

**Polk County Job Classification Index
as of 7/1/23**

| Code | Classification | Grid | Grade | Entry (7/1/23) | Maximum (7/1/23) | Unit | Benefit Group | Work Comp code | FLSA Status | Overtime Code | EEO Cat |
|--------|---|------|-------|----------------|------------------|------|---------------|----------------|-------------|---------------|---------|
| 130415 | Accountant | E | 19 | \$77,278 | \$101,635 | PRE | Excl | 8810 | E | 1 | B |
| 130416 | Accountant-Treasurer | M | 20 | \$80,989 | \$106,517 | MS | MS | 8810 | E | 0 | A |
| 410620 | Accounting Clerk | A | 11 | \$46,775 | \$60,945 | CA | AFSCME | 8810 | N | 2 | F |
| 110407 | Accounting Manager-Treasurer | M | 23 | \$93,224 | \$122,770 | MS | MS | 8810 | E | 0 | A |
| 130400 | Accounting Supervisor | M | 25 | \$102,420 | \$135,011 | MS | MS | 8810 | E | 0 | A |
| 410600 | Accounting Technician | A | 15 | \$56,032 | \$73,233 | PAA | AFSCME | 8810 | N | 2 | E |
| 410218 | Administrative Aide | E | 9 | \$48,724 | \$63,721 | CE | Excl | 8810 | N | 2 | F |
| 410214 | Administrative Assistant | E | 13 | \$58,499 | \$76,696 | CE | Excl | 8810 | N | 2 | F |
| 410219 | Administrative Clerk | E | 13 | \$58,499 | \$76,696 | CE | Excl | 8810 | N | 2 | F |
| 130211 | Administrative Services Analyst | E | 17 | \$70,403 | \$92,507 | PRE | Excl | 8810 | E | 1 | B |
| 410111 | Administrative Services Specialist | E | 15 | \$64,162 | \$84,227 | CE | Excl | 8810 | N | 2 | F |
| 130213 | Administrative Services/Planning Analyst | E | 19 | \$77,278 | \$101,635 | PRE | Excl | 8810 | E | 1 | B |
| 410110 | Administrative Supervisor | M | 17 | \$70,403 | \$92,507 | MS | MS | 8810 | E | 0 | A |
| 190100 | Air Permit Engineer | A | 26 | \$93,096 | \$122,437 | PRA | AFSCME | 9410 | E | 1 | B |
| 111101 | Air Quality Compliance Technician | A | 18 | \$64,258 | \$84,155 | PAA | AFSCME | 9410 | N | 2 | C |
| 111100 | Air Quality Manager | M | 28 | \$118,047 | \$155,741 | MS | MS | 9410 | E | 0 | A |
| 190105 | Air Quality Specialist | A | 20 | \$70,454 | \$92,360 | PRA | AFSCME | 9410 | E | 1 | B |
| 250100 | Archivist | A | 17 | \$61,379 | \$80,343 | PRA | AFSCME | 8810 | E | 1 | B |
| 230105 | Assistant County Attorney | A | ATY | \$94,386 | \$128,359 | PRA | AFSCME | 8820 | E | 0 | B |
| 110200 | Assistant County Auditor | M | 28 | \$118,047 | \$155,741 | MS | MS | 8810 | E | 0 | A |
| 410203 | Assistant County Clerk | E | 16 | \$67,205 | \$88,261 | CE | Excl | 8810 | N | 2 | F |
| 111000 | Assistant County Engineer | M | 28 | \$118,047 | \$155,741 | MS | MS | 9410 | E | 0 | A |
| 150101 | Associate Full Stack Software Developer | E | 20 | \$80,989 | \$106,517 | PRE | Excl | 8810 | E | 1 | B |
| 150603 | Associate Hardware/Software Technician | E | 19 | \$77,278 | \$101,635 | PAE | Excl | 8810 | E | 1 | C |
| 480002 | Behavioral Health & Disability Services Budget Coordinator | E | 21 | \$84,866 | \$111,674 | PRE | Excl | 8810 | E | 1 | B |
| 480000 | Behavioral Health & Disability Services Chief Executive Officer | M | 31 | \$136,143 | \$179,765 | DH | DH | 8810 | E | 0 | A |
| 480003 | Behavioral Health & Disability Services Coordination Specialist | A | 19 | \$67,280 | \$88,172 | PRA | AFSCME | 9410 | N | 2 | B |
| 480001 | Behavioral Health & Disability Services Program Planner | E | 26 | \$107,381 | \$141,593 | PRE | Excl | 8810 | E | 1 | B |
| 130108 | Benefits/Labor Relations Administrator | E | 25 | \$102,420 | \$135,011 | PRE | Excl | 8810 | E | 1 | B |
| 410335 | Booking Clerk | A | 12 | \$48,916 | \$63,797 | CA | AFSCME | 7720 | N | 2 | F |
| 130308 | Budget Coordinator | E | 22 | \$88,948 | \$117,109 | PRE | Excl | 8810 | E | 1 | B |
| 110415 | Budget Manager | M | 29 | \$123,790 | \$163,383 | MS | MS | 8810 | E | 0 | A |
| 130310 | Budget Specialist | E | 19 | \$77,278 | \$101,635 | PRE | Excl | 8810 | E | 1 | B |
| 350200 | Building Attendant | A | 15 | \$56,032 | \$73,233 | MA | AFSCME | 9015 | N | 2 | H |
| 430206 | Building Code Officer | A | 20 | \$70,454 | \$92,360 | PAA | AFSCME | 9410 | N | 2 | C |
| 430110 | Building Engineering Manager | M | 23 | \$93,224 | \$122,770 | MS | MS | 9015 | E | 0 | A |
| 450125 | Building Maintenance Manager | M | 21 | \$84,866 | \$111,674 | MS | MS | 9015 | E | 0 | A |
| 450120 | Building Maintenance Supervisor | M | 18 | \$73,747 | \$96,953 | MS | MS | 9015 | E | 0 | A |
| 350109 | Building Services Manager | M | 21 | \$84,866 | \$111,674 | MS | MS | 9015 | E | 0 | A |
| 350210 | Building Technician | A | 9 | \$42,791 | \$55,656 | MA | AFSCME | 9015 | N | 2 | H |
| 110600 | Bureau Chief County Attorney | APT | 85% | | \$208,525 | MS | MS | 8820 | E | 0 | EX |
| 110422 | Business Manager-Sheriff | M | 26 | \$107,381 | \$141,593 | MS | MS | 8810 | E | 0 | A |
| 150705 | Call Center Coordinator | E | 18 | \$73,747 | \$96,953 | PAE | Excl | 8810 | N | 2 | C |
| 150710 | Call Center Specialist | E | 14 | \$61,272 | \$80,368 | PAE | Excl | 8810 | N | 2 | C |
| 110729 | Captain | M | 25 | \$102,420 | \$135,011 | MS | MS | 7720 | E | 0 | A |
| 430405 | Carpenter | A | 18 | \$64,258 | \$84,155 | MA | AFSCME | 9015 | N | 2 | G |
| 410599 | Cash Management Technician | A | 16 | \$58,634 | \$76,694 | PAA | AFSCME | 8810 | N | 2 | E |
| 110400 | Central Accounting Manager | M | 31 | \$136,143 | \$179,765 | MS | MS | 8810 | E | 0 | A |
| 370101 | Central Intake Supervisor | M | 20 | \$80,989 | \$106,517 | MS | MS | 7720 | E | 0 | A |
| 110800 | Central Services Manager | M | 23 | \$93,224 | \$122,770 | MS | MS | 8810 | E | 0 | A |

