

DOUGLAS COUNTY BOARD OF COMMISSIONERS
PAY SCALE FOR EMPLOYEES WORKING 40 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
4011	1	9.3774	9.37	19,504.99	4012	1	9.8460	9.84	20,479.68	4013	1	10.3382	10.33	21,503.46	4014	1	10.8555	10.85	22,579.44
4011	2	9.6110	9.61	19,990.88	4012	2	10.0922	10.09	20,991.78	4013	2	10.5974	10.59	22,042.59	4014	2	11.1269	11.12	23,143.95
4011	3	9.8516	9.85	20,491.33	4012	3	10.3446	10.34	21,516.77	4013	3	10.8620	10.86	22,592.96	4014	3	11.4050	11.40	23,722.40
4011	4	10.0987	10.09	21,005.30	4012	4	10.6028	10.60	22,053.82	4013	4	11.1334	11.13	23,157.47	4014	4	11.6904	11.69	24,316.03
4011	5	10.3502	10.35	21,528.42	4012	5	10.8686	10.86	22,606.69	4013	5	11.4114	11.41	23,735.71	4014	5	11.9828	11.98	24,924.22
4011	6	10.6096	10.60	22,067.97	4012	6	11.1400	11.14	23,171.20	4013	6	11.6972	11.69	24,330.18	4014	6	12.2818	12.28	25,546.14
4011	7	10.8754	10.87	22,620.83	4012	7	11.4181	11.41	23,749.65	4013	7	11.9894	11.98	24,937.95	4014	7	12.5884	12.58	26,183.87
4011	8	11.1467	11.14	23,185.14	4012	8	11.7038	11.70	24,343.90	4013	8	12.2894	12.28	25,561.95	4014	8	12.9038	12.90	26,839.90
4011	9	11.4259	11.42	23,765.87	4012	9	11.9961	11.99	24,951.89	4013	9	12.5961	12.59	26,199.89	4014	9	13.2260	13.22	27,510.08
4011	10	11.7114	11.71	24,359.71	4012	10	12.2961	12.29	25,575.89	4013	10	12.9116	12.91	26,856.13	4014	10	13.5570	13.55	28,198.56
4011	11	12.0038	12.00	24,967.90	4012	11	12.6037	12.60	26,215.70	4013	11	13.2337	13.23	27,526.10	4014	11	13.8955	13.89	28,902.64
4011	12	12.3037	12.30	25,591.70	4012	12	12.9194	12.91	26,872.35	4013	12	13.5645	13.56	28,214.16	4014	12	14.2430	14.24	29,625.44
4011	13	12.6116	12.61	26,232.13	4012	13	13.2414	13.24	27,542.11	4013	13	13.9043	13.90	28,920.94	4014	13	14.5993	14.59	30,366.54
4011	14	12.9270	12.92	26,888.16	4012	14	13.5734	13.57	28,232.67	4013	14	14.2519	14.25	29,643.95	4014	14	14.9643	14.96	31,125.74
4011	15	13.2503	13.25	27,560.62	4012	15	13.9121	13.91	28,937.17	4013	15	14.6081	14.60	30,384.85	4014	15	15.3384	15.33	31,903.87
4011	16	13.5813	13.58	28,249.10	4012	16	14.2607	14.26	29,662.26	4013	16	14.9733	14.97	31,144.46	4014	16	15.7223	15.72	32,702.38
4011	17	13.9209	13.92	28,955.47	4012	17	14.6170	14.61	30,403.36	4013	17	15.3471	15.34	31,921.97	4014	17	16.1151	16.11	33,519.41
4011	18	14.2684	14.26	29,678.27	4012	18	14.9821	14.98	31,162.77	4013	18	15.7312	15.73	32,720.90	4014	18	16.5178	16.51	34,357.02
4011	19	14.6258	14.62	30,421.66	4012	19	15.3572	15.35	31,942.98	4013	19	16.1249	16.12	33,539.79	4014	19	16.9301	16.93	35,214.61
4011	20	14.9909	14.99	31,181.07	4012	20	15.7410	15.74	32,741.28	4013	20	16.5274	16.52	34,376.99	4014	20	17.3537	17.35	36,095.70
4011	21	15.3660	15.36	31,961.28	4012	21	16.1349	16.13	33,560.59	4013	21	16.9411	16.94	35,237.49	4014	21	17.7872	17.78	36,997.38
4011	22	15.7498	15.74	32,759.58	4012	22	16.5375	16.53	34,398.00	4013	22	17.3647	17.36	36,118.58	4014	22	18.2319	18.23	37,922.35
4011	23	16.1435	16.14	33,578.48	4012	23	16.9510	16.95	35,258.08	4013	23	17.7983	17.79	37,020.46	4014	23	18.6884	18.68	38,871.87
4011	24	16.5474	16.54	34,418.59	4012	24	17.3747	17.37	36,139.38	4013	24	18.2427	18.24	37,944.82	4014	24	19.1550	19.15	39,842.40
4011	25	16.9610	16.96	35,278.88	4012	25	17.8093	17.80	37,043.34	4013	25	18.6995	18.69	38,894.96	4014	25	19.6339	19.63	40,838.51
4011	26	17.3846	17.38	36,159.97	4012	26	18.2548	18.25	37,969.98	4013	26	19.1671	19.16	39,867.57	4014	26	20.1246	20.12	41,859.17
4011	27	17.8192	17.81	37,063.94	4012	27	18.7117	18.71	38,920.34	4013	27	19.6460	19.64	40,863.68	4014	27	20.6277	20.62	42,905.62
4011	28	18.2649	18.26	37,990.99	4012	28	19.1794	19.17	39,893.15	4013	28	20.1367	20.13	41,884.34	4014	28	21.1439	21.14	43,979.31
4011	29	18.7215	18.72	38,940.72	4012	29	19.6581	19.65	40,888.85	4013	29	20.6409	20.64	42,933.07	4014	29	21.6723	21.67	45,078.38
