



**DOUGLAS COUNTY**  
COLORADO

# 2024 Pay Plan

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**2024 DOUGLAS COUNTY PAY PLAN  
ADMINISTRATIVE & TECHNICAL SUPPORT**

Job Type	Pay Grade	Exempt	Job Title	Rate	Minimum	Midpoint	Maximum
1000S 1007S 1021S	S100	NO	Administrative Assistant Legal Assistant Senior Administrative Support Specialist	Hourly Monthly Annual	\$25.19 \$4,367 \$52,402	\$31.49 \$5,458 \$65,502	\$38.73 \$6,714 \$80,567
1100S 1135S 1015S 1147S 1003S 1139S 1014S 1145S 1019S 1031S 1022S 1023S 1134S 1024S	S105	NO	Administrative Secretary Administrative Support Specialist Assessment Technician II Coroner Support Specialist Elections Specialist III Engineering Support Specialist Lead Building Specialist Lead Business Services Specialist Lead Foreclosure Technician Lead Property Tax Specialist Lead Records Clerk Motor Vehicle Specialist III Recording Technician III Senior Accounting Specialist	Hourly Monthly Annual	\$22.20 \$3,848 \$46,180	\$27.75 \$4,810 \$57,725	\$34.14 \$5,917 \$71,002
1143S 1120S 1102S 1116S 1146S 1205S 1132S 1138S 1103S 1141S 1109S 1133S 1142S 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 Motor Vehicle Specialist II Noxious Weed Support Specialist Recording Technician II Records Clerk (SO) Tax Lien and Adjustment Specialist Training Support Specialist (SO)	Hourly Monthly Annual	\$20.30 \$3,518 \$42,217	\$25.37 \$4,398 \$52,771	\$31.21 \$5,409 \$64,909
1300S 1238S 1206S 1226S 1210S 1211S 1228S 1203S 1305S 1223S	S120	NO	Central Receiving/Mail Clerk Clerk and Recorder Specialist I <sup>2</sup> Elections Specialist I <sup>2</sup> Lead Human Services Clerk Motor Vehicle Specialist I <sup>2</sup> Property Tax Specialist Public Trustee Technician Public Works Specialist Receptionist Recording Technician I <sup>2</sup>	Hourly Monthly Annual	\$17.84 \$3,093 \$37,117	\$22.31 \$3,866 \$46,397	\$27.44 \$4,756 \$57,068

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Job Type	Pay Grade	Exempt	Job Title	Rate	Minimum	Midpoint	Maximum
				Hourly	\$15.75	\$19.69	\$24.22
				Monthly	\$2,731	\$3,413	\$4,198
				Annual	\$32,766	\$40,958	\$50,377
1600S	S130	NO	Cashier				
1610S	S130	NO	Clerk <sup>2</sup>				
1603S	S130	NO	Elections Intern				
1604S	S130	NO	Elections Judge				
1310S	S130	NO	Human Services Clerk-Eligibility <sup>1</sup>				
1302S	S130	NO	Human Services Clerk <sup>1</sup>				
1601S	S130	NO	Tax Workoff Specialist				

<sup>1</sup>Hiring Minimum \$17.00 Per Hour

<sup>2</sup>Hiring Minimum \$19.00 Per Hour



**2024 DOUGLAS COUNTY PAY PLAN  
LABOR & TRADES**

Job Type	Pay Grade	Exempt	Job Title	Rate	Minimum	Midpoint	Maximum
				Hourly	\$33.65	\$42.07	\$51.74
				Monthly	\$5,833	\$7,292	\$8,968
				Annual	\$69,998	\$87,498	\$107,622
2101L	L200	NO	Master Electrician				
2001L	L200	YES	Supervisor, District				
2000L	L200	YES	Supervisor, Facilities Maintenance				
2015L	L200	YES	Supervisor, Fairgrounds				
2016L	L200	YES	Supervisor, Fleet				
2014L	L200	YES	Supervisor, Justice Center Facilities				
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	\$29.93	\$37.41	\$46.02
				Monthly	\$5,188	\$6,485	\$7,977
				Annual	\$62,256	\$77,820	\$95,718
2107L	L210	NO	Assistant Supervisor, Concrete				
2104L	L210	NO	Assistant Supervisor, District				
2108L	L210	NO	Assistant Supervisor, Drainage				
2119L	L210	NO	Assistant Supervisor, HVAC				
2106L	L210	NO	Assistant Supervisor, Mechanic				
2110L	L210	NO	Assistant Supervisor, Signal				
2114L	L210	NO	Assistant Supervisor, Traffic				
2121L	L210	NO	Assistant Supervisor, Facilities Special Projects				
2120L	L210	NO	Assistant Supervisor, Electrical & Building Systems				
2122L	L210	NO	Assistant Supervisor, Fairgrounds				
2113L	L210	NO	Assistant Supervisor, Justice Center Facilities				
2115L	L210	NO	Journeyman Electrician				
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	\$26.80	\$33.50	\$41.21
				Monthly	\$4,646	\$5,807	\$7,143
				Annual	\$55,750	\$69,688	\$85,715
2164L	L215	NO	Assistant Supervisor, Parks District				
2162L	L215	NO	Concrete Finisher II				
2161L	L215	NO	Equipment Operator II				
2123L	L215	NO	HVAC 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				

