

KOOTENAI COUNTY FY22 Matrix  
As of 10/10/21

COLA INDEX: 2.1%

GENERAL PAY PLAN															
STEPS															
% of Market	81%	85%	89%	93%	97%	100%	102%	104%	107%	109%	111%	114%	116%	118%	% of Market
Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	Grade
17	\$ 85,496.58	\$ 89,024.00	\$ 93,213.38	\$ 97,402.76	\$ 101,592.14	\$ 104,734.24	\$ 107,038.36	\$ 109,393.18	\$ 111,799.74	\$ 114,147.54	\$ 116,544.74	\$ 118,992.12	\$ 121,490.98	\$ 123,971.90	17
Bi-weekly	\$ 3,288.33	\$ 3,424.00	\$ 3,585.13	\$ 3,746.26	\$ 3,907.39	\$ 4,028.24	\$ 4,116.86	\$ 4,207.43	\$ 4,299.99	\$ 4,390.29	\$ 4,482.49	\$ 4,576.62	\$ 4,672.73	\$ 4,768.15	
16	\$ 81,425.76	\$ 84,784.70	\$ 88,774.40	\$ 92,764.36	\$ 96,754.32	\$ 99,746.66	\$ 101,941.06	\$ 104,183.82	\$ 106,475.72	\$ 108,711.72	\$ 110,994.78	\$ 113,325.68	\$ 115,705.46	\$ 118,068.34	16
Bi-weekly	\$ 3,131.76	\$ 3,260.95	\$ 3,414.40	\$ 3,567.86	\$ 3,721.32	\$ 3,836.41	\$ 3,920.81	\$ 4,007.07	\$ 4,095.22	\$ 4,181.22	\$ 4,269.03	\$ 4,358.68	\$ 4,450.21	\$ 4,541.09	
15	\$ 74,023.56	\$ 77,077.26	\$ 80,704.52	\$ 84,331.52	\$ 87,958.78	\$ 90,679.16	\$ 92,674.14	\$ 94,712.80	\$ 96,796.44	\$ 98,829.38	\$ 100,904.70	\$ 103,023.70	\$ 105,187.16	\$ 107,334.76	15
Bi-weekly	\$ 2,847.06	\$ 2,964.51	\$ 3,104.02	\$ 3,243.52	\$ 3,383.03	\$ 3,487.66	\$ 3,564.39	\$ 3,642.80	\$ 3,722.94	\$ 3,801.13	\$ 3,880.95	\$ 3,962.45	\$ 4,045.66	\$ 4,128.26	
14	\$ 67,296.06	\$ 70,071.82	\$ 73,369.40	\$ 76,666.98	\$ 79,964.56	\$ 82,437.68	\$ 84,251.18	\$ 86,104.72	\$ 87,999.08	\$ 89,846.90	\$ 91,733.72	\$ 93,660.32	\$ 95,626.96	\$ 97,579.04	14
Bi-weekly	\$ 2,588.31	\$ 2,695.07	\$ 2,821.90	\$ 2,948.73	\$ 3,075.56	\$ 3,170.68	\$ 3,240.43	\$ 3,311.72	\$ 3,384.58	\$ 3,455.65	\$ 3,528.22	\$ 3,602.32	\$ 3,677.96	\$ 3,753.04	
13	\$ 61,741.94	\$ 64,288.64	\$ 67,314.00	\$ 70,339.36	\$ 73,364.72	\$ 75,633.74	\$ 77,297.48	\$ 78,998.14	\$ 80,735.98	\$ 82,431.44	\$ 84,162.52	\$ 85,930.00	\$ 87,734.66	\$ 89,525.54	13
Bi-weekly	\$ 2,374.69	\$ 2,472.64	\$ 2,589.00	\$ 2,705.36	\$ 2,821.72	\$ 2,908.99	\$ 2,972.98	\$ 3,038.39	\$ 3,105.23	\$ 3,170.44	\$ 3,237.02	\$ 3,305.00	\$ 3,374.41	\$ 3,443.29	
12	\$ 57,907.20	\$ 60,278.40	\$ 63,128.00	\$ 65,956.80	\$ 68,806.40	\$ 70,928.99	\$ 72,488.00	\$ 74,089.60	\$ 75,712.00	\$ 77,292.80	\$ 78,915.20	\$ 80,579.20	\$ 82,264.00	\$ 83,948.80	12