4011	30	19.1893	19.18	39,913.74	4012	30	20.1500	20.14	41,912.00	4013	30	21.1572	21.15	44,006.98	4014	30	22.2140	22.21	46,205.12

DOUGLAS COUNTY BOARD OF COMMISSIONERS
PAY SCALE FOR EMPLOYEES WORKING 40 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
4015	1	11.3981	11.39	23,708.05	4016	1	11.9685	11.96	24,894.48	4017	1	12.5665	12.56	26,138.32	4018	1	13.1951	13.19	27,445.81
4015	2	11.6826	11.68	24,299.81	4016	2	12.2674	12.26	25,516.19	4017	2	12.8807	12.88	26,791.86	4018	2	13.5249	13.52	28,131.79
4015	3	11.9752	11.97	24,908.42	4016	3	12.5742	12.57	26,154.34	4017	3	13.2028	13.20	27,461.82	4018	3	13.8625	13.86	28,834.00
4015	4	12.2742	12.27	25,530.34	4016	4	12.8885	12.88	26,808.08	4017	4	13.5327	13.53	28,148.02	4018	4	14.2090	14.20	29,554.72
4015	5	12.5817	12.58	26,169.94	4016	5	13.2105	13.21	27,477.84	4017	5	13.8713	13.87	28,852.30	4018	5	14.5641	14.56	30,293.33
4015	6	12.8960	12.89	26,823.68	4016	6	13.5404	13.54	28,164.03	4017	6	14.2176	14.21	29,572.61	4018	6	14.9292	14.92	31,052.74
4015	7	13.2183	13.21	27,494.06	4016	7	13.8790	13.87	28,868.32	4017	7	14.5729	14.57	30,311.63	4018	7	15.3019	15.30	31,827.95
4015	8	13.5493	13.54	28,182.54	4016	8	14.2265	14.22	29,591.12	4017	8	14.9379	14.93	31,070.83	4018	8	15.6847	15.68	32,624.18
4015	9	13.8877	13.88	28,886.42	4016	9	14.5817	14.58	30,329.94	4017	9	15.3108	15.31	31,846.46	4018	9	16.0765	16.07	33,439.12
4015	10	14.2342	14.23	29,607.14	4016	10	14.9470	14.94	31,089.76	4017	10	15.6937	15.69	32,642.90	4018	10	16.4790	16.47	34,276.32
4015	11	14.5905	14.59	30,348.24	4016	11	15.3197	15.31	31,864.98	4017	11	16.0862	16.08	33,459.30	4018	11	16.8904	16.89	35,132.03
4015	12	14.9557	14.95	31,107.86	4016	12	15.7035	15.70	32,663.28	4017	12	16.4878	16.48	34,294.62	4018	12	17.3130	17.31	36,011.04
4015	13	15.3296	15.32	31,885.57	4016	13	16.0951	16.09	33,477.81	4017	13	16.9003	16.90	35,152.62	4018	13	17.7453	17.74	36,910.22
4015	14	15.7123	15.71	32,681.58	4016	14	16.4979	16.49	34,315.63	4017	14	17.3229	17.32	36,031.63	4018	14	18.1888	18.18	37,832.70
4015	15	16.1050	16.10	33,498.40	4016	15	16.9103	16.91	35,173.42	4017	15	17.7563	17.75	36,933.10	4018	15	18.6442	18.64	38,779.94
4015	16	16.5077	16.50	34,336.02	4016	16	17.3328	17.33	36,052.22	4017	16	18.1999	18.19	37,855.79	4018	16	19.1099	19.10	39,748.59
4015	17	16.9202	16.92	35,194.02	4016	17	17.7663	17.76	36,953.90	4017	17	18.6549	18.65	38,802.19	4018	17	19.5874	19.58	40,741.79
4015	18	17.3437	17.34	36,074.90	4016	18	18.2109	18.21	37,878.67	4017	18	19.1210	19.12	39,771.68	4018	18	20.0772	20.07	41,760.58
4015	19	17.7773	17.77	36,976.78	4016	19	18.6664	18.66	38,826.11	4017	19	19.5995	19.59	40,766.96	4018	19	20.5791	20.57	42,804.53
4015	20	18.2218	18.22	37,901.34	4016	20	19.1331	19.13	39,796.85	4017	20	20.0894	20.08	41,785.95	4018	20	21.0943	21.09	43,876.14
4015	21	18.6773	18.67	38,848.78	4016	21	19.6117	19.61	40,792.34	4017	21	20.5911	20.59	42,829.49	4018	21	21.6217	21.62	44,973.14
4015	22	19.1440	19.14	39,819.52	4016	22	20.1016	20.10	41,811.33	4017	22	21.1065	21.10	43,901.52	4018	22	22.1621	22.16	46,097.17
4015	23	19.6228	19.62	40,815.42	4016	23	20.6044	20.60	42,857.15	4017	23	21.6338	21.63	44,998.30	4018	23	22.7158	22.71	47,248.86
4015	24	20.1137	20.11	41,836.50	4016	24	21.1197	21.11	43,928.98	4017	24	22.1754	22.17	46,124.83	4018	24	23.2838	23.28	48,430.30
4015	25	20.6165	20.61	42,882.32	4016	25	21.6469	21.64	45,025.55	4017	25	22.7291	22.72	47,276.53	4018	25	23.8664	23.86	49,642.11
4015	26	21.1318	21.13	43,954.14	4016	26	22.1886	22.18	46,152.29	4017	26	23.2970	23.29	48,457.76	4018	26	24.4631	24.46	50,883.25
4015	27	21.6602	21.66	45,053.22	4016	27	22.7434	22.74	47,306.27	4017	27	23.8796	23.87	49,669.57	4018	27	25.0742	25.07	52,154.34
4015	28	22.2018	22.20	46,179.74	4016	28	23.3116	23.31	48,488.13	4017	28	24.4773	24.47	50,912.78	4018	28	25.7019	25.70	53,459.95
4015	29	22.7565	22.75	47,333.52	4016	29	23.8950	23.89	49,701.60	4017	29	25.0884	25.08	52,183.87	4018	29	26.3438	26.34	54,795.10
