

FY 19/20 Pay Schedules

Elected Officials

Appointed Deputies

Non-Bargaining: Management, Supervisory and Excluded

AFSCME

AFSCME Attorneys

Teamsters

Summer Rates

FTE Calculations

Elected Officials Salary Schedule
FY19/20
3% General Increase to Salaries

Elected Office	FY19/20 Salary
Auditor	\$122,739
Board of Supervisors*	\$122,739
County Attorney	\$206,787
Recorder*	\$122,739
Sheriff	\$172,070
Treasurer	\$122,739

Appointed Deputy Salaries

FY19/20

3% General Increase to Base Salary Ranges

Elected Official	FY 19/20 Salary	Appointed Deputy	Maximum % of Elected Salary	FY 19/20 Salary
County Attorney	\$206,787	Bureau Chief	85%	\$175,769
County Attorney	\$206,787	First Asst. Cty Atty-Civil	85%	\$175,769
Recorder	\$122,739	First Deputy Recorder	85%	\$104,328
Recorder	\$122,739	Second Deputy Recorder	80%	\$98,191
Sheriff	\$172,070	Chief Deputy/1st Deputy	85%	\$146,260
Sheriff	\$172,070	Sheriff Second Deputy	85%	\$146,260
Sheriff	\$172,070	Sheriff Second Deputy	74%	\$127,332
Treasurer	\$122,739	Deputy Treasurer	85%	\$104,328

Non-Bargaining Units

Department Heads, Managers/Supervisors, and Excluded Confidential

3% General Wage Increase To Base Salary Ranges FY19/20

Pay Grade	Minimum	Equiv. Hourly Rate Min.	Midpoint	Maximum	Equiv. Hourly Rate Max.
6	\$36,371	\$17.427	\$41,916	\$47,460	\$22.741
7	\$38,046	\$18.230	\$43,863	\$49,679	\$23.804
8	\$39,803	\$19.072	\$45,909	\$52,015	\$24.923
9	\$41,657	\$19.960	\$48,069	\$54,480	\$26.104
10	\$43,594	\$20.888	\$50,324	\$57,053	\$27.337
11	\$45,636	\$21.867	\$52,695	\$59,754	\$28.632
12	\$47,766	\$22.887	\$55,182	\$62,598	\$29.994
13	\$50,015	\$23.965	\$57,794	\$65,573	\$31.420
14	\$52,384	\$25.100	\$60,548	\$68,712	\$32.924
15	\$54,856	\$26.285	\$63,434	\$72,011	\$34.505
16	\$57,458	\$27.531	\$66,459	\$75,459	\$36.157
17	\$60,191	\$28.841	\$69,641	\$79,090	\$37.897
18	\$63,050	\$30.211	\$72,971	\$82,891	\$39.718
19	\$66,069	\$31.657	\$76,482	\$86,894	\$41.636
20	\$69,242	\$33.178	\$80,155	\$91,068	\$43.636
21	\$72,557	\$34.766	\$84,017	\$95,477	\$45.748
22	\$76,047	\$36.438	\$88,085	\$100,123	\$47.975
23	\$79,703	\$38.190	\$92,334	\$104,964	\$50.294
24	\$83,553	\$40.035	\$96,811	\$110,069	\$52.740
25	\$87,565	\$41.957	\$101,497	\$115,429	\$55.309
26	\$91,807	\$43.990	\$106,432	\$121,056	\$58.005
27	\$96,271	\$46.129	\$111,616	\$126,961	\$60.834
28	\$100,925	\$48.359	\$117,039	\$133,153	\$63.801
29	\$105,836	\$50.712	\$122,761	\$139,686	\$66.931
30	\$110,989	\$53.181	\$128,751	\$146,512	\$70.202
31	\$116,397	\$55.772	\$135,045	\$153,692	\$73.643
32	\$122,075	\$58.493	\$141,651	\$161,227	\$77.253
33	\$128,032	\$61.347	\$148,564	\$169,095	\$81.023
34	\$134,280	\$64.341	\$155,813	\$177,346	\$84.977
35	\$140,833	\$67.481	\$163,417	\$186,000	\$89.123

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
2.5% General Wage Increase To Base Salary Ranges FY19/20

