

**Minutes of Comp Board Meeting  
January 9, 2020**

In attendance: Patt Zamora, Brian Cornwell, Dan Portes, Mike Duffy, Karl Rhomberg, and by phone Lisa Charnitz.

Staff Present: Mary Thee, David Farmer, Mahesh Sharma, and Andrea Ahmann.

Elected Official present: Ken Croken.

Meeting was called to order at 3:29pm by Mike Duffy.

Mike Duffy called for a motion to approve the minutes from January 3, 2019 meeting. Patt Zamora so moved, Brian Cornwell seconded. Dan Portes and Karl Rhomberg ask to abstain from vote as they were not on the board last year. Everyone else in favor; motion approved.

Brian Cornwell moved for Patt Zamora to serve as Chair for 2020. Seconded by Mike Duffy. All in favor; Motion Approved.

Patt Zamora asked if anyone was aware of any presentations being made by Elected Officials.

Mary Thee stated she wasn't aware of any presentations.

David Farmer gave an overview of County's financial status by addressing that the fund Balance is stable and remains at 20% of FY19 expenditures; taxable growth valuations estimated at 3.08%; budgeted 8% for insurance FY21; maintaining good equity balance and financial rating of AA1; Continued concerns over commercial industrial backfill; Board has completed their strategic plan which includes future debt related to a radio infrastructure, and based on union settlements we're budgeting 2.5% cost of living.

Karl Rhomberg asked if Employees pay more based on family or single coverage. David shared that yes we have two rates, single and family. Karl then asked if we offer additional pay if employees don't take the insurance. David shared that we are aware some places do that but we do not.

Karl Rhomberg asked if Scott County has a healthy fund balance what is that amount. David shared it carries at 10 ½-11 ½ million fund balance.

Dan Portes asked with the rural roads policy change, how does that impact the budget. David's response was no direct impact as it's a separate budget.

Patt Zamora asked why Scott County is the second highest rating of AA1 and not the highest rating. David explained that Scott County's hands are tied and can't really achieve the highest rating because it's more about the economics in the community and not just us as an entity.

Karl Rhomburg states that based on the law we should be looking at comps in other cities and states also and not just other counties in Iowa. After Karl's questions a discussion took place about what comps board members felt were important and what they would like to see in the future.

Dan Portes made a motion to have Mary or her staff hire a firm or do the work themselves to provide more comps from Counties, Cities, & States. This should go into effect for next year's meeting. Karl Rhomberg seconded the motion. Patt Zamora called for a vote. All in favor; motion approved.

Patt Zamora states she thinks we are ready to move forward and would like each member to take a minute and speak on behalf of the person we represent.

Karl Rhomberg stated that he represents Auditor Roxanna Moritz. He felt the Auditor had an enormous amount of job duties, and the department ran very well. He would like to stay with last year's recommendation of 15%.

Mike Duffy stated that he had spoken with two Board of Supervisors and they both stated no additional money was needed. Mike also stated that Supervisor Kinzer said he felt that other elected office holders should not get more than the employee unions they supervise would receive and that is 2.5%.

Dan Portes stated that he felt that zero increase was not acceptable for the Board of Supervisors. They at least deserve cost of living.

Brian Cornwell stated he represents Mike Walton the County Attorney. He explained how Mike is faced with his salary currently being capped per state law, but would like to recommend he get the same increase that the Auditor, Treasurer, and Recorder receive.

Lisa Charnitz then spoke and stated she represented Sheriff Lane and spoke about the additional comparable handouts they had created. She recommended 18% increase for the Sheriff. Some additional discussion took place among the board as they reviewed the handouts provided by Lisa.

Patt Zamora then spoke about the Recorder Rita Vargas. Patt made note that the Recorder's work load has increased recently with the new DL requirements, and the department does not have additional staff which results in the Recorder working at the counter. Patt stated Rita thinks 3% is fair and is in favor of trying to help the Sheriff get a higher increase.

Patt Zamora then asked if the group felt they were in a place to make a motion on the increases or if they wanted to utilize the second scheduled meeting. There was discussion around giving the Board of Supervisors 1-2%; Elected Office holders 3% and the Sheriff either 6-7% or 18%. Concern was discussed about the impact of the Board of Supervisors reducing percentages as was done last year. Mike Duffy felt that more discussion was needed about the Sheriff and they should meet again.

Dan Portes moved to adjourn at 4:50pm until January 15<sup>th</sup>. Brian Cornwell seconded. All ayes, motion approved.

Next meeting is scheduled for January 15<sup>th</sup> at 3:30pm.