

Scott County Compensation Board
Thursday, December 17, 2020, 3:30p.m.
Conducted via Webex - instructions are attached.

Agenda

- I. Approval of minutes from meeting on January 15, 2020
- II. Nominations and Selection of Chair
- III. Presentation from GovHR - Rachel Skaggs
- IV. Comments from Elected Office Holders
- V. Update on County Budget
- VI. Discussion of FY 2022 salary recommendations for Elected Officials
- VII. Next meeting?
- VIII. Adjourn

Instructions for *Unmuting Phone Line* during Board Meeting teleconference

To gain the moderator's attention, **press *3 from your phone OR the raise hand** icon on computer or mobile device. Phone lines will be placed on mute during the meeting. Participants may unmute their line using the mute icon or *6 on their phone after being recognized by the Chair.

Connect via Computer or application:

Host: www.webex.com Meeting number: **146 809 1665** Password: **1234**

Link to meeting (click): [Compensation Board Meeting 12-17-20 3:30 PM](#)

Full Link:

<https://scottcountyiowa.webex.com/scottcountyiowa/onstage/g.php?MTID=e84b52c186444e4b5a17cdc87ff4ea329>

Connect via telephone:

1-408-418-9388 Meeting number: **146 809 1665** Password: **1234**

Telephone / Cell Phones Connections:

Telephones lines will be placed on mute during the meeting. Participants may "raise their hand" by using *3 to gain attention of the host.

If called upon for comments:

1. The host will then unmute the participant's line at the appropriate time.
2. A user must have his or her own device unmuted.
3. The user may then unmute his or her conference line by keying * 6
4. After conversation, please lower your hand. (*3 again)

Computer / Application Connections:



If connected via web application or computer, the user should look for the





symbol and click to appear raised so the host may acknowledge you.

1. The host will then unmute the participant's line at the appropriate time.
2. A user must have his or her own device unmuted.
3. The user may then unmute his or her conference line by clicking the microphone symbol.
4. After conversation, please lower your hand. (*3 again)

You can mute yourself so that everyone can concentrate on what's being discussed.

While you're on a call or in a meeting, select  at the bottom of the meeting window. You'll know it's working when the button turns red, .

If you want to unmute yourself, select . Others can hear you when the button turns gray.

When you're muted and move away from the call controls, the mute button moves to the center of your screen and fades in color  to indicate that you're still muted.



GovHR USA

GovTEMPS USA

Scott County, Iowa Compensation Study

Draft Report Presentation
December 2020

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Outline

- ▶ Scope of Work
- ▶ Comparable County Analysis
- ▶ Salary and Benefit Survey
- ▶ Proposed Compensation Rates
- ▶ Questions

In-State Comparable Counties (Appendix A)

Initial Screen: All Counties in Iowa with a population of 25,000+

▶ Population	15 Points
▶ Per Capita Income	15 Points
▶ Property Tax Levy	15 Points
▶ Total Expenditures	15 Points
▶ Assessed Valuation	15 Points
▶ General Fund Revenues	15 Points
▶ Proximity to Scott County, IA	10 Points

A cut-off of 60+ points was established which provided for 8 in-state comparables.

Out-of-State Comparable Counties (Appendix B)

Initial Screen: Counties in Illinois, Minnesota, Missouri, Nebraska, and Wisconsin with populations between 115,000 and 260,000

- ▶ Population 25 Points
- ▶ Per Capita Income 25 Points
- ▶ Full Time Equivalents 25 Points
- ▶ Full Time Payroll 25 Points
- ▶ Cost of Labor +/-5% of Scott County's

A cut-off of 95+ points was established which provided for 10 out-of-state comparables.

Top Comparables (In-State and Out-of-State)

- ▶ Blackhawk County, IA*
- ▶ Clay County, MO*
- ▶ Dallas County, IA*
- ▶ Dubuque County, IA*
- ▶ Jefferson County, MO
- ▶ Johnson County, IA*
- ▶ Linn County, IA*
- ▶ McLean County, IL*
- ▶ Peoria County, IL*
- ▶ Pottawattamie County, IA*
- ▶ Racine County, WI
- ▶ Rock Island County, IL*
- ▶ Sangamon County, IL*
- ▶ Sarpy County, NE*
- ▶ St. Clair County, IL
- ▶ Story County, IA*
- ▶ Tazewell County, IL*
- ▶ Woodbury County, IA

The counties with an asterisk either responded to the survey or GovHR was able to find salary information on their website.

Salary and Benefit Survey

- ▶ **Salary and Benefit Survey:**
 - ▶ Data is collected using a Google Survey.
 - ▶ Each position is defined to assist in gathering accurate data.
 - ▶ Salary data is reviewed to determine if information gathered is appropriate for the position surveyed.
 - ▶ Data was collected for health, dental and vision insurance benefits.

Salary and Benefit Survey

- ▶ Salary information was received from 14 counties. 11 counties responded directly to the survey and then GovHR was able to find salary information online for 3 additional counties.
- ▶ 11 counties responded to the benefits portion of the survey.
- ▶ Appendix C (Salary) – Appendix D (Benefits).

Proposed Compensation Rates

- ▶ Compensation ranges are calculated at the 50th percentile of the salaries of the counties surveyed with the cost of labor adjustment – Table 1.

▶ County Attorney:	\$159,770
▶ County Sherriff:	\$129,150
▶ County Recorder:	\$92,180
▶ County Treasurer:	\$92,180
▶ County Auditor:	\$91,170
▶ Board of Supervisors:	\$48,920

Benefit Survey Findings

- ▶ Scott County is on par with the other counties for the insurance benefits offered to employees and included in the survey.
 - ▶ County's Insurance Premiums and Employee Contributions are lower than the average for all categories, but one.
 - ▶ The only instance where Scott County is slightly higher than the average is for employee only dental coverage. Employees in Scott County pay \$1.52/month compared to the average of \$0.62/month.
- ▶ See Appendix D for a full review of the benefit findings.



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Scott County, Iowa

Compensation Study

Questions?

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Scott County, Iowa

Compensation Study

Draft Final Report

December 2020



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I. INTRODUCTION

GovHR USA, LLC (GovHR) is pleased to have had the opportunity to work with Scott County, Iowa on this Compensation Study for six (6) elected positions. The scope of work called for GovHR to carry out the following:

- GovHR met with the Assistant County Administrator/HR Director and Benefits Specialist to discuss Study methods and expectations, to review the organizational structure, and to review the scope and schedule of work.
- GovHR, along with the County, determined a logical survey sample of “like” counties, both in-state and out-of-state, that impact the compensation market of Scott County. Then, GovHR designed and sent out the survey for the positions and benefits covered in the Study.
- GovHR tabulated, summarized, and analyzed comparative compensation information obtained from the comparable counties. GovHR prepared pay tabulations that compared the salaries of the County to the salaries of its comparable counties, comparison calculations were prepared at the 50th, 60th, 65th, 70th, 75th and 80th percentiles. The information was displayed for each jurisdiction and for each position and summarized. Based on discussions with the County and the gathered data, GovHR developed salaries that would establish Scott County as a payer at the 50th percentile of the salary data from the comparable counties.
- GovHR tabulated, summarized, and analyzed comparative benefit information obtained from the comparable counties for health, dental and vision insurance.
- A preliminary analysis of the data was shared and reviewed with the County.
- This report has been prepared by GovHR and sent electronically to the County.

