

**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	15.0110	15.01	32,784.02	4220	1	15.7616	15.76	34,423.33	4221	1	16.5492	16.54	36,143.45	4222	1	17.3763	17.37	37,949.84
4219	2	15.3864	15.38	33,603.90	4220	2	16.1547	16.15	35,281.86	4221	2	16.9627	16.96	37,046.54	4222	2	17.8113	17.81	38,899.88
4219	3	15.7711	15.77	34,444.08	4220	3	16.5586	16.55	36,163.98	4221	3	17.3869	17.38	37,972.99	4222	3	18.2570	18.25	39,873.29
4219	4	16.1641	16.16	35,302.39	4220	4	16.9735	16.97	37,070.12	4221	4	17.8221	17.82	38,923.47	4222	4	18.7123	18.71	40,867.66
4219	5	16.5694	16.56	36,187.57	4220	5	17.3977	17.39	37,996.58	4221	5	18.2678	18.26	39,896.88	4222	5	19.1808	19.18	41,890.87
4219	6	16.9830	16.98	37,090.87	4220	6	17.8328	17.83	38,946.84	4221	6	18.7244	18.72	40,894.09	4222	6	19.6601	19.66	42,937.66
4219	7	17.4072	17.40	38,017.32	4220	7	18.2786	18.27	39,920.46	4221	7	19.1917	19.19	41,914.67	4222	7	20.1513	20.15	44,010.44
4219	8	17.8436	17.84	38,970.42	4220	8	18.7352	18.73	40,917.68	4221	8	19.6721	19.67	42,963.87	4222	8	20.6557	20.65	45,112.05
4219	9	18.2894	18.28	39,944.05	4220	9	19.2037	19.20	41,940.88	4221	9	20.1632	20.16	44,036.43	4222	9	21.1719	21.17	46,239.43
4219	10	18.7459	18.74	40,941.05	4220	10	19.6841	19.68	42,990.07	4221	10	20.6676	20.66	45,138.04	4222	10	21.7014	21.70	47,395.86
4219	11	19.2155	19.21	41,966.65	4220	11	20.1752	20.17	44,062.64	4221	11	21.1840	21.18	46,265.86	4222	11	22.2440	22.24	48,580.90
4219	12	19.6947	19.69	43,013.22	4220	12	20.6797	20.67	45,164.46	4221	12	21.7145	21.71	47,424.47	4222	12	22.7997	22.79	49,794.54
4219	13	20.1872	20.18	44,088.84	4220	13	21.1971	21.19	46,294.47	4221	13	22.2573	22.25	48,609.94	4222	13	23.3699	23.36	51,039.86
4219	14	20.6927	20.69	45,192.86	4220	14	21.7264	21.72	47,450.46	4221	14	22.8129	22.81	49,823.37	4222	14	23.9543	23.95	52,316.19
4219	15	21.2102	21.21	46,323.08	4220	15	22.2703	22.27	48,638.34	4221	15	23.3841	23.38	51,070.87	4222	15	24.5530	24.55	53,623.75
4219	16	21.7395	21.73	47,479.07	4220	16	22.8273	22.82	49,854.82	4221	16	23.9685	23.96	52,347.20	4222	16	25.1661	25.16	54,962.76
4219	17	22.2835	22.28	48,667.16	4220	17	23.3973	23.39	51,099.70	4221	17	24.5674	24.56	53,655.20	4222	17	25.7959	25.79	56,338.25
4219	18	22.8404	22.84	49,883.43	4220	18	23.9830	23.98	52,378.87	4221	18	25.1817	25.18	54,996.83	4222	18	26.4414	26.44	57,748.02
4219	19	23.4116	23.41	51,130.93	4220	19	24.5818	24.58	53,686.65	4221	19	25.8113	25.81	56,371.88	4222	19	27.1022	27.10	59,191.20
4219	20	23.9971	23.99	52,409.67	4220	20	25.1973	25.19	55,030.90	4221	20	26.4569	26.45	57,781.87	4222	20	27.7798	27.77	60,671.08
4219	21	24.5972	24.59	53,720.28	4220	21	25.8271	25.82	56,406.39	4221	21	27.1178	27.11	59,225.28	4222	21	28.4743	28.47	62,187.87
4219	22	25.2115	25.21	55,061.92	4220	22	26.4725	26.47	57,815.94	4221	22	27.7967	27.79	60,707.99	4222	22	29.1867	29.18	63,743.75
