

## Douglas County Pay Plan Non-Exempt

Effective October 28, 2023; Updated November 2, 2023; Updated January 6, 2024

GRADE	TITLE	CLASS CODE	HOURLY MIN	HOURLY MID	HOURLY MAX	ANNUAL MIN	ANNUAL MID	ANNUAL MAX
100	Library Page	2530	\$12.69	\$13.96	\$15.23	\$26,395.20	\$29,036.80	\$31,678.40
100	Recreation Aide	3090	\$12.69	\$13.96	\$15.23	\$26,395.20	\$29,036.80	\$31,678.40
101	<i>vacant grade - no classifications assigned</i>		\$13.86	\$15.25	\$16.63	\$28,828.80	\$31,720.00	\$34,590.40
102	<i>vacant grade - no classifications assigned</i>		\$14.49	\$16.66	\$18.83	\$30,139.20	\$34,652.80	\$39,166.40
103	<i>vacant grade - no classifications assigned</i>		\$15.83	\$18.20	\$20.57	\$32,926.40	\$37,856.00	\$42,785.60
104	<i>vacant grade - no classifications assigned</i>		\$17.28	\$19.88	\$22.47	\$35,942.40	\$41,350.40	\$46,737.60
105	Animal Care Assistant	1150	\$18.89	\$21.73	\$24.55	\$39,291.20	\$45,198.40	\$51,064.00
105	Community Relations Intern	3677	\$18.89	\$21.73	\$24.55	\$39,291.20	\$45,198.40	\$51,064.00
105	Food Services Worker	2100	\$18.89	\$21.73	\$24.55	\$39,291.20	\$45,198.40	\$51,064.00
105	Homemaker	2160	\$18.89	\$21.73	\$24.55	\$39,291.20	\$45,198.40	\$51,064.00
105	Mail Services Technician	2580	\$18.89	\$21.73	\$24.55	\$39,291.20	\$45,198.40	\$51,064.00
105	Maintenance Assistant	2610	\$18.89	\$21.73	\$24.55	\$39,291.20	\$45,198.40	\$51,064.00
105	Parks Maintenance Assistant	2600	\$18.89	\$21.73	\$24.55	\$39,291.20	\$45,198.40	\$51,064.00
105	Recreation Leader	3130	\$18.89	\$21.73	\$24.55	\$39,291.20	\$45,198.40	\$51,064.00
105	Town Maintenance Assistant	2610	\$18.89	\$21.73	\$24.55	\$39,291.20	\$45,198.40	\$51,064.00
106	Apprentice Court Clerk	1580	\$20.63	\$23.73	\$26.82	\$42,910.40	\$49,358.40	\$55,785.60
106	Driver	3470	\$20.63	\$23.73	\$26.82	\$42,910.40	\$49,358.40	\$55,785.60
106	Office Assistant	2820	\$20.63	\$23.73	\$26.82	\$42,910.40	\$49,358.40	\$55,785.60
107	Accounting Clerk	1020	\$22.55	\$25.93	\$29.31	\$46,904.00	\$53,934.40	\$60,964.80
107	Assessor Clerk	1250	\$22.55	\$25.93	\$29.31	\$46,904.00	\$53,934.40	\$60,964.80
107	Court Records Technician	1730	\$22.55	\$25.93	\$29.31	\$46,904.00	\$53,934.40	\$60,964.80
107	Culinary Specialist	3110	\$22.55	\$25.93	\$29.31	\$46,904.00	\$53,934.40	\$60,964.80
107	Deputy Recording Clerk	1750	\$22.55	\$25.93	\$29.31	\$46,904.00	\$53,934.40	\$60,964.80
107	Food Services Worker Senior	2080	\$22.55	\$25.93	\$29.31	\$46,904.00	\$53,934.40	\$60,964.80
107	Library Technician	2560	\$22.55	\$25.93	\$29.31	\$46,904.00	\$53,934.40	\$60,964.80
107	Office Specialist	2840	\$22.55	\$25.93	\$29.31	\$46,904.00	\$53,934.40	\$60,964.80
107	Parks Maintenance Specialist	2605	\$22.55	\$25.93	\$29.31	\$46,904.00	\$53,934.40	\$60,964.80
107	Recreation Leader Senior	3140	\$22.55	\$25.93	\$29.31	\$46,904.00	\$53,934.40	\$60,964.80
107	Security Officer	3210	\$22.55	\$25.93	\$29.31	\$46,904.00	\$53,934.40	\$60,964.80
107	Sheriff's Records & Licensing Technician	3230	\$22.55	\$25.93	\$29.31	\$46,904.00	\$53,934.40	\$60,964.80
107	Town Maintenance Specialist	2680	\$22.55	\$25.93	\$29.31	\$46,904.00	\$53,934.40	\$60,964.80
107	Town Sanitation Specialist	1650	\$22.55	\$25.93	\$29.31	\$46,904.00	\$53,934.40	\$60,964.80
107	Transportation Specialist	3385	\$22.55	\$25.93	\$29.31	\$46,904.00	\$53,934.40	\$60,964.80
107	Utility Systems Technician Trainee	3460	\$22.55	\$25.93	\$29.31	\$46,904.00	\$53,934.40	\$60,964.80

