



2025 Pay Plan

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2025 DOUGLAS COUNTY PAY PLAN
ADMINISTRATIVE & TECHNICAL SUPPORT

Job Type	Pay Grade	Exempt	Job Title	Rate	Minimum	Midpoint	Maximum
0090S	S090	NO	Executive Assistant	Hourly	\$29.23	\$36.54	\$43.85
				Monthly	\$5,067	\$6,333	\$7,600
				Annual	\$60,800	\$76,000	\$91,200
1000S 1007S 1021S	S100	NO	Administrative Assistant Legal Assistant Senior Administrative Support Specialist	Hourly	\$26.67	\$33.33	\$40.00
				Monthly	\$4,622	\$5,778	\$6,933
				Annual	\$55,467	\$69,334	\$83,201
1100S 1135S 1015S 1147S 1003S 1014S 1145S 1019S 1031S 1023S 1134S 1024S 1032S	S105	NO	Administrative Secretary Administrative Support Specialist Assessment Technician II Coroner Support Specialist Elections Specialist III Lead Building Specialist Lead Business Services Specialist Lead Foreclosure Technician Lead Property Tax Specialist Motor Vehicle Specialist III Recording Technician III Senior Accounting Specialist Senior Tax Lien and Adjustment Specialist	Hourly	\$23.51	\$29.39	\$35.27
				Monthly	\$4,076	\$5,094	\$6,113
				Annual	\$48,906	\$61,133	\$73,360
				Hourly	\$22.11	\$27.63	\$33.16
				Monthly	\$3,832	\$4,790	\$5,747
				Annual	\$45,979	\$57,474	\$68,969
				Hourly	\$22.11	\$27.63	\$33.16
				Monthly	\$3,832	\$4,790	\$5,747
				Annual	\$45,979	\$57,474	\$68,969
				Hourly	\$22.11	\$27.63	\$33.16
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				Monthly	\$3,832	\$4,790	\$5,747
				Annual	\$45,979	\$57,474	\$68,969
1143S 1120S 1102S 1116S 1146S 1205S 1132S 1138S 1103S 1149S 1141S 1109S 1119S 1133S 1113S 1115S	S110	NO	Accounting Specialist II Assessment Technician I Building Contractor Licensing Specialist Building Support Technician Business Services Specialist Data Imaging Clerk Elections Specialist II Engineering Permits Specialist Fairgrounds Administrative Support Specialist Lead Human Service Clerk Motor Vehicle Specialist II Noxious Weed Support Specialist Property Tax Specialist II Recording Technician II Tax Lien and Adjustment Specialist Training Support Specialist (SO)	Hourly	\$22.11	\$27.63	\$33.16
				Monthly	\$3,832	\$4,790	\$5,747
				Annual	\$45,979	\$57,474	\$68,969
				Hourly	\$22.11	\$27.63	\$33.16
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Job Type	Pay Grade	Exempt	Job Title	Rate	Minimum	Midpoint	Maximum
				Hourly	\$19.08	\$23.85	\$28.62
				Monthly	\$3,307	\$4,133	\$4,960
				Annual	\$39,681	\$49,601	\$59,521
1300S	S120	NO	Central Receiving/Mail Clerk				
1238S	S120	NO	Clerk and Recorder Specialist I ²				
1206S	S120	NO	Elections Specialist I ²				
1240S	S120	NO	Human Service Clerk I ¹				
1239S	S120	NO	Human Service Clerk II				
1210S	S120	NO	Motor Vehicle Specialist I ²				
1211S	S120	NO	Property Tax Specialist				
1228S	S120	NO	Public Trustee Technician				
1305S	S120	NO	Receptionist				
1223S	S120	NO	Recording Technician I ²				
				Hourly	\$17.50	\$21.87	\$26.25
				Monthly	\$3,033	\$3,791	\$4,550
				Annual	\$36,397	\$45,496	\$54,595
1600S	S130	NO	Cashier				
1610S	S130	NO	Clerk				
1604S	S130	NO	Elections Judge				
1601S	S130	NO	Tax Workoff Specialist(current minimum wage)				

¹Hiring Minimum \$20.00 Per Hour

²Hiring Minimum \$22.00 Per Hour

**2025 DOUGLAS COUNTY PAY PLAN
LABOR & TRADES**

Job Type	Pay Grade	Exempt	Job Title	Rate	Minimum	Midpoint	Maximum
				Hourly	\$36.01	\$45.01	\$54.01
				Monthly	\$6,241	\$7,802	\$9,362
				Annual	\$74,898	\$93,622	\$112,346
2101L	L200	NO	Master Electrician				
2001L	L200	YES	Supervisor, District				
2019L	L200	YES	Supervisor, Electrical				
2000L	L200	YES	Supervisor, Facilities Maintenance				
2015L	L200	YES	Supervisor, Fairgrounds				
2017L	L200	YES	Supervisor, HVAC				
2014L	L200	YES	Supervisor, Justice Center Facilities				
2020L	L200	YES	Supervisor, Mechanic				
2117L	L200	YES	Supervisor, Noxious Weed				
2011L	L200	YES	Supervisor, Parks District				
2006L	L200	YES	Supervisor, Signal				
2007L	L200	YES	Supervisor, Traffic Services				
2004L	L200	YES	Supervisor, Special Projects District				
2005L	L200	YES	Supervisor, Special Projects Facility				
				Hourly	\$31.73	\$39.66	\$47.59
				Monthly	\$5,499	\$6,874	\$8,249
				Annual	\$65,991	\$82,489	\$98,987
2107L	L210	NO	Assistant Supervisor, Concrete				
2104L	L210	NO	Assistant Supervisor, District				
2108L	L210	NO	Assistant Supervisor, Drainage				
2110L	L210	NO	Assistant Supervisor, Signal				
2114L	L210	NO	Assistant Supervisor, Traffic				
2118L	L210	NO	Assistant Supervisor, Facilities				
2121L	L210	NO	Assistant Supervisor, Facilities Special Projects				
2122L	L210	NO	Assistant Supervisor, Fairgrounds				
2113L	L210	NO	Assistant Supervisor, Justice Center Facilities				
2124L	L210	NO	Assistant Supervisor, Parks District				
2115L	L210	NO	Journeyman Electrician				
2125L	L210	NO	Lead Mechanic				
2152L	L210	NO	Sr. Facilities Security Technician				
2160L	L210	NO	Sr. HVAC Technician				
2153L	L210	NO	Sr. Signal Technician				
2151L	L210	NO	Traffic Signal Network Administrator				
				Hourly	\$27.64	\$34.55	\$41.46
				Monthly	\$4,791	\$5,989	\$7,187
				Annual	\$57,496	\$71,870	\$86,244
2162L	L215	NO	Concrete Finisher II				
2161L	L215	NO	Equipment Operator II				
2123L	L215	NO	HVAC Technician				
2167L	L215	NO	Lead Building Maintenance Technician				
2213L	L215	NO	Mechanic				
2165L	L215	NO	Open Space Property Maintenance Manger				
2210L	L215	NO	Sr. Traffic Technician				
2212L	L215	NO	Signal Technician				
2163L	L215	NO	Weed Technician II				

