

Scott County Compensation Board
Thursday, December 20, 2021, 1:30p.m.
Scott County Administration Building, Room 605

Agenda

- I. Approval of minutes from meeting on January 4, 2021
- II. Nominations and Selection of Chair
- III. Comments from Elected Office Holders
- IV. Update on County Budget
- V. Discussion of FY 2023 salary recommendations for Elected Officials
- VI. Next meeting?
- VII. Adjourn

Note: This is an in person meeting, but if you need a link to join via WebEx, please email mary.thee@scottcountyiowa.gov

Minutes of Comp Board Meeting
January 4, 2020

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

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

Meeting was called to order at 3:03 pm.

Lisa Charnitz call for a motion to approve the minutes from the December 17, 2020 meeting. Dan Portes so moved, Patt Zamora seconded. All in favor, motion approved.

Lisa Charnitz asked if anyone wanted any changes to be made to the agenda. Dan Portes moved to continue on with the agenda, Molly Carlson seconded.

Lisa Charnitz asked Mary Thee to explain the new attachments that were given to the board for this meeting.

Mary Thee offered a brief overview of each attachment.

Lisa Charnitz asked if anyone had questions for Mary on the materials presented. With no questions Lisa continued on stating that the board now has all the data we use to get, plus the new data from GovHR. Private Sector data is still a missing piece do we feel we need to collect this data?

Patt Zamora- I feel no additional data is needed.

Brian Cornwell- I agree

John Stavnes- I also agree

Molly Carlson- Agree

Dan Portes- I agree, there just isn't private sector jobs that would be good comparables.

Lisa Charnitz- I would agree as well.

Molly Carlson made a motion that the board deems it unnecessary to require private sector data.

Patt Zamora would like to amend the motion to state the board deems it unnecessary and pointless to require private sector data.

Molly Carlson approves the amended motion. Dan Portes so moved, John Stavnes seconded. All in favor, motion approved.

Lisa Charnitz said in prior years we started discussion with Board of Supervisors. Do you want to do that, or do we all just want to speak our thoughts?

Dan Portes said based off of what he knows from the Board of Supervisors they all recognize the 3 years of 8% for the Sheriff. He said he thinks that if the Compensation Board comes in with 16% for the Sheriff and 2% for all the others the Board of Supervisors will cut it all in half, so 8% for Sheriff and 1 % for all the others.

Patt Zamora stated she wished it could be encouraged for the board to not cut their recommendation. We want to state what we want.

Lisa Charnitz stated she felt that in recent years they have made cuts regardless of what was presented so she believes the Board of Supervisors believes they need to cut no matter what.

Dan Portes made a motion for 16% for the Sheriff and all other elected officials at 2%

Patt Zamora asked for an amendment to include asking the Board of Supervisors to seriously consider the compensation board's recommendation.

Dan Portes accepts the amendment. John Stavnes seconds.

Lisa Charnitz asks Mary Thee for clarification of how the Board can cut the recommendations.

Mary Thee explains the Board of Supervisors can cut their salaries differently than they cut everyone else's. The rest of the elected officials all have to be cut by the same percentage.

Molly Carlson appreciated the knowledge because she wasn't aware it worked that way.

Lisa Charnitz asked Mary Thee to take a roll call of the motion to increase the Sheriff by 16% and all other elected officials by 2% with the request that the Board of Supervisors seriously consider the compensation board's recommendation.

Brian Cornwell- yes

Dan Portes- yes

Lisa Charnitz- yes

Molly Carlson- yes

Patt Zamora- yes

John Stavnes- yes.

All in favor, motion approved.

Lisa Charnitz asked if anyone on the board felt that maybe the letter that gets presented to the Board of Supervisors needs to be changed or modified to show their seriousness of how they came to their decision or possibly have a compensation board member at the meeting to present to the Board of Supervisors.

Patt Zamora was in favor of presenting to the board and thought that Lisa Charnitz should do it.

Lisa Charnitz asked if Mary Thee or Mahesh Sharma had any thoughts on them presenting to the Board.

Mahesh Sharma stated that it hasn't been done before so he doesn't know how the board would view it. He believed that many of the board members talk to the compensation board before the meeting and ask questions if they have them.

Lisa Charnitz acknowledged that she does agree that board members do talk to their representative on the compensation board so maybe it's best to defer this year and just put it out there to them that we are open to discussion or to answer any questions they might have.

John Stavnes said he would agree with that.

Lisa Charnitz with what seems like consensus we will just let the Board of Supervisors know that we are open for questions and will be available.

Mary Thee stated that when she puts the memo together for the Board of Supervisors it has always included in the past that the Board of Supervisor chair receives an additional \$3,000. I'll continue the past practice unless anyone has any objections. With no objections the additional \$3,000 for chair will be included.