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|--------|--|----------|-------|----------------|------------------|------|---------------|----------------|-------------|---------------|---------|
| 110801 | Central Services Technician | E | 14 | \$61,272 | \$80,368 | CE | Excl | 8810 | N | 2 | F |
| 290414 | Certified Medical Assistant | A | 12 | \$48,916 | \$63,797 | PAA | AFSCME | 8832 | N | 2 | C |
| 290415 | Certified Medical Assistant (Bi-Lingual) | A | 12 | \$48,916 | \$63,797 | PAA | AFSCME | 8832 | N | 2 | C |
| 110238 | Chief Assistant County Clerk | M | 24 | \$97,728 | \$128,742 | MS | MS | 8810 | E | 0 | A |
| 111201 | Chief Deputy Medical Examiner | Contract | C | | | MS | MS | 8832 | E | 0 | A |
| 110700 | Chief Deputy/First Deputy Sheriff | APT | 85% | | \$173,515 | MS | MS | 7720 | E | 0 | EX |
| 110405 | Chief Executive Officer-Treasurer's Office | M | 30 | \$129,818 | \$171,366 | MS | MS | 8810 | E | 0 | A |
| 111200 | Chief Medical Examiner | Contract | C | | | DH | DH | 8832 | E | 0 | A |
| 170120 | CISWRA Project Lead | E | 25 | \$102,420 | \$135,011 | PRE | Excl | 8810 | E | 1 | B |
| 230100 | Civil Claims Counsel | E | 32 | \$142,783 | \$188,578 | PRE | Excl | 8820 | E | 0 | B |
| 170206 | Civil Design Technician | A | 20 | \$70,454 | \$92,360 | PAA | AFSCME | 9410 | N | 2 | C |
| 170118 | Civil Engineer | E | 27 | \$112,603 | \$148,499 | PRE | Excl | 8810 | E | 1 | B |
| 410611 | Civil Process Clerk | A | 12 | \$48,916 | \$63,797 | CA | AFSCME | 8810 | N | 2 | F |
| 410612 | Civil Process Specialist | A | 16 | \$58,634 | \$76,694 | CA | AFSCME | 8810 | N | 2 | F |
| 310108 | Civil Process Supervisor | M | 19 | \$77,278 | \$101,635 | MS | MS | 8810 | E | 0 | A |
| 410316 | Claims Analyst | E | 20 | \$80,989 | \$106,517 | PRE | Excl | 8810 | E | 1 | B |
| 111206 | Clinic Supervisor | M | 22 | \$88,948 | \$117,109 | MS | MS | 8832 | E | 0 | A |
| 190207 | Code Enforcement Officer | A | 19 | \$67,280 | \$88,172 | PAA | AFSCME | 9410 | N | 2 | C |
| 210119 | Commodities Program Supervisor | M | 18 | \$73,747 | \$96,953 | MS | MS | 9410 | E | 0 | A |
| 130206 | Community Grant Administrator | E | 25 | \$102,420 | \$135,011 | PRE | Excl | 8810 | E | 1 | B |
| 130196 | Community Relations Coordinator | E | 20 | \$80,989 | \$106,517 | PRE | Excl | 8810 | E | 1 | B |
| 130197 | Community Relations Specialist | E | 22 | \$88,948 | \$117,109 | PRE | Excl | 8810 | E | 1 | B |
| 130102 | Compensation Administrator | E | 25 | \$102,420 | \$135,011 | PRE | Excl | 8810 | E | 1 | B |
| 150602 | Computer Systems Specialist | E | 19 | \$77,278 | \$101,635 | PAE | Excl | 8810 | E | 1 | C |
| 310500 | Control Center Specialist | A | 16 | \$58,634 | \$76,694 | PAA | AFSCME | 7720 | N | 2 | E |
| 330205 | Cook | A | 9 | \$42,791 | \$55,656 | MA | AFSCME | 7720 | N | 2 | H |
| 210200 | Counselor | A | 20 | \$70,454 | \$92,360 | PRA | AFSCME | 9410 | E | 1 | B |
| 110101 | County Administrator | Contract | C | | \$263,755 | DH | DH | 8810 | E | 0 | A |
| 111002 | County Engineer | M | 32 | \$142,783 | \$188,578 | MS | MS | 9410 | E | 0 | A |
| 210226 | County Veteran Service Officer | A | 18 | \$64,258 | \$84,155 | PRA | AFSCME | 9410 | N | 2 | B |
| 310505 | Court Security Officer | A | 14 | \$53,550 | \$69,933 | PAA | AFSCME | 7720 | N | 2 | DNS |
| 111316 | Crisis/Advocacy Supervisor | M | 21 | \$84,866 | \$111,674 | MS | MS | 9410 | E | 0 | A |
| 150400 | Database Administrator | E | 26 | \$107,381 | \$141,593 | PRE | Excl | 8810 | E | 1 | B |
| 111319 | Decategorization Program Coordinator | A | 17 | \$61,379 | \$80,343 | PRA | AFSCME | 8810 | E | 1 | B |
| 111317 | Decategorization Supervisor | M | 20 | \$80,989 | \$106,517 | MS | MS | 9410 | E | 0 | A |
| 310205 | Deputy | T | 17 | \$69,334 | \$89,549 | T | Teamster | 7720 | N | 2 | DS |
| 111003 | Deputy County Administrator | M | 31 | \$136,143 | \$179,765 | MS | MS | 8810 | E | 0 | A |
| 111302 | Deputy Director of Community, Family, and Youth Services | M | 28 | \$118,047 | \$155,741 | MS | MS | 9410 | E | 0 | A |
| 571103 | Deputy Director of Emergency Management | M | 20 | \$80,989 | \$106,517 | MS | MS | 9410 | E | 0 | A |
| 110906 | Deputy Director of General Services | M | 26 | \$107,381 | \$141,593 | MS | MS | 8810 | E | 0 | A |
| 110511 | Deputy Director of Human Resources | M | 30 | \$129,818 | \$171,366 | MS | MS | 8810 | E | 0 | A |
| 110313 | Deputy Director of Information Technology | M | 30 | \$129,818 | \$171,366 | MS | MS | 8810 | E | 0 | A |
| 210227 | Deputy Director of Veteran Affairs | M | 20 | \$80,989 | \$106,517 | MS | MS | 9410 | E | 0 | A |
| 110106 | Deputy Health Director | M | 27 | \$112,603 | \$148,499 | MS | MS | 8832 | E | 0 | A |
| 110215 | Deputy Treasurer | APT | 85% | | \$122,016 | MS | MS | 8810 | E | 0 | EX |
| 170209 | Design Technician | A | 20 | \$70,454 | \$92,360 | PAA | AFSCME | 9410 | N | 2 | C |
| 310305 | Detective | T | 18 | \$72,800 | \$94,027 | T | Teamster | 7720 | N | 2 | DS |
| 310106 | Detention Facility Superintendent | M | 22 | \$88,948 | \$117,109 | MS | MS | 7720 | N | 5 | B |
| 310400 | Detention Officer | T | 15 | \$62,400 | \$80,595 | T | Teamster | 7720 | N | 2 | DNS |
| 110728 | Detention Security Manager | M | 25 | \$102,420 | \$135,011 | MS | MS | 7720 | E | 0 | A |

