

## **Minutes of Comp Board Meeting December 18, 2017**

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

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

Meeting was called to order at 8:03 am by last year's chair, Mike Duffy.

Mike Duffy called for a motion to approve the minutes of the December 21, 2016 meeting. Kerry Beyer so motioned, Cindy Schalk seconded. All in favor; motion approved.

Patt Zamora motioned for Cindy Schalk to serve as Chair for 2017. Seconded by Mike Duffy. All in favor; motion approved.

Brian Cornwell joined the meeting at 8:05 am.

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

- Fund balance stable at 20% of expenditures
- Taxable growth valuations of 4.5% (TIF could reduce that to around 4%)
- Budgeted 9% for insurance in FY19
- Maintaining good equity balance and financial rating
- Commercial Industrial Backfill currently being paid by state- not guaranteed that state will continue to fund.
- Unions ratified at 2% and 2.25%

Cindy Schalk asked if the IBEW (Bailiffs Union) contract had been finalized. Mary Thee confirmed that it has not been finalized and that negotiations have not yet begun.

Steven Sorensen introduced himself to the group. Each individual in attendance then introduced themselves.

Cindy Schalk then opened the floor for discussion. Mike Duffy mentioned that he was personally told by two elected officials that they were content with no increase.

Kerry Beyer stated that Mr. Fennelly is happy with his current pay. He also stated that with the

unions typically negotiating between 2 or 3% increases he felt they could do the same for the elected officials.

Patt Zamora mentioned that Rita said she believed 2.7 to 3% would be fair.

Lisa Charnitz stated that she would like to defer from commenting at this time as she had separate packets of information to share with the group.

Brian Cornwell acknowledged that Attorney salary likely capped and mentioned an increase of around 2-2.5% to avoid falling behind.

Steven Sorensen pointed out that three of the elected officials are at the same pay scale. Mary Thee responded to the statement and explained that it was not a requirement to have them remain the same or provide the same increases. She continued and stated that they have been the same for at least the previous 10 years.

Cindy Schalk stated that Roxanna had pointed out to her that she was the lowest paid when looking at the salary and benefit package cost to the County. Mary Thee referenced the footnotes of that handout which explained benefit cost variables due to family versus single coverage, etc. Cindy Schalk concurred.

Cindy Schalk, while referencing information from a memo provided by Roxanna, stated that in 2016 Roxanna set up an Election System Review Panel, compressed districts and voting locations to save money, saved \$6,000 in taxation by going paperless. She also shared that Roxanna has paid out of pocket with her own funds for additional certifications including the CERA certification which is a certification held by only ten county office holders in Iowa. Cindy then referenced Attachment F and stated that the Auditor's salary is in line with others. She stated she would like to ask for a 3% increase.

Mike Duffy then posed the question of to whom does an elected official report? Mahesh Sharma stated that they report to the public. Mary Thee concurred.

Mike Duffy then asked about succession planning and whether or not there is professional staff that, in the instance of need, could ensure the offices function. Mary Thee explained that at one point in the past they tried to move away from appointed Deputies and have more professional staff for this purpose. Mike Duffy then stated that he realizes succession planning is not a task of the Compensation Board but continued by stating to Mahesh that he should be concerned about the depth of staff that could ensure the offices function. Lisa Charnitz stated that she agreed succession planning should be of a concern.

Mike Duffy stated that the decisions made by the Compensation Board do affect the Deputy office holders as well.

Kerry Beyer, reverting back to Cindy Schalks' comments, stated that where he struggles with the suggestion of 3% is that it sounds to him as if Roxanna simply is doing her job. Kerry stated that he would not be a fan of 3%.

Steven Sorensen then asked if there are other office holders who maintain certifications for their positions.

The consensus of the group was no, there are not certifications that others must maintain. Cindy Schalk then mentioned that this was the point she (Roxanna) was trying to make when stating that she was one out of only ten county office holders in Iowa to achieve the CERA certification.

