

**Scott County Compensation Board
Monday, December 12, 2022, 10a.m.
Scott County Administration Building, Board Room**

Agenda

- I. Approval of minutes from meeting on December 20, 2021
- II. Nominations and Selection of Chair
- III. Comments from Elected Office Holders
- IV. Update on County Budget
- V. Discussion of FY 2024 salary recommendations for Elected Officials
- VI. Next meeting?
- VII. Adjourn

Minutes of Compensation Board Meeting

December 20, 2021

In attendance: Brian Cornwell, Molly Carlson, Melissa Gesing, 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.

COUNTY HOME RULE IMPLEMENTATION, §331.905**331.905 County compensation board.**

1. There is created in each county a county compensation board which shall be composed of seven members who are residents of the county. The members of the county compensation board shall be selected as follows: a. Two members shall be appointed by the board of supervisors. b. One member shall be appointed by each of the following county officers: the county auditor, county attorney, county recorder, county treasurer, and county sheriff.

2. The members of the county compensation board shall be appointed to four-year, staggered terms of office. The members of the county compensation board shall not be officers or employees of the state or a political subdivision of the state. A term shall be effective on the first of July of the year of appointment and a vacancy shall be filled for the unexpired term in the same manner as the original appointment.

3. The members of the county compensation board shall receive no compensation, but they shall be reimbursed for their actual and necessary expenses incurred in the performance of their official duties.

4. The county compensation board shall elect a chairperson and vice chairperson annually from among its membership. The county compensation board shall meet at the call of the chairperson or upon written request of a majority of its membership. The concurrence of a majority of the members of the county compensation board shall determine any matter relating to its duties.

5. The board of supervisors shall provide the necessary office facilities and the technical and clerical assistance requested by the county compensation board to carry out its duties.

6. The expenses of the county compensation board members, the salaries and expenses of any technical and clerical assistance, and the cost of providing any facilities shall be paid from the general fund of the county.

[C77, 79, 81, §340A.1, 340A.4, 340A.5, 340A.7; S81, §331.905; 81 Acts, ch 117, §904, 907; 82 Acts, ch 1104, §60] 87 Acts, ch 227, §28 Referred to in §331.321, 331.322

331.906 Reserved

331.907 Compensation schedule — preparation and adoption.

1. The annual compensation of the auditor, treasurer, recorder, sheriff, county attorney, and supervisors shall be determined as provided in this section. The county compensation board annually shall review the compensation paid to comparable officers in other counties of this state, other states, private enterprise, and the federal government. In setting the salary of the county sheriff, the county compensation board shall set the sheriff's salary so that it is comparable to salaries paid to professional law enforcement administrators and command officers of the state patrol, the division of criminal investigation of the department of public safety, and city police chiefs employed by cities of similar population to the population of the county. The county compensation board shall prepare a compensation schedule for the elective county officers for the succeeding fiscal year. A recommended compensation schedule requires a majority vote of the membership of the county compensation board.

2. At the public hearing held on the county budget as provided in section 331.434, the county compensation board shall submit its recommended compensation schedule for the next fiscal year to the board of supervisors for inclusion in the county budget. The board of supervisors shall review the recommended compensation schedule for the elected county officers and determine the final compensation schedule which shall not exceed the compensation schedule recommended by the county compensation board. In determining the final compensation schedule if the board of supervisors wishes to reduce the amount of the recommended compensation schedule, the amount of salary increase proposed for each elected county officer, except as provided in subsection 3, shall be reduced an equal percentage. A copy of the final compensation schedule shall be filed with the county budget at the office of the director of the department of management. The final compensation schedule takes effect on July 1 following its adoption by the board of supervisors.

3. The board of supervisors may adopt a decrease in compensation paid to supervisors irrespective of the county compensation board's recommended compensation schedule or other approved changes in compensation paid to other elected county officers. A decrease in compensation paid to supervisors shall be adopted by the board of supervisors no less than thirty days before the county budget is certified under section 24.17.

4. The elected county officers are also entitled to receive their actual and necessary expenses incurred in performance of official duties of their respective offices. The board of supervisors may authorize the reimbursement of expenses related to an educational course, seminar, or school which is attended by a county officer after the county officer is elected, but prior to the county officer taking office.

5. In counties having two courthouses, a principal elected county officer and the principal officer's first deputy or assistant may agree in writing to a division of their annual salaries. The division shall not allow for payment to the elected officer and the first deputy or assistant which is greater than the sum of the two salaries otherwise authorized by law. Upon certification to the board by the elected officer involved, the board shall certify to the auditor the annual salaries certified by the elected officer.

