

# Lincoln County Pay Plan

## Position Inventory

As of: July 1, 2023

FLSA Exempt = Annual Salary    FLSA Non-Exempt = Hourly Rate  
Min, Max do not include longevity, education, or assignment adjustments

Position#	Position Title	Grade	Range	Minimum	Maximum
32	Accounting Analyst- Finance	N23	15	\$ 59,462.00	\$ 79,912.00
629	Accounting Analyst- General Ledger/ Budget	N23	15	\$ 59,462.00	\$ 79,912.00
639	Accounting Analyst- HHS General Ledger/ Budget	N23	15	\$ 59,462.00	\$ 79,912.00
32-1	Accounting Analyst-HHS	N23	15	\$ 59,462.00	\$ 79,912.00
310	Accounting Manager-HHS	N29	17	\$ 69,357.00	\$ 93,210.00
35	Accounting Specialist- Accounts Payable	N17	13	\$ 24.53	\$ 32.97
290	Accounting Specialist- Payroll	N17	13	\$ 24.53	\$ 32.97
285	Administrative Assistant- IT	N17	13	\$ 24.53	\$ 32.97
116	Administrative Assistant- Sheriff	SA01	13	\$ 50,442.00	\$ 67,789.00
116	Administrative Assistant- Sheriff	SA01	13	\$ 50,442.00	\$ 67,789.00
574	Administrative Assistant-Behavioral Health	N14	12	\$ 22.71	\$ 30.51
41	Administrative Assistant-Clerk	N20	14	\$ 55,057.00	\$ 73,991.00
237	Administrative Assistant-Lincoln Community Health Center	N17	13	\$ 24.53	\$ 32.97
20	Administrative Chief- District Attorney	N23	15	\$ 59,462.00	\$ 79,912.00
20	Administrative Chief- District Attorney	N29	17	\$ 69,357.00	\$ 93,210.00
145	Animal Care Office Specialist	S11	10	\$ 21.01	\$ 28.24
141	Animal Services Deputy	S21	12	\$ 24.51	\$ 32.94
149	Animal Shelter Manager	SA04	16	\$ 63,542.00	\$ 85,393.00
272	Assistant Emergency Manager	S36	15	\$ 30.88	\$ 41.49
239	Assistant Finance Director- Finance	N35	19	\$ 80,898.00	\$ 108,722.00
256	Assistant Finance Director- HHS	N35	19	\$ 80,898.00	\$ 108,722.00
71	Assistant Legal Counsel	N48	23	\$ 110,062.00	\$ 147,915.00
268	Assistant Personnel Director	N35	19	\$ 80,898.00	\$ 108,722.00
307	Assistant Public Works Director-County Engineer	N45	22	\$ 101,909.00	\$ 136,957.00
379	Associate Medical Director	N57	26	\$ 138,646.00	\$ 186,329.00
297	Associate System Administrator	N23	15	\$ 59,462.00	\$ 79,912.00
353	Automotive/Equipment Service Worker	R01	11	\$ 21.51	\$ 28.91
