

Minutes of Comp Board Meeting January 3, 2019

In attendance: Mike Duffy, Steven Sorensen, Pat Zamora, Brian Cornwell, Tom Otting, Cindy Schalk (via phone) and Lisa Charnitz (via phone)

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

Elected Officials and Deputies present: Bryce Schmidt, Shawn Roth, Ken Croken

Meeting was called to order at 1:00 pm by Steve Sorensen.

Steve Sorensen called for a motion to approve the minutes of the December 12, 2018 meeting. Mike Duffy so moved, Brian Cornwell seconded. All in favor; motion approved.

Pat Zamora stated that before discussion begins, she wished to explain that she was not in attendance at the last meeting due to not receiving the meeting notice. The notice was sent to Pat via email and she shared that she doesn't utilize email.

Pat Zamora continued and stated that she has worked with Elected Officials for 29 years, with over 5 different counties, and she feels the Elected Officials at Scott County all do a nice job. Pat shared that she feels Scott County is the best run county in the state.

Steve Sorensen suggested that an effective way for accomplishing the group's task of making salary recommendations for the Elected Officials for FY20 would be to have discussions in logical groupings such as discussing the Auditor, Treasurer and Recorder salary recommendations separately from the Sheriff and separately from the Board of Supervisors and Attorney.

Pat Zamora stated that she disagrees completely. She shared that they have always discussed them as one group unless there was an Elected Official whose salary was radically behind.

Brian Cornwell said that he agreed with Steve's suggestion of organizing today's task into separate discussions by individual groupings.

Cindy Schalk added that she doesn't think we need to compartmentalize the discussion into groups. Cindy referenced attachment F and attachment B from the Compensation Board packet while pointing out that their task is to provide the Board of Supervisors with a

recommendation for all of the Elected Officials. Cindy stated that she did not feel it would save the group time to break down the discussion into groups.

Lisa Charnitz also referenced attachment B and pointed out that the code states that the Sheriff's salary should be compared to local and comparable law enforcement offices and not just comparable counties.

Steve Sorensen concurred that the points made regarding the code in attachment B are relevant. He reiterated that he felt discussing the various salaries in individual groups may help to focus their discussions.

Brian Cornwell again agreed with Steve's suggestion of breaking the discussion into individual groups. Brian made reference to the Board of Supervisors and recalled from the previous meeting that they were asking for 0% increase. Mike Duffy confirmed that currently he has heard from three Supervisors who all implied they were okay with receiving no increase.

Mike Duffy made motion to look at the salaries by individual groupings. Brian Cornwell seconded. Steve Sorensen called for a vote:

- Mike Duffy: Aye
- Steve Sorensen: Aye
- Pat Zamora: Nay
- Brian Cornwell: Aye
- Tom Otting: Aye
- Cindy Schalk: Nay
- Lisa Charnitz: Aye

Five to two in favor; motion approved.

Steve Sorensen directed the group to discuss the Board of Supervisors first. Mike Duffy motioned for 2%. Tom Otting seconded.

Pat Zamora asked if she had missed anything at the last meeting prior to voting on this. The group concurred that there were no points of discussion to be of concern and Mike Duffy again reiterated that three supervisors had told him they would be okay with 0%. Mike also commented that the Board of Supervisors could always reduce their recommendation.

Steve Sorensen called for a vote on the motioned and seconded 2% for the Board of Supervisors:

- Mike Duffy: Aye
- Steve Sorensen: Aye
- Pat Zamora: Nay
- Brian Cornwell: Aye
- Tom Otting: Aye
- Cindy Schalk: Aye
- Lisa Charnitz: Aye

Six to one in favor, motion approved.

Steve Sorensen then mentioned the Auditor, Treasurer and Recorder and how in previous years these Elected Officials have been treated the same. He asked the group to discuss whether they should continue to look at these as equal or if they should look at them individually.

Pat Zamora motioned to continue to look at them equally. Lisa Charnitz seconded.

Steve Sorensen referenced attachment F and pointed out that five of the top eight counties have equal salaries for these three Elected Officials while out of the other three counties included in the top eight, two out of three have the Auditor with a higher salary and the other the Treasurer has a higher salary. Steve continued and shared that the differential in salaries in those counties where all three were not equal was an average of \$2,500 difference.