**2025 DOUGLAS COUNTY PAY PLAN
LABOR & TRADES**

Job Type	Pay Grade	Exempt	Job Title	Rate	Minimum	Midpoint	Maximum
				Hourly	\$25.09	\$31.37	\$37.64
				Monthly	\$4,350	\$5,437	\$6,525
				Annual	\$52,197	\$65,246	\$78,295
2225L	L220	NO	Apprentice HVAC Technician				
2231L	L220	NO	Apprentice Signal Technician				
2222L	L220	NO	Concrete Finisher I				
2226L	L220	NO	Custodial Supervisor				
2221L	L220	NO	Equipment Operator I				
2228L	L220	NO	HRLETF Range Technician				
2229L	L220	NO	Parks Maintenance Technician II				
2216L	L220	NO	Service & Parts Coordinator				
2230L	L220	NO	Sr. Building Maintenance Technician				
2321L	L220	NO	Traffic Technician II				
2223L	L220	NO	Weed Technician I				
				Hourly	\$23.05	\$28.81	\$34.57
				Monthly	\$3,995	\$4,993	\$5,992
				Annual	\$47,936	\$59,920	\$71,904
2303L	L230	NO	Apprentice Equipment Operator				
2322L	L230	NO	Apprentice Mechanic				
2325L	L230	NO	Building Maintenance Technician				
2307L	L230	NO	Electronic Equipment Technician				
2326L	L230	NO	Fairgrounds Maintenance Technician				
2306L	L230	NO	Fleet Transportation Manager				
2324L	L230	NO	Parks Maintenance Technician I				
2410L	L230	NO	Traffic Technician I				
				Hourly	\$18.97	\$23.72	\$28.46
				Monthly	\$3,289	\$4,111	\$4,933
				Annual	\$39,464	\$49,330	\$59,196
2412L	L240	NO	Building Maintenance Worker				
2413L	L240	NO	Labor & Trades Intern				
2414L	L240	NO	Night Custodian				
2411L	L240	NO	Seasonal Parks Technician				
2415L	L240	NO	Temporary Labor Support ¹				

¹Hiring Minimum \$20.00 Per Hour

**2025 DOUGLAS COUNTY PAY PLAN
LAW ENFORCEMENT**

Job Type	Pay Grade	Exempt	Job Title	Commissioned	Rate	Minimum	Midpoint	Maximum
4001E	E000	YES	Undersheriff	COM	Monthly Annual	\$14,286 \$171,436	\$15,874 \$190,484	\$17,461 \$209,532
4011E	E401	YES	Division Chief	COM	Monthly Annual	\$12,796 \$153,551	\$14,218 \$170,612	\$15,639 \$187,673
4024E 4022E 4023E	E402 E402 E402	YES YES YES	Commander Director of Post Academy and EVOC Public Information Dir, (SO)	COM COM	Monthly Annual	\$10,998 \$131,978	\$12,220 \$146,642	\$13,442 \$161,306
4042E 4040E 4041E	E404 E404 E404	YES YES YES	Communications Manager Forensic Crime Lab Manager Manager, Investigative Support Center		Monthly Annual	\$9,762 \$117,140	\$10,846 \$130,155	\$11,931 \$143,171
4055E 4056E 4057E 4053E 4060E 4058E 4059E 4051E 4054E 4052E 4107E 4061E	E405 E405 E405 E405 E405 E405 E405 E405 E405 E405 E405 E405	NO NO NO YES YES YES NO NO NO YES YES YES	Crime Lab Forensic Analyst-DNA Crime Tech/Forensic Chemist Forensic Analyst-Dig. Evidence Records Manager RMHIDTA Resource Program Manager Supervisor, Crime Analyst Supervisor, Communications Training Supervisor, Dispatch Supervisor, Emergency Services Training Program Manager Victim Assistance Coordinator Wellness Program Manager	COM	Hourly Monthly Annual	\$38.36 \$6,648 \$79,780	\$47.94 \$8,310 \$99,725	\$57.53 \$9,973 \$119,670
4130E 4114E 4126E 4122E 4124E 4123E 4125E 4121E 4128E 4129E 4127E	E410 E410 E410 E410 E410 E410 E410 E410 E410 E410 E410	NO NO NO NO NO NO NO NO NO NO NO	Accreditation Program Manager 911 Board Coordinator Crime Analyst Crime Technician II Intelligence Analyst Public Safety Ops Technician Senior Dispatcher Senior Emergency Services Operator Supervisor, CJRA Supervisor, Property Section Supervisor, Records(SO)		Hourly Monthly Annual	\$33.53 \$5,811 \$69,733	\$41.91 \$7,264 \$87,166	\$50.29 \$8,717 \$104,599