4219	23	25.8425	25.84	56,440.02	4220	23	27.1346	27.13	59,261.97	4221	23	28.4911	28.49	62,224.56	4222	23	29.9155	29.91	65,335.45
4219	24	26.4879	26.48	57,849.57	4220	24	27.8134	27.81	60,744.47	4221	24	29.2034	29.20	63,780.23	4222	24	30.6639	30.66	66,969.96
4219	25	27.1512	27.15	59,298.22	4220	25	28.5079	28.50	62,261.25	4221	25	29.9336	29.93	65,374.98	4222	25	31.4300	31.42	68,643.12
4219	26	27.8290	27.82	60,778.54	4220	26	29.2213	29.22	63,819.32	4221	26	30.6816	30.68	67,008.61	4222	26	32.2164	32.21	70,360.62
4219	27	28.5258	28.52	62,300.35	4220	27	29.9515	29.95	65,414.08	4221	27	31.4489	31.44	68,684.40	4222	27	33.0218	33.02	72,119.61
4219	28	29.2379	29.23	63,855.57	4220	28	30.7009	30.70	67,050.77	4221	28	32.2355	32.23	70,402.33	4222	28	33.8478	33.84	73,923.60
4219	29	29.9694	29.96	65,453.17	4220	29	31.4681	31.46	68,726.33	4221	29	33.0410	33.04	72,161.54	4222	29	34.6939	34.69	75,771.48
4219	30	30.7188	30.71	67,089.86	4220	30	32.2546	32.25	70,444.05	4221	30	33.8668	33.86	73,965.09	4222	30	35.5603	35.56	77,663.70

**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
4223	1	18.2449	18.24	39,846.86	4224	1	19.1582	19.15	41,841.51	4225	1	20.1155	20.11	43,932.25	4226	1	21.1217	21.12	46,129.79
4223	2	18.7016	18.70	40,844.29	4224	2	19.6375	19.63	42,888.30	4225	2	20.6186	20.61	45,031.02	4226	2	21.6501	21.65	47,283.82
4223	3	19.1689	19.16	41,864.88	4224	3	20.1273	20.12	43,958.02	4225	3	21.1338	21.13	46,156.22	4226	3	22.1916	22.19	48,466.45
4223	4	19.6482	19.64	42,911.67	4224	4	20.6306	20.63	45,057.23	4225	4	21.6619	21.66	47,309.59	4226	4	22.7459	22.74	49,677.05
4223	5	20.1394	20.13	43,984.45	4224	5	21.1469	21.14	46,184.83	4225	5	22.2046	22.20	48,494.85	4226	5	23.3136	23.31	50,916.90
4223	6	20.6436	20.64	45,085.62	4224	6	21.6752	21.67	47,338.64	4225	6	22.7592	22.75	49,706.09	4226	6	23.8969	23.89	52,190.83
4223	7	21.1589	21.15	46,211.04	4224	7	22.2178	22.21	48,523.68	4225	7	23.3280	23.32	50,948.35	4226	7	24.4944	24.49	53,495.77
4223	8	21.6884	21.68	47,367.47	4224	8	22.7722	22.77	49,734.48	4225	8	23.9112	23.91	52,222.06	4226	8	25.1064	25.10	54,832.38
4223	9	22.2308	22.23	48,552.07	4224	9	23.3423	23.34	50,979.58	4225	9	24.5089	24.50	53,527.44	4226	9	25.7350	25.73	56,205.24
4223	10	22.7866	22.78	49,765.93	4224	10	23.9254	23.92	52,253.07	4225	10	25.1218	25.12	54,866.01	4226	10	26.3781	26.37	57,609.77
4223	11	23.3555	23.35	51,008.41	4224	11	24.5231	24.52	53,558.45	4225	11	25.7494	25.74	56,236.69	4226	11	27.0379	27.03	59,050.77
4223	12	23.9400	23.93	52,284.96	4224	12	25.1362	25.13	54,897.46	4225	12	26.3935	26.39	57,643.40	4226	12	27.7130	27.71	60,525.19
4223	13	24.5387	24.53	53,592.52	4224	13	25.7649	25.76	56,270.54	4225	13	27.0531	27.05	59,083.97	4226	13	28.4061	28.40	62,038.92
4223	14	25.1519	25.15	54,931.75	4224	14	26.4090	26.40	57,677.26	4225	14	27.7295	27.72	60,561.23	4226	14	29.1162	29.11	63,589.78