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GRADE	TITLE	CLASS CODE	HOURLY MIN	HOURLY MID	HOURLY MAX	ANNUAL MIN	ANNUAL MID	ANNUAL MAX
107	Weed Control Maintenance Specialist	2700	\$22.55	\$25.93	\$29.31	\$46,904.00	\$53,934.40	\$60,964.80
108	Accounting Clerk Senior	1030	\$23.61	\$28.32	\$33.04	\$49,108.80	\$58,905.60	\$68,723.20
108	Accounting Specialist	1050	\$23.61	\$28.32	\$33.04	\$49,108.80	\$58,905.60	\$68,723.20
108	Animal Services Officer	1170	\$23.61	\$28.32	\$33.04	\$49,108.80	\$58,905.60	\$68,723.20
108	Appraiser Trainee	1210	\$23.61	\$28.32	\$33.04	\$49,108.80	\$58,905.60	\$68,723.20
108	Assessor Clerk Senior	1230	\$23.61	\$28.32	\$33.04	\$49,108.80	\$58,905.60	\$68,723.20
108	Counter Technician	1685	\$23.61	\$28.32	\$33.04	\$49,108.80	\$58,905.60	\$68,723.20
108	Court Advocacy Program Assistant	2005	\$23.61	\$28.32	\$33.04	\$49,108.80	\$58,905.60	\$68,723.20
108	Deputy Treasurer	1765	\$23.61	\$28.32	\$33.04	\$49,108.80	\$58,905.60	\$68,723.20
108	Domestic Violence Coordinator	1980	\$23.61	\$28.32	\$33.04	\$49,108.80	\$58,905.60	\$68,723.20
108	Fleet Services Technician	1240	\$23.61	\$28.32	\$33.04	\$49,108.80	\$58,905.60	\$68,723.20
108	Library Technician Senior	2550	\$23.61	\$28.32	\$33.04	\$49,108.80	\$58,905.60	\$68,723.20
108	Outdoor Program Specialist	3400	\$23.61	\$28.32	\$33.04	\$49,108.80	\$58,905.60	\$68,723.20
108	Portable Event Recording Device Technician	2055	\$23.61	\$28.32	\$33.04	\$49,108.80	\$58,905.60	\$68,723.20
108	Records Management Clerk	3060	\$23.61	\$28.32	\$33.04	\$49,108.80	\$58,905.60	\$68,723.20
108	Secretary	3190	\$23.61	\$28.32	\$33.04	\$49,108.80	\$58,905.60	\$68,723.20
108	Warrants & Extradition Specialist	3610	\$23.61	\$28.32	\$33.04	\$49,108.80	\$58,905.60	\$68,723.20
109	Administrative Assistant	1090	\$25.78	\$30.94	\$36.10	\$53,622.40	\$64,355.20	\$75,088.00
109	Alternative Sentencing Specialist	1140	\$25.78	\$30.94	\$36.10	\$53,622.40	\$64,355.20	\$75,088.00
109	Building Inspector I	1340	\$25.78	\$30.94	\$36.10	\$53,622.40	\$64,355.20	\$75,088.00
109	Case Manager	1430	\$25.78	\$30.94	\$36.10	\$53,622.40	\$64,355.20	\$75,088.00
109	Community Relations Specialist	1615	\$25.78	\$30.94	\$36.10	\$53,622.40	\$64,355.20	\$75,088.00
109	Deputy Bailiff	1775	\$25.78	\$30.94	\$36.10	\$53,622.40	\$64,355.20	\$75,088.00
109	Deputy Clerk	1750	\$25.78	\$30.94	\$36.10	\$53,622.40	\$64,355.20	\$75,088.00
109	Deputy Court Clerk	1820	\$25.78	\$30.94	\$36.10	\$53,622.40	\$64,355.20	\$75,088.00
109	Development Coordinator	1890	\$25.78	\$30.94	\$36.10	\$53,622.40	\$64,355.20	\$75,088.00
109	Electrical Instrumentation Technician	2240	\$25.78	\$30.94	\$36.10	\$53,622.40	\$64,355.20	\$75,088.00
109	Emergency Communications Specialist	3030	\$25.78	\$30.94	\$36.10	\$53,622.40	\$64,355.20	\$75,088.00
109	Engineering Technician	2031	\$25.78	\$30.94	\$36.10	\$53,622.40	\$64,355.20	\$75,088.00
109	Evidence Technician	2050	\$25.78	\$30.94	\$36.10	\$53,622.40	\$64,355.20	\$75,088.00
109	Legal Secretary	2470	\$25.78	\$30.94	\$36.10	\$53,622.40	\$64,355.20	\$75,088.00
109	Maintenance Specialist	2670	\$25.78	\$30.94	\$36.10	\$53,622.40	\$64,355.20	\$75,088.00
109	Park Ranger	2910	\$25.78	\$30.94	\$36.10	\$53,622.40	\$64,355.20	\$75,088.00
109	Recreation Specialist	1380	\$25.78	\$30.94	\$36.10	\$53,622.40	\$64,355.20	\$75,088.00

