

Minutes of Comp Board Meeting December 21, 2016

In attendance: Dave Cunningham, Brian Cornwell, Cindy Schalk, Patt Zamora, Kerry Beyer, Lisa Charnitz, and Mike Duffy

Guest: Tim Lane

Staff present: Mary Thee, David Farmer, Mahesh Sharma, Hiliary McKay.

Meeting was called to order at 8:00 am by last year's chair, Patt Zamora.

Ms. Zamora called for a motion to approve the minutes of the December 30, 2015 meeting. Dave Cunningham so motioned, Lisa Charnitz seconded. All in favor; motion approved.

Mike Duffy joined the meeting at 8:03 am.

Kerry Beyer motioned for Mike Duffy to serve as Chair for 2016. Seconded by Brian Cornwell. All in favor; motion approved.

David Farmer gave an overview of the County's financial status:

- Bond update to Aa1 for FY16
- Fund balance stable
- Taxable growth valuations of 2.7% (1.4% from new valuation)
- Cost variables include 9% for insurance
- Maintaining good equity balance and financial rating

Patt Zamora mentioned that the County Attorney cannot receive a raise unless District Court Judges wage were to increase per state law.

Mary Thee then mentioned that a percentage increase can still be set so that the County Attorney's wage could increase if the District Court Judges wage were to increase.

Cindy Schalk said she had a discussion with the County Auditor and she wants 3% as they have held budget at 0% for years.

Patt Zamora stated that she did a comparison and raises were higher in previous 7 years than

they have been the last 7 years. Patt said we have been falling behind in recent years and that she agreed with Cindy at 3%.

Mike Duffy questioned what was falling behind.

Patt Zamora responded by pointing out the wage comparison on attachment F.

Mike Duffy then asked about Benefit Package comparison.

Cindy Schalk agreed that it would be beneficial to have that information in order to truly compare.

Lisa Charnitz referred back to Patt's comparison of raises when they were averaging around 3% in the past and have been lower in the most recent 7 years. Lisa suggested comparing the economy between then and now.

Patt Zamora then stated that she suggests 2.7% going off of the growth valuations presented by David Farmer.

Mike Duffy asked if David foresees the growth being maintained with the potential Davenport Schools law suit.

David Farmer replied, stating that he does not expect that to affect revenue. He said he believed the revenue would be cost neutral.

Dave Cunningham stated that Tim Lane would like to explain the effect of raises not only on the Sheriff, but those below the Sheriff as well.

Tim Lane stated that there is a wage compression issue in the Sheriff's office. Tim said that as Lieutenant he was making more than his supervisors. By law the Chief Deputies are capped at 85% of the Sheriff's salary. He said that he has looked at wages for his two potential appointments and if they accepted, they would have a reduction in pay.

Dave Cunningham asked Tim what he thought would be a reasonable increase.

Tim Lane stated that he felt there is plenty of room between comparable counties to have a reasonable percentage increase of 3 to 4% which would help reduce the compression issues.

Patt Zamora then mentioned that the Compensation Board can elect varying percentages.

Mike Duffy, referencing Tim's appointments, asked if there are any other perks or benefits to the position.

Tim Lane then referenced the current Chief Deputy who is stepping back down from the position. He explained that vacation was paid out at the time of appointment and has not been accruing while in the position and that they do not accrue seniority while in the position.

Mary Thee mentioned this is the same in other offices where Deputies are capped at 85%.

Mike Duffy motioned for the Sheriff's increase at 4% and the rest at 2%. Seconded by Dave Cunningham.

Patt Zamora stated she didn't think that was enough for the other elected officials. Patt Zamora then motioned for 4% for the Sheriff and 3% for others. No second.

Lisa Charnitz said she thought 2.5% was better for the others where there is not the compression issue. Lisa also mentioned that there are two Union groups in bargaining and those groups could look at what we set for the officials.

Mary Thee mentioned that she thought that negotiations would be closed within 48 hours and stated that the open Union groups are looking to settle between 2 and 2.5%.

Mike Duffy mentioned that he had done a comparison of public sector employers versus municipalities and stated that wages, benefits, etc. are much more favorable with municipalities. He also stated they do business in other counties, which have more growth than our county. Mike Duffy then amended his motion to 4% for Sheriff and 2.5% for others.

Kerry Beyer stated that excluding the Sheriff, he is not concerned with their wages and does not find them to be under paid.

Cindy Schalk said that she spoke to Roxanna and she feels the county is fiscally stable and that it has the funds to give a larger percentage increase.

Patt Zamora amended her motion to 4% for the Sheriff and 2.7% for the others. Seconded by Kerry Beyer. Mike Duffy called for a vote:

- Mike Duffy: Nay
- Cindy Schalk: Aye
- Pattt Zamora: Aye
- David Cunningham: Aye
- Kerry Beyer: Aye
- Lisa Charnitz: Nay
- Brian Cornwell: Aye

Five to two in favor; motion approved.

Mike Duffy called for a motion to adjourn the meeting at 8:43 am. Patt Zamora motioned. Seconded by Brian Cornwell. All in favor; meeting adjourned.