

Minutes of Comp Board Meeting

December 17, 2020

In attendance: Patt Zamora, Brian Cornwell, Dan Portes, Lisa Charnitz, Karl Rhomberg, Molly Carlson, & John Stavnes.

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

Elected Official present: Tim Lane

Meeting was called to order at 3:41

Patt Zamora called for a motion to approve the minutes from January 15, 2020 meeting. Brian Cornwell so moved, Lisa Charnitz seconded. All in favor, motion approved.

Patt Zamora moved for Lisa Charnitz to serve as Chair for 2021. Seconded by Dan Portes. All in favor, motion approved.

Lisa Charnitz asks if anyone has any changes they would like to hear from the agenda. With no response Lisa welcomes Rachel Skaggs, GovHR to the meeting.

Rachel Skaggs presented the process and GovHR's findings in the salary study.

Lisa Charnitz asks if anyone has questions for Rachel.

Dan Portes asked if she could name some of the big cities in some of these counties so he could get a better feel what these counties were made up of.

Patt Zamora stated she doesn't understand the rational of the study.

Karl Rhomberg asked if any federal positions had been reviewed and Rachel Skaggs answered no.

Karl Rhomberg questioned the difference on Recorder, Treasurer, and Auditor. Also the increase on Board of Supervisors.

Patt Zamora asked how Board of Supervisors is comparable to other counties when different rules apply at different counties and are supervisors are part-time?

Rachel Skaggs explained that some communities do pay at a much higher rate which will increase the overall average of wage but she verified with all counties and none of these supervisors hold specific hours and would all hold part-time hours.

Tim Lane asked if separate comps were compared for the position of Sheriff and read the Iowa code that referenced other agencies outside of counties should be compared when looking at Sheriff. Rachel Skaggs followed up with only Counties were looked at. Tim Lane asked for a recalculation with taking into consideration all the comps in the law.

Karl Rhomberg stated he wanted to follow-up to what the Sheriff had said and thinks they are missing Federal and private entities in this study.

Dan Portes asks what the Board of Supervisors did with their own salaries the last few years. Mary Thee said she believed they had cut their recommended salary in half or taken no increase.

Karl Rhomberg asked if we are going to add additional data for the Sheriff can we also add additional data for elected officials. Rachel Skaggs said she can look at Federal data but private sector would be difficult as government jobs don't equate to private sector very well.

Lisa Charnitz asked Rachel about why pension plans were not looked at, and Rachel responded with it was not something we were asked to look at.

Lisa Charnitz also asked Rachel what the other states look like in comparison to Iowa law when it comes to comp boards. Rachel Skaggs answered that she felt it was very similar and they had good accurate data.

Lisa Charnitz asked Rachel if they had to weigh any of the jobs when they do not perfectly match? Rachel stated they do that sometimes but did not need to do that in this study.

Lisa Charnitz asks if anyone else has any questions for Rachel. With no comments she welcomes the new board members Molly Carlson and John Stavnes. Lisa then introduces Sheriff Lane for comments.

Sheriff Lane thanks the board for their continued efforts in the past years to help him and his team get increases. He stated the board of Supervisors agreed to 8% for three straight years and it was derailed by COVID. He expresses his concern of his Chief Deputies who are severely underpaid in comparison to similar positions at Davenport & Bettendorf PD, but their pay is determined by his pay so it's not just about him. He expressed his concern with the study not utilizing other local entities. He would like to see a 16% increase this year. 8% for this year and 8% that they should have received last year.

Lisa Charnitz asked if anyone has questions for Sheriff Lane. With no questions she said the next step on the agenda is to hear from David Farmer with a budget update.

David Farmer gave an overview of the County's financial status. He made mention that the 2021 budget had to be finalized by March 31, 2020 so when COVID hit the Board of Supervisors had to act fast and make decisions with very little information on how COVID would affect Scott County. That resulted in the board making the decision to not give raises to any elected officials in 2021. David stated we like to see a 20% reserve and in August of 2020 we got as low as a 3% reserve. That reserve has bounced back this fall with property tax revenue coming in. The budget for 2022 is being driven by organizational changes and with an anticipated growth of 4% to the budget we are currently seeing departments requiring more than 4% growth in their 2022 budget which can be a concern.

Patt Zamora wanted to comment that the County has always done a great job with its budget and has won many awards over the years and it shows and is much appreciated.

Lisa Charnitz asked Mary for the rates that bargaining units have received in their contracts for their July 2021 COLA's. Mary Thee responded with 2.25% for all groups except Deputies are at 2.5%.

Lisa Charnitz commented that looking at the time she would like to know thoughts on if the meeting should adjourn or keep talking for a little while? She asked the other board members one by one.

Patt Zamora- Another meeting

Dan Portes- another meeting plus talk a little while longer.

John Stavnes- another meeting but continue talking for a little while.

Molly Carlson- another meeting but conquer to keep talking for a bit.

Brian Cornwell- another meeting but also keep talking for now.

Lisa Charnitz said lets open this for discussion for a while and asks Dan Portes for his thoughts.

Dan Portes says he thinks we need to follow the law and look for additional data, especially for the Sheriff. He also mentions that we still don't know the full effects of the pandemic so we need to keep that in mind.

Pat Zamora asked for more historical data and more details like years past.

Karl Rhomberg said we must be in compliance by the law so we need to seek additional private data.

Lisa Charnitz stated we need to agree on what more data we want. Private sector might not be accurate, so I don't want to see us chase data and spend money for data that might not be there.

John Stavnes stated most private data in 2020 set before pandemic and this year 1-2% due to pandemic. He said private sector comparable not apple to apple, doesn't believe we will find good comparable. He believes IPERS is a huge benefit for the public sector that private doesn't compare to with 401k.

Molly Carlson said she believed enough data was presented to come to a decision and doesn't feel the need for additional data. She believes Sheriff makes a compelling case.

Brian Cornwell just said he believes they have struggled with the salary of the Sheriff for a while and would still like to see an increase to him.

Lisa Charnitz wanted to summarize: Common theme we want more data, want unique comparisons for the Sheriff, look at pension a little further, and need additional discussion on private sector data. She asked the board if that sounded accurate?

Dan Portes makes mention that he would find it hard to find equal comparisons for an Auditor. An auditor at a business is not the same as a government auditor.

Karl Rhomberg agreed with Dan but said the law states we need to review the data and at this point we don't have the data. Even if it's not good data we still need to review.

Lisa Charnitz asked for a motion to table discussion until our next meeting and we will follow-up with what additional information we need at that time. Dan Portes moved, with Patt Zamora seconded.

Karl Rhomberg asked for a vote.

Brian Cornwell- yes

Dan Portes- Yes

John Stavnes- yes

Lisa Charnitz- Yes

Karl Rhomberg- no

Patt Zamora and Molly Carlson had left the meeting prior to vote. 4 yes and 1 no. Motion passed.

Lisa Charnitz moved to adjourn at 5:05 pm. All ayes, motion approved.

Next meeting to be determined.