

Bonner County 2026-2027  
Road & Bridge Pay Scale  
Effective 10/01/2026

S T E P

G R A D E

| Position                                    | Grade | 1                      | 2                       | 3                       | 4                       | 5                       | 6                       | 7                       | 8<br>MIDPOINT           | 9                       | 10                      | 11                      | 12                      | 13                      | 14                      | 15                      |
|---------------------------------------------|-------|------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|
| HEO I                                       | RB07  | \$22.63                | \$23.21                 | \$23.80                 | \$24.41                 | \$25.03                 | \$25.67                 | \$26.33                 | \$27.00                 | \$27.69                 | \$28.40                 | \$29.12                 | \$29.87                 | \$30.63                 | \$31.41                 | \$32.21                 |
| Seasonal HEO I<br>Seasonal Flaggers         | RB7B  | \$22.63                |                         |                         |                         |                         |                         |                         |                         |                         |                         |                         |                         |                         |                         |                         |
| HEO II                                      | RB08  | \$24.80                | \$25.43                 | \$26.08                 | \$26.74                 | \$27.42                 | \$28.12                 | \$28.83                 | \$29.57                 | \$30.32                 | \$31.09                 | \$31.88                 | \$32.69                 | \$33.52                 | \$34.37                 | \$35.25                 |
| HEO III<br>Equipment Mechanic<br>Technician | RB09  | \$25.95                | \$26.65                 | \$27.37                 | \$28.11                 | \$28.86                 | \$29.64                 | \$30.44                 | \$31.26                 | \$32.11                 | \$32.97                 | \$33.86                 | \$34.78                 | \$35.71                 | \$36.68                 | \$37.67                 |
| Assistant MGR                               | RB10  | \$31.32                | \$32.04                 | \$32.78                 | \$33.54                 | \$34.31                 | \$35.10                 | \$35.91                 | \$36.74                 | \$37.58                 | \$38.45                 | \$39.34                 | \$40.24                 | \$41.17                 | \$42.12                 | \$43.09                 |
| Manager<br>Engineer                         | RB13  | \$37.40<br>\$77,792.00 | \$38.31<br>\$79,684.80  | \$39.24<br>\$81,619.20  | \$40.19<br>\$83,595.20  | \$41.17<br>\$85,633.60  | \$42.16<br>\$87,692.80  | \$43.19<br>\$89,835.20  | \$44.24<br>\$92,019.20  | \$45.31<br>\$94,244.80  | \$46.41<br>\$96,532.80  | \$47.54<br>\$98,883.20  | \$48.69<br>\$101,275.20 | \$49.87<br>\$103,729.60 | \$51.08<br>\$106,246.40 | \$52.32<br>\$108,825.60 |
| Assistant Director                          | RB14  | \$41.74<br>\$86,819.20 | \$42.80<br>\$89,024.00  | \$43.89<br>\$91,291.20  | \$45.01<br>\$93,620.80  | \$46.15<br>\$95,992.00  | \$47.33<br>\$98,446.40  | \$48.53<br>\$100,942.40 | \$49.77<br>\$103,521.60 | \$51.03<br>\$106,144.48 | \$52.33<br>\$108,846.40 | \$53.66<br>\$111,612.80 | \$55.03<br>\$114,462.40 | \$56.43<br>\$117,374.40 | \$57.86<br>\$120,348.80 | \$59.33<br>\$123,406.40 |
| Director                                    | RB15  | \$47.03<br>\$97,822.40 | \$48.25<br>\$100,360.00 | \$49.51<br>\$102,980.80 | \$50.79<br>\$105,643.20 | \$52.11<br>\$108,388.80 | \$53.47<br>\$111,217.60 | \$54.86<br>\$114,108.80 | \$56.28<br>\$117,062.40 | \$57.75<br>\$120,120.00 | \$59.25<br>\$123,240.00 | \$60.79<br>\$126,443.20 | \$62.37<br>\$129,729.60 | \$63.99<br>\$133,099.20 | \$65.65<br>\$136,552.00 | \$67.36<br>\$140,108.80 |