II. SALARY AND BENEFIT DATA

Scott County initiated this Study with the objective of assuring that its compensation for elected positions is externally competitive. To achieve external competitiveness, a market survey of comparable counties was conducted. The following explains the labor market review and collection of salary and benefit data.

Selection of Comparable Jurisdictions for Data Purposes

Selecting jurisdictions for the comparison group is an important element in a Compensation Study. When selecting jurisdictions to serve as comparables, it is important to use particular criteria to evaluate the other jurisdictions to assure that those chosen as comparables will be the most similar to Scott County.

To determine which in-state counties should be used for survey purposes, GovHR first considered all counties in Iowa with a population of more than 25,000 and then applied the following criteria:

<u>Criterion</u>	<u>Total Possible Points</u>	<u>Factor Weight</u>
1. Population	15	15%
2. Per Capita Income	15	15%
3. Property Tax Levy	15	15%
4. Total Expenditures	15	15%
5. Assessed Valuation	15	15%
6. Total General Fund Revenues	15	15%
<u>7. Proximity to Scott County</u>	<u>10</u>	<u>10%</u>
	100	100%

The seven (7) categories listed above were selected to mirror important criteria that reflected the following:

- 1) Similar Financial Conditions: 75% of the criteria involved financial benchmarks.
- 2) Population: 15% of the criteria involved a population comparison.
- 3) Proximity: 10% of the criteria involved the proximity of the county to Scott County.

Within each of the seven (7) categories, ranges of compatibility were established. For example, the closer a community was to matching Scott County’s estimated population, the closer the county would be to receiving the maximum of fifteen (15) points. A county whose population was significantly larger or smaller than Scott County would receive fewer or even zero (0) points. Thus, a county achieving a total of one hundred (100) points would be considered most comparable to Scott County. A county with zero (0) points was therefore determined to be the least comparable to Scott County.

A cutoff of sixty (60) points was established to select the in-state counties most similar to Scott County across the seven (7) categories. After applying the seven (7) criteria, eight (8) counties achieved sixty (60) or more compatibility points on the comparison scale with Scott County. A more detailed explanation of the methodology used to determine the comparable in-state counties is included in Appendix A.

GovHR then did a similar analysis to determine comparable counties outside of Iowa. The criteria used to determine out-of-state counties is different due to the information available on each state website. The following four (4) criteria is available for all states was used to determine counties outside of Iowa most similar to Scott County:

<u>Criterion</u>	<u>Total Possible Points</u>	<u>Factor Weight</u>
1. Population	25	25%
2. Per Capita Income	25	25%
3. Full Time Equivalent	25	25%
4. Full Time Payroll	25	25%
	100	100%

The four (4) categories listed above were selected to mirror important criteria that reflected the following:

- 4) Similar Financial Conditions: 50% of the criteria involved financial benchmarks.
- 5) Population: 25% of the criteria involved a population comparison.
- 6) Full Time Employees: 25% of the criteria involved the number of full-time employees.

Then, GovHR applied a cost of labor adjustment to determine the counties with a cost of labor within +/- 5% of Scott County's. Once the cost of labor was added a cutoff of ninety-five (95) was chosen. After applying the four (4) criteria, the cost of labor adjustment, and the cutoff of ninety-five (95) points, ten (10) out-of-state counties were chosen to be the most comparable to Scott County. A more detailed explanation of the methodology used to determine the comparable out-of-state counties is included in Appendix B.

The full list of the eight (8) in-state comparables and the ten (10) out-of-state comparables is below:

Blackhawk County, IA*	Linn County, IA*	Sangamon County, IL*
Clay County, MO*	McLean County, IL*	Sarpy County, NE*
Dallas County, IA*	Peoria County, IL*	St. Clair County, IL
Dubuque County, IA*	Pottawattamie County, IA*	Story County, IA*
Jefferson County, MO	Racine County, WI	Tazewell County, IL*
Johnson County, IA*	Rock Island County, IL*	Woodbury County, IA

The counties with an asterisk either responded to the survey or GovHR was able to find salary information on their website.

Salary and Benefit Survey

GovHR prepared and distributed a salary and benefit survey to the eighteen (18) comparable counties. Eleven (11) of the counties responded to the survey and GovHR was able to find salary information for three (3) counties on their websites. Table 1 provides a summary of the salary survey data. The detailed salary survey data for each position is contained in Appendix C. GovHR applied the cost of labor adjustment to all salaries provided by the comparable counties.

It is important to understand the difference between cost of labor and cost of living. Cost of labor represents the salaries employers pay given supply and demand of labor in a given location. Cost of living represents the amount individuals and families pay for a market basket of goods and services (housing, groceries, etc.) in a given location; it indicates the local buying power of a given salary. Salaries offered are generally determined by the local cost of labor rather than the cost of living, which can vary greatly depending on the individual circumstances and practices of an employee. A compensation study is very specifically a study of the appropriate cost of labor (salaries) for the County. That is determined by the County's pay philosophy as well as salaries paid for the same positions in comparable counties. If

the cost of labor differs in a comparable county the salaries reported by that community are adjusted by the cost of labor differential to determine the equivalent salary for the local market of Scott County. GovHR uses the Geographic Assessor tool from the Economic Research Institute to determine the appropriate cost of labor adjustments.

Appraisal and Use of Salary Data

While comparing Scott County's current salaries to those paid by other employers in the comparable counties, it must be noted that variations in compensation may be due to several factors, including:

- 1) Organizational size and economic conditions can have an impact on positions. In smaller organizations, employees are often asked to "wear many hats" and therefore take on more duties and responsibilities than would normally be required of a certain position. In addition, the economic downturn forced organizations to "do more with less", compelling staff to take on more duties and responsibilities than they have in the past. Therefore, it becomes increasingly harder to compare "like" positions within organizations.
- 2) Some employers place a different relative worth on certain groups of employees. For example, some employers are forced to place a higher value on certain employees or groups of employees because of the market, and therefore, pay them more. Overall, the policies and value judgments of different employers in compensating the same kind of work can vary widely. There is rarely a single prevailing rate for any particular kind of work, even within the same labor market.
- 3) It can be difficult to make exact comparisons among the different employers of the duties and responsibilities of ostensibly similar jobs.

Nevertheless, comparative salary data is widely recognized as a good measure of the appropriate compensation rates with respect to the prevailing market. This data is also useful as an indication of prevailing opinions concerning the compensation relationships that should exist among different classifications of work.

The Benefits Survey and Findings

The benefits portion of the survey collected data related to health insurance, dental insurance, and vision insurance. Information on these benefits was obtained from eleven (11) of the comparable counties. Below is a summary of the findings:

Health Insurance:

Scott County's health insurance premiums are below the average for employee only coverage and family coverage. In addition, the employee contribution is less than the average for both employee only coverage and family coverage. The average employee contribution for employee only coverage is \$82.22/month and the average for family coverage is \$237.95/month and Scott County is at \$33.81 and \$233.26, respectively.

