

**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	23.1248	23.12	50,504.56	4224	1	24.2810	24.28	53,029.70	4225	1	25.4951	25.49	55,681.30	4226	1	26.7698	26.76	58,465.24
4223	2	23.7029	23.70	51,767.13	4224	2	24.8880	24.88	54,355.39	4225	2	26.1324	26.13	57,073.16	4226	2	27.4390	27.43	59,926.78
4223	3	24.2955	24.29	53,061.37	4224	3	25.5102	25.51	55,714.28	4225	3	26.7857	26.78	58,499.97	4226	3	28.1250	28.12	61,425.00
4223	4	24.9028	24.90	54,387.72	4224	4	26.1480	26.14	57,107.23	4225	4	27.4554	27.45	59,962.59	4226	4	28.8282	28.82	62,960.79
4223	5	25.5254	25.52	55,747.47	4224	5	26.8017	26.80	58,534.91	4225	5	28.1418	28.14	61,461.69	4226	5	29.5489	29.54	64,534.80
4223	6	26.1635	26.16	57,141.08	4224	6	27.4717	27.47	59,998.19	4225	6	28.8453	28.84	62,998.14	4226	6	30.2876	30.28	66,148.12
4223	7	26.8176	26.81	58,569.64	4224	7	28.1585	28.15	61,498.16	4225	7	29.5664	29.56	64,573.02	4226	7	31.0448	31.04	67,801.84
4223	8	27.4881	27.48	60,034.01	4224	8	28.8625	28.86	63,035.70	4225	8	30.3056	30.30	66,187.43	4226	8	31.8209	31.82	69,496.85
4223	9	28.1753	28.17	61,534.86	4224	9	29.5840	29.58	64,611.46	4225	9	31.0632	31.06	67,842.03	4226	9	32.6164	32.61	71,234.22
4223	10	28.8797	28.87	63,073.26	4224	10	30.3236	30.32	66,226.74	4225	10	31.8398	31.83	69,538.12	4226	10	33.4318	33.43	73,015.05
4223	11	29.6017	29.60	64,650.11	4224	11	31.0817	31.08	67,882.43	4225	11	32.6358	32.63	71,276.59	4226	11	34.2676	34.26	74,840.44
4223	12	30.3417	30.34	66,266.27	4224	12	31.8588	31.85	69,579.62	4225	12	33.4517	33.45	73,058.51	4226	12	35.1243	35.12	76,711.47
4223	13	31.1002	31.10	67,922.84	4224	13	32.6552	32.65	71,318.96	4225	13	34.2880	34.28	74,884.99	4226	13	36.0024	36.00	78,629.24
4223	14	31.8777	31.87	69,620.90	4224	14	33.4716	33.47	73,101.97	4225	14	35.1452	35.14	76,757.12	4226	14	36.9025	36.90	80,595.06
4223	15	32.6747	32.67	71,361.54	4224	15	34.3084	34.30	74,929.55	4225	15	36.0238	36.02	78,675.98	4226	15	37.8250	37.82	82,609.80
4223	16	33.4916	33.49	73,145.65	4224	16	35.1661	35.16	76,802.76	4225	16	36.9244	36.92	80,642.89	4226	16	38.7707	38.77	84,675.21
4223	17	34.3288	34.32	74,974.10	4224	17	36.0453	36.04	78,722.94	4225	17	37.8475	37.84	82,658.94	4226	17	39.7399	39.73	86,791.94
4223	18	35.1871	35.18	76,848.63	4224	18	36.9464	36.94	80,690.94	4225	18	38.7937	38.79	84,725.44	4226	18	40.7334	40.73	88,961.75
4223	19	36.0667	36.06	78,769.67	4224	19	37.8701	37.87	82,708.30	4225	19	39.7636	39.76	86,843.70	4226	19	41.7518	41.75	91,185.93
4223	20	36.9684	36.96	80,738.99	4224	20	38.8168	38.81	84,775.89	4225	20	40.7577	40.75	89,014.82	4226	20	42.7956	42.79	93,465.59
