

POLK COUNTY
FY 15/16 Pay Schedules

Elected Officials

Appointed Deputies

Department Heads, Managers/Supervisors and Excluded Confidential

AFSCME

AFSCME-Polk County Attorney

Teamsters

Summer Rates

Full-time Equivalent (FTE) Calculations

Elected Officials Salary Schedule
2.75% effective 7/1/15

Office	7/1/15 Salary
Auditor	\$107,597
Board of Supervisors	\$107,076
County Attorney	\$184,700
Recorder	\$107,076
Sheriff	\$152,851
Treasurer	\$107,597

[Back to Table](#)

**Appointed Deputies Salaries
Effective 7/1/15**

Elected Official	FY 15/16 Salary	Job Title	% of Elected Salary	7/1/15 Salary
County Attorney	\$184,700	Bureau Chief	85.0%	\$156,995
County Attorney	\$184,700	First Asst. Cty Atty-civil	85.0%	\$156,995
Recorder	\$107,076	First Deputy Recorder	85.0%	\$91,015
Recorder	\$107,076	Second Deputy Recorder	80.0%	\$85,661
Sheriff	\$152,851	Chief Deputy/1st Deputy	85.0%	\$129,923
Sheriff	\$152,851	Sheriff Second Deputy	80.0%	\$122,281
Sheriff	\$152,851	Sheriff Second Deputy	74.0%	\$113,110
Treasurer	\$107,597	Deputy Treasurer	85.0%	\$91,457

[Back to Table](#)

Non-Bargaining Units
Department Heads, Managers/Supervisors, and Excluded Confidential
2.75% 7/1/15

Pay Grade	Minimum	Equiv. Hourly Rate	Midpoint	Maximum	Equiv. Hourly Rate Max.
6	\$32,388	\$15.519	\$37,095	\$42,262	\$20.250
7	\$33,879	\$16.233	\$38,818	\$44,238	\$21.197
8	\$35,445	\$16.984	\$40,638	\$46,317	\$22.193
9	\$37,095	\$17.774	\$42,535	\$48,513	\$23.245
10	\$38,818	\$18.600	\$44,537	\$50,804	\$24.343
11	\$40,638	\$19.472	\$46,647	\$53,210	\$25.496
12	\$42,535	\$20.381	\$48,849	\$55,742	\$26.709
13	\$44,537	\$21.340	\$51,164	\$58,391	\$27.978
14	\$46,647	\$22.351	\$53,599	\$61,187	\$29.318
15	\$48,849	\$23.406	\$56,145	\$64,124	\$30.725
16	\$51,164	\$24.516	\$58,833	\$67,194	\$32.196
17	\$53,599	\$25.682	\$61,658	\$70,427	\$33.746
18	\$56,145	\$26.902	\$64,611	\$73,813	\$35.368
19	\$58,833	\$28.190	\$67,718	\$77,377	\$37.076
20	\$61,658	\$29.544	\$70,974	\$81,094	\$38.857
21	\$64,611	\$30.959	\$74,401	\$85,020	\$40.738
22	\$67,718	\$32.448	\$77,976	\$89,156	\$42.720
23	\$70,974	\$34.008	\$81,751	\$93,469	\$44.786
24	\$74,401	\$35.650	\$85,726	\$98,014	\$46.964
25	\$77,976	\$37.363	\$89,872	\$102,787	\$49.251
26	\$81,751	\$39.172	\$94,245	\$107,796	\$51.651
27	\$85,726	\$41.076	\$98,833	\$113,055	\$54.171
28	\$89,872	\$43.063	\$103,649	\$118,569	\$56.813
29	\$94,245	\$45.158	\$108,705	\$124,386	\$59.600
30	\$98,833	\$47.356	\$114,008	\$130,465	\$62.513
31	\$103,649	\$49.664	\$119,602	\$136,859	\$65.577
32	\$108,705	\$52.087	\$125,447	\$143,569	\$68.792

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.

