

**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	17.3377	17.33	37,865.54	4220	1	18.2046	18.20	39,758.85	4221	1	19.1148	19.11	41,746.72	4222	1	20.0706	20.07	43,834.19
4219	2	17.7711	17.77	38,812.08	4220	2	18.6597	18.65	40,752.78	4221	2	19.5927	19.59	42,790.46	4222	2	20.5723	20.57	44,929.90
4219	3	18.2154	18.21	39,782.43	4220	3	19.1262	19.12	41,771.62	4221	3	20.0825	20.08	43,860.18	4222	3	21.0866	21.08	46,053.13
4219	4	18.6708	18.67	40,777.03	4220	4	19.6043	19.60	42,815.79	4221	4	20.5846	20.58	44,956.77	4222	4	21.6138	21.61	47,204.54
4219	5	19.1376	19.13	41,796.52	4220	5	20.0945	20.09	43,886.39	4221	5	21.0992	21.09	46,080.65	4222	5	22.1541	22.15	48,384.55
4219	6	19.6160	19.61	42,841.34	4220	6	20.5968	20.59	44,983.41	4221	6	21.6267	21.62	47,232.71	4222	6	22.7080	22.70	49,594.27
4219	7	20.1064	20.10	43,912.38	4220	7	21.1117	21.11	46,107.95	4221	7	22.1673	22.16	48,413.38	4222	7	23.2757	23.27	50,834.13
4219	8	20.6091	20.60	45,010.27	4220	8	21.6395	21.63	47,260.67	4221	8	22.7215	22.72	49,623.76	4222	8	23.8576	23.85	52,105.00
4219	9	21.1243	21.12	46,135.47	4220	9	22.1805	22.18	48,442.21	4221	9	23.2895	23.28	50,864.27	4222	9	24.4540	24.45	53,407.54
4219	10	21.6524	21.65	47,288.84	4220	10	22.7350	22.73	49,653.24	4221	10	23.8718	23.87	52,136.01	4222	10	25.0654	25.06	54,742.83
4219	11	22.1937	22.19	48,471.04	4220	11	23.3034	23.30	50,894.63	4221	11	24.4686	24.46	53,439.42	4222	11	25.6920	25.69	56,111.33
4219	12	22.7486	22.74	49,682.94	4220	12	23.8860	23.88	52,167.02	4221	12	25.0803	25.08	54,775.38	4222	12	26.3343	26.33	57,514.11
4219	13	23.3173	23.31	50,924.98	4220	13	24.4831	24.48	53,471.09	4221	13	25.7073	25.70	56,144.74	4222	13	26.9927	26.99	58,952.06
4219	14	23.9002	23.90	52,198.04	4220	14	25.0952	25.09	54,807.92	4221	14	26.3500	26.35	57,548.40	4222	14	27.6675	27.66	60,425.82
4219	15	24.4977	24.49	53,502.98	4220	15	25.7226	25.72	56,178.16	4221	15	27.0087	27.00	58,987.00	4222	15	28.3592	28.35	61,936.49
4219	16	25.1102	25.11	54,840.68	4220	16	26.3657	26.36	57,582.69	4221	16	27.6840	27.68	60,461.86	4222	16	29.0681	29.06	63,484.73
4219	17	25.7379	25.73	56,211.57	4220	17	27.0248	27.02	59,022.16	4221	17	28.3760	28.37	61,973.18	4222	17	29.7949	29.79	65,072.06
4219	18	26.3814	26.38	57,616.98	4220	18	27.7004	27.70	60,497.67	4221	18	29.0855	29.08	63,522.73	4222	18	30.5397	30.53	66,698.70
4219	19	27.0409	27.04	59,057.33	4220	19	28.3929	28.39	62,010.09	4221	19	29.8126	29.81	65,110.72	4222	19	31.3032	31.30	68,366.19
4219	20	27.7169	27.71	60,533.71	4220	20	29.1028	29.10	63,560.52	4221	20	30.5579	30.55	66,738.45	4222	20	32.0858	32.08	70,075.39
4219	21	28.4098	28.40	62,047.00	4220	21	29.8303	29.83	65,149.38	4221	21	31.3218	31.32	68,406.81	4222	21	32.8879	32.88	71,827.17
4219	22	29.1201	29.12	63,598.30	4220	22	30.5761	30.57	66,778.20	4221	22	32.1049	32.10	70,117.10	4222	22	33.7101	33.71	73,622.86