Steven Sorensen then referenced attachment F and stated that when comparing salaries for the three positions (Auditor/Recorder/Treasurer) that Scott County is 4<sup>th</sup> out of the 8 comparable counties. Lisa Charnitz then spoke and stated that we do not have control over the benefit package cost. She explained that when comparing benefits it is not an "apples to apples" comparison. Mike Duffy then mentioned that we are a no-growth county.

Lisa Charnitz provided separate packets to the Compensation Board members. This packet contained additional information and comparisons pertaining to the Sheriff and Sheriff's Office salaries. Lisa stated that if you look at fiscal prudence, the current Sheriff reduced staff by one. Lisa referenced the packet she provided and stated that Scott County is ranked 3<sup>rd</sup> for population and the Sheriff's office ranks 4<sup>th</sup> as far as the number of FTE's; however when comparing Sheriff salaries, Scott County ranks 7<sup>th</sup>.

Cindy Schalk stated that as far as area wise, Johnson and Story are larger counties.

Lisa Charnitz replied and pointed out that both Johnson and Story have fewer employees in the Sheriff's office. Lisa continued and stated that when looking at annualized salary it is difficult to attract Majors and Captains. She stated that compression is a concern. Lisa referenced attachment F in the Compensation Board packet and stated that the Sheriff's salary ranks 5<sup>th</sup> out of the 8 counties being compared. She explained that if you look at the information she provided and compare the 9 largest counties to include Pottawattamie the Sheriff's salary drops to 6<sup>th</sup>. Lisa then referenced the Internal Salary Comparisons page in the handout she

provided and pointed out that the Sheriff's salary ranks 7<sup>th</sup>. Lisa stated that the Sheriff does not believe we are near the size or demographics of Polk and Lynn, though they are more comparable to Johnson and Story counties. She continued to explain that if Johnson and Story were to get between a 2-3% increases that will put them even further ahead in salary.

Mike Duffy then asked that Lisa explain her concerns on compression.

Lisa replied and explained that there needs to be more room between salaried versus hourly to make it worthwhile for someone to move into those higher ranking positions. She stated that those in these higher ranking positions are not eligible for overtime.

Lisa stated that they are asking for a considerable jump of 15%. Cindy Schalk asked Lisa if she was making a motion for 15% for the Sheriff.

Lisa Charnitz clarified and stated that she motioned for a 15% increase for the Sheriff. Brian Cornwell seconded the motion.

Patt Zamora stated she is hesitant about 15%. Cindy Schalk commented by stating she believed the Auditor would be disturbed if that was approved.

Patt Zamora continued and said that disparity is apparent but 15% seems significant. Kerry Beyer mentioned that the Sheriff ran for the position knowing what the salary was.

Cindy Schalk called for a vote on the motion for 15% for the Sheriff:

- Mike Duffy: Nay
- Steven Sorensen: Nay
- Kerry Beyer: Nay
- Patt Zamora: Nay
- Cindy Schalk: Nay
- Lisa Charnitz: Aye
- Brian Cornwell: Aye

Five to two opposed; motion not approved.

Mike Duffy then made a motion for 2.25% for all elected officials. Kerry Beyer seconded. Patt Zamora called for a roll call on the vote:

- Mike Duffy: Aye
- Steven Sorensen: Nay

- Kerry Beyer: Aye
- Patt Zamora: Nay
- Cindy Schalk: Aye
- Lisa Charnitz: Nay
- Brian Cornwell: Nay

Four to three opposed; motion not approved.

Steven Sorensen then motioned for 4% for the Sheriff and 2.25% for other elected officials. Mike Duffy seconded. Cindy Schalk called for a roll call on the vote:

- Mike Duffy: Aye
- Steven Sorensen: Aye
- Kerry Beyer: Aye
- Patt Zamora: Nay
- Cindy Schalk: Aye
- Lisa Charnitz: Nay
- Brian Cornwell: Aye

Five to two in favor; motion approved.

Cindy Schalk made motion to adjourn the meeting at 9:03 am. Seconded by Kerry Beyer. All in favor; meeting adjourned.