4223	21	37.8926	37.89	82,757.44	4224	21	39.7872	39.78	86,895.24	4225	21	41.7766	41.77	91,240.09	4226	21	43.8654	43.86	95,802.03
4223	22	38.8399	38.83	84,826.34	4224	22	40.7819	40.78	89,067.67	4225	22	42.8210	42.82	93,521.06	4226	22	44.9621	44.96	98,197.23
4223	23	39.8109	39.81	86,947.01	4224	23	41.8015	41.80	91,294.48	4225	23	43.8916	43.89	95,859.25	4226	23	46.0861	46.08	100,652.04
4223	24	40.8062	40.80	89,120.74	4224	24	42.8465	42.84	93,576.76	4225	24	44.9888	44.98	98,255.54	4226	24	47.2383	47.23	103,168.45
4223	25	41.8264	41.82	91,348.86	4224	25	43.9177	43.91	95,916.26	4225	25	46.1136	46.11	100,712.10	4226	25	48.4192	48.41	105,747.53

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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	28.1083	28.10	61,388.53	4228	1	29.5137	29.51	64,457.92	4229	1	30.9894	30.98	67,680.85	4230	1	32.5389	32.53	71,064.96
4227	2	28.8110	28.81	62,923.22	4228	2	30.2516	30.25	66,069.49	4229	2	31.7641	31.76	69,372.79	4230	2	33.3523	33.35	72,841.42
4227	3	29.5313	29.53	64,496.36	4228	3	31.0078	31.00	67,721.04	4229	3	32.5582	32.55	71,107.11	4230	3	34.1861	34.18	74,662.44
4227	4	30.2696	30.26	66,108.81	4228	4	31.7830	31.78	69,414.07	4229	4	33.3722	33.37	72,884.88	4230	4	35.0408	35.04	76,529.11
4227	5	31.0263	31.02	67,761.44	4228	5	32.5776	32.57	71,149.48	4229	5	34.2065	34.20	74,707.00	4230	5	35.9168	35.91	78,442.29
4227	6	31.8020	31.80	69,455.57	4228	6	33.3921	33.39	72,928.35	4229	6	35.0617	35.06	76,574.75	4230	6	36.8147	36.81	80,403.30
4227	7	32.5970	32.59	71,191.85	4228	7	34.2269	34.22	74,751.55	4229	7	35.9382	35.93	78,489.03	4230	7	37.7351	37.73	82,413.46
4227	8	33.4119	33.41	72,971.59	4228	8	35.0825	35.08	76,620.18	4229	8	36.8367	36.83	80,451.35	4230	8	38.6785	38.67	84,473.84
4227	9	34.2472	34.24	74,795.88	4228	9	35.9596	35.95	78,535.77	4229	9	37.7576	37.75	82,462.60	4230	9	39.6454	39.64	86,585.55
4227	10	35.1034	35.10	76,665.83	4228	10	36.8586	36.85	80,499.18	4229	10	38.7015	38.70	84,524.08	4230	10	40.6366	40.63	88,750.33
4227	11	35.9810	35.98	78,582.50	4228	11	37.7800	37.78	82,511.52	4229	11	39.6690	39.66	86,637.10	4230	11	41.6525	41.65	90,969.06
4227	12	36.8805	36.88	80,547.01	4228	12	38.7245	38.72	84,574.31	4229	12	40.6608	40.66	88,803.19	4230	12	42.6938	42.69	93,243.26
4227	13	37.8025	37.80	82,560.66	4228	13	39.6927	39.69	86,688.86	4229	13	41.6773	41.67	91,023.22	4230	13	43.7612	43.76	95,574.46
4227	14	38.7476	38.74	84,624.76	4228	14	40.6850	40.68	88,856.04	4229	14	42.7192	42.71	93,298.73	4230	14	44.8552	44.85	97,963.76
4227	15	39.7163	39.71	86,740.40	4228	15	41.7021	41.70	91,077.39	4229	15	43.7872	43.78	95,631.24	4230	15	45.9766	45.97	100,412.89