4219	23	29.8481	29.84	65,188.25	4220	23	31.3405	31.34	68,447.65	4221	23	32.9075	32.90	71,869.98	4222	23	34.5529	34.55	75,463.53
4219	24	30.5943	30.59	66,817.95	4220	24	32.1240	32.12	70,158.82	4221	24	33.7302	33.73	73,666.76	4222	24	35.4167	35.41	77,350.07
4219	25	31.3591	31.35	68,488.27	4220	25	32.9271	32.92	71,912.79	4221	25	34.5735	34.57	75,508.52	4222	25	36.3021	36.30	79,283.79
4219	26	32.1431	32.14	70,200.53	4220	26	33.7503	33.75	73,710.66	4221	26	35.4378	35.43	77,396.16	4222	26	37.2097	37.20	81,265.98
4219	27	32.9467	32.94	71,955.59	4220	27	34.5940	34.59	75,553.30	4221	27	36.3237	36.32	79,330.96	4222	27	38.1399	38.13	83,297.54
4219	28	33.7704	33.77	73,754.55	4220	28	35.4589	35.45	77,442.24	4221	28	37.2318	37.23	81,314.25	4222	28	39.0934	39.09	85,379.99
4219	29	34.6146	34.61	75,598.29	4220	29	36.3454	36.34	79,378.35	4221	29	38.1626	38.16	83,347.12	4222	29	40.0708	40.07	87,514.63
4219	30	35.4800	35.48	77,488.32	4220	30	37.2540	37.25	81,362.74	4221	30	39.1167	39.11	85,430.87	4222	30	41.0725	41.07	89,702.34

**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	21.0741	21.07	46,025.83	4224	1	22.1278	22.12	48,327.12	4225	1	23.2342	23.23	50,743.49	4226	1	24.3959	24.39	53,280.65
4223	2	21.6009	21.60	47,176.37	4224	2	22.6810	22.68	49,535.30	4225	2	23.8150	23.81	52,011.96	4226	2	25.0058	25.00	54,612.67
4223	3	22.1410	22.14	48,355.94	4224	3	23.2480	23.24	50,773.63	4225	3	24.4104	24.41	53,312.31	4226	3	25.6309	25.63	55,977.89
4223	4	22.6945	22.69	49,564.79	4224	4	23.8292	23.82	52,042.97	4225	4	25.0207	25.02	54,645.21	4226	4	26.2717	26.27	57,377.39
4223	5	23.2618	23.26	50,803.77	4224	5	24.4249	24.42	53,343.98	4225	5	25.6462	25.64	56,011.30	4226	5	26.9285	26.92	58,811.84
4223	6	23.8434	23.84	52,073.99	4224	6	25.0356	25.03	54,677.75	4225	6	26.2873	26.28	57,411.46	4226	6	27.6017	27.60	60,282.11
4223	7	24.4395	24.43	53,375.87	4224	7	25.6614	25.66	56,044.50	4225	7	26.9445	26.94	58,846.79	4226	7	28.2917	28.29	61,789.07
4223	8	25.0505	25.05	54,710.29	4224	8	26.3030	26.30	57,445.75	4225	8	27.6181	27.61	60,317.93	4226	8	28.9990	28.99	63,333.82
4223	9	25.6767	25.67	56,077.91	4224	9	26.9606	26.96	58,881.95	4225	9	28.3086	28.30	61,825.98	4226	9	29.7240	29.72	64,917.22
4223	10	26.3186	26.31	57,479.82	4224	10	27.6346	27.63	60,353.97	4225	10	29.0163	29.01	63,371.60	4226	10	30.4671	30.46	66,540.15
4223	11	26.9766	26.97	58,916.89	4224	11	28.3254	28.32	61,862.67	4225	11	29.7417	29.74	64,955.87	4226	11	31.2288	31.22	68,203.70
4223	12	27.6510	27.65	60,389.78	4224	12	29.0336	29.03	63,409.38	4225	12	30.4853	30.48	66,579.90	4226	12	32.0095	32.00	69,908.75
4223	13	28.3423	28.34	61,899.58	4224	13	29.7594	29.75	64,994.53	4225	13	31.2474	31.24	68,244.32	4226	13	32.8098	32.80	71,656.60
4223	14	29.0509	29.05	63,447.17	4224	14	30.5034	30.50	66,619.43	4225	14	32.0286	32.02	69,950.46	4226	14	33.6300	33.63	73,447.92