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Effective October 28, 2023; Updated November 2, 2023; Updated January 6, 2024

GRADE	TITLE	CLASS CODE	HOURLY MIN	HOURLY MID	HOURLY MAX	ANNUAL MIN	ANNUAL MID	ANNUAL MAX
109	Road Maintenance Operator	3170	\$25.78	\$30.94	\$36.10	\$53,622.40	\$64,355.20	\$75,088.00
109	Stormwater Maintenance Operator	1935	\$25.78	\$30.94	\$36.10	\$53,622.40	\$64,355.20	\$75,088.00
109	Town Maintenance Specialist Senior	2720	\$25.78	\$30.94	\$36.10	\$53,622.40	\$64,355.20	\$75,088.00
109	Utility Systems Technician I	3430	\$25.78	\$30.94	\$36.10	\$53,622.40	\$64,355.20	\$75,088.00
109	Youth Detention Counselor	3540	\$25.78	\$30.94	\$36.10	\$53,622.40	\$64,355.20	\$75,088.00
109	Youth Program Officer I	3620	\$25.78	\$30.94	\$36.10	\$53,622.40	\$64,355.20	\$75,088.00
110	Accounting Purchasing Specialist	1055	\$28.17	\$33.81	\$39.44	\$58,593.60	\$70,324.80	\$82,035.20
110	Administrative Assistant to the Board	1095	\$28.17	\$33.81	\$39.44	\$58,593.60	\$70,324.80	\$82,035.20
110	Airport Operations Specialist	3493	\$28.17	\$33.81	\$39.44	\$58,593.60	\$70,324.80	\$82,035.20
110	Alternative Sentencing Officer	1130	\$28.17	\$33.81	\$39.44	\$58,593.60	\$70,324.80	\$82,035.20
110	Background/PREA Investigator	1315	\$28.17	\$33.81	\$39.44	\$58,593.60	\$70,324.80	\$82,035.20
110	Code Enforcement Officer	1590	\$28.17	\$33.81	\$39.44	\$58,593.60	\$70,324.80	\$82,035.20
110	Construction Inspector	1680	\$28.17	\$33.81	\$39.44	\$58,593.60	\$70,324.80	\$82,035.20
110	Court IT Systems Technician	2225	\$28.17	\$33.81	\$39.44	\$58,593.60	\$70,324.80	\$82,035.20
110	Deputy Clerk Coordinator - Elections	1835	\$28.17	\$33.81	\$39.44	\$58,593.60	\$70,324.80	\$82,035.20
110	Deputy Clerk Senior	1745	\$28.17	\$33.81	\$39.44	\$58,593.60	\$70,324.80	\$82,035.20
110	Deputy Court Clerk Senior	1540	\$28.17	\$33.81	\$39.44	\$58,593.60	\$70,324.80	\$82,035.20
110	Deputy Public Guardian	3670	\$28.17	\$33.81	\$39.44	\$58,593.60	\$70,324.80	\$82,035.20
110	Deputy Treasurer Senior	1785	\$28.17	\$33.81	\$39.44	\$58,593.60	\$70,324.80	\$82,035.20
110	Emergency Communications Specialist Senior	3035	\$28.17	\$33.81	\$39.44	\$58,593.60	\$70,324.80	\$82,035.20
110	Fleet Services Master Technician	2785	\$28.17	\$33.81	\$39.44	\$58,593.60	\$70,324.80	\$82,035.20
110	GIS Technician	1120	\$28.17	\$33.81	\$39.44	\$58,593.60	\$70,324.80	\$82,035.20
110	Human Resources Coordinator	2180	\$28.17	\$33.81	\$39.44	\$58,593.60	\$70,324.80	\$82,035.20
110	IT Support Specialist	1915	\$28.17	\$33.81	\$39.44	\$58,593.60	\$70,324.80	\$82,035.20
110	Legal Secretary Senior	2460	\$28.17	\$33.81	\$39.44	\$58,593.60	\$70,324.80	\$82,035.20
110	Maintenance Specialist Senior	2690	\$28.17	\$33.81	\$39.44	\$58,593.60	\$70,324.80	\$82,035.20
110	Management Analyst	1310	\$28.17	\$33.81	\$39.44	\$58,593.60	\$70,324.80	\$82,035.20
110	Medical Coordinator	3530	\$28.17	\$33.81	\$39.44	\$58,593.60	\$70,324.80	\$82,035.20
110	Park Ranger Senior	2920	\$28.17	\$33.81	\$39.44	\$58,593.60	\$70,324.80	\$82,035.20
110	Payroll Coordinator	2940	\$28.17	\$33.81	\$39.44	\$58,593.60	\$70,324.80	\$82,035.20
110	Road Maintenance Operator Senior	3180	\$28.17	\$33.81	\$39.44	\$58,593.60	\$70,324.80	\$82,035.20
110	Road Sign Maintenance Specialist	3240	\$28.17	\$33.81	\$39.44	\$58,593.60	\$70,324.80	\$82,035.20
110	Telecommunications and RF Technician	3380	\$28.17	\$33.81	\$39.44	\$58,593.60	\$70,324.80	\$82,035.20
110	Victim/Witness Coordinator	2450	\$28.17	\$33.81	\$39.44	\$58,593.60	\$70,324.80	\$82,035.20

