.91 | 46.26 | 47.65 | 49.08 | 50.55 | 52.07 | 53.63 | L41 |
| 19 | LI10 | 40.30 | 41.51 | 42.75 | 44.04 | 45.36 | 46.72 | 48.13 | 49.57 | 51.06 | 52.59 | 54.17 | L42 |
| 19 | LI20 | 40.90 | 42.13 | 43.39 | 44.69 | 46.03 | 47.42 | 48.84 | 50.31 | 51.81 | 53.37 | 54.97 | L43 |

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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 |
|-----------|-------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|-----------|
| 20 | Base | 43.09 | 44.38 | 45.71 | 47.08 | 48.49 | 49.94 | 51.44 | 52.98 | 54.57 | 56.21 | 57.90 | L44 |
| 20 | LI10 | 43.52 | 44.82 | 46.17 | 47.55 | 48.97 | 50.44 | 51.95 | 53.51 | 55.12 | 56.77 | 58.48 | L45 |
| 20 | LI20 | 44.17 | 45.49 | 46.85 | 48.26 | 49.70 | 51.19 | 52.73 | 54.30 | 55.93 | 57.62 | 59.35 | L46 |
| 21 | Base | 46.54 | 47.94 | 49.38 | 50.86 | 52.39 | 53.96 | 55.58 | 57.25 | 58.97 | 60.74 | 62.56 | L47 |
| 21 | LI10 | 47.01 | 48.42 | 49.87 | 51.37 | 52.91 | 54.50 | 56.14 | 57.82 | 59.56 | 61.35 | 63.19 | L48 |
| 21 | LI20 | 47.70 | 49.14 | 50.61 | 52.13 | 53.70 | 55.31 | 56.97 | 58.68 | 60.44 | 62.26 | 64.12 | L49 |
| 22 | Base | 50.26 | 51.77 | 53.32 | 54.92 | 56.57 | 58.27 | 60.02 | 61.82 | 63.67 | 65.58 | 67.55 | L50 |
| 22 | LI10 | 50.76 | 52.29 | 53.85 | 55.47 | 57.14 | 58.85 | 60.62 | 62.44 | 64.31 | 66.24 | 68.23 | L51 |
| 22 | LI20 | 51.52 | 53.06 | 54.65 | 56.29 | 57.98 | 59.73 | 61.52 | 63.37 | 65.26 | 67.22 | 69.24 | L52 |
| 23 | Base | 54.28 | 55.91 | 57.59 | 59.32 | 61.10 | 62.93 | 64.82 | 66.76 | 68.76 | 70.82 | 72.94 | L53 |
| 23 | LI10 | 54.82 | 56.47 | 58.17 | 59.91 | 61.71 | 63.56 | 65.47 | 67.43 | 69.45 | 71.53 | 73.67 | L54 |
| 23 | LI20 | 55.64 | 57.31 | 59.03 | 60.80 | 62.63 | 64.50 | 66.44 | 68.43 | 70.48 | 72.59 | 74.76 | L55 |
| 24 | Base | 58.62 | 60.38 | 62.19 | 64.06 | 65.98 | 67.96 | 70.00 | 72.10 | 74.26 | 76.49 | 78.78 | L56 |
| 24 | LI10 | 59.21 | 60.98 | 62.81 | 64.70 | 66.64 | 68.64 | 70.70 | 72.82 | 75.00 | 77.25 | 79.57 | L57 |
| 24 | LI20 | 60.09 | 61.89 | 63.74 | 65.66 | 67.63 | 69.66 | 71.75 | 73.90 | 76.12 | 78.40 | 80.75 | L58 |
| 25 | Base | 63.31 | 65.21 | 67.17 | 69.19 | 71.27 | 73.41 | 75.61 | 77.88 | 80.22 | 82.63 | 85.11 | L59 |
| 25 | LI10 | 63.94 | 65.86 | 67.84 | 69.88 | 71.98 | 74.14 | 76.37 | 78.66 | 81.02 | 83.46 | 85.96 | L60 |
| 25 | LI20 | 64.89 | 66.84 | 68.85 | 70.92 | 73.05 | 75.25 | 77.50 | 79.83 | 82.23 | 84.70 | 87.24 | L61 |
| 26 | Base | 68.37 | 70.42 | 72.53 | 74.71 | 76.95 | 79.26 | 81.64 | 84.09 | 86.61 | 89.21 | 91.89 | L62 |
| 26 | LI10 | 69.05 | 71.12 | 73.26 | 75.46 | 77.72 | 80.05 | 82.46 | 84.93 | 87.48 | 90.10 | 92.81 | L63 |
| 26 | LI20 | 70.08 | 72.18 | 74.34 | 76.58 | 78.87 | 81.24 | 83.68 | 86.19 | 88.78 | 91.44 | 94.19 | L64 |