4223	15	29.7771	29.77	65,033.19	4224	15	31.2660	31.26	68,284.94	4225	15	32.8293	32.82	71,699.19	4226	15	34.4707	34.47	75,284.01
4223	16	30.5216	30.52	66,659.17	4224	16	32.0476	32.04	69,991.96	4225	16	33.6500	33.65	73,491.60	4226	16	35.3325	35.33	77,166.18
4223	17	31.2846	31.28	68,325.57	4224	17	32.8488	32.84	71,741.78	4225	17	34.4913	34.49	75,329.00	4226	17	36.2158	36.21	79,095.31
4223	18	32.0667	32.06	70,033.67	4224	18	33.6700	33.67	73,535.28	4225	18	35.3535	35.35	77,212.04	4226	18	37.1212	37.12	81,072.70
4223	19	32.8684	32.86	71,784.59	4224	19	34.5118	34.51	75,373.77	4225	19	36.2374	36.23	79,142.48	4226	19	38.0493	38.04	83,099.67
4223	20	33.6901	33.69	73,579.18	4224	20	35.3746	35.37	77,258.13	4225	20	37.1433	37.14	81,120.97	4226	20	39.0005	39.00	85,177.09
4223	21	34.5323	34.53	75,418.54	4224	21	36.2590	36.25	79,189.66	4225	21	38.0719	38.07	83,149.03	4226	21	39.9755	39.97	87,306.49
4223	22	35.3956	35.39	77,303.99	4224	22	37.1654	37.16	81,169.23	4225	22	39.0237	39.02	85,227.76	4226	22	40.9749	40.97	89,489.18
4223	23	36.2805	36.28	79,236.61	4224	23	38.0946	38.09	83,198.61	4225	23	39.9993	39.99	87,358.47	4226	23	41.9993	41.99	91,726.47
4223	24	37.1876	37.18	81,217.72	4224	24	39.0469	39.04	85,278.43	4225	24	40.9993	40.99	89,542.47	4226	24	43.0492	43.04	94,019.45
4223	25	38.1172	38.11	83,247.96	4224	25	40.0231	40.02	87,410.45	4225	25	42.0243	42.02	91,781.07	4226	25	44.1255	44.12	96,370.09
4223	26	39.0702	39.07	85,329.32	4224	26	41.0237	41.02	89,595.76	4225	26	43.0749	43.07	94,075.58	4226	26	45.2286	45.22	98,779.26
4223	27	40.0469	40.04	87,462.43	4224	27	42.0493	42.04	91,835.67	4225	27	44.1517	44.15	96,427.31	4226	27	46.3593	46.35	101,248.71
4223	28	41.0481	41.04	89,649.05	4224	28	43.1005	43.10	94,131.49	4225	28	45.2555	45.25	98,838.01	4226	28	47.5183	47.51	103,779.97
4223	29	42.0743	42.07	91,890.27	4224	29	44.1780	44.17	96,484.75	4225	29	46.3869	46.38	101,308.99	4226	29	48.7063	48.70	106,374.56
4223	30	43.1262	43.12	94,187.62	4224	30	45.2825	45.28	98,896.98	4225	30	47.5466	47.54	103,841.77	4226	30	49.9239	49.92	109,033.80

**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	25.6157	25.61	55,944.69	4228	1	26.8965	26.89	58,741.96	4229	1	28.2413	28.24	61,679.00	4230	1	29.6534	29.65	64,763.03
4227	2	26.2561	26.25	57,343.32	4228	2	27.5689	27.56	60,210.48	4229	2	28.9473	28.94	63,220.90	4230	2	30.3947	30.39	66,382.02
4227	3	26.9125	26.91	58,776.90	4228	3	28.2581	28.25	61,715.69	4229	3	29.6710	29.67	64,801.46	4230	3	31.1546	31.15	68,041.65
4227	4	27.5853	27.58	60,246.30	4228	4	28.9645	28.96	63,258.47	4229	4	30.4128	30.41	66,421.56	4230	4	31.9334	31.93	69,742.55
4227	5	28.2749	28.27	61,752.38	4228	5	29.6887	29.68	64,840.12	4229	5	31.1731	31.17	68,082.05	4230	5	32.7318	32.73	71,486.25
4227	6	28.9818	28.98	63,296.25	4228	6	30.4309	30.43	66,461.09	4229	6	31.9524	31.95	69,784.04	4230	6	33.5500	33.55	73,273.20