611	Behavioral Health Administrative Supervisor	N29	17	\$ 69,357.00	\$ 93,210.00
355	Behavioral Health Clinical Supervisor	N35	19	\$ 80,898.00	\$ 108,722.00
563-1	Behavioral Health Program Manager-Adult Mental Health Outpatient	N37	20	\$ 82,920.00	\$ 111,440.00
563-5	Behavioral Health Program Manager-Child and Family Services	N35	20	\$ 80,898.00	\$ 108,722.00
681	Behavioral Health Resource Network and SUD Program Analyst	N26	16	\$ 64,219.00	\$ 86,303.00
386	Behavioral Health SUD Prevention Grant Coordinator	L29	15	\$ 61,028.00	\$ 82,017.00
263	Bridge Permits Supervisor	N32	18	\$ 74,906.00	\$ 100,668.00
179	Building Official	N35	19	\$ 80,898.00	\$ 108,722.00
324	Cartographer Supervisor	N29	17	\$ 69,357.00	\$ 93,210.00
322	Cartographer Technician		13		
616	Certified Medication Aide	S16	11	\$ 22.69	\$ 30.49
337	Chief Appraiser	N35	19	\$ 80,898.00	\$ 108,722.00
47	Chief Deputy Clerk	N32	18	\$ 74,906.00	\$ 100,668.00
79	Chief Deputy District Attorney	N48	23	\$ 110,062.00	\$ 147,915.00
69	Chief Deputy Tax Treasurer	N32	18	\$ 74,906.00	\$ 100,668.00
329	Chief Office Deputy- Assessor	N32	18	\$ 74,906.00	\$ 100,668.00
113	Civil Deputy	S21	12	\$ 24.51	\$ 32.94
561	Clinical Counselor 4	L35	17	\$ 71,183.00	\$ 95,665.00
295	Community- Based Mobile Crisis Worker- Professional 4	L35	17	\$ 71,183.00	\$ 95,665.00
367	Clinical Counselor 4 - Part Time No Benefits	N29	17	\$ 69,357.00	\$ 93,210.00
380	Clinical Counselor 5- Community Response Team	L35	18	\$ 71,183.00	\$ 95,665.00
296	Community- Based Mobile Crisis Worker- Professional 5	L35	18	\$ 71,183.00	\$ 95,665.00
562	Clinical Counselor 5-QMHP	L35	18	\$ 71,183.00	\$ 95,665.00
643	Communicable Disease and Health Promotion Program Manager	N32	18	\$ 74,906.00	\$ 100,668.00
362	Communicable Disease Program Supervisor	N29	17	\$ 69,357.00	\$ 93,210.00
659	Communications Coordinator and PIO	N26	16	\$ 64,219.00	\$ 86,303.00
503-3	Community Health Nurse 3- Public Health	N35	19	\$ 80,898.00	\$ 108,722.00
504-2	Nurse Manager	N38	20	\$ 87,370.00	\$ 117,419.00
203	Community Justice Assistant Director-Juvenile Division	N38	20	\$ 87,370.00	\$ 117,419.00

