

FY 18/19 Pay Schedules

Elected Officials

Appointed Deputies

Non-Bargaining: Management, Supervisory and Excluded

AFSCME

AFSCME Attorneys

Teamsters

Summer Rates FTE

Calculations

**Elected Officials Salary Schedule
7/1/2018**

Office	7/1/18 Salary
Auditor	\$119,164
Board of Supervisors	\$118,613
County Attorney	\$200,764
Recorder	\$118,613
Sheriff	\$167,058
Treasurer	\$119,164

**Appointed Deputies Salaries
Effective 7/1/18**

Elected Official	FY 18/19 Salary	Job Title	Maximum % of Elected Salary	7/1/18 Appt. Deputy Salary
County Attorney	\$200,764	Bureau Chief	85.0%	\$170,649
County Attorney	\$200,764	First Asst. Cty Atty-civil	85.0%	\$170,649
Recorder	\$118,613	First Deputy Recorder	85.0%	\$100,821
Recorder	\$118,613	Second Deputy Recorder	80.0%	\$94,890
Sheriff	\$167,058	Chief Deputy/1st Deputy	85.0%	\$141,999
Sheriff	\$167,058	Sheriff Second Deputy	85.0%	\$141,999
Sheriff	\$167,058	Sheriff Second Deputy	74.0%	\$123,623
Treasurer	\$119,164	Deputy Treasurer	85.0%	\$101,289

Non-Bargaining Units
Department Heads, Managers/Supervisors, and Excluded Confidential
2.75% 7/1/18

Pay Grade	Minimum	Equiv. Hourly Rate	Midpoint	Maximum	Equiv. Hourly Rate Max.
6	\$35,312	\$16.920	\$40,695	\$46,078	\$22.079
7	\$36,938	\$17.699	\$42,585	\$48,232	\$23.111
8	\$38,644	\$18.517	\$44,572	\$50,500	\$24.197
9	\$40,444	\$19.379	\$46,669	\$52,893	\$25.344
10	\$42,324	\$20.280	\$48,858	\$55,391	\$26.541
11	\$44,307	\$21.230	\$51,161	\$58,014	\$27.798
12	\$46,375	\$22.221	\$53,575	\$60,775	\$29.121
13	\$48,558	\$23.267	\$56,111	\$63,663	\$30.505
14	\$50,858	\$24.369	\$58,785	\$66,711	\$31.965
15	\$53,258	\$25.519	\$61,586	\$69,914	\$33.500
16	\$55,784	\$26.729	\$64,523	\$73,261	\$35.103
17	\$58,438	\$28.001	\$67,612	\$76,786	\$36.793
18	\$61,214	\$29.331	\$70,846	\$80,477	\$38.561
19	\$64,145	\$30.736	\$74,254	\$84,363	\$40.423
20	\$67,225	\$32.211	\$77,821	\$88,416	\$42.365
21	\$70,444	\$33.754	\$81,570	\$92,696	\$44.416
22	\$73,832	\$35.377	\$85,520	\$97,207	\$46.577
23	\$77,382	\$37.078	\$89,645	\$101,907	\$48.829
24	\$81,119	\$38.869	\$93,991	\$106,863	\$51.204
25	\$85,015	\$40.736	\$98,541	\$112,067	\$53.698
26	\$89,133	\$42.709	\$103,332	\$117,530	\$56.315
27	\$93,467	\$44.785	\$108,365	\$123,263	\$59.062
28	\$97,985	\$46.950	\$113,630	\$129,275	\$61.943
29	\$102,753	\$49.235	\$119,185	\$135,617	\$64.982
30	\$107,756	\$51.632	\$125,001	\$142,245	\$68.158
31	\$113,007	\$54.148	\$131,112	\$149,216	\$71.498
32	\$118,519	\$56.789	\$137,525	\$156,531	\$75.003

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
2.75% General Wage Increase Effective 7/1/18