4227	7	29.7063	29.70	64,878.56	4228	7	31.1917	31.19	68,122.67	4229	7	32.7512	32.75	71,528.62	4230	7	34.3888	34.38	75,105.14
4227	8	30.4490	30.44	66,500.62	4228	8	31.9714	31.97	69,825.54	4229	8	33.5700	33.57	73,316.88	4230	8	35.2485	35.24	76,982.72
4227	9	31.2102	31.21	68,163.08	4228	9	32.7707	32.77	71,571.21	4229	9	34.4093	34.40	75,149.91	4230	9	36.1297	36.12	78,907.26
4227	10	31.9905	31.99	69,867.25	4228	10	33.5900	33.59	73,360.56	4229	10	35.2695	35.26	77,028.59	4230	10	37.0330	37.03	80,880.07
4227	11	32.7902	32.79	71,613.80	4228	11	34.4297	34.42	75,194.46	4229	11	36.1512	36.15	78,954.22	4230	11	37.9588	37.95	82,902.02
4227	12	33.6100	33.61	73,404.24	4228	12	35.2905	35.29	77,074.45	4229	12	37.0550	37.05	80,928.12	4230	12	38.9078	38.90	84,974.64
4227	13	34.4502	34.45	75,239.24	4228	13	36.1728	36.17	79,001.40	4229	13	37.9814	37.98	82,951.38	4230	13	39.8805	39.88	87,099.01
4227	14	35.3115	35.31	77,120.32	4228	14	37.0771	37.07	80,976.39	4229	14	38.9309	38.93	85,025.09	4230	14	40.8775	40.87	89,276.46
4227	15	36.1943	36.19	79,048.35	4228	15	38.0040	38.00	83,000.74	4229	15	39.9042	39.90	87,150.77	4230	15	41.8994	41.89	91,508.29
4227	16	37.0991	37.09	81,024.43	4228	16	38.9541	38.95	85,075.75	4229	16	40.9018	40.90	89,329.53	4230	16	42.9469	42.94	93,796.03
4227	17	38.0266	38.02	83,050.09	4228	17	39.9280	39.92	87,202.75	4229	17	41.9243	41.92	91,562.67	4230	17	44.0206	44.02	96,140.99
4227	18	38.9773	38.97	85,126.42	4228	18	40.9261	40.92	89,382.60	4229	18	42.9725	42.97	93,851.94	4230	18	45.1211	45.12	98,544.48
4227	19	39.9517	39.95	87,254.51	4228	19	41.9493	41.94	91,617.27	4229	19	44.0468	44.04	96,198.21	4230	19	46.2491	46.24	101,008.03
4227	20	40.9505	40.95	89,435.89	4228	20	42.9980	42.99	93,907.63	4229	20	45.1479	45.14	98,603.01	4230	20	47.4053	47.40	103,533.18
4227	21	41.9743	41.97	91,671.87	4228	21	44.0730	44.07	96,255.43	4229	21	46.2766	46.27	101,068.09	4230	21	48.5905	48.59	106,121.65
4227	22	43.0236	43.02	93,963.54	4228	22	45.1748	45.17	98,661.76	4229	22	47.4336	47.43	103,594.98	4230	22	49.8052	49.80	108,774.56
4227	23	44.0992	44.09	96,312.65	4228	23	46.3042	46.30	101,128.37	4229	23	48.6194	48.61	106,184.77	4230	23	51.0504	51.05	111,494.07
4227	24	45.2017	45.20	98,720.51	4228	24	47.4618	47.46	103,656.57	4229	24	49.8349	49.83	108,839.42	4230	24	52.3266	52.32	114,281.29
4227	25	46.3317	46.33	101,188.43	4228	25	48.6483	48.64	106,247.89	4229	25	51.0807	51.08	111,560.25	4230	25	53.6348	53.63	117,138.40
4227	26	47.4900	47.49	103,718.16	4228	26	49.8645	49.86	108,904.07	4229	26	52.3578	52.35	114,349.44	4230	26	54.9757	54.97	120,066.93
4227	27	48.6773	48.67	106,311.22	4228	27	51.1112	51.11	111,626.86	4229	27	53.6667	53.66	117,208.07	4230	27	56.3500	56.35	123,068.40