**2025 DOUGLAS COUNTY PAY PLAN
LAW ENFORCEMENT**

Job Type	Pay Grade	Exempt	Job Title	Commissioned	Rate	Minimum	Midpoint	Maximum
4255E 4256E 4257E 4251E	E425 E425 E425 E425	NO NO NO NO	JBBHS Programs Administrator Multimedia Specialist Records Technician II Training Officer		Hourly Monthly Annual	\$28.30 \$4,906 \$58,867	\$35.38 \$6,132 \$73,584	\$42.45 \$7,358 \$88,301
4319E 4313E 4312E 4318E 4301E 4317E 4309E 4310E	E430 E430 E430 E430 E430 E430 E430 E430	NO NO NO NO NO NO NO NO	Administrative Specialist RMHIDTA Administrative Specialist Civil/Warrant Specialist Crime Scene Technician I Deputy Cadet Emergency Services Operator Evidence Technician II Victim Assistance Advocate		Hourly Monthly Annual	\$25.79 \$4,470 \$53,645	\$32.24 \$5,588 \$67,056	\$38.69 \$6,706 \$80,467
4420E 4410E 4419E 4421E 4417E	E440 E440 E440 E440 E440	NO NO NO NO NO	911 Data Specialist Detention Specialist Evidence Technician I Records Technician I Statutory Programs Specialist		Hourly Monthly Annual	\$22.79 \$3,951 \$47,411	\$28.49 \$4,939 \$59,264	\$34.19 \$5,926 \$71,117
4418E	E450	NO	Reserve Deputy	COM	Hourly Annual	\$9.99 \$20,774	\$12.48 \$25,967	\$14.98 \$31,161

**2025 DOUGLAS COUNTY PAY PLAN
LAW ENFORCEMENT**

LAW ENFORCEMENT TIER STRUCTURE

Job Type	Pay Grade	Exempt	Job Title	Commissioned	Tier	Hourly	Monthly	Annual
4030E	E403	NO	Sergeant	COM	TIER 1	\$57.83	\$10,025	\$120,295
					TIER 2	\$60.27	\$10,447	\$125,360
					TIER 3	\$62.70	\$10,869	\$130,424
					TIER 4	\$65.14	\$11,291	\$135,489
					TIER 5	\$67.58	\$11,713	\$140,556
4202E	E420	NO	Deputy	COM	TIER 1	\$39.49	\$6,846	\$82,148
					TIER 2	\$41.94	\$7,270	\$87,239
					TIER 3	\$44.39	\$7,694	\$92,331
					TIER 4	\$46.84	\$8,119	\$97,423
					TIER 5	\$49.29	\$8,543	\$102,515
					TIER 6	\$54.18	\$9,392	\$112,700
4150E	E415	NO	Dispatcher		TIER 1	\$30.45	\$5,278	\$63,336
					TIER 2	\$31.73	\$5,501	\$66,006
					TIER 3	\$33.02	\$5,723	\$68,675
					TIER 4	\$34.30	\$5,945	\$71,345
					TIER 5	\$35.58	\$6,168	\$74,015
					TIER 6	\$36.87	\$6,390	\$76,684
					TIER 7	\$38.15	\$6,613	\$79,354
					TIER 8	\$39.43	\$6,835	\$82,024
					TIER 9	\$40.72	\$7,058	\$84,693
					TIER 10	\$42.00	\$7,280	\$87,360

**2025 DOUGLAS COUNTY PAY PLAN
MANAGEMENT**

Job Type	Pay Grade	Exempt	Job Title	Rate	Minimum	Midpoint	Maximum
5001M	M500	YES	Chief Information Officer	Monthly	\$13,709	\$17,136	\$20,564
5002M	M500	YES	Deputy County Attorney	Annual	\$164,510	\$205,637	\$246,764
5117M	M500	YES	Director, Budget				
5108M	M500	YES	Director, Community Development				
5004M	M500	YES	Director, Finance				
5005M	M500	YES	Director, Human Resources				
5006M	M500	YES	Director, Human Services				
5107M	M500	YES	Director, Public Works				
5118M	M510	YES	Chief Technology Officer	Monthly	\$11,583	\$14,479	\$17,375
5120M	M510	YES	Director, Communication & Public Affairs	Annual	\$139,002	\$173,752	\$208,502
5121M	M510	YES	Director, Community Justice Services				
5124M	M510	YES	Director, Community Services				
5122M	M510	YES	Director, Facilities, Fleet & Emergency Services				
5123M	M510	YES	Director, Open Space and Natural Resources				
5115M	M510	YES	Managing County Attorney (HS)				
5119M	M510	YES	Managing County Attorney				
5289M	M520	YES	Assistant Director, Budget	Monthly	\$11,097	\$13,871	\$16,645
5262M	M520	YES	Assistant Director, Community Services	Annual	\$133,163	\$166,454	\$199,745
5276M	M520	YES	Assistant Director, Finance				
5201M	M520	YES	Assistant Director, Human Resources				
5213M	M520	YES	Assistant Director, Human Services				
5274M	M520	YES	Assistant Director, Planning Resources				
5210M	M520	YES	Assistant Director, Planning Services				
5202M	M520	YES	Assistant Director, Parks, Trails, & Building Grounds				
5225M	M522	YES	Chief Building Official	Monthly	\$9,140	\$11,425	\$13,710
5226M	M522	YES	Chief Deputy Clerk & Recorder	Annual	\$109,678	\$137,098	\$164,518
5227M	M522	YES	Chief Deputy Coroner				
5228M	M522	YES	Chief Deputy Treasurer				
5224M	M522	YES	Director, Emergency Management				
5230M	M522	YES	HS Business Manager				
5231M	M522	YES	Manager, Benefits				
5229M	M522	YES	Manager, Budget & Logistics(SO)				
5232M	M522	YES	Manager, Planning				
5233M	M522	YES	Manager, Fleet Services				