Lisa Charnitz thanks the staff and the other board members for their support to this process. Meeting adjourned at 3:39 pm.

COMPENSATION BOARD

AUTHORITY (2) Appointed by Board of Supervisors
(1) Appointed by each of the following County Treasurer, Auditor, Sheriff,
Recorder and Attorney

TERM4 Years

MEMBERS APPOINTED BY BOARD

Scott County Board Appointments

John Stavnes (2020) unexpired term 07-01-17 - 06-30-21
Bettendorf, IA 52722
563-370-1535 jstavnes@mchsi.com

Dan Portes (2019) unexpired term 07-01-17 - 06-30-21
1205 E. River Dr.
Davenport, IA 52803
563-343-2553 dan@mrgpeople.com

County Attorney's Appointment

Brian Cornwell (2007) 07-01-19 - 06-30-23
101 W 2nd Street
Davenport, IA 52801
309-314-1319 or cornwell.brian@gmail.com or bcornwell@mwofg.com

County Auditor's Appointment

Melissa Gesing (2021) 07-01-21 - 06-30-25
2812 E. 18th Street
Davenport, IA 52803
563-506-3826 melissagesing@gmail.com

County Recorder's Appointment

Ms. Patt Zamora (2003) 07-01-19 - 06-30-23
4835 W Locust Street
Davenport, IA 52804
125 Kirkwood Blvd Davenport, IA 52804 h – 386-6995 pattjohnia13@gmail.com

County Sheriff's Appointment

Greg Adamson (2021) 12-01-21 - 11-30-25
2898 Villa Court
Bettendorf, IA 52722
563-940-8041 cptgpa2898@gmail.com

County Treasurer's Appointment

Molly Carlson (2020) unexpired term 07-01-17 - 6-30-21
mollyotting@yahoo.com
563-676-7932

CONTACT PERSON(S)

Mary Thee, Assistant County Administrator

In summary, chapter 331.905 of the Code of Iowa states that the County Compensation Board has the following powers:

1. To recommend to the Board of Supervisors the annual compensation of the auditor, treasurer, recorder, sheriff, county attorney and supervisors

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 consider setting 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 agencies in this state. 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](#)

Referred to in [§28E.30](#), [331.215](#), [331.322](#), [331.323](#), [331.752](#)



KIM REYNOLDS
GOVERNOR

OFFICE OF THE GOVERNOR

ADAM GREGG
LT GOVERNOR

June 17, 2021

The Honorable Paul Pate
Secretary of State of Iowa
State Capitol
Des Moines, Iowa 50319

Dear Mr. Secretary,

I hereby transmit:

Senate File 342, an Act relating to public records and communications in professional confidence; Uniform Commercial Code filings; qualified immunity; peace officer health plans and workers' compensation; certain law enforcement matters; criminal laws involving public disorder, assaults, and harassment; civil liability for certain vehicle operators; window tinting; acts on certain highways; and civil service commission examinations; providing penalties, and including effective date and retroactive applicability provisions.

The above Senate File is hereby approved on this date.

Sincerely,


Kim Reynolds
Governor of Iowa

cc: Secretary of the Senate
Clerk of the House

injury caused by the driver of a vehicle constitute reckless or willful misconduct.

3. Subsection 1 shall not apply if the injured person participating in a protest or demonstration was doing so with a valid permit allowing persons to protest or demonstrate on the public street or highway where the injury occurred.

Sec. 52. EFFECTIVE DATE. This division of this Act, being deemed of immediate importance, takes effect upon enactment.

DIVISION XII

WINDOW TINTING

Sec. 53. Section 321.438, subsection 2, Code 2021, is amended to read as follows:

2. A person shall not operate on the highway a motor vehicle equipped with a front windshield, a side window to the immediate right or left of the driver, or a ~~side-wing~~ sidewing forward of and to the left or right of the driver which is excessively dark or reflective so that it is difficult for a person outside the motor vehicle to see into the motor vehicle through the windshield, window, or sidewing.

a. The department shall adopt rules establishing a minimum measurable standard of transparency which shall apply to violations of this subsection.

b. This subsection does not apply to a person who operates a motor vehicle owned or leased by a federal, state, or local law enforcement agency if the operation is part of the person's official duties.

DIVISION XIII

SHERIFF SALARIES

Sec. 54. Section 331.907, subsection 1, Code 2021, is amended to read as follows:

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 ~~consider-setting~~ 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 agencies in this state 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.