4227	28	49.8942	49.89	108,968.93	4228	28	52.3889	52.38	114,417.36	4229	28	55.0084	55.00	120,138.35	4230	28	57.7588	57.75	126,145.22
4227	29	51.1416	51.14	111,693.25	4228	29	53.6987	53.69	117,277.96	4229	29	56.3836	56.38	123,141.78	4230	29	59.2028	59.20	129,298.92
4227	30	52.4201	52.42	114,485.50	4228	30	55.0411	55.04	120,209.76	4229	30	57.7932	57.79	126,220.35	4230	30	60.6828	60.68	132,531.24

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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
4231	1	31.1360	31.13	68,001.02	4232	1	32.6928	32.69	71,401.08	4233	1	34.3275	34.32	74,971.26	4234	1	36.0438	36.04	78,719.66
4231	2	31.9144	31.91	69,701.05	4232	2	33.5101	33.51	73,186.06	4233	2	35.1856	35.18	76,845.35	4234	2	36.9449	36.94	80,687.66
4231	3	32.7123	32.71	71,443.66	4232	3	34.3479	34.34	75,015.81	4233	3	36.0653	36.06	78,766.62	4234	3	37.8686	37.86	82,705.02
4231	4	33.5301	33.53	73,229.74	4232	4	35.2066	35.20	76,891.21	4233	4	36.9669	36.96	80,735.71	4234	4	38.8153	38.81	84,772.62
4231	5	34.3683	34.36	75,060.37	4232	5	36.0868	36.08	78,813.57	4233	5	37.8911	37.89	82,754.16	4234	5	39.7856	39.78	86,891.75
4231	6	35.2275	35.22	76,936.86	4232	6	36.9889	36.98	80,783.76	4233	6	38.8384	38.83	84,823.07	4234	6	40.7803	40.78	89,064.18
4231	7	36.1082	36.10	78,860.31	4232	7	37.9136	37.91	82,803.30	4233	7	39.8093	39.80	86,943.51	4234	7	41.7998	41.79	91,290.76
4231	8	37.0109	37.01	80,831.81	4232	8	38.8615	38.86	84,873.52	4233	8	40.8046	40.80	89,117.25	4234	8	42.8448	42.84	93,573.04
4231	9	37.9362	37.93	82,852.66	4232	9	39.8330	39.83	86,995.27	4233	9	41.8247	41.82	91,345.14	4234	9	43.9159	43.91	95,912.33
4231	10	38.8846	38.88	84,923.97	4232	10	40.8289	40.82	89,170.32	4233	10	42.8703	42.87	93,628.74	4234	10	45.0138	45.01	98,310.14
4231	11	39.8567	39.85	87,047.03	4232	11	41.8496	41.84	91,399.53	4233	11	43.9421	43.94	95,969.55	4234	11	46.1392	46.13	100,768.01
4231	12	40.8532	40.85	89,223.39	4232	12	42.8958	42.89	93,684.43	4233	12	45.0406	45.04	98,368.67	4234	12	47.2926	47.29	103,287.04
4231	13	41.8745	41.87	91,453.91	4232	13	43.9682	43.96	96,026.55	4233	13	46.1666	46.16	100,827.85	4234	13	48.4749	48.47	105,869.18
4231	14	42.9213	42.92	93,740.12	4232	14	45.0674	45.06	98,427.20	4233	14	47.3208	47.32	103,348.63	4234	14	49.6868	49.68	108,515.97
4231	15	43.9944	43.99	96,083.77	4232	15	46.1941	46.19	100,887.91	4233	15	48.5038	48.50	105,932.30	4234	15	50.9290	50.92	111,228.94
4231	16	45.0942	45.09	98,485.73	4232	16	47.3490	47.34	103,410.22	4233	16	49.7164	49.71	108,580.62	4234	16	52.2022	52.20	114,009.60
4231	17	46.2216	46.22	100,947.97	4232	17	48.5327	48.53	105,995.42	4233	17	50.9593	50.95	111,295.11	4234	17	53.5073	53.50	116,859.94
4231	18	47.3771	47.37	103,471.59	4232	18	49.7460	49.74	108,645.26	4233	18	52.2333	52.23	114,077.53	4234	18	54.8450	54.84	119,781.48
4231	19	48.5616	48.56	106,058.53	4232	19	50.9896	50.98	111,361.29	4233	19	53.5391	53.53	116,929.39	4234	19	56.2161	56.21	122,775.96