**2025 DOUGLAS COUNTY PAY PLAN
MANAGEMENT**

Job Type	Pay Grade	Exempt	Job Title	Rate	Minimum	Midpoint	Maximum
				Monthly	\$8,444	\$10,556	\$12,667
				Annual	\$101,334	\$126,667	\$152,000
5279M	M525	YES	Administrative Deputy Assessor				
5711M	M525	YES	Assistant Director, Communication				
5714M	M525	YES	Assistant Director, Open Space & Natural Resources				
5827M	M525	YES	Deputy Director, Business Strategy and Finance				
5286M	M525	YES	Deputy Director, Elections				
5572M	M525	YES	Deputy Director, Emergency Management				
5320M	M525	YES	Deputy Chief Building Official				
5329M	M525	YES	HS Program Manager				
5323M	M525	YES	Manager, Accounting				
5280M	M525	YES	Manager, Business Resources & Engineering Financial Services				
5710M	M525	YES	Manager, Business Services & Operations				
5272M	M525	YES	Manager, Facilities				
5337M	M525	YES	Manager, HS & IV-D Administrator				
5712M	M525	YES	Manager, Mental Health Division				
5284M	M525	YES	Manager, Parks Programs				
5339M	M525	YES	Manager, Public Outreach & Assistance				
5708M	M525	YES	Manager, Public Works-Operations				
5285M	M525	YES	Manager, Rueter-Hess Reservoir				
5328M	M525	YES	Manager, Self-Sufficiency & Family Support				
5282M	M525	YES	Manager, Zoning Compliance				
5264M	M525	YES	Risk Manager				
5281M	M525	YES	Supervisor, Budget and Logistics				
5283M	M525	YES	Supervisor, Resource Services				
				Monthly	\$7,517	\$9,396	\$11,276
				Annual	\$90,204	\$112,755	\$135,306
5540M	M530	YES	Appeals Administrator				
5510M	M530	YES	Assessment Administrator				
5363M	M530	YES	Deputy Director, Motor Vehicle				
5361M	M530	YES	Deputy Director, Recording				
5734M	M530	YES	Deputy Manager, Mental Health Division				
5360M	M530	YES	Chief Deputy Public Trustee				
5440M	M530	YES	Emergency Services Manager				
5331M	M530	YES	Manager, CJS Division				
5441M	M530	YES	Manager, Community Services				
5354M	M530	YES	Manager, Facilities Safety & Security				
5338M	M530	YES	Manager, Fairgrounds				
5362M	M530	YES	Manager, Parks Operations				
5535M	M530	YES	Supervisor, Building Inspection				
5505M	M530	YES	Supervisor, Commercial Appraisal				
5349M	M530	YES	Supervisor, Fleet Services				
5736M	M530	YES	Supervisor, Human Resources				
5507M	M530	YES	Supervisor, Land Appraisal				
5515M	M530	YES	Supervisor, Personal Property Appraisal				
5573M	M530	YES	Supervisor, Planning				
5537M	M530	YES	Supervisor, Plans Examiner				
5506M	M530	YES	Supervisor, Residential Appraisal				

**2025 DOUGLAS COUNTY PAY PLAN
MANAGEMENT**

Job Type	Pay Grade	Exempt	Job Title	Rate	Minimum	Midpoint	Maximum
				Monthly	\$6,416	\$8,020	\$9,624
				Annual	\$76,990	\$96,237	\$115,484
5580M	M550	YES	Manager, Coroner Administration				
5627M	M550	YES	Manager, Elections Services				
5629M	M550	YES	Manager, Motor Vehicle Services				
5542M	M550	YES	Manager, Recording Operations				
5539M	M550	YES	Office Manager				
5553M	M550	YES	Supervisor, Accounting				
5622M	M550	YES	Supervisor, Accounting (C&R)				
5735M	M550	YES	Supervisor, Care Compact				
5532M	M550	YES	Supervisor, Caseworker				
5668M	M550	YES	Supervisor, Community Services				
5733M	M550	YES	Supervisor, CRT Clinical				
5663M	M550	YES	Supervisor, Financial Services				
5559M	M550	YES	Supervisor, Payroll				
5516M	M550	YES	Supervisor, Purchasing				
5732M	M550	YES	Supervisor, Ranger				
5566M	M550	YES	Supervisor, Youth Services				
				Hourly	\$31.42	\$39.27	\$47.12
				Monthly	\$5,445	\$6,807	\$8,168
				Annual	\$65,345	\$81,681	\$98,017
5621M	M560	YES	Asst. Supervisor, Residential Appraisal				
5626M	M560	YES	Manager, Business Resources				
5674M	M560	YES	Manager, MV Project and Compliance				
5659M	M560	YES	Supervisor, Branch (C&R)				
5612M	M560	YES	Supervisor, Child Support				
5619M	M560	NO	Supervisor, Community Justice Services				
5673M	M560	YES	Supervisor, CRT Resource Specialist				
5661M	M560	YES	Supervisor, Customer Service				
5652M	M560	YES	Supervisor, Eligibility				
5664M	M560	YES	Supervisor, Permits/Customer Service				
5628M	M560	YES	Supervisor, Program Integrity				
5665M	M560	NO	Supervisor, Veterans Services Office				