Dental Insurance:

Scott County's dental insurance premiums are below the average for employee only coverage and family coverage. The employee contribution for employee only coverage is slightly higher than the average at \$1.52/month compared to the average of \$0.62/month. However, the employee contribution for family coverage is \$12.12/month which is less than the average of \$28.88/month.

Vision Insurance:

Scott County's vision insurance premiums are below the average for employee only coverage and family coverage. The average employee contribution for employee only coverage is \$4.63/month and Scott County's is \$0.38/month. Similarly, the average employee contribution for family coverage is \$22.01/month and Scott County's is \$9.86/month.

The detailed benefit data is contained in Appendix D.

III. COMPENSATION RATES AND RECOMMENDATIONS

A basic element in any human resources management program is adequate and equitable employee compensation. The recommended compensation rates presented in this report is designed to accomplish the Study goals by:

- 1) Providing for equal compensation for work of equivalent job content and responsibility.
- 2) Facilitating adjustments to compensation levels based on changing economic and employment conditions that impact these interrelationships.
- 3) Establishing compensation rates that compare favorably with those of other equivalent jurisdictions within the appropriate labor market.

In preparing the recommended compensation rates, the Study only looked at base compensation. The compensation associated with longevity or other fringe benefits was not analyzed or factored into the recommendations.

Proposed Compensation Rates

The Proposed Compensation Rates are based off the 50th percentile of the market data with the cost of labor adjustment. The new recommended salaries are as follows:

County Attorney:	\$159,770
County Sherriff:	\$129,150
County Recorder:	\$92,180
County Treasurer:	\$92,180
County Auditor:	\$91,170
Board of Supervisors:	\$48,920

Table 1 contains the detailed information on the recommended salaries and market data.

Future Administration of the Compensation Plan

To maintain competitive salary levels there should be an annual review of the County's salaries. The eighteen (18) in-state and out-of-state counties used in the survey group for this Study have been determined to be comparable jurisdictions to Scott County. Therefore, Scott County can continue to use these jurisdictions as a comparable salary survey group for annual salary comparison purposes, until it is determined that they are no longer valid comparables. As mentioned earlier, the salaries for these comparables are current as of November and December 2020. It is GovHR's recommendation that an

annual survey of these communities be conducted to determine the percentage increase each organization in the comparable group is granting. The County may wish to provide an across-the-board increase to all elected positions based on the information received from the comparable communities. Finally, it is recommended that the County review the compatibility of the comparable counties after five (5) years.

Appreciation

GovHR has appreciated the opportunity to work with Scott County on this Compensation Study. A special thank you to the Assistant County Administrator/HR Director and Benefits Specialist for the significant amount of work and support dedicated to the project.

Scott County, IA
 Comprehensive Table - Table 1

Position Title	Salary Survey Data 50th Percentile	Salary Survey Data 50th with COL	Scott County, IA Current Salaries	Proposed Salary 50th Percentile with COL
Elected Positions				
County Attorney	157,937.42	159,768.50	151,919.00	159,770.00
County Sherriff	129,838.47	129,150.50	122,928.00	129,150.00
County Recorder	92,223.34	92,178.50	90,949.00	92,180.00
County Treasurer	92,223.40	92,178.50	90,949.00	92,180.00
County Auditor	90,079.50	91,174.00	90,949.00	91,170.00
Board of Supervisors	47,996.00	48,923.00	43,500.00	48,920.00

APPENDIX A

1. Population: Maximum 15 Points						
172.94						
Factor	Minimum Range			Maximum Range		Points
1.50	115.30	172.94		172.94	259.41	15
2.00	86.47	115.29		259.42	345.89	11
2.50	69.18	86.46		345.90	432.36	7
3.00	57.65	69.17		432.37	518.83	3
All Others						0
2. Per Capital Income: Maximum 15 Points						
31,873						
Factor	Minimum Range			Maximum Range		Points
1.50	21,249	31,873		31,873	47,810	15
2.00	15,937	21,248		47,811	63,746	11
2.50	12,749	15,936		63,747	79,683	7
3.00	10,624	12,748		79,684	95,619	3
All Others						0
3. Property Tax Levy: Maximum 15 Points						
52.05 Million						
Factor	Minimum Range			Maximum Range		Points
1.50	34.70	52.05		52.05	78.08	15
2.00	26.03	34.69		78.09	104.11	11
2.50	20.82	26.02		104.12	130.14	7
79.88	17.35	20.81		130.15	156.16	3
All Others						0
4. Total Expenditures: Maximum 15 Points						
\$79.88 Million						
Factor	Minimum Range			Maximum Range		Points
1.50	53.25	79.88		79.88	119.82	15
2.00	39.94	53.24		119.83	159.76	11
2.50	31.95	39.93		159.77	199.70	7
3.00	26.63	31.94		199.71	239.64	3
All Others						0
5. Assessed Valuation: Maximum 15 Points						
\$9,378.78 Million						
Factor	Minimum Range			Maximum Range		Points
1.50	6,252.52	9,378.78		9,378.78	14,068.16	15
2.00	4,689.39	6,252.51		14,068.17	18,757.55	11
2.50	3,751.51	4,689.38		18,757.56	23,446.94	7
3.00	3,126.26	3,751.50		23,446.95	28,136.33	3
All Others						0

6. Total General Fund Revenues: Maximum 15 Points					
46.86 Million					
Factor	Minimum Range		Maximum Range		Points
1.5	31.24	46.86	46.86	70.29	15
2.0	23.43	31.23	70.30	93.72	11
2.5	18.74	23.42	93.73	117.15	7
3.0	15.62	18.73	117.16	140.58	3
All Others					0

7. Proximity to Scott County: Maximum 10 Points	
	Points
0-100 Miles from Scott County	10
101 - 200 Miles from Scott County	8
201 - 300 Miles from Scott County	6
300+ Miles from Scott County	2

Initial Screen:
 All counties in Iowa with a population of more than 25,000.

Sources:

- (1) Iowa Auditor of State Website - Annual County Financial Reports for: Property Tax Levy, Total Expenditures, Assessed Valuation and General Fund Revenues. <https://dom-localgov.iowa.gov/home>
- (2) U.S. Census Bureau: 2019 Estimated Population.
- (3) U.S. Census Bureau: Per Capita Income - Past 12 Months in 2019 dollars.
- (4) Google Maps: Proximity

Note:
 Each of the eight criterion contain ranges to assess comparability with the County's data. For example, each of the four ranges for the County's population is developed using a factor of .5 percent (+/-). To determine the population range that will receive a score of 15 (most similar to the County), the County's population is multiplied by 1.5 (maximum range) and divided by 1.5 (minimum range). The County's population is then multiplied and divided by 2.0, 2.5 and 3.0 to determine ranges of decreasing similarity (and subsequently decreasing "comparability points").