4231	20	49.7756	49.77	108,709.91	4232	20	52.2644	52.26	114,145.45	4233	20	54.8776	54.87	119,852.68	4234	20	57.6215	57.62	125,845.36
4231	21	51.0200	51.02	111,427.68	4232	21	53.5710	53.57	116,999.06	4233	21	56.2495	56.24	122,848.91	4234	21	59.0620	59.06	128,991.41
4231	22	52.2955	52.29	114,213.37	4232	22	54.9103	54.91	119,924.10	4233	22	57.6558	57.65	125,920.27	4234	22	60.5386	60.53	132,216.30
4231	23	53.6029	53.60	117,068.73	4232	23	56.2830	56.28	122,922.07	4233	23	59.0972	59.09	129,068.28	4234	23	62.0520	62.05	135,521.57
4231	24	54.9430	54.94	119,995.51	4232	24	57.6901	57.69	125,995.18	4233	24	60.5746	60.57	132,294.93	4234	24	63.6033	63.60	138,909.61
4231	25	56.3165	56.31	122,995.24	4232	25	59.1324	59.13	129,145.16	4233	25	62.0890	62.08	135,602.38	4234	25	65.1934	65.19	142,382.39
4231	26	57.7244	57.72	126,070.09	4232	26	60.6107	60.61	132,373.77	4233	26	63.6412	63.64	138,992.38	4234	26	66.8233	66.82	145,942.09
4231	27	59.1675	59.16	129,221.82	4232	27	62.1259	62.12	135,682.97	4233	27	65.2322	65.23	142,467.12	4234	27	68.4938	68.49	149,590.46
4231	28	60.6467	60.64	132,452.39	4232	28	63.6791	63.67	139,075.15	4233	28	66.8630	66.86	146,028.79	4234	28	70.2062	70.20	153,330.34
4231	29	62.1629	62.16	135,763.77	4232	29	65.2711	65.27	142,552.08	4233	29	68.5346	68.53	149,679.57	4234	29	71.9613	71.96	157,163.48
4231	30	63.7170	63.71	139,157.93	4232	30	66.9028	66.90	146,115.72	4233	30	70.2480	70.24	153,421.63	4234	30	73.7604	73.76	161,092.71

**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	37.8460	37.84	82,655.66	4236	1	39.7383	39.73	86,788.45	4237	1	41.7252	41.72	91,127.84	4238	1	43.8115	43.81	95,684.32
4235	2	38.7922	38.79	84,722.16	4236	2	40.7318	40.73	88,958.25	4237	2	42.7684	42.76	93,406.19	4238	2	44.9068	44.90	98,076.45
4235	3	39.7620	39.76	86,840.21	4236	3	41.7501	41.75	91,182.22	4237	3	43.8376	43.83	95,741.32	4238	3	46.0295	46.02	100,528.43
4235	4	40.7560	40.75	89,011.10	4236	4	42.7938	42.79	93,461.66	4237	4	44.9335	44.93	98,134.76	4238	4	47.1802	47.18	103,041.56
4235	5	41.7749	41.77	91,236.38	4236	5	43.8637	43.86	95,798.32	4237	5	46.0569	46.05	100,588.27	4238	5	48.3597	48.35	105,617.58
4235	6	42.8193	42.81	93,517.35	4236	6	44.9603	44.96	98,193.30	4237	6	47.2083	47.20	103,102.93	4238	6	49.5687	49.56	108,258.04
4235	7	43.8898	43.88	95,855.32	4236	7	46.0843	46.08	100,648.11	4237	7	48.3885	48.38	105,680.48	4238	7	50.8079	50.80	110,964.45
4235	8	44.9870	44.98	98,251.61	4236	8	47.2364	47.23	103,164.30	4237	8	49.5982	49.59	108,322.47	4238	8	52.0781	52.07	113,738.57
4235	9	46.1117	46.11	100,707.95	4236	9	48.4173	48.41	105,743.38	4237	9	50.8382	50.83	111,030.63	4238	9	53.3801	53.38	116,582.14
4235	10	47.2645	47.26	103,225.67	4236	10	49.6277	49.62	108,386.90	4237	10	52.1091	52.10	113,806.27	4238	10	54.7146	54.71	119,496.69