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Effective October 28, 2023; Updated November 2, 2023; Updated January 6, 2024

GRADE	TITLE	CLASS CODE	HOURLY MIN	HOURLY MID	HOURLY MAX	ANNUAL MIN	ANNUAL MID	ANNUAL MAX
110	Youth Program Officer II	3625	\$28.17	\$33.81	\$39.44	\$58,593.60	\$70,324.80	\$82,035.20
111	Building Inspector II	1345	\$30.77	\$36.93	\$43.09	\$64,001.60	\$76,814.40	\$89,627.20
111	Department Systems IT Coordinator	2230	\$30.77	\$36.93	\$43.09	\$64,001.60	\$76,814.40	\$89,627.20
111	Fleet Services Master Technician Senior	2590	\$30.77	\$36.93	\$43.09	\$64,001.60	\$76,814.40	\$89,627.20
111	Investigator-DA	2300	\$30.77	\$36.93	\$43.09	\$64,001.60	\$76,814.40	\$89,627.20
111	IT Support Coordinator	1925	\$30.77	\$36.93	\$43.09	\$64,001.60	\$76,814.40	\$89,627.20
111	Juvenile Probation Officer	2400	\$30.77	\$36.93	\$43.09	\$64,001.60	\$76,814.40	\$89,627.20
111	Librarian	2490	\$30.77	\$36.93	\$43.09	\$64,001.60	\$76,814.40	\$89,627.20
111	Road Maintenance Coordinator	1400	\$30.77	\$36.93	\$43.09	\$64,001.60	\$76,814.40	\$89,627.20
111	Utility Systems Technician II	3440	\$30.77	\$36.93	\$43.09	\$64,001.60	\$76,814.40	\$89,627.20
112	Building Inspector Senior	1355	\$33.62	\$40.35	\$47.07	\$69,929.60	\$83,928.00	\$97,905.60
112	Juvenile Probation Officer Senior	2410	\$33.62	\$40.35	\$47.07	\$69,929.60	\$83,928.00	\$97,905.60
112	Utility Systems Technician Senior	3450	\$33.62	\$40.35	\$47.07	\$69,929.60	\$83,928.00	\$97,905.60
113	<i>vacant grade - no classifications assigned</i>		\$35.27	\$44.09	\$52.89	\$73,361.60	\$91,707.20	\$110,011.20
114	Investigator-DA Senior	2310	\$38.53	\$48.16	\$57.79	\$80,142.40	\$100,172.80	\$120,203.20
114	Public Health Nurse	3660	\$38.53	\$48.16	\$57.79	\$80,142.40	\$100,172.80	\$120,203.20
115	<i>vacant grade - no classifications assigned</i>		\$42.09	\$52.61	\$63.14	\$87,547.20	\$109,428.80	\$131,331.20
116	<i>vacant grade - no classifications assigned</i>		\$45.99	\$57.48	\$68.97	\$95,659.20	\$119,558.40	\$143,457.60