Scott County, IA
Criteria Comparisons - Sorted by Rank - In State Comps

County	Population (thousands)	Max. Points	Per Capita Income	Max. Points	Property Tax (millions)	Max. Points	Total Exp. (millions)	Max. Points	Assessed Val. (millions)	Max. Points	GF Revenues (millions)	Max. Points	Proximity to Scott County	Max. Points	Total Points
Scott County, IA	172.94	15	31,873	15	52.05	15	79.88	15	9,378.78	15	46.86	15	0.0	10	100
Johnson*	151.14	15	34,310	15	60.09	15	93.01	15	8,868.86	15	45.27	15	54.3	10	100
Linn*	226.71	15	34,289	15	66.35	15	125.21	11	11,844.63	15	63.49	15	69.2	10	96
Black Hawk*	131.23	15	29,100	15	36.16	15	64.07	15	5,657.40	11	32.25	15	119.0	8	94
Dubuque*	97.31	11	31,096	15	33.56	11	72.69	15	5,042.30	11	25.92	11	70.4	10	84
Pottawattamie	93.21	11	29,729	15	40.84	15	74.08	15	5,105.94	11	30.87	11	270.0	6	84
Dallas	93.45	11	43,583	15	25.17	7	54.70	15	6,426.65	15	25.37	11	185.0	8	82
Story	97.12	11	28,034	15	25.84	7	45.11	11	5,081.88	11	20.87	7	167.0	8	70
Woodbury*	103.11	11	27,430	15	30.73	11	43.74	11	4,795.20	11	20.75	7	304.0	2	68
Clinton	46.43	0	27,942	15	18.18	3	43.35	11	2,382.94	0	13.55	0	21.8	10	39
Cerro Gordo	42.45	0	31,304	15	18.36	3	32.91	7	2,838.67	0	13.53	0	197.0	8	33
Polk*	490.16	3	34,474	15	177.82	0	278.30	0	26,031.75	3	134.99	3	160.0	8	32
Marshall	39.37	0	26,516	15	12.44	0	37.66	7	1,960.07	0	9.41	0	135.0	8	30
Muscatine	42.66	0	28,137	15	16.15	0	29.63	3	2,063.47	0	13.56	0	34.3	10	28
Des Moines	38.97	0	28,234	15	13.82	0	27.99	3	1,739.14	0	10.68	0	72.8	10	28
Webster	35.90	0	25,243	15	13.66	0	36.33	7	1,991.45	0	8.97	0	213.0	6	28
Warren	51.47	0	34,570	15	14.82	0	28.73	3	2,363.57	0	10.84	0	171.0	8	26
Jasper	37.19	0	27,551	15	14.04	0	29.16	3	1,798.23	0	10.15	0	132.0	8	26
Lee	33.66	0	25,968	15	11.49	0	24.80	0	1,566.31	0	10.06	0	85.0	10	25
Benton	25.65	0	32,764	15	9.00	0	22.64	0	1,597.70	0	7.52	0	93.5	10	25
Wapello	34.97	0	24,864	15	9.43	0	19.84	0	1,231.90	0	6.61	0	124.0	8	23
Marion	33.25	0	28,832	15	12.47	0	24.70	0	1,747.72	0	10.26	0	151.0	8	23
Boone	26.23	0	31,686	15	8.05	0	17.36	0	1,614.57	0	8.10	0	191.0	8	23
Bremer	25.06	0	32,512	15	7.84	0	17.28	0	1,316.46	0	7.64	0	139.0	8	23
Montgomery	28.41	0	24,816	15	6.29	0	13.09	0	602.74	0	3.38	0	272.0	6	21
Sioux	34.86	0	28,467	15	10.53	0	21.97	0	2,068.92	0	9.15	0	341.0	2	17
Plymouth	25.18	0	32,028	15	10.08	0	21.84	0	1,866.73	0	8.12	0	328.0	2	17

*Asterick denotes counties used as comparables in the past by Scott County, IA.

Scott County, IA

Criteria Comparisons - Sorted in Alphabetical Order - In-State Comps

County	Population (thousands)	Max. Points	Per Capita Income	Max. Points	Property Tax (millions)	Max. Points	Total Exp. (millions)	Max. Points	Assessed Val. (millions)	Max. Points	GF Revenues (millions)	Max. Points	Proximity to Scott County	Max. Points	Total Points
Scott County, IA	172.94	15	31,873	15	52.05	15	79.88	15	9,378.78	15	46.86	15	0.0	10	100
Benton	25.65	0	32,764	15	9.00	0	22.64	0	1,597.70	0	7.52	0	93.5	10	25
Black Hawk*	131.23	15	29,100	15	36.16	15	64.07	15	5,657.40	11	32.25	15	119.0	8	94
Boone	26.23	0	31,686	15	8.05	0	17.36	0	1,614.57	0	8.10	0	191.0	8	23
Bremer	25.06	0	32,512	15	7.84	0	17.28	0	1,316.46	0	7.64	0	139.0	8	23
Cerro Gordo	42.45	0	31,304	15	18.36	3	32.91	7	2,838.67	0	13.53	0	197.0	8	33
Clinton	46.43	0	27,942	15	18.18	3	43.35	11	2,382.94	0	13.55	0	21.8	10	39
Dallas	93.45	11	43,583	15	25.17	7	54.70	15	6,426.65	15	25.37	11	185.0	8	82
Des Moines	38.97	0	28,234	15	13.82	0	27.99	3	1,739.14	0	10.68	0	72.8	10	28
Dubuque*	97.31	11	31,096	15	33.56	11	72.69	15	5,042.30	11	25.92	11	70.4	10	84
Jasper	37.19	0	27,551	15	14.04	0	29.16	3	1,798.23	0	10.15	0	132.0	8	26
Johnson*	151.14	15	34,310	15	60.09	15	93.01	15	8,868.86	15	45.27	15	54.3	10	100
Lee	33.66	0	25,968	15	11.49	0	24.80	0	1,566.31	0	10.06	0	85.0	10	25
Linn*	226.71	15	34,289	15	66.35	15	125.21	11	11,844.63	15	63.49	15	69.2	10	96
Marion	33.25	0	28,832	15	12.47	0	24.70	0	1,747.72	0	10.26	0	151.0	8	23
Marshall	39.37	0	26,516	15	12.44	0	37.66	7	1,960.07	0	9.41	0	135.0	8	30
Montgomery	28.41	0	24,816	15	6.29	0	13.09	0	602.74	0	3.38	0	272.0	6	21
Muscatine	42.66	0	28,137	15	16.15	0	29.63	3	2,063.47	0	13.56	0	34.3	10	28
Plymouth	25.18	0	32,028	15	10.08	0	21.84	0	1,866.73	0	8.12	0	328.0	2	17
Polk*	490.16	3	34,474	15	177.82	0	278.30	0	26,031.75	3	134.99	3	160.0	8	32
Pottawattamie	93.21	11	29,729	15	40.84	15	74.08	15	5,105.94	11	30.87	11	270.0	6	84
Sioux	34.86	0	28,467	15	10.53	0	21.97	0	2,068.92	0	9.15	0	341.0	2	17
Story	97.12	11	28,034	15	25.84	7	45.11	11	5,081.88	11	20.87	7	167.0	8	70
Wapello	34.97	0	24,864	15	9.43	0	19.84	0	1,231.90	0	6.61	0	124.0	8	23
Warren	51.47	0	34,570	15	14.82	0	28.73	3	2,363.57	0	10.84	0	171.0	8	26
Webster	35.90	0	25,243	15	13.66	0	36.33	7	1,991.45	0	8.97	0	213.0	6	28
Woodbury*	103.11	11	27,430	15	30.73	11	43.74	11	4,795.20	11	20.75	7	304.0	2	68

*Asterick denotes counties used as comparables in the past by Scott County, IA.

