

**Kootenai County Pay Matrix**  
**FY26 Effective September 21, 2025**

COLA Index for FY26: 2.50% Does not include Elected Officials

GENERAL PAY PLAN														
STEPS														
% of Market	Minimum	85%	89%	93%	97%	Market	102%	104%	107%	109%	111%	114%	116%	Maximum
Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14
2	34,361.60	35,817.60	37,502.40	39,166.40	40,872.00	42,099.20	42,972.80	43,804.80	45,094.40	45,926.40	46,737.60	48,027.20	48,838.40	49,857.60
Hourly	16.52	17.22	18.03	18.83	19.65	20.24	20.66	21.06	21.68	22.08	22.47	23.09	23.48	23.97
3	37,128.00	38,646.40	40,456.00	42,286.40	44,116.80	45,489.60	46,384.00	47,278.40	48,692.80	49,587.20	50,481.60	51,854.40	52,769.60	53,830.40
Hourly	17.85	18.58	19.45	20.33	21.21	21.87	22.30	22.73	23.41	23.84	24.27	24.93	25.37	25.88
4	39,291.20	40,976.00	42,848.00	44,803.20	46,716.80	48,152.00	49,150.40	50,107.20	51,542.40	52,499.20	53,476.80	54,912.00	55,868.80	57,012.80
Hourly	18.89	19.70	20.60	21.54	22.46	23.15	23.63	24.09	24.78	25.24	25.71	26.40	26.86	27.41
5	42,494.40	44,262.40	46,321.60	48,401.60	50,481.60	52,062.40	53,102.40	54,121.60	55,702.40	56,763.20	57,782.40	59,342.40	60,382.40	61,588.80
Hourly	20.43	21.28	22.27	23.27	24.27	25.03	25.53	26.02	26.78	27.29	27.78	28.53	29.03	29.61
6	45,905.60	47,777.60	50,044.80	52,270.40	54,496.00	56,201.60	57,324.80	58,468.80	60,174.40	61,276.80	62,379.20	64,064.00	65,249.60	66,518.40
Hourly	22.07	22.97	24.06	25.13	26.20	27.02	27.56	28.11	28.93	29.46	29.99	30.80	31.37	31.98
7	49,566.40	51,604.80	53,996.80	56,451.20	58,864.00	60,673.60	61,900.80	63,086.40	64,916.80	66,164.80	67,371.20	69,160.00	70,408.00	71,822.40
Hourly	23.83	24.81	25.96	27.14	28.30	29.17	29.76	30.33	31.21	31.81	32.39	33.25	33.85	34.53
8	53,518.40	55,723.20	58,344.00	60,944.00	63,606.40	65,540.80	66,872.00	68,161.60	70,137.60	71,468.80	72,737.60	74,713.60	76,024.00	77,584.00
Hourly	25.73	26.79	28.05	29.30	30.58	31.51	32.15	32.77	33.72	34.36	34.97	35.92	36.55	37.30
9	57,803.20	60,195.20	63,003.20	65,832.00	68,681.60	70,824.00	72,238.40	73,632.00	75,774.40	77,147.20	78,603.20	80,724.80	82,139.20	83,803.20
Bi-weekly	2,223.20	2,315.20	2,423.20	2,532.00	2,641.60	2,724.00	2,778.40	2,832.00	2,914.40	2,967.20	3,023.20	3,104.80	3,159.20	3,223.20
Hourly	27.79	28.94	30.29	31.65	33.02	34.05	34.73	35.40	36.43	37.09	37.79	38.81	39.49	40.29
10	62,420.80	64,979.20	68,078.40	71,094.40	74,172.80	76,502.40	77,979.20	79,518.40	81,827.20	83,345.60	84,864.00	87,172.80	88,691.20	90,500.80
Bi-weekly	2,400.80	2,499.20	2,618.40	2,734.40	2,852.80	2,942.40	2,999.20	3,058.40	3,147.20	3,205.60	3,264.00	3,352.80	3,411.20	3,480.80
Hourly	30.01	31.24	32.73	34.18	35.66	36.78	37.49	38.23	39.34	40.07	40.80	41.91	42.64	43.51
11	67,392.00	70,158.40	73,486.40	76,772.80	80,121.60	82,576.00	84,219.20	85,862.40	88,358.40	90,001.60	91,644.80	94,120.00	95,784.00	97,760.00
Bi-weekly	2,592.00	2,698.40	2,826.40	2,952.80	3,081.60	3,176.00	3,239.20	3,302.40	3,398.40	3,461.60	3,524.80	3,620.00	3,684.00	3,760.00
Hourly	32.40	33.73	35.33	36.91	38.52	39.70	40.49	41.28	42.48	43.27	44.06	45.25	46.05	47.00
12	72,758.40	75,795.20	79,372.80	82,929.60	86,465.60	89,190.40	90,958.40	92,747.20	95,430.40	97,219.20	98,966.40	101,649.60	103,417.60	105,580.80
Bi-weekly	2,798.40	2,915.20	3,052.80	3,189.60	3,325.60	3,430.40	3,498.40	3,567.20	3,670.40	3,739.20	3,806.40	3,909.60	3,977.60	4,060.80
Hourly	34.98	36.44	38.16	39.87	41.57	42.88	43.73	44.59	45.88	46.74	47.58	48.87	49.72	50.76
13	78,624.00	81,868.80	85,716.80	89,544.00	93,454.40	96,324.80	98,259.20	100,152.00	103,064.00	104,977.60	106,912.00	109,803.20	111,737.60	114,025.60
Bi-weekly	3,024.00	3,148.80	3,296.80	3,444.00	3,594.40	3,704.80	3,779.20	3,852.00	3,964.00	4,037.60	4,112.00	4,223.20	4,297.60	4,385.60
14	84,905.60	88,400.00	92,560.00	96,740.80	100,880.00	104,020.80	106,080.00	108,180.80	111,300.80	113,380.80	115,460.80	118,601.60	120,681.60	123,115.20
Bi-weekly	3,265.60	3,400.00	3,560.00	3,720.80	3,880.00	4,000.80	4,080.00	4,160.80	4,280.80	4,360.80	4,440.80	4,561.60	4,641.60	4,735.20
15	91,728.00	95,492.80	99,964.80	104,499.20	108,992.00	112,340.80	114,587.20	116,854.40	120,224.00	122,470.40	124,716.80	128,065.60	130,332.80	132,974.40
Bi-weekly	3,528.00	3,672.80	3,844.80	4,019.20	4,192.00	4,320.80	4,407.20	4,494.40	4,624.00	4,710.40	4,796.80	4,925.60	5,012.80	5,114.40
16	99,008.00	103,126.40	108,014.40	112,819.20	117,707.20	121,326.40	123,760.00	126,172.80	129,833.60	132,246.40	134,659.20	138,320.00	140,732.80	143,603.20
Bi-weekly	3,808.00	3,966.40	4,154.40	4,339.20	4,527.20	4,666.40	4,760.00	4,852.80	4,993.60	5,086.40	5,179.20	5,320.00	5,412.80	5,523.20
17	106,953.60	111,363.20	116,625.60	121,846.40	127,088.00	131,040.00	133,640.00	136,302.40	140,192.00	142,792.00	145,433.60	149,364.80	152,006.40	155,084.80
Bi-weekly	4,113.60	4,283.20	4,485.60	4,686.40	4,888.00	5,040.00	5,140.00	5,242.40	5,392.00	5,492.00	5,593.60	5,744.80	5,846.40	5,964.80
18	116,584.00	121,388.80	127,088.00	132,828.80	138,507.20	142,792.00	145,683.20	148,532.80	152,817.60	155,688.00	158,516.80	162,822.40	165,672.00	169,041.60
Bi-weekly	4,484.00	4,668.80	4,888.00	5,108.80	5,327.20	5,492.00	5,603.20	5,712.80	5,877.60	5,988.00	6,096.80	6,262.40	6,372.00	6,501.60