1 – 3. [C51, §169, 211, 213, 2536; R60, §380, 381, 422, 424, 4145; C73, §3775, 3784, 3788, 3789, 3792, 3793, 3798; C97, §297, 308, 479, 490, 495, 509; S13, §297; SS15, §308, 479, 490, 490-a, 495, 510-a, -c; C24, 27, 31, 35, 39, §5220, 5222, 5224, 5226, 5228, 5230; C46, 50, 54, 58, 62, §340.1, 340.3, 340.5, 340.7, 340.9, 340.11; C66, 71, 73, 75, §340.1, 340.3, 340.7, 340.9; C77, 79, 81, §340.1, 340.7, 340.9, 340A.6; S81, §331.907(1 – 3); 81 Acts, ch 117, §906] 4. [C71, 73, 75, 77, 79, 81, §340.12; S81, §331.907(4); 81 Acts, ch 117, §906] 83 Acts, ch 123, §154, 209; 83 Acts, ch 186, §10100, 10201; 86 Acts, ch 1095, §1; 87 Acts, ch 227, §29; 98 Acts, ch 1074, §28; 2005 Acts, ch 35, §31; 2008 Acts, ch 1184, §71; 2009 Acts, ch 179, §126, 127; 2021 Acts, ch 183, §54 Referred to in §28E.30, 331.215, 331.322, 331.323, 331.752 Subsection 1 amended

**COST OF BENEFITS RECEIVED BY ELECTED OFFICIALS
FY 2024**

The following is a summary of County costs for employee benefits provided to elected officials.

Social Security: The County provides a matching contribution equal to 7.65% of annual salary.
NOTE: The 7.65% tax rate is the combined rate for Social Security and Medicare. The Social Security portion (OASDI) is 6.20% on earnings up to the applicable taxable maximum amount of \$160,200. The Medicare portion (HI) is 1.45% on all earnings.

IPERS: Effective July 1, 2023 the County will contribute 9.44% of annual salary (8.76% for the Sheriff) to the Iowa Public Employees Retirement System. Elected officials will contribute 6.29% (8.76% for the Sheriff). The maximum annual covered wage for calendar year 2023 is \$330,000 and may be adjusted in succeeding years.

Group Health Benefits: Elected officials are covered under the County's group health plan. The County contributes the same amount towards the premium for elected officials as it does for other non-represented County employees. For single and family coverage, the monthly premium cost for calendar year 2023 is shared as follows:

	FAMILY COVERAGE		SINGLE COVERAGE	
	County <u>Cost</u>	Employee <u>Cost</u>	County <u>Cost</u>	Employee <u>Cost</u>
Medical & Rx	\$1,694.82	\$245.66	\$676.60	\$35.60
Dental	\$81.78	\$12.58	\$29.90	\$1.56
Vision	<u>\$19.28</u>	<u>\$1.96</u>	<u>\$8.84</u>	<u>\$0.46</u>
TOTAL	\$1,795.88	\$260.20	\$715.34	\$37.62

Life Insurance: The County provides term life and accidental death and dismemberment (AD&D) coverage equal to two times an elected official's annual salary rounded to the nearest \$1,000. The cost of this coverage is \$0.136 per \$1,000 of coverage per month and is paid entirely by the County. For example, the annual premium cost for the County Recorder is \$303.60.

LTD Insurance: The County provides long-term disability insurance for each employee based on their salary on July 1 each year. The cost of this coverage is the hourly rate x 2080 hours. Round to nearest dollar and multiply by 0.00222 and is paid entirely by the County. Again, using the County Recorder as an example, the annual premium is currently \$201.96 (Sheriff excluded)

Deferred Compensation: The County contributes \$0.50 to each \$1 of employee contribution to a deferred compensation program up to a maximum annual contribution (currently \$1,000) with no waiting period to receive the match.