4223	15	25.7805	25.78	56,304.61	4224	15	27.0700	27.07	59,120.88	4225	15	28.4229	28.42	62,075.61	4226	15	29.8439	29.84	65,179.08
4223	16	26.4246	26.42	57,711.33	4224	16	27.7464	27.74	60,598.14	4225	16	29.1341	29.13	63,628.87	4226	16	30.5908	30.59	66,810.31
4223	17	27.0855	27.08	59,154.73	4224	17	28.4395	28.43	62,111.87	4225	17	29.8618	29.86	65,218.17	4226	17	31.3546	31.35	68,478.45
4223	18	27.7630	27.76	60,634.39	4224	18	29.1507	29.15	63,665.13	4225	18	30.6090	30.60	66,850.06	4226	18	32.1387	32.13	70,190.92
4223	19	28.4564	28.45	62,148.78	4224	19	29.8799	29.87	65,257.70	4225	19	31.3738	31.37	68,520.38	4226	19	32.9430	32.94	71,947.51
4223	20	29.1688	29.16	63,704.66	4224	20	30.6267	30.62	66,888.71	4225	20	32.1577	32.15	70,232.42	4226	20	33.7665	33.76	73,746.04
4223	21	29.8978	29.89	65,296.80	4224	21	31.3927	31.39	68,561.66	4225	21	32.9622	32.96	71,989.44	4226	21	34.6102	34.61	75,588.68
4223	22	30.6458	30.64	66,930.43	4224	22	32.1769	32.17	70,274.35	4225	22	33.7880	33.78	73,792.99	4226	22	35.4755	35.47	77,478.49
4223	23	31.4119	31.41	68,603.59	4224	23	32.9811	32.98	72,030.72	4225	23	34.6304	34.63	75,632.79	4226	23	36.3624	36.36	79,415.48
4223	24	32.1972	32.19	70,318.68	4224	24	33.8058	33.80	73,831.87	4225	24	35.4958	35.49	77,522.83	4226	24	37.2718	37.27	81,401.61
4223	25	33.0015	33.00	72,075.28	4224	25	34.6506	34.65	75,676.91	4225	25	36.3838	36.38	79,462.22	4226	25	38.2040	38.20	83,437.54
4223	26	33.8262	33.82	73,876.42	4224	26	35.5172	35.51	77,569.56	4225	26	37.2933	37.29	81,448.57	4226	26	39.1589	39.15	85,523.04
4223	27	34.6722	34.67	75,724.08	4224	27	36.4052	36.40	79,508.96	4225	27	38.2254	38.22	83,484.27	4226	27	40.1377	40.13	87,660.74
4223	28	35.5388	35.53	77,616.74	4224	28	37.3159	37.31	81,497.93	4225	28	39.1814	39.18	85,572.18	4226	28	41.1417	41.14	89,853.47
4223	29	36.4281	36.42	79,558.97	4224	29	38.2482	38.24	83,534.07	4225	29	40.1604	40.16	87,710.31	4226	29	42.1694	42.16	92,097.97
4223	30	37.3387	37.33	81,547.72	4224	30	39.2045	39.20	85,622.63	4225	30	41.1642	41.16	89,902.61	4226	30	43.2235	43.22	94,400.12

**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	22.1771	22.17	48,434.79	4228	1	23.2861	23.28	50,856.84	4229	1	24.4501	24.45	53,399.02	4230	1	25.6729	25.67	56,069.61
4227	2	22.7315	22.73	49,645.60	4228	2	23.8683	23.86	52,128.37	4229	2	25.0622	25.06	54,735.84	4230	2	26.3146	26.31	57,471.09
4227	3	23.3005	23.30	50,888.29	4228	3	24.4658	24.46	53,433.31	4229	3	25.6886	25.68	56,103.90	4230	3	26.9733	26.97	58,909.69
4227	4	23.8825	23.88	52,159.38	4228	4	25.0765	25.07	54,767.08	4229	4	26.3313	26.33	57,507.56	4230	4	27.6473	27.64	60,381.70
4227	5	24.4801	24.48	53,464.54	4228	5	25.7038	25.70	56,137.10	4229	5	26.9887	26.98	58,943.32	4230	5	28.3382	28.33	61,890.63