4015	30	23.3258	23.32	48,517.66	4016	30	24.4919	24.49	50,943.15	4017	30	25.7161	25.71	53,489.49	4018	30	27.0023	27.00	56,164.78

DOUGLAS COUNTY BOARD OF COMMISSIONERS
PAY SCALE FOR EMPLOYEES WORKING 40 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
4019	1	13.8546	13.85	28,817.57	4020	1	14.5474	14.54	30,258.59	4021	1	15.2743	15.27	31,770.54	4022	1	16.0379	16.03	33,358.83
4019	2	14.2012	14.20	29,538.50	4020	2	14.9104	14.91	31,013.63	4021	2	15.6561	15.65	32,564.69	4022	2	16.4394	16.43	34,193.95
4019	3	14.5562	14.55	30,276.90	4020	3	15.2832	15.28	31,789.06	4021	3	16.0476	16.04	33,379.01	4022	3	16.8508	16.85	35,049.66
4019	4	14.9192	14.91	31,031.94	4020	4	15.6659	15.66	32,585.07	4021	4	16.4492	16.44	34,214.34	4022	4	17.2710	17.27	35,923.68
4019	5	15.2932	15.29	31,809.86	4020	5	16.0577	16.05	33,400.02	4021	5	16.8607	16.86	35,070.26	4022	5	17.7034	17.70	36,823.07
4019	6	15.6748	15.67	32,603.58	4020	6	16.4592	16.45	34,235.14	4021	6	17.2820	17.28	35,946.56	4022	6	18.1458	18.14	37,743.26
4019	7	16.0665	16.06	33,418.32	4020	7	16.8706	16.87	35,090.85	4021	7	17.7133	17.71	36,843.66	4022	7	18.5991	18.59	38,686.13
4019	8	16.4690	16.46	34,255.52	4020	8	17.2920	17.29	35,967.36	4021	8	18.1567	18.15	37,765.94	4022	8	19.0646	19.06	39,654.37
4019	9	16.8806	16.88	35,111.65	4020	9	17.7244	17.72	36,866.75	4021	9	18.6102	18.61	38,709.22	4022	9	19.5413	19.54	40,645.90
4019	10	17.3019	17.30	35,987.95	4020	10	18.1679	18.16	37,789.23	4021	10	19.0757	19.07	39,677.46	4022	10	20.0298	20.02	41,661.98
4019	11	17.7354	17.73	36,889.63	4020	11	18.6213	18.62	38,732.30	4021	11	19.5522	19.55	40,668.58	4022	11	20.5306	20.53	42,703.65
4019	12	18.1777	18.17	37,809.62	4020	12	19.0867	19.08	39,700.34	4021	12	20.0419	20.04	41,687.15	4022	12	21.0436	21.04	43,770.69
4019	13	18.6321	18.63	38,754.77	4020	13	19.5643	19.56	40,693.74	4021	13	20.5427	20.54	42,728.82	4022	13	21.5698	21.56	44,865.18
4019	14	19.0988	19.09	39,725.50	4020	14	20.0529	20.05	41,710.03	4021	14	21.0558	21.05	43,796.06	4022	14	22.1090	22.10	45,986.72
4019	15	19.5764	19.57	40,718.91	4020	15	20.5550	20.55	42,754.40	4021	15	21.5829	21.58	44,892.43	4022	15	22.6617	22.66	47,136.34
4019	16	20.0651	20.06	41,735.41	4020	16	21.0689	21.06	43,823.31	4021	16	22.1224	22.12	46,014.59	4022	16	23.2277	23.22	48,313.62
4019	17	20.5671	20.56	42,779.57	4020	17	21.5951	21.59	44,917.81	4021	17	22.6751	22.67	47,164.21	4022	17	23.8090	23.80	49,522.72
4019	18	21.0810	21.08	43,848.48	4020	18	22.1355	22.13	46,041.84	4021	18	23.2421	23.24	48,343.57	4022	18	24.4046	24.40	50,761.57
4019	19	21.6083	21.60	44,945.26	4020	19	22.6884	22.68	47,191.87	4021	19	23.8233	23.82	49,552.46	4022	19	25.0146	25.01	52,030.37
4019	20	22.1486	22.14	46,069.09	4020	20	23.2562	23.25	48,372.90	4021	20	24.4189	24.41	50,791.31	4022	20	25.6401	25.64	53,331.41
4019	21	22.7025	22.70	47,221.20	4020	21	23.8377	23.83	49,582.42	4021	21	25.0291	25.02	52,060.53	4022	21	26.2809	26.28	54,664.27
4019	22	23.2696	23.26	48,400.77	4020	22	24.4334	24.43	50,821.47	4021	22	25.6555	25.65	53,363.44	4022	22	26.9384	26.93	56,031.87
4019	23	23.8520	23.85	49,612.16	4020	23	25.0444	25.04	52,092.35	4021	23	26.2965	26.29	54,696.72	4022	23	27.6113	27.61	57,431.50
4019	24	24.4478	24.44	50,851.42	4020	24	25.6709	25.67	53,395.47	4021	24	26.9540	26.95	56,064.32	4022	24	28.3019	28.30	58,867.95
4019	25	25.0599	25.05	52,124.59	4020	25	26.3119	26.31	54,728.75	4021	25	27.6279	27.62	57,466.03	4022	25	29.0089	29.00	60,338.51
4019	26	25.6854	25.68	53,425.63	4020	26	26.9704	26.97	56,098.43	4021	26	28.3182	28.31	58,901.86	4022	26	29.7347	29.73	61,848.18
4019	27	26.3285	26.32	54,763.28	4020	27	27.6444	27.64	57,500.35	4021	27	29.0265	29.02	60,375.12	4022	27	30.4782	30.47	63,394.66
4019	28	26.9860	26.98	56,130.88	4020	28	28.3360	28.33	58,938.88	4021	28	29.7523	29.75	61,884.78	4022	28	31.2405	31.24	64,980.24