**HISTORY OF SCOTT COUNTY SALARY ADJUSTMENTS
FOR ELECTED OFFICIALS
FY 2010-11 THROUGH FY 2022-23**

<u>YEAR</u>	<u>SUPERVISOR</u>	<u>SHERIFF</u>	<u>AUDITOR</u>	<u>TREASURER</u>	<u>RECORDER</u>	<u>ATTORNEY</u>
2010-2011 Increase	\$37,600 1%	\$96,900 1%	\$75,000 1%	\$75,000 1%	\$75,000 1%	\$129,900 1%
2011-2012 Increase	\$38,600 2.5%	\$99,400 2.5%	\$76,900 2.5%	\$76,900 2.5%	\$76,900 2.5%	\$133,200 2.5%
2012-2013 Increase	\$39,400 2.0%	\$101,400 2.0%	\$78,500 2.0%	\$78,500 2.0%	\$78,500 2.0%	\$135,900 2.0%
2013-2014 Increase	\$40,100 2.0%	\$103,500 2.0%	\$80,100 2.0%	\$80,100 2.0%	\$80,100 2.0%	\$138,700 2.0%
2014-2015 Increase	\$41,000 2.0%	\$106,500 2.9%	\$81,800 2.0%	\$81,800 2.0%	\$81,800 2.0%	\$141,500 2.0%
2015-2016 Increase	\$41,700 1.5%	\$108,100 1.5%	\$83,100 1.5%	\$83,100 1.5%	\$83,100 1.5%	\$143,700 1.5%
2016-2017 Increase	\$42,200 1.0%	\$109,200 1.0%	\$84,000 1.0%	\$84,000 1.0%	\$84,000 1.0%	\$143,897* 0.1%
2017-2018 Increase	\$42,500 0.5%	\$113,600 4.0%	\$86,300 2.7%	\$86,300 2.7%	\$86,300 2.7%	\$147,494* 2.7%
2018-2019 Increase	\$43,500 2.25%	\$118,200 4.0%	\$88,300 2.25%	\$88,300 2.25%	\$88,300 2.25%	\$147,494* 2.25%
2019-2020 Increase	\$43,500 0%	\$122,928 4.0%	\$90,949 3%	\$90,949 3%	\$90,949 3%	\$150,444* 3%
2020-2021 Increase	\$43,500 0%	\$122,928 0%	\$90,949 0%	\$90,949 0%	\$90,949 0%	\$150,444* 0%
2021-2022 Increase	\$44,370 2%	\$142,596 16%	\$92,768 2%	\$92,768 2%	\$92,768 2%	\$154,957 3%
2022-2023	\$46,145 4%	\$154,004 8%	\$96,489 4%	\$96,489 4%	\$96,489 4%	\$161,155 4%

*Capped at District Court Judges pay per State law.

History of Elected Official Salaries in Total	Amount	% Change	Elected official Salaries in Total, excluding Board of Supervisors	% Change
Year – 2008-2009	\$633,044	6.82%	\$447,044	8.35%
Year – 2009-2010	\$633,044	0.00%	\$447,044	0.00%
Year – 2010-2011	\$639,800	1.07%	\$451,800	1.06%
Year – 2011-2012	\$656,300	2.58%	\$463,300	2.55%
Year – 2012-2013	\$669,800	2.06%	\$472,800	2.05%
Year – 2013-2014	\$683,000	1.97%	\$482,500	2.05%
Year – 2014-2015	\$693,900	1.60%	\$493,400	2.26%
Year – 2015-2016	\$709,600	2.26%	\$501,100	1.56%
Year – 2016-2017	\$716,097	0.92%	\$505,097	0.80%
Year – 2017-2018	\$732,494	2.29%	\$519,994	2.95%
Year – 2018-2019	\$748,094	2.13%	\$530,594	2.04%
Year – 2019-2020	\$763,719	2.09%	\$546,219	2.94%
Year- 2020-2021	\$763,719	0%	\$546,219	0%
Year- 2021-2022	\$797,707	4.45%	\$575,857	5.43%
Year-2022-2023	\$835,271	4.71%	\$601,546	4.46%

Total Amount includes 5 County Supervisors, 1 Sheriff, 1 Treasurer, 1 Auditor, 1, Recorder, 1 Attorney.

SCOTT COUNTY ELECTED OFFICES
Five-Year Summary of Budget & Staffing Levels

ELECTED OFFICE	FY 2018-2019	FY 2019-2020	FY 2020-2021	FY 2021-2022	FY 2022-2023
Attorney	\$4,585,451 33.5 FTE	\$4,746,801 33.5 FTE	\$4,868,302 34.5 FTE	\$5,485,957 40.5 FTE*	\$5,920,480 40.5 FTE
Auditor	\$1,782,012 14.05 FTE	\$1,691,278 14.2 FTE	\$1,929,099 14.5 FTE	\$2,046,441 14.5 FTE	\$2,157,943 15.15 FTE
Recorder	\$872,421 10.5 FTE	\$863,293 10.5 FTE	\$906,405 10.5 FTE	\$884,452 10.5 FTE	\$939,619 10.5 FTE
Sheriff	\$15,987,257 158.8 FTE	\$16,980,154 159.8 FTE	\$18,162,791 160.8 FTE	\$19,532,439 172.8 FTE	\$21,115,653 183.80 FTE
Treasurer	\$2,257,880 28 FTE	\$2,354,918 28.0 FTE	\$2,479,491 28.0 FTE	\$2,845,220 30.0 FTE	\$3,055,240 31.0 FTE

FTE's = Number of Full-Time Equivalent positions, FY 2019 – FY 2022 listed as of beginning of year

Budget Amounts are listed as begging of year before amendments.