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Position#	Position Title	Grade	Range	Minimum	Maximum
383	Community Justice Clinical Supervisor	N26	16	\$ 64,219.00	\$ 86,303.00
185	Community Justice Director	D18	24	\$ 116,556.00	\$ 156,644.00
304	Community Services Deputy	S21	12	\$ 24.51	\$ 32.94
124	Cook	S11	10	\$ 21.01	\$ 28.24
129	Corrections Corporal	S41	16	\$ 33.35	\$ 44.81
121	Corrections -Deputy	S36	15	\$ 30.88	\$ 41.49
101	Corrections Health Nurse	S46	17	\$ 36.02	\$ 48.39
100	Corrections Health Office Assistant 2	S16	11	\$ 22.69	\$ 30.49
618	County Administrator	D27	27	\$ 146,826.00	\$ 197,322.00
281	County Surveyor	D15	23	\$ 107,922.00	\$ 145,038.00
376	Credentialing Specialist	N17	13	\$ 24.53	\$ 32.97
349	Deputy Director	N38	20	\$ 87,370.00	\$ 117,419.00
626	Deputy Director- Adult Probation and Parole Division	N38	20	\$ 87,370.00	\$ 117,419.00
352	Deputy Director of Developmental Disabilities	N35	19	\$ 80,898.00	\$ 108,722.00
76	Deputy District Attorney 1	C01	18	\$ 76,784.00	\$ 103,193.00
77	Deputy District Attorney 2	C04	19	\$ 82,927.00	\$ 111,446.00
78	Deputy District Attorney 3	C07	20	\$ 92,049.00	\$ 123,705.00
103	Deputy Sheriff-Patrol	S36	15	\$ 30.88	\$ 41.49
316	Deputy Surveyor	N35	19	\$ 80,898.00	\$ 108,722.00
105-2	Detective	S41	16	\$ 33.35	\$ 44.81
325	Developmental Disabilities Clinical Supervisor	N29	17	\$ 69,357.00	\$ 93,210.00
587	Developmental Disabilities Service Coordinator 4-Adult Services Coordinator	L29	15	\$ 61,028.00	\$ 82,017.00
566	Director of Public Health	N44	22	#N/A	#N/A
273	Electronics Health Records Site Specialist	N23	15	\$ 59,462.00	\$ 79,912.00
267	Eligibility Specialist and ONA Assessor	L29	15	\$ 61,028.00	\$ 82,017.00
249	Emergency Manager	SA07	18	\$ 74,115.00	\$ 99,606.00
303	Engineering Technician 2	N26	16	\$ 64,219.00	\$ 86,303.00
544	Environmental Health Program Manager	N32	18	\$ 74,906.00	\$ 100,668.00
278	Evidence Control Specialist	S16	11	\$ 22.69	\$ 30.49
644	Executive Administrative and Grants Assistant	N23	15	\$ 59,462.00	\$ 79,912.00
644	Executive Administrative and Grants Assistant	N20	14	\$ 55,057.00	\$ 73,991.00
396	Executive Assistant- Adult Parole and Probation/Juvenile	N23	15	\$ 59,462.00	\$ 79,912.00
17	Executive Assistant- Board of Commissioners	N23	15	\$ 59,462.00	\$ 79,912.00
638	Executive Assistant- County Administration	N23	15	\$ 59,462.00	\$ 79,912.00
26	Executive Assistant-District Attorney	N14	12	\$ 22.71	\$ 30.51
211	Executive Assistant-HHS	N26	16	\$ 64,219.00	\$ 86,303.00
342	Executive Assistant-Sheriff	SA16	15	\$ 58,835.00	\$ 79,071.00
622	Executive Chief- District Attorney	N23	15	\$ 59,462.00	\$ 79,912.00
409	Facilities Supervisor	N32	18	\$ 74,906.00	\$ 100,668.00
354	Family Nurse Practitioner	N48	23	\$ 110,062.00	\$ 147,915.00
588	Family Practice Physician-Community Health Center	N57	26	\$ 138,646.00	\$ 186,329.00
306	Field Supervisor-Transit	N26	16	\$ 64,219.00	\$ 86,303.00
37	Finance Director	D15	23	\$ 107,922.00	\$ 145,038.00
42	Financial Administrative Assistant	N17	13	\$ 24.53	\$ 32.97
92	Financial Clerk-Roads	N17	13	\$ 24.53	\$ 32.97
434	Fleet Manager	N32	18	\$ 74,906.00	\$ 100,668.00
125	Food Service Manager	SA01	13	\$ 50,442.00	\$ 67,789.00
125	Food Service Manager	SA01	13	\$ 50,442.00	\$ 67,789.00
320	Geographic Information System Analyst	N26	16	\$ 64,219.00	\$ 86,303.00
120	Grant Administrator- Transit	N23	15	\$ 59,462.00	\$ 79,912.00
520	Health & Human Services Director	D24	26	\$ 135,950.00	\$ 182,707.00
264	Health Promotion Program Manager	N32	18	\$ 74,906.00	\$ 100,668.00
291	Home Visitor Supervisor	N20	14	\$ 55,057.00	\$ 73,991.00
50	Information Technology Director	D15	23	\$ 107,922.00	\$ 145,038.00
560	Inmate Counselor	S46	17	\$ 36.02	\$ 48.39
231	Juvenile Department Supervisor	N32	18	\$ 74,906.00	\$ 100,668.00

