

## Minutes of Compensation Board Meeting

December 12, 2022

In attendance: Brian Cornwell, Patt Zamora, John Stavnes, Melissa Gesing, Dan Portes

Staff Present: Mary Thee, Vanessa Wierman, Jen Stinocher, Mahesh Sharma, David Farmer

Meeting was called to order at 10:02AM

Patt called for approval of 12/20/2021 meeting minutes.

Dan- Moved.

Melissa and Brian seconded.

All in favor, minutes approved.

Brian nominated Dan as chair.

Melissa seconded.

All were in favor of Dan as the Chair.

Introductions were conducted. No Elected Officials were present to comment.

Dan called for an update on budget.

David presented an update on the County budget. Explained in FY22 there was roughly a 1.6-million-dollar reduction. FY23, approximately 119,000-120,000 in debt. Capital Improvements consist of new YJRC facility as well as the new warehouse. David explained property tax is the biggest driver to fund the budget. FY 23 there was a 3-3.5% tax evaluation growth.

Mary shared County recommendation of 3% for non-public safety bargaining units. County still in discussions.

David suggested we are in a stable financial position. New legislative session with the state expected to focus on property tax funding, which may have negative effect on budget if there are rollbacks.

Dan asked if anyone had further questions.

With no further questions, Dan called for input as to what everyone thinks their respective parties should receive. Dan also questioned how far behind we still are for the Sheriff's salary.

Mary confirmed in FY22, the Sheriff was given 16% and FY23 was given 8%, adhering to the "promise" made three years ago.

Patt suggested the Sheriff was still behind in salary in comparison to Johnson and Linn Counties.

Dan stated that Story County is still quite a bit smaller in population. Also suggested it's not a performance review.

Mary also noted attachment I which demonstrates the Sheriff currently is comparable with local comparable position salaries.

Patt stated inflation is up to 8% and with property valuation likely going down, suggested 3.5%.

Mary asked for confirmation on 3.5% for everybody (i.e., including Supervisors).

Patt suggested everyone but the Sheriff, which should be up an extra 1%.

Dan asked for further clarification on 3.5% or 4%.

Patt clarified 3.5%.

Melissa suggested 5% for Sheriff and 2% for everyone else due to property concerns.

John suggested 3.5% for everyone else and 5% for the Sheriff

Brian indicated he was in support of Patt and John.

Dan asked for clarification on numbers.

Melissa asked if there was a cap on BOS.

Dan explained how BOS can cut their own percentage. He also stated the BOS should get 2%, because everyone deserves an increase.

Patt stated she wished they could give dollar amounts instead because by percentages, the higher paying jobs get more than lower paying.

Dan explained that last year he said that inflation should decrease significantly, that didn't happen. There is concern about unfunded mandates coming from the State in the future. Suggests 5% for the Sheriff and 3% for everyone else, due to messaging for unions.

John asked how the bargaining was going and approximately how long until it is settled. Also, stated that he hopes the numbers could be consistent.

Mary explained they haven't settled yet but hoping to land at 3%, within the next couple of weeks.

John reiterated that it is not a performance evaluation and asked about past market study.

Mary explained a classification and compensation study was completed in 2019 and it is not the time to do a market study right now because the market is oddly inflated.

John agreed and stated that we cannot chase the current market.

Patt acknowledged that historically, we keep people stable instead of giving giant increases.

Dan asked for discussion on 3% or 3.5%.

Patt moved 3.5% for all and 5% for Sheriff.

Brian seconded.

Dan asked about Supervisors.

Patt stated everyone but the Sheriff.

John explained the BOS can choose to cut their percentage or even take zero.

Dan asked for confirmation that the offer on the table is 5% for the Sheriff and 3.5% for everyone, including the BOS.

Dan moved to amend the motion on the table to 5% sheriff, 3% everyone else, 2% BOS.

Melissa seconded the motion. Discussion:

Patt stated she cannot support the amendment on the table.

Dan stated he believes there needs to be a message of consistency with leaderships; that .5% would not make much of a difference.

Brian noted he would rather let the BOS make their own decision.

John agreed with Brian and stated they should let the BOS choose what they see fit for themselves.

Dan asked for a vote on the amendment.

Melissa and Dan were in favor.

Patt, Brian, and John were opposed. The amendment failed.

Dan called to vote on the original offer, 5%, 3.5% everyone else plus the BOS. All in favor?

Patt-Yes;

Brian-Yes;

John-Yes, numbers are fair;

Melissa- Yes;

Dan- Yes.

All in favor; the motion passed.

Dan stated they needed to vote on additional dollar amount for the BOS Chairperson.

Mary explained that historically, the Chairperson receives \$3,000 more in wages than the other BOS members.

John made a motion for the Chair to make \$3,000 more.

Pat seconded and asked for a voice vote.

All in favor- motion passed.

Meeting adjourned.