**2024 DOUGLAS COUNTY PAY PLAN  
LABOR & TRADES**

Job Type	Pay Grade	Exempt	Job Title	Rate	Minimum	Midpoint	Maximum
				Hourly	\$23.67	\$29.59	\$36.40
				Monthly	\$4,104	\$5,129	\$6,309
				Annual	\$49,243	\$61,553	\$75,711
2225L	L220	NO	Apprentice HVAC Technician				
2222L	L220	NO	Concrete Finisher I				
2226L	L220	NO	Custodial Supervisor				
2221L	L220	NO	Equipment Operator I				
2228L	L220	NO	HRLETF Range Technician				
2224L	L220	NO	Lead Building Maintenance Technician				
2216L	L220	NO	Service & Parts Coordinator				
2220L	L220	NO	Sr. Parks Maintenance Technician				
2321L	L220	NO	Traffic Technician II				
2223L	L220	NO	Weed Technician I				
				Hourly	\$21.51	\$26.89	\$33.08
				Monthly	\$3,729	\$4,661	\$5,733
				Annual	\$44,747	\$55,934	\$68,800
2303L	L230	NO	Apprentice Equipment Operator <sup>3</sup>				
2322L	L230	NO	Apprentice Mechanic				
2307L	L230	NO	Electronic Equipment Technician				
2306L	L230	NO	Fleet Transportation Manager				
2310L	L230	NO	Parks Maintenance Technician II				
2302L	L230	NO	Sr. Building Maintenance Technician				
2410L	L230	NO	Traffic Technician I				
				Hourly	\$18.97	\$23.72	\$29.17
				Monthly	\$3,289	\$4,111	\$5,056
				Annual	\$39,465	\$49,330	\$60,677
2401L	L240	NO	Building Maintenance Technician				
2409L	L240	NO	Fairgrounds Maintenance Technician				
2407L	L240	NO	Lead Janitorial Worker				
2408L	L240	NO	Parks Maintenance Technician I <sup>4</sup>				
				Hourly	\$15.19	\$18.99	\$23.36
				Monthly	\$2,634	\$3,292	\$4,049
				Annual	\$31,604	\$39,506	\$48,591
2501L	L250	NO	Building Maintenance Worker <sup>1</sup>				
2505L	L250	NO	Elections Warehouse Worker <sup>1</sup>				
2504L	L250	NO	Fleet Transportation Tech <sup>1</sup>				
6200L	L250	NO	Labor & Trades Intern <sup>1</sup>				
2503L	L250	NO	Night Custodian <sup>1</sup>				
6201L	L250	NO	Seasonal Parks Technician <sup>1</sup>				
6202L	L250	NO	Temporary Labor Support <sup>2</sup>				

