

**DOUGLAS COUNTY BOARD OF COMMISSIONERS**  
**PAY SCALE FOR EMPLOYEES WORKING 42 HOURS A WEEK**

Grade	Step	Step Amt	Hourly	Annual	Grade	Step	Step Amt	Hourly	Annual	Grade	Step	Step Amt	Hourly	Annual	Grade	Step	Step Amt	Hourly	Annual
4219	1	14.6449	14.64	31,984.46	4220	1	15.3772	15.37	33,583.80	4221	1	16.1456	16.14	35,261.99	4222	1	16.9525	16.95	37,024.26
4219	2	15.0111	15.01	32,784.24	4220	2	15.7607	15.76	34,421.37	4221	2	16.5490	16.54	36,143.02	4222	2	17.3769	17.37	37,951.15
4219	3	15.3864	15.38	33,603.90	4220	3	16.1547	16.15	35,281.86	4221	3	16.9628	16.96	37,046.76	4222	3	17.8117	17.81	38,900.75
4219	4	15.7699	15.76	34,441.46	4220	4	16.5595	16.55	36,165.95	4221	4	17.3874	17.38	37,974.08	4222	4	18.2559	18.25	39,870.89
4219	5	16.1653	16.16	35,305.02	4220	5	16.9734	16.97	37,069.91	4221	5	17.8222	17.82	38,923.68	4222	5	18.7130	18.71	40,869.19
4219	6	16.5688	16.56	36,186.26	4220	6	17.3979	17.39	37,997.01	4221	6	18.2677	18.26	39,896.66	4222	6	19.1806	19.18	41,890.43
4219	7	16.9826	16.98	37,090.00	4220	7	17.8328	17.83	38,946.84	4221	7	18.7236	18.72	40,892.34	4222	7	19.6598	19.65	42,937.00
4219	8	17.4084	17.40	38,019.95	4220	8	18.2782	18.27	39,919.59	4221	8	19.1923	19.19	41,915.98	4222	8	20.1519	20.15	44,011.75
4219	9	17.8433	17.84	38,969.77	4220	9	18.7353	18.73	40,917.90	4221	9	19.6714	19.67	42,962.34	4222	9	20.6555	20.65	45,111.61
4219	10	18.2887	18.28	39,942.52	4220	10	19.2040	19.20	41,941.54	4221	10	20.1635	20.16	44,037.08	4222	10	21.1721	21.17	46,239.87
4219	11	18.7468	18.74	40,943.01	4220	11	19.6831	19.68	42,987.89	4221	11	20.6673	20.66	45,137.38	4222	11	21.7015	21.70	47,396.08
4219	12	19.2143	19.21	41,964.03	4220	12	20.1753	20.17	44,062.86	4221	12	21.1849	21.18	46,267.82	4222	12	22.2436	22.24	48,580.02
4219	13	19.6948	19.69	43,013.44	4220	13	20.6801	20.68	45,165.34	4221	13	21.7144	21.71	47,424.25	4222	13	22.7999	22.79	49,794.98
4219	14	20.1880	20.18	44,090.59	4220	14	21.1965	21.19	46,293.16	4221	14	22.2565	22.25	48,608.20	4222	14	23.3700	23.37	51,040.08
4219	15	20.6929	20.69	45,193.29	4220	15	21.7271	21.72	47,451.99	4221	15	22.8138	22.81	49,825.34	4222	15	23.9541	23.95	52,315.75
4219	16	21.2093	21.20	46,321.11	4220	16	22.2705	22.27	48,638.77	4221	16	23.3839	23.38	51,070.44	4222	16	24.5523	24.55	53,622.22
4219	17	21.7400	21.74	47,480.16	4220	17	22.8266	22.82	49,853.29	4221	17	23.9682	23.96	52,346.55	4222	17	25.1667	25.16	54,964.07
4219	18	22.2833	22.28	48,666.73	4220	18	23.3980	23.39	51,101.23	4221	18	24.5675	24.56	53,655.42	4222	18	25.7965	25.79	56,339.56
4219	19	22.8406	22.84	49,883.87	4220	19	23.9822	23.98	52,377.12	4221	19	25.1818	25.18	54,997.05	4222	19	26.4412	26.44	57,747.58
4219	20	23.4118	23.41	51,131.37	4220	20	24.5827	24.58	53,688.62	4221	20	25.8116	25.81	56,372.53	4222	20	27.1022	27.10	59,191.20
4219	21	23.9973	23.99	52,410.10	4220	21	25.1972	25.19	55,030.68	4221	21	26.4564	26.45	57,780.78	4222	21	27.7798	27.77	60,671.08
