

FY 23/24 Pay Schedules

Elected Officials

Appointed Deputies

Non-Bargaining: Management, Supervisory and Excluded

AFSCME

AFSCME Attorneys

Teamsters

Summer / Seasonal Rates

FTE Calculations

**Elected Officials Salary Schedule
FY 23/24**

**6% General Increase to Auditor, Board of
Supervisors, Recorder, and Treasurer Salaries
6.5% General Increases to County Attorney and
Sheriff Salaries**

Elected Office	FY 23/24 Salary
Auditor	\$143,548
Board of Supervisors	\$143,548
County Attorney	\$245,323
Recorder	\$143,548
Sheriff	\$204,135
Treasurer	\$143,548

**Appointed Deputy Salaries
FY 23/24**

**6% General Increase to Auditor, Board of Supervisors, Recorder, and Treasurer Salaries
6.5% General Increases to County Attorney and Sheriff Salaries**

Elected Official	FY 23/24 Salary	Appointed Deputy	% of Elected Salary	FY 23/24 Salary
County Attorney	\$245,323	Bureau Chief	85%	\$208,525
Recorder	\$143,548	First Deputy Recorder	85%	\$122,016
Recorder	\$143,548	Second Deputy Recorder	85%	\$122,016
Recorder	\$143,548	Second Deputy Recorder	80%	\$114,838
Sheriff	\$204,135	Chief Deputy/1st Deputy	85%	\$173,515
Sheriff	\$204,135	Sheriff Second Deputy	85%	\$173,515
Sheriff	\$204,135	Sheriff Second Deputy	74%	\$151,060
Treasurer	\$143,548	Deputy Treasurer	85%	\$122,016

Non-Bargaining Units
Department Heads, Managers/Supervisors, and Excluded Confidential
5% General Wage Increase To Base Salary Ranges FY 23/24

Pay Grade	Minimum	Equiv. Hourly Rate Min.	Midpoint	Maximum	Equiv. Hourly Rate Max.
6	\$42,541	\$20.384	\$49,027	\$55,512	\$26.599
7	\$44,500	\$21.322	\$51,303	\$58,106	\$27.842
8	\$46,555	\$22.307	\$53,697	\$60,838	\$29.151
9	\$48,724	\$23.346	\$56,223	\$63,721	\$30.532
10	\$50,989	\$24.432	\$58,861	\$66,732	\$31.975
11	\$53,378	\$25.576	\$61,635	\$69,891	\$33.489
12	\$55,869	\$26.770	\$64,544	\$73,218	\$35.083
13	\$58,499	\$28.030	\$67,598	\$76,696	\$36.749
14	\$61,272	\$29.359	\$70,820	\$80,368	\$38.509
15	\$64,162	\$30.744	\$74,195	\$84,227	\$40.358
16	\$67,205	\$32.202	\$77,733	\$88,261	\$42.291
17	\$70,403	\$33.734	\$81,455	\$92,507	\$44.325
18	\$73,747	\$35.336	\$85,350	\$96,953	\$46.456
19	\$77,278	\$37.028	\$89,457	\$101,635	\$48.699
20	\$80,989	\$38.806	\$93,753	\$106,517	\$51.038
21	\$84,866	\$40.664	\$98,270	\$111,674	\$53.509
22	\$88,948	\$42.620	\$103,029	\$117,109	\$56.114
23	\$93,224	\$44.669	\$107,997	\$122,770	\$58.826
24	\$97,728	\$46.827	\$113,235	\$128,742	\$61.688
25	\$102,420	\$49.075	\$118,716	\$135,011	\$64.691
26	\$107,381	\$51.452	\$124,487	\$141,593	\$67.845
27	\$112,603	\$53.954	\$130,551	\$148,499	\$71.154
28	\$118,047	\$56.563	\$136,894	\$155,741	\$74.624
29	\$123,790	\$59.315	\$143,587	\$163,383	\$78.286
30	\$129,818	\$62.203	\$150,592	\$171,366	\$82.111
31	\$136,143	\$65.234	\$157,954	\$179,765	\$86.136
32	\$142,783	\$68.415	\$165,681	\$188,578	\$90.358
33	\$149,751	\$71.754	\$173,766	\$197,781	\$94.768
34	\$157,059	\$75.256	\$182,245	\$207,431	\$99.392
35	\$164,725	\$78.929	\$191,139	\$217,553	\$104.242

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.

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

Pay Grade	Minimum	Equiv. Hourly Rate Min.	16% Above Minimum	Equiv. Hrly Rate 16% Above Min.	Midpoint	Maximum	Equiv. Hourly Rate Max
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

Step Schedule	FY 23/24 Salary	Equivalent Hourly Rate
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

Grade	Minimum	Entry Hourly Equivalent	Midpoint	Maximum
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.

Teamsters Bargaining Unit
FY 23/24
5% General Increase to Base Salary
Ranges

Pay Grade	Minimum	Midpoint	Maximum
15	\$62,401	\$71,498	\$80,595
16	\$65,867	\$75,470	\$85,072
17	\$69,334	\$79,442	\$89,549
18	\$72,800	\$83,413	\$94,027

Hourly Equivalents Based on 2087
Hrs/Yr

Pay Grade	Minimum	Midpoint	Maximum
15	\$29.900	\$34.259	\$38.618
16	\$31.561	\$36.162	\$40.763
17	\$33.222	\$38.065	\$42.908
18	\$34.883	\$39.968	\$45.054

**Summer Pay Rates
Summer 2023**

Classification	Hourly Rate
Law Clerk	\$19.000
Mosquito Control Tech	\$18.000-\$21.000 DOQ
Summer Intern	\$17.000
Utility Crew Leader	\$18.000
Utility Laborer	\$16.000
Utility Office Assist	\$15.000
Youth Recreation Aide	\$16.000

**Seasonal Pay Rates
Summer 2023**

Classification	Hourly Rate
Mosquito Collection Tech	\$18.000-\$21.000 DOQ
Weed Commission Crew Leader	\$18.000-\$21.000 DOQ

**Election Office Seasonal Pay Rates
FY23/24**

Classification	Hourly Rate
Precinct Worker	\$15.000
Precinct Chairperson	\$17.000

Full Time Equivalent (FTE)

FISCAL YEAR HOURS - 2,087
FISCAL YEAR DAYS - 260.875
FISCAL YEAR WEEKS - 52.175

<u>Hrs/Week</u>	<u>Hrs/Year</u>	<u>FTE</u>
1	52.18	0.03
2	104.35	0.05
3	156.53	0.08
4	208.70	0.10
5	260.88	0.13
6	313.05	0.15
7	365.23	0.18
8	417.40	0.20
9	469.58	0.23
10	521.75	0.25
11	573.93	0.28
12	626.10	0.30
13	678.28	0.33
14	730.45	0.35
15	782.63	0.38
16	834.80	0.40
17	886.98	0.43
18	939.15	0.45
19	991.33	0.48
20	1,043.50	0.50
21	1,095.68	0.53
22	1,147.85	0.55
23	1,200.03	0.58
24	1,252.20	0.60
25	1,304.38	0.63
26	1,356.55	0.65
27	1,408.73	0.68
28	1,460.90	0.70
29	1,513.08	0.73
30	1,565.25	0.75
31	1,617.43	0.78
32	1,669.60	0.80
33	1,721.78	0.83
34	1,773.95	0.85
35	1,826.13	0.88
36	1,878.30	0.90
37	1,930.48	0.93
38	1,982.65	0.95
39	2,034.83	0.98
40	2,087.00	1.00