<sup>1</sup>Hiring Minimum \$18.00 Per Hour

<sup>2</sup>Hiring Minimum \$20.00 Per Hour

<sup>3</sup>Hiring Minimum \$22.50 Per Hour

<sup>4</sup>Hiring Minimum \$19.00 Per Hour

**2024 DOUGLAS COUNTY PAY PLAN  
PROFESSIONAL AND TECHNICAL**

Job Type	Pay Grade	Exempt	Job Title	Rate	Minimum	Midpoint	Maximum
3000P 3005P	P300 P300	YES YES	Sr. Assistant County Attorney Sr. Assistant County Attorney (HS)	Monthly Annual	\$8,975 \$107,702	\$11,219 \$134,628	\$13,799 \$165,592
3107P 3121P 3118P 3100P 3117P 3110P 3116P	P310 P310 P310 P310 P310 P310 P310	YES NO YES YES YES YES YES	Assistant County Attorney Communication Projects Manager Communication Manager(PR) Planner IV Special Projects Manager (Administration) Sr. Budget Analyst Training, Development & Retention Admin	Hourly Monthly Annual	\$38.50 \$6,674 \$80,084	\$48.13 \$8,342 \$100,106	\$59.20 \$10,261 \$123,130
3296P 3283P 3279P 3230P 3229P 3223P 3280P 3632P 3298P 3210P 3204P 3394P 3297P 3266P 3272P 3398P 3221P 3285P 3299P 3621P	P320 P320 P320 P320 P320 P320 P320 P320 P320 P320 P320 P320 P320 P320 P320 P320 P320 P320 P320 P320	YES YES YES YES YES YES NO YES YES YES YES YES NO YES NO YES YES YES YES Yes	Appraisal Analyst II Appraisal Solutions Administrator Appraiser IV Assessment Analyst Digital News Specialist Emergency Management Coordinator Engineering Inspector IV Financial Administrator (HS) HS Technology Projects Manager Planner III Real Prop Acquisition Specialist II Senior Accountant Senior Forensic MDI Senior Human Resources Generalist Senior Paralegal Senior Public Policy Analyst Senior Treasury Accountant Special Projects Manager Special Projects Manager (HS) Special Projects Manager (C&R)	Hourly Monthly Annual	\$34.13 \$5,915 \$70,982	\$42.66 \$7,394 \$88,727	\$52.47 \$9,095 \$109,135

**2024 DOUGLAS COUNTY PAY PLAN  
PROFESSIONAL AND TECHNICAL**

Job Type	Pay Grade	Exempt	Job Title	Rate	Minimum	Midpoint	Maximum
				Hourly	\$30.97	\$38.72	\$47.62
				Monthly	\$5,369	\$6,711	\$8,254
				Annual	\$64,424	\$80,530	\$99,052
3295P	P325	NO	Appraisal Analyst I				
3250P	P325	NO	Appraiser III				
3275P	P325	YES	Budget Analyst II				
3251P	P325	NO	Building Inspector III				
3397P	P325	YES	Community Programs Administrator				
3782P	P325	YES	Care Compact Administrator				
3620p	P325	NO	Communications and Engagement Specialist				
3120P	P325	YES	Contracts and Grants Administrator				
3282P	P325	NO	Coroner Investigator III				
3253P	P325	NO	Electrical Inspector III				
3255P	P325	NO	Engineering Inspector III				
3201P	P325	YES	Engineering Programs Coordinator				
3347P	P325	YES	Environmental Resources Specialist				
3290P	P325	NO	Erosion Control Inspector III				
3781P	P325	YES	Family Engagement Meeting Facilitator				
3210P	P325	YES	Grants and Contracts Administrator (SO)				
3779P	P325	YES	Lead Caseworker				
3780P	P325	YES	Lead Caseworker- After Hours				
3783P	P325	NO	Lead Finance Specialist (HS)				
3634P	P325	YES	Lead Navigator				
3623P	P325	NO	Legislative & Public Policy Analyst(C&R)				
3259P	P325	NO	Plans Examiner II				
3294P	P325	NO	Project & Content Coordinator				
3263P	P325	NO	Sr. Wildfire Mitigation Specialist				
3378P	P325	YES	Training Projects Manager				

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PROFESSIONAL AND TECHNICAL**

Job Type	Pay Grade	Exempt	Job Title	Rate	Minimum	Midpoint	Maximum
				Hourly	\$28.19	\$35.23	\$43.34
				Monthly	\$4,886	\$6,107	\$7,512
				Annual	\$58,629	\$73,286	\$90,142
3429P	P330	YES	Accountant II				
3388P	P330	NO	Appraiser II				
3328P	P330	NO	Asset Management Technician				
3443P	P330	YES	Budget Analyst I				
3302P	P330	NO	Building Inspector II				
3383P	P330	YES	Care Compact Navigator				
3628P	P330	YES	Caseworker B <sup>1</sup>				
3629P	P330	YES	Caseworker B-Adult/Eligibility <sup>1</sup>				
3630P	P330	YES	Caseworker B-After Hours <sup>1</sup>				
3631P	P330	YES	Caseworker B- Family Support <sup>1</sup>				
3626P	P330	YES	Community Programs Coordinator				
3384P	P330	YES	Community Resource Program Coordinator				
3304P	P330	NO	Coroner Investigator II				
3360P	P330	NO	Discovery Support Specialist				
3330P	P330	NO	Electrical Inspector II				
3627P	P330	NO	Elections Logistics & Technology Specialist				
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)				
3568P	P330	YES	Grants Accountant				
3339P	P330	NO	Hiring Technician				
3352P	P330	YES	Human Resources Generalist				
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				
3335P	P330	NO	Plans Examiner I				
3382P	P330	YES	Quality Assurance Specialist				
3261P	P330	NO	Sr. Land Management Specialist/Ranger				
3624P	P330	YES	Parks Program Coordinator				
3322P	P330	YES	Planner II				
3622P	P330	NO	Purchasing Agent				
3625P	P330	NO	Site Development Administrator II				
3465P	P330	NO	Sr. Investigations Specialist				
3376P	P330	YES	Visual Content Producer				
3323P	P330	NO	Wildfire Mitigation Specialist				