Scott County, IA
 Top Comparables: 60+ Points

County	Population (thousands)	Max. Points	Per Capita Income	Max. Points	Property Tax (millions)	Max. Points	Total Exp. (millions)	Max. Points	Assessed Val. (millions)	Max. Points	GF Revenues (millions)	Max. Points	Proximity to Scott County	Max. Points	Total Points
Scott County, IA	172.94	15	31,873	15	52.05	15	79.88	15	9,378.78	15	46.86	15	0.0	10	100
Johnson*	151.14	15	34,310	15	60.09	15	93.01	15	8,868.86	15	45.27	15	54.3	10	100
Linn*	226.71	15	34,289	15	66.35	15	125.21	11	11,844.63	15	63.49	15	69.2	10	96
Black Hawk*	131.23	15	29,100	15	36.16	15	64.07	15	5,657.40	11	32.25	15	119.0	8	94
Dubuque*	97.31	11	31,096	15	33.56	11	72.69	15	5,042.30	11	25.92	11	70.4	10	84
Pottawattamie	93.21	11	29,729	15	40.84	15	74.08	15	5,105.94	11	30.87	11	270.0	6	84
Dallas	93.45	11	43,583	15	25.17	7	54.70	15	6,426.65	15	25.37	11	185.0	8	82
Story	97.12	11	28,034	15	25.84	7	45.11	11	5,081.88	11	20.87	7	167.0	8	70
Woodbury*	103.11	11	27,430	15	30.73	11	43.74	11	4,795.20	11	20.75	7	304.0	2	68

*Asterick denotes counties used as comparables in the past by Scott County, IA.

APPENDIX B

1. 2019 Population: Maximum 25 points

172,943

Factor	Minimum Range		Maximum Range		Points
1.50	115,295	172,943	172,943	259,415	25
2.00	86,472	115,294	259,416	345,886	20
2.50	69,177	86,471	345,887	432,358	15
3.00	57,648	69,176	432,359	518,829	5
All Others					0

2. 2018 Per Capita Income: Maximum 25 Points

31,873

Factor	Minimum Range		Maximum Range		Points
1.50	21,249	31,873	31,873	47,810	25
2.00	15,937	21,248	47,811	63,746	20
2.50	12,749	15,936	63,747	79,683	15
3.00	10,624	12,748	79,684	95,619	5
All Others					0

3. 2018 Full-time Equivalent Employees: Maximum 25 Points

\$535

Factor	Minimum Range		Maximum Range		Points
1.50	357	535	535	803	25
2.00	268	356	804	1,070	20
2.50	214	267	1,071	1,338	15
3.00	178	213	1,339	1,605	5
All Others					0

4. 2018 Full-time Payroll: Maximum 25 Points

2,341,153 Million

Factor	Minimum Range		Maximum Range		Points
1.50	1,560,769	2,341,153	2,341,153	3,511,730	25
2.00	1,170,577	1,560,768	3,511,731	4,682,306	20
2.50	936,461	1,170,576	4,682,307	5,852,883	15
3.00	780,384	936,460	5,852,884	7,023,459	5
All Others					0

Initial Screen:

Counties in Illinois, Minnesota, Missouri, Nebraska and Wisconsin with populations between approximately 115,000 and 260,000

Data Sources:

Population and Per Capita Income: <https://www.census.gov/quickfacts/fact/table/US/PST045219>

FTEs and Full-time Payroll: <https://www.census.gov/programs-surveys/apcs/data/datasetstables.2018.html>

Note:

Each of the four criterion contain ranges to assess comparability with the County's data. For example, each of the four factor ranges for County population is developed using a factor of .5 percent (+/-). To determine the population range that will receive a score of 25 (most similar to the County), the County's population is multiplied by 1.5 (maximum range) and divided by 1.5 (minimum range). The County's population is then multiplied and divided by 2.0, 2.5 and 3.0 to determine ranges of decreasing similarity (and subsequently decreasing "comparability points")

Scott County, IA

Criteria Comparisons - Sorted by Rank - Out of State Comps

County	State	Population	Max. Points	Per Capita Income	Max. Points	Full-time Equiv. Emps.	Max. Points	Full-time Payroll	Max. Points	Total Points	Cost of Labor Adjustment
Scott County	IA	172,943	25	\$31,873	25	535	25	\$2,341,153	25	100	0.0%
Sarpy County	NE	187,196	25	34,928	25	613	25	3,229,548	25	100	101.9%
Rock Island County	IL	141,879	25	28,595	25	692	25	2,580,777	25	100	100.5%
Sangamon County	IL	194,672	25	34,548	25	767	25	3,238,363	25	100	98.5%
Clay County	MO	249,948	25	33,342	25	588	25	2,183,987	25	100	97.9%
Tazewell County	IL	131,803	25	33,077	25	395	25	1,671,759	25	100	97.8%
Peoria County	IL	179,179	25	30,753	25	776	25	3,331,059	25	100	97.6%
Jefferson County	MO	225,081	25	28,844	25	714	25	2,641,619	25	100	97.0%
Racine County	WI	196,311	25	30,386	25	728	25	3,381,199	25	100	95.6%
McLean County	IL	171,517	25	33,665	25	741	25	2,941,774	25	100	95.5%
Washington County	WI	136,034	25	37,631	25	650	25	2,887,351	25	100	94.1%
St. Clair County	IL	259,686	20	29,541	25	683	25	2,763,544	25	95	96.6%
Scott County	MN	149,013	25	39,952	25	697	25	3,838,725	20	95	90.8%
Boone County	MO	180,463	25	29,365	25	424	25	1,065,979	15	90	105.3%
La Crosse County	WI	118,016	25	31,001	25	974	20	4,366,924	20	90	102.3%
Outagamie County	WI	187,885	25	32,098	25	903	20	4,090,003	20	90	98.7%
Winnebago County	WI	171,907	25	33,000	25	981	20	4,078,261	20	90	98.6%
Champaign County	IL	209,689	25	29,683	25	1018	20	3,832,948	20	90	95.8%
Kendall County	IL	128,990	25	34,423	25	302	20	1,513,060	20	90	88.3%
Madison County	IL	262,966	20	30,802	25	863	20	4,047,253	20	85	96.9%
Kenosha County	WI	169,561	25	30,740	25	1045	20	4,689,501	15	85	89.7%
Rock County	WI	163,354	25	28,103	25	1160	15	4,895,540	15	80	98.5%
Jasper County	MO	121,328	25	24,086	25	304	20	899,856	5	75	105.9%
Stearns County	MN	161,075	25	29,815	25	992	20	6,335,915	5	75	100.4%
Marathon County	WI	135,692	25	31,879	25	1473	5	4,731,728	15	70	100.1%
Olmsted County	MN	158,293	25	39,667	25	1192	15	7,246,503	0	65	94.0%
Washington County	MN	262,440	20	43,789	25	1234	15	6,291,291	5	65	90.7%
Brown County	WI	264,542	20	31,213	25	1462	5	5,923,907	5	55	99.3%
St. Louis County	MN	199,070	25	30,321	25	1981	0	9,568,602	0	50	99.6%
Wright County	MN	138,377	25	34,325	25	N/A	0	N/A	0	50	91.0%