4227	6	25.0921	25.09	54,801.15	4228	6	26.3469	26.34	57,541.63	4229	6	27.6639	27.66	60,417.96	4230	6	29.0468	29.04	63,438.21
4227	7	25.7194	25.71	56,171.17	4228	7	27.0055	27.00	58,980.01	4229	7	28.3559	28.35	61,929.29	4230	7	29.7735	29.77	65,025.32
4227	8	26.3625	26.36	57,575.70	4228	8	27.6807	27.68	60,454.65	4229	8	29.0646	29.06	63,477.09	4230	8	30.5180	30.51	66,651.31
4227	9	27.0211	27.02	59,014.08	4228	9	28.3727	28.37	61,965.98	4229	9	29.7914	29.79	65,064.42	4230	9	31.2804	31.28	68,316.39
4227	10	27.6962	27.69	60,488.50	4228	10	29.0815	29.08	63,514.00	4229	10	30.5360	30.53	66,690.62	4230	10	32.0622	32.06	70,023.84
4227	11	28.3893	28.38	62,002.23	4228	11	29.8093	29.80	65,103.51	4229	11	31.2996	31.29	68,358.33	4230	11	32.8641	32.86	71,775.19
4227	12	29.0992	29.09	63,552.65	4228	12	30.5538	30.55	66,729.50	4229	12	32.0811	32.08	70,065.12	4230	12	33.6850	33.68	73,568.04
4227	13	29.8261	29.82	65,140.20	4228	13	31.3175	31.31	68,397.42	4229	13	32.8831	32.88	71,816.69	4230	13	34.5277	34.52	75,408.50
4227	14	30.5719	30.57	66,769.03	4228	14	32.1003	32.10	70,107.06	4229	14	33.7054	33.70	73,612.59	4230	14	35.3906	35.39	77,293.07
4227	15	31.3366	31.33	68,439.13	4228	15	32.9035	32.90	71,861.24	4229	15	34.5481	34.54	75,453.05	4230	15	36.2763	36.27	79,227.44
4227	16	32.1195	32.11	70,148.99	4228	16	33.7257	33.72	73,656.93	4229	16	35.4120	35.41	77,339.81	4230	16	37.1822	37.18	81,205.92
4227	17	32.9226	32.92	71,902.96	4228	17	34.5697	34.56	75,500.22	4229	17	36.2977	36.29	79,274.18	4230	17	38.1120	38.11	83,236.61
4227	18	33.7461	33.74	73,701.48	4228	18	35.4336	35.43	77,386.98	4229	18	37.2047	37.20	81,255.06	4230	18	39.0657	39.06	85,319.49
4227	19	34.5899	34.58	75,544.34	4228	19	36.3192	36.31	79,321.13	4229	19	38.1346	38.13	83,285.97	4230	19	40.0421	40.04	87,451.95
4227	20	35.4538	35.45	77,431.10	4228	20	37.2275	37.22	81,304.86	4229	20	39.0884	39.08	85,369.07	4230	20	41.0425	41.04	89,636.82
4227	21	36.3408	36.34	79,368.31	4228	21	38.1585	38.15	83,338.16	4229	21	40.0659	40.06	87,503.93	4230	21	42.0692	42.06	91,879.13
4227	22	37.2491	37.24	81,352.03	4228	22	39.1123	39.11	85,421.26	4229	22	41.0675	41.06	89,691.42	4230	22	43.1208	43.12	94,175.83
4227	23	38.1800	38.18	83,385.12	4228	23	40.0900	40.08	87,556.56	4229	23	42.0942	42.09	91,933.73	4230	23	44.1987	44.19	96,529.96
4227	24	39.1350	39.13	85,470.84	4228	24	41.0927	41.09	89,746.46	4229	24	43.1459	43.14	94,230.65	4230	24	45.3031	45.30	98,941.97
4227	25	40.1127	40.11	87,606.14	4228	25	42.1192	42.11	91,988.33	4229	25	44.2252	44.22	96,587.84	4230	25	46.4362	46.43	101,416.66
4227	26	41.1153	41.11	89,795.82	4228	26	43.1722	43.17	94,288.08	4229	26	45.3306	45.33	99,002.03	4230	26	47.5966	47.59	103,950.97
4227	27	42.1432	42.14	92,040.75	4228	27	44.2514	44.25	96,645.06	4229	27	46.4636	46.46	101,476.50	4230	27	48.7870	48.78	106,550.81