**2024 DOUGLAS COUNTY PAY PLAN  
PROFESSIONAL AND TECHNICAL**

Job Type	Pay Grade	Exempt	Job Title	Rate	Minimum	Midpoint	Maximum
				Hourly	\$25.43	\$31.79	\$39.10
				Monthly	\$4,408	\$5,510	\$6,778
				Annual	\$52,898	\$66,123	\$81,331
3533P	P340	NO	Accountant I				
3472P	P340	NO	Appraiser I				
3427P	P340	NO	Benefits Specialist				
3438P	P340	NO	Building Inspector I				
3576P	P340	NO	Caseworker A - Screener <sup>2</sup>				
3485P	P340	NO	CJS Mental Health Transition Officer				
3409P	P340	NO	CJS Officer II				
3451P	P340	NO	Coroner Investigator I <sup>3</sup>				
3492P	P340	NO	CO Works Assessment Specialist II				
3460P	P340	YES	Curator				
3480P	P340	NO	Finance Specialist (HS)				
3471P	P340	NO	Elections Operations Coordinator				
3458P	P340	NO	Electrical Inspector I				
3444P	P340	NO	Engineering Inspector I				
3433P	P340	NO	Engineering Technician				
3473P	P340	NO	Event Coordinator				
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				
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				
3574P	P340	NO	Senior Child Support Specialist				
3490P	P340	NO	Senior Eligibility Case Manager				
3491P	P340	NO	Senior Eligibility Case Manager-Childcare				
3529P	P340	NO	Senior Planning Technician				
3573P	P340	NO	Site Development Administrator I				
3561P	P340	NO	Traffic Engineering & Operations Specialist				
3349P	P340	NO	Zoning Compliance Official				
				Hourly	\$22.56	\$28.20	\$34.69
				Monthly	\$3,911	\$4,888	\$6,012
				Annual	\$46,927	\$58,659	\$72,150
3562P	P350	NO	Autopsy Technician				
3503P	P350	NO	Bankruptcy & Tax Technician				
3581P	P350	NO	Case Services Technician				
3580P	P350	NO	Child Support Specialist II				
3545P	P350	NO	CJS Officer I				
3539P	P350	NO	Community Services Program Specialist				
3585P	P350	NO	CO Works Assessment Specialist I				
3583P	P350	NO	Eligibility Case Manager II				
3584P	P350	NO	Eligibility Case Manager II-Childcare				
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				

**2024 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 <sup>4</sup> CJS Case Services Specialist <sup>4</sup> Child Welfare Casework Intern <sup>4</sup> Child Support Specialist I <sup>4</sup> Eligibility Case Manager I <sup>4</sup>	Hourly	\$18.85	\$23.57	\$28.99
				Monthly	\$3,268	\$4,085	\$5,025
				Annual	\$39,218	\$49,022	\$60,296
6300P	P630	NO	Professional Support	Hourly	\$16.88	\$28.12	\$40.36
				Monthly	\$2,925	\$4,875	\$6,995
				Annual	\$35,100	\$58,498	\$83,945

