

**RESOLUTION**

Moved by McCoy, Seconded by Connolly that the following Resolution be adopted:

**WHEREAS**, on March 8, 2022, the Board of Supervisors approved the terms of the 2022-2027 Collective Bargaining Agreement (the "Agreement") between Polk County and AFSCME Local 1868; and

**WHEREAS**, the Agreement contemplated a four percent (4%) general wage increase effective at the beginning of the pay period including July 1, 2023; and

**WHEREAS**, during deliberations for the FY23/24 budget, the Board of Supervisors discussed increasing the AFSCME general wage increase percentage to five percent (5%) to match increases contemplated for non-bargaining and Teamsters-covered employees; and

**WHEREAS**, in accordance with this discussion, Human Resources prepared a Memorandum of Understanding with AFSCME Local 1868, subject to approval by the Board of Supervisors, to effectuate the contemplate general wage adjustment from 4% to 5% for July 1, 2023.

**NOW, THEREFORE BE IT RESOLVED** Polk County, Iowa approves the attached Memorandum of Understanding and directs the County Auditor and Director of Human Resources to take all necessary steps to implement this resolution.

Approved this 21<sup>st</sup> day of FEBRUARY, 2023.

**POLK COUNTY, IOWA**

Tom Hockensmith  
Tom Hockensmith, Chair  
Polk County Board of Supervisors

**RECOMMENDED FOR APPROVAL:**

By: Jeff Edgar  
Jeffrey Edgar, Director  
Polk County Human Resources

**APPROVED AS TO FORM:**

Kimberly Graham  
Polk County Attorney

By: Ralph Munn  
Assistant County Attorney

ROLL CALL  
FOR ALLOWANCE

Matt McCoy	<input checked="" type="checkbox"/> Yea	<input type="checkbox"/> Nay
Robert Brownell	<input type="checkbox"/> Yea	<input checked="" type="checkbox"/> Nay
Angela Connolly	<input checked="" type="checkbox"/> Yea	<input type="checkbox"/> Nay
Steve Van Oort	<input checked="" type="checkbox"/> Yea	<input type="checkbox"/> Nay
Tom Hockensmith	<input checked="" type="checkbox"/> Yea	<input type="checkbox"/> Nay
	Yea <u>4</u>	Nay <u>1</u>

Above tabulation made by ED

FEB 21 2023

ALLOWED BY VOTE  
OF BOARD  
CHAIRPERSON

Tom Hockensmith

FISCAL NOTE: Costs are incorporated in the FY23/24 budget

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# POLK COUNTY BOARD OF SUPERVISORS

## Tuesday Agenda Memorandum

**Item Type & Title:** Approve FY23/24 General Wage Modification Memorandum of Understanding for AFSCME-Covered Employees

**Agenda Date:** February 21, 2023

**Contact Individual:** Jeffrey Edgar, Director of Human Resources

**Previous Action taken by the Board:** Approval of 2022-2027 Collective Bargaining Agreement between Polk County and AFSCME Local 1868 on March 8, 2022.

**Action Requested (Recommended):** Approve modification of the scheduled general wage increase from 4% to 5% for FY23/24 in accordance with the Memorandum of Understanding attached to the Resolution.

**Comply with Policy:** Yes

**Background:** AFSCME-covered employees are scheduled to receive a 4% general wage increase in accordance with the 2022-2027 Collective Bargaining Agreement at the beginning of the pay period including July 1, 2023. During budget deliberations, the Board of Supervisors discussed increasing the percentage to 5% to match increases contemplated for non-bargaining employees and Teamsters-covered employees. In accordance with this discussion, Human Resources prepared a Memorandum of Understanding with AFSCME Local 1868, subject to approval by the Board of Supervisors, to effectuate the contemplated adjustment to 5%.

**Action Impact:** Authorizes the County Auditor and Director of Human Resources to take the necessary steps to implement this resolution.

**Fiscal Note:** Costs incorporated in the FY23/24 budget.

Fiscal Year	New Budget Item? (Y/N)	# of New Position(s) Required	Anticipated Expense	Anticipated Revenue	Budget Amendment Required? (Y/N)	If Amendment is Required,	
						Expense Account Code	Revenue Account Code
23/24							

**Additional Fiscal Note Information (optional):**



**EXHIBIT A**

**AFSCME Bargaining Units  
Secondary Roads, Clerical, Maintenance/Custodial  
Paraprofessional and Professional  
5% General Wage Increase To Base Salary Ranges FY 23/24**