4019	29	27.6609	27.66	57,534.67	4020	29	29.0443	29.04	60,412.14	4021	29	30.4960	30.49	63,431.68	4022	29	32.0214	32.02	66,604.51
4019	30	28.3527	28.35	58,973.62	4020	30	29.7701	29.77	61,921.81	4021	30	31.2580	31.25	65,016.64	4022	30	32.8211	32.82	68,267.89

DOUGLAS COUNTY BOARD OF COMMISSIONERS
PAY SCALE FOR EMPLOYEES WORKING 40 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
4023	1	16.8397	16.83	35,026.58	4024	1	17.6824	17.68	36,779.39	4025	1	18.5660	18.56	38,617.28	4026	1	19.4947	19.49	40,548.98
4023	2	17.2610	17.26	35,902.88	4024	2	18.1248	18.12	37,699.58	4025	2	19.0305	19.03	39,583.44	4026	2	19.9824	19.98	41,563.39
4023	3	17.6924	17.69	36,800.19	4024	3	18.5771	18.57	38,640.37	4025	3	19.5059	19.50	40,572.27	4026	3	20.4821	20.48	42,602.77
4023	4	18.1347	18.13	37,720.18	4024	4	19.0414	19.04	39,606.11	4025	4	19.9933	19.99	41,586.06	4026	4	20.9938	20.99	43,667.10
4023	5	18.5882	18.58	38,663.46	4024	5	19.5179	19.51	40,597.23	4025	5	20.4942	20.49	42,627.94	4026	5	21.5179	21.51	44,757.23
4023	6	19.0534	19.05	39,631.07	4024	6	20.0055	20.00	41,611.44	4025	6	21.0059	21.00	43,692.27	4026	6	22.0562	22.05	45,876.90
4023	7	19.5290	19.52	40,620.32	4024	7	20.5063	20.50	42,653.10	4025	7	21.5312	21.53	44,784.90	4026	7	22.6077	22.60	47,024.02
4023	8	20.0176	20.01	41,636.61	4024	8	21.0180	21.01	43,717.44	4025	8	22.0695	22.06	45,904.56	4026	8	23.1724	23.17	48,198.59
4023	9	20.5185	20.51	42,678.48	4024	9	21.5443	21.54	44,812.14	4025	9	22.6208	22.62	47,051.26	4026	9	23.7527	23.75	49,405.62
4023	10	21.0314	21.03	43,745.31	4024	10	22.0826	22.08	45,931.81	4025	10	23.1868	23.18	48,228.54	4026	10	24.3462	24.34	50,640.10
4023	11	21.5565	21.55	44,837.52	4024	11	22.6343	22.63	47,079.34	4025	11	23.7661	23.76	49,433.49	4026	11	24.9552	24.95	51,906.82
4023	12	22.0958	22.09	45,959.26	4024	12	23.2001	23.20	48,256.21	4025	12	24.3605	24.36	50,669.84	4026	12	25.5784	25.57	53,203.07
4023	13	22.6485	22.64	47,108.88	4024	13	23.7802	23.78	49,462.82	4025	13	24.9694	24.96	51,936.35	4026	13	26.2182	26.21	54,533.86
4023	14	23.2143	23.21	48,285.74	4024	14	24.3747	24.37	50,699.38	4025	14	25.5937	25.59	53,234.90	4026	14	26.8733	26.87	55,896.46
4023	15	23.7946	23.79	49,492.77	4024	15	24.9849	24.98	51,968.59	4025	15	26.2336	26.23	54,565.89	4026	15	27.5450	27.54	57,293.60
4023	16	24.3894	24.38	50,729.95	4024	16	25.6092	25.60	53,267.14	4025	16	26.8900	26.88	55,931.20	4026	16	28.2344	28.23	58,727.55
4023	17	24.9992	24.99	51,998.34	4024	17	26.2489	26.24	54,597.71	4025	17	27.5617	27.56	57,328.34	4026	17	28.9394	28.93	60,193.95
4023	18	25.6246	25.62	53,299.17	4024	18	26.9052	26.90	55,962.82	4025	18	28.2512	28.25	58,762.50	4026	18	29.6630	29.66	61,699.04
4023	19	26.2645	26.26	54,630.16	4024	19	27.5782	27.57	57,362.66	4025	19	28.9571	28.95	60,230.77	4026	19	30.4055	30.40	63,243.44
4023	20	26.9220	26.92	55,997.76	4024	20	28.2676	28.26	58,796.61	4025	20	29.6807	29.68	61,735.86	4026	20	31.1654	31.16	64,824.03
4023	21	27.5948	27.59	57,397.18	4024	21	28.9747	28.97	60,267.38	4025	21	30.4231	30.42	63,280.05	4026	21	31.9442	31.94	66,443.94
4023	22	28.2852	28.28	58,833.22	4024	22	29.6984	29.69	61,772.67	4025	22	31.1853	31.18	64,865.42	4026	22	32.7428	32.74	68,105.02
4023	23	28.9924	28.99	60,304.19	4024	23	30.4406	30.44	63,316.45	4025	23	31.9630	31.96	66,483.04	4026	23	33.5614	33.56	69,807.71
4023	24	29.7172	29.71	61,811.78	4024	24	31.2018	31.20	64,899.74	4025	24	32.7617	32.76	68,144.34	4026	24	34.4008	34.40	71,553.66
4023	25	30.4594	30.45	63,355.55	4024	25	31.9817	31.98	66,521.94	4025	25	33.5812	33.58	69,848.90	4026	25	35.2611	35.26	73,343.09
4023	26	31.2207	31.22	64,939.06	4024	26	32.7814	32.78	68,185.31	4025	26	34.4207	34.42	71,595.06	4026	26	36.1426	36.14	75,176.61
4023	27	32.0016	32.00	66,563.33	4024	27	33.6010	33.60	69,890.08	4025	27	35.2810	35.28	73,384.48	4026	27	37.0459	37.04	77,055.47