<sup>1</sup>Hiring Minimum \$60,000.00 Annual

<sup>2</sup>Hiring Minimum \$54,000.00 Annual

<sup>3</sup>Hiring Minimum \$26.00 Per Hour

<sup>4</sup> Hiring Minimum \$20.00 Per Hour

**2024 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	\$14,792 \$177,502	\$15,736 \$188,832	\$16,680 \$200,162
4000E	E400	YES	Chief Deputy	COM	Monthly Annual	\$14,878 \$178,533	\$15,333 \$183,992	\$15,788 \$189,452
4010E	E401	YES	Captain	COM	Monthly Annual	\$13,734 \$164,807	\$14,089 \$169,070	\$14,444 \$173,333
4020E 4022E	E402 E402	YES YES	Lieutenant Director of Post Academy and EVOC	COM COM	Monthly Annual	\$11,826 \$141,908	\$12,580 \$150,958	\$13,334 \$160,007
4042E 4040E 4041E	E404 E404 E404	YES YES YES	Communications Manager Forensic Crime Lab Manager Manager, Investigative Support Center		Monthly Annual	\$8,300 \$99,596	\$9,325 \$111,905	\$11,470 \$137,644
4055E 4056E 4057E 4053E 4060E 4058E 4059E 4051E 4054E 4052E 4107E	E405 E405 E405 E405 E405 E405 E405 E405 E405 E405 E405	NO NO NO YES YES YES NO NO NO 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		Hourly Monthly Annual	\$35.87 \$6,217 \$74,604	\$44.83 \$7,771 \$93,255	\$55.15 \$9,558 \$114,702
4114E 4126E 4122E 4120E 4124E 4115E 4123E 4127E 4125E 4121E	E410 E410 E410 E410 E410 E410 E410 E410 E410 E410	NO NO NO NO NO NO NO NO NO NO	911 Board Coordinator Crime Analyst Crime Technician II Health & Wellness Coordinator Intelligence Analyst Lead Training Administrator Public Safety Ops Technician Supervisor, Records(SO) Senior Dispatcher Senior Emergency Services Operator	COM	Hourly Monthly Annual	\$31.09 \$5,389 \$64,662	\$38.86 \$6,736 \$80,828	\$47.80 \$8,285 \$99,419
4252E 4253E 4254E 4255E 4251E	E425 E425 E425 E425 E425	NO NO NO NO NO	ACA Program Manager CALEA Program Manager CJRA Support Specialist JBBHS Programs Administrator Training Officer		Hourly Monthly Annual	\$26.45 \$4,585 \$55,016	\$33.06 \$5,731 \$68,770	\$40.67 \$7,049 \$84,587

**2024 DOUGLAS COUNTY PAY PLAN  
LAW ENFORCEMENT**

Job Type	Pay Grade	Exempt	Job Title	Commissioned	Rate	Minimum	Midpoint	Maximum
4319E	E430	NO	Administrative Specialist RMHIDTA		Hourly	\$23.84	\$29.80	\$36.66
4313E	E430	NO	Administrative Specialist		Monthly	\$4,133	\$5,166	\$6,354
4312E	E430	NO	Civil/Warrant Specialist		Annual	\$49,594	\$61,992	\$76,250
4318E	E430	NO	Crime Scene Technician I					
4301E	E430	NO	Deputy Cadet					
4317E	E430	NO	Emergency Services Operator					
4309E	E430	NO	Evidence Technician II					
4316E	E430	NO	Lead Statutory Programs Specialist					
4310E	E430	NO	Victim Assistance Advocate					
4420E	E440	NO	911 Data Specialist		Hourly	\$21.55	\$26.94	\$33.13
4410E	E440	NO	Detention Specialist		Monthly	\$3,735	\$4,669	\$5,743
4419E	E440	NO	Evidence Technician I		Annual	\$44,821	\$56,027	\$68,913
4417E	E440	NO	Statutory Programs Specialist					
4418E	E450	NO	Reserve Deputy	COM	Hourly	\$9.99	\$12.48	\$15.36
					Annual	\$20,775	\$25,967	\$31,940

**2024 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	YES	TIER 1	\$55.61	\$9,639	\$115,668
					TIER 2	\$57.95	\$10,045	\$120,538
					TIER 3	\$60.29	\$10,451	\$125,408
					TIER 4	\$62.63	\$10,857	\$130,278
					TIER 5	\$64.98	\$11,263	\$135,150
4202E	E420	NO	Deputy	YES	TIER 1	\$37.98	\$6,582	\$78,988
					TIER 2	\$40.33	\$6,990	\$83,884
					TIER 3	\$42.68	\$7,398	\$88,780
					TIER 4	\$45.04	\$7,806	\$93,676
					TIER 5	\$47.39	\$8,214	\$98,572
					TIER 6	\$49.74	\$8,622	\$103,468
					TIER 7	\$52.10	\$9,030	\$108,365
4150E	E415	NO	Dispatcher		TIER 1	\$29.28	\$5,075	\$60,900
					TIER 2	\$30.51	\$5,289	\$63,467
					TIER 3	\$31.75	\$5,503	\$66,034
					TIER 4	\$32.98	\$5,717	\$68,601
					TIER 5	\$34.22	\$5,931	\$71,168
					TIER 6	\$35.45	\$6,145	\$73,735
					TIER 7	\$36.68	\$6,359	\$76,302
					TIER 8	\$37.92	\$6,572	\$78,869
					TIER 9	\$39.15	\$6,786	\$81,436
					TIER 10	\$40.38	\$7,000	\$84,000