4219	22	24.5966	24.59	53,718.97	4220	22	25.8268	25.82	56,405.73	4221	22	27.1187	27.11	59,227.24	4222	22	28.4748	28.47	62,188.96
4219	23	25.2122	25.21	55,063.44	4220	23	26.4728	26.47	57,816.60	4221	23	27.7962	27.79	60,706.90	4222	23	29.1859	29.18	63,742.01
4219	24	25.8419	25.84	56,438.71	4220	24	27.1350	27.13	59,262.84	4221	24	28.4911	28.49	62,224.56	4222	24	29.9160	29.91	65,336.54
4219	25	26.4890	26.48	57,851.98	4220	25	27.8126	27.81	60,742.72	4221	25	29.2035	29.20	63,780.44	4222	25	30.6634	30.66	66,968.87
4219	26	27.1502	27.15	59,296.04	4220	26	28.5086	28.50	62,262.78	4221	26	29.9333	29.93	65,374.33	4222	26	31.4306	31.43	68,644.43
4219	27	27.8300	27.82	60,780.72	4220	27	29.2210	29.22	63,818.66	4221	27	30.6819	30.68	67,009.27	4222	27	32.2164	32.21	70,360.62
4219	28	28.5248	28.52	62,298.16	4220	28	29.9521	29.95	65,415.39	4221	28	31.4493	31.44	68,685.27	4222	28	33.0222	33.02	72,120.48
4219	29	29.2384	29.23	63,856.67	4220	29	30.7006	30.70	67,050.11	4221	29	32.2351	32.23	70,401.46	4222	29	33.8477	33.84	73,923.38
4219	30	29.9696	29.96	65,453.61	4220	30	31.4679	31.46	68,725.89	4221	30	33.0408	33.04	72,161.11	4222	30	34.6930	34.69	75,769.51

**DOUGLAS COUNTY BOARD OF COMMISSIONERS**  
**PAY SCALE FOR EMPLOYEES WORKING 42 HOURS A WEEK**

Grade	Step	Step Amt	Hourly	Annual	Grade	Step	Step Amt	Hourly	Annual	Grade	Step	Step Amt	Hourly	Annual	Grade	Step	Step Amt	Hourly	Annual
4223	1	17.7999	17.79	38,874.98	4224	1	18.6909	18.69	40,820.93	4225	1	19.6249	19.62	42,860.78	4226	1	20.6065	20.60	45,004.60
4223	2	18.2455	18.24	39,848.17	4224	2	19.1585	19.15	41,842.16	4225	2	20.1157	20.11	43,932.69	4226	2	21.1220	21.12	46,130.45
4223	3	18.7014	18.70	40,843.86	4224	3	19.6364	19.63	42,885.90	4225	3	20.6183	20.61	45,030.37	4226	3	21.6503	21.65	47,284.26
4223	4	19.1690	19.16	41,865.10	4224	4	20.1274	20.12	43,958.24	4225	4	21.1336	21.13	46,155.78	4226	4	22.1911	22.19	48,465.36
4223	5	19.6482	19.64	42,911.67	4224	5	20.6311	20.63	45,058.32	4225	5	21.6630	21.66	47,311.99	4226	5	22.7450	22.74	49,675.08
4223	6	20.1401	20.14	43,985.98	4224	6	21.1465	21.14	46,183.96	4225	6	22.2041	22.20	48,493.75	4226	6	23.3140	23.31	50,917.78
4223	7	20.6428	20.64	45,083.88	4224	7	21.6759	21.67	47,340.17	4225	7	22.7590	22.75	49,705.66	4226	7	23.8970	23.89	52,191.05
4223	8	21.1594	21.15	46,212.13	4224	8	22.2168	22.21	48,521.49	4225	8	23.3280	23.32	50,948.35	4226	8	24.4940	24.49	53,494.90
4223	9	21.6886	21.68	47,367.90	4224	9	22.7730	22.77	49,736.23	4225	9	23.9111	23.91	52,221.84	4226	9	25.1073	25.10	54,834.34
4223	10	22.2308	22.23	48,552.07	4224	10	23.3419	23.34	50,978.71	4225	10	24.5091	24.50	53,527.87	4226	10	25.7347	25.73	56,204.58
4223	11	22.7859	22.78	49,764.41	4224	11	23.9250	23.92	52,252.20	4225	11	25.1214	25.12	54,865.14	4226	11	26.3784	26.37	57,610.43
4223	12	23.3561	23.35	51,009.72	4224	12	24.5231	24.52	53,558.45	4225	12	25.7498	25.74	56,237.56	4226	12	27.0371	27.03	59,049.03