4023	28	32.8012	32.80	68,226.50	4024	28	34.4416	34.44	71,638.53	4025	28	36.1635	36.16	75,220.08	4026	28	37.9727	37.97	78,983.22
4023	29	33.6222	33.62	69,934.18	4024	29	35.3020	35.30	73,428.16	4025	29	37.0670	37.06	77,099.36	4026	29	38.9212	38.92	80,956.10
4023	30	34.4626	34.46	71,682.21	4024	30	36.1846	36.18	75,263.97	4025	30	37.9936	37.99	79,026.69	4026	30	39.8941	39.89	82,979.73

DOUGLAS COUNTY BOARD OF COMMISSIONERS
PAY SCALE FOR EMPLOYEES WORKING 40 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
4027	1	20.4688	20.46	42,575.10	4028	1	21.4925	21.49	44,704.40	4029	1	22.5669	22.56	46,939.15	4030	1	23.6954	23.69	49,286.43
4027	2	20.9806	20.98	43,639.65	4028	2	22.0297	22.02	45,821.78	4029	2	23.1317	23.13	48,113.94	4030	2	24.2878	24.28	50,518.62
4027	3	21.5057	21.50	44,731.86	4028	3	22.5813	22.58	46,969.10	4029	3	23.7097	23.70	49,316.18	4030	3	24.8956	24.89	51,782.85
4027	4	22.0429	22.04	45,849.23	4028	4	23.1450	23.14	48,141.60	4029	4	24.3031	24.30	50,550.45	4030	4	25.5176	25.51	53,076.61
4027	5	22.5945	22.59	46,996.56	4028	5	23.7240	23.72	49,345.92	4029	5	24.9098	24.90	51,812.38	4030	5	26.1551	26.15	54,402.61
4027	6	23.1593	23.15	48,171.34	4028	6	24.3175	24.31	50,580.40	4029	6	25.5331	25.53	53,108.85	4030	6	26.8094	26.80	55,763.55
4027	7	23.7384	23.73	49,375.87	4028	7	24.9253	24.92	51,844.62	4029	7	26.1717	26.17	54,437.14	4030	7	27.4799	27.47	57,158.19
4027	8	24.3319	24.33	50,610.35	4028	8	25.5484	25.54	53,140.67	4029	8	26.8260	26.82	55,798.08	4030	8	28.1673	28.16	58,587.98
4027	9	24.9397	24.93	51,874.58	4028	9	26.1873	26.18	54,469.58	4029	9	27.4967	27.49	57,193.14	4030	9	28.8710	28.87	60,051.68
4027	10	25.5630	25.56	53,171.04	4028	10	26.8414	26.84	55,830.11	4029	10	28.1837	28.18	58,622.10	4030	10	29.5924	29.59	61,552.19
4027	11	26.2027	26.20	54,501.62	4028	11	27.5131	27.51	57,227.25	4029	11	28.8887	28.88	60,088.50	4030	11	30.3326	30.33	63,091.81
4027	12	26.8580	26.85	55,864.64	4028	12	28.2003	28.20	58,656.62	4029	12	29.6101	29.61	61,589.01	4030	12	31.0903	31.09	64,667.82
4027	13	27.5286	27.52	57,259.49	4028	13	28.9052	28.90	60,122.82	4029	13	30.3503	30.35	63,128.62	4030	13	31.8681	31.86	66,285.65
4027	14	28.2170	28.21	58,691.36	4028	14	29.6278	29.62	61,625.82	4029	14	31.1092	31.10	64,707.14	4030	14	32.6645	32.66	67,942.16
4027	15	28.9228	28.92	60,159.42	4028	15	30.3689	30.36	63,167.31	4029	15	31.8869	31.88	66,324.75	4030	15	33.4819	33.48	69,642.35
4027	16	29.6454	29.64	61,662.43	4028	16	31.1279	31.12	64,746.03	4029	16	32.6844	32.68	67,983.55	4030	16	34.3181	34.31	71,381.65
4027	17	30.3866	30.38	63,204.13	4028	17	31.9067	31.90	66,365.94	4029	17	33.5017	33.50	69,683.54	4030	17	35.1762	35.17	73,166.50
4027	18	31.1468	31.14	64,785.34	4028	18	32.7043	32.70	68,024.94	4029	18	34.3389	34.33	71,424.91	4030	18	36.0565	36.05	74,997.52
4027	19	31.9255	31.92	66,405.04	4028	19	33.5216	33.52	69,724.93	4029	19	35.1972	35.19	73,210.18	4030	19	36.9579	36.95	76,872.43
4027	20	32.7230	32.72	68,063.84	4028	20	34.3598	34.35	71,468.38	4029	20	36.0775	36.07	75,041.20	4030	20	37.8810	37.88	78,792.48
4027	21	33.5415	33.54	69,766.32	4028	21	35.2193	35.21	73,256.14	4029	21	36.9798	36.97	76,917.98	4030	21	38.8286	38.82	80,763.49
4027	22	34.3797	34.37	71,509.78	4028	22	36.0996	36.09	75,087.17	4029	22	37.9042	37.90	78,840.74	4030	22	39.7992	39.79	82,782.34
4027	23	35.2391	35.23	73,297.33	4028	23	37.0018	37.00	76,963.74	4029	23	38.8518	38.85	80,811.74	4030	23	40.7944	40.79	84,852.35
4027	24	36.1206	36.12	75,130.85	4028	24	37.9273	37.92	78,888.78	4029	24	39.8225	39.82	82,830.80	4030	24	41.8135	41.81	86,972.08
4027	25	37.0229	37.02	77,007.63	4028	25	38.8749	38.87	80,859.79	4029	25	40.8187	40.81	84,902.90	4030	25	42.8591	42.85	89,146.93
4027	26	37.9483	37.94	78,932.46	4028	26	39.8467	39.84	82,881.14	4029	26	41.8389	41.83	87,024.91	4030	26	43.9302	43.93	91,374.82
