

Minutes of Compensation Board Meeting

December 20, 2021

In attendance: Brian Cornwell, Molly Carlson, Melissa Gasing, Dan Portes, John Stavnes, Patt Zamora, and Greg Adamson

Staff Present: Mary Thee, Jensen Knuth, Mahesh Sharma, and David Farmer

Meeting was called to order at 1:31 pm.

Introductions were conducted.

Mary indicated that since the past chair is no longer on the Board it might be appropriate to start with nominations for the Chair.

Dan nominated Patt and Greg seconded. There were no other nominations.

All in favor of Patt as the chair.

Patt called for approval of minutes of last meeting.

Dan moved and John seconded. John noted the date on the top of the minutes is not accurate, as it read 2020 instead of 2021. Patt asked if minutes are accepted with that correction.

All in favor, minutes are approved.

No Elected Office holders were present to speak.

David presented an update on the County budget - fiscal year 2023 is in process, looking at about a 3.6% taxable growth. It's a little lower than expected. If we include gas and electric utilities add 0.4%. General fund balance is positive and strong. Operationally we continue to have stable departments, coming in or at budgetary expectations. The cost of living adjustments have been rolled into the budget for next year. Right now, there's about 2 million in the general fund most of it is being used for salaries and benefits for next year.

Dan asked for clarification on the cost of living adjustment.

David and Mary indicated we are projecting 3% for non-represented staff but will confirm at the Board meeting tomorrow. All unions are getting 3%, and Deputies are in the last year of a 3 year contract at 2.5%.

Patt suggested it was time to commence discussion.

Brian stated that he talked with Mike on Friday, and reminded all his salaried is tied to the Judges in Iowa, so Mike didn't have a set recommendation for an increase. He will go along with whatever the commission comes up with today.

Molly asked for clarification on Attachment J regarding positions that were marked with a number "2", wondering if those positions up for elimination?

Mary responded a position in the auditor's office is being considered for elimination as part of a reorganization. Those with a "1" are being considered being moved to a professional position,

rather than a deputy. The Board of Supervisors will decide on the salaries based on the recommendation from the vendor.

Dan questioned how Johnson County is organized as a government.

Mary explained they don't have a county administrator, but an individual that serves as a liaison between department heads and the Board of Supervisors.

Dan indicated the different forms of government likely impact salaries since we're not at the same salaries for our elected officials. The 3% is probably a given, the potential 5% increase across the board wouldn't be out of line. He doesn't think inflation will stick around, so wouldn't go over 5% across the board.

Greg agreed with Dan, as we have to keep ahead of the contracts. There should be a decent gap between elected officials and others. As far as the sheriff, he is making less than the local police department heads. He needs to be raised to at least what the other 2 department heads of Davenport and Bettendorf are making.

Patt indicated we have been trying for years to get him more and asked if Greg had a recommendation for a number or amount? There was a discussion on the last two years recommendations regarding the Sheriff's salary.

Greg questioned if it had to be a percent or number? As he feels per state law and Sheriff should move up to \$160,000.

Dan indicated he'd be in favor of another 8% this year for Sheriff.

David shared that 8% would bring the Sheriff to \$154,000. There was additional discussion on the history of the Sheriff's salary. Patt concluded that last year we said we would have a 3rd year of 8%, so we will try for that.

John agreed we need to get trued up with the Sheriff. The only thing left to figure out is the number of 3%, 5% or somewhere in the middle for the others and suggested that 3% is a good percentage.

Melissa agreed that 8% for the sheriff is appropriate and the right thing to do and recommended a 4% increase for everyone else.

Patt stated with inflation around 6.2%, she thought 4% would be a good number and was comfortable with that based off our finances at this time. She asked if anyone was ready to make a motion.

Dan moved for 8% for the Sheriff and 4% for everyone else. John seconded the motion.

Patt asked for further comment and asked for a voice vote:

John- yes

Dan- Yes

Brian- Yes

Melissa- Yes

Patt- Yes

Greg- Yes

Molly- Yes

The motion passed.

Dan moved to pay the board chairman an additional \$3,000. Greg seconded. All in favor, the motion passed.

There was discussion if the Board of Supervisors was included in the "others". Patt confirmed the actions taken; an extra \$3,000 for the chairman, 8% for the sheriff, and 4% for the others. Everyone is in agreement.

The meeting was adjourned.