**2024 DOUGLAS COUNTY PAY PLAN  
MANAGEMENT**

Job Type	Pay Grade	Exempt	Job Title	Rate	Minimum	Midpoint	Maximum
5001M 5002M 5003M	M500 M500 M500	YES YES YES	Chief Information Officer Deputy County Attorney Deputy County Manager	Monthly Annual	\$12,465 \$149,577	\$15,581 \$186,971	\$19,165 \$229,974
5118M 5108M 5117M 5103M 5104M 5102M 5107M 5115M 5119M	M510 M510 M510 M510 M510 M510 M510 M510 M510	YES YES YES YES YES YES YES YES YES	Chief Technology Officer Director, Community Development Director, Budget Director, Finance Director, Human Resources Director, Human Services Director, Public Works Managing County Attorney (HS) Managing County Attorney	Monthly Annual	\$11,710 \$140,523	\$14,638 \$175,655	\$18,005 \$216,056
5268M 5110M 5111M 5109M 5113M	M515 M515 M515 M515 M515	YES YES YES YES YES	Deputy Director, Human Services Director, Communication & Public Affairs Director, Community Justice Services Director, Facilities, Fleet & Emergency Services Director, Open Space and Natural Resources	Monthly Annual	\$10,074 \$120,883	\$12,592 \$151,104	\$15,488 \$185,858
5289M 5262M 5276M 5201M 5274M 5210M 5202M 5257M 5266M 5267M 5273M 5290M 5250M 5252M	M520 M520 M520 M520 M520 M520 M520 M520 M520 M520 M520 M520 M520 M520	YES YES YES YES YES YES YES YES YES YES YES YES YES YES	Assistant Director, Budget Assistant Director, Community Services Assistant Director, Finance Assistant Director, Human Resources Assistant Director, Planning Resources Assistant Director, Planning Services Assistant Director, Parks, Trails, & Building Grounds Chief Building Official Chief Deputy Clerk & Recorder Chief Deputy Coroner Chief Deputy Treasurer Chief Deputy Public Trustee Director, Emergency Management Manager, Budget & Logistics(SO)	Monthly Annual	\$8,437 \$101,242	\$10,546 \$126,554	\$12,972 \$155,661
5290M 5572M 5320M 5269M 5706M 5329M 5335M 5710M 5272M 5270M 5326M 5337M 5339M 5708M 5328M 5264M 5709M 5279M	M525 M525 M525 M525 M525 M525 M525 M525 M525 M525 M525 M525 M525 M525 M525 M525 M525 M525	YES YES YES YES YES YES YES YES YES YES YES YES YES YES YES YES YES YES	Assisant Director, Communication Deputy Director, Emergency Management Deputy Chief Building Official Deputy, Elections HS Business Manager HS Program Manager Manager, Benefits Manager, Business Services & Operations Manager, Facilities Manager, Fleet Services Manager, Planning Manager, HS & IV-D Administrator Manager, Public Outreach & Assistance Manager, Public Works-Operations Manager, Self-Sufficiency & Family Support Risk Manager Public Information Dir, (SO) Administrative Deputy Assessor	Monthly Annual	\$7,892 \$94,704	\$9,865 \$118,380	\$12,134 \$145,607

**2024 DOUGLAS COUNTY PAY PLAN  
MANAGEMENT**

Job Type	Pay Grade	Exempt	Job Title	Rate	Minimum	Midpoint	Maximum
				Monthly	\$7,025	\$8,782	\$10,801
				Annual	\$84,303	\$105,378	\$129,616
5540M	M530	YES	Appeals Administrator				
5510M	M530	YES	Assessment Administrator				
5336M	M530	YES	Assistant Director, Open Space & Natural Resources				
5534M	M530	YES	Deputy, Motor Vehicle				
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				
5340M	M530	YES	Manager, Rueter-Hess Reservoir				
5334M	M530	YES	Manager, Zoning Compliance				
5730M	M530	YES	Manager, Parks Operations				
5731M	M530	YES	Manager, Parks Programs				
5535M	M530	YES	Supervisor, Building Inspection				
5505M	M530	YES	Supervisor, Commercial Appraisal				
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				
				Monthly	\$6,029	\$7,536	\$9,269
				Annual	\$72,342	\$90,429	\$111,227
5530M	M550	YES	Deputy, Recording				
5529M	M550	YES	Manager, Business Resources & Engineering Financial Services				
5580M	M550	YES	Manager, Coroner Administration				
5627M	M550	YES	Manager, Elections Services				
5629M	M550	YES	Manager, Motor Vehicle Services				
5574M	M550	YES	Mental Health Initiative Coordinator				
5539M	M550	YES	Office Manager				
5622M	M550	YES	Supervisor, Accounting (C&R)				
5578M	M550	YES	Supervisor, Budget and Logistics				
5532M	M550	YES	Supervisor, Caseworker				
5668M	M550	YES	Supervisor, Community Services				
5663M	M550	YES	Supervisor, Financial Services				
5669M	M550	YES	Supervisor, Grant Accounting				
5559M	M550	YES	Supervisor, Payroll				
5516M	M550	YES	Supervisor, Purchasing				
5732M	M550	YES	Supervisor, Ranger				
5522M	M550	YES	Supervisor, Resource Services				
5566M	M550	YES	Supervisor, Youth Services				
				Hourly	\$29.37	\$36.72	\$45.16
				Monthly	\$5,091	\$6,364	\$7,828
				Annual	\$61,096	\$76,370	\$93,934
5621M	M560	YES	Assistant Supervisor, Residential Appraisal				
5626M	M560	YES	Manager, Business Resources				
5660M	M560	YES	Manager, Recording Operations				
5659M	M560	YES	Supervisor, Branch (C&R)				
5612M	M560	YES	Supervisor, Child Support				
5619M	M560	NO	Supervisor, Community Justice Services				
5661M	M560	YES	Supervisor, Customer Service				
5672M	M560	YES	Supervisor, Driver's License				
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				
5654M	M560	NO	Volunteer Coordinator (SO)				