4027	27	38.8969	38.89	80,905.55	4028	27	40.8427	40.84	84,952.82	4029	27	42.8845	42.88	89,199.76	4030	27	45.0292	45.02	93,660.74
4027	28	39.8698	39.86	82,929.18	4028	28	41.8644	41.86	87,077.95	4029	28	43.9567	43.95	91,429.94	4030	28	46.1541	46.15	96,000.53
4027	29	40.8671	40.86	85,003.57	4028	29	42.9111	42.91	89,255.09	4029	29	45.0555	45.05	93,715.44	4030	29	47.3081	47.30	98,400.85
4027	30	41.8885	41.88	87,128.08	4028	30	43.9834	43.98	91,485.47	4029	30	46.1817	46.18	96,057.94	4030	30	48.4905	48.49	100,860.24

DOUGLAS COUNTY BOARD OF COMMISSIONERS
PAY SCALE FOR EMPLOYEES WORKING 40 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
4031	1	24.8801	24.88	51,750.61	4032	1	26.1244	26.12	54,338.75	4033	1	27.4303	27.43	57,055.02	4034	1	28.8026	28.80	59,909.41
4031	2	25.5021	25.50	53,044.37	4032	2	26.7774	26.77	55,696.99	4033	2	28.1166	28.11	58,482.53	4034	2	29.5230	29.52	61,407.84
4031	3	26.1398	26.13	54,370.78	4032	3	27.4469	27.44	57,089.55	4033	3	28.8191	28.81	59,943.73	4034	3	30.2610	30.26	62,942.88
4031	4	26.7939	26.79	55,731.31	4032	4	28.1332	28.13	58,517.06	4033	4	29.5394	29.53	61,441.95	4034	4	31.0164	31.01	64,514.11
4031	5	27.4634	27.46	57,123.87	4032	5	28.8369	28.83	59,980.75	4033	5	30.2786	30.27	62,979.49	4034	5	31.7921	31.79	66,127.57
4031	6	28.1496	28.14	58,551.17	4032	6	29.5572	29.55	61,478.98	4033	6	31.0353	31.03	64,553.42	4034	6	32.5874	32.58	67,781.79
4031	7	28.8534	28.85	60,015.07	4032	7	30.2960	30.29	63,015.68	4033	7	31.8119	31.81	66,168.75	4034	7	33.4014	33.40	69,474.91
4031	8	29.5747	29.57	61,515.38	4032	8	31.0540	31.05	64,592.32	4033	8	32.6073	32.60	67,823.18	4034	8	34.2363	34.23	71,211.50
4031	9	30.3149	30.31	63,054.99	4032	9	31.8307	31.83	66,207.86	4033	9	33.4223	33.42	69,518.38	4034	9	35.0924	35.09	72,992.19
4031	10	31.0728	31.07	64,631.42	4032	10	32.6260	32.62	67,862.08	4033	10	34.2573	34.25	71,255.18	4034	10	35.9705	35.97	74,818.64
4031	11	31.8493	31.84	66,246.54	4032	11	33.4422	33.44	69,559.78	4033	11	35.1133	35.11	73,035.66	4034	11	36.8695	36.86	76,688.56
4031	12	32.6457	32.64	67,903.06	4032	12	34.2772	34.27	71,296.58	4033	12	35.9914	35.99	74,862.11	4034	12	37.7915	37.79	78,606.32
4031	13	33.4620	33.46	69,600.96	4032	13	35.1344	35.13	73,079.55	4033	13	36.8915	36.89	76,734.32	4034	13	38.7360	38.73	80,570.88
4031	14	34.2982	34.29	71,340.26	4032	14	36.0136	36.01	74,908.29	4033	14	37.8138	37.81	78,652.70	4034	14	39.7044	39.70	82,585.15
4031	15	35.1553	35.15	73,123.02	4032	15	36.9136	36.91	76,780.29	4033	15	38.7590	38.75	80,618.72	4034	15	40.6972	40.69	84,650.18
4031	16	36.0344	36.03	74,951.55	4032	16	37.8358	37.83	78,698.46	4033	16	39.7278	39.72	82,633.82	4034	16	41.7143	41.71	86,765.74
4031	17	36.9356	36.93	76,826.05	4032	17	38.7822	38.78	80,666.98	4033	17	40.7214	40.72	84,700.51	4034	17	42.7578	42.75	88,936.22
4031	18	37.8591	37.85	78,746.93	4032	18	39.7519	39.75	82,683.95	4033	18	41.7396	41.73	86,818.37	4034	18	43.8266	43.82	91,159.33
4031	19	38.8053	38.80	80,715.02	4032	19	40.7457	40.74	84,751.06	4033	19	42.7832	42.78	88,989.06	4034	19	44.9220	44.92	93,437.76
4031	20	39.7750	39.77	82,732.00	4032	20	41.7638	41.76	86,868.70	4033	20	43.8520	43.85	91,212.16	4034	20	46.0451	46.04	95,773.81
4031	21	40.7689	40.76	84,799.31	4032	21	42.8085	42.80	89,041.68	4033	21	44.9485	44.94	93,492.88	4034	21	47.1966	47.19	98,168.93
4031	22	41.7882	41.78	86,919.46	4032	22	43.8783	43.87	91,266.86	4033	22	46.0724	46.07	95,830.59	4034	22	48.3758	48.37	100,621.66
4031	23	42.8338	42.83	89,094.30	4032	23	44.9748	44.97	93,547.58	4033	23	47.2242	47.22	98,226.34	4034	23	49.5859	49.58	103,138.67
4031	24	43.9038	43.90	91,319.90	4032	24	46.0990	46.09	95,885.92	4033	24	48.4045	48.40	100,681.36	4034	24	50.8246	50.82	105,715.17
4031	25	45.0014	45.00	93,602.91	4032	25	47.2517	47.25	98,283.54	4033	25	49.6145	49.61	103,198.16	4034	25	52.0953	52.09	108,358.22
4031	26	46.1266	46.12	95,943.33	4032	26	48.4331	48.43	100,740.85	4033	26	50.8545	50.85	105,777.36	4034	26	53.3981	53.39	111,068.05