[Back to Table](#)

AFSCME Bargaining Units
Secondary Roads, Clerical, Maintenance/Custodial
Paraprofessional and Professional
2.75% General Wage Increase Effective 7/01/15

Pay Grade	Minimum	Equivalent Entry Hourly Rate Min	16% Above Minimum	Equivalent Hourly Rate 16% max	Midpoint	Maximum	Equivalent Hourly Rate Max
6	\$29,028	\$13.909	\$33,672	\$16.134	\$33,136	\$37,642	\$18.036
7	\$30,336	\$14.536	\$35,190	\$16.862	\$34,640	\$39,366	\$18.862
8	\$31,694	\$15.186	\$36,765	\$17.616	\$36,223	\$41,180	\$19.732
9	\$33,136	\$15.877	\$38,438	\$18.418	\$37,881	\$43,100	\$20.652
10	\$34,640	\$16.598	\$40,182	\$19.253	\$39,626	\$45,098	\$21.609
11	\$36,223	\$17.356	\$42,019	\$20.134	\$41,468	\$47,196	\$22.614
12	\$37,881	\$18.151	\$43,942	\$21.055	\$43,391	\$49,405	\$23.673
13	\$39,626	\$18.987	\$45,966	\$22.025	\$45,405	\$51,720	\$24.782
14	\$41,468	\$19.870	\$48,103	\$23.049	\$47,531	\$54,156	\$25.949
15	\$43,391	\$20.791	\$50,334	\$24.118	\$49,760	\$56,712	\$27.174
16	\$45,405	\$21.756	\$52,670	\$25.237	\$52,101	\$59,392	\$28.458
17	\$47,531	\$22.775	\$55,136	\$26.419	\$54,559	\$62,217	\$29.812
18	\$49,760	\$23.843	\$57,722	\$27.658	\$57,138	\$65,170	\$31.227
19	\$52,101	\$24.965	\$60,437	\$28.959	\$59,854	\$68,278	\$32.716
20	\$54,559	\$26.142	\$63,288	\$30.325	\$62,690	\$71,523	\$34.271
21	\$57,138	\$27.378	\$66,280	\$31.759	\$65,679	\$74,951	\$35.913
22	\$59,854	\$28.679	\$69,431	\$33.268	\$68,799	\$78,552	\$37.639
23	\$62,690	\$30.038	\$72,720	\$34.844	\$72,092	\$82,319	\$39.444
24	\$65,679	\$31.471	\$76,188	\$36.506	\$75,556	\$86,283	\$41.343
25	\$68,799	\$32.966	\$79,807	\$38.240	\$79,180	\$90,447	\$43.338
26	\$72,092	\$34.543	\$83,627	\$40.070	\$82,991	\$94,815	\$45.431
27	\$75,556	\$36.203	\$87,645	\$41.996	\$86,994	\$99,408	\$47.632
28	\$79,180	\$37.940	\$91,849	\$44.010	\$91,195	\$104,219	\$49.937
29	\$82,991	\$39.766	\$96,270	\$46.128	\$95,610	\$109,292	\$52.368
30	\$86,994	\$41.684	\$100,913	\$48.353	\$100,235	\$114,594	\$54.908
31	\$91,195	\$43.697	\$105,786	\$50.688	\$105,117	\$120,173	\$57.582

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.

[Back to Table](#)

POLK COUNTY ATTORNEY
Pay Matrix and Advancement Schedule
For Employees Hired Prior to 7/1/12
2.75% General Wage Increase Effective 7/01/15