4227	28	43.1973	43.19	94,342.90	4228	28	45.3581	45.35	99,062.09	4229	28	47.6253	47.62	104,013.66	4230	28	50.0061	50.00	109,213.32
4227	29	44.2776	44.27	96,702.28	4228	29	46.4923	46.49	101,539.18	4229	29	48.8157	48.81	106,613.49	4230	29	51.2562	51.25	111,943.54
4227	30	45.3844	45.38	99,119.53	4228	30	47.6538	47.65	104,075.90	4229	30	50.0358	50.03	109,278.19	4230	30	52.5373	52.53	114,741.46

**DOUGLAS COUNTY BOARD OF COMMISSIONERS**  
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4231	1	26.9564	26.95	58,872.78	4232	1	28.3045	28.30	61,817.03	4233	1	29.7195	29.71	64,907.39	4234	1	31.2064	31.20	68,154.78
4231	2	27.6305	27.63	60,345.01	4232	2	29.0122	29.01	63,362.64	4233	2	30.4630	30.46	66,531.19	4234	2	31.9868	31.98	69,859.17
4231	3	28.3213	28.32	61,853.72	4232	3	29.7376	29.73	64,946.92	4233	3	31.2243	31.22	68,193.87	4234	3	32.7864	32.78	71,605.50
4231	4	29.0301	29.03	63,401.74	4232	4	30.4810	30.48	66,570.50	4233	4	32.0047	32.00	69,898.26	4234	4	33.6051	33.60	73,393.54
4231	5	29.7553	29.75	64,985.58	4232	5	31.2433	31.24	68,235.37	4233	5	32.8055	32.80	71,647.21	4234	5	34.4453	34.44	75,228.54
4231	6	30.4989	30.49	66,609.60	4232	6	32.0239	32.02	69,940.20	4233	6	33.6253	33.62	73,437.66	4234	6	35.3069	35.30	77,110.27
4231	7	31.2614	31.26	68,274.90	4232	7	32.8246	32.82	71,688.93	4233	7	34.4668	34.46	75,275.49	4234	7	36.1890	36.18	79,036.78
4231	8	32.0430	32.04	69,981.91	4232	8	33.6457	33.64	73,482.21	4233	8	35.3283	35.32	77,157.01	4234	8	37.0935	37.09	81,012.20
4231	9	32.8450	32.84	71,733.48	4232	9	34.4872	34.48	75,320.04	4233	9	36.2117	36.21	79,086.35	4234	9	38.0211	38.02	83,038.08
4231	10	33.6660	33.66	73,526.54	4232	10	35.3487	35.34	77,201.56	4233	10	37.1165	37.11	81,062.44	4234	10	38.9725	38.97	85,115.94
4231	11	34.5073	34.50	75,363.94	4232	11	36.2332	36.23	79,133.31	4233	11	38.0438	38.04	83,087.66	4234	11	39.9464	39.94	87,242.94
4231	12	35.3702	35.37	77,248.52	4232	12	37.1380	37.13	81,109.39	4233	12	38.9951	38.99	85,165.30	4234	12	40.9456	40.94	89,425.19
4231	13	36.2548	36.25	79,180.48	4232	13	38.0665	38.06	83,137.24	4233	13	39.9703	39.97	87,295.14	4234	13	41.9687	41.96	91,659.64
4231	14	37.1607	37.16	81,158.97	4232	14	39.0191	39.01	85,217.71	4233	14	40.9696	40.96	89,477.61	4234	14	43.0179	43.01	93,951.09
4231	15	38.0894	38.08	83,187.25	4232	15	39.9944	39.99	87,347.77	4233	15	41.9937	41.99	91,714.24	4234	15	44.0936	44.09	96,300.42
4231	16	39.0417	39.04	85,267.07	4232	16	40.9934	40.99	89,529.59	4233	16	43.0431	43.04	94,006.13	4234	16	45.1956	45.19	98,707.19
4231	17	40.0181	40.01	87,399.53	4232	17	42.0190	42.01	91,769.50	4233	17	44.1200	44.12	96,358.08	4234	17	46.3263	46.32	101,176.64
4231	18	41.0186	41.01	89,584.62	4232	18	43.0695	43.06	94,063.79	4233	18	45.2231	45.22	98,767.25	4234	18	47.4842	47.48	103,705.49
4231	19	42.0440	42.04	91,824.10	4232	19	44.1461	44.14	96,415.08	4233	19	46.3536	46.35	101,236.26	4234	19	48.6710	48.67	106,297.46