4031	27	47.2804	47.28	98,343.23	4032	27	49.6443	49.64	103,260.14	4033	27	52.1262	52.12	108,422.50	4034	27	54.7328	54.73	113,844.22
4031	28	48.4619	48.46	100,800.75	4032	28	50.8852	50.88	105,841.22	4033	28	53.4289	53.42	111,132.11	4034	28	56.1018	56.10	116,691.74
4031	29	49.6741	49.67	103,322.13	4032	29	52.1571	52.15	108,486.77	4033	29	54.7648	54.76	113,910.78	4034	29	57.5039	57.50	119,608.11
4031	30	50.9150	50.91	105,903.20	4032	30	53.4609	53.46	111,198.67	4033	30	56.1338	56.13	116,758.30	4034	30	58.9411	58.94	122,597.49

**DOUGLAS COUNTY BOARD OF COMMISSIONERS
PAY SCALE FOR EMPLOYEES WORKING 40 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
4035	1	30.2421	30.24	62,903.57	4036	1	31.7545	31.75	66,049.36	4037	1	33.3418	33.34	69,350.94	4038	1	35.0560	35.05	72,916.48
4035	2	30.9989	30.99	64,477.71	4036	2	32.5487	32.54	67,701.30	4037	2	34.1758	34.17	71,085.66	4038	2	35.8843	35.88	74,639.34
4035	3	31.7733	31.77	66,088.46	4036	3	33.3617	33.36	69,392.34	4037	3	35.0306	35.03	72,863.65	4038	3	36.7824	36.78	76,507.39
4035	4	32.5674	32.56	67,740.19	4036	4	34.1968	34.19	71,129.34	4037	4	35.9065	35.90	74,685.52	4038	4	37.7012	37.70	78,418.50
4035	5	33.3817	33.38	69,433.94	4036	5	35.0516	35.05	72,907.33	4037	5	36.8033	36.80	76,550.86	4038	5	38.6444	38.64	80,380.35
4035	6	34.2166	34.21	71,170.53	4036	6	35.9274	35.92	74,728.99	4037	6	37.7233	37.72	78,464.46	4038	6	39.6095	39.60	82,387.76
4035	7	35.0725	35.07	72,950.80	4036	7	36.8254	36.82	76,596.83	4037	7	38.6664	38.66	80,426.11	4038	7	40.6001	40.60	84,448.21
4035	8	35.9483	35.94	74,772.46	4036	8	37.7463	37.74	78,512.30	4037	8	39.6338	39.63	82,438.30	4038	8	41.6149	41.61	86,558.99
4035	9	36.8474	36.84	76,642.59	4036	9	38.6895	38.68	80,474.16	4037	9	40.6243	40.62	84,498.54	4038	9	42.6551	42.65	88,722.61
4035	10	37.7686	37.76	78,558.69	4036	10	39.6571	39.65	82,486.77	4037	10	41.6402	41.64	86,611.62	4038	10	43.7219	43.72	90,941.55
4035	11	38.7127	38.71	80,522.42	4036	11	40.6487	40.64	84,549.30	4037	11	42.6806	42.68	88,775.65	4038	11	44.8151	44.81	93,215.41
4035	12	39.6811	39.68	82,536.69	4036	12	41.6646	41.66	86,662.37	4037	12	43.7483	43.74	90,996.46	4038	12	45.9357	45.93	95,546.26
4035	13	40.6729	40.67	84,599.63	4036	13	42.7059	42.70	88,828.27	4037	13	44.8415	44.84	93,270.32	4038	13	47.0841	47.08	97,934.93
4035	14	41.6899	41.68	86,714.99	4036	14	43.7737	43.77	91,049.30	4037	14	45.9634	45.96	95,603.87	4038	14	48.2611	48.26	100,383.09
4035	15	42.7325	42.73	88,883.60	4036	15	44.8679	44.86	93,325.23	4037	15	47.1118	47.11	97,992.54	4038	15	49.4678	49.46	102,893.02
4035	16	43.8002	43.80	91,104.42	4036	16	45.9897	45.98	95,658.58	4037	16	48.2898	48.28	100,442.78	4038	16	50.7043	50.70	105,464.94
4035	17	44.8956	44.89	93,382.85	4036	17	47.1403	47.14	98,051.82	4037	17	49.4965	49.49	102,952.72	4038	17	51.9719	51.97	108,101.55
4035	18	46.0173	46.01	95,715.98	4036	18	48.3184	48.31	100,502.27	4037	18	50.7342	50.73	105,527.14	4038	18	53.2713	53.27	110,804.30
4035	19	47.1678	47.16	98,109.02	4036	19	49.5264	49.52	103,014.91	4037	19	52.0027	52.00	108,165.62	4038	19	54.6026	54.60	113,573.41
4035	20	48.3471	48.34	100,561.97	4036	20	50.7652	50.76	105,591.62	4037	20	53.3033	53.30	110,870.86	4038	20	55.9683	55.96	116,414.06
4035	21	49.5560	49.55	103,076.48	4036	21	52.0347	52.03	108,232.18	4037	21	54.6358	54.63	113,642.46	4038	21	57.3670	57.36	119,323.36
4035	22	50.7948	50.79	105,653.18	4036	22	53.3353	53.33	110,937.42	4037	22	56.0014	56.00	116,482.91	4038	22	58.8021	58.80	122,308.37
4035	23	52.0644	52.06	108,293.95	4036	23	54.6688	54.66	113,711.10	4037	23	57.4023	57.40	119,396.78	4038	23	60.2715	60.27	125,364.72
4035	24	53.3661	53.36	111,001.49	4036	24	56.0356	56.03	116,554.05	4037	24	58.8362	58.83	122,379.30	4038	24	61.7782	61.77	128,498.66