Pay Grade	Minimum	Equivalent Entry Hourly Rate Min	16% Above Minimum	Equivalent Hourly Rate 16% Max	Midpoint	Maximum	Equivalent Hourly Rate Max
6	\$31,572	\$15.128	\$36,624	\$17.549	\$36,257	\$40,942	\$19.618
7	\$32,994	\$15.809	\$38,273	\$18.339	\$37,906	\$42,817	\$20.516
8	\$34,472	\$16.517	\$39,987	\$19.160	\$39,631	\$44,789	\$21.461
9	\$36,040	\$17.269	\$41,806	\$20.032	\$41,459	\$46,878	\$22.462
10	\$37,676	\$18.053	\$43,705	\$20.942	\$43,364	\$49,051	\$23.503
11	\$39,397	\$18.877	\$45,700	\$21.897	\$45,365	\$51,333	\$24.597
12	\$41,201	\$19.742	\$47,793	\$22.900	\$47,468	\$53,735	\$25.747
13	\$43,098	\$20.651	\$49,995	\$23.955	\$49,676	\$56,253	\$26.954
14	\$45,102	\$21.611	\$52,318	\$25.069	\$52,002	\$58,902	\$28.223
15	\$47,194	\$22.613	\$54,745	\$26.231	\$54,438	\$61,682	\$29.555
16	\$49,385	\$23.663	\$57,286	\$27.449	\$56,991	\$64,597	\$30.952
17	\$51,697	\$24.771	\$59,968	\$28.734	\$59,684	\$67,670	\$32.425
18	\$54,122	\$25.933	\$62,780	\$30.081	\$62,502	\$70,881	\$33.963
19	\$56,668	\$27.153	\$65,734	\$31.497	\$65,466	\$74,263	\$35.584
20	\$59,340	\$28.433	\$68,834	\$32.982	\$68,566	\$77,792	\$37.275
21	\$62,145	\$29.777	\$72,088	\$34.541	\$71,833	\$81,520	\$39.061
22	\$65,099	\$31.193	\$75,516	\$36.184	\$75,268	\$85,436	\$40.937
23	\$68,184	\$32.671	\$79,093	\$37.898	\$78,859	\$89,534	\$42.901
24	\$71,435	\$34.229	\$82,865	\$39.705	\$82,640	\$93,845	\$44.966
25	\$74,829	\$35.855	\$86,801	\$41.591	\$86,602	\$98,374	\$47.137
26	\$78,412	\$37.572	\$90,956	\$43.582	\$90,768	\$103,124	\$49.413
27	\$82,178	\$39.376	\$95,327	\$45.677	\$95,150	\$108,121	\$51.807
28	\$86,119	\$41.264	\$99,898	\$47.867	\$99,736	\$113,353	\$54.314
29	\$90,264	\$43.251	\$104,705	\$50.170	\$104,567	\$118,870	\$56.957
30	\$94,618	\$45.337	\$109,758	\$52.591	\$109,628	\$124,637	\$59.721
31	\$99,188	\$47.527	\$115,057	\$55.130	\$114,947	\$130,705	\$62.628

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
2.75% General Wage Increase Effective 7/01/18

	FY 18/19	Equivalent Hourly Rate (2087)
Entry Step	\$72,181	\$34.586
Step 1 - After 1 year at Entry Step	\$77,195	\$36.989
Step 2 - After 1 year at Step 1	\$83,464	\$39.992
Step 3 - After 1 year at Step 2	\$89,728	\$42.994
Step 4 - After 1 year at Step 3	\$95,994	\$45.996
Step 5 - After 1 year at Step 4	\$102,263	\$49.000
Step 6 - After 1 year at Step 5	\$108,531	\$52.003
Step 6M - Merit*	\$111,664	\$53.505
Step 7 - After 1 year at Step 6	\$114,797	\$55.006
Step 7M - Merit*	\$117,929	\$56.506
Step 8 - After 1 year at Step 7	\$121,062	\$58.008
Step 8M - Merit*	\$124,193	\$59.508
Step 9 - After 1 year at Step 8	\$127,329	\$61.011
Step 9M - Merit*	\$130,460	\$62.511
Step 10 - After 1 year at Step 9	\$133,597	\$64.014
Step 10M - Merit*	\$136,727	\$65.514

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

Grade	Minimum	Entry Hourly Equivalent	Midpoint	Maximum
ATTY	\$79,498	\$38.092	\$108,113	\$136,727

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 18/19

2.5% General Increase to Base Salary Ranges

Pay Grade	Minimum	Midpoint	Maximum
15	\$44,041	\$54,143	\$64,244
16	\$46,244	\$56,850	\$67,456
17	\$48,555	\$59,693	\$70,830
18	\$50,984	\$62,678	\$74,371

Teamsters Bargaining Unit

Equivalent Hourly Rates Effective 7/1/18 based upon 2087 hours

Pay Grade	Entry Step	Step 4	Step 9
15	\$21.103	\$25.942	\$30.783
16	\$22.158	\$27.239	\$32.322
17	\$23.265	\$28.601	\$33.939
18	\$24.429	\$30.032	\$35.635

For part-time hourly rates, divide the annual salary by 2087

Summer Pay Rates
Effective 7/1/18
No general increase for FY18/19

Classification	7/1/18 Rate
Code Enforcement Tech	\$14.00
Juvenile Liaison	\$10.03
Law Clerk	\$13.59
Mosquito Control Tech	\$15.00-\$18.00 DOE
Program Assistant	\$15.98
Summer Intern	\$11.69
Utility Crew Leader	\$14.00
Utility Laborer	\$10.84
Utility Office Assist	\$10.03
Utility Office Worker	\$9.16
Youth Recreation Aide	\$10.03

Full Time Equivalent (FTE)

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