Scott County, IA

Criteria Comparisons - Sorted in Alphabetical Order by State - Out of State Comps

County	State	Population	Max. Points	Per Capita Income	Max. Points	Full-time Equiv. Emps.	Max. Points	Full-time Payroll	Max. Points	Total Points	Cost of Labor Adjustment
Scott County	IA	172,943	25	\$31,873	25	535	25	\$2,341,153	25	100	0.0%
Champaign County	IL	209,689	25	29,683	25	1018	20	3,832,948	20	90	95.8%
Kendall County	IL	128,990	25	34,423	25	302	20	1,513,060	20	90	88.3%
Madison County	IL	262,966	20	30,802	25	863	20	4,047,253	20	85	96.9%
McLean County	IL	171,517	25	33,665	25	741	25	2,941,774	25	100	95.5%
Peoria County	IL	179,179	25	30,753	25	776	25	3,331,059	25	100	97.6%
Rock Island County	IL	141,879	25	28,595	25	692	25	2,580,777	25	100	100.5%
Sangamon County	IL	194,672	25	34,548	25	767	25	3,238,363	25	100	98.5%
St. Clair County	IL	259,686	20	29,541	25	683	25	2,763,544	25	95	96.6%
Tazewell County	IL	131,803	25	33,077	25	395	25	1,671,759	25	100	97.8%
Olmsted County	MN	158,293	25	39,667	25	1192	15	7,246,503	0	65	94.0%
Scott County	MN	149,013	25	39,952	25	697	25	3,838,725	20	95	90.8%
St. Louis County	MN	199,070	25	30,321	25	1981	0	9,568,602	0	50	99.6%
Stearns County	MN	161,075	25	29,815	25	992	20	6,335,915	5	75	100.4%
Washington County	MN	262,440	20	43,789	25	1234	15	6,291,291	5	65	90.7%
Wright County	MN	138,377	25	34,325	25	N/A	0	N/A	0	50	91.0%
Boone County	MO	180,463	25	29,365	25	424	25	1,065,979	15	90	105.3%
Clay County	MO	249,948	25	33,342	25	588	25	2,183,987	25	100	97.9%
Jasper County	MO	121,328	25	24,086	25	304	20	899,856	5	75	105.9%
Jefferson County	MO	225,081	25	28,844	25	714	25	2,641,619	25	100	97.0%
Sarpy County	NE	187,196	25	34,928	25	613	25	3,229,548	25	100	101.9%
Brown County	WI	264,542	20	31,213	25	1462	5	5,923,907	5	55	99.3%
Kenosha County	WI	169,561	25	30,740	25	1045	20	4,689,501	15	85	89.7%
La Crosse County	WI	118,016	25	31,001	25	974	20	4,366,924	20	90	102.3%
Marathon County	WI	135,692	25	31,879	25	1473	5	4,731,728	15	70	100.1%
Outagamie County	WI	187,885	25	32,098	25	903	20	4,090,003	20	90	98.7%
Racine County	WI	196,311	25	30,386	25	728	25	3,381,199	25	100	95.6%
Rock County	WI	163,354	25	28,103	25	1160	15	4,895,540	15	80	98.5%
Washington County	WI	136,034	25	37,631	25	650	25	2,887,351	25	100	94.1%
Winnebago County	WI	171,907	25	33,000	25	981	20	4,078,261	20	90	98.6%

Scott County, IA

Top Comparables: 95+ Points and a Cost of Labor within 5%

County	State	Population	Max. Points	Per Capita Income	Max. Points	Full-time Equiv. Emps.	Max. Points	Full-time Payroll	Max. Points	Total Points	Cost of Labor Adjustment
Scott County	IA	172,943	25	\$31,873	25	535	25	\$2,341,153	25	100	0.0%
McLean County	IL	171,517	25	33,665	25	741	25	2,941,774	25	100	95.5%
Peoria County	IL	179,179	25	30,753	25	776	25	3,331,059	25	100	97.6%
Rock Island County	IL	141,879	25	28,595	25	692	25	2,580,777	25	100	100.5%
Sangamon County	IL	194,672	25	34,548	25	767	25	3,238,363	25	100	98.5%
Tazewell County	IL	131,803	25	33,077	25	395	25	1,671,759	25	100	97.8%
Clay County	MO	249,948	25	33,342	25	588	25	2,183,987	25	100	97.9%
Jefferson County	MO	225,081	25	28,844	25	714	25	2,641,619	25	100	97.0%
Sarpy County	NE	187,196	25	34,928	25	613	25	3,229,548	25	100	101.9%
Racine County	WI	196,311	25	30,386	25	728	25	3,381,199	25	100	95.6%
St. Clair County	IL	259,686	20	29,541	25	683	25	2,763,544	25	95	96.6%

APPENDIX C

Scott County, IA
Detailed Salary Data

Position Surveyed:	Board of Supervisors		
Comparable County:	Annual Salary	Salary with COL	Comments:
Black Hawk County, IA	40,455.00	41,920.00	
Clay County, MO			Information not available on their website.
Dallas County, IA	61,137.18	60,439.00	
Dubuque County, IA	51,926.00	55,227.00	
Johnson County, IA	84,835.14	86,553.00	
Linn County, IA	119,197.97	119,220.00	
McLean County, IL			Information not available on their website.
Peoria County, IL	23,500.00	21,434.00	County Board Chairman - serves as liquor commissioner.
Pottawattamie County, IA	47,996.00	48,923.00	
Rock Island County, IL	24,400.00	23,669.00	County Board Chairman - part-time position.
Sangamon County, IL			Information not available on their website.
Sarpy County, NE	26,000.00	25,334.00	County Commissioner (exempt), chair receives an additional \$1,000.
Story County, IA	82,665.00	84,827.00	
Tazewell County, IL	31,919.00	31,020.00	County Board Chairman - full-time position.
Scott County, IA	43,500.00	43,500.00	
Average	54,002.84	54,415.09	
50th Percentile	47,996.00	48,923.00	
60th Percentile	51,926.00	55,227.00	
65th Percentile	56,531.59	57,833.00	
70th Percentile	61,137.18	60,439.00	
75th Percentile	71,901.09	72,633.00	
80th Percentile	82,665.00	84,827.00	

The following counties did not respond to the survey: Jefferson County, MO; Racine County, WI; St. Clair County, IL; Woodbury County, IA.

