

Minutes of Comp Board Meeting December 12, 2018

In attendance: Mike Duffy, Steven Sorensen, Cindy Schalk, Lisa Charnitz, Brian Cornwell, Tom Otting

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

Elected Officials and Deputies present: Tim Lane, Bryce Schmidt, Shawn Roth, Rita Vargas, Roxanna Moritz, Ken Croken (Supervisor Elect)

Meeting was called to order at 3:06 pm by last year's chair, Cindy Schalk.

Cindy Schalk called for a motion to approve the minutes of the December 18, 2017 meeting. Mike Duffy so moved, Lisa Charnitz seconded. All in favor; motion approved.

Tom Otting joined the meeting at 3:07 pm.

Mike Duffy moved for Steve Sorensen to serve as Chair for 2018. Seconded by Cindy Schalk. All in favor; motion approved.

Each individual present introduced themselves.

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

- Fund balance stable and remains at 20% of FY18 expenditures
- Taxable growth valuations estimated at 4.6% (TIF reductions and utility improvements could impact)
- Budgeted 9% for insurance in FY20
- Maintaining good equity balance and financial rating
- Commercial Industrial Backfill currently being paid by state- continued concerns that it is not guaranteed that state will continue to fund.
- County is committed to multiple projects within the strategic plan including:
 - Salary and Benefit Study
 - Mental Health Funding
 - Capital projects including jail, Juvenile Detention and Administrative Center
 - Radio Infrastructure project with Scott Emergency Communication Center that will likely add to the future debt of the county.
- Expecting Unions moving forward to ratify at 2% - 2.5%

Mary Thee added that one Union has settled at 2.25%.

Cindy Schalk asked when the deadline was for the Unions to ratify. Mary Thee shared that the changes in bargaining law have caused delays but that March 15th would be the deadline due to the budget approval.

Steven Sorensen asked for clarification on the Salary and Benefit Study. Mary Thee clarified that elected officials salaries were not a part of the study.

Steven Sorensen then asked for additional information on the Commercial Industrial Backfill. David Farmer stated that for FY19 the county has received half of the funding expected so far and he shared that he felt chances were medium to high that the county will receive the other half expected.

Mike Duffy asked for a comparison on other counties benefits. Mary Thee shared a handout of information obtained from ISACs website.

Mike Duffy stated that the number of guests in the room is unusual for this meeting and asked the guests if they would be presenting information.

Roxanna Moritz handed out a packet of information to the Compensation Board members and stated that she hasn't seen any of the members in her office before. Roxanna stated she's been with the county for 10 years and then proceeded to explain the duties her office performs. Roxanna stated that Scott County is 3rd in population and yet her salary is 5th in the state. Roxanna mentioned that the Auditor in Johnson County earns \$14,000 more and has 7 more employees. Roxanna stated that she has paid out of pocket with her own funds for a degree in business management with an emphasis on accounting from Scott Community College. Roxanna has acquired her CERA certification which is a certification held by only ten county office holders in Iowa. She serves as treasurer of the statewide group. Roxanna referenced compression issues in her office with the Operations Manager and Accounting and Tax Manager earning more than herself.

Mike Duffy asked for clarification on whether or not elected officials earned vacation time. Mary Thee confirmed that elected officials do not earn vacation or sick leave.

Rita Vargas then spoke and stated she read the minutes from last year's meeting and felt she needed to come to the meeting today. Rita expressed that while the Board of Supervisors, as an example, are part time and may have other jobs or may be retired from a former employer, her position as Recorder is her full time job. Rita shared that she is certified as a Recorder and estimated that roughly 90 of the 97 Recorders in Iowa were certified also. Rita stated that she

believes the customers who visit her office are satisfied. Rita also shared that she is the Vice President of the District Records Association and stated that other counties look to Scott County for example.

Mike Duffy then shared that he had heard from two Supervisors and both had indicated they were content with no increase. Steve Sorensen stated he had not received any calls from Supervisors. Brian Cornwell said he had talked to the County Attorney whose salary continues to be capped.

Mary Thee stated that she believed there was historical reasoning behind moving Treasurer, Auditor and Recorder office staff from deputy office holders to professional jobs. Mary explained that positions were Hay pointed in the past to determine salaries.

Roxanna Moritz shared that she believed it was in 2006 when the Records office moved from three deputy office holders to one as it currently remains today.

Lisa Charnitz then provided the Compensation Board members with a packet of information on behalf of Sheriff Lane. Lisa stated that there continues to be concerns regarding compression. Lisa referenced the first page of the handout she provided and stated that when compared to local law enforcement the Sheriff's salary ranks 5th. Lisa stated that the Sheriff for Pottawattamie and Dallas counties earns more and have similar FTEs. Lisa shared that there is a 20% disparity when overtime is figured in. She indicated this could worsen with salary study and compared Sheriff's salary with county department heads.

Steve Sorensen then asked if the Sheriff's Office Annual Salaries reflected in the handout included total compensation with overtime. Tim Lane confirmed that the page in the handout reflected total compensation with overtime.

Cindy Schalk mentioned that those salaries can be addressed. Tim Lane shared that his three Chief Deputies salary cannot exceed 85% of his salary as per Iowa law.

Tim Lane stated that his concern is that generally it is a pay cut for an individual to take the promotion to Chief Deputy which makes it difficult to establish command staff. Tim continued to share that they've experienced what he estimates to be a 50% increase in call load. He stated they've been working with fewer staff and the public is getting more for their money with the increase in efficiency.

Steve Sorensen asked if others had more to share or discuss. Cindy Schalk commented on the lack of time remaining. Steve mentioned that going forward if others wished to present during the meeting that the presentations should be built into the agenda. Mike Duffy stated that the

handouts are appreciated, but receiving them during the meeting does not afford the members of the Compensation Board much time to review them.

Roxanna Moritz thanked the Compensation Board members for their time. Tim Lane and Rita Vargas both thanked the Compensation Board as well.

Lisa Charnitz mentioned that we have excellent staff, yet she encouraged her fellow Compensation Board members to remember that they are here to determine wages for positions, not on the performance of the person in the position.

Steve Sorensen questioned the same salary for the Recorder, Treasurer and Auditor. Rita Vargas stated that the three offices are comparable. Mary Thee commented that there is not a law requiring that the three office holders be paid the same, but all counties traditionally handle them the same way with all three having the same salary.

The Compensation Board members agreed that a second meeting was necessary. The Board agreed to meet again on January 3rd at 1:00 pm. Mary Thee stated that she will send out a new meeting reminder.

Cindy Schalk made motion to adjourn the meeting at 4:01 pm. Seconded by Mike Duffy. All in favor; meeting adjourned.