

FY2027 SOIL CONSERVATION (EXEMPT) PAY SCHEDULE (ES)

Grade	Effective July 02, 2026	
	Minimum	Maximum
ES-01 (NR-07 Equivalent)	\$41,061	\$75,911
ES-02 (NR-09 Equivalent)	\$45,313	\$83,799
ES-03 (NR-12 Equivalent)	\$52,562	\$97,173
ES-04 (NR-16 Equivalent)	\$65,634	\$127,500
ES-05 (NR-18 Equivalent)	\$76,119	\$147,861
ES-06 (NR-20 Equivalent)	\$88,279	\$171,480

NOTES:

This pay schedule applies to classified employees in classifications not represented by a collective bargaining unit agreement and who are assigned to the Soil Conservation District Pay and Benefit Plan.

Implements legislated pay schedule effective on the pay period beginning July 02, 2026.

Adds 2.25% to the minimum and maximum of the July 03, 2025 pay scale;

2.25% across the board adjustment for employees with the July 02, 2026 pay period not to exceed maximum for pay grade.

Employees who achieve a satisfactory performance review shall receive a 3% merit pay advancement not to exceed the maximum for pay grade; only once every 12 months.

Pay schedule adjustments and across the board increases are provided at the direction of the County Executive as approved by the County Council.

Hourly pay rate determined by dividing annual pay by 2080 hours, rounded to 3 decimal places.