4223	13	23.9402	23.94	52,285.40	4224	13	25.1365	25.13	54,898.12	4225	13	26.3933	26.39	57,642.97	4226	13	27.7133	27.71	60,525.85
4223	14	24.5384	24.53	53,591.87	4224	14	25.7649	25.76	56,270.54	4225	14	27.0532	27.05	59,084.19	4226	14	28.4060	28.40	62,038.70
4223	15	25.1517	25.15	54,931.31	4224	15	26.4098	26.40	57,679.00	4225	15	27.7297	27.72	60,561.66	4226	15	29.1160	29.11	63,589.34
4223	16	25.7801	25.78	56,303.74	4224	16	27.0697	27.06	59,120.22	4225	16	28.4235	28.42	62,076.92	4226	16	29.8447	29.84	65,180.82
4223	17	26.4249	26.42	57,711.98	4224	17	27.7459	27.74	60,597.05	4225	17	29.1335	29.13	63,627.56	4226	17	30.5899	30.58	66,808.34
4223	18	27.0859	27.08	59,155.61	4224	18	28.4397	28.43	62,112.30	4225	18	29.8624	29.86	65,219.48	4226	18	31.3548	31.35	68,478.88
4223	19	27.7623	27.76	60,632.86	4224	19	29.1511	29.15	63,666.00	4225	19	30.6086	30.60	66,849.18	4226	19	32.1395	32.13	70,192.67
4223	20	28.4574	28.45	62,150.96	4224	20	29.8797	29.87	65,257.26	4225	20	31.3734	31.37	68,519.51	4226	20	32.9429	32.94	71,947.29
4223	21	29.1686	29.16	63,704.22	4224	21	30.6270	30.62	66,889.37	4225	21	32.1582	32.15	70,233.51	4226	21	33.7660	33.76	73,744.94
4223	22	29.8983	29.89	65,297.89	4224	22	31.3921	31.39	68,560.35	4225	22	32.9639	32.96	71,993.16	4226	22	34.6102	34.61	75,588.68
4223	23	30.6458	30.64	66,930.43	4224	23	32.1767	32.17	70,273.91	4225	23	33.7858	33.78	73,788.19	4226	23	35.4755	35.47	77,478.49
4223	24	31.4119	31.41	68,603.59	4224	24	32.9813	32.98	72,031.16	4225	24	34.6300	34.63	75,631.92	4226	24	36.3627	36.36	79,416.14
4223	25	32.1966	32.19	70,317.37	4224	25	33.8055	33.80	73,831.21	4225	25	35.4964	35.49	77,524.14	4226	25	37.2722	37.27	81,402.48
4223	26	33.0012	33.00	72,074.62	4224	26	34.6509	34.65	75,677.57	4225	26	36.3837	36.38	79,462.00	4226	26	38.2038	38.20	83,437.10
4223	27	33.8265	33.82	73,877.08	4224	27	35.5173	35.51	77,569.78	4225	27	37.2931	37.29	81,448.13	4226	27	39.1587	39.15	85,522.60
4223	28	34.6720	34.67	75,723.65	4224	28	36.4058	36.40	79,510.27	4225	28	38.2258	38.22	83,485.15	4226	28	40.1382	40.13	87,661.83
4223	29	35.5396	35.53	77,618.49	4224	29	37.3153	37.31	81,496.62	4225	29	39.1809	39.18	85,571.09	4226	29	41.1409	41.14	89,851.73
4223	30	36.4280	36.42	79,558.75	4224	30	38.2483	38.24	83,534.29	4225	30	40.1602	40.16	87,709.88	4226	30	42.1693	42.16	92,097.75

**DOUGLAS COUNTY BOARD OF COMMISSIONERS**  
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Grade	Step	Step Amt	Hourly	Annual	Grade	Step	Step Amt	Hourly	Annual	Grade	Step	Step Amt	Hourly	Annual	Grade	Step	Step Amt	Hourly	Annual
4227	1	21.6362	21.63	47,253.46	4228	1	22.7181	22.71	49,616.33	4229	1	23.8538	23.85	52,096.70	4230	1	25.0467	25.04	54,701.99
4227	2	22.1771	22.17	48,434.79	4228	2	23.2861	23.28	50,856.84	4229	2	24.4509	24.45	53,400.77	4230	2	25.6728	25.67	56,069.40
4227	3	22.7322	22.73	49,647.12	4228	3	23.8691	23.86	52,130.11	4229	3	25.0620	25.06	54,735.41	4230	3	26.3154	26.31	57,472.83