**2025 DOUGLAS COUNTY PAY PLAN
PROFESSIONAL AND TECHNICAL**

Job Type	Pay Grade	Exempt	Job Title	Rate	Minimum	Midpoint	Maximum
3000P	P300	YES	Sr. Assistant County Attorney	Monthly	\$9,605	\$12,007	\$14,408
3005P	P300	YES	Sr. Assistant County Attorney (HS)	Annual	\$115,265	\$144,081	\$172,897
3107P	P310	YES	Assistant County Attorney	Hourly	\$40.59	\$50.74	\$60.89
3121P	P310	NO	Communication Projects Manager	Monthly	\$7,036	\$8,795	\$10,554
3123P	P310	YES	Emergency Management Coordinator	Annual	\$84,431	\$105,539	\$126,647
3100P	P310	YES	Planner IV				
3117P	P310	YES	Special Projects Manager (Administration)				
3110P	P310	YES	Sr. Budget Analyst				
3122P	P310	YES	Sr. Communication Manager				
3296P	P320	YES	Appraisal Analyst II	Hourly	\$36.41	\$45.52	\$54.62
3283P	P320	YES	Appraisal Solutions Administrator	Monthly	\$6,312	\$7,890	\$9,468
3279P	P320	YES	Appraiser IV	Annual	\$75,742	\$94,677	\$113,612
3230P	P320	YES	Assessment Analyst				
3641P	P320	YES	Budget Analyst II				
3232P	P320	YES	Communication Manager(PR)				
3636P	P320	YES	Lead Community Response Team(CRT) Clinician				
3642P	P320	NO	Lead Finance Specialist (HS)				
3280P	P320	NO	Engineering Inspector IV				
3632P	P320	YES	Financial Administrator (HS)				
3298P	P320	YES	HS Technology Projects Manager				
3210P	P320	YES	Planner III				
3643P	P320	NO	Plans Examiner II				
3234P	P320	YES	Program Integrity Administrator-HS Protection				
3204P	P320	YES	Real Prop Acquisition Specialist II				
3394P	P320	YES	Senior Accountant				
3231P	P320	YES	Senior Benefits Specialist				
3297P	P320	NO	Senior Forensic MDI				
3266P	P320	YES	Senior Human Resources Generalist				
3272P	P320	NO	Senior Paralegal				
3398P	P320	YES	Senior Public Policy Analyst				
3221P	P320	YES	Senior Treasury Accountant				
3285P	P320	YES	Special Projects Manager				
3299P	P320	YES	Special Projects Manager (HS)				
3621P	P320	YES	Special Projects Manager (C&R)				
3640P	P320	YES	Training and Development Administrator				
3233P	P320	NO	Wildfire Mitigation & Resilience Coordinator				

**2025 DOUGLAS COUNTY PAY PLAN
PROFESSIONAL AND TECHNICAL**

Job Type	Pay Grade	Exempt	Job Title	Rate	Minimum	Midpoint	Maximum
				Hourly	\$33.15	\$41.44	\$49.73
				Monthly	\$5,746	\$7,183	\$8,619
				Annual	\$68,953	\$86,191	\$103,429
3295P	P325	NO	Appraisal Analyst I				
3250P	P325	NO	Appraiser III				
3787P	P325	YES	Budget Analyst I				
3251P	P325	NO	Building Inspector III				
3785P	P325	YES	Business & Financial Services Coordinator				
3397P	P325	YES	Community Programs Administrator				
3782P	P325	YES	Care Compact Administrator				
3620p	P325	NO	Communications and Engagement Specialist				
3247P	P325	YES	Communication Specialist				
3784P	P325	YES	Community Response Team(CRT) Clinician				
3120P	P325	YES	Contracts and Grants Administrator				
3282P	P325	NO	Coroner Investigator III				
3635P	P325	YES	Curator				
3246P	P325	YES	Digital News Strategist				
3253P	P325	NO	Electrical Inspector III				
3255P	P325	NO	Engineering Inspector III				
3201P	P325	YES	Engineering Programs Coordinator				
3777P	P325	YES	Environmental Resources Coordinator				
3290P	P325	NO	Erosion Control Inspector III				
3781P	P325	YES	Family Engagement Meeting Facilitator				
3210P	P325	YES	Grants and Contracts Administrator (SO)				
3788P	P325	YES	Human Resources Generalist				
3801P	P325	YES	Human Services Clinician				
3779P	P325	YES	Lead Caseworker				
3780P	P325	YES	Lead Caseworker- After Hours				
3634P	P325	YES	Lead Navigator				
3799P	P325	YES	Planner II				
3789P	P325	NO	Plans Examiner I				
3294P	P325	NO	Project & Content Coordinator				
3778P	P325	NO	Sr. Land Management Specialist/Ranger				
3263P	P325	NO	Sr. Wildfire Mitigation Specialist				
3245P	P325	YES	Visual Content Producer				

**2025 DOUGLAS COUNTY PAY PLAN
PROFESSIONAL AND TECHNICAL**

Job Type	Pay Grade	Exempt	Job Title	Rate	Minimum	Midpoint	Maximum
				Hourly	\$29.85	\$37.31	\$44.78
				Monthly	\$5,174	\$6,468	\$7,762
				Annual	\$62,092	\$77,615	\$93,138
3429P	P330	YES	Accountant II				
3388P	P330	NO	Appraiser II				
3638P	P330	NO	Assessor Administrative Analyst				
3328P	P330	NO	Asset Management Technician				
3302P	P330	NO	Building Inspector II				
3383P	P330	YES	Care Compact Navigator				
3628P	P330	YES	Caseworker B				
3629P	P330	YES	Caseworker B-Adult/Eligibility				
3631P	P330	YES	Caseworker B- Family Support				
3626P	P330	YES	Community Programs Coordinator				
3637P	P330	YES	Community Resource Team (CRT) Resource Specialist				
3304P	P330	NO	Coroner Investigator II				
3330P	P330	NO	Electrical Inspector II				
3644P	P330	NO	Election Coordinator				
3331P	P330	NO	Engineering Inspector II				
3516P	P330	NO	Engineering Agreements Technician				
3337P	P330	NO	Erosion Control Inspector II				
3633P	P330	YES	FAC Safety & Security Administrator				
3572P	P330	NO	Finance Specialist II (HS)				
3655P	P330	YES	Government Affairs Specialist				
3568P	P330	YES	Grants Accountant				
3339P	P330	NO	Hiring Technician				
3356P	P330	NO	Lead CJS Officer				
3439P	P330	NO	Leave Coordinator				
3226P	P330	YES	Navigator II				
3310P	P330	NO	Natural Resource Specialist				
3357P	P330	NO	Paralegal				
3368P	P330	NO	Personnel Coordinator (SO)				
3342P	P330	NO	Planning/Addressing Specialist				
3382P	P330	YES	Quality Assurance Specialist				
3624P	P330	YES	Parks Program Coordinator				
3622P	P330	NO	Purchasing Agent				
3625P	P330	NO	Site Development Administrator II				
3465P	P330	NO	Sr. Investigations Specialist				
3639P	P330	NO	Sr. Payroll Specialist				
3323P	P330	NO	Wildfire Mitigation Specialist				