4231	20	43.0944	43.09	94,118.17	4232	20	45.2491	45.24	98,824.03	4233	20	47.5116	47.51	103,765.33	4234	20	49.8877	49.88	108,954.74
4231	21	44.1712	44.17	96,469.90	4232	21	46.3813	46.38	101,296.76	4233	21	48.6998	48.69	106,360.36	4234	21	51.1354	51.13	111,679.71
4231	22	45.2755	45.27	98,881.69	4232	22	47.5404	47.54	103,828.23	4233	22	49.9176	49.91	109,020.04	4234	22	52.4129	52.41	114,469.77
4231	23	46.4086	46.40	101,356.38	4232	23	48.7284	48.72	106,422.83	4233	23	51.1653	51.16	111,745.02	4234	23	53.7240	53.72	117,333.22
4231	24	47.5679	47.56	103,888.29	4232	24	49.9462	49.94	109,082.50	4233	24	52.4441	52.44	114,537.91	4234	24	55.0663	55.06	120,264.80
4231	25	48.7570	48.75	106,485.29	4232	25	51.1952	51.19	111,810.32	4233	25	53.7552	53.75	117,401.36	4234	25	56.4430	56.44	123,271.51
4231	26	49.9761	49.97	109,147.80	4232	26	52.4751	52.47	114,605.62	4233	26	55.0984	55.09	120,334.91	4234	26	57.8545	57.85	126,354.23
4231	27	51.2264	51.22	111,878.46	4232	27	53.7876	53.78	117,472.12	4233	27	56.4766	56.47	123,344.89	4234	27	59.3006	59.30	129,512.51
4231	28	52.5062	52.50	114,673.54	4232	28	55.1321	55.13	120,408.51	4233	28	57.8880	57.88	126,427.39	4234	28	60.7839	60.78	132,752.04
4231	29	53.8197	53.81	117,542.22	4232	29	56.5100	56.50	123,417.84	4233	29	59.3353	59.33	129,588.30	4234	29	62.3027	62.30	136,069.10
4231	30	55.1643	55.16	120,478.83	4232	30	57.9228	57.92	126,503.40	4233	30	60.8185	60.81	132,827.60	4234	30	63.8602	63.86	139,470.68

**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	32.7662	32.76	71,561.38	4236	1	34.4045	34.40	75,139.43	4237	1	36.1244	36.12	78,895.69	4238	1	37.9817	37.98	82,952.03
4235	2	33.5860	33.58	73,351.82	4236	2	35.2649	35.26	77,018.54	4237	2	37.0279	37.02	80,868.93	4238	2	38.8792	38.87	84,912.17
4235	3	34.4249	34.42	75,183.98	4236	3	36.1459	36.14	78,942.65	4237	3	37.9542	37.95	82,891.97	4238	3	39.8521	39.85	87,036.99
4235	4	35.2853	35.28	77,063.10	4236	4	37.0507	37.05	80,918.73	4237	4	38.9031	38.90	84,964.37	4238	4	40.8475	40.84	89,210.94
4235	5	36.1674	36.16	78,989.60	4236	5	37.9769	37.97	82,941.55	4237	5	39.8748	39.87	87,086.56	4238	5	41.8695	41.86	91,442.99
4235	6	37.0721	37.07	80,965.47	4236	6	38.9259	38.92	85,014.17	4237	6	40.8718	40.87	89,264.01	4238	6	42.9151	42.91	93,726.58
4235	7	37.9996	37.99	82,991.13	4236	7	39.8987	39.89	87,138.76	4237	7	41.8935	41.89	91,495.40	4238	7	43.9885	43.98	96,070.88
4235	8	38.9485	38.94	85,063.52	4236	8	40.8967	40.89	89,318.39	4237	8	42.9416	42.94	93,784.45	4238	8	45.0879	45.08	98,471.97
4235	9	39.9226	39.92	87,190.96	4236	9	41.9185	41.91	91,550.00	4237	9	44.0149	44.01	96,128.54	4238	9	46.2150	46.21	100,933.56
4235	10	40.9206	40.92	89,370.59	4236	10	42.9667	42.96	93,839.27	4237	10	45.1155	45.11	98,532.25	4238	10	47.3707	47.37	103,457.61