4227	4	23.3000	23.29	50,887.20	4228	4	24.4649	24.46	53,431.34	4229	4	25.6891	25.68	56,104.99	4230	4	26.9730	26.97	58,909.03
4227	5	23.8830	23.88	52,160.47	4228	5	25.0769	25.07	54,767.95	4229	5	26.3304	26.33	57,505.59	4230	5	27.6470	27.64	60,381.05
4227	6	24.4801	24.48	53,464.54	4228	6	25.7043	25.70	56,138.19	4229	6	26.9892	26.98	58,944.41	4230	6	28.3383	28.33	61,890.85
4227	7	25.0921	25.09	54,801.15	4228	7	26.3468	26.34	57,541.41	4229	7	27.6643	27.66	60,418.83	4230	7	29.0473	29.04	63,439.30
4227	8	25.7195	25.71	56,171.39	4228	8	27.0056	27.00	58,980.23	4229	8	28.3557	28.35	61,928.85	4230	8	29.7737	29.77	65,025.76
4227	9	26.3620	26.36	57,574.61	4228	9	27.6807	27.68	60,454.65	4229	9	29.0648	29.06	63,477.52	4230	9	30.5175	30.51	66,650.22
4227	10	27.0207	27.02	59,013.21	4228	10	28.3722	28.37	61,964.88	4229	10	29.7912	29.79	65,063.98	4230	10	31.2802	31.28	68,315.96
4227	11	27.6969	27.69	60,490.03	4228	11	29.0822	29.08	63,515.52	4229	11	30.5362	30.53	66,691.06	4230	11	32.0625	32.06	70,024.50
4227	12	28.3895	28.38	62,002.67	4228	12	29.8086	29.80	65,101.98	4229	12	31.2986	31.29	68,356.14	4230	12	32.8634	32.86	71,773.67
4227	13	29.0986	29.09	63,551.34	4228	13	30.5537	30.55	66,729.28	4229	13	32.0811	32.08	70,065.12	4230	13	33.6856	33.68	73,569.35
4227	14	29.8262	29.82	65,140.42	4228	14	31.3174	31.31	68,397.20	4229	14	32.8833	32.88	71,817.13	4230	14	34.5274	34.52	75,407.84
4227	15	30.5723	30.57	66,769.90	4228	15	32.1010	32.10	70,108.58	4229	15	33.7055	33.70	73,612.81	4230	15	35.3915	35.39	77,295.04
4227	16	31.3361	31.33	68,438.04	4228	16	32.9031	32.90	71,860.37	4229	16	34.5483	34.54	75,453.49	4230	16	36.2753	36.27	79,225.26
4227	17	32.1196	32.11	70,149.21	4228	17	33.7265	33.72	73,658.68	4229	17	35.4124	35.41	77,340.68	4230	17	37.1824	37.18	81,206.36
4227	18	32.9230	32.92	71,903.83	4228	18	34.5694	34.56	75,499.57	4229	18	36.2973	36.29	79,273.30	4230	18	38.1129	38.11	83,238.57
4227	19	33.7462	33.74	73,701.70	4228	19	35.4334	35.43	77,386.55	4229	19	37.2045	37.20	81,254.63	4230	19	39.0655	39.06	85,319.05
4227	20	34.5891	34.58	75,542.59	4228	20	36.3195	36.31	79,321.79	4229	20	38.1350	38.13	83,286.84	4230	20	40.0415	40.04	87,450.64
4227	21	35.4544	35.45	77,432.41	4228	21	37.2278	37.22	81,305.52	4229	21	39.0887	39.08	85,369.72	4230	21	41.0431	41.04	89,638.13
4227	22	36.3406	36.34	79,367.87	4228	22	38.1583	38.15	83,337.73	4229	22	40.0659	40.06	87,503.93	4230	22	42.0691	42.06	91,878.91
4227	23	37.2488	37.24	81,351.38	4228	23	39.1122	39.11	85,421.04	4229	23	41.0675	41.06	89,691.42	4230	23	43.1207	43.12	94,175.61
4227	24	38.1805	38.18	83,386.21	4228	24	40.0904	40.09	87,557.43	4229	24	42.0936	42.09	91,932.42	4230	24	44.1981	44.19	96,528.65
4227	25	39.1343	39.13	85,469.31	4228	25	41.0919	41.09	89,744.71	4229	25	43.1465	43.14	94,231.96	4230	25	45.3036	45.30	98,943.06
4227	26	40.1125	40.11	87,605.70	4228	26	42.1192	42.11	91,988.33	4229	26	44.2250	44.22	96,587.40	4230	26	46.4357	46.43	101,415.57