4235	11	48.4461	48.44	105,806.28	4236	11	50.8684	50.86	111,096.59	4237	11	53.4118	53.41	116,651.37	4238	11	56.0824	56.08	122,483.96
4235	12	49.6573	49.65	108,451.54	4236	12	52.1401	52.14	113,873.98	4237	12	54.7471	54.74	119,567.67	4238	12	57.4845	57.48	125,546.15
4235	13	50.8987	50.89	111,162.76	4236	13	53.4436	53.44	116,720.82	4237	13	56.1158	56.11	122,556.91	4238	13	58.9216	58.92	128,684.77
4235	14	52.1712	52.17	113,941.90	4236	14	54.7797	54.77	119,638.86	4237	14	57.5187	57.51	125,620.84	4238	14	60.3946	60.39	131,901.81
4235	15	53.4754	53.47	116,790.27	4236	15	56.1492	56.14	122,629.85	4237	15	58.9567	58.95	128,761.43	4238	15	61.9045	61.90	135,199.43
4235	16	54.8123	54.81	119,710.06	4236	16	57.5529	57.55	125,695.53	4237	16	60.4306	60.43	131,980.43	4238	16	63.4521	63.45	138,579.39
4235	17	56.1826	56.18	122,702.80	4236	17	58.9918	58.99	128,838.09	4237	17	61.9414	61.94	135,280.02	4238	17	65.0384	65.03	142,043.87
4235	18	57.5872	57.58	125,770.44	4236	18	60.4666	60.46	132,059.05	4237	18	63.4899	63.48	138,661.94	4238	18	66.6644	66.66	145,595.05
4235	19	59.0269	59.02	128,914.75	4236	19	61.9782	61.97	135,360.39	4237	19	65.0771	65.07	142,128.39	4238	19	68.3310	68.33	149,234.90
4235	20	60.5026	60.50	132,137.68	4236	20	63.5277	63.52	138,744.50	4237	20	66.7041	66.70	145,681.75	4238	20	70.0393	70.03	152,965.83
4235	21	62.0151	62.01	135,440.98	4236	21	65.1159	65.11	142,213.13	4237	21	68.3717	68.37	149,323.79	4238	21	71.7903	71.79	156,790.02
4235	22	63.5655	63.56	138,827.05	4236	22	66.7438	66.74	145,768.46	4237	22	70.0810	70.08	153,056.90	4238	22	73.5850	73.58	160,709.64
4235	23	65.1546	65.15	142,297.65	4236	23	68.4124	68.41	149,412.68	4237	23	71.8330	71.83	156,883.27	4238	23	75.4246	75.42	164,727.33
4235	24	66.7835	66.78	145,855.16	4236	24	70.1227	70.12	153,147.98	4237	24	73.6288	73.62	160,805.30	4238	24	77.3102	77.31	168,845.48
4235	25	68.4531	68.45	149,501.57	4236	25	71.8757	71.87	156,976.53	4237	25	75.4695	75.46	164,825.39	4238	25	79.2430	79.24	173,066.71
4235	26	70.1644	70.16	153,239.05	4236	26	73.6726	73.67	160,900.96	4237	26	77.3563	77.35	168,946.16	4238	26	81.2241	81.22	177,393.43
4235	27	71.9185	71.91	157,070.00	4236	27	75.5145	75.51	164,923.67	4237	27	79.2902	79.29	173,169.80	4238	27	83.2547	83.25	181,828.26
4235	28	73.7165	73.71	160,996.84	4236	28	77.4023	77.40	169,046.62	4237	28	81.2724	81.27	177,498.92	4238	28	85.3360	85.33	186,373.82
4235	29	75.5594	75.55	165,021.73	4236	29	79.3374	79.33	173,272.88	4237	29	83.3042	83.30	181,936.37	4238	29	87.4695	87.46	191,033.39
4235	30	77.4484	77.44	169,147.31	4236	30	81.3208	81.32	177,604.63	4237	30	85.3868	85.38	186,484.77	4238	30	89.6562	89.65	195,809.14

**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	46.0021	46.00	100,468.59	4240	1	48.3022	48.30	105,492.00	4241	1	50.7173	50.71	110,766.58
4239	2	47.1521	47.15	102,980.19	4240	2	49.5097	49.50	108,129.18	4241	2	51.9852	51.98	113,535.68