4035	25	54.6997	54.69	113,775.38	4036	25	57.4365	57.43	119,467.92	4037	25	60.3077	60.30	125,440.02	4038	25	63.3227	63.32	131,711.22
4035	26	56.0676	56.06	116,620.61	4036	26	58.8716	58.87	122,452.93	4037	26	61.8158	61.81	128,576.86	4038	26	64.9067	64.90	135,005.94
4035	27	57.4695	57.46	119,536.56	4036	27	60.3442	60.34	125,515.94	4037	27	63.3612	63.36	131,791.30	4038	27	66.5292	66.52	138,380.74
4035	28	58.9057	58.90	122,523.86	4036	28	61.8521	61.85	128,652.37	4037	28	64.9451	64.94	135,085.81	4038	28	68.1916	68.19	141,838.53
4035	29	60.3784	60.37	125,587.07	4036	29	63.3987	63.39	131,869.30	4037	29	66.5689	66.56	138,463.31	4038	29	69.8970	69.89	145,385.76
4035	30	61.8886	61.88	128,728.29	4036	30	64.9838	64.98	135,166.30	4037	30	68.2324	68.23	141,923.39	4038	30	71.6441	71.64	149,019.73

DOUGLAS COUNTY BOARD OF COMMISSIONERS
PAY SCALE FOR EMPLOYEES WORKING 40 HOURS A WEEK

Grade	Step	Step Amt	Hourly	Annual	Grade	Step	Step Amt	Hourly	Annual	Grade	Step	Step Amt	Hourly	Annual
4039	1	36.7824	36.78	76,507.39	4040	1	38.6444	38.64	80,380.35	4041	1	40.6001	40.60	84,448.21
4039	2	37.7012	37.70	78,418.50	4040	2	39.6095	39.60	82,387.76	4041	2	41.6149	41.61	86,558.99
4039	3	38.6444	38.64	80,380.35	4040	3	40.6001	40.60	84,448.21	4041	3	42.6551	42.65	88,722.61
4039	4	39.6095	39.60	82,387.76	4040	4	41.6149	41.61	86,558.99	4041	4	43.7219	43.72	90,941.55
4039	5	40.6001	40.60	84,448.21	4040	5	42.6551	42.65	88,722.61	4041	5	44.8151	44.81	93,215.41
4039	6	41.6149	41.61	86,558.99	4040	6	43.7219	43.72	90,941.55	4041	6	45.9357	45.93	95,546.26
4039	7	42.6551	42.65	88,722.61	4040	7	44.8151	44.81	93,215.41	4041	7	47.0841	47.08	97,934.93
4039	8	43.7219	43.72	90,941.55	4040	8	45.9357	45.93	95,546.26	4041	8	48.2611	48.26	100,383.09
4039	9	44.8151	44.81	93,215.41	4040	9	47.0841	47.08	97,934.93	4041	9	49.4678	49.46	102,893.02
4039	10	45.9357	45.93	95,546.26	4040	10	48.2611	48.26	100,383.09	4041	10	50.7043	50.70	105,464.94
4039	11	47.0841	47.08	97,934.93	4040	11	49.4678	49.46	102,893.02	4041	11	51.9719	51.97	108,101.55
4039	12	48.2611	48.26	100,383.09	4040	12	50.7043	50.70	105,464.94	4041	12	53.2713	53.27	110,804.30
4039	13	49.4678	49.46	102,893.02	4040	13	51.9719	51.97	108,101.55	4041	13	54.6026	54.60	113,573.41
4039	14	50.7043	50.70	105,464.94	4040	14	53.2713	53.27	110,804.30	4041	14	55.9683	55.96	116,414.06
4039	15	51.9719	51.97	108,101.55	4040	15	54.6026	54.60	113,573.41	4041	15	57.3670	57.36	119,323.36
4039	16	53.2713	53.27	110,804.30	4040	16	55.9683	55.96	116,414.06	4041	16	58.8011	58.80	122,306.29
4039	17	54.6026	54.60	113,573.41	4040	17	57.3670	57.36	119,323.36	4041	17	60.2715	60.27	125,364.72
4039	18	55.9683	55.96	116,414.06	4040	18	58.8011	58.80	122,306.29	4041	18	61.7782	61.77	128,498.66
4039	19	57.3670	57.36	119,323.36	4040	19	60.2715	60.27	125,364.72	4041	19	63.3227	63.32	131,711.22
4039	20	58.8011	58.80	122,306.29	4040	20	61.7782	61.77	128,498.66	4041	20	64.9056	64.90	135,003.65
4039	21	60.2715	60.27	125,364.72	4040	21	63.3227	63.32	131,711.22	4041	21	66.5281	66.52	138,378.45
4039	22	61.7782	61.77	128,498.66	4040	22	64.9056	64.90	135,003.65	4041	22	68.1916	68.19	141,838.53
4039	23	63.3227	63.32	131,711.22	4040	23	66.5281	66.52	138,378.45	4041	23	69.8959	69.89	145,383.47
4039	24	64.9056	64.90	135,003.65	4040	24	68.1916	68.19	141,838.53	4041	24	71.6431	71.64	149,017.65
4039	25	66.5281	66.52	138,378.45	4040	25	69.8970	69.89	145,385.76	4041	25	73.4345	73.43	152,743.76
4039	26	68.1916	68.19	141,838.53	4040	26	71.6441	71.64	149,019.73	4041	26	75.2701	75.27	156,561.81
4039	27	69.8959	69.89	145,383.47	4040	27	73.4345	73.43	152,743.76	4041	27	77.1519	77.15	160,475.95
4039	28	71.6431	71.64	149,017.65	4040	28	75.2711	75.27	156,563.89	4041	28	79.0812	79.08	164,488.90
4039	29	73.4345	73.43	152,743.76	4040	29	77.1530	77.15	160,478.24	4041	29	81.0579	81.05	168,600.43
4039	30	75.2701	75.27	156,561.81	4040	30	79.0812	79.08	164,488.90	4041	30	83.0843	83.08	172,815.34