

TIM LANE
Scott County Sheriff

Item 07
3/11/23

SHAWN ROTH
Chief Deputy Sheriff



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 3rd, 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

THE COUNTY AUDITOR'S SIGNATURE CERTIFIES
THAT THIS RESOLUTION HAS BEEN FORMALLY
APPROVED BY THE BOARD OF SUPERVISORS ON

DATE

SCOTT COUNTY AUDITOR

R E S O L U T I O N

SCOTT COUNTY BOARD OF SUPERVISORS

April 13, 2023

APPROVAL OF PAY RATES OF DEPUTY LIEUTENANTS AND CAPTAIN AND COLA

BE IT RESOLVED BY the Scott County Board of Supervisors as follows:

Section 1. That the Board hereby approves the annual base salaries for the deputy sheriffs who are classified as exempt and the appointed Captain as described in Iowa Code 331.904 as follows:

Sheriff – 100% currently

Major – 85% currently

Captain – 80% proposed

Lieutenant – 70% and 65% proposed

Sergeant – currently negotiated at approximately 60% top rate

Deputy – currently negotiated at approximately 50.5% top rate

Section 2. This resolution shall take effect immediately and become permanent subject to appropriate COLA's.