4227	16	40.7092	40.70	88,908.89	4228	16	42.7447	42.74	93,354.42	4229	16	44.8819	44.88	98,022.07	4230	16	47.1260	47.12	102,923.18
4227	17	41.7269	41.72	91,131.55	4228	17	43.8133	43.81	95,688.25	4229	17	46.0039	46.00	100,472.52	4230	17	48.3041	48.30	105,496.15
4227	18	42.7701	42.77	93,409.90	4228	18	44.9086	44.90	98,080.38	4229	18	47.1540	47.15	102,984.34	4230	18	49.5117	49.51	108,133.55
4227	19	43.8393	43.83	95,745.03	4228	19	46.0313	46.03	100,532.36	4229	19	48.3329	48.33	105,559.05	4230	19	50.7495	50.74	110,836.91
4227	20	44.9353	44.93	98,138.70	4228	20	47.1821	47.18	103,045.71	4229	20	49.5412	49.54	108,197.98	4230	20	52.0183	52.01	113,607.97
4227	21	46.0587	46.05	100,592.20	4228	21	48.3616	48.36	105,621.73	4229	21	50.7797	50.77	110,902.86	4230	21	53.3187	53.31	116,448.04
4227	22	47.2102	47.21	103,107.08	4228	22	49.5707	49.57	108,262.41	4229	22	52.0492	52.04	113,675.45	4230	22	54.6517	54.65	119,359.31
4227	23	48.3904	48.39	105,684.63	4228	23	50.8100	50.81	110,969.04	4229	23	53.3505	53.35	116,517.49	4230	23	56.0180	56.01	122,343.31
4227	24	49.6002	49.60	108,326.84	4228	24	52.0802	52.08	113,743.16	4229	24	54.6842	54.68	119,430.29	4230	24	57.4184	57.41	125,401.79
4227	25	50.8402	50.84	111,035.00	4228	25	53.3822	53.38	116,586.72	4229	25	56.0513	56.05	122,416.04	4230	25	58.8539	58.85	128,536.92

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4231	1	34.1658	34.16	74,618.11	4232	1	35.8741	35.87	78,349.03	4233	1	37.6678	37.66	82,266.48	4234	1	39.5512	39.55	86,379.82
4231	2	35.0200	35.02	76,483.68	4232	2	36.7710	36.77	80,307.86	4233	2	38.6095	38.60	84,323.15	4234	2	40.5400	40.54	88,539.36
4231	3	35.8955	35.89	78,395.77	4232	3	37.6902	37.69	82,315.40	4233	3	39.5747	39.57	86,431.14	4234	3	41.5535	41.55	90,752.84
4231	4	36.7928	36.79	80,355.48	4232	4	38.6325	38.63	84,373.38	4233	4	40.5641	40.56	88,591.99	4234	4	42.5923	42.59	93,021.58
4231	5	37.7127	37.71	82,364.54	4232	5	39.5983	39.59	86,482.69	4233	5	41.5782	41.57	90,806.79	4234	5	43.6571	43.65	95,347.11
4231	6	38.6555	38.65	84,423.61	4232	6	40.5882	40.58	88,644.63	4233	6	42.6177	42.61	93,077.06	4234	6	44.7485	44.74	97,730.72
4231	7	39.6219	39.62	86,534.23	4232	7	41.6030	41.60	90,860.95	4233	7	43.6831	43.68	95,403.89	4234	7	45.8673	45.86	100,174.18
4231	8	40.6124	40.61	88,697.48	4232	8	42.6430	42.64	93,132.31	4233	8	44.7752	44.77	97,789.04	4234	8	47.0139	47.01	102,678.36
4231	9	41.6277	41.62	90,914.90	4232	9	43.7091	43.70	95,460.67	4233	9	45.8946	45.89	100,233.81	4234	9	48.1893	48.18	105,245.43
4231	10	42.6684	42.66	93,187.79	4232	10	44.8018	44.80	97,847.13	4233	10	47.0419	47.04	102,739.51	4234	10	49.3940	49.39	107,876.50