ATTORNEY PAY PLAN														
STEPS														
% of Market	Minimum	85%	89%	93%	97%	Market	102%	104%	107%	109%	111%	114%	116%	Maximum
Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14
ATP1	70,158.40	73,070.40	76,523.20	79,934.40	83,366.40	85,945.60	87,672.00	89,398.40	91,977.60	93,704.00	95,430.40	97,988.80	99,694.40	101,712.00
Bi-weekly	2,698.40	2,810.40	2,943.20	3,074.40	3,206.40	3,305.60	3,372.00	3,438.40	3,537.60	3,604.00	3,670.40	3,768.80	3,834.40	3,912.00
ATP2	75,795.20	78,936.00	82,638.40	86,340.80	90,043.20	92,830.40	94,702.40	96,512.00	99,320.00	101,192.00	103,043.20	105,830.40	107,681.60	109,865.60
Bi-weekly	2,915.20	3,036.00	3,178.40	3,320.80	3,463.20	3,570.40	3,642.40	3,712.00	3,820.00	3,892.00	3,963.20	4,070.40	4,141.60	4,225.60
ATP3	81,848.00	85,238.40	89,232.00	93,246.40	97,260.80	100,297.60	102,294.40	104,249.60	107,286.40	109,283.20	111,300.80	114,296.00	116,292.80	118,684.80
Bi-weekly	3,148.00	3,278.40	3,432.00	3,586.40	3,740.80	3,857.60	3,934.40	4,009.60	4,126.40	4,203.20	4,280.80	4,396.00	4,472.80	4,564.80
ATP4	91,686.40	95,451.20	99,944.00	104,416.00	108,950.40	112,278.40	114,545.60	116,812.80	120,161.60	122,408.00	124,654.40	127,982.40	130,270.40	132,912.00
Bi-weekly	3,526.40	3,671.20	3,844.00	4,016.00	4,190.40	4,318.40	4,405.60	4,492.80	4,621.60	4,708.00	4,794.40	4,922.40	5,010.40	5,112.00
ATP5	110,011.20	114,545.60	119,932.80	125,320.00	130,728.00	134,763.20	137,446.40	140,129.60	144,185.60	146,868.80	149,572.80	153,628.80	156,312.00	159,494.40
Bi-weekly	4,231.20	4,405.60	4,612.80	4,820.00	5,028.00	5,183.20	5,286.40	5,389.60	5,545.60	5,648.80	5,752.80	5,908.80	6,012.00	6,134.40
ATCD	118,788.80	123,718.40	129,521.60	135,345.60	141,190.40	145,558.40	148,449.60	151,320.00	155,729.60	158,620.80	161,512.00	165,921.60	168,812.80	172,244.80
Bi-weekly	4,568.80	4,758.40	4,981.60	5,205.60	5,430.40	5,598.40	5,709.60	5,820.00	5,989.60	6,100.80	6,212.00	6,381.60	6,492.80	6,624.80