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|--------|---|------|-------|----------------|------------------|------|---------------|----------------|-------------|---------------|---------|
| 310122 | Detention Supervisor | M | 19 | \$77,278 | \$101,635 | MS | MS | 7720 | N | 5 | C |
| 150309 | Digital Media Specialist | E | 19 | \$77,278 | \$101,635 | PAE | Excl | 8810 | E | 1 | C |
| 110141 | Director of Community, Family, & Youth Svcs | M | 32 | \$142,783 | \$188,578 | DH | DH | 9410 | E | 0 | A |
| 571100 | Director of Emergency Management | M | 29 | \$123,790 | \$163,383 | DH | DH | 9410 | E | 0 | A |
| 110135 | Director of General Services | M | 30 | \$129,818 | \$171,366 | DH | DH | 8810 | E | 0 | A |
| 110130 | Director of Human Resources | M | 32 | \$142,783 | \$188,578 | DH | DH | 8810 | E | 0 | A |
| 110115 | Director of Information Technology | M | 33 | \$149,751 | \$197,781 | DH | DH | 8810 | E | 0 | A |
| 110105 | Director of Public Health | M | 31 | \$136,143 | \$179,765 | DH | DH | 8832 | E | 0 | A |
| 110110 | Director of Public Works | M | 34 | \$157,059 | \$207,431 | DH | DH | 9410 | E | 0 | A |
| 111207 | Disease Prevention Supervisor | M | 21 | \$84,866 | \$111,674 | MS | MS | 8832 | E | 0 | A |
| 110512 | Diversity, Inclusion, and Organizational Development Specialist | E | 22 | \$88,948 | \$117,109 | PRE | Excl | 8810 | E | 1 | B |
| 575703 | E911 Coordinator | E | 17 | \$70,403 | \$92,507 | PRE | Excl | 8810 | E | 1 | B |
| 110236 | Election Program Supervisor | M | 24 | \$97,728 | \$128,742 | MS | MS | 8810 | E | 0 | A |
| 410339 | Elections Coordinator | A | 14 | \$53,550 | \$69,933 | PAA | AFSCME | 8810 | N | 2 | E |
| 410801 | Elections Maintenance Clerk | A | 12 | \$48,916 | \$63,797 | CA | AFSCME | 8810 | N | 2 | F |
| 430505 | Elections Maintenance Laborer | A | 10 | \$44,732 | \$58,236 | MA | AFSCME | 8810 | N | 2 | H |
| 110235 | Elections Manager | M | 28 | \$118,047 | \$155,741 | MS | MS | 8810 | E | 0 | A |
| 410375 | Elections Office Clerk | A | 6 | \$17,961 | \$20,834 | CA | AFSCME | 8810 | N | 2 | F |
| 410338 | Elections Technology Coordinator | A | 15 | \$56,032 | \$73,233 | PAA | AFSCME | 8810 | N | 2 | E |
| 430400 | Electrician | A | 19 | \$67,280 | \$88,172 | MA | AFSCME | 9015 | N | 2 | G |
| 571309 | EM Office Specialist | E | 11 | \$53,378 | \$69,891 | CE | Excl | 8810 | N | 2 | F |
| 571306 | EM Program Assistant | E | 16 | \$67,205 | \$88,261 | PRE | Excl | 8810 | E | 1 | B |
| 290404 | Emergency Preparedness Coordinator | A | 22 | \$77,289 | \$101,435 | PRA | AFSCME | 8832 | E | 1 | B |
| 130117 | Employee Wellness and Development Coordinator | E | 20 | \$80,989 | \$106,517 | PRE | Excl | 8810 | E | 1 | B |
| 130107 | Employment Administrator | E | 25 | \$102,420 | \$135,011 | PRE | Excl | 8810 | E | 1 | B |
| 450195 | Engineering Systems Specialist | A | 21 | \$73,782 | \$96,786 | MA | AFSCME | 9015 | N | 2 | G |
| 170205 | Engineering Technician | A | 18 | \$64,258 | \$84,155 | PAA | AFSCME | 9410 | N | 2 | C |
| 170114 | Engineering Technician Supervisor | M | 23 | \$93,224 | \$122,770 | MS | MS | 9410 | E | 0 | A |
| 430300 | Equipment Operator | A | 17 | \$61,379 | \$80,343 | SRA | AFSCME | 5506 | N | 2 | G |
| 150107 | ERP Administrator | E | 26 | \$107,381 | \$141,593 | PRE | Excl | 8810 | E | 1 | B |
| 410362 | Evidence Clerk | A | 11 | \$46,775 | \$60,945 | CA | AFSCME | 8810 | N | 2 | F |
| 410325 | Evidence Technician | A | 14 | \$53,550 | \$69,933 | PAA | AFSCME | 7720 | N | 2 | F |
| 410207 | Executive Assistant to the Board | E | 17 | \$70,403 | \$92,507 | CE | Excl | 8810 | N | 2 | F |
| 111311 | Executive Director of Veteran Affairs | M | 25 | \$102,420 | \$135,011 | DH | DH | 9410 | E | 0 | A |
| 370400 | Facility Attendant | A | 7 | \$18,770 | \$21,773 | MA | AFSCME | 9015 | N | 2 | H |
| 310701 | Field Support Specialist | A | 18 | \$64,258 | \$84,155 | PAA | AFSCME | 8831 | N | 2 | DNS |
| 210411 | Financial Assistance Clerk | A | 12 | \$48,916 | \$63,797 | CA | AFSCME | 8810 | N | 2 | F |
| 210400 | Financial Assistance Specialist | A | 18 | \$64,258 | \$84,155 | PRA | AFSCME | 9410 | N | 2 | B |
| 210401 | Financial Assistance Supervisor | M | 20 | \$80,989 | \$106,517 | MS | MS | 8810 | E | 0 | A |
| 410603 | Financial Reports Specialist | A | 17 | \$61,379 | \$80,343 | PAA | AFSCME | 8810 | N | 2 | E |
| 110605 | First Assistant County Attorney - Civil | APT | 85% | | \$208,525 | MS | MS | 8820 | E | 0 | EX |
| 110205 | First Deputy Recorder | APT | 85% | | \$122,016 | MS | MS | 8810 | E | 0 | EX |
| 290205 | Forensic Lab Assistant | A | 19 | \$67,280 | \$88,172 | PAA | AFSCME | 8832 | N | 2 | C |
| 150102 | Full Stack Software Developer | E | 23 | \$93,224 | \$122,770 | PRE | Excl | 8810 | E | 1 | B |
| 110311 | Full Stack Software Development Manager | M | 28 | \$118,047 | \$155,741 | MS | MS | 8810 | E | 0 | A |
| 150406 | GIS Architect | E | 20 | \$80,989 | \$106,517 | PRE | Excl | 8810 | E | 1 | B |
| 150405 | GIS Database Administrator | E | 24 | \$97,728 | \$128,742 | PRE | Excl | 8810 | E | 1 | B |
| 111105 | GIS Manager | M | 27 | \$112,603 | \$148,499 | MS | MS | 8810 | E | 0 | A |
| 170305 | GIS Mapping Specialist | A | 20 | \$70,454 | \$92,360 | PAA | AFSCME | 8810 | N | 2 | C |
| 130216 | Grant Administrator | E | 24 | \$97,728 | \$128,742 | PRE | Excl | 8810 | E | 1 | B |

