

Polk County
AFSCME WAGE SCHEDULE
Effective 7-1-25 through 6-30-26

3.0%

** Denotes classifications exempt from overtime

#	CLASS TITLE	RANGE	STEPS						
			1	2	3	4	5	6	7
235 1	Custodian Office Specialist I	001	3,123	3,248	3,378	3,513	3,653	3,800	3,952
608	Medical Clerk I	002	3,296	3,427	3,565	3,707	3,855	4,010	4,170
273	Community Service Work Crew Leader I	003	3,346	3,480	3,619	3,764	3,914	4,071	4,234
236	Senior Custodian	004	3,378	3,513	3,654	3,800	3,952	4,110	4,274
2	Office Specialist II	005	3,428	3,565	3,708	3,856	4,010	4,171	4,337
607 552 961	Medical Clerk II Community Resource Connector I WIC Program Specialist	006	3,565	3,708	3,856	4,010	4,171	4,338	4,511
292	Community Service Work Crew Leader II	007	3,618	3,762	3,913	4,069	4,232	4,401	4,577
118	Assessment Specialist I	008	3,634	3,779	3,930	4,088	4,251	4,421	4,598
559	Community Resource Connector II	009	3,707	3,856	4,010	4,170	4,337	4,511	4,691
231	Building Maintenance Worker I	010	3,744	3,893	4,049	4,211	4,379	4,555	4,737
605 3	Medical Clerk III Office Specialist III	011	3,780	3,931	4,088	4,252	4,422	4,599	4,783
731 306	Engineer-Survey Aide Permit Specialist	012	3,823	3,976	4,135	4,301	4,473	4,652	4,838
642 563	Medical Assistant Lead Community Resource Connector	013	3,856	4,010	4,170	4,337	4,511	4,691	4,879
309 556	Building Permit Specialist II Public Health Worker	014	3,892	4,048	4,210	4,378	4,553	4,735	4,925

#	CLASS TITLE	RANGE	1	2	3	4	5	6	7
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119 25 507 714 715	Assessment Specialist II Legal Secretary I Discovery/Evidence Clerk Public Works Assistant Laborer	015	3,913	4,070	4,233	4,402	4,578	4,761	4,952
* 936 922 277 606 960 913 300 925	School Based Mental Health Associate Community Corrections Intake Specialist Application Support Specialist I Service Integration Specialist Correctional Medical Technician Homeless Prevention Outreach Specialist IT Support Technician I HRSN Program Specialist	016	3,993	4,153	4,319	4,491	4,671	4,858	5,052
232 508 314	Building Maintenance Worker II Victim Advocate Environmental Health Specialist Trainee	018	4,056	4,219	4,387	4,563	4,746	4,935	5,133
34 19 26 506 505	Accounting Technician I Juvenile Administrative Specialist Legal Secretary II Lead Discovery-Evidence Clerk Child Support Case Manager	019	4,070	4,233	4,402	4,578	4,761	4,952	5,150
317	Building Plans Examiner	020	4,129	4,294	4,466	4,644	4,830	5,023	5,224
947 310 *937	Business Services Analyst Planner Trainee Lead School Based MH Associate	021	4,153	4,319	4,492	4,672	4,859	5,053	5,255
271 224 282	Application Support Specialist II GIS Technician I IT Support Technician II	022	4,319	4,492	4,671	4,858	5,052	5,255	5,465
732	Engineer-Survey Technician I	023	4,387	4,563	4,745	4,935	5,132	5,338	5,551
120 124	Assessment Specialist III Cartographic Deed Specialist	024	4,403	4,579	4,762	4,953	5,151	5,357	5,571
141	Appraiser I	025	4,466	4,645	4,831	5,024	5,225	5,434	5,651
324 921 550 919	Assistant Planner Caseload Specialist WIC Coordinator Pretrial Services Officer	026	4,493	4,673	4,860	5,054	5,257	5,467	5,685
288	Assistant Veteran Service Officer	027	4,563	4,746	4,935	5,133	5,338	5,552	5,774