DIVISION XIV

CIVIL SERVICE COMMISSION EXAMINATIONS

Sec. 55. Section 400.8, subsection 2, Code 2021, is amended to read as follows:

2. The commission shall establish the guidelines for conducting the examinations under subsection 1 of this section. ~~It may prepare and administer the examinations or may~~ The commission shall hire persons with expertise to ~~do so if the commission approves the examinations~~ prepare and administer the examinations approved by the commission. It may also hire persons with expertise to consult in the preparation of such examinations if the persons so hired are employed to aid personnel of the commission in assuring that a fair examination is conducted. A fair examination shall explore the competence of the applicant in the particular field of examination.

Sec. 56. Section 400.9, subsection 2, Code 2021, is amended to read as follows:

2. The commission shall establish guidelines for conducting the examinations under subsection 1. ~~It may prepare and administer the examinations or may~~ The commission shall hire persons with expertise to ~~do so if the commission approves the examinations and if the examinations apply to~~ prepare and administer the examinations approved by the commission for the position in the city for which the applicant is taking the examination. It may also hire persons with expertise to consult in the preparation of such examinations if the persons so hired are employed to aid personnel of the commission in assuring that a fair examination is conducted. A fair examination shall explore the competence of the applicant in the particular field of examination. The names of persons

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 \$142,800. The Medicare portion (HI) is 1.45% on all earnings.

IPERS: Effective July 1, 2021 the County will contribute 9.44% of annual salary (9.26% for the Sheriff) to the Iowa Public Employees Retirement System. Elected officials will contribute 6.29% (9.26% for the Sheriff). The maximum annual covered wage for calendar year 2021 is \$285,000, 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 2021 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	\$1,790.96	\$259.60	\$714.96	\$37.62
Dental	\$81.78	\$12.58	\$29.90	\$1.56
Vision	<u>\$15.47</u>	<u>\$1.96</u>	<u>\$7.19</u>	<u>\$0.38</u>
TOTAL	\$1,888.21	\$274.14	\$752.05	\$39.56

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 2009-10 THROUGH FY 2021-22**

<u>YEAR</u>	<u>SUPERVISOR</u>	<u>SHERIFF</u>	<u>AUDITOR</u>	<u>TREASURER</u>	<u>RECORDER</u>	<u>ATTORNEY</u>
2009-2010	\$37,200 0%	\$95,900 0	\$74,200 0%	\$74,200 0%	\$74,200 0%	\$128,544 0%
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%

*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 – 2007-2008	\$592,600	2.97%	\$412,600	3.15%
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%

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 2017-2018	FY 2018-2019	FY 2019-2020	FY 2020-2021	FY 2021-2022
Attorney	\$4,344,262 33.5 FTE	\$4,585,451 33.5 FTE	\$4,746,801 33.5 FTE	\$4,868,302 34.5 FTE	\$5,485,957 40.5 FTE*
Auditor	\$1,685,051 14.05 FTE	\$1,782,012 14.05 FTE	\$1,691,278 14.2 FTE	\$1,929,099 14.5 FTE	\$2,046,441 14.5 FTE
Recorder	\$828,096 10.5 FTE	\$872,421 10.5 FTE	\$863,293 10.5 FTE	\$906,405 10.5 FTE	\$884,452 10.5 FTE
Sheriff	\$15,895,000 159 FTE	\$15,987,257 158.8 FTE	\$16,980,154 159.8 FTE	\$18,162,791 160.8 FTE	\$19,532,439 172.8 FTE
Treasurer	\$2,183,042 28 FTE	\$2,257,880 28 FTE	\$2,354,918 28.0 FTE	\$2,479,491 28.0 FTE	\$2,845,220 30.0 FTE

FTE's = Number of Full-Time Equivalent positions, FY 2018 – FY 2021 listed as of beginning of year

Budget Amounts are listed as begging of year before amendments.

*The FTE level was changed after July 1, 2021 and the corresponding budget dollars will be amended in March, 2022.

SALARIES FOR ELECTED OFFICIALS
FY 2021-2022
 (8 Largest Iowa Counties by Population)

COUNTY	POPULATION	SUPERVISOR	ATTORNEY	AUDITOR	RECORDER	SHERIFF	TREASURER
1. Linn	230,299	118,741	189,762	118,741	118,741	163,914	118,741
2. Scott	174,669	44,370 ⁽¹⁾	154,957	92,768	92,768	142,596	92,768
3. Johnson	152,854	87,168	160,192	116,224	116,224	162,912	116,224
4. Black Hawk	131,144	41,669	140,617	89,040	88,911	120,878	88,911
5. Woodbury	105,941	38,453	140,350	96,448	N/A	118,382	96,448
6. Dallas	99,678	61,871	149,471	98,020	98,020	138,963	98,020
7. Dubuque	99,266	52,927	141,725	88,085	85,621	122,699	86,856
8. Story	98,537	83,295	149,065	90,574	90,574	152,054	90,574
Average 1-8	136,549	\$ 66,137	\$ 153,267	\$ 98,736	\$ 98,694	\$ 140,300	\$ 98,568
Average 1-4	172,242	\$ 73,137	\$ 161,382	\$ 104,193	\$ 104,161	\$ 147,575	\$ 104,161