4235	11	41.9437	41.94	91,605.04	4236	11	44.0410	44.04	96,185.54	4237	11	46.2426	46.24	100,993.84	4238	11	48.5550	48.55	106,044.12
4235	12	42.9928	42.99	93,896.28	4236	12	45.1418	45.14	98,589.69	4237	12	47.3995	47.39	103,520.51	4238	12	49.7693	49.76	108,696.15
4235	13	44.0673	44.06	96,242.98	4236	13	46.2699	46.26	101,053.46	4237	13	48.5840	48.58	106,107.46	4238	13	51.0135	51.01	111,413.48
4235	14	45.1693	45.16	98,649.75	4236	14	47.4268	47.42	103,580.13	4237	14	49.7993	49.79	108,761.67	4238	14	52.2887	52.28	114,198.52
4235	15	46.2986	46.29	101,116.14	4236	15	48.6126	48.61	106,169.92	4237	15	51.0435	51.04	111,479.00	4238	15	53.5964	53.59	117,054.54
4235	16	47.4556	47.45	103,643.03	4236	16	49.8280	49.82	108,824.35	4237	16	52.3199	52.31	114,266.66	4238	16	54.9360	54.93	119,980.22
4235	17	48.6424	48.64	106,235.00	4236	17	51.0744	51.07	111,546.49	4237	17	53.6273	53.62	117,122.02	4238	17	56.3092	56.30	122,979.29
4235	18	49.8579	49.85	108,889.65	4236	18	52.3511	52.35	114,334.80	4237	18	54.9683	54.96	120,050.77	4238	18	57.7172	57.71	126,054.36
4235	19	51.1042	51.10	111,611.57	4236	19	53.6597	53.65	117,192.78	4237	19	56.3426	56.34	123,052.24	4238	19	59.1596	59.15	129,204.57
4235	20	52.3819	52.38	114,402.07	4236	20	55.0018	55.00	120,123.93	4237	20	57.7518	57.75	126,129.93	4238	20	60.6391	60.63	132,435.79
4235	21	53.6919	53.69	117,263.11	4236	21	56.3772	56.37	123,127.80	4237	21	59.1955	59.19	129,282.97	4238	21	62.1546	62.15	135,745.65
4235	22	55.0340	55.03	120,194.26	4236	22	57.7865	57.78	126,205.72	4237	22	60.6751	60.67	132,514.42	4238	22	63.7095	63.70	139,141.55
4235	23	56.4095	56.40	123,198.35	4236	23	59.2314	59.23	129,361.38	4237	23	62.1928	62.19	135,829.08	4238	23	65.3015	65.30	142,618.48
4235	24	57.8197	57.81	126,278.22	4236	24	60.7121	60.71	132,595.23	4237	24	63.7466	63.74	139,222.57	4238	24	66.9340	66.93	146,183.86
4235	25	59.2648	59.26	129,434.32	4236	25	62.2299	62.22	135,910.10	4237	25	65.3409	65.34	142,704.53	4238	25	68.6072	68.60	149,838.12
4235	26	60.7468	60.74	132,671.01	4236	26	63.7849	63.78	139,306.22	4237	26	66.9747	66.97	146,272.74	4238	26	70.3235	70.32	153,586.52
4235	27	62.2659	62.26	135,988.73	4236	27	65.3802	65.38	142,790.36	4237	27	68.6490	68.64	149,929.42	4238	27	72.0816	72.08	157,426.21
4235	28	63.8219	63.82	139,387.03	4236	28	67.0140	67.01	146,358.58	4237	28	70.3654	70.36	153,678.03	4238	28	73.8825	73.88	161,359.38
4235	29	65.4173	65.41	142,871.38	4236	29	68.6897	68.68	150,018.30	4237	29	72.1244	72.12	157,519.69	4238	29	75.7303	75.73	165,394.98
4235	30	67.0537	67.05	146,445.28	4236	30	70.4070	70.40	153,768.89	4237	30	73.9269	73.92	161,456.35	4238	30	77.6233	77.62	169,529.29

**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	39.8521	39.85	87,036.99	4240	1	41.8695	41.86	91,442.99	4241	1	43.9885	43.98	96,070.88
4239	2	40.8475	40.84	89,210.94	4240	2	42.9151	42.91	93,726.58	4241	2	45.0879	45.08	98,471.97
