

**Polk County**  
**AFSCME WAGE SCHEDULE**  
**Effective 7-1-24 through 6-30-25**

3.0%

\*\* Denotes classifications exempt from overtime

| #          | CLASS TITLE                                            | RANGE | STEPS |       |       |       |       |       |       |
|------------|--------------------------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|
|            |                                                        |       | 1     | 2     | 3     | 4     | 5     | 6     | 7     |
| 235<br>1   | Custodian<br>Office Specialist I                       | 001   | 3,032 | 3,153 | 3,279 | 3,411 | 3,547 | 3,689 | 3,837 |
| 608        | Medical Clerk I                                        | 002   | 3,200 | 3,328 | 3,461 | 3,599 | 3,743 | 3,893 | 4,049 |
| 273        | Community Service Work Crew Leader I                   | 003   | 3,248 | 3,378 | 3,514 | 3,654 | 3,800 | 3,952 | 4,110 |
| 236        | Senior Custodian                                       | 004   | 3,280 | 3,411 | 3,547 | 3,689 | 3,837 | 3,990 | 4,150 |
| 2          | Office Specialist II                                   | 005   | 3,328 | 3,461 | 3,600 | 3,744 | 3,893 | 4,049 | 4,211 |
| 607<br>552 | Medical Clerk II<br>Community Resource Connector I     | 006   | 3,461 | 3,600 | 3,744 | 3,894 | 4,049 | 4,211 | 4,380 |
| 292        | Community Service Work Crew Leader II                  | 007   | 3,512 | 3,653 | 3,799 | 3,951 | 4,109 | 4,273 | 4,444 |
| 118        | Assessment Specialist I                                | 008   | 3,528 | 3,669 | 3,816 | 3,968 | 4,127 | 4,292 | 4,464 |
| 559        | Community Resource Connector II                        | 009   | 3,599 | 3,743 | 3,893 | 4,049 | 4,211 | 4,379 | 4,554 |
| 231<br>306 | Building Maintenance Worker I<br>Permit Specialist     | 010   | 3,635 | 3,780 | 3,931 | 4,088 | 4,252 | 4,422 | 4,599 |
| 605<br>3   | Medical Clerk III<br>Office Specialist III             | 011   | 3,670 | 3,816 | 3,969 | 4,128 | 4,293 | 4,465 | 4,643 |
| 715<br>731 | Laborer<br>Engineer-Survey Aide                        | 012   | 3,712 | 3,861 | 4,015 | 4,176 | 4,343 | 4,516 | 4,697 |
| 642<br>563 | Medical Assistant<br>Lead Community Resource Connector | 013   | 3,744 | 3,893 | 4,049 | 4,211 | 4,379 | 4,555 | 4,737 |
| 309<br>556 | Building Permit Specialist II<br>Public Health Worker  | 014   | 3,779 | 3,930 | 4,087 | 4,250 | 4,420 | 4,597 | 4,781 |