<b>Pay Grade</b>	<b>Minimum</b>	<b>Equiv. Hourly Rate Min.</b>	<b>16% Above Minimum</b>	<b>Equiv. Hrly Rate 16% Above Min.</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>Equiv. Hourly Rate Max</b>
6	\$37,484	\$17.961	\$43,481	\$20.834	\$43,047	\$48,610	\$23.292
7	\$39,173	\$18.770	\$45,441	\$21.773	\$45,004	\$50,835	\$24.358
8	\$40,927	\$19.610	\$47,475	\$22.748	\$47,052	\$53,177	\$25.480
9	\$42,791	\$20.504	\$49,638	\$23.784	\$49,224	\$55,656	\$26.668
10	\$44,732	\$21.434	\$51,889	\$24.863	\$51,484	\$58,236	\$27.904
11	\$46,775	\$22.413	\$54,259	\$25.999	\$53,860	\$60,945	\$29.202
12	\$48,916	\$23.438	\$56,743	\$27.189	\$56,357	\$63,797	\$30.569
13	\$51,169	\$24.518	\$59,356	\$28.441	\$58,978	\$66,787	\$32.001
14	\$53,550	\$25.659	\$62,118	\$29.764	\$61,742	\$69,933	\$33.509
15	\$56,032	\$26.848	\$64,997	\$31.144	\$64,633	\$73,233	\$35.090
16	\$58,634	\$28.095	\$68,015	\$32.590	\$67,664	\$76,694	\$36.748
17	\$61,379	\$29.410	\$71,200	\$34.116	\$70,861	\$80,343	\$38.497
18	\$64,258	\$30.790	\$74,539	\$35.716	\$74,207	\$84,155	\$40.323
19	\$67,280	\$32.238	\$78,045	\$37.396	\$77,726	\$88,172	\$42.248
20	\$70,454	\$33.759	\$81,727	\$39.160	\$81,407	\$92,360	\$44.255
21	\$73,782	\$35.353	\$85,587	\$41.010	\$85,284	\$96,786	\$46.376
22	\$77,289	\$37.034	\$89,655	\$42.959	\$89,362	\$101,435	\$48.603
23	\$80,953	\$38.789	\$93,905	\$44.995	\$93,627	\$106,301	\$50.935
24	\$84,813	\$40.639	\$98,383	\$47.141	\$98,117	\$111,420	\$53.388
25	\$88,843	\$42.570	\$103,058	\$49.381	\$102,820	\$116,797	\$55.964
26	\$93,096	\$44.608	\$107,991	\$51.745	\$107,767	\$122,437	\$58.667
27	\$97,567	\$46.750	\$113,178	\$54.230	\$112,969	\$128,370	\$61.509
28	\$102,247	\$48.992	\$118,607	\$56.831	\$118,414	\$134,581	\$64.485
29	\$107,168	\$51.350	\$124,315	\$59.566	\$124,150	\$141,132	\$67.624
30	\$112,337	\$53.827	\$130,311	\$62.439	\$130,158	\$147,979	\$70.905
31	\$117,764	\$56.427	\$136,606	\$65.456	\$136,474	\$155,183	\$74.357
32	\$123,451	\$59.152	\$143,203	\$68.617	\$143,065	\$162,678	\$77.948
33	\$129,414	\$62.010	\$150,120	\$71.931	\$149,975	\$170,536	\$81.713
34	\$135,665	\$65.005	\$157,371	\$75.405	\$157,219	\$178,772	\$85.660

4% anniversary increases until maximum of range.

For part-time hourly rates, divide the annual salary by 2087 hours and round to 3 decimals.

Round up the 3rd digit if the 4th digit is 5 or above.

**Polk County Attorney**  
**Pay Matrix and Advancement Schedule**  
**For Employees Hired Prior to 7/1/12**  
**5% General Increase to Base Salary Ranges FY 23/24**

<b>Step Schedule</b>	<b>FY 23/24 Salary</b>	<b>Equivalent Hourly Rate</b>
Entry Step	\$85,700	\$41.064
Step 1 - After 1 year at Entry Step	\$91,652	\$43.916
Step 2 - After 1 year at Step 1	\$99,095	\$47.482
Step 3 - After 1 year at Step 2	\$106,531	\$51.045
Step 4 - After 1 year at Step 3	\$113,971	\$54.610
Step 5 - After 1 year at Step 4	\$121,415	\$58.177
Step 6 - After 1 year at Step 5	\$128,856	\$61.742
Step 6M - Merit*	\$132,576	\$63.525
Step 7 - After 1 year at Step 6	\$136,295	\$65.307
Step 7M - Merit*	\$140,013	\$67.088
Step 8 - After 1 year at Step 7	\$143,735	\$68.872
Step 8M - Merit*	\$147,450	\$70.652
Step 9 - After 1 year at Step 8	\$151,174	\$72.436
Step 9M - Merit*	\$154,893	\$74.218
Step 10 - After 1 year at Step 9	\$158,615	\$76.001
Step 10M - Merit*	\$162,332	\$77.782

**Polk County Attorney**  
**Open Pay Range**  
**For Employees Hired On or After 7/1/12**

<b>Grade</b>	<b>Minimum</b>	<b>Entry Hourly Equivalent</b>	<b>Midpoint</b>	<b>Maximum</b>
ATTY	\$94,386	\$45.226	\$128,359	\$162,332

5% anniversary increases until maximum of range.

For part-time equivalent hourly rates: Divide the annual salary by 2087 hours and round to 3 decimals.