

**TIM LANE**  
**Scott County Sheriff**



**SHAWN ROTH**  
Chief Deputy Sheriff

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**BRYCE SCHMIDT**  
Chief Deputy Sheriff

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**To:** County Administrator Mahesh Sharma and the Scott County Board of Supervisors  
**From:** Sheriff Tim Lane  
**Subject:** Pay rates of Deputy Lieutenants and Captain and COLA  
**Date:** April 3<sup>rd</sup>, 2023

The purpose of this resolution is to set the annual base salaries for the deputy sheriffs who are classified as exempt and the appointed Captain as described in Iowa Code 331.904. This would include the four Lieutenants and the Captain and the base salaries would be based on a percentage of the Sheriff.

In an attempt to reduce wage compression and have a reasonable wage increase between ranks, the Captain would be reduced from 83% to 80%. The rank of Lieutenant would have a two tier pay rate of 65% for a Lieutenant with less than two years in grade and 70% for a Lieutenant with two years in grade.

This represents a similar pay rate percentage that is currently in place, however it does represent a 3% reduction of the Captain pay rate.

These percentages were derived based on an attempt to create reasonable increases between ranks while eliminating wage compression. Based on the Code of Iowa the pay rate for the rank of Major is set at 85% which is the maximum amount. The pay rate for the rank of Sergeant is currently negotiated by the Board of Supervisors and is set at about 60%. Exempt employees are not entitled to overtime compensation.

This change is intended to become permanent subject to appropriate COLA's.

Sheriff- 100% currently  
Major- 85% currently  
Captain- 80% proposed  
Lieutenant- ~~70%~~ 65% proposed  
Sergeant- currently negotiated at approximately 60% top rate  
Deputy- currently negotiated at approximately 50.5% top rate

	<u>2020 Census Population</u>	<u>FY23 Salary</u>		<u>2020 Census Population</u>	<u>FY23 Salary</u>	
Polk County	492,401	\$191,676				
Linn County	230,299	\$176,062				
Scott County	174,669	\$154,004	Des Moines	214,133	\$200,887.00	
Johnson County	152,854	\$170,113				
Black Hawk County	131,144	\$139,009	Cedar Rapids	137,710	\$183,572.33	
Woodbury County	105,941	\$138,961				
Dallas County	99,678	\$150,080	Davenport	101,724	\$150,000.00	New Chief was hired 08/30/2022
Dubuque County	99,266	\$141,104				
Story County	98,537	\$159,656				
Pottawattamie County	93,667	\$146,377				
			Sioux City	85,797	\$162,123.10	
			Iowa City	74,828	\$169,228.80	Would be eligible for possible merit adjustments in addition to this based on his employment anniversary.
			West Des Moines	68,723	\$180,101.00	
			Ankeny	67,887	\$158,546.00	
			Waterloo	67,314	\$168,292.80	Chief left the position in August, he was making \$168,292.80. The next salary will be determined on that applicant's skill set, etc.
			Ames	66,427	\$142,292.18	
			Council Bluffs	62,799	\$155,003.46	
			Dubuque	59,667	\$120,577.60	
Warren County	52,403	\$112,783				
Clinton County	46,460	\$126,878				
Muscatine County	43,235	\$131,937	Urbandale	45,580	\$151,152.00	1/1/2023
Cerro Gordo County	43,127	\$125,008				
			Marion	41,535	\$152,584.64	They do pay adjustments effective April 1 every year.
			Cedar Falls	40,713	\$136,634.04	Also Asst. Director of Public Safety.
Marshall County	40,105	\$100,584				
			Bettendorf	39,102	\$165,417.00	
Des Moines County	38,910	\$108,373				
Jasper County	37,813	\$135,115				
Webster County	36,999	\$107,632				
Sioux County	35,872	\$111,688				
Wapello County	35,437	\$85,862				
Lee County	33,555	\$130,907				
Marion County	33,414	\$120,511				
			Marshalltown	27,591	\$131,809.00	
Boone County	26,715	\$99,605	Mason City	27,338	\$129,438.00	
Plymouth County	26,698	\$118,552				
Benton County	25,575	\$123,664				
			Ottumwa	25,529	\$103,022.00	Does not include longevity.
Bremer County	24,988	\$113,208				
			Fort Dodge	24,871	\$116,658.00	1/1/2023
			Clinton	24,469	\$116,889.34	
			Johnston	24,064	\$150,629.44	

# Sheriff Comp Board Comparison Page

*Check back periodically as results will be posted as they are received.*

ISSDA Survey Results: Number of staff tied to the Sheriffs Salary? [Survey Results 3-2-2023.pdf](#)

Population census / Salary comparisons:

- [2021County-Cities Population 3000.pdf](#)
- [FY23 County-Cities Population 3000.pdf](#)

Iowa State Association of Counties Salary Survey:

<https://www.iowacounties.org/member-resources/salary-survey/>

Iowa Legislature State Employee Salary Search

<https://www.legis.iowa.gov/publications/fiscal/salaryBook>

Iowa Department of Administrative Services

<https://eservices.iowa.gov/icpp/index.faces>

## 2023

- **Lee County** - Comp board recommended 7%
- **Black Hawk County** - Comp board recommended 10% & BOS approved 0% (ouch)
- **Mitchell County** - Comp board recommended 6% & BOS approved 6%
- **Adair County** - Comp board recommended 9.25%
- **Iowa County** - Comp board recommended 22% & BOS approved 14.5%
- **Ringgold County** - Comp board recommended 25% & BOS approved 16.75%
- **Dubuque County** - Comp board recommended 8%
- **Osceola County** - Comp board recommended 14% and BOS approved 6%
- **Howard County** - Comp board recommended 18%
- **Shelby County** - Comp board recommended 16%
- **Montgomery County** - Comp board recommended 15%
- **Chickasaw County** - Comp board recommended 20% and BOS approved 9%
- **Cedar County** - Comp board recommended 8.5%
- **Emmet County** - Comp board recommended 15% and BOS approved 15%
- **Keokuk County** - Comp board recommended 30% and BOS approved 8.5%
- **Greene County** - Comp board recommended 13.5%

- **Hancock County** - Comp board recommended 7%
- **Wapello County** - Comp board recommended 27.6%
- **Washington County** - Comp board recommended 12% and BOS approved 9%
- **Winnebago County** - Comp board recommended 10% and BOS approved 10%
- **Fremont County** - Comp board recommended 12% and BOS approved 12%
- **Humboldt County** - Comp board recommended 17% and BOS approved 11.39%
- **Jasper County** - Comp board recommended 6%
- **Henry County** - Comp board ignored 331.907 (back the blue) for 2nd straight year and recommended 10% for all elected officials.
- **Calhoun County** - Comp board recommended 8% & BOS approved 7.5%
- **Adams County** - Comp board recommended 15%
- **Taylor County** - Comp board recommended 10% + \$3,000
- **Clarke County** - Comp board recommended 25%
- **Decatur County** - Comp board recommended 15% and BOS approved 7.5%
- **Jefferson County** - Comp board recommend 15%
- **Butler County** - Comp board recommended 13.85%
- **Wapello County** - Comp board recommended 13.8% and BOS approved 13.8%
- **Floyd County** - Comp board recommended 10% and BOS approved 3%

## Police Management

Effective July 01, 2022

DPD

Code	GR	Title	Step #1	Step #2	Step #3	Step #4	Step #5	Step #6	Step #7	Step #8	Step #9	Step #10	Step #11	Step #12
3121		POLICE LT	94228 45.3018	96651 46.4666	99126 47.657	101668 48.8786	104270 50.1298	106941 51.4141	109627 52.7051	112368 54.0229	115178 55.374	118052 56.7558	121003 58.1748	124027 59.6284
3122		POLICE CAPTAIN	99719 47.9418	102880 49.4614	106039 50.9804	109211 52.5053	112374 54.0261	115539 55.5478	118706 57.07	121868 58.5903	125028 60.1099	128203 61.636	131362 63.155	134529 64.6773
3131		POLICE MAJOR	106696 51.2959	110082 52.924	113468 54.5521	116848 56.1769	120234 57.805	123615 59.4304	127004 61.0598	130389 62.6873	133776 64.3153	137173 65.9485	140562 67.578	143943 69.2034

Bett PD 2022

Lt \$120,961      Approx 73% of chief

Cpt \$129,003      Approx 78% of chief

Chief \$165,417

SCSO Lt Max 22	
\$50,06	\$104,125

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2023  
DEPUTY SHERIFF ASSOCIATION UNIT**

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
52.9 <sup>70</sup>		55 <sup>70</sup>		57.2 <sup>70</sup>		59.5 <sup>70</sup>			
<b>4S: Sergeant</b>									
\$39.18		\$40.74		\$42.37		\$44.06			
<b>8S: Deputy</b>									
\$28.19	\$29.33	\$30.50	\$31.71	\$32.99	\$33.81	\$34.65	\$35.53	\$36.42	\$37.33