**2025 DOUGLAS COUNTY PAY PLAN
PROFESSIONAL AND TECHNICAL**

Job Type	Pay Grade	Exempt	Job Title	Rate	Minimum	Midpoint	Maximum
				Hourly	\$26.62	\$33.27	\$39.93
				Monthly	\$4,614	\$5,767	\$6,921
				Annual	\$55,364	\$69,205	\$83,046
3533P	P340	NO	Accountant I				
3472P	P340	NO	Appraiser I				
3438P	P340	NO	Building Inspector I				
3576P	P340	NO	Caseworker A - Screener				
3409P	P340	NO	CJS Officer II				
3483P	P340	NO	Community Program Specialist				
3451P	P340	NO	Coroner Investigator I				
3645P	P340	NO	Department Communication Specialist				
3480P	P340	NO	Finance Specialist (HS)				
3458P	P340	NO	Electrical Inspector I				
3444P	P340	NO	Engineering Inspector I				
3433P	P340	NO	Engineering Technician				
3473P	P340	NO	Event Coordinator				
3577P	P340	NO	Family Assistance Coordinator(COR)				
3461P	P340	NO	Fleet Coordinator				
3477P	P340	NO	HRLETF Program Coordinator				
3466P	P340	NO	Human Resources Technician				
3546P	P340	NO	Investigations Specialist				
3308P	P340	NO	Land Management Specialist/Ranger				
3486P	P340	NO	Lead Eligibility Case Manager				
3474P	P340	YES	Navigator I				
3575P	P340	NO	Open Space Program Coordinator				
3571P	P340	NO	Park Ranger				
3512P	P340	NO	Payroll/Accounts Payable Specialist				
3417P	P340	YES	Planner I				
3464P	P340	YES	Public Assistance Planner				
3479P	P340	NO	Public Works Operations & Finance Specialist				
3481P	P340	NO	Risk Management & Projects Coordinator				
3555P	P340	NO	Sales and Use Tax Specialist				
3467P	P340	NO	Self Sufficiency Programs Trainer				
3529P	P340	NO	Senior Planning Technician				
3573P	P340	NO	Site Development Administrator I				
3561P	P340	NO	Traffic Engineering & Operations Specialist				
3487P	P340	NO	Voter Service & Polling Center Coordinator				
3488P	P340	NO	Warehouse & Logistics Coordinator				
3349P	P340	NO	Zoning Compliance Official				
				Hourly	\$24.00	\$30.00	\$36.00
				Monthly	\$4,160	\$5,200	\$6,240
				Annual	\$49,916	\$62,395	\$74,874
3562P	P350	NO	Autopsy Technician				
3503P	P350	NO	Bankruptcy & Tax Technician				
3581P	P350	NO	Case Services Technician				
3580P	P350	NO	Child Support Specialist II				
3578P	P350	NO	Child Support Specialist III				
3545P	P350	NO	CJS Officer I				
3583P	P350	NO	Eligibility Case Manager II				
3579P	P350	NO	Eligibility Case Manager III				
3564P	P350	NO	Lead Elections Specialist				
3462P	P350	NO	Lead Motor Vehicle Specialist				
3565P	P350	NO	Lead Recording Technician				
3463P	P350	NO	Motor Vehicle Trainer				
3520P	P350	NO	Planning Technician				
3469P	P350	NO	Recording Trainer				
3536P	P350	NO	Veterans Services Officer				
3558P	P350	NO	WrapAround Facilitator				

**2025 DOUGLAS COUNTY PAY PLAN
PROFESSIONAL AND TECHNICAL**

Job Type	Pay Grade	Exempt	Job Title	Rate	Minimum	Midpoint	Maximum
3609P 3614P 3616P 3617P 3618P	P360	NO	Apprentice Appraiser ¹ CJS Case Services Specialist ¹ Child Welfare Casework Intern ² Child Support Specialist I ¹ Eligibility Case Manager I ¹	Hourly	\$19.86	\$24.83	\$29.80
				Monthly	\$3,443	\$4,304	\$5,165
				Annual	\$41,318	\$51,647	\$61,976
6300P	P630	NO	Professional Support	Hourly	\$19.69	\$42.85	\$66.00
				Monthly	\$3,412	\$4,875	\$7,312
				Annual	\$40,949	\$58,498	\$87,747

¹Hiring Minimum \$22.00 Per Hour

²Hiring Minimum \$20.00 Per Hour

2025 DOUGLAS COUNTY PAY PLAN
ENGINEERING

Job Type	Pay Grade	Exempt	Job Title	Rate	Minimum	Midpoint	Maximum
8010E 8011E	E800 E800	YES YES	Assistant Director, PW Engineering Assistant Director, PW Operations	Monthly Annual	\$11,284 \$135,407	\$14,105 \$169,259	\$16,926 \$203,111
8007E 8003E 8001E	E801 E801 E801	YES YES YES	Engineering Special Projects Manager Manager, Capital Improvement Projects Manager, Traffic Engineering/Traffic Operations	Monthly Annual	\$10,302 \$123,626	\$12,878 \$154,532	\$15,453 \$185,438
8110E 8109E 8100E 8050E 8111E	E805 E805 E805 E805 E805	YES YES YES YES YES	Supervisor, Development Review Supervisor, Engineering Capital Improvement Projects Supervisor, Engineering Inspections Supervisor, Engineering Pavement Management Supervisor, Traffic Engineering	Monthly Annual	\$9,629 \$115,552	\$12,037 \$144,440	\$14,444 \$173,328
8103E 8105E 8104E 8107E	E810 E810 E810 E810	YES YES YES YES	Engineer IV Engineer IV, Capital Projects Engineer IV, Special Projects Environmental Program Manager	Monthly Annual	\$8,637 \$103,643	\$10,796 \$129,554	\$12,955 \$155,465
8200E 8201E 8204E	E820 E820 E820	YES YES YES	Engineer III Surveyor/CADD Administrator Engineering Construction Manager	Monthly Annual	\$7,676 \$92,116	\$9,595 \$115,145	\$11,515 \$138,174
8300E 8202E 8302E	E830 E830 E830	YES YES YES	Engineer II Supervisor, Environmental Inspections Traffic Management Center Engineer II	Monthly Annual	\$6,456 \$77,470	\$8,070 \$96,838	\$9,684 \$116,206
8400E	E840	NO	Engineer I	Hourly Monthly Annual	\$33.03 \$5,726 \$68,710	\$41.29 \$7,157 \$85,888	\$49.55 \$8,589 \$103,066
8450E	E845	NO	Associate Engineer	Hourly Monthly Annual	\$23.69 \$4,107 \$49,281	\$29.62 \$5,133 \$61,601	\$35.54 \$6,160 \$73,921
6800E	E850	NO	Engineering Intern ¹	Hourly Monthly Annual	\$16.00 \$2,773 \$33,280	\$20.00 \$3,467 \$41,600	\$24.00 \$4,160 \$49,920