4227	27	41.1153	41.11	89,795.82	4228	27	43.1721	43.17	94,287.87	4229	27	45.3303	45.33	99,001.38	4230	27	47.5971	47.59	103,952.07
4227	28	42.1437	42.14	92,041.84	4228	28	44.2518	44.25	96,645.93	4229	28	46.4637	46.46	101,476.72	4230	28	48.7864	48.78	106,549.50
4227	29	43.1977	43.19	94,343.78	4228	29	45.3583	45.35	99,062.53	4229	29	47.6251	47.62	104,013.22	4230	29	50.0060	50.00	109,213.10
4227	30	44.2775	44.27	96,702.06	4228	30	46.4915	46.49	101,537.44	4229	30	48.8154	48.81	106,612.83	4230	30	51.2559	51.25	111,942.89

**DOUGLAS COUNTY BOARD OF COMMISSIONERS**  
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4231	1	26.2989	26.29	57,436.80	4232	1	27.6141	27.61	60,309.19	4233	1	28.9947	28.99	63,324.42	4234	1	30.4453	30.44	66,492.54
4231	2	26.9566	26.95	58,873.21	4232	2	28.3046	28.30	61,817.25	4233	2	29.7200	29.71	64,908.48	4234	2	31.2067	31.20	68,155.43
4231	3	27.6305	27.63	60,345.01	4232	3	29.0123	29.01	63,362.86	4233	3	30.4627	30.46	66,530.54	4234	3	31.9867	31.98	69,858.95
4231	4	28.3220	28.32	61,855.25	4232	4	29.7376	29.73	64,946.92	4233	4	31.2241	31.22	68,193.43	4234	4	32.7854	32.78	71,603.31
4231	5	29.0296	29.02	63,400.65	4232	5	30.4813	30.48	66,571.16	4233	5	32.0054	32.00	69,899.79	4234	5	33.6051	33.60	73,393.54
4231	6	29.7550	29.75	64,984.92	4232	6	31.2428	31.24	68,234.28	4233	6	32.8052	32.80	71,646.56	4234	6	34.4458	34.44	75,229.63
4231	7	30.4989	30.49	66,609.60	4232	7	32.0240	32.02	69,940.42	4233	7	33.6262	33.62	73,439.62	4234	7	35.3064	35.30	77,109.18
4231	8	31.2615	31.26	68,275.12	4232	8	32.8251	32.82	71,690.02	4233	8	34.4667	34.46	75,275.27	4234	8	36.1888	36.18	79,036.34
4231	9	32.0439	32.04	69,983.88	4232	9	33.6460	33.64	73,482.86	4233	9	35.3285	35.32	77,157.44	4234	9	37.0937	37.09	81,012.64
4231	10	32.8449	32.84	71,733.26	4232	10	34.4865	34.48	75,318.52	4233	10	36.2112	36.21	79,085.26	4234	10	38.0219	38.02	83,039.83
4231	11	33.6657	33.66	73,525.89	4232	11	35.3495	35.34	77,203.31	4233	11	37.1159	37.11	81,061.13	4234	11	38.9721	38.97	85,115.07
4231	12	34.5075	34.50	75,364.38	4232	12	36.2322	36.23	79,131.12	4233	12	38.0440	38.04	83,088.10	4234	12	39.9469	39.94	87,244.03
4231	13	35.3705	35.37	77,249.17	4232	13	37.1380	37.13	81,109.39	4233	13	38.9954	38.99	85,165.95	4234	13	40.9451	40.94	89,424.10
4231	14	36.2543	36.25	79,179.39	4232	14	38.0674	38.06	83,139.20	4233	14	39.9704	39.97	87,295.35	4234	14	41.9687	41.96	91,659.64
4231	15	37.1604	37.16	81,158.31	4232	15	39.0189	39.01	85,217.28	4233	15	40.9695	40.96	89,477.39	4234	15	43.0182	43.01	93,951.75
4231	16	38.0895	38.08	83,187.47	4232	16	39.9936	39.99	87,346.02	4233	16	41.9933	41.99	91,713.37	4234	16	44.0933	44.09	96,299.77
4231	17	39.0420	39.04	85,267.73	4232	17	40.9941	40.99	89,531.11	4233	17	43.0439	43.04	94,007.88	4234	17	45.1964	45.19	98,708.94
4231	18	40.0181	40.01	87,399.53	4232	18	42.0190	42.01	91,769.50	4233	18	44.1201	44.12	96,358.30	4234	18	46.3261	46.32	101,176.20
4231	19	41.0185	41.01	89,584.40	4232	19	43.0694	43.06	94,063.57	4233	19	45.2230	45.22	98,767.03	4234	19	47.4839	47.48	103,704.84