## Douglas County Pay Plan Exempt

**Effective October 28, 2023; Updated November 2, 2023; Updated January 6, 2024; Updated March 12, 2024**

GRADE	TITLE	CLASS CODE	HOURLY MIN	HOURLY MID	HOURLY MAX	ANNUAL MIN	ANNUAL MID	ANNUAL MAX
200	Accountant	1000	\$30.05	\$36.05	\$42.06	\$62,504.00	\$74,984.00	\$87,484.80
200	Appraiser	1190	\$30.05	\$36.05	\$42.06	\$62,504.00	\$74,984.00	\$87,484.80
200	Assistant Planner	2950	\$30.05	\$36.05	\$42.06	\$62,504.00	\$74,984.00	\$87,484.80
200	Building Plans Examiner	1390	\$30.05	\$36.05	\$42.06	\$62,504.00	\$74,984.00	\$87,484.80
200	Civil Engineering Plans Examiner	3100	\$30.05	\$36.05	\$42.06	\$62,504.00	\$74,984.00	\$87,484.80
200	GIS Analyst	2150	\$30.05	\$36.05	\$42.06	\$62,504.00	\$74,984.00	\$87,484.80
200	Human Resources Analyst	2170	\$30.05	\$36.05	\$42.06	\$62,504.00	\$74,984.00	\$87,484.80
200	Recreation Coordinator	3120	\$30.05	\$36.05	\$42.06	\$62,504.00	\$74,984.00	\$87,484.80
200	Substance Abuse Counselor	1490	\$30.05	\$36.05	\$42.06	\$62,504.00	\$74,984.00	\$87,484.80
200	Youth Services Case Manager	3570	\$30.05	\$36.05	\$42.06	\$62,504.00	\$74,984.00	\$87,484.80
201	Chief Deputy Recorder	1875	\$32.45	\$38.94	\$45.43	\$67,496.00	\$80,995.20	\$94,494.40
201	Court Operations Supervisor	1960	\$32.45	\$38.94	\$45.43	\$67,496.00	\$80,995.20	\$94,494.40
201	Culinary Supervisor	1700	\$32.45	\$38.94	\$45.43	\$67,496.00	\$80,995.20	\$94,494.40
201	Emergency Management Coordinator	2023	\$32.45	\$38.94	\$45.43	\$67,496.00	\$80,995.20	\$94,494.40
201	Food Services Supervisor	2090	\$32.45	\$38.94	\$45.43	\$67,496.00	\$80,995.20	\$94,494.40
201	Grants Administrator	1015	\$32.45	\$38.94	\$45.43	\$67,496.00	\$80,995.20	\$94,494.40
201	Town Maintenance Supervisor - Gardnerville	3510	\$32.45	\$38.94	\$45.43	\$67,496.00	\$80,995.20	\$94,494.40
201	Transportation Supervisor	3390	\$32.45	\$38.94	\$45.43	\$67,496.00	\$80,995.20	\$94,494.40
201	Youth Services Case Manager Senior	3590	\$32.45	\$38.94	\$45.43	\$67,496.00	\$80,995.20	\$94,494.40
202	Accountant Senior	1010	\$35.04	\$42.05	\$49.06	\$72,883.20	\$87,464.00	\$102,044.80
202	Administrative Services Manager	2850	\$35.04	\$42.05	\$49.06	\$72,883.20	\$87,464.00	\$102,044.80
202	Adult Day Care Program Supervisor	3662	\$35.04	\$42.05	\$49.06	\$72,883.20	\$87,464.00	\$102,044.80
202	Animal Services & Care Supervisor	1160	\$35.04	\$42.05	\$49.06	\$72,883.20	\$87,464.00	\$102,044.80
202	Appraiser Senior	1180	\$35.04	\$42.05	\$49.06	\$72,883.20	\$87,464.00	\$102,044.80
202	Budget Analyst	1260	\$35.04	\$42.05	\$49.06	\$72,883.20	\$87,464.00	\$102,044.80
202	Client Care Manager	2085	\$35.04	\$42.05	\$49.06	\$72,883.20	\$87,464.00	\$102,044.80
202	Department DBA/Application Developer/IT Coordinator	2880	\$35.04	\$42.05	\$49.06	\$72,883.20	\$87,464.00	\$102,044.80
202	Judicial Executive Assistant	1060	\$35.04	\$42.05	\$49.06	\$72,883.20	\$87,464.00	\$102,044.80
202	Library Supervisor	2510	\$35.04	\$42.05	\$49.06	\$72,883.20	\$87,464.00	\$102,044.80
202	Licensed Social Worker	2835	\$35.04	\$42.05	\$49.06	\$72,883.20	\$87,464.00	\$102,044.80
202	Parks Supervisor	2930	\$35.04	\$42.05	\$49.06	\$72,883.20	\$87,464.00	\$102,044.80
202	Recreation Supervisor	3160	\$35.04	\$42.05	\$49.06	\$72,883.20	\$87,464.00	\$102,044.80
202	Sheriff's Records Manager	1950	\$35.04	\$42.05	\$49.06	\$72,883.20	\$87,464.00	\$102,044.80
202	Stormwater Maintenance Supervisor	1945	\$35.04	\$42.05	\$49.06	\$72,883.20	\$87,464.00	\$102,044.80