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Position#	Position Title	Grade	Range	Minimum	Maximum
641	LCHC Program Supervisor	N29	17	\$ 69,357.00	\$ 93,210.00
298	Lead Animal Care Specialist	S16	11	\$ 22.69	\$ 30.49
73	Legal Counsel	D24	26	\$ 135,950.00	\$ 182,707.00
109	Lieutenant- Patrol	SA13	21	\$ 93,364.00	\$ 125,474.00
104	Lieutenant-Administrative	SA13	21	\$ 93,364.00	\$ 125,474.00
126	Lieutenant-Corrections	SA13	21	\$ 93,364.00	\$ 125,474.00
584	Lincoln Community Health Center FQHC Director	N44	22	#N/A	#N/A
641	Lincoln Community Health Center Program Supervisor	N35	16	\$ 80,898.00	\$ 108,722.00
657	Maternal, Child and Family Health Assistant Program Manager	N29	17	\$ 69,357.00	\$ 93,210.00
432	Mechanic	R10	14	\$ 27.10	\$ 36.42
225	Medical Billing Supervisor	N23	15	\$ 59,462.00	\$ 79,912.00
599-1	Medical Director	N57	26	\$ 138,646.00	\$ 186,329.00
19	Office Manager- Community Corrections	N20	14	\$ 55,057.00	\$ 73,991.00
315	Office- Property Manager Surveyor	N23	15	\$ 59,462.00	\$ 79,912.00
33	Operations Supervisor -Planning	N26	16	\$ 64,219.00	\$ 86,303.00
236	Operations Supervisor -Transit	N26	16	\$ 64,219.00	\$ 86,303.00
72	Paralegal	N23	15	\$ 59,462.00	\$ 79,912.00
255	Parks Operation Supervisor	N29	17	\$ 69,357.00	\$ 93,210.00
206	Parole & Probation Officer	F01	15	\$ 28.08	\$ 37.75
159	Parole & Probation Technician	N11	11	\$ 21.03	\$ 28.26
218	Parole and Probation Supervisor	N35	19	\$ 80,898.00	\$ 108,722.00
4	Personnel Assistant	N17	13	\$ 24.53	\$ 32.97
29	Personnel Director	D15	23	\$ 107,922.00	\$ 145,038.00
16	Personnel Generalist	N23	15	\$ 59,462.00	\$ 79,912.00
369	Planning & Development Director	D15	23	\$ 107,922.00	\$ 145,038.00
356	Pretrial Justice Counselor	S46	17	\$ 36.02	\$ 48.39
346	Pre-Trial Specialist	S21	12	\$ 24.51	\$ 32.94
284	Program Manager- Lincoln Community Health Center	N38	20	\$ 87,370.00	\$ 117,419.00
679	Project Manager- Executive Assistant HHS	N26	16	\$ 64,219.00	\$ 86,303.00
357	Psychiatric Mental Health Nurse Practitioner	N54	25	\$ 128,376.00	\$ 172,528.00
521-1	Psychiatric Mental Health Nurse Practitioner	L59	25	\$ 131,756.00	\$ 177,068.00
88	Public Information Officer I	N26	16	\$ 64,219.00	\$ 86,303.00
309	Public Works Director	D18	24	\$ 116,556.00	\$ 156,644.00
570	Quality and Utilization Management Coordinator	N32	18	\$ 74,906.00	\$ 100,668.00
682	Recording- Operations Supervisor	N26	16	\$ 64,219.00	\$ 86,303.00
647	Records Assistant	N10	10	\$ 19.47	\$ 26.17
415	Road Maintenance Supervisor	N38	20	\$ 87,370.00	\$ 117,419.00
401	Road Maintenance Worker 1	R01	11	\$ 21.51	\$ 28.91
402	Road Maintenance Worker 2	R04	12	\$ 23.23	\$ 31.22
403	Road Maintenance Worker 3	R07	13	\$ 25.09	\$ 33.72
437	Road Service Worker	R07	13	\$ 25.09	\$ 33.72
358	Senior Parole and Probation Technician	N23	15	\$ 59,462.00	\$ 79,912.00
<b>363</b>	<b>Senior Planner</b>	<b>LG</b>	<b>16</b>		
123	Sergeant- Corrections	SA10	19	\$ 80,044.00	\$ 107,572.00
123	Sergeant- Corrections	SA10	19	\$ 80,044.00	\$ 107,572.00
107	Sergeant- Patrol	SA10	19	\$ 80,044.00	\$ 107,572.00
107	Sergeant- Patrol	SA10	19	\$ 80,044.00	\$ 107,572.00
556	Solid Waste District Manager	N29	17	\$ 69,357.00	\$ 93,210.00
275	Support Services Director	SA10	19	\$ 80,044.00	\$ 107,572.00
111	Support Services Specialist	S16	11	\$ 22.69	\$ 30.49
373	Support Services Specialist- Corrections	S16	11	\$ 22.69	\$ 30.49
510	Support Services Supervisor	N23	15	\$ 59,462.00	\$ 79,912.00
52	Systems Administrator	N32	18	\$ 74,906.00	\$ 100,668.00
66	Tax and Treasurer Analyst	N26	16	\$ 64,219.00	\$ 86,303.00
9	Transit Driver (7 Step Range)	T01	9	\$ 18.00	\$ 22.00
270	Transit Program Director	D15	23	\$ 107,922.00	\$ 145,038.00