4231	20	42.0433	42.04	91,822.57	4232	20	44.1455	44.14	96,413.77	4233	20	46.3528	46.35	101,234.52	4234	20	48.6709	48.67	106,297.25
4231	21	43.0939	43.09	94,117.08	4232	21	45.2500	45.24	98,826.00	4233	21	47.5120	47.51	103,766.21	4234	21	49.8882	49.88	108,955.83
4231	22	44.1712	44.17	96,469.90	4232	22	46.3809	46.38	101,295.89	4233	22	48.7001	48.70	106,361.02	4234	22	51.1345	51.13	111,677.75
4231	23	45.2767	45.27	98,884.31	4232	23	47.5399	47.53	103,827.14	4233	23	49.9174	49.91	109,019.60	4234	23	52.4137	52.41	114,471.52
4231	24	46.4077	46.40	101,354.42	4232	24	48.7280	48.72	106,421.95	4233	24	51.1650	51.16	111,744.36	4234	24	53.7233	53.72	117,331.69
4231	25	47.5678	47.56	103,888.08	4232	25	49.9465	49.94	109,083.16	4233	25	52.4441	52.44	114,537.91	4234	25	55.0663	55.06	120,264.80
4231	26	48.7572	48.75	106,485.72	4232	26	51.1952	51.19	111,810.32	4233	26	53.7545	53.75	117,399.83	4234	26	56.4434	56.44	123,272.39
4231	27	49.9770	49.97	109,149.77	4232	27	52.4757	52.47	114,606.93	4233	27	55.0991	55.09	120,336.43	4234	27	57.8542	57.85	126,353.57
4231	28	51.2256	51.22	111,876.71	4232	28	53.7874	53.78	117,471.68	4233	28	56.4761	56.47	123,343.80	4234	28	59.3013	59.30	129,514.04
4231	29	52.5070	52.50	114,675.29	4232	29	55.1317	55.13	120,407.63	4233	29	57.8881	57.88	126,427.61	4234	29	60.7832	60.78	132,750.51
4231	30	53.8188	53.81	117,540.26	4232	30	56.5100	56.50	123,417.84	4233	30	59.3351	59.33	129,587.86	4234	30	62.3026	62.30	136,068.88

**DOUGLAS COUNTY BOARD OF COMMISSIONERS**  
**PAY SCALE FOR EMPLOYEES WORKING 42 HOURS A WEEK**

Grade	Step	Step Amt	Hourly	Annual	Grade	Step	Step Amt	Hourly	Annual	Grade	Step	Step Amt	Hourly	Annual	Grade	Step	Step Amt	Hourly	Annual
4235	1	31.9670	31.96	69,815.93	4236	1	33.5654	33.56	73,306.83	4237	1	35.2433	35.24	76,971.37	4238	1	37.0553	37.05	80,928.78
4235	2	32.7668	32.76	71,562.69	4236	2	34.4048	34.40	75,140.08	4237	2	36.1248	36.12	78,896.56	4238	2	37.9309	37.93	82,841.09
4235	3	33.5853	33.58	73,350.30	4236	3	35.2643	35.26	77,017.23	4237	3	37.0285	37.02	80,870.24	4238	3	38.8801	38.88	84,914.14
4235	4	34.4247	34.42	75,183.54	4236	4	36.1470	36.14	78,945.05	4237	4	37.9542	37.95	82,891.97	4238	4	39.8512	39.85	87,035.02
4235	5	35.2853	35.28	77,063.10	4236	5	37.0506	37.05	80,918.51	4237	5	38.9022	38.90	84,962.40	4238	5	40.8483	40.84	89,212.69
4235	6	36.1679	36.16	78,990.69	4236	6	37.9765	37.97	82,940.68	4237	6	39.8749	39.87	87,086.78	4238	6	41.8684	41.86	91,440.59
4235	7	37.0728	37.07	80,967.00	4236	7	38.9256	38.92	85,013.51	4237	7	40.8717	40.87	89,263.79	4238	7	42.9156	42.91	93,727.67
4235	8	37.9985	37.99	82,988.72	4236	8	39.8992	39.89	87,139.85	4237	8	41.8942	41.89	91,496.93	4238	8	43.9882	43.98	96,070.23
4235	9	38.9489	38.94	85,064.40	4236	9	40.8961	40.89	89,317.08	4237	9	42.9414	42.94	93,784.02	4238	9	45.0878	45.08	98,471.76