#	CLASS TITLE	RANGE	1	2	3	4	5	6	7
716 233	Road Maintenance Worker Building Maintenance Worker III	028	4,578	4,761	4,951	5,149	5,355	5,570	5,792
603 604 954 280 570 557 295 565 566 567	Prevention Coordinator Service Integration Coordinator Resource Navigator Application Support Specialist III Community Health Coordinator FCO Administrative Specialist Communications Coordinator Resource Center Coordinator Homeless Prevention Community Liaison Health-Related Social Needs (HRSN) Program Coord.	029	4,627	4,812	5,004	5,204	5,412	5,629	5,854
37 733 311	Accounting Technician II Engineer-Survey Technician II Environmental Health Specialist	030	4,701	4,889	5,084	5,287	5,499	5,719	5,948
125	Cartographic Deed Specialist II	031	4,715	4,904	5,100	5,304	5,516	5,737	5,966
621 924 116	Juvenile Probation Officer I Disease Intervention Specialist Cartographic/GIS Technician	032	4,811	5,003	5,203	5,412	5,628	5,853	6,087
416 426 999 998 281	Chief Elections Clerk Chief Recording Clerk Chief Tax Clerk Chief Finance Clerk IT Support Technician III	033	4,858	5,052	5,255	5,465	5,683	5,911	6,147
720 717 725 753	Bridge Carpenter I Heavy Equipment Operator Mechanic I Sign Technician I	034	4,904	5,100	5,304	5,516	5,737	5,967	6,205
142 267 762	Appraiser II GIS Programmer - Analyst I Emergency Management Coordinator	035	4,976	5,175	5,382	5,597	5,821	6,054	6,296
325 735 315	Associate Planner Engineer-Survey Technician III Senior Environmental Health Specialist	036	5,085	5,288	5,500	5,720	5,948	6,186	6,434
#	CLASS TITLE	Range	1	2	3	4	5	6	7
959	Lead Behavioral Health Licensed Practical Nurse	037	5,203	5,412	5,628	5,853	6,087	6,331	6,584
		038	5,229	5,438	5,656	5,882	6,117	6,362	6,616

721	Bridge Carpenter II		5,395	5,611	5,835	6,069	6,311	6,564	6,826
722	Lead Heavy Equipment Operator								
727	Mechanic II								
754	Sign Technician II								
726	Mechanic - Fabricator								
622	Juvenile Probation Officer II	039	5,413	5,630	5,855	6,089	6,333	6,586	6,849
* 544	School Based Mental Health Therapist								
956	Correctional Licensed Practical Nurse								
335	Building Inspector I								
296	System Administrator I								
515	Law Clerk								
143	Appraiser III	040	5,466	5,685	5,912	6,149	6,395	6,651	6,917
135	GIS Cartographer								
646	Public Health Nurse I	042	5,628	5,853	6,087	6,330	6,583	6,847	7,121
*545	Lead School Based MH Therapist								
136	Lead GIS Cartographer	043	5,685	5,912	6,148	6,394	6,650	6,916	7,193
336	Building Inspector II	044	5,854	6,088	6,332	6,585	6,849	7,122	7,407
748	Survey Crew Chief	045	5,947	6,185	6,433	6,690	6,958	7,236	7,525
728	Shop Foreman								
646A	Public Health Nurse II	046	6,088	6,332	6,585	6,848	7,122	7,407	7,703
337	Building Inspector III								
718	Road Crew Foreman								
643	Lead Community Health Nurse	047	6,198	6,446	6,704	6,972	7,251	7,541	7,843
326	Senior Planner	048	6,204	6,453	6,711	6,979	7,258	7,549	7,851
943	Correctional Health Nurse	049	6,329	6,582	6,846	7,119	7,404	7,700	8,008
736	Civil Engineer I	050	6,384	6,639	6,904	7,181	7,468	7,767	8,077
286	System Administrator II	051	6,481	6,740	7,010	7,290	7,582	7,885	8,200
923	HS EPI/Preparedness Coordinator	052	6,711	6,980	7,259	7,549	7,851	8,165	8,492
264	Senior GIS Programmer-Coordinator								
580	HS Quality and Analytics Coordinator								

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737	Civil Engineer II	053	7,181	7,468	7,766	8,077	8,400	8,736	9,086

338	Electrical Inspector	054	7,192	7,480	7,779	8,090	8,414	8,751	9,101
738	Civil Engineer III	055	7,692	7,999	8,319	8,651	8,997	9,357	9,731

* Indicates 10 month position in schools