## Douglas County Pay Plan Exempt

**Effective October 28, 2023; Updated November 2, 2023; Updated January 6, 2024; Updated March 12, 2024**

GRADE	TITLE	CLASS CODE	HOURLY MIN	HOURLY MID	HOURLY MAX	ANNUAL MIN	ANNUAL MID	ANNUAL MAX
202	Systems Analyst	1331	\$35.04	\$42.05	\$49.06	\$72,883.20	\$87,464.00	\$102,044.80
202	Town Maintenance Supervisor - Minden	3490	\$35.04	\$42.05	\$49.06	\$72,883.20	\$87,464.00	\$102,044.80
202	Town Manager - Genoa	2130	\$35.04	\$42.05	\$49.06	\$72,883.20	\$87,464.00	\$102,044.80
202	Weed Control Program Supervisor	3500	\$35.04	\$42.05	\$49.06	\$72,883.20	\$87,464.00	\$102,044.80
202	Youth Services Supervisor	1610	\$35.04	\$42.05	\$49.06	\$72,883.20	\$87,464.00	\$102,044.80
203	Accounting Operations Supervisor	1025	\$37.85	\$45.42	\$52.98	\$78,728.00	\$94,473.60	\$110,198.40
203	Chief Deputy Appraiser	1200	\$37.85	\$45.42	\$52.98	\$78,728.00	\$94,473.60	\$110,198.40
203	Civil Engineering Plans Examiner Senior	1570	\$37.85	\$45.42	\$52.98	\$78,728.00	\$94,473.60	\$110,198.40
203	DBA/Application Developer	3664	\$37.85	\$45.42	\$52.98	\$78,728.00	\$94,473.60	\$110,198.40
203	Economic Vitality Manager	1320	\$37.85	\$45.42	\$52.98	\$78,728.00	\$94,473.60	\$110,198.40
203	GIS Analyst Senior	2140	\$37.85	\$45.42	\$52.98	\$78,728.00	\$94,473.60	\$110,198.40
203	Judicial Fiscal Management Analyst	1110	\$37.85	\$45.42	\$52.98	\$78,728.00	\$94,473.60	\$110,198.40
203	Planner	2990	\$37.85	\$45.42	\$52.98	\$78,728.00	\$94,473.60	\$110,198.40
203	Service Desk Supervisor	1626	\$37.85	\$45.42	\$52.98	\$78,728.00	\$94,473.60	\$110,198.40
203	Systems Administrator	1080	\$37.85	\$45.42	\$52.98	\$78,728.00	\$94,473.60	\$110,198.40
204	Civil Engineer	1560	\$40.87	\$49.05	\$57.22	\$85,009.60	\$102,024.00	\$119,017.60
204	Community Relations Manager	1620	\$40.87	\$49.05	\$57.22	\$85,009.60	\$102,024.00	\$119,017.60
204	Emergency Communications Supervisor	1360	\$40.87	\$49.05	\$57.22	\$85,009.60	\$102,024.00	\$119,017.60
204	GIS Supervisor	2145	\$40.87	\$49.05	\$57.22	\$85,009.60	\$102,024.00	\$119,017.60
204	Human Resources Analyst Senior	2190	\$40.87	\$49.05	\$57.22	\$85,009.60	\$102,024.00	\$119,017.60
204	Project Manager	3020	\$40.87	\$49.05	\$57.22	\$85,009.60	\$102,024.00	\$119,017.60
204	Vacation Home Rental Program Manager	1585	\$40.87	\$49.05	\$57.22	\$85,009.60	\$102,024.00	\$119,017.60
205	Advanced Practice Registered Nurse/Nurse Practitioner	3661	\$44.14	\$52.97	\$61.80	\$91,811.20	\$110,177.60	\$128,544.00
205	Assistant County Clerk	1275	\$44.14	\$52.97	\$61.80	\$91,811.20	\$110,177.60	\$128,544.00
205	Assistant Library Director	2525	\$44.14	\$52.97	\$61.80	\$91,811.20	\$110,177.60	\$128,544.00
205	Civil Engineer Senior	1550	\$44.14	\$52.97	\$61.80	\$91,811.20	\$110,177.60	\$128,544.00
205	Deputy Chief Juvenile Probation Officer	1500	\$44.14	\$52.97	\$61.80	\$91,811.20	\$110,177.60	\$128,544.00
205	Election Administrator	1255	\$44.14	\$52.97	\$61.80	\$91,811.20	\$110,177.60	\$128,544.00
205	Fleet and Facilities Manager	3480	\$44.14	\$52.97	\$61.80	\$91,811.20	\$110,177.60	\$128,544.00
205	Licensed Clinical Social Worker	1295	\$44.14	\$52.97	\$61.80	\$91,811.20	\$110,177.60	\$128,544.00
205	Manager of Community Services	2260	\$44.14	\$52.97	\$61.80	\$91,811.20	\$110,177.60	\$128,544.00
205	Manager of Court Advocacy Programs	1420	\$44.14	\$52.97	\$61.80	\$91,811.20	\$110,177.60	\$128,544.00
205	Manager of Social Services	2750	\$44.14	\$52.97	\$61.80	\$91,811.20	\$110,177.60	\$128,544.00
205	Parks Superintendent	3270	\$44.14	\$52.97	\$61.80	\$91,811.20	\$110,177.60	\$128,544.00