¹Hiring Minimum \$20.00 Per Hour

2025 DOUGLAS COUNTY PAY PLAN INFORMATION TECHNOLOGY

Job Type	Pay Grade	Exempt	Job Title	Rate	Minimum	Midpoint	Maximum
7133T 7106T	T710 T710	YES YES	Sr. Manager, PMO Services Sr. Manager, Application Services	Monthly Annual	\$12,288 \$147,456	\$15,360 \$184,320	\$18,432 \$221,184
7109T 7134T	T713 T713	YES YES	Manager, Software Engineering Manager, IT Infrastructure Ops & Architect	Monthly Annual	\$10,771 \$129,254	\$13,464 \$161,567	\$16,157 \$193,880
7228T 7159T 7221T 7161T 7158T	T715 T715 T715 T715 T715	YES YES YES YES Yes	Manager, IT Principal Infrastructure & Security Architect Principal Software Engineer Sr. Database Developer Sr. Microsoft 365 Architect	Monthly Annual	\$10,036 \$120,437	\$12,546 \$150,546	\$15,055 \$180,655
7231T 7223T 7227T 7213T 7229T 7218T 7224T 7324T 7230T	T720 T720 T720 T720 T720 T720 T720 T720 T720	YES YES YES YES YES YES YES YES YES	Manager, Business Systems Intelligence Principal Applications Specialist Principal Network Engineer Principal Systems Administrator Principal Systems Analyst Sr. ERP Analyst Sr. Project Manager Sr. Software Engineer Sr. Endpoint Cybersecurity Engineer	Monthly Annual	\$9,069 \$108,823	\$11,336 \$136,029	\$13,603 \$163,235
7331T 7333T 7335T 7326T 7334T 7311T 7437T 7318T 7313T 7332T 7433T	T730 T730 T730 T730 T730 T730 T730 T730 T730 T730 T730	YES YES YES YES YES YES YES YES YES YES YES	Geospatial Database Administrator Lead Sr. Systems Analyst Manager, Support Services Problem Manager Supervisor, Radio Systems Business Intelligence Administrator Sr. HRIS Analyst Sr. Network Engineer Sr. System Administrator Sr. Systems Analyst Sr. Telecommunications Engineer	Monthly Annual	\$8,124 \$97,485	\$10,155 \$121,856	\$12,186 \$146,227

**2025 DOUGLAS COUNTY PAY PLAN
INFORMATION TECHNOLOGY**

Job Type	Pay Grade	Exempt	Job Title	Rate	Minimum	Midpoint	Maximum
7430T	T740	YES	Applications Specialist (SO)	Hourly	\$40.43	\$50.53	\$60.64
7429T	T740	YES	Asset & Inventory Manager	Monthly	\$7,007	\$8,759	\$10,511
7434T	T740	YES	Data Analyst (ASR)	Annual	\$84,090	\$105,112	\$126,134
7439T	T740	YES	Senior Change Management Coordinator				
7580T	T740	YES	Supervisor, Support Services				
7438T	T740	YES	Systems Analyst				
7571T	T740	YES	Business Analyst II				
7572T	T740	YES	GIS Specialist II (ASR)				
7442T	T740	YES	Network Engineer II				
7441T	T740	NO	Radio Systems Network Administrator				
7559T	T740	NO	Radio Systems Specialist (SO)				
7573T	T740	YES	Senior GIS Analyst				
7516T	T740	YES	System Administrator II				
7440T	T740	YES	Elections Systems and Security Admin				
7577T	T755	NO	911 GIS Specialist	Hourly	\$32.05	\$40.06	\$48.08
7576T	T755	NO	Engineering GIS Specialist	Monthly	\$5,555	\$6,944	\$8,333
7575T	T755	NO	GIS Specialist I (ASR)	Annual	\$66,665	\$83,331	\$99,997
7564T	T755	NO	Senior I.T. Trainer				
7551T	T755	NO	Senior Support Specialist				
7560T	T755	YES	System Administrator I				
7611T	T760	NO	Audio Visual Specialist	Hourly	\$28.55	\$35.69	\$42.83
7609T	T760	NO	Service Delivery Coordinator	Monthly	\$4,949	\$6,187	\$7,424
7600T	T760	NO	Support Specialist II	Annual	\$59,394	\$74,242	\$89,090
7610T	T760	NO	Support Specialist II - Detentions				
7650T	T765	NO	Support Specialist I	Hourly	\$23.28	\$29.10	\$34.93
				Monthly	\$4,036	\$5,045	\$6,054
				Annual	\$48,430	\$60,537	\$72,644