4239	3	15.7711	15.77	34,444.08	4240	3	43.9885	43.98	96,070.88	4241	3	46.2150	46.21	100,933.56
4239	4	16.1641	16.16	35,302.39	4240	4	45.0879	45.08	98,471.97	4241	4	47.3707	47.37	103,457.61
4239	5	43.9885	43.98	96,070.88	4240	5	46.2150	46.21	100,933.56	4241	5	48.5550	48.55	106,044.12
4239	6	45.0879	45.08	98,471.97	4240	6	47.3707	47.37	103,457.61	4241	6	49.7693	49.76	108,696.15
4239	7	46.2150	46.21	100,933.56	4240	7	48.5550	48.55	106,044.12	4241	7	51.0135	51.01	111,413.48
4239	8	47.3707	47.37	103,457.61	4240	8	49.7693	49.76	108,696.15	4241	8	52.2887	52.28	114,198.52
4239	9	48.5550	48.55	106,044.12	4240	9	51.0135	51.01	111,413.48	4241	9	53.5964	53.59	117,054.54
4239	10	49.7693	49.76	108,696.15	4240	10	52.2887	52.28	114,198.52	4241	10	54.9360	54.93	119,980.22
4239	11	51.0135	51.01	111,413.48	4240	11	53.5964	53.59	117,054.54	4241	11	56.3092	56.30	122,979.29
4239	12	52.2887	52.28	114,198.52	4240	12	54.9360	54.93	119,980.22	4241	12	57.7172	57.71	126,054.36
4239	13	20.1872	20.18	44,088.84	4240	13	56.3092	56.30	122,979.29	4241	13	59.1596	59.15	129,204.57
4239	14	54.9360	54.93	119,980.22	4240	14	57.7172	57.71	126,054.36	4241	14	60.6391	60.63	132,435.79
4239	15	56.3092	56.30	122,979.29	4240	15	59.1596	59.15	129,204.57	4241	15	62.1546	62.15	135,745.65
4239	16	57.7172	57.71	126,054.36	4240	16	60.6391	60.63	132,435.79	4241	16	63.7083	63.70	139,138.93
4239	17	59.1596	59.15	129,204.57	4240	17	62.1546	62.15	135,745.65	4241	17	65.3015	65.30	142,618.48
4239	18	60.6391	60.63	132,435.79	4240	18	63.7083	63.70	139,138.93	4241	18	66.9340	66.93	146,183.86
4239	19	62.1546	62.15	135,745.65	4240	19	65.3015	65.30	142,618.48	4241	19	68.6072	68.60	149,838.12
4239	20	63.7083	63.70	139,138.93	4240	20	66.9340	66.93	146,183.86	4241	20	70.3222	70.32	153,583.68
4239	21	65.3015	65.30	142,618.48	4240	21	68.6072	68.60	149,838.12	4241	21	72.0803	72.08	157,423.38
4239	22	66.9340	66.93	146,183.86	4240	22	70.3222	70.32	153,583.68	4241	22	73.8825	73.88	161,359.38
4239	23	68.6072	68.60	149,838.12	4240	23	72.0803	72.08	157,423.38	4241	23	75.7303	75.73	165,394.98
4239	24	70.3222	70.32	153,583.68	4240	24	73.8825	73.88	161,359.38	4241	24	77.6233	77.62	169,529.29
4239	25	72.0803	72.08	157,423.38	4240	25	75.7303	75.73	165,394.98	4241	25	79.5631	79.56	173,765.81
4239	26	73.8825	73.88	161,359.38	4240	26	77.6233	77.62	169,529.29	4241	26	81.5529	81.55	178,111.53
4239	27	28.5258	28.52	62,300.35	4240	27	79.5631	79.56	173,765.81	4241	27	83.5919	83.59	182,564.71
4239	28	77.6222	77.62	169,526.88	4240	28	81.5529	81.55	178,111.53	4241	28	85.6810	85.68	187,127.30
4239	29	79.5631	79.56	173,765.81	4240	29	83.5919	83.59	182,564.71	4241	29	87.8226	87.82	191,804.56
4239	30	81.5518	81.55	178,109.13	4240	30	85.6810	85.68	187,127.30	4241	30	90.0181	90.01	196,599.53