4231	11	43.7351	43.73	95,517.46	4232	11	45.9219	45.92	100,293.43	4233	11	48.2180	48.21	105,308.11	4234	11	50.6289	50.62	110,573.52
4231	12	44.8285	44.82	97,905.44	4232	12	47.0699	47.06	102,800.66	4233	12	49.4234	49.42	107,940.71	4234	12	51.8946	51.89	113,337.81
4231	13	45.9492	45.94	100,353.05	4232	13	48.2467	48.24	105,370.79	4233	13	50.6590	50.65	110,639.26	4234	13	53.1920	53.19	116,171.33
4231	14	47.0979	47.09	102,861.81	4232	14	49.4528	49.45	108,004.92	4233	14	51.9255	51.92	113,405.29	4234	14	54.5218	54.52	119,075.61
4231	15	48.2754	48.27	105,433.47	4232	15	50.6892	50.68	110,705.21	4233	15	53.2236	53.22	116,240.34	4234	15	55.8848	55.88	122,052.40
4231	16	49.4823	49.48	108,069.34	4232	16	51.9564	51.95	113,472.78	4233	16	54.5542	54.55	119,146.37	4234	16	57.2819	57.28	125,103.67
4231	17	50.7193	50.71	110,770.95	4232	17	53.2553	53.25	116,309.58	4233	17	55.9181	55.91	122,125.13	4234	17	58.7140	58.71	128,231.38
4231	18	51.9873	51.98	113,540.26	4232	18	54.5867	54.58	119,217.35	4233	18	57.3160	57.31	125,178.14	4234	18	60.1818	60.18	131,437.05
4231	19	53.2870	53.28	116,378.81	4232	19	55.9513	55.95	122,197.64	4233	19	58.7489	58.74	128,307.60	4234	19	61.6864	61.68	134,723.10
4231	20	54.6192	54.61	119,288.33	4232	20	57.3501	57.35	125,252.62	4233	20	60.2176	60.21	131,515.24	4234	20	63.2285	63.22	138,091.04
4231	21	55.9847	55.98	122,270.58	4232	21	58.7839	58.78	128,384.04	4233	21	61.7231	61.72	134,803.25	4234	21	64.8092	64.80	141,543.29
4231	22	57.3843	57.38	125,327.31	4232	22	60.2535	60.25	131,593.64	4233	22	63.2662	63.26	138,173.38	4234	22	66.4295	66.42	145,082.03
4231	23	58.8189	58.81	128,460.48	4232	23	61.7598	61.75	134,883.40	4233	23	64.8478	64.84	141,627.60	4234	23	68.0902	68.09	148,709.00
4231	24	60.2893	60.28	131,671.83	4232	24	63.3038	63.30	138,255.50	4233	24	66.4690	66.46	145,168.30	4234	24	69.7925	69.79	152,426.82
4231	25	61.7966	61.79	134,963.77	4232	25	64.8864	64.88	141,711.90	4233	25	68.1307	68.13	148,797.45	4234	25	71.5373	71.53	156,237.46

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4235	1	41.5288	41.52	90,698.90	4236	1	43.6052	43.60	95,233.76	4237	1	45.7854	45.78	99,995.31	4238	1	48.0747	48.07	104,995.14
4235	2	42.5670	42.56	92,966.33	4236	2	44.6953	44.69	97,614.54	4237	2	46.9301	46.93	102,495.34	4238	2	49.2766	49.27	107,620.09
4235	3	43.6311	43.63	95,290.32	4236	3	45.8127	45.81	100,054.94	4237	3	48.1033	48.10	105,057.61	4238	3	50.5085	50.50	110,310.56
4235	4	44.7219	44.72	97,672.63	4236	4	46.9580	46.95	102,556.27	4237	4	49.3059	49.30	107,684.09	4238	4	51.7712	51.77	113,068.30
4235	5	45.8400	45.84	100,114.56	4236	5	48.1320	48.13	105,120.29	4237	5	50.5386	50.53	110,376.30	4238	5	53.0655	53.06	115,895.05