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|--------|--|----------|----------|----------------|------------------|------|---------------|----------------|-------------|---------------|---------|
| 450211 | Grounds Maintenance Specialist | A | 16 | \$58,634 | \$76,694 | MA | AFSCME | 9015 | N | 2 | G |
| 150604 | Hardware/Software Technician | E | 23 | \$93,224 | \$122,770 | PAE | Excl | 8810 | E | 1 | C |
| 290420 | Health Navigator Bi-Lingual | A | 12 | \$48,916 | \$63,797 | PAA | AFSCME | 8832 | N | 2 | E |
| 290403 | Health Services Coordinator | A | 21 | \$73,782 | \$96,786 | PRA | AFSCME | 8832 | E | 1 | B |
| 130411 | Healthy Homes Supervisor | M | 21 | \$84,866 | \$111,674 | MS | MS | 8832 | E | 0 | A |
| 111113 | Housing Services Manager | M | 27 | \$112,603 | \$148,499 | MS | MS | 9410 | E | 0 | A |
| 430210 | Housing Specialist | A | 20 | \$70,454 | \$92,360 | PAA | AFSCME | 9410 | N | 2 | C |
| 410213 | Human Resources Administrative Assistant | E | 14 | \$61,272 | \$80,368 | CE | Excl | 8810 | N | 2 | F |
| 130115 | Human Resources Analyst | E | 20 | \$80,989 | \$106,517 | PRE | Excl | 8810 | E | 1 | B |
| 410300 | Identification Technician | A | 17 | \$61,379 | \$80,343 | PAA | AFSCME | 8810 | N | 2 | C |
| 310300 | Investigator | A | 22 | \$77,289 | \$101,435 | PRA | AFSCME | 8820 | N | 2 | DS |
| 130305 | Investment Administrator | E | 24 | \$97,728 | \$128,742 | PRE | Excl | 8810 | E | 1 | B |
| 150098 | IT Project Manager | M | 25 | \$102,420 | \$135,011 | MS | MS | 8810 | E | 0 | A |
| 150303 | ITAT Project Manager | E | 25 | \$102,420 | \$135,011 | PRE | Excl | 8810 | E | 1 | B |
| 110711 | Jail Administrator | M | 29 | \$123,790 | \$163,383 | MS | MS | 7720 | E | 0 | A |
| 330102 | Jail Food Services Team Lead | M | 15 | \$64,162 | \$84,227 | MS | MS | 7720 | E | 0 | A |
| 330201 | Jail Food Services Worker | A | 12 | \$48,916 | \$63,797 | MA | AFSCME | 7720 | N | 2 | H |
| 410211 | Jail Office Supervisor | M | 20 | \$80,989 | \$106,517 | MS | MS | 8810 | E | 0 | A |
| 350205 | Jail Services Aide | A | 12 | \$48,916 | \$63,797 | MA | AFSCME | 7720 | N | 2 | H |
| 210350 | Jail Services Program Coordinator | A | 16 | \$58,634 | \$76,694 | PAA | AFSCME | 7720 | N | 2 | E |
| 330103 | Jail Services Supervisor | M | 20 | \$80,989 | \$106,517 | MS | MS | 7720 | E | 0 | A |
| 230200 | Juvenile Court Specialist | A | 19 | \$67,280 | \$88,172 | PRA | AFSCME | 8820 | N | 2 | B |
| 290100 | Laboratory Supervisor | M | 21 | \$84,866 | \$111,674 | MS | MS | 8832 | E | 0 | A |
| 190302 | Land Use Planning Coordinator | A | 26 | \$93,096 | \$122,437 | PRA | AFSCME | 9410 | E | 1 | B |
| 230210 | Law Clerk | Summer | Summer | | \$19,000 | | | 8820 | N | 2 | E |
| 190209 | Lead Abatement Coordinator | A | 20 | \$70,454 | \$92,360 | PRA | AFSCME | 8832 | N | 2 | C |
| 190208 | Lead Inspector | A | 19 | \$67,280 | \$88,172 | PRA | AFSCME | 9410 | N | 2 | C |
| 110612 | Lead Medicolegal Death Investigator | A | 22 | \$77,289 | \$101,435 | PRA | AFSCME | 8832 | E | 1 | B |
| 290421 | Lead Public Health Investigator | A | 21 | \$73,782 | \$96,786 | PRA | AFSCME | 8832 | N | 2 | B |
| 450196 | Lead Systems Specialist | A | 22 | \$77,289 | \$101,435 | MA | AFSCME | 9015 | N | 2 | G |
| 230205 | Legal Assistant | A | 17 | \$61,379 | \$80,343 | PAA | AFSCME | 8820 | N | 2 | F |
| 410205 | Legal Secretary | A | 15 | \$56,032 | \$73,233 | CA | AFSCME | 8820 | N | 2 | F |
| 230212 | License Reinstatement Coordinator | A | 15 | \$56,032 | \$73,233 | PAA | AFSCME | 8820 | N | 2 | E |
| 290413 | Licensed Practical Nurse | A | 14 | \$25,659 | \$33,509 | PAA | AFSCME | 8832 | N | 2 | C |
| 310100 | Lieutenant | M | 23 | \$93,224 | \$122,770 | MS | MS | 7720 | N | 5 | B |
| 410365 | Mail Room Clerk | A | 9 | \$42,791 | \$55,656 | CA | AFSCME | 8006 | N | 2 | F |
| 430107 | Maintenance Operations Manager | M | 25 | \$102,420 | \$135,011 | MS | MS | 5506 | E | 0 | A |
| 450210 | Maintenance Worker | A | 15 | \$56,032 | \$73,233 | MA | AFSCME | 9015 | N | 2 | G |
| 130212 | Management Analyst | E | 16 | \$67,205 | \$88,261 | PRE | Excl | 8810 | E | 1 | B |
| 130214 | Management Analyst-Sheriff | E | 21 | \$84,866 | \$111,674 | PRE | Excl | 8810 | E | 1 | B |
| 110420 | Manager of Administrative Services | M | 27 | \$112,603 | \$148,499 | MS | MS | 8810 | E | 0 | A |
| 110610 | Manager of Investigations | M | 24 | \$97,728 | \$128,742 | MS | MS | 8820 | E | 0 | A |
| 450205 | Mechanic | A | 19 | \$67,280 | \$88,172 | SRA | AFSCME | 8380 | N | 2 | G |
| 410210 | Medical Secretary | A | 14 | \$53,550 | \$69,933 | CA | AFSCME | 8832 | N | 2 | F |
| 290200 | Medical Technologist | A | 19 | \$67,280 | \$88,172 | PRA | AFSCME | 8832 | E | 1 | C |
| 410209 | Medical Transcriptionist | A | 16 | \$58,634 | \$76,694 | CA | AFSCME | 8832 | N | 2 | F |
| 290400 | Medicolegal Death Investigator | A | 21 | \$73,782 | \$96,786 | PRA | AFSCME | 8832 | E | 1 | B |
| 210207 | Mental Health Advocate | Contract | C | | | OTH | Contract | 9410 | E | 0 | B |
| 130405 | Mental Health Program Monitor | E | 20 | \$80,989 | \$106,517 | PRE | Excl | 8810 | E | 1 | B |
| 350216 | Mosquito Collection Technician | Seasonal | Seasonal | \$18.00 | \$21.00 | | | 106 | N | 2 | H |