Cindy Schalk stated that without reaching out to those individual counties, the group wouldn't know the reasoning of why those three counties have one of the three Elected Officials with a higher salary. Cindy questioned whether or not it was relevant that those three counties did not have the same salary for all three Elected Officials.

Steve Sorensen called for a vote to continue to look at these three Elected Officials equally. All ayes, motion approved. Steve then called for a motion on the salary adjustment for the Auditor, Recorder and Treasurer.

Cindy Schalk motioned for 15%. Seconded by Brian Cornwell.

Cindy Schalk shared that she is much more aware of what the Auditor's job entails. Cindy stated that during her time serving on the Compensation Board she feels they have continued to kick the can down the road. Cindy stated that we are not in tough times and can afford to pay these Elected Officials more. Cindy referenced the discussion from the Compensation Board meeting on December 12th and the low bonded indebtedness that the county has.

Brian Cornwell stated that he agrees and mentioned the issue of compression. He stated that a recommendation of 15% would give the Board of Supervisors room to reduce their recommendation should they choose to do so.

Pat Zamora added that there have been years in the past in which their recommendation was 0% or 1% for these Elected Officials.

Cindy Schalk reiterated that the Compensation Board is to look at comparable counties and stated that Scott County is lagging behind due to their conservative approach in the past. Cindy made the comment that if Scott County wants to keep good people in these positions we need to be concerned with what we are paying them.

Lisa Charnitz agreed that Scott County is lagging due to conservative increases in the past. Lisa stated that the Board of Supervisors have been fiscally responsible when needed. Lisa, when referencing attachment F, pointed out that Scott County is 4th and 5th in pay for these positions while being the third largest county and expressed concerns on market competitiveness.

Steve Sorensen stated that he didn't get the impression that Scott County is in supreme financial health. When referencing David Farmer's presentation on the county's financial status during the December 12th Compensation Board meeting, he recalled there was uncertainty regarding whether or not substantial funding from the state would continue. Steve stated he felt that 15% seemed high.

Cindy Schalk stated that these Elected Officials have done what they needed to do as far as staff or budget cuts in the past. Cindy shared that her understanding was that if these offices are under budget, the funds go back to the county's general fund. Cindy, referencing materials provided by Roxanna Moritz at the December 12th Compensation Board, mentioned that Johnson County had recommended 4% for these Elected Officials.

Steve Sorensen calculated that the 15% recommendation would raise these Elected Officials salaries to \$101,500. Steve, referencing the materials Roxanna Moritz provided, explained that he interpreted Johnson County to have a 4 year plan in place, he asked for clarification that the intention with recommending 15% would catch up the salaries at Scott County to put us in the top three as far as salaries. Cindy Schalk replied yes, and suggested that we will still be behind as the other counties will most likely recommend increases for their Elected Officials for FY20 as well.

Mike Duffy commented that one bargaining unit has settled at 2.25% for FY20. Cindy Schalk stated she did not feel that was relevant. Mike clarified that he was not suggesting a

comparison between the Elected Officials increase and the Bargaining Units or non-represented staff, but suggested that a 15% suggested increase for these Elected Officials could be viewed poorly.

Lisa Charnitz commented that she understands fiscal concern and the possibility of pushing these increases out to further years, though she clarified that she did not feel that this Compensation Board could commit to ensuring that occurred. Lisa then agreed with Cindy's previous comment regarding these offices running under budget. Lisa referenced the Sheriff's office not always being fully staffed which in turn means that salaries and benefits are not being paid.

Tom Otting then commented and shared that it has been eighteen years since he was a Supervisor or a banker. Tom stated he was initially taken aback by the suggestion of 15% but then continued to share a suggestion he had heard in the past, the suggestion was that if you wanted to borrow \$100,000, you ask for \$200,000 and hope that they lend you \$100,000.

Cindy Schalk commented that she should have suggested 30% then.

Steve Sorensen asked the group if the desire is to get these Elected Officials salaries in the top three range in comparison to the other counties.

Cindy Schalk replied by stating that she believed the positions would still fall to fourth due to Elected Officials in comparable counties potentially receiving increases as well. Cindy continued by stating that these Elected Officials really value their jobs and they sustain our county. Cindy said Scott County is run efficiently, it is clean, honest and a well-run county because of these three Elected Officials.