**2024 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	\$10,235 \$122,824	\$12,794 \$153,530	\$15,737 \$188,840
8007E 8003E 8000E 8001E	E801 E801 E801 E801	YES YES YES YES	Engineering Special Projects Manager Manager, Capital Improvement Projects Manager, Permits & Inspections Manager, Traffic Engineering/Traffic Operations	Monthly Annual	\$9,469 \$113,622	\$11,836 \$142,028	\$14,558 \$174,694
8110E 8109E 8100E 8111E	E805 E805 E805 E805	YES YES YES YES	Supervisor, Development Review Supervisor, Engineering Capital Improvement Projects Supervisor, Engineering Inspections Supervisor, Traffic Engineering	Monthly Annual	\$8,999 \$107,992	\$11,249 \$134,990	\$13,836 \$166,038
8103E 8105E 8108E 8101E 8104E 8107E	E810 E810 E810 E810 E810 E810	YES YES YES YES YES YES	Engineer IV Engineer IV, Capital Projects Engineer IV, Pavement Management Engineer IV, Principal Traffic Engineer IV, Special Projects Environmental Program Manager	Monthly Annual	\$8,530 \$102,362	\$10,663 \$127,953	\$13,115 \$157,382
8200E 8203E 8201E 8204E	E820 E820 E820 E820	YES YES YES YES	Engineer III Engineer III, Traffic Management Surveyor/CADD Administrator Engineering Construction Manager	Monthly Annual	\$7,143 \$85,716	\$8,929 \$107,145	\$10,982 \$131,788
8300E 8202E 8302E	E830 E830 E830	YES YES YES	Engineer II Supervisor, Environmental Inspections Traffic Management Center Engineer II	Monthly Annual	\$6,048 \$72,572	\$7,560 \$90,715	\$9,298 \$111,578
8400E	E840	NO	Engineer I	Hourly Monthly Annual	\$29.72 \$5,152 \$61,825	\$37.15 \$6,440 \$77,281	\$45.70 \$7,921 \$95,055
8450E	E845	NO	Associate Engineer	Hourly Monthly Annual	\$22.02 \$3,817 \$45,801	\$27.52 \$4,771 \$57,250	\$33.85 \$5,868 \$70,418
6800E	E850	NO	Engineering Intern <sup>1</sup>	Hourly Monthly Annual	\$14.32 \$2,481 \$29,776	\$17.89 \$3,102 \$37,221	\$22.01 \$3,815 \$45,781

<sup>1</sup>Hiring Minimum \$18.00 Per Hour

**2024 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	\$10,744 \$128,934	\$13,431 \$161,168	\$16,520 \$198,236
7109T	T713	YES	Manager, Software Engineering	Monthly Annual	\$10,054 \$120,648	\$12,567 \$150,809	\$15,458 \$185,495
7228T 7160T 7159T 7221T 7158T	T715 T715 T715 T715 T715	YES YES YES YES Yes	Manager, IT Manager, IT Infrastructure Ops & Architect Principal Infrastructure & Security Architect Principal Software Engineer Sr. Microsoft 365 Architect	Monthly Annual	\$9,363 \$112,361	\$11,704 \$140,451	\$14,396 \$172,754
7223T 7227T 7213T 7229T 7211T 7216T 7218T 7224T 7324T 7230T	T720 T720 T720 T720 T720 T720 T720 T720 T720 T720	YES YES YES YES YES YES YES YES YES YES	Principal Applications Specialist Principal Network Engineer Principal Systems Administrator Principal Systems Analyst Sr. Database Administrator Sr. Database Developer Sr. ERP Analyst Sr. Project Manager Sr. Software Engineer Sr. Endpoint Cybersecurity Engineer	Monthly Annual	\$8,475 \$101,704	\$10,594 \$127,130	\$13,031 \$156,370
7331T 7333T 7335T 7326T 7334T 7309T 7327T 7437T 7318T 7313T 7332T 7433T	T730 T730 T730 T730 T730 T730 T730 T730 T730 T730 T730 T730	YES 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 Sr. Business Analyst Sr. Computer Systems Analyst Sr. HRIS Analyst Sr. Network Engineer Sr. System Administrator Sr. Systems Analyst Sr. Telecommunications Engineer	Monthly Annual	\$7,557 \$90,688	\$9,447 \$113,360	\$11,619 \$139,433