38<sup>70</sup>

50.5<sup>70</sup>

Sergeant

step 7

July '23 \$45.82

Jan '24 \$46.74

**Scott County Salary Rate Table for FY 2023  
Non- Represented**

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
<b>30: Fleet Manager; Golf Pro Manager; Office Administrator; Secondary Roads Superintendent</b>													
\$32.94	\$33.76	\$34.61	\$35.47	\$36.36	\$37.27	\$38.20	\$39.15	\$40.13	\$41.14	\$42.17	\$43.22	\$44.30	\$45.41
<b>31: Clinical Services Manager; Correctional Health Manager; Corrections Lieutenant; Information Security Analyst; Park Manager; Senior Programmer/Analyst; Webmaster</b>													
\$34.59	\$35.45	\$36.34	\$37.25	\$38.18	\$39.13	\$40.11	\$41.11	\$42.14	\$43.19	\$44.27	\$45.38	\$46.52	\$47.68
													49.70
<b>32: Assistant Attorney; Network Infrastructure Manager; Risk Manager; Sheriff's Lieutenant</b>													
\$36.32	\$37.23	\$38.16	\$39.11	\$40.09	\$41.09	\$42.12	\$43.17	\$44.25	\$45.36	\$46.49	\$47.65	\$48.84	\$50.06
									Leonard	Furlong			67.670
													Gibbs
<b>33: Assistant Jail Administrator; Operations Manager - Treasurer</b>													
\$38.13	\$39.08	\$40.06	\$41.06	\$42.09	\$43.14	\$44.22	\$45.33	\$46.46	\$47.62	\$48.81	\$50.03	\$51.28	\$52.56
							Thompson						
							58,370		61,270	62,870			67,670
<b>34: Deputy Conservation Director; Deputy Health Director; Election Manager; GIS Manager; Juvenile Detention Center Director; Programmer/Analyst Manager; Tax Manager</b>													
\$40.04	\$41.04	\$42.06	\$43.11	\$44.19	\$45.30	\$46.43	\$47.59	\$48.78	\$50.00	\$51.25	\$52.53	\$53.84	\$55.19
<b>35: Accounting &amp; Business Manager; Assistant County Engineer; Finance Manager; Planning &amp; Development Director</b>													
\$42.04	\$43.10	\$44.17	\$45.28	\$46.41	\$47.57	\$48.76	\$49.98	\$51.23	\$52.51	\$53.82	\$55.17	\$56.55	\$57.96
<b>36: Senior Assistant Attorney</b>													
\$44.15	\$45.25	\$46.38	\$47.54	\$48.73	\$49.95	\$51.20	\$52.48	\$53.79	\$55.13	\$56.51	\$57.92	\$59.37	\$60.86
<b>37: Budget &amp; Administrative Services Director; Community Services Director; Facility &amp; Support Services Director; Information Technology Director</b>													
\$46.35	\$47.51	\$48.70	\$49.91	\$51.16	\$52.44	\$53.75	\$55.10	\$56.47	\$57.88	\$59.33	\$60.82	\$62.34	\$63.89

**SCOTT COUNTY SALARY RATE TABLE FOR FY 2023  
DEPUTY OFFICE HOLDERS**

<b>Position</b>	<b>Annual Salary</b>
First Assistant Attorney	\$136,982*
Second Deputy Recorder	\$82,016
Chief Deputy Sheriff	\$130,903
Chief Deputy Sheriff – Captain	\$127,823

\* Salary may need to be reduced depending on Judicial Branch setting of District Court Judge's salary pursuant to Iowa Code Section 331.752(2)



FY 2024 Rates

		Years in position		Rate as of 4/3/23	Sheriff 0% FY 2024, Lt. at 65%, under two years	Sheriff 0% FY 2024, Lt. at 70%, over two years	Estimated FY 2024	Sheriff Blended Rate	County Budgeted / Blended	County Budgeted Rate	Difference at 0%		
	Sheriff			\$74.04	74.04	74.04	154,003.20			3%			
Lt	Gibbs	4/20/2017	Over 2	50.06	48.13	51.83	107,802.24	51.828	107,247.00	51.56	0.27	555.24	
Lt	Furlong	8/16/2021	8/16/2023	46.49	48.13	51.83	106,839.72	51.36525	101,780.00	48.93	2.43	5,059.72	
LT	Leonard	3/13/2022	3/13/2024	45.36	48.13	51.83	102,347.96	49.20575	100,346.48	48.24	0.96	2,001.48	
Lt	Thompson	11/13/2022	11/13/2024	43.17	48.13	51.83	100,102.08	48.126	93,955.70	45.17	2.95	6,146.38	
Captain	Caffery	4/20/2017	80% proposed	61.45	59.23		123,202.56	59.232	127,823.02	61.45	(2.22)	(4,620.46)	
							540,294.56		531,152.20			9,142.36	
													1,562.43
													<u>10,704.79</u>

FY 2024 Rates

		Years in position		Rate as of 4/3/23	Sheriff 5% FY 2024, Lt. at 65%, under two years	Sheriff 5% FY 2024, Lt. at 70%, over two years	Estimated FY 2024	Sheriff Blended Rate	County Budgeted / Blended	County Budgeted Rate	Difference at 5%		
	Sheriff			\$74.04	77.74	77.74	161,703.36						
Lt	Gibbs	4/20/2017	Over 2	50.06	50.53	54.42	113,192.35	54.4194	107,247.00	51.56	2.86	5,945.35	
Lt	Furlong	8/16/2021	8/16/2023	46.49	50.53	54.42	112,181.71	53.93351	101,780.00	48.93	5.00	10,401.71	
LT	Leonard	3/13/2022	3/13/2024	45.36	50.53	54.42	107,465.36	51.66604	100,346.48	48.24	3.42	7,118.88	
Lt	Thompson	11/13/2022	11/13/2024	43.17	50.53	54.42	105,107.18	50.5323	93,955.70	45.17	5.36	11,151.48	
Captain	Caffery	4/20/2017	80% proposed	61.45	62.19		129,362.69	62.1936	127,823.02	61.45	0.74	1,539.67	
							567,309.29		531,152.20			36,157.09	
													6,179.25
													<u>42,336.33</u>