Mike Duffy then stated that he would like to encourage the Board of Supervisors to consider a formal PTO policy for Deputies to eliminate what appears to him as unlimited paid time off for those in Deputy Office holder positions.

Steve Sorensen then called for a vote on the motioned and seconded suggestion of 15% for the Auditor, Recorder and Treasurer:

- Mike Duffy: Nay
- Steve Sorensen: Nay
- Pat Zamora: Aye
- Brian Cornwell: Aye
- Tom Otting: Nay

- Cindy Schalk: Aye
- Lisa Charnitz: Aye

Four to three in favor, motion approved.

Brian Cornwell then recommended 15% for the county Attorney. Pat Zamora commented that it is unfortunate that the position is capped. Steve Sorensen asked for additional clarification on the cap and the relevance of suggesting an increase when the salary is capped. Mary Thee explained that the Attorney's salary is capped at the District Court Judges salary and that generally that salary is determined at some point in May, should that salary increase, the Scott County Attorney's salary could increase as well.

Tom Otting reiterated that the Compensation Board's recommendations go to the Board of Supervisors for approval and that they can reduce the recommendations. Mary clarified further by stating that the Board of Supervisors can implement a reduction in their recommendations but any reduction would apply to all recommendations. Mary also explained that Polk and Linn county Attorney's salaries are not capped due to the population of those counties.

Brian Cornwell then motioned for 15% for the Attorney. Pat Zamora seconded. Steve Sorensen called for a vote:

- Mike Duffy: Nay
- Steve Sorensen: Aye
- Pat Zamora: Aye
- Brian Cornwell: Aye
- Tom Otting: Nay
- Cindy Schalk: Aye
- Lisa Charnitz: Aye

Five to two in favor, motion approved.

Mike Duffy then motioned for 15% for the Sheriff. Tom Otting seconded.

Pat Zamora stated that the Sheriff is so far behind in salary that staff that work under him make more than he does. Steve Sorensen replied by stating that the Auditor has staff that make more than they do too. Mike Duffy added that it is the same situation for the Treasurer.

Lisa Charnitz stated that she didn't feel 15% was adequate. She continued by pointing out that the Sheriff's salary is 20% lower than Johnson County and 19% lower than the Davenport Policy Chief's salary. Lisa continued by stating that if the Compensation Board goes with a

recommendation of 15% for the Sheriff they are just kicking the can down the road. Lisa suggested an increase of 19.8% for the Sheriff.

Mike Duffy amended his motion for the Sheriff to 20%. Brian Cornwell seconded. Mike Duffy added that he does not imagine that the Board of Supervisors will approve.

Pat Zamora stated that 20% will only bring the Sheriff's salary to be even. Cindy Schalk commented that 20% would hardly accomplish that. Cindy clarified that benefit packages are not compared but continued to state that the statute does not mention that the Compensation Board look at benefit packages. Lisa Charnitz added that when looking at benefit packages it is difficult to determine what is truly comparable as going off of cost does not truly look at the full picture of a benefit package.

Steve Sorensen acknowledged that the Sheriff's salary is behind when looking at comparable local law enforcement and mentioned that Scott County is considerably behind when looking at comparable counties. Steve asked if there was any further discussion needed.

Upon no response Steve Sorensen called for a vote on the motioned and seconded suggestion of 20% for the Sheriff. All ayes, motion approved.

Mary Thee asked for clarification from the group on whether there was any desire to specify that any Elected Officials salary increases be rounded to the nearest \$100. Cindy Schalk motioned to direct the Board of Supervisors to round approved salary increases to the nearest \$100. Lisa Charnitz seconded. Steve Sorensen called for a vote:

- Mike Duffy: Nay
- Steve Sorensen: Nay
- Pat Zamora: Nay
- Brian Cornwell: Nay
- Tom Otting: Nay
- Cindy Schalk: Aye
- Lisa Charnitz: Aye

Two to five not in favor, motion not approved.

Mike Duffy motioned to adjourn the meeting at 1:47 pm. Seconded by Tom Otting. All in favor; meeting adjourned.