**Polk County Job Classification Index
as of 7/1/23**

| Code | Classification | Grid | Grade | Entry (7/1/23) | Maximum (7/1/23) | Unit | Benefit Group | Work Comp code | FLSA Status | Overtime Code | EEO Cat |
|--------|---|----------|--------|----------------|------------------|------|---------------|----------------|-------------|---------------|---------|
| 350215 | Mosquito Control Technician | Summer | Summer | \$18.00 | \$21.00 | | | 106 | N | 2 | H |
| 410353 | Multi-Service Clerk | A | 12 | \$48,916 | \$63,797 | CA | AFSCME | 8810 | N | 2 | F |
| 150504 | Network Administrator | E | 24 | \$97,728 | \$128,742 | PRE | Excl | 8810 | E | 1 | B |
| 150501 | Network Architect | E | 26 | \$107,381 | \$141,593 | PRE | Excl | 8810 | E | 1 | B |
| 150503 | Network Security Engineer | E | 25 | \$102,420 | \$135,011 | PRE | Excl | 8810 | E | 1 | B |
| 290409 | Nurse Case Manager | A | 20 | \$70,454 | \$92,360 | PRA | AFSCME | 8832 | E | 1 | B |
| 111204 | Nurse Practitioner | E | 26 | \$51,452 | \$67,845 | PRE | Excl | 8832 | E | 1 | B |
| 290411 | Nurse Team Lead | A | 21 | \$73,782 | \$96,786 | PRA | AFSCME | 8832 | E | 1 | B |
| 410360 | Office Generalist | A | 9 | \$42,791 | \$55,656 | CA | AFSCME | 8810 | N | 2 | F |
| 410355 | Office Specialist | A | 11 | \$46,775 | \$60,945 | CA | AFSCME | 8810 | N | 2 | F |
| 410105 | Office Supervisor | M | 23 | \$93,224 | \$122,770 | MS | MS | 8810 | E | 0 | A |
| 430410 | Painter | A | 18 | \$64,258 | \$84,155 | MA | AFSCME | 9015 | N | 2 | G |
| 410705 | Parts Supply Clerk | A | 14 | \$53,550 | \$69,933 | SRA | AFSCME | 8806 | N | 2 | F |
| 410354 | Passport Service Representative | A | 13 | \$51,169 | \$66,787 | CA | AFSCME | 8810 | N | 2 | F |
| 410602 | Payroll Technician | E | 15 | \$64,162 | \$84,227 | PAE | Excl | 8810 | N | 2 | E |
| 290422 | Phlebotomist | Contract | C | | | OTH | Contract | 8832 | E | 0 | B |
| 190300 | Planner | A | 23 | \$80,953 | \$106,301 | PRA | AFSCME | 9410 | E | 1 | B |
| 111114 | Planning & Development Manager | M | 29 | \$123,790 | \$163,383 | MS | MS | 9410 | E | 0 | A |
| 170210 | Planning and Zoning Specialist | A | 19 | \$67,280 | \$88,172 | SRA | AFSCME | 9410 | N | 2 | C |
| 130205 | Planning Specialist | E | 22 | \$88,948 | \$117,109 | PRE | Excl | 8810 | E | 1 | B |
| 190202 | Plans Examiner/Code Enforcement Coordinator | A | 22 | \$77,289 | \$101,435 | PRA | AFSCME | 9410 | E | 1 | B |
| 430401 | Plumber | A | 19 | \$67,280 | \$88,172 | MA | AFSCME | 9015 | N | 2 | G |
| 100105 | Polk County Attorney | EO | | | \$245,323 | EO | EO | 8820 | E | 0 | EX |
| 100115 | Polk County Auditor | EO | | | \$143,548 | EO | EO | 8810 | E | 0 | EX |
| 100125 | Polk County Recorder | EO | | | \$143,548 | EO | EO | 8810 | E | 0 | EX |
| 100110 | Polk County Sheriff | EO | | | \$204,135 | EO | EO | 7720 | E | 0 | EX |
| 100101 | Polk County Supervisor | EO | | | \$143,548 | EO | EO | 8810 | E | 0 | EX |
| 100120 | Polk County Treasurer | EO | | | \$143,548 | EO | EO | 8810 | E | 0 | EX |
| 111320 | Pre-Arrest Diversion Case Specialist | A | 17 | \$61,379 | \$80,343 | PRA | AFSCME | 9410 | E | 1 | B |
| 470105 | Printing Technician | A | 13 | \$51,169 | \$66,787 | PAA | AFSCME | 8810 | N | 2 | C |
| 410407 | Procurement and Purchasing Manager | M | 24 | \$97,728 | \$128,742 | MS | MS | 8810 | E | 0 | A |
| 410404 | Procurement Specialist | E | 19 | \$77,278 | \$101,635 | PRE | Excl | 8810 | E | 1 | B |
| 110421 | Professional Standards Manager | M | 25 | \$102,420 | \$135,011 | MS | MS | 9410 | E | 0 | A |
| 111312 | Program Administrator | M | 23 | \$93,224 | \$122,770 | MS | MS | 9410 | E | 0 | A |
| 210415 | Program Aide | A | 11 | \$46,775 | \$60,945 | PAA | AFSCME | 9410 | N | 2 | E |
| 111315 | Program Manager | M | 22 | \$88,948 | \$117,109 | MS | MS | 9410 | E | 0 | A |
| 130412 | Program Monitor | A | 16 | \$58,634 | \$76,694 | PAA | AFSCME | 8810 | N | 2 | E |
| 210405 | Program Specialist | A | 15 | \$56,032 | \$73,233 | PAA | AFSCME | 9410 | N | 2 | E |
| 410345 | Property Description Clerk | A | 12 | \$48,916 | \$63,797 | CA | AFSCME | 8810 | N | 2 | F |
| 170310 | Property Description Specialist | A | 19 | \$67,280 | \$88,172 | PAA | AFSCME | 8810 | N | 2 | C |
| 170315 | Property Description Technician | A | 16 | \$58,634 | \$76,694 | PAA | AFSCME | 8810 | N | 2 | C |
| 170301 | Property Taxation Supervisor | M | 21 | \$84,866 | \$111,674 | MS | MS | 8810 | E | 0 | A |
| 290419 | Public Health Communications Officer | E | 20 | \$80,989 | \$106,517 | PRE | Excl | 8832 | E | 1 | B |
| 290410 | Public Health Investigator | A | 19 | \$67,280 | \$88,172 | PRA | AFSCME | 8832 | N | 2 | B |
| 290405 | Public Health Planner | A | 21 | \$73,782 | \$96,786 | PRA | AFSCME | 8832 | E | 1 | B |
| 410503 | Public Safety Communications Manager | M | 22 | \$88,948 | \$117,109 | MS | MS | 7720 | E | 0 | A |
| 410501 | Public Safety Communications Specialist | T | 15 | \$62,400 | \$80,595 | T | Teamster | 7720 | N | 2 | F |
| 410502 | Public Safety Communications Supervisor | M | 20 | \$80,989 | \$106,517 | MS | MS | 7720 | E | 0 | A |
| 150311 | Public Safety Technical Systems Specialist | E | 21 | \$84,866 | \$111,674 | PRE | Excl | 8810 | E | 1 | C |