| #                                               | CLASS TITLE                                                                                                                                                                                                                                                  | RANGE | 1     | 2     | 3     | 4     | 5     | 6     | 7     |
|-------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|
| 119<br>25<br>507<br>714                         | Assessment Specialist II<br>Legal Secretary I<br>Discovery/Evidence Clerk<br>Public Works Assistant                                                                                                                                                          | 015   | 3,799 | 3,951 | 4,109 | 4,274 | 4,445 | 4,622 | 4,807 |
| * 936<br>922<br>277<br>282<br>606<br>960<br>913 | School Based Mental Health Associate<br>Community Corrections Intake Specialist<br>Application Support Specialist I<br>PC Support Technician<br>Service Integration Specialist<br>Correctional Medical Technician<br>Homeless Prevention Outreach Specialist | 016   | 3,877 | 4,032 | 4,193 | 4,361 | 4,535 | 4,716 | 4,905 |
| 232<br>508<br>314                               | Building Maintenance Worker II<br>Victim Advocate<br>Environmental Health Specialist Trainee                                                                                                                                                                 | 018   | 3,938 | 4,096 | 4,260 | 4,430 | 4,607 | 4,792 | 4,983 |
| 34<br>19<br>26<br>506<br>505                    | Accounting Technician I<br>Juvenile Administrative Specialist<br>Legal Secretary II<br>Lead Discovery-Evidence Clerk<br>Child Support Case Manager                                                                                                           | 019   | 3,951 | 4,109 | 4,274 | 4,445 | 4,623 | 4,807 | 5,000 |
| 317                                             | Building Plans Examiner                                                                                                                                                                                                                                      | 020   | 4,008 | 4,169 | 4,336 | 4,509 | 4,689 | 4,877 | 5,072 |
| 947<br>310<br>*937                              | Business Services Analyst<br>Planner Trainee<br>Lead School Based MH Associate                                                                                                                                                                               | 021   | 4,032 | 4,193 | 4,361 | 4,536 | 4,717 | 4,906 | 5,102 |
| 271<br>224                                      | Application Support Specialist II<br>GIS Technician I                                                                                                                                                                                                        | 022   | 4,193 | 4,361 | 4,535 | 4,717 | 4,905 | 5,101 | 5,306 |
| 732                                             | Engineer-Survey Technician I                                                                                                                                                                                                                                 | 023   | 4,259 | 4,430 | 4,607 | 4,791 | 4,983 | 5,182 | 5,389 |
| 120<br>124<br>716                               | Assessment Specialist III<br>Cartographic Deed Specialist<br>Road Maintenance Worker                                                                                                                                                                         | 024   | 4,275 | 4,446 | 4,623 | 4,808 | 5,001 | 5,201 | 5,409 |
| 141                                             | Appraiser I                                                                                                                                                                                                                                                  | 025   | 4,336 | 4,510 | 4,690 | 4,878 | 5,073 | 5,276 | 5,487 |
| 324<br>921<br>550<br>919                        | Assistant Planner<br>Caseload Specialist<br>WIC Coordinator<br>Pretrial Services Officer                                                                                                                                                                     | 026   | 4,362 | 4,537 | 4,718 | 4,907 | 5,103 | 5,308 | 5,520 |
| 288                                             | Assistant Veteran Service Officer                                                                                                                                                                                                                            | 027   | 4,430 | 4,607 | 4,792 | 4,983 | 5,183 | 5,390 | 5,606 |

| #                                                                  | CLASS TITLE                                                                                                                                                                                                                                                                                                                  | RANGE | 1     | 2     | 3     | 4     | 5     | 6     | 7     |
|--------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|
| 720<br>233<br>717<br>725<br>753<br>714                             | Bridge Carpenter I<br>Building Maintenance Worker III<br>Heavy Equipment Operator<br>Mechanic I<br>Sign Technician I<br>PW Assistant/Emergency Management Coord                                                                                                                                                              | 028   | 4,444 | 4,622 | 4,807 | 4,999 | 5,199 | 5,407 | 5,624 |
| 603<br>604<br>954<br>281<br>280<br>570<br>557<br>295<br>565<br>566 | Prevention Coordinator<br>Service Integration Coordinator<br>Resource Navigator<br>Senior PC Support Technician<br>Application Support Specialist III<br>Community Health Coordinator<br>FCO Administrative Specialist<br>Communications Coordinator<br>Resource Center Coordinator<br>Homeless Prevention Community Liaison | 029   | 4,492 | 4,672 | 4,858 | 5,053 | 5,255 | 5,465 | 5,684 |
| 37<br>733<br>311                                                   | Accounting Technician II<br>Engineer-Survey Technician II<br>Environmental Health Specialist                                                                                                                                                                                                                                 | 030   | 4,564 | 4,746 | 4,936 | 5,133 | 5,339 | 5,552 | 5,774 |
| 125                                                                | Cartographic Deed Specialist II                                                                                                                                                                                                                                                                                              | 031   | 4,578 | 4,761 | 4,951 | 5,149 | 5,355 | 5,570 | 5,792 |
| 621<br>924<br>116                                                  | Juvenile Probation Officer I<br>Disease Intervention Specialist<br>Cartographic/GIS Technician                                                                                                                                                                                                                               | 032   | 4,671 | 4,858 | 5,052 | 5,254 | 5,464 | 5,683 | 5,910 |
| 416<br>426<br>999<br>998                                           | Chief Elections Clerk<br>Chief Recording Clerk<br>Chief Tax Clerk<br>Chief Finance Clerk                                                                                                                                                                                                                                     | 033   | 4,717 | 4,905 | 5,101 | 5,306 | 5,518 | 5,738 | 5,968 |
| 721<br>722<br>727<br>754                                           | Bridge Carpenter II<br>Lead Heavey Equipment Operator<br>Mechanic II<br>Sign Technician II                                                                                                                                                                                                                                   | 034   | 4,761 | 4,952 | 5,150 | 5,356 | 5,570 | 5,793 | 6,025 |
| 142<br>267<br>762                                                  | Appraiser II<br>GIS Programmer - Analyst I<br>Emergency Management Coordinator                                                                                                                                                                                                                                               | 035   | 4,831 | 5,024 | 5,225 | 5,434 | 5,651 | 5,877 | 6,112 |
| 325<br>735<br>315                                                  | Associate Planner<br>Engineer-Survey Technician III<br>Senior Enviornmental Health Specialist                                                                                                                                                                                                                                | 036   | 4,937 | 5,134 | 5,339 | 5,553 | 5,775 | 6,006 | 6,246 |