Bi-weekly	\$ 2,227.20	\$ 2,318.40	\$ 2,428.00	\$ 2,536.80	\$ 2,646.40	\$ 2,728.00	\$ 2,788.00	\$ 2,849.60	\$ 2,912.00	\$ 2,972.80	\$ 3,035.20	\$ 3,099.20	\$ 3,164.00	\$ 3,228.80	
Hourly	\$ 27.84	\$ 28.98	\$ 30.35	\$ 31.71	\$ 33.08	\$ 34.10	\$ 34.85	\$ 35.62	\$ 36.40	\$ 37.16	\$ 37.94	\$ 38.74	\$ 39.55	\$ 40.36	
11	\$ 53,684.80	\$ 55,889.60	\$ 58,531.20	\$ 61,152.00	\$ 63,793.60	\$ 65,769.60	\$ 67,204.80	\$ 68,681.60	\$ 70,200.00	\$ 71,676.80	\$ 73,174.40	\$ 74,713.60	\$ 76,273.60	\$ 77,833.60	11
Bi-weekly	\$ 2,064.80	\$ 2,149.60	\$ 2,251.20	\$ 2,352.00	\$ 2,453.60	\$ 2,529.60	\$ 2,584.80	\$ 2,641.60	\$ 2,700.00	\$ 2,756.80	\$ 2,814.40	\$ 2,873.60	\$ 2,933.60	\$ 2,993.60	
Hourly	\$ 25.81	\$ 26.87	\$ 28.14	\$ 29.40	\$ 30.67	\$ 31.62	\$ 32.31	\$ 33.02	\$ 33.75	\$ 34.46	\$ 35.18	\$ 35.92	\$ 36.67	\$ 37.42	
10	\$ 49,670.40	\$ 51,729.60	\$ 54,163.20	\$ 56,596.80	\$ 59,030.40	\$ 60,860.80	\$ 62,192.00	\$ 63,564.80	\$ 64,958.40	\$ 66,331.20	\$ 67,724.80	\$ 69,139.20	\$ 70,595.20	\$ 72,030.40	10
Bi-weekly	\$ 1,910.40	\$ 1,989.60	\$ 2,083.20	\$ 2,176.80	\$ 2,270.40	\$ 2,340.80	\$ 2,392.00	\$ 2,444.80	\$ 2,498.40	\$ 2,551.20	\$ 2,604.80	\$ 2,659.20	\$ 2,715.20	\$ 2,770.40	
Hourly	\$ 23.88	\$ 24.87	\$ 26.04	\$ 27.21	\$ 28.38	\$ 29.26	\$ 29.90	\$ 30.56	\$ 31.23	\$ 31.89	\$ 32.56	\$ 33.24	\$ 33.94	\$ 34.63	
9	\$ 45,988.80	\$ 47,881.60	\$ 50,148.80	\$ 52,395.20	\$ 54,641.60	\$ 56,347.20	\$ 57,574.40	\$ 58,843.20	\$ 60,132.80	\$ 61,401.60	\$ 62,691.20	\$ 64,001.60	\$ 65,333.60	\$ 66,684.80	9
Bi-weekly	\$ 1,768.80	\$ 1,841.60	\$ 1,928.80	\$ 2,015.20	\$ 2,101.60	\$ 2,167.20	\$ 2,214.40	\$ 2,262.00	\$ 2,312.80	\$ 2,361.60	\$ 2,411.20	\$ 2,461.60	\$ 2,513.60	\$ 2,564.80	
Hourly	\$ 22.11	\$ 23.02	\$ 24.11	\$ 25.19	\$ 26.27	\$ 27.09	\$ 27.68	\$ 28.29	\$ 28.91	\$ 29.52	\$ 30.14	\$ 30.77	\$ 31.42	\$ 32.06	
8	\$ 42,702.40	\$ 44,449.60	\$ 46,550.40	\$ 48,651.20	\$ 50,731.20	\$ 52,312.00	\$ 53,456.00	\$ 54,620.80	\$ 55,827.20	\$ 57,012.80	\$ 58,198.40	\$ 59,425.60	\$ 60,673.60	\$ 61,900.80	8
Bi-weekly	\$ 1,642.40	\$ 1,709.60	\$ 1,790.40	\$ 1,871.20	\$ 1,951.20	\$ 2,012.00	\$ 2,056.00	\$ 2,100.80	\$ 2,147.20	\$ 2,192.80	\$ 2,238.40	\$ 2,285.60	\$ 2,333.60	\$ 2,380.80	
Hourly	\$ 20.53	\$ 21.37	\$ 22.38	\$ 23.39	\$ 24.39	\$ 25.15	\$ 25.70	\$ 26.26	\$ 26.84	\$ 27.41	\$ 27.98	\$ 28.57	\$ 29.17	\$ 29.76	