**Polk County Job Classification Index
as of 7/1/23**

| Code | Classification | Grid | Grade | Entry (7/1/23) | Maximum (7/1/23) | Unit | Benefit Group | Work Comp code | FLSA Status | Overtime Code | EEO Cat |
|--------|---|--------|---------|-------------------|---------------------|------|------------------|----------------------|----------------|---------------|------------|
| 410605 | Recording Clerk | A | 14 | \$53,550 | \$69,933 | CA | AFSCME | 8810 | N | 2 | F |
| 410346 | Records and Information Technician | A | 12 | \$48,916 | \$63,797 | CA | AFSCME | 8810 | N | 2 | F |
| 410350 | Records Clerk | A | 12 | \$48,916 | \$63,797 | CA | AFSCME | 8810 | N | 2 | F |
| 111321 | Refugee Alliance of Central Iowa (RACI) Coordinator | A | 17 | \$61,379 | \$80,343 | PRA | AFSCME | 8810 | E | 1 | B |
| 290412 | Registered Nurse | A | 20 | \$70,454 | \$92,360 | PRA | AFSCME | 8832 | E | 1 | B |
| 575704 | Resiliency Coordinator | E | 18 | \$73,747 | \$96,953 | PRE | Excl | 8810 | E | 1 | B |
| 110515 | Risk Manager | M | 26 | \$107,381 | \$141,593 | MS | MS | 9410 | E | 0 | A |
| 170119 | Roadside Biologist | A | 18 | \$64,258 | \$84,155 | PAA | AFSCME | 9410 | N | 2 | E |
| 290301 | Safety Specialist/Security Supervisor | M | 22 | \$88,948 | \$117,109 | MS | MS | 9410 | E | 0 | A |
| 110220 | Second Deputy Recorder | APT | 80%-85% | \$114,838 | \$122,016 | MS | MS | 8810 | E | 0 | EX |
| 430105 | Secondary Roads Superintendent | M | 23 | \$93,224 | \$122,770 | MS | MS | 5506 | E | 0 | A |
| 410224 | Secretary | A | 15 | \$56,032 | \$73,233 | CA | AFSCME | 8810 | N | 2 | F |
| 310502 | Security Officer | A | 15 | \$26,848 | \$31,144 | PAA | AFSCME | 7720 | N | 2 | DNS |
| 130422 | Senior Accountant | E | 20 | \$80,989 | \$106,517 | PRE | Excl | 8810 | E | 1 | B |
| 410622 | Senior Accounting Clerk | A | 13 | \$51,169 | \$66,787 | CA | AFSCME | 8810 | N | 2 | F |
| 410623 | Senior Accounting Clerk-Excluded | E | 13 | \$58,499 | \$76,696 | CE | Excl | 8810 | N | 2 | F |
| 170207 | Senior Design Technician | A | 22 | \$77,289 | \$101,435 | PAA | AFSCME | 9410 | N | 2 | C |
| 410361 | Senior Evidence Clerk | A | 13 | \$51,169 | \$66,787 | CA | AFSCME | 8810 | N | 2 | F |
| 150103 | Senior Full Stack Software Developer | E | 26 | \$107,381 | \$141,593 | PRE | Excl | 8810 | E | 1 | B |
| 150605 | Senior Hardware/Software Technician | E | 24 | \$97,728 | \$128,742 | PAE | Excl | 8810 | E | 1 | C |
| 470100 | Senior Printing Technician | A | 15 | \$56,032 | \$73,233 | PAA | AFSCME | 8810 | N | 2 | C |
| 410344 | Senior Property Description Technician | A | 18 | \$64,258 | \$84,155 | PAA | AFSCME | 8810 | N | 2 | C |