Scott County, IA
Detailed Salary Data

Position Surveyed:		County Attorney	
Comparable County:	Annual Salary	Salary with COL	Comments:
Black Hawk County, IA	136,521.00	139,725.00	
Clay County, MO	96,400.20	94,694.00	
Dallas County, IA	146,666.46	146,776.00	
Dubuque County, IA	134,719.00	140,738.00	
Johnson County, IA	155,904.84	159,122.00	
Linn County, IA	190,492.28	191,002.00	
McLean County, IL	166,508.00	160,415.00	State's Attorney
Peoria County, IL	178,960.00	175,535.00	State's Attorney
Pottawattamie County, IA	143,488.00	147,397.00	
Rock Island County, IL	178,960.00	180,047.00	Also receives \$6,500 from the State.
Sangamon County, IL	179,690.16	179,366.00	
Sarpy County, NE	159,970.00	163,656.00	
Story County, IA	147,125.00	149,714.00	
Tazewell County, IL	178,960.00	176,178.00	State's Attorney
Scott County, IA	151,919.00	151,919.00	
Average	156,418.93	157,454.64	
50th Percentile	157,937.42	159,768.50	
60th Percentile	165,200.40	163,007.80	
65th Percentile	172,111.40	169,001.55	
70th Percentile	178,960.00	175,599.30	
75th Percentile	178,960.00	176,017.25	
80th Percentile	178,960.00	177,453.20	

The following counties did not respond to the survey: Jefferson County, MO; Racine County, WI; St. Clair County, IL; Woodbury County, IA.

Scott County, IA
Detailed Salary Data

Position Surveyed:	County Auditor		
Comparable County:	Annual Salary	Salary with COL	Comments:
Black Hawk County, IA	86,446.00	91,125.00	
Clay County, MO	78,937.04	77,181.00	
Dallas County, IA	92,646.68	91,987.00	
Dubuque County, IA	83,731.00	88,572.00	
Johnson County, IA	113,113.52	115,548.00	
Linn County, IA	119,197.97	119,220.00	
McLean County, IL	95,448.00	91,223.00	
Peoria County, IL	94,210.00	91,804.00	Does not conduct elections.
Pottawattamie County, IA	88,359.00	90,869.00	
Rock Island County, IL	91,800.00	92,370.00	Also receives \$6,500 stipend from the State.
Sangamon County, IL	100,470.05	99,196.00	
Sarpy County, NE	86,410.00	88,308.00	Election Commissioner - election/jury duties only; appointed by Gov.
Story County, IA	85,971.00	88,235.00	
Tazewell County, IL	55,168.00	53,800.00	
Scott County, IA	90,949.00	90,949.00	
Average	90,857.15	91,388.43	
50th Percentile	90,079.50	91,174.00	
60th Percentile	92,477.34	91,687.80	
65th Percentile	93,350.17	91,886.35	
70th Percentile	94,333.80	92,025.30	
75th Percentile	95,138.50	92,274.25	
80th Percentile	97,456.82	95,100.40	

The following counties did not respond to the survey: Jefferson County, MO; Racine County, WI; St. Clair County, IL; Woodbury County, IA.

Scott County, IA
Detailed Salary Data

Position Surveyed:	County Recorder		
Comparable County:	Annual Salary	Salary with COL	Comments:
Black Hawk County, IA	86,321.00	88,965.00	
Clay County, MO	78,937.04	77,181.00	
Dallas County, IA	92,646.68	91,987.00	
Dubuque County, IA	81,388.00	86,151.00	
Johnson County, IA	113,113.52	115,548.00	Since 2002 no longer sells hunting and fishing licenses.
Linn County, IA	119,197.97	119,220.00	
McLean County, IL	100,220.00	95,718.00	County Clerk
Peoria County, IL	103,990.00	101,397.00	County Clerk - Recorder position eliminated in 2016.
Pottawattamie County, IA	88,359.00	90,869.00	
Rock Island County, IL	91,800.00	92,370.00	Also receives a \$6,500 stipend from the State.
Sangamon County, IL	100,470.05	99,196.00	
Sarpy County, NE	111,999.00	114,613.00	County Clerk - also responsible for Payroll/Accounts Payable/Assets.
Story County, IA	85,971.00	88,235.00	
Tazewell County, IL	83,707.00	81,824.00	County Clerk and Recorder
Scott County, IA	90,949.00	90,949.00	
Average	95,580.02	95,948.14	
50th Percentile	92,223.34	92,178.50	
60th Percentile	98,705.34	95,048.40	
65th Percentile	100,332.52	97,283.10	
70th Percentile	100,822.05	99,416.10	
75th Percentile	103,110.01	100,846.75	
80th Percentile	107,193.60	106,683.40	

The following counties did not respond to the survey: Jefferson County, MO; Racine County, WI; St. Clair County, IL; Woodbury County, IA.

Scott County, IA
Detailed Salary Data

Position Surveyed:	County Sheriff		
Comparable County:	Annual Salary	Salary with COL	Comments:
Black Hawk County, IA	117,357.00	120,327.00	
Clay County, MO	87,184.76	85,452.00	
Dallas County, IA	134,915.49	134,856.00	
Dubuque County, IA	115,210.00	120,873.00	
Johnson County, IA	158,551.64	161,814.00	
Linn County, IA	164,543.95	146,962.00	
McLean County, IL	115,637.00	110,517.00	
Peoria County, IL	137,058.00	133,850.00	
Pottawattamie County, IA	137,314.00	141,131.00	
Rock Island County, IL	111,800.00	112,487.00	Also receives \$500 stipend from the State.
Sangamon County, IL	125,699.93	124,451.00	
Sarpy County, NE	133,977.00	137,132.00	
Story County, IA	150,171.00	152,779.00	
Tazewell County, IL	113,030.00	110,688.00	
Scott County, IA	122,928.00	122,928.00	
Average	128,746.41	128,094.21	
50th Percentile	129,838.47	129,150.50	
60th Percentile	134,727.79	134,654.80	
65th Percentile	135,879.62	135,880.20	
70th Percentile	137,083.60	137,531.90	
75th Percentile	137,250.00	140,131.25	
80th Percentile	142,456.80	143,463.40	

The following counties did not respond to the survey: Jefferson County, MO; Racine County, WI; St. Clair County, IL; Woodbury County, IA.

Scott County, IA
Detailed Salary Data

Position Surveyed:	Treasurer		
Comparable County:	Annual Salary	Salary with COL	Comments:
Black Hawk County, IA	86,321.00	88,965.00	
Clay County, MO	78,937.04	77,181.00	
Dallas County, IA	92,646.80	91,987.00	
Dubuque County, IA	82,562.00	87,364.00	
Johnson County, IA	113,113.52	115,548.00	
Linn County, IA	119,197.97	119,220.00	
McLean County, IL	100,220.00	95,718.00	
Peoria County, IL	103,990.00	101,397.00	
Pottawattamie County, IA	88,359.00	90,858.00	
Rock Island County, IL	91,800.00	92,370.00	Also receives \$6,500 stipend from the State.
Sangamon County, IL	105,499.88	104,287.00	
Sarpy County, NE	101,288.00	103,638.00	
Story County, IA	85,971.00	88,235.00	
Tazewell County, IL	82,157.00	80,298.00	
Scott County, IA	90,949.00	90,949.00	
Average	95,147.37	95,504.71	
50th Percentile	92,223.40	92,178.50	
60th Percentile	98,705.36	95,048.40	
65th Percentile	100,700.60	98,273.55	
70th Percentile	101,558.20	101,621.10	
75th Percentile	103,314.50	103,077.75	
80th Percentile	104,593.95	103,897.60	

The following counties did not respond to the survey: Jefferson County, MO; Racine County, WI; St. Clair County, IL; Woodbury County, IA.