4235	10	39.9225	39.92	87,190.74	4236	10	41.9187	41.91	91,550.44	4237	10	44.0151	44.01	96,128.98	4238	10	46.2153	46.21	100,934.22
4235	11	40.9207	40.92	89,370.81	4236	11	42.9668	42.96	93,839.49	4237	11	45.1147	45.11	98,530.50	4238	11	47.3708	47.37	103,457.83
4235	12	41.9442	41.94	91,606.13	4236	12	44.0408	44.04	96,185.11	4237	12	46.2434	46.24	100,995.59	4238	12	48.5554	48.55	106,044.99
4235	13	42.9925	42.99	93,895.62	4236	13	45.1414	45.14	98,588.82	4237	13	47.3990	47.39	103,519.42	4238	13	49.7692	49.76	108,695.93
4235	14	44.0676	44.06	96,243.64	4236	14	46.2700	46.27	101,053.68	4237	14	48.5847	48.58	106,108.98	4238	14	51.0134	51.01	111,413.27
4235	15	45.1694	45.16	98,649.97	4236	15	47.4269	47.42	103,580.35	4237	15	49.7985	49.79	108,759.92	4238	15	52.2891	52.28	114,199.39
4235	16	46.2981	46.29	101,115.05	4236	16	48.6127	48.61	106,170.14	4237	16	51.0438	51.04	111,479.66	4238	16	53.5961	53.59	117,053.88
4235	17	47.4560	47.45	103,643.90	4236	17	49.8287	49.82	108,825.88	4237	17	52.3193	52.31	114,265.35	4238	17	54.9359	54.93	119,980.01
4235	18	48.6419	48.64	106,233.91	4236	18	51.0742	51.07	111,546.05	4237	18	53.6276	53.62	117,122.68	4238	18	56.3094	56.30	122,979.73
4235	19	49.8578	49.85	108,889.44	4236	19	52.3509	52.35	114,334.37	4237	19	54.9684	54.96	120,050.99	4238	19	57.7166	57.71	126,053.05
4235	20	51.1043	51.10	111,611.79	4236	20	53.6603	53.66	117,194.10	4237	20	56.3432	56.34	123,053.55	4238	20	59.1601	59.16	129,205.66
4235	21	52.3823	52.38	114,402.94	4236	21	55.0021	55.00	120,124.59	4237	21	57.7517	57.75	126,129.71	4238	21	60.6386	60.63	132,434.70
4235	22	53.6917	53.69	117,262.67	4236	22	56.3771	56.37	123,127.59	4237	22	59.1952	59.19	129,282.32	4238	22	62.1556	62.15	135,747.83
4235	23	55.0337	55.03	120,193.60	4236	23	57.7867	57.78	126,206.15	4237	23	60.6759	60.67	132,516.17	4238	23	63.7088	63.70	139,140.02
4235	24	56.4095	56.40	123,198.35	4236	24	59.2313	59.23	129,361.16	4237	24	62.1918	62.19	135,826.89	4238	24	65.3015	65.30	142,618.48
4235	25	57.8193	57.81	126,277.35	4236	25	60.7121	60.71	132,595.23	4237	25	63.7472	63.74	139,223.88	4238	25	66.9339	66.93	146,183.64
4235	26	59.2652	59.26	129,435.20	4236	26	62.2292	62.22	135,908.57	4237	26	65.3412	65.34	142,705.18	4238	26	68.6083	68.60	149,840.53
4235	27	60.7472	60.74	132,671.88	4236	27	63.7856	63.78	139,307.75	4237	27	66.9746	66.97	146,272.53	4238	27	70.3235	70.32	153,586.52
4235	28	62.2653	62.26	135,987.42	4236	28	65.3795	65.37	142,788.83	4237	28	68.6492	68.64	149,929.85	4238	28	72.0805	72.08	157,423.81
4235	29	63.8218	63.82	139,386.81	4236	29	67.0143	67.01	146,359.23	4237	29	70.3653	70.36	153,677.82	4238	29	73.8832	73.88	161,360.91
4235	30	65.4182	65.41	142,873.35	4236	30	68.6898	68.68	150,018.52	4237	30	72.1238	72.12	157,518.38	4238	30	75.7301	75.73	165,394.54

**DOUGLAS COUNTY BOARD OF COMMISSIONERS**  
**PAY SCALE FOR EMPLOYEES WORKING 42 HOURS A WEEK**

Grade	Step	Step Amt	Hourly	Annual	Grade	Step	Step Amt	Hourly	Annual	Grade	Step	Step Amt	Hourly	Annual