| 410351 | Senior Records Clerk | A | 14 | \$53,550 | \$69,933 | CA | AFSCME | 8810 | N | 2 | F |
| 210116 | Senior Services Manager | M | 19 | \$77,278 | \$101,635 | MS | MS | 9410 | E | 0 | A |
| 130129 | Senior Sheriff Project Manager | M | 25 | \$102,420 | \$135,011 | MS | MS | 8810 | E | 0 | A |
| 210210 | Senior Social Worker | A | 21 | \$73,782 | \$96,786 | PRA | AFSCME | 9410 | N | 2 | B |
| 310115 | Sergeant | M | 21 | \$84,866 | \$111,674 | MS | MS | 7720 | N | 5 | C |
| 410712 | Shelter Aide | E | 10 | \$24,432 | \$31,975 | CE | Excl | 7720 | N | 2 | F |
| 410713 | Shelter Aide Team Lead | E | 14 | \$29,359 | \$38,509 | CE | Excl | 7720 | N | 2 | F |
| 410312 | Sheriff Personnel Specialist | E | 15 | \$64,162 | \$84,227 | PAE | Excl | 8810 | N | 2 | E |
| 110718 | Sheriff Second Deputy | APT | 74%-85% | \$151,060 | \$173,515 | MS | MS | 7720 | E | 0 | EX |
| 410311 | Sheriff Staffing Specialist | E | 18 | \$73,747 | \$96,953 | PRE | Excl | 8810 | E | 1 | B |
| 450100 | Shop Superintendent | M | 23 | \$93,224 | \$122,770 | MS | MS | 8380 | E | 0 | A |
| 210120 | Site Supervisor | M | 15 | \$64,162 | \$84,227 | MS | MS | 9410 | E | 0 | A |
| 450212 | Skilled Trades Assistant | A | 16 | \$58,634 | \$76,694 | MA | AFSCME | 9015 | N | 2 | G |
| 210215 | Social Worker | A | 19 | \$67,280 | \$88,172 | PRA | AFSCME | 9410 | N | 2 | B |
| 210410 | Social Worker Aide | A | 12 | \$48,916 | \$63,797 | PAA | AFSCME | 9410 | N | 2 | E |
| 150106 | Software Developer | E | 23 | \$93,224 | \$122,770 | PRE | Excl | 8810 | E | 1 | B |
| 150307 | Software Product Owner I | E | 25 | \$102,420 | \$135,011 | PRE | Excl | 8810 | E | 1 | B |
| 150308 | Software Product Owner II | E | 27 | \$112,603 | \$148,499 | PRE | Excl | 8810 | E | 1 | B |
| 450200 | Stationary Engineer | A | 19 | \$67,280 | \$88,172 | MA | AFSCME | 9015 | N | 2 | G |
| 130208 | Statistical Analyst | E | 19 | \$77,278 | \$101,635 | PRE | Excl | 8810 | E | 1 | B |
| 290417 | STI Data Coordinator | A | 16 | \$58,634 | \$76,694 | PAA | AFSCME | 8810 | N | 2 | E |
| 410715 | Storekeeper | A | 13 | \$51,169 | \$66,787 | CA | AFSCME | 8006 | N | 2 | F |
| 410710 | Stores Worker | A | 11 | \$46,775 | \$60,945 | CA | AFSCME | 8006 | N | 2 | F |
| 410711 | Stores Worker/Program Aide | A | 11 | \$46,775 | \$60,945 | PAA | AFSCME | 8006 | N | 2 | E |
| 410709 | Stores/Mail Worker | A | 11 | \$46,775 | \$60,945 | CA | AFSCME | 8006 | N | 2 | F |
| 510100 | Summer Intern | Summer | Summer | | \$17.00 | | | 8810 | N | 2 | E |
| 210111 | Support Services Supervisor | M | 15 | \$64,162 | \$84,227 | MS | MS | 9410 | E | 0 | A |
| 130315 | Tax Analyst | A | 15 | \$56,032 | \$73,233 | PAA | AFSCME | 8810 | N | 2 | E |