4239	3	48.3309	48.33	105,554.69	4240	3	50.7475	50.74	110,832.54	4241	3	53.2849	53.28	116,374.22
4239	4	49.5392	49.53	108,193.61	4240	4	52.0162	52.01	113,603.38	4241	4	54.6170	54.61	119,283.53
4239	5	50.7777	50.77	110,898.50	4240	5	53.3166	53.31	116,443.45	4241	5	55.9824	55.98	122,265.56
4239	6	52.0471	52.04	113,670.87	4240	6	54.6495	54.64	119,354.51	4241	6	57.3820	57.38	125,322.29
4239	7	53.3483	53.34	116,512.69	4240	7	56.0157	56.01	122,338.29	4241	7	58.8165	58.81	128,455.24
4239	8	54.6820	54.68	119,425.49	4240	8	57.4161	57.41	125,396.76	4241	8	60.2869	60.28	131,666.59
4239	9	56.0491	56.04	122,411.23	4240	9	58.8515	58.85	128,531.68	4241	9	61.7941	61.79	134,958.31
4239	10	57.4503	57.45	125,471.46	4240	10	60.3228	60.32	131,745.00	4241	10	63.3389	63.33	138,332.16
4239	11	58.8866	58.88	128,608.33	4240	11	61.8309	61.83	135,038.69	4241	11	64.9224	64.92	141,790.52
4239	12	60.3587	60.35	131,823.40	4240	12	63.3767	63.37	138,414.71	4241	12	66.5455	66.54	145,335.37
4239	13	61.8677	61.86	135,119.06	4240	13	64.9611	64.96	141,875.04	4241	13	68.2091	68.20	148,968.67
4239	14	63.4144	63.41	138,497.05	4240	14	66.5851	66.58	145,421.86	4241	14	69.9143	69.91	152,692.83
4239	15	64.9997	64.99	141,959.34	4240	15	68.2497	68.24	149,057.34	4241	15	71.6622	71.66	156,510.24
4239	16	66.6247	66.62	145,508.34	4240	16	69.9560	69.95	152,783.90	4241	16	73.4538	73.45	160,423.10
4239	17	68.2903	68.29	149,146.02	4240	17	71.7049	71.70	156,603.50	4241	17	75.2901	75.29	164,433.58
4239	18	69.9976	69.99	152,874.76	4240	18	73.4975	73.49	160,518.54	4241	18	77.1724	77.17	168,544.52
4239	19	71.7475	71.74	156,696.54	4240	19	75.3349	75.33	164,531.42	4241	19	79.1017	79.10	172,758.11
4239	20	73.5412	73.54	160,613.98	4240	20	77.2183	77.21	168,644.77	4241	20	81.0792	81.07	177,076.97
4239	21	75.3798	75.37	164,629.48	4240	21	79.1488	79.14	172,860.98	4241	21	83.1062	83.10	181,503.94
4239	22	77.2643	77.26	168,745.23	4240	22	81.1275	81.12	177,182.46	4241	22	85.1838	85.18	186,041.42
4239	23	79.1959	79.19	172,963.85	4240	23	83.1557	83.15	181,612.05	4241	23	87.3134	87.31	190,692.47
4239	24	81.1758	81.17	177,287.95	4240	24	85.2345	85.23	186,152.15	4241	24	89.4963	89.49	195,459.92
4239	25	83.2052	83.20	181,720.16	4240	25	87.3654	87.36	190,806.03	4241	25	91.7337	91.73	200,346.40
4239	26	85.2853	85.28	186,263.10	4240	26	89.5495	89.54	195,576.11	4241	26	94.0270	94.02	205,354.97
4239	27	87.4174	87.41	190,919.60	4240	27	91.7883	91.78	200,465.65	4241	27	96.3777	96.37	210,488.90
4239	28	89.6029	89.60	195,692.73	4240	28	94.0830	94.08	205,477.27	4241	28	98.7871	98.78	215,751.03
4239	29	91.8429	91.84	200,584.89	4240	29	96.4351	96.43	210,614.26	4241	29	101.2568	101.25	221,144.85
4239	30	94.1390	94.13	205,599.58	4240	30	98.8459	98.84	215,879.45	4241	30	103.7882	103.78	226,673.43