

**COLUMBIA COUNTY GOVERNMENT  
SALARY MATRIX**

**ANNUAL RATES FOR  
EXEMPT POSITIONS**

**HOURLY RATES FOR  
NON-EXEMPT POSITIONS**

| GRADE | MINIMUM     | MIDPOINT    | MAXIMUM     |
|-------|-------------|-------------|-------------|
| 6     | \$16,806.40 | \$21,008.00 | \$25,209.60 |
| 7     | \$17,638.40 | \$22,068.80 | \$26,478.40 |
| 8     | \$18,532.80 | \$23,171.20 | \$27,788.80 |
| 9     | \$19,448.00 | \$24,315.20 | \$29,182.40 |
| 10    | \$20,425.60 | \$25,542.40 | \$30,638.40 |
| 11    | \$21,444.80 | \$26,811.20 | \$32,177.60 |
| 12    | \$22,526.40 | \$28,163.20 | \$33,779.20 |
| 13    | \$23,649.60 | \$29,556.80 | \$35,484.80 |
| 14    | \$24,835.20 | \$31,033.60 | \$37,252.80 |
| 15    | \$26,083.20 | \$32,593.60 | \$39,104.00 |
| 16    | \$27,372.80 | \$34,216.00 | \$41,059.20 |
| 17    | \$28,745.60 | \$35,942.40 | \$43,118.40 |
| 18    | \$30,180.80 | \$37,731.20 | \$45,281.60 |
| 19    | \$31,699.20 | \$39,624.00 | \$47,548.80 |
| 20    | \$33,280.00 | \$41,600.00 | \$49,920.00 |
| 21    | \$34,944.00 | \$43,680.00 | \$52,416.00 |
| 22    | \$36,691.20 | \$45,864.00 | \$55,036.80 |

| MINIMUM | MIDPOINT | MAXIMUM |
|---------|----------|---------|
| \$8.08  | \$10.10  | \$12.12 |
| \$8.48  | \$10.61  | \$12.73 |
| \$8.91  | \$11.14  | \$13.36 |
| \$9.35  | \$11.69  | \$14.03 |
| \$9.82  | \$12.28  | \$14.73 |
| \$10.31 | \$12.89  | \$15.47 |
| \$10.83 | \$13.54  | \$16.24 |
| \$11.37 | \$14.21  | \$17.06 |
| \$11.94 | \$14.92  | \$17.91 |
| \$12.54 | \$15.67  | \$18.80 |
| \$13.16 | \$16.45  | \$19.74 |
| \$13.82 | \$17.28  | \$20.73 |
| \$14.51 | \$18.14  | \$21.77 |
| \$15.24 | \$19.05  | \$22.86 |
| \$16.00 | \$20.00  | \$24.00 |
| \$16.80 | \$21.00  | \$25.20 |
| \$17.64 | \$22.05  | \$26.46 |

**Start 10% increase between salary grades**

|    |             |              |              |
|----|-------------|--------------|--------------|
| 23 | \$40,352.00 | \$50,440.00  | \$60,528.00  |
| 24 | \$44,387.20 | \$55,494.40  | \$66,601.60  |
| 25 | \$48,838.40 | \$61,048.00  | \$73,257.60  |
| 26 | \$53,726.40 | \$67,142.40  | \$80,579.20  |
| 27 | \$59,092.80 | \$73,860.80  | \$88,628.80  |
| 28 | \$65,000.00 | \$81,244.80  | \$97,489.60  |
| 29 | \$71,489.60 | \$89,377.60  | \$107,244.80 |
| 30 | \$78,644.80 | \$98,300.80  | \$117,977.60 |
| 31 | \$86,507.20 | \$108,139.20 | \$129,771.20 |

|         |         |         |
|---------|---------|---------|
| \$19.40 | \$24.25 | \$29.10 |
| \$21.34 | \$26.68 | \$32.02 |
| \$23.48 | \$29.35 | \$35.22 |
| \$25.83 | \$32.28 | \$38.74 |
| \$28.41 | \$35.51 | \$42.61 |
| \$31.25 | \$39.06 | \$46.87 |
| \$34.37 | \$42.97 | \$51.56 |
| \$37.81 | \$47.26 | \$56.72 |
| \$41.59 | \$51.99 | \$62.39 |

Annualized rates are based on 2,080 working hours per calendar year.

Minimum wage increased to \$7.25/hour July 24, 2009.

Columbia County minimum rate is \$8.48/hour effective February 7, 2016.

Grades 6-8 will be removed at a rate of 1 grade per year beginning February 2016.

**Fire Rescue Matrix Effective 12/30/2012**

|      |             |             |             |
|------|-------------|-------------|-------------|
| 19F1 | \$29,819.92 | \$37,288.68 | \$44,757.44 |
| 20F2 | \$31,335.72 | \$39,162.76 | \$46,989.80 |
| 21FR | \$32,879.08 | \$41,119.52 | \$49,332.40 |
| 22FR | \$34,532.68 | \$43,158.96 | \$51,812.80 |

|         |         |         |
|---------|---------|---------|
| \$10.82 | \$13.53 | \$16.24 |
| \$11.37 | \$14.21 | \$17.05 |
| \$11.93 | \$14.92 | \$17.90 |
| \$12.53 | \$15.66 | \$18.80 |

**Start 10% increase between salary grades**

|      |             |              |              |
|------|-------------|--------------|--------------|
| 23FR | \$37,977.68 | \$47,485.88  | \$56,994.08  |
| 24FR | \$41,780.96 | \$52,226.20  | \$62,671.44  |
| 25FR | \$45,970.08 | \$57,462.60  | \$68,955.12  |
| 26FR | \$50,572.60 | \$63,195.08  | \$75,845.12  |
| 27FR | \$55,616.08 | \$69,533.88  | \$83,424.12  |
| 28FR | \$61,183.20 | \$76,479.00  | \$91,774.80  |
| 29FR | \$67,301.52 | \$84,113.12  | \$100,952.28 |
| 30FR | \$74,026.16 | \$92,546.48  | \$111,039.24 |
| 31FR | \$81,439.80 | \$101,779.08 | \$122,145.92 |

|         |         |         |
|---------|---------|---------|
| \$13.78 | \$17.23 | \$20.68 |
| \$15.16 | \$18.95 | \$22.74 |
| \$16.68 | \$20.85 | \$25.02 |
| \$18.35 | \$22.93 | \$27.52 |
| \$20.18 | \$25.23 | \$30.27 |
| \$22.20 | \$27.75 | \$33.30 |
| \$24.42 | \$30.52 | \$36.63 |
| \$26.86 | \$33.58 | \$40.29 |
| \$29.55 | \$36.93 | \$44.32 |

Annualized rates are based on 2,756 working hours per calendar year.

**Contract Matrix and Pay Ranges**

| CONTRACT     | MINIMUM      | MIDPOINT     | MAXIMUM      |
|--------------|--------------|--------------|--------------|
| Contract I   | \$34,863.40  | \$47,700.95  | \$60,538.50  |
| Contract II  | \$61,775.70  | \$81,852.40  | \$101,929.10 |
| Contract III | \$97,353.60  | \$121,692.00 | \$146,030.40 |
| Contract IV  | \$121,692.50 | \$152,115.00 | \$182,537.50 |

Employment contracts and the salary rates are approved by the Board of Commissioners.