Pay Grade	Minimum	Equiv. Hourly Rate Min.	16% Above Minimum	Equiv. Hrly Rate 16% Above Min.	Midpoint	Maximum	Equiv. Hourly Rate Max
6	\$32,361	\$15.506	\$37,539	\$17.987	\$37,164	\$41,966	\$20.108
7	\$33,819	\$16.205	\$39,230	\$18.797	\$38,853	\$43,887	\$21.029
8	\$35,334	\$16.931	\$40,987	\$19.639	\$40,622	\$45,909	\$21.998
9	\$36,941	\$17.701	\$42,852	\$20.533	\$42,496	\$48,050	\$23.023
10	\$38,618	\$18.504	\$44,797	\$21.465	\$44,448	\$50,277	\$24.091
11	\$40,382	\$19.349	\$46,843	\$22.445	\$46,499	\$52,616	\$25.211
12	\$42,231	\$20.235	\$48,988	\$23.473	\$48,655	\$55,078	\$26.391
13	\$44,175	\$21.167	\$51,243	\$24.553	\$50,917	\$57,659	\$27.628
14	\$46,230	\$22.151	\$53,627	\$25.696	\$53,303	\$60,375	\$28.929
15	\$48,374	\$23.179	\$56,114	\$26.887	\$55,799	\$63,224	\$30.294
16	\$50,620	\$24.255	\$58,719	\$28.136	\$58,416	\$66,212	\$31.726
17	\$52,989	\$25.390	\$61,467	\$29.452	\$61,176	\$69,362	\$33.235
18	\$55,475	\$26.581	\$64,351	\$30.834	\$64,064	\$72,653	\$34.812
19	\$58,085	\$27.832	\$67,379	\$32.285	\$67,103	\$76,120	\$36.473
20	\$60,824	\$29.144	\$70,556	\$33.807	\$70,281	\$79,737	\$38.207
21	\$63,699	\$30.522	\$73,891	\$35.405	\$73,629	\$83,558	\$40.037
22	\$66,726	\$31.972	\$77,402	\$37.088	\$77,149	\$87,572	\$41.961
23	\$69,889	\$33.488	\$81,071	\$38.846	\$80,831	\$91,772	\$43.973
24	\$73,221	\$35.084	\$84,936	\$40.698	\$84,706	\$96,191	\$46.091
25	\$76,700	\$36.751	\$88,972	\$42.632	\$88,767	\$100,833	\$48.315
26	\$80,372	\$38.511	\$93,232	\$44.673	\$93,037	\$105,702	\$50.648
27	\$84,232	\$40.360	\$97,709	\$46.818	\$97,528	\$110,824	\$53.102
28	\$88,272	\$42.296	\$102,396	\$49.064	\$102,230	\$116,187	\$55.672
29	\$92,521	\$44.332	\$107,324	\$51.425	\$107,182	\$121,842	\$58.381
30	\$96,983	\$46.470	\$112,500	\$53.905	\$112,368	\$127,753	\$61.214
31	\$101,668	\$48.715	\$117,935	\$56.509	\$117,821	\$133,973	\$64.194
32	\$106,578	\$51.068	\$123,630	\$59.238	\$123,511	\$140,443	\$67.294
33	\$111,726	\$53.534	\$129,602	\$62.100	\$129,477	\$147,227	\$70.545
34	\$117,123	\$56.120	\$135,863	\$65.100	\$135,731	\$154,338	\$73.952

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
2.5% General Increase to Base Salary Ranges FY19/20

Step Schedule	FY 19/20 Salary	Equivalent Hourly Rate
Entry Step	\$73,986	\$35.451
Step 1 - After 1 year at Entry Step	\$79,125	\$37.913
Step 2 - After 1 year at Step 1	\$85,551	\$40.992
Step 3 - After 1 year at Step 2	\$91,971	\$44.069
Step 4 - After 1 year at Step 3	\$98,394	\$47.146
Step 5 - After 1 year at Step 4	\$104,820	\$50.225
Step 6 - After 1 year at Step 5	\$111,244	\$53.303
Step 6M - Merit*	\$114,456	\$54.842
Step 7 - After 1 year at Step 6	\$117,667	\$56.381
Step 7M - Merit*	\$120,877	\$57.919
Step 8 - After 1 year at Step 7	\$124,089	\$59.458
Step 8M - Merit*	\$127,298	\$60.996
Step 9 - After 1 year at Step 8	\$130,512	\$62.536
Step 9M - Merit*	\$133,722	\$64.074
Step 10 - After 1 year at Step 9	\$136,937	\$65.614
Step 10M - Merit*	\$140,145	\$67.151

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

Grade	Minimum	Entry Hourly Equivalent	Midpoint	Maximum
ATTY	\$81,485	\$39.044	\$110,815	\$140,145

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 19/20

2.25% General Increase to Base Salary Ranges

Pay Grade	Minimum	Midpoint	Maximum
15	\$45,032	\$55,361	\$65,689
16	\$47,284	\$58,129	\$68,974
17	\$49,647	\$61,036	\$72,424
18	\$52,131	\$64,088	\$76,044

Hourly Equivalents Based on 2087 Hrs/Yr

Pay Grade	Entry Step	Step 4	Step 9
15	\$21.577	\$26.527	\$31.475
16	\$22.656	\$27.853	\$33.049
17	\$23.789	\$29.246	\$34.702
18	\$24.979	\$30.708	\$36.437

Summer Pay Rates

FY19/20

Classification	Hourly Rate
Code Enforcement Tech	\$15.000
Law Clerk	\$16.000
Mosquito Control Tech	\$15.000-\$18.000 DOQ
Program Assistant	\$15.980
Summer Intern	\$14.000
Utility Crew Leader	\$15.000
Utility Laborer	\$13.000
Utility Office Assist	\$12.000
Youth Recreation Aide	\$13.000

Seasonal Pay Rates

FY19/20

Classification	Hourly Rate
Mosquito Collection Tech	\$15.000-\$18.000 DOQ
Weed Commission Crew Leader	\$15.000-\$18.000 DOQ

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