| #                                               | CLASS TITLE                                                                                                                                                                                        | Range | 1     | 2     | 3     | 4     | 5     | 6     | 7     |
|-------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|
| 959                                             | Lead Behavioral Health Licensed Practical Nurse                                                                                                                                                    | 037   | 5,052 | 5,254 | 5,464 | 5,683 | 5,910 | 6,146 | 6,392 |
| 728                                             | Shop Foreman                                                                                                                                                                                       | 038   | 5,077 | 5,280 | 5,491 | 5,710 | 5,939 | 6,176 | 6,424 |
| 622<br>* 544<br>956<br>718<br>335<br>296<br>515 | Juvenile Probation Officer II<br>School Based Mental Health Therapist<br>Correctional Licensed Practical Nurse<br>Road Crew Foreman<br>Building Inspector I<br>System Administrator I<br>Law Clerk | 039   | 5,255 | 5,466 | 5,684 | 5,912 | 6,148 | 6,394 | 6,650 |
| 143<br>135                                      | Appraiser III<br>GIS Cartographer                                                                                                                                                                  | 040   | 5,307 | 5,519 | 5,740 | 5,970 | 6,209 | 6,457 | 6,715 |
| 646<br>*545                                     | Public Health Nurse I<br>Lead School Based MH Therapist                                                                                                                                            | 042   | 5,464 | 5,682 | 5,909 | 6,146 | 6,392 | 6,647 | 6,913 |
| 136                                             | Lead GIS Cartographer                                                                                                                                                                              | 043   | 5,519 | 5,740 | 5,969 | 6,208 | 6,456 | 6,715 | 6,983 |
| 336                                             | Building Inspector II                                                                                                                                                                              | 044   | 5,684 | 5,911 | 6,147 | 6,393 | 6,649 | 6,915 | 7,192 |
| 748                                             | Survey Crew Chief                                                                                                                                                                                  | 045   | 5,774 | 6,005 | 6,245 | 6,495 | 6,755 | 7,025 | 7,306 |
| 646A                                            | Public Health Nurse II                                                                                                                                                                             | 046   | 5,911 | 6,147 | 6,393 | 6,649 | 6,915 | 7,191 | 7,479 |
| 643                                             | Lead Community Health Nurse                                                                                                                                                                        | 047   | 6,018 | 6,258 | 6,509 | 6,769 | 7,040 | 7,322 | 7,614 |
| 326                                             | Senior Planner                                                                                                                                                                                     | 048   | 6,024 | 6,265 | 6,515 | 6,776 | 7,047 | 7,329 | 7,622 |
| 943                                             | Correctional Health Nurse                                                                                                                                                                          | 049   | 6,145 | 6,391 | 6,646 | 6,912 | 7,189 | 7,476 | 7,775 |
| 736                                             | Civil Engineer I                                                                                                                                                                                   | 050   | 6,198 | 6,446 | 6,703 | 6,971 | 7,250 | 7,540 | 7,842 |
| 286                                             | System Administrator II                                                                                                                                                                            | 051   | 6,292 | 6,544 | 6,805 | 7,078 | 7,361 | 7,655 | 7,961 |
| 923<br>264<br>580                               | HS EPI/Preparedness Coordinator<br>Senior GIS Programmer-Coordinator<br>HS Quality and Analytics Coordinator                                                                                       | 052   | 6,516 | 6,776 | 7,047 | 7,329 | 7,622 | 7,927 | 8,244 |

| #   | CLASS TITLE          | RANGE | 1     | 2     | 3     | 4     | 5     | 6     | 7     |
|-----|----------------------|-------|-------|-------|-------|-------|-------|-------|-------|
| 737 | Civil Engineer II    | 053   | 6,971 | 7,250 | 7,540 | 7,842 | 8,156 | 8,482 | 8,821 |
| 338 | Electrical Inspector | 054   | 6,983 | 7,262 | 7,553 | 7,855 | 8,169 | 8,496 | 8,835 |
| 738 | Civil Engineer III   | 055   | 7,468 | 7,766 | 8,076 | 8,399 | 8,735 | 9,084 | 9,448 |

\* Indicates 10 month position in schools