(1) Scott County Chairperson - \$47,370

SUMMARY OF COLLECTIVE BARGAINING WAGE SETTLEMENTS**07/01/17 to 07/01/22**

BARGAINING UNIT	NO. OF EMPL.	07/01/17 WAGE INCREASE	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
AFSCME 606	92	2.25%	2.25%	2.25%	2.5%	2.25%	3%
Corrections (Teamsters 238)	72	2.0%	2.0%	2.25%	2.5%	2.25%	3%
Deputy Sheriff's Association	38	2.5%	2.25%	2.25%	2.5%	2.5%	2.5%
Secondary Rds Council (PPME)	27	2.1% +\$0.10	2.25%	2.25%	2.5%	2.25%	3%

CONSUMER PRICE INDEX

2002 TO 2021

<u>Year</u>	<u>CPI-U</u>
November, 2002	2.1
September, 2003	2.3
August, 2004	2.7
August, 2005	3.6
August, 2006	3.8
October, 2007	3.5
October, 2008	3.7
October, 2009	-0.2
October, 2010	1.2
October, 2011	3.5
November, 2012	1.8
November, 2013	1.2
October, 2014	1.7
October, 2015	-0.3
October, 2016	1.0
October, 2017	1.0
October, 2018	2.2
November, 2019	0.3
November, 2020	1.1
November, 2021	6.2

CPI-U is the Consumer Price Index for all urban consumers based on the U.S. city average. It represents 87% of the total U.S. population and is based primarily on the expenditures reported by all consumer units in urban areas.

State/City Comps

Department	Position	Annual	Notes
Sheriff			
Rock Island (City)	Chief	\$134,123	FY21: \$123,165 (base salary + longevity), 5% deferred compensation through ICMA-RC (\$6,158), and a \$4,800 vehicle allowance. This totals \$134,123 in wages
Davenport	Chief	\$160,500	current salary is \$150,00. Deferred Comp is 5% match with a 2% RHS. A vehicle, cell and laptop are available at no charge to the Chief.
Bettendorf	Chief	\$164,392	\$161,169 base + 2% def comp and vehicle
Moline	Chief	\$145,152	\$144,672 base + 18% contribution to 401k instead of state pension, vehicle, laptop + cell phone allowance of \$480 annually
Iowa Patrol	Public Safety Chief	\$153,962	
	Major/Asst Chief	\$133,786	
Auditor			
Sec of State	Sec of State	\$103,212	
	Public Serv Executive	\$161,242	
	Public Serv Manager 1	\$63-\$112K	\$111,924.80
Recorder			
IDPH	Public Serv Manager 1	\$63-\$112K	\$111,924.80
	Executive Officer 2	\$97,136	
Treasurer			
Dept of Revenue	Director	\$154,300	
	Public Serv Exec of Local Govt Div	\$161,242	
	Public Serv Manager 1	\$63-\$112K	

Note: no comps were done on Attorney since capped at District Court Judge rate.

Internal wages

<u>Office</u>	<u>Office Holder</u>	<u>Management Position</u>	<u>Current Salary</u>	<u>Notes</u>
County Attorney	Mike Walton		\$154,957	Capped by state code
		First Asst. Attorney	\$131,713	85%
Auditor	Kerri Tompkins		\$92,768	
		Deputy Auditor - Tax ¹	\$78,853	85%
		Operations Manager ²	\$106,142	R33 S14
		Accounting & Tax Manager ¹	\$122,886	R36 S14
		Elections Supervisor ¹	\$63,461	R26 S7 OT Eligible
Recorder	Rita Vargas		\$92,768	
		Second Deputy Recorder	\$78,853	85%
		Office Administrator	\$77,147	R30 S7
Sheriff	Tim Lane		\$142,596	
		Chief Deputy (2)	\$121,207	85%
		Chief Deputy - Captain	\$118,355	83%
		Asst. Jail Administrator	\$106,142	R33 S14
Treasurer	Mike Fennelly		\$92,768	
		Operations Manager	\$106,142	R33 S14
		Finance Manager	\$111,384	R35 S12
		County General Store Manager	\$83,179	R28 S14
		Motor Vehicle Supervisor	\$63,461	R26 S7

1. Position being reviewed for professional rather than appointee
2. Position being considered for elimination