7	\$ 39,499.20	\$ 41,142.40	\$ 43,076.80	\$ 45,011.20	\$ 46,945.60	\$ 48,401.60	\$ 49,462.40	\$ 50,544.00	\$ 51,667.20	\$ 52,748.80	\$ 53,851.20	\$ 54,974.40	\$ 56,139.20	\$ 57,283.20	7
Bi-weekly	\$ 1,519.20	\$ 1,582.40	\$ 1,656.80	\$ 1,731.20	\$ 1,805.60	\$ 1,861.60	\$ 1,902.40	\$ 1,944.00	\$ 1,987.20	\$ 2,028.80	\$ 2,071.20	\$ 2,114.40	\$ 2,159.20	\$ 2,203.20	
Hourly	\$ 18.99	\$ 19.78	\$ 20.71	\$ 21.64	\$ 22.57	\$ 23.27	\$ 23.78	\$ 24.30	\$ 24.84	\$ 25.36	\$ 25.89	\$ 26.43	\$ 26.99	\$ 27.54	
6	\$ 36,566.40	\$ 38,064.00	\$ 39,852.80	\$ 41,662.40	\$ 43,451.20	\$ 44,782.40	\$ 45,780.80	\$ 46,779.20	\$ 47,819.20	\$ 48,817.60	\$ 49,836.80	\$ 50,876.80	\$ 51,958.40	\$ 53,019.20	6
Hourly	\$ 17.58	\$ 18.30	\$ 19.16	\$ 20.03	\$ 20.89	\$ 21.53	\$ 22.01	\$ 22.49	\$ 22.99	\$ 23.47	\$ 23.96	\$ 24.46	\$ 24.98	\$ 25.49	
5	\$ 33,779.20	\$ 35,172.80	\$ 36,836.80	\$ 38,480.00	\$ 40,144.00	\$ 41,392.00	\$ 42,864.00	\$ 43,222.40	\$ 44,179.20	\$ 45,094.40	\$ 46,051.20	\$ 47,008.00	\$ 48,006.40	\$ 48,984.00	5
Hourly	\$ 16.24	\$ 16.91	\$ 17.71	\$ 18.50	\$ 19.30	\$ 19.90	\$ 20.33	\$ 20.78	\$ 21.24	\$ 21.68	\$ 22.14	\$ 22.60	\$ 23.08	\$ 23.55	
4	\$ 31,283.20	\$ 32,572.80	\$ 34,112.00	\$ 35,651.20	\$ 37,169.60	\$ 38,334.40	\$ 39,166.40	\$ 40,040.00	\$ 40,913.60	\$ 41,766.40	\$ 42,640.00	\$ 43,555.20	\$ 44,449.60	\$ 45,364.80	4
Hourly	\$ 15.04	\$ 15.66	\$ 16.40	\$ 17.14	\$ 17.87	\$ 18.43	\$ 18.83	\$ 19.25	\$ 19.67	\$ 20.08	\$ 20.50	\$ 20.94	\$ 21.37	\$ 21.81	
3	\$ 29,536.00	\$ 30,763.20	\$ 32,198.40	\$ 33,654.40	\$ 35,089.60	\$ 36,192.00	\$ 36,982.40	\$ 37,793.60	\$ 38,625.60	\$ 39,436.80	\$ 40,268.80	\$ 41,100.80	\$ 41,974.40	\$ 42,827.20	3
Hourly	\$ 14.20	\$ 14.79	\$ 15.48	\$ 16.18	\$ 16.87	\$ 17.40	\$ 17.78	\$ 18.17	\$ 18.57	\$ 18.96	\$ 19.36	\$ 19.76	\$ 20.18	\$ 20.59	
2	\$ 27,040.00	\$ 28,142.40	\$ 29,473.60	\$ 30,804.80	\$ 32,115.20	\$ 33,113.60	\$ 33,841.60	\$ 34,590.40	\$ 35,360.00	\$ 36,088.00	\$ 36,857.60	\$ 37,627.20	\$ 38,417.60	\$ 39,208.00	2
Hourly	\$ 13.00	\$ 13.53	\$ 14.17	\$ 14.81	\$ 15.44	\$ 15.92	\$ 16.27	\$ 16.63	\$ 17.00	\$ 17.35	\$ 17.72	\$ 18.09	\$ 18.47	\$ 18.85	

ATTORNEY PAY PLAN															
STEPS															
% of Market	81%	85%	89%	93%	97%	100%	102%	104%	107%	109%	111%	114%	116%	118%	% of Market
Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	Grade