**Polk County Job Classification Index
as of 7/1/23**

| Code | Classification | Grid | Grade | Entry (7/1/23) | Maximum (7/1/23) | Unit | Benefit Group | Work Comp code | FLSA Status | Overtime Code | EEO Cat |
|--------|--|----------|----------|----------------|------------------|------|---------------|----------------|-------------|---------------|---------|
| 110410 | Tax Manager | M | 30 | \$129,818 | \$171,366 | MS | MS | 8810 | E | 0 | A |
| 150310 | Technology Systems Specialist | E | 24 | \$97,728 | \$128,742 | PAE | Excl | 8810 | E | 1 | C |
| 150505 | Telecommunications Specialist | E | 23 | \$93,224 | \$122,770 | PRE | Excl | 8810 | E | 1 | C |
| 150113 | Testing/Release Management Administrator | E | 23 | \$93,224 | \$122,770 | PRE | Excl | 8810 | E | 1 | B |
| 130316 | Training Specialist | E | 19 | \$77,278 | \$101,635 | PRE | Excl | 8810 | E | 1 | B |
| 410314 | Training/Community Relations Coordinator | E | 17 | \$70,403 | \$92,507 | PAE | Excl | 8810 | N | 2 | E |
| 150709 | Treasurer Technology Coordinator | E | 16 | \$67,205 | \$88,261 | PAE | Excl | 8810 | N | 2 | C |
| 130125 | Union President | A | 18 | \$64,258 | \$84,155 | PRA | AFSCME | 8810 | E | 1 | B |
| 410610 | Universal Cashier | A | 14 | \$53,550 | \$69,933 | CA | AFSCME | 8810 | N | 2 | F |
| 510300 | Utility Crew Leader | Summer | Summer | | \$18.00 | | | 5506 | N | 2 | H |
| 510305 | Utility Laborer | Summer | Summer | | \$16.00 | | | 5506 | N | 2 | H |
| 510200 | Utility Office Assistant | Summer | Summer | | \$15.00 | | | 8810 | N | 2 | F |
| 410334 | Vehicle Impound Clerk | A | 13 | \$51,169 | \$66,787 | CA | AFSCME | 8810 | N | 2 | F |
| 410609 | Vehicle Specialist | A | 15 | \$56,032 | \$73,233 | PAA | AFSCME | 8810 | N | 2 | E |
| 230220 | Victim/Witness Liaison | A | 16 | \$58,634 | \$76,694 | PAA | AFSCME | 8820 | N | 2 | E |
| 230221 | Victim/Witness Liaison Bi-Lingual | A | 16 | \$58,634 | \$76,694 | PAA | AFSCME | 8820 | N | 2 | E |
| 410363 | Visitor Services Clerk | A | 9 | \$42,791 | \$55,656 | CA | AFSCME | 8810 | N | 2 | F |
| 170113 | Water Resources Outreach Coordinator | A | 16 | \$58,634 | \$76,694 | PAA | AFSCME | 8810 | N | 2 | E |
| 170116 | Water Resources Specialist | A | 18 | \$64,258 | \$84,155 | PAA | AFSCME | 9410 | N | 2 | C |
| 170117 | Water Resources Supervisor | M | 23 | \$93,224 | \$122,770 | MS | MS | 8810 | E | 0 | A |
| 410330 | Weapons Permit Technician | A | 13 | \$51,169 | \$66,787 | PAA | AFSCME | 8810 | N | 2 | F |
| 510301 | Weed Commission Crew Leader | Seasonal | Seasonal | \$18.00 | \$21.00 | | | 106 | N | 2 | H |
| 111318 | Welcome Center Supervisor | M | 22 | \$88,948 | \$117,109 | MS | MS | 8810 | E | 0 | A |
| 370200 | Youth Intake Specialist | A | 16 | \$58,634 | \$76,694 | PAA | AFSCME | 7720 | N | 2 | E |
| 370305 | Youth Recreation Aide | Summer | Summer | | \$16.00 | | | 9410 | N | 2 | H |
| 370300 | Youth Services Aide | A | 12 | \$48,916 | \$63,797 | PAA | AFSCME | 7720 | N | 2 | E |
| 370100 | Youth Services Team Leader | M | 19 | \$77,278 | \$101,635 | MS | MS | 7720 | N | 5 | A |
| 370205 | Youth Services Worker | A | 16 | \$58,634 | \$76,694 | PAA | AFSCME | 7720 | N | 2 | E |
| 370210 | Youth Transporter | A | 16 | \$58,634 | \$76,694 | PAA | AFSCME | 7720 | N | 2 | E |

Pay Grid Key:

A- AFSCME
 APT- Appointed Deputies of Elected Officials
 EO- Elected Officials
 E- Excluded
 M- Management/Supervisory
 T- Teamsters

Overtime Code Key:

0 Not Eligible for Overtime
 1 Hour for Hour Comp. Time
 2 1 1/2 Times Comp. or Cash
 5 1 1/2 Times Comp. or Cash per Management/Supervisory Manual

FLSA Status Code Key:

E Exempt from the Fair Labor Standards Act overtime requirements
 N Non-exempt and eligible for overtime premium pay
Note: all part time (hourly) employees are non-exempt even if assigned to an exempt classification and would receive 1 1/2 rate for hours worked over 40 in a week.

Unit Key

CA- Clerical AFSCME
 CE- Clerical Excluded
 DH- Department Head
 EO- Elected Official
 MA- Maintenance/Custodial AFSCME
 MS- Management/Supervisory
 N/A - Other Non-Bargaining Conservation
 Oth- Contract
 PAA- Paraprofessional AFSCME
 PAE- Paraprofessional Excluded
 PRA- Professional AFSCME
 PRE- Professional Excluded
 SRA- Secondary Roads AFSCME
 T-Teamsters

EEO Cat Key

A – Officials and Administrators
 B - Professionals
 C - Technicians
 DNS – Protective Service Workers
 DS – Protective Service Workers (Sworn)
 E - Paraprofessionals
 EX – Exempt from report
 F – Administrative Support
 G – Skilled Craft Workers
 H – Service Maintenance

*EO and APT wages determined by Compensation Board