## Douglas County Pay Plan Exempt

**Effective October 28, 2023; Updated November 2, 2023; Updated January 6, 2024; Updated March 12, 2024**

GRADE	TITLE	CLASS CODE	HOURLY MIN	HOURLY MID	HOURLY MAX	ANNUAL MIN	ANNUAL MID	ANNUAL MAX
205	PREA/Dorm Manager	3600	\$44.14	\$52.97	\$61.80	\$91,811.20	\$110,177.60	\$128,544.00
205	Principal Planner	2980	\$44.14	\$52.97	\$61.80	\$91,811.20	\$110,177.60	\$128,544.00
205	Public Guardian	3650	\$44.14	\$52.97	\$61.80	\$91,811.20	\$110,177.60	\$128,544.00
205	Stormwater Program Manager	1940	\$44.14	\$52.97	\$61.80	\$91,811.20	\$110,177.60	\$128,544.00
205	Substance Abuse Counselor Supervisor	3250	\$44.14	\$52.97	\$61.80	\$91,811.20	\$110,177.60	\$128,544.00
205	Systems Engineer Senior	2775	\$44.14	\$52.97	\$61.80	\$91,811.20	\$110,177.60	\$128,544.00
205	Training and Development Manager	2870	\$44.14	\$52.97	\$61.80	\$91,811.20	\$110,177.60	\$128,544.00
205	Wastewater Operations Manager	1885	\$44.14	\$52.97	\$61.80	\$91,811.20	\$110,177.60	\$128,544.00
205	Water Operations Manager	1880	\$44.14	\$52.97	\$61.80	\$91,811.20	\$110,177.60	\$128,544.00
205	Youth Detention Manager	3555	\$44.14	\$52.97	\$61.80	\$91,811.20	\$110,177.60	\$128,544.00
205	Youth Services Program Manager	3560	\$44.14	\$52.97	\$61.80	\$91,811.20	\$110,177.60	\$128,544.00
206	Airport Manager	3495	\$47.67	\$57.21	\$66.74	\$99,153.60	\$118,996.80	\$138,819.20
206	Assistant County Treasurer	1265	\$47.67	\$57.21	\$66.74	\$99,153.60	\$118,996.80	\$138,819.20
206	Building Official	1370	\$47.67	\$57.21	\$66.74	\$99,153.60	\$118,996.80	\$138,819.20
206	Chief of Staff	1712	\$47.67	\$57.21	\$66.74	\$99,153.60	\$118,996.80	\$138,819.20
206	Court Information Technology Mgr.	1720	\$47.67	\$57.21	\$66.74	\$99,153.60	\$118,996.80	\$138,819.20
206	Finance Manager	1285	\$47.67	\$57.21	\$66.74	\$99,153.60	\$118,996.80	\$138,819.20
206	Manager Technology Infrastructure & Operations	2730	\$47.67	\$57.21	\$66.74	\$99,153.60	\$118,996.80	\$138,819.20
206	Superintendent Town Public Works	3260	\$47.67	\$57.21	\$66.74	\$99,153.60	\$118,996.80	\$138,819.20
207	Assistant Court Administrator	2355	\$51.49	\$61.79	\$72.08	\$107,099.20	\$128,523.20	\$149,926.40
207	Assistant Director Community Services	1300	\$51.49	\$61.79	\$72.08	\$107,099.20	\$128,523.20	\$149,926.40
207	Assistant Director Juvenile Camp Services	1290	\$51.49	\$61.79	\$72.08	\$107,099.20	\$128,523.20	\$149,926.40
207	County Engineer	2030	\$51.49	\$61.79	\$72.08	\$107,099.20	\$128,523.20	\$149,926.40
207	Emergency Communications Manager	2022	\$51.49	\$61.79	\$72.08	\$107,099.20	\$128,523.20	\$149,926.40
207	Transportation Engineering Manager	3665	\$51.49	\$61.79	\$72.08	\$107,099.20	\$128,523.20	\$149,926.40
208	Deputy Director	2000	\$53.38	\$66.73	\$80.07	\$111,030.40	\$138,798.40	\$166,545.60
209	Chief Alternative Sentencing Officer	1440	\$57.65	\$72.06	\$86.48	\$119,912.00	\$149,884.80	\$179,878.40
210	Chief Financial Officer	1280	\$62.87	\$82.36	\$101.85	\$130,769.60	\$171,308.80	\$211,848.00
210	Chief Juvenile Probation Officer	1530	\$62.87	\$82.36	\$101.85	\$130,769.60	\$171,308.80	\$211,848.00
210	Chief Technology Officer	1920	\$62.87	\$82.36	\$101.85	\$130,769.60	\$171,308.80	\$211,848.00
210	Court Administrator	2350	\$62.87	\$82.36	\$101.85	\$130,769.60	\$171,308.80	\$211,848.00
210	Director of Community Development	1900	\$62.87	\$82.36	\$101.85	\$130,769.60	\$171,308.80	\$211,848.00
210	Director of Community Services/Parks & Recreation	1910	\$62.87	\$82.36	\$101.85	\$130,769.60	\$171,308.80	\$211,848.00
210	Director of Emergency Management	2020	\$62.87	\$82.36	\$101.85	\$130,769.60	\$171,308.80	\$211,848.00

## Douglas County Pay Plan Exempt

Effective October 28, 2023; Updated November 2, 2023; Updated January 6, 2024; Updated March 12, 2024