ATP1	\$ 56,883.06	\$ 59,229.82	\$ 62,017.28	\$ 64,804.48	\$ 67,591.68	\$ 69,682.34	\$ 71,215.30	\$ 72,782.06	\$ 74,383.14	\$ 75,945.22	\$ 77,540.06	\$ 79,168.44	\$ 80,830.88	\$ 82,481.36	ATP1
Bi-weekly	\$ 2,187.81	\$ 2,278.07	\$ 2,385.28	\$ 2,492.48	\$ 2,599.68	\$ 2,680.09	\$ 2,739.05	\$ 2,799.31	\$ 2,860.89	\$ 2,920.97	\$ 2,982.31	\$ 3,044.94	\$ 3,108.88	\$ 3,172.36	
ATP2	\$ 59,727.46	\$ 62,348.00	\$ 65,282.10	\$ 68,216.20	\$ 71,150.04	\$ 73,350.68	\$ 74,964.50	\$ 76,613.68	\$ 78,299.00	\$ 79,943.50	\$ 81,622.32	\$ 83,336.24	\$ 85,086.30	\$ 86,821.80	ATP2
Bi-weekly	\$ 2,297.21	\$ 2,398.00	\$ 2,510.85	\$ 2,623.70	\$ 2,736.54	\$ 2,821.18	\$ 2,883.25	\$ 2,946.68	\$ 3,011.50	\$ 3,074.75	\$ 3,139.32	\$ 3,205.24	\$ 3,272.55	\$ 3,339.30	
ATP3	\$ 64,762.10	\$ 67,433.60	\$ 70,607.16	\$ 73,780.46	\$ 76,953.76	\$ 79,333.80	\$ 81,079.18	\$ 82,862.78	\$ 84,685.90	\$ 86,464.30	\$ 88,279.88	\$ 90,133.94	\$ 92,026.74	\$ 93,906.54	ATP3
Bi-weekly	\$ 2,490.85	\$ 2,593.60	\$ 2,715.66	\$ 2,837.71	\$ 2,959.76	\$ 3,051.30	\$ 3,118.43	\$ 3,187.03	\$ 3,257.15	\$ 3,325.55	\$ 3,395.38	\$ 3,466.69	\$ 3,539.49	\$ 3,611.79	
ATP4	\$ 72,752.42	\$ 75,754.12	\$ 79,318.46	\$ 82,883.84	\$ 86,448.18	\$ 89,122.02	\$ 91,082.42	\$ 93,086.50	\$ 95,134.78	\$ 97,131.84	\$ 99,171.80	\$ 101,254.66	\$ 103,381.46	\$ 105,495.78	ATP4
Bi-weekly	\$ 2,798.17	\$ 2,913.62	\$ 3,050.71	\$ 3,187.84	\$ 3,324.93	\$ 3,427.77	\$ 3,503.17	\$ 3,580.25	\$ 3,659.03	\$ 3,735.84	\$ 3,814.30	\$ 3,894.41	\$ 3,976.21	\$ 4,057.53	
ATP5	\$ 88,118.42	\$ 91,748.28	\$ 96,065.84	\$ 100,383.40	\$ 104,700.96	\$ 107,939.00	\$ 110,313.84	\$ 112,740.68	\$ 115,221.08	\$ 117,640.64	\$ 120,111.16	\$ 122,633.42	\$ 125,208.72	\$ 127,781.16	ATP5
Bi-weekly	\$ 3,389.17	\$ 3,528.78	\$ 3,694.84	\$ 3,860.90	\$ 4,026.96	\$ 4,151.50	\$ 4,242.84	\$ 4,336.18	\$ 4,431.58	\$ 4,524.64	\$ 4,619.66	\$ 4,716.67	\$ 4,815.72	\$ 4,914.66	
ATCD	\$ 95,168.32	\$ 99,088.60	\$ 103,751.44	\$ 108,414.54	\$ 113,077.38	\$ 116,574.64	\$ 119,139.28	\$ 121,760.34	\$ 124,439.12	\$ 127,052.38	\$ 129,720.50	\$ 132,444.52	\$ 135,226.00	\$ 138,003.58	ATCD
Bi-weekly	\$ 3,660.32	\$ 3,811.10	\$ 3,990.44	\$ 4,169.79	\$ 4,349.13	\$ 4,483.64	\$ 4,582.28	\$ 4,683.09	\$ 4,786.12	\$ 4,886.63	\$ 4,989.25	\$ 5,094.02	\$ 5,201.00	\$ 5,307.83	
ATPD	\$ 108,805.84	\$ 113,309.04	\$ 118,641.38	\$ 123,973.46	\$ 129,305.80</										