APPENDIX D

Scott County, IA
Benefits

Insurance Benefits: Medical								
Comparable County:	Type of Plan:	Employee Only Coverage			Family Coverage			Comments:
		Total Monthly Premium	Monthly Premium Paid for by County	Monthly Premium Paid for by Employee	Total Monthly Premium	Monthly Premium Paid for by County	Monthly Premium Paid for by Employee	
Black Hawk County, IA	PPO	910.00	815.00	95.00	2,258.00	2,048.00	210.00	Two plans are offered - same benefits but with different costs. One has 500/1000 deductible with \$1,000/\$2,000 OOP max and pays 90/10 after. The other has 750/1500 deductible with 1,500/3,500 OOP max and pays 80/20 after.
Dallas County, IA	PPO	516.67	490.84	25.83	1,746.49	1,500.00	246.49	
Dubuque County, IA	PPO	687.48	636.26	51.22	1,593.84	1,473.78	120.06	
Johnson County, IA	PPO	791.58	759.58	32.00	2,196.58	2,084.58	112.00	
Linn County, IA		811.00	721.00	90.00	1,788.00	1,583.00	205.00	
Peoria County, IL	PPO	920.66	736.52	184.14	1,841.34	1,381.00	460.34	Also offers a HDHP and a HSA. County is proposing significant increases to premiums in 2021 but it has not been approved.
Pottawattamie County, IA	PPO	790.69	711.62	79.07	1,862.84	1,676.56	186.28	Union contracts limit employees portion of the premium be 10% or less of the total premium.
Rock Island County, IL	PPO	610.50	567.30	43.20	1,577.10	1,392.00	185.10	County offers two plans - this is for Option Plan 1.
Sarpy County, NE	PPO	1,043.92	939.53	104.39	2,517.08	2,098.18	418.90	County purchases plan with \$4,000 in network deductible (single) and partially self-funds the in-network deductible/OOP max.
Story County, IA	HMO	765.47	757.83	7.64	1,891.18	1,702.06	189.12	Also offers a PPO with similar contribution rates, except single is 95% employer provided instead of 99% like it is with the HMO.
Tazewell County, IL	PPO	1,122.02	930.04	191.98	1,739.67	1,455.51	284.16	County pays a slightly lower amount for union members.
Scott County, IA		642.45	608.64	33.81	1,609.32	1,376.06	233.26	
Average:		815.45	733.23	82.22	1,910.19	1,672.24	237.95	

The following Counties did not respond to the benefit survey: Clay County, MO; Jefferson County, MO; McLean County, IL; Racine County, WI; Sangamon County, IL; St. Clair County, IL; Woodbury County, IA.

Scott County, IA
Benefits

Insurance Benefits:		Dental						
Comparable County:	Type of Plan:	Employee Only Coverage			Family Coverage			Comments:
		Total Monthly Premium	Monthly Premium Paid for by County	Monthly Premium Paid for by Employee	Total Monthly Premium	Monthly Premium Paid for by County	Monthly Premium Paid for by Employee	
Black Hawk County, IA	PPO	21.66	21.66	0.00	65.52	65.52	0.00	Dental is free to employees who take corresponding level of medical coverage. If they only want dental coverage they pay the entire dental premium.
Dallas County, IA	PPO	164.52	164.52	0.00	164.52	137.12	27.40	
Dubuque County, IA		35.94	35.94	0.00	106.56	106.56	0.00	
Johnson County, IA	PPO	32.40	32.40	0.00	99.32	66.92	32.40	
Linn County, IA		55.00	55.00	0.00	130.00	63.24	66.76	
Peoria County, IL								Dental is included with health insurance plan.
Pottawattamie County, IA	PPO	22.94	22.94	0.00	75.37	61.21	14.16	
Rock Island County, IL	PPO	33.30	27.70	5.60	112.90	79.50	33.40	
Sarpy County, NE	PDP	35.97	35.97	0.00	89.89	70.89	19.00	
Story County, IA	PPO	37.00	See Comments		111.00	See Comments		Employees receive a flexible benefit of \$145.30 to allocate to cafeteria 125 benefits. If they do not elect benefits, the flexible benefit can be taken in cash.
Tazewell County, IL	PPO	34.77	34.77	0.00	87.20	20.36	66.84	County pays \$19.98 for union employees.
Scott County, IA		28.84	27.32	1.52	78.84	66.72	12.12	Also offers a dental+supplemental plan - premium is \$38.36/106.96 for employee/family and county cost is \$30.36/\$90.96 respectively.
Average:		48.50	47.88	0.62	103.48	74.59	28.88	

The following Counties did not respond to the benefit survey: Clay County, MO; Jefferson County, MO; McLean County, IL; Racine County, WI; Sangamon County, IL; St. Clair County, IL; Woodbury County, IA.

Scott County, IA
Benefits

Insurance Benefits:		Vision						
Comparable County:	Type of Plan:	Employee Only Coverage			Family Coverage			Comments:
		Total Monthly Premium	Monthly Premium Paid for by County	Monthly Premium Paid for by Employee	Total Monthly Premium	Monthly Premium Paid for by County	Monthly Premium Paid for by Employee	
Black Hawk County, IA	PPO	8.36	0.00	8.36	19.23	0.00	19.23	
Dallas County, IA	PPO	73.44	73.44	0.00	134.40	73.44	60.96	
Dubuque County, IA		2.29	2.29	0.00	5.71	5.71	0.00	
Johnson County, IA	PPO	4.28	4.28	0.00	10.92	6.64	4.28	
Linn County, IA	VSP	9.61	0.00	9.61	20.66	0.00	20.66	
Peoria County, IL								Vision is included with health insurance plan.
Pottawattamie County, IA	PPO	8.12	0.00	8.12	20.28	0.00	20.28	
Rock Island County, IL		6.62	0.00	6.62	19.12	0.00	19.12	
Sarpy County, NE		8.94	0.00	8.94	25.04	0.00	25.04	
Story County, IA		14.34			39.22			Employees can allocate some of their flexible benefit towards vision.
Tazewell County, IL	PPO	12.50	12.50	0.00				Family vision is not offered.
Scott County, IA		7.19	6.81	0.38	15.46	5.60	9.86	
Average:		14.91	10.28	4.63	32.73	10.72	22.01	

The following Counties did not respond to the benefit survey: Clay County, MO; Jefferson County, MO; McLean County, IL; Racine County, WI; Sangamon County, IL; St. Clair County, IL; Woodbury County, IA.