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Position#	Position Title	Grade	Range	Minimum	Maximum
420	Vegetation Control Technician	R07	13	\$ 25.09	\$ 33.72
265	Veterans Service Coordinator	N14	12	\$ 22.71	\$ 30.51
259	Veterans Service Officer	N26	16	\$ 64,219.00	\$ 86,303.00
43	Victim's Assistance Case Manager-Supervisor	N20	14	\$ 55,057.00	\$ 73,991.00
112	Warrants-Transport Specialist	S16	11	\$ 22.69	\$ 30.49
288	WIC Coordinator	N20	14	\$ 55,057.00	\$ 73,991.00
405	Work Crew Foreman	N14	12	\$ 22.71	\$ 30.51

### NEW/UPDATED JOB DESCRIPTIONS

351	Digital Forensic Analyst	LG	16		
140	Animal care Specialist PTNB	N	8		
664	Community Based Mobile Crisis Worker Associate 2	LG	13		
300	Public Works- PTNB	N	7		
148	Part Attendant PTNB	N	7		
609	Public Works- Parks PTNB	N	7		
680	Community Health Licensed Practical Nurse	LG	13		
683	OBAT Case Manager	LG	11		
574	HHS Admin Assistant	N	13		
388	Office Assistant- Assessor	LG	10		
181	Combination Inspector 2	LG	17		
245	Behavioral Health Peer Support Specialist	LG	9		
190	Electrical Inspector PTNB	N	18		
172	Building Inspector PTNB	N	13		
575	Behavioral Health Director	N	22		
175	Electrical Inspector A	LG	18		
690	Winter Shelter Program Coordinator	N	16		
577-1	Case Manager 1	LG	11		
502-2	Community Health Nurse 2 LCHC	LG	18		
605	Commerical - Industrial Appraiser	LG	16		
201	Juvenile Proabtion Officer	LG	14		
232	Youth Care Specialist 3	LG	14		
233	Youth Care Specialist 2	LG	13		
152	Assistant IT Director	N	20		
697	Policy and Systems Analyst	N	16		
359	Planning Technician	LG	12		
687	Community Services Specialist	N	7		
393	Corrections Health Nurse PTNB	SA	17		
686	Syringe Services/ Harm Reduction Coordinator 2	LG	13		
699	Fleet Manager Advisor	N	18		
696	Accounting Techincian	N	13		
688	Case Manager Lead	LG	14		
708	Operations Supervisor	N	16		
694	Clinical Operations Manager	N	21		
663	Community- Based Mobile Crisis Worker- Associate 1	LG	11		
710	Equity Analyst	N	16		
389	Clinical Counselor 5- PTNB	N	18		

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Position#	Position Title	Grade	Range	Minimum	Maximum
502-4	Community Health Nurse 2- Public Health	LG	18		
502-9	Lead Community Health Nurse 2	LG	18		
502-11	Community Health Nurse 2- OBAT SBHC VA	LG	18		
633	RN Care Coordinator Primary Care	LG	18		
502-1	Community Health Nurse 2- Public Health MCH	LG	18		
502-3	Community Health Nurse 2- MCH Partnership	LG	18		
502-8	Community Health Nurse 2- VA Clinic	LG	18		
502-10	Community Health Nurse 2- PTNB	N	18		
623	Clinical Counselor 5 PCI	LG	18		
191	Community Health Nurse 2 CMHN2	LG	18		
695	Behavioral Health Program Coordinator-Continuing Care	N	19		
685	Behavioral Health Program Coordinator-Crisis Response	N	19		
136	Community Health Nurse 2- MCH	LG	18		
631	Nurse Manager -Part Time No Benefits	N	20		
714	Wraparound Coach	LG	14		
698	Recruitment and Compensation Specialist	N	14		