CHIEF DEPUTY PAY PLAN														
STEPS														
% of Market	Minimum	85%	89%	93%	97%	Market	102%	104%	107%	109%	111%	114%	116%	Maximum
Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14
CD2	72,529.60	75,524.80	79,060.80	82,638.40	86,195.20	88,836.80	90,625.60	92,393.60	95,056.00	96,844.80	98,612.80	101,296.00	103,043.20	105,144.00
Bi-weekly	2,789.60	2,904.80	3,040.80	3,178.40	3,315.20	3,416.80	3,485.60	3,553.60	3,656.00	3,724.80	3,792.80	3,896.00	3,963.20	4,044.00
CD3	79,788.80	83,054.40	86,985.60	90,875.20	94,785.60	97,739.20	99,673.60	101,608.00	104,582.40	106,516.80	108,472.00	111,404.80	113,360.00	115,668.80
Bi-weekly	3,068.80	3,194.40	3,345.60	3,495.20	3,645.60	3,759.20	3,833.60	3,908.00	4,022.40	4,096.80	4,172.00	4,284.80	4,360.00	4,448.80
CD4	87,713.60	91,353.60	95,659.20	99,944.00	104,228.80	107,473.60	109,636.80	111,779.20	115,024.00	117,145.60	119,288.00	122,532.80	124,675.20	127,233.60
Bi-weekly	3,373.60	3,513.60	3,679.20	3,844.00	4,008.80	4,133.60	4,216.80	4,299.20	4,424.00	4,505.60	4,588.00	4,712.80	4,795.20	4,893.60

ELECTED OFFICIAL PAY PLAN		
Grade	Market	Elected Official
EL1	159,182.40	Prosecutor
Bi-weekly	6,122.40	
EL2	\$108,888.00	Assessor
Bi-weekly	\$4,188.00	
EL3	114,878.40	Clerk
Bi-weekly	4,418.40	
EL4	\$108,992.00	Commissioners
Bi-weekly	\$4,192.00	
EL5	97,468.80	Coroner
Bi-weekly	3,748.80	
EL6	\$110,136.00	Treasurer
Bi-weekly	\$4,236.00	
EL7	145,516.80	Sheriff
Bi-weekly	5,596.80	