SALARIES FOR ELECTED OFFICIALS
FY 2022-2023
 (8 Largest Iowa Counties by Population)

COUNTY	POPULATION	SUPERVISOR	ATTORNEY	AUDITOR	RECORDER	SHERIFF	TREASURER
1. Linn	228,939	124,967	199,712	124,967	124,967	176,062	124,967
2. Scott	174,170	46,145 ⁽¹⁾	161,155	96,489	96,489	154,004	96,489
3. Johnson	157,248	89,129	167,273	121,361	121,361	170,113	121,361
4. Black Hawk	130,368	43,075	151,163	92,045	91,911	139,009	91,911
5. Woodbury	105,607	38,453	150,467	101,261	N/A	138,961	101,260
6. Dallas	103,796	62,490	159,934	104,882	98,020	138,963	98,020
7. Story	99,472	87,459	156,518	95,102	95,102	159,656	95,102
8. Dubuque	98,718	52,433	155,897	96,013	94,183	141,104	95,541
Average 1-8	137,290	\$ 68,018	\$ 162,765	\$ 104,015	\$ 103,148	\$ 152,234	\$ 103,081
Average 1-4	172,681	\$ 75,829	\$ 169,826	\$ 108,716	\$ 108,682	\$ 159,797	\$ 108,682

(1) Scott County Chairperson - \$49,145

SUMMARY OF COLLECTIVE BARGAINING WAGE SETTLEMENTS**07/01/18 to 07/01/23**

BARGAINING UNIT	NO. OF EMPL.	07/01/18 WAGE INCREASE	07/01/19 WAGE INCREASE	07/01/20 WAGE INCREASE	7/01/21 WAGE INCREASE	7/01/22 WAGE INCREASE	07/01/23 WAGE INCREASE
AFSCME 606	93	2.25%	2.25%	2.5%	2.25%	3%	
Corrections (Teamsters 238)	65	2.0%	2.25%	2.5%	2.25%	3%	
Deputy Sheriff's Association	47	2.25%	2.25%	2.5%	2.5%	2.5%	
Secondary Rds Council (PPME)	27	2.25%	2.25%	2.5%	2.25%	3%	

State/City Comps

	Department	Position	Annual	Notes
Sheriff	Rock Island (City)	Chief	\$138,091	FY23: \$126,944 (base salary + Longevity) 5% deferred compensation through ICMA-RC (\$6,347), and a \$4,800 vehicle allowance. This totals \$138,091 in wages
	Davenport	Chief	\$160,500	Current salary is \$150,000. Deferred Comp is 5% match with a 2% RHS. A vehicle, cell and laptop are available at no charge to the Chief.
	Bettendorf	Chief	\$165,347	Salary + 2% def comp and vehicle
	Moline	Chief	\$152,152	\$151,672 Salary + 18% contribution to 401K instead of state pension. Vehicle, laptop, + cell phone allowance of \$480 annually
Auditor	Iowa Patrol	Public Safety Chief	\$154,698	
		Major/Asst Chief	\$135,262	
	Sec of State	Sec of State	\$103,212	
		Public Serv Executive	\$163,732	
	Public Serv Manager 1	\$85,122-\$113,152		
Recorder	IDPH	Public Serv Manager 1	\$113,152	
		Executive Officer 2	\$98,196	
Treasurer	Dept of Revenue	Director	\$154,300	
		Public Serv Exec of Local Govt Div	\$161,242	
		Public Serv Manager 1	\$99k-113k	

Internal Wages

Attachment J

<u>Office</u>	<u>Office Holder</u>	<u>Management Position</u>	<u>Current Salary</u>	<u>Notes</u>
County Attorney	Mike Walton		\$158,074.80	
		First Asst. Attorney	\$134,347.20	85%
Auditor	Kerri Tompkins		\$96,489.12	
		Tax Manager	\$85,363.20	R34 S2
		Elections Manager	\$83,283.20	R34 S1
		Accounting & Business Manager	\$126,588.80	R36 S14
Recorder	Rita Vargas		\$96,489.12	
		Second Deputy Recorder	\$82,016.22	85%
		Office Administrator	\$81,432	R30 S8
Sheriff	Tim Lane		\$154,003.98	
		Chief Deputy (2)	\$130,903.24	85%
		Chief Deputy-Captain	\$127,823.02	83%
		Asst. Jail Administrator	\$109,324.80	R33 S14
Treasurer	Mike Fennelly		\$96,489.12	
		Operations Manager	\$109,324.80	R33 S14
		Finance Manager	\$117,624	R35 S13
		County General Store Manager	\$62,150.40	R28 S1
		Motor Vehicle Supervisor	\$66,996.80	R26 S8