GRADE	TITLE	CLASS CODE	HOURLY MIN	HOURLY MID	HOURLY MAX	ANNUAL MIN	ANNUAL MID	ANNUAL MAX
210	Director of Human Resources	2200	\$62.87	\$82.36	\$101.85	\$130,769.60	\$171,308.80	\$211,848.00
210	Director of Juvenile Camp Services	1930	\$62.87	\$82.36	\$101.85	\$130,769.60	\$171,308.80	\$211,848.00
210	Director of Public Works	3050	\$62.87	\$82.36	\$101.85	\$130,769.60	\$171,308.80	\$211,848.00
210	Library Director	2520	\$62.87	\$82.36	\$101.85	\$130,769.60	\$171,308.80	\$211,848.00
210	Town Manager - Gardnerville	2120	\$62.87	\$82.36	\$101.85	\$130,769.60	\$171,308.80	\$211,848.00
210	Town Manager - Minden	2125	\$62.87	\$82.36	\$101.85	\$130,769.60	\$171,308.80	\$211,848.00
210	Undersheriff	3410	\$62.87	\$82.36	\$101.85	\$130,769.60	\$171,308.80	\$211,848.00
211	<i>vacant grade - no classifications assigned</i>		\$73.33	\$91.67	\$109.99	\$152,526.40	\$190,673.60	\$228,779.20
212	Assistant County Manager	1711	\$79.20	\$99.00	\$118.80	\$164,736.00	\$205,920.00	\$247,104.00
213	County Manager	1710	\$99.00	\$123.74	\$148.49	\$205,920.00	\$257,379.20	\$308,859.20
214	<i>vacant grade - no classifications assigned</i>		\$106.91	\$133.64	\$160.37	\$222,372.80	\$277,971.20	\$333,569.60

## Douglas County Pay Plan Attorney

**Effective October 28, 2023; Updated November 2, 2023; Updated January 6, 2024**

GRADE	TITLE	CLASS CODE	HOURLY MIN	HOURLY MID	HOURLY MAX	ANNUAL MIN	ANNUAL MID	ANNUAL MAX
300	Law Clerk	2430	\$36.09	\$41.50	\$46.91	\$75,067.20	\$86,320.00	\$97,572.80
301	Law Clerk Senior/Staff Attorney	2440	\$40.00	\$48.00	\$56.00	\$83,200.00	\$99,840.00	\$116,480.00
302	Deputy District Attorney I	1780	\$45.29	\$54.35	\$63.41	\$94,203.20	\$113,048.00	\$131,892.80
303	Deputy District Attorney II	1790	\$51.92	\$62.30	\$72.69	\$107,993.60	\$129,584.00	\$151,195.20
304	Deputy District Attorney III	1800	\$61.33	\$73.60	\$85.86	\$127,566.40	\$153,088.00	\$178,588.80
305	Chief Deputy DA	1470	\$64.28	\$80.35	\$96.42	\$133,702.40	\$167,128.00	\$200,553.60

**Douglas County Pay Plan**  
**DCSPA & DCSPA-SBU**  
**Effective July 1, 2023**

**Hourly**

TITLE	CLASS CODE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
Deputy Sheriff I	1840	\$28.37	\$29.25	\$30.15	\$31.08	\$32.04	\$33.03	\$34.06	\$35.11	\$36.20	\$37.31	\$38.47	N/A
Deputy Sheriff II	1850	\$29.86	\$30.78	\$31.74	\$32.71	\$33.73	\$34.77	\$35.85	\$36.95	\$38.10	\$39.27	\$40.49	N/A
Investigator	2285	\$33.99	\$35.04	\$36.12	\$37.25	\$38.39	\$39.58	\$40.81	\$42.07	\$43.38	\$44.71	\$46.10	\$47.52
Sergeant	3220	N/A	\$46.21	\$47.64	\$49.11	\$50.63	\$52.19	\$53.81	\$55.47	N/A	N/A	N/A	N/A

**Annual**

TITLE	CLASS CODE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
Deputy Sheriff I	1840	\$59,009.60	\$60,840.00	\$62,712.00	\$64,646.40	\$66,643.20	\$68,702.40	\$70,844.80	\$73,028.80	\$75,296.00	\$77,604.80	\$80,017.60	N/A
Deputy Sheriff II	1850	\$62,108.80	\$64,022.40	\$66,019.20	\$68,036.80	\$70,158.40	\$72,321.60	\$74,568.00	\$76,856.00	\$79,248.00	\$81,681.60	\$84,219.20	N/A
Investigator	2285	\$70,699.20	\$72,883.20	\$75,129.60	\$77,480.00	\$79,851.20	\$82,326.40	\$84,884.80	\$87,505.60	\$90,230.40	\$92,996.80	\$95,888.00	\$98,841.60
Sergeant	3220	N/A	\$96,116.80	\$99,091.20	\$102,148.80	\$105,310.40	\$108,555.20	\$111,924.80	\$115,377.60	N/A	N/A	N/A	N/A

**DCSAPA**

**Effective October 2023; Updated November 2, 2023**

GRADE	TITLE	CLASS CODE	HOURLY MIN	HOURLY MID	HOURLY MAX	ANNUAL MIN	ANNUAL MID	ANNUAL MAX
209	Captain	1410	\$55.43	\$69.29	\$83.15	\$115,294.40	\$144,123.20	\$172,952.00