	FY 15/16	Equivalent Hourly Rate (2087)
Entry Step	\$66,363	\$31.798
Step 1 - After 1 year at Entry Step	\$70,975	\$34.008
Step 2 - After 1 year at Step 1	\$76,738	\$36.770
Step 3 - After 1 year at Step 2	\$82,499	\$39.530
Step 4 - After 1 year at Step 3	\$88,259	\$42.290
Step 5 - After 1 year at Step 4	\$94,023	\$45.052
Step 6 - After 1 year at Step 5	\$99,786	\$47.813
Step 6M - Merit*	\$102,667	\$49.194
Step 7 - After 1 year at Step 6	\$105,547	\$50.574
Step 7M - Merit*	\$108,427	\$51.954
Step 8 - After 1 year at Step 7	\$111,307	\$53.333
Step 8M - Merit*	\$114,184	\$54.712
Step 9 - After 1 year at Step 8	\$117,068	\$56.094
Step 9M - Merit*	\$119,948	\$57.474
Step 10 - After 1 year at Step 9	\$122,832	\$58.856
Step 10M Merit*	\$125,709	\$60.234

POLK COUNTY ATTORNEY
Open Pay Range
For Employees Hired On or After 7/1/12

Grade	Minimum	Entry Hourly Equivalent	Midpoint	Maximum
ATTY	\$73,092	\$35.023	\$99,401	\$125,709

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

[Back to Table](#)

**Teamsters Bargaining Unit
FY 15/16
No General Increase to Base Salary Ranges**

Pay Grade	Minimum	Midpoint	Maximum
15	\$39,610	\$45,679	\$56,371
16	\$41,538	\$47,913	\$59,123
17	\$43,560	\$50,249	\$62,007
18	\$45,679	\$52,694	\$65,051

**Teamsters Bargaining Unit
Equivalent Hourly Rates Effective 7/1/15 based upon 2087
hours**

Pay Grade	Entry Step	Step 4	Step 9
15	\$18.979	\$21.887	\$27.011
16	\$19.903	\$22.958	\$28.329
17	\$20.872	\$24.077	\$29.711
18	\$21.887	\$25.249	\$31.170

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.

Employees whose salary is at the maximum of their assigned range as of 7/1/15 will receive a 3.0% general wage increase with no corresponding adjustment to the salary range.

Employees whose salary is within the range are not eligible for general wage increases but will receive a 3.0% anniversary increase during FY 15/16.

[Back to Table](#)

Summer Pay Rates

Effective 4/28/14

Received 4% General Increase to rates FY14/15, no change
FY15/16

Classification	7/1/15 Rate
Code Enforcement Tech	\$12.41
Juvenile Liaison	\$10.03
Law Clerk	\$13.59
Mosquito Control Tech	\$12.41
Program Assistant	\$15.98
Summer Intern	\$11.69
Utility Crew Leader	\$12.41
Utility Laborer	\$10.84
Utility Office Assist	\$10.03
Utility Office Worker	\$9.16
Youth Recreation Aide	\$10.03

No change to FY15/16 rates (summer 2015)

[Back to Table](#)

PAY PERIODS - 26.09
FISCAL YEAR HOURS - 2,087
FISCAL YEAR DAYS - 260.88
FISCAL YEAR WEEKS - 52.18

<u>Hrs/Week</u>	<u>Hrs/Year</u>	<u>FTE</u>
1	52.18	0.03
2	104.36	0.05
3	156.54	0.08
4	208.72	0.10
5	260.90	0.13
6	313.08	0.15
7	365.26	0.18
8	417.44	0.20
9	469.62	0.23
10	521.80	0.25
11	573.98	0.28
12	626.16	0.30
13	678.34	0.33
14	730.52	0.35
15	782.70	0.38
16	834.88	0.40
17	887.06	0.43
18	939.24	0.45
19	991.42	0.48
20	1,043.60	0.50
21	1,095.78	0.53
22	1,147.96	0.55
23	1,200.14	0.58
24	1,252.32	0.60
25	1,304.50	0.63
26	1,356.68	0.65
27	1,408.86	0.68
28	1,461.04	0.70
29	1,513.22	0.73
30	1,565.40	0.75
31	1,617.58	0.78
32	1,669.76	0.80
33	1,721.94	0.83
34	1,774.12	0.85
35	1,826.30	0.88
36	1,878.48	0.90
37	1,930.66	0.93
38	1,982.84	0.95
39	2,035.02	0.98
40	2,087.20	1.00

[Back to Table](#)