4239	1	38.8801	38.88	84,914.14	4240	1	40.8483	40.84	89,212.69	4241	1	42.9156	42.91	93,727.67
4239	2	39.8512	39.85	87,035.02	4240	2	41.8684	41.86	91,440.59	4241	2	43.9882	43.98	96,070.23
4239	3	40.8483	40.84	89,212.69	4240	3	42.9156	42.91	93,727.67	4241	3	45.0878	45.08	98,471.76
4239	4	41.8684	41.86	91,440.59	4240	4	43.9882	43.98	96,070.23	4241	4	46.2153	46.21	100,934.22
4239	5	42.9156	42.91	93,727.67	4240	5	45.0878	45.08	98,471.76	4241	5	47.3708	47.37	103,457.83
4239	6	43.9882	43.98	96,070.23	4240	6	46.2153	46.21	100,934.22	4241	6	48.5554	48.55	106,044.99
4239	7	45.0878	45.08	98,471.76	4240	7	47.3708	47.37	103,457.83	4241	7	49.7692	49.76	108,695.93
4239	8	46.2153	46.21	100,934.22	4240	8	48.5554	48.55	106,044.99	4241	8	51.0134	51.01	111,413.27
4239	9	47.3708	47.37	103,457.83	4240	9	49.7692	49.76	108,695.93	4241	9	52.2891	52.28	114,199.39
4239	10	48.5554	48.55	106,044.99	4240	10	51.0134	51.01	111,413.27	4241	10	53.5961	53.59	117,053.88
4239	11	49.7692	49.76	108,695.93	4240	11	52.2891	52.28	114,199.39	4241	11	54.9359	54.93	119,980.01
4239	12	51.0134	51.01	111,413.27	4240	12	53.5961	53.59	117,053.88	4241	12	56.3094	56.30	122,979.73
4239	13	52.2891	52.28	114,199.39	4240	13	54.9359	54.93	119,980.01	4241	13	57.7166	57.71	126,053.05
4239	14	53.5961	53.59	117,053.88	4240	14	56.3094	56.30	122,979.73	4241	14	59.1601	59.16	129,205.66
4239	15	54.9359	54.93	119,980.01	4240	15	57.7166	57.71	126,053.05	4241	15	60.6386	60.63	132,434.70
4239	16	56.3094	56.30	122,979.73	4240	16	59.1601	59.16	129,205.66	4241	16	62.1544	62.15	135,745.21
4239	17	57.7166	57.71	126,053.05	4240	17	60.6386	60.63	132,434.70	4241	17	63.7088	63.70	139,140.02
4239	18	59.1601	59.16	129,205.66	4240	18	62.1544	62.15	135,745.21	4241	18	65.3015	65.30	142,618.48
4239	19	60.6386	60.63	132,434.70	4240	19	63.7088	63.70	139,140.02	4241	19	66.9339	66.93	146,183.64
4239	20	62.1544	62.15	135,745.21	4240	20	65.3015	65.30	142,618.48	4241	20	68.6071	68.60	149,837.91
4239	21	63.7088	63.70	139,140.02	4240	21	66.9339	66.93	146,183.64	4241	21	70.3222	70.32	153,583.68
4239	22	65.3015	65.30	142,618.48	4240	22	68.6071	68.60	149,837.91	4241	22	72.0805	72.08	157,423.81
4239	23	66.9339	66.93	146,183.64	4240	23	70.3222	70.32	153,583.90	4241	23	73.8832	73.88	161,360.91
4239	24	68.6071	68.60	149,837.91	4240	24	72.0805	72.08	157,423.81	4241	24	75.7301	75.73	165,394.54
4239	25	70.3222	70.32	153,583.90	4240	25	73.8832	73.88	161,360.91	4241	25	77.6225	77.62	169,527.54
4239	26	72.0805	72.08	157,423.81	4240	26	75.7301	75.73	165,394.54	4241	26	79.5638	79.56	173,767.34
4239	27	73.8821	73.88	161,358.51	4240	27	77.6225	77.62	169,527.54	4241	27	81.5531	81.55	178,111.97
4239	28	75.7290	75.72	165,392.14	4240	28	79.5638	79.56	173,767.34	4241	28	83.5913	83.59	182,563.40
4239	29	77.6225	77.62	169,527.54	4240	29	81.5531	81.55	178,111.97	4241	29	85.6806	85.68	187,126.43
4239	30	79.5627	79.56	173,764.94	4240	30	83.5913	83.59	182,563.40	4241	30	87.8225	87.82	191,804.34