**2025 DOUGLAS COUNTY PAY PLAN
PUBLIC HEALTH**

Job Type	Pay Grade	Exempt	Job Title	Rate	Minimum	Midpoint	Maximum
6100H 6101H	H610 H610	YES YES	Assistant Director, Community Health Assistant Director, Environmental Health	Monthly Annual	\$9,462 \$113,546	\$11,828 \$141,933	\$14,193 \$170,320
6203H 6200H 6201H	H620 H620 H620	YES YES YES	Executive Director, Early Childhood Council Manager, Emergency Preparedness & Disease Surveillance Manager, Health Administration	Monthly Annual	\$7,408 \$88,891	\$9,260 \$111,114	\$11,111 \$133,337
6300H 6301H 6302H 6303H	H630 H630 H630 H630	YES YES YES YES	Manager, WIC Supervisor, Environmental Health Epidemiologist II Public Health Nurse	Hourly Monthly Annual	\$37.67 \$6,530 \$78,358	\$47.09 \$8,162 \$97,948	\$56.51 \$9,795 \$117,538
6405H 6403H 6401H 6402H	H640 H640 H640 H640	YES NO YES YES	Emergency Preparedness Response Specialist II Environmental Health Specialist II Epidemiologist I Manager, Office and Vital Records	Hourly Monthly Annual	\$30.97 \$5,369 \$64,424	\$38.72 \$6,711 \$80,530	\$46.46 \$8,053 \$96,636
6507H 6506H 6502H 6503H 6504H 6505H	H650 H650 H650 H650 H650 H650	YES NO YES YES YES YES	Emergency Preparedness Response Specialist I Environmental Health Specialist I Maternal & Child Health (MCH) Coordinator Quality Improvement Coordinator WIC Registered Dietician Program Manager and Data Analyst	Hourly Monthly Annual	\$28.19 \$4,886 \$58,629	\$35.23 \$6,107 \$73,286	\$42.28 \$7,329 \$87,944
6550H	H655	YES	Community Health Educator	Hourly Monthly Annual	\$25.43 \$4,408 \$52,898	\$31.79 \$5,510 \$66,123	\$38.15 \$6,612 \$79,347
6602H 6600H 6601H	H660 H660 H660	NO NO NO	Lead Public Health Clerk Lead WIC Educator ² Disease Investigation Specialist	Hourly Monthly Annual	\$22.56 \$3,911 \$46,927	\$28.20 \$4,888 \$58,659	\$33.84 \$5,866 \$70,390
6650H 6651H	H665 H665	NO NO	WIC Educator ¹ Public Health Clerk	Hourly Monthly Annual	\$19.17 \$3,322 \$39,865	\$23.96 \$4,153 \$49,831	\$28.75 \$4,983 \$59,797

¹Hiring Minimum \$22.00 Per Hour

²Hiring Minimum \$23.00 Per Hour

2025 DOUGLAS COUNTY PAY PLAN
District Attorney

Job Type	Pay Grade	Exempt	Job Title	Peace Officer	Rate	Minimum	Midpoint	Maximum
6000D	D600	YES	Assistant District Attorney	PO	Hourly Monthly Annual	\$85.38 \$14,800 \$177,598	\$106.73 \$18,500 \$221,998	\$128.08 \$22,200 \$266,398
6100D 6101D	D610 D610	YES YES	Chief Deputy D.A. Chief Technology Officer(DA's Office)	PO	Hourly Monthly Annual	\$67.17 \$11,643 \$139,716	\$83.96 \$14,554 \$174,645	\$100.76 \$17,465 \$209,574
6203D 6200D 6204D 6201D	D620 D620 D620 D620	YES YES YES YES	Chief Investigator Director, Diversion Director, Financial/Administrative Services Senior Deputy D.A.	PO PO	Hourly Monthly Annual	\$55.93 \$9,694 \$116,329	\$69.91 \$12,118 \$145,411	\$83.89 \$14,541 \$174,493
6307D 6251D	D625 D625	YES YES	Director, Media Relations Supervisor, Investigator	PO	Hourly Monthly Annual	\$49.28 \$8,542 \$102,500	\$61.60 \$10,677 \$128,125	\$73.92 \$12,813 \$153,750
6301D 6302D 6304D 6305D 6308D 6306D	D630 D630 D630 D630 D630 D630	NO YES YES YES YES YES	Criminal Investigator Deputy District Attorney Director, Victim Comp Vale Director, Victim Services Manager, Grand Jury and Paralegal Office Manager/Supervisor Paralegal	PO PO	Hourly Monthly Annual	\$42.85 \$7,427 \$89,125	\$53.56 \$9,284 \$111,407	\$64.27 \$11,141 \$133,688
6400D 6401D 6404D 6402D 6403D	D640 D640 D640 D640 D640	YES YES YES YES NO	Supervisor, Diversion Deputy D.A. - County Court ² Deputy D.A. - County Court(Advisement) Supervisor, Victim Witness Lead Paralegal	PO PO	Hourly Monthly Annual	\$34.63 \$6,003 \$72,041	\$43.29 \$7,504 \$90,051	\$51.95 \$9,005 \$108,061
6500D 6502D 6503D 6504D	D650 D650 D650 D650	YES NO YES YES	Therapist ³ Lead Clinical Program Supervisor, Legal Assistant Records Manager(DA)		Hourly Monthly Annual	\$31.36 \$5,436 \$65,232	\$39.20 \$6,795 \$81,540	\$46.86 \$8,154 \$97,849

2025 DOUGLAS COUNTY PAY PLAN
District Attorney

Job Type	Pay Grade	Exempt	Job Title	Peace Officer	Rate	Minimum	Midpoint	Maximum
6601D	D660	YES	Manager, Consumer Fraud Protection		Hourly	\$28.29	\$35.36	\$42.43
6602D	D660	YES	Case Manager		Monthly	\$4,903	\$6,129	\$7,354
6501D	D660	NO	Intake Specialist		Annual	\$58,835	\$73,544	\$88,253
6603D	D660	NO	Paralegal					
6604D	D660	NO	Program Lead					
6605D	D660	NO	Restitution Specialist					
6607D	D660	NO	Victim Compensation Specialist					
6608D	D660	NO	Victim Witness Assistant					
6609D	D660	NO	Victim Witness Specialist					
6701D	D670	NO	Lead Central Services		Hourly	\$22.83	\$28.54	\$34.24
6702D	D670	NO	Legal Assistant		Monthly	\$3,957	\$4,946	\$5,935
					Annual	\$47,482	\$59,353	\$71,224
6800D	D680	NO	Central Services Assistant		Hourly	\$20.05	\$25.07	\$30.08
6801D	D680	NO	Discovery Technician		Monthly	\$3,476	\$4,345	\$5,214
6802D	D680	NO	Legal Interns ¹		Annual	\$41,711	\$52,139	\$62,567

¹Hiring Minimum \$21.00 Per Hour

²Hiring Minimum \$40.00 Per Hour Unlicensed Attorney

³Hiring Minimum \$70,000 Per Year