**2024 DOUGLAS COUNTY PAY PLAN  
INFORMATION TECHNOLOGY**

Job Type	Pay Grade	Exempt	Job Title	Rate	Minimum	Midpoint	Maximum
7430T	T740	YES	Applications Specialist (SO)	Hourly	\$37.81	\$47.27	\$58.14
7429T	T740	YES	Asset & Inventory Manager	Monthly	\$6,554	\$8,193	\$10,077
7434T	T740	YES	Data Analyst (ASR)	Annual	\$78,652	\$98,316	\$120,928
7439T	T740	YES	Senior Change Management Coordinator				
7580T	T740	YES	Supervisor, Support Services				
7438T	T740	YES	Systems Analyst				
7571T	T740	YES	Business Analyst 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	\$29.97	\$37.46	\$46.08
7579T	T755	NO	Audio Visual Specialist	Monthly	\$5,194	\$6,493	\$7,987
7576T	T755	NO	Engineering GIS Specialist	Annual	\$62,333	\$77,916	\$95,838
7575T	T755	NO	GIS Specialist I (ASR)				
7564T	T755	NO	Senior I.T. Trainer				
7551T	T755	NO	Senior Support Specialist				
7560T	T755	YES	System Administrator I				
7609T	T760	NO	Service Delivery Coordinator	Hourly	\$26.32	\$32.90	\$40.47
7600T	T760	NO	Support Specialist II	Monthly	\$4,563	\$5,703	\$7,015
7610T	T760	NO	Support Specialist II - Detentions	Annual	\$54,751	\$68,439	\$84,180
7650T	T765	NO	Support Specialist I	Hourly	\$21.43	\$26.79	\$32.95
				Monthly	\$3,715	\$4,643	\$5,711
				Annual	\$44,575	\$55,719	\$68,535



**2024 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	\$9,350 \$112,194	\$11,687 \$140,243	\$14,375 \$172,499
6203H 6200H 6201H	H620 H620 H620	YES YES YES	Executive Director, Early Childhood Council Manager, Emergency Preparedness & Disease Surveillance Manager, Health Administration	Monthly Annual	\$7,025 \$84,303	\$8,782 \$105,378	\$10,801 \$129,616
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	\$34.78 \$6,029 \$72,342	\$43.48 \$7,536 \$90,429	\$53.47 \$9,269 \$111,227
6400H 6401H	H640 H640	YES YES	Emergency Preparedness Response Planner II Epidemiologist I	Hourly Monthly Annual	\$30.97 \$5,369 \$64,424	\$38.72 \$6,711 \$80,530	\$47.62 \$8,254 \$99,052
6500H 6501H 6502H 6503H 6504H 6505H	H650 H650 H650 H650 H650 H650	YES NO YES YES YES YES	Emergency Preparedness Response Planner I Environmental Health Specialist II 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	\$43.34 \$7,512 \$90,142
6550H 6551H	H655 H655	YES NO	Community Health Educator Environmental Health Specialist I	Hourly Monthly Annual	\$25.43 \$4,408 \$52,898	\$31.79 \$5,510 \$66,123	\$39.10 \$6,778 \$81,331
6600H 6601H	H660 H660	NO NO	Lead WIC Educator Disease Investigation Specialist	Hourly Monthly Annual	\$22.56 \$3,911 \$46,927	\$28.20 \$4,888 \$58,659	\$34.69 \$6,012 \$72,150
6650H	H665	NO	WIC Educator <sup>1</sup>	Hourly Monthly Annual	\$18.85 \$3,268 \$39,218	\$23.57 \$4,085 \$49,022	\$28.99 \$5,025 \$60,296
6700H	H670	NO	Public Health Clerk	Hourly Monthly Annual	\$17.84 \$3,093 \$37,117	\$22.31 \$3,866 \$46,397	\$27.44 \$4,756 \$57,068

<sup>1</sup>Hiring Minimum \$19.00 Per Hour