4235	6	46.9860	46.98	102,617.42	4236	6	49.3353	49.33	107,748.30	4237	6	51.8020	51.80	113,135.57	4238	6	54.3921	54.39	118,792.35
4235	7	48.1606	48.16	105,182.75	4236	7	50.5687	50.56	110,442.04	4237	7	53.0971	53.09	115,964.07	4238	7	55.7519	55.75	121,762.15
4235	8	49.3646	49.36	107,812.29	4236	8	51.8329	51.83	113,203.05	4237	8	54.4245	54.42	118,863.11	4238	8	57.1457	57.14	124,806.21
4235	9	50.5988	50.59	110,507.78	4236	9	53.1287	53.12	116,033.08	4237	9	55.7851	55.78	121,834.66	4238	9	58.5744	58.57	127,926.49
4235	10	51.8637	51.86	113,270.32	4236	10	54.4569	54.45	118,933.87	4237	10	57.1798	57.17	124,880.68	4238	10	60.0387	60.03	131,124.52
4235	11	53.1603	53.16	116,102.10	4236	11	55.8183	55.81	121,907.17	4237	11	58.6092	58.60	128,002.49	4238	11	61.5397	61.53	134,402.70
4235	12	54.4893	54.48	119,004.63	4236	12	57.2138	57.21	124,954.94	4237	12	60.0745	60.07	131,202.71	4238	12	63.0782	63.07	137,762.79
4235	13	55.8516	55.85	121,979.89	4236	13	58.6441	58.64	128,078.71	4237	13	61.5763	61.57	134,482.64	4238	13	64.6552	64.65	141,206.96
4235	14	57.2478	57.24	125,029.20	4236	14	60.1102	60.11	131,280.68	4237	14	63.1157	63.11	137,844.69	4238	14	66.2715	66.27	144,736.96
4235	15	58.6790	58.67	128,154.94	4236	15	61.6130	61.61	134,562.79	4237	15	64.6936	64.69	141,290.82	4238	15	67.9283	67.92	148,355.41
4235	16	60.1460	60.14	131,358.86	4236	16	63.1533	63.15	137,926.81	4237	16	66.3110	66.31	144,823.22	4238	16	69.6265	69.62	152,064.28
4235	17	61.6497	61.64	134,642.94	4236	17	64.7321	64.73	141,374.91	4237	17	67.9688	67.96	148,443.86	4238	17	71.3672	71.36	155,865.96
4235	18	63.1909	63.19	138,008.93	4236	18	66.3505	66.35	144,909.49	4237	18	69.6680	69.66	152,154.91	4238	18	73.1514	73.15	159,762.66
4235	19	64.7707	64.77	141,459.21	4236	19	68.0092	68.00	148,532.09	4237	19	71.4097	71.40	155,958.78	4238	19	74.9802	74.98	163,756.76
4235	20	66.3899	66.38	144,995.54	4236	20	69.7094	69.70	152,245.33	4237	20	73.1949	73.19	159,857.66	4238	20	76.8547	76.85	167,850.66
4235	21	68.0497	68.04	148,620.54	4236	21	71.4522	71.45	156,051.60	4237	21	75.0248	75.02	163,854.16	4238	21	78.7760	78.77	172,046.78
4235	22	69.7509	69.75	152,335.97	4236	22	73.2385	73.23	159,952.88	4237	22	76.9004	76.90	167,950.47	4238	22	80.7454	80.74	176,347.95
4235	23	71.4947	71.49	156,144.42	4236	23	75.0694	75.06	163,951.57	4237	23	78.8229	78.82	172,149.21	4238	23	82.7641	82.76	180,756.79
4235	24	73.2821	73.28	160,048.11	4236	24	76.9462	76.94	168,050.50	4237	24	80.7935	80.79	176,453.00	4238	24	84.8332	84.83	185,275.71
4235	25	75.1141	75.11	164,049.19	4236	25	78.8698	78.86	172,251.64	4237	25	82.8133	82.81	180,864.25	4238	25	86.9540	86.95	189,907.54