

Scott County Compensation Board
January 17th, 2024 3PM
Scott County Administration Building, Board Room

Agenda

- I. Approval of minutes from meeting on December 12, 2022
- II. Nominations and Selection of Chair
- III. Comments from Elected Office Holders
- IV. Update on County Budget
- V. Discussion of FY 2025 salary recommendations for Elected Officials
- VI. Next Meeting?
- VII. Adjourn

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.

Compensation Board

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

TERM 4 Years

MEMBERS APPOINTED BY BOARD

Scott County Board Appointments

John Stavnes (2020) 07-01-21- 06-30-25
5917 Eagle Ridge Rd Bettendorf, IA 52722
jstavnes@mchsi.com
563-370-1535

Dan Portes (2019) 07-01-21 - 06-30-25
1205 E. River Dr
563-343-2553
dan@mrgpeople.com

County Attorney’s Appointment

Doug Nelson (2023) 07-01-23 - 06-30-27
101 W 2nd Street
Davenport, IA 52801
dougnelsonmai@mchsi.com
563-343-6101

County Auditor’s Appointment

Michelle Crawford (2023) 07-01-23 - 06-30-27
michellecrawfordiowa@gmail.com
816 S. 9th Ave
Eldridge, IA 52748
563-320-5715

County Recorder’s Appointment

Ms. Patt Zamora (2003) 07-01-23 - 06-30-27
4835 W Locust
563-386-6995

County Sheriff’s Appointment

Greg Adamson (2021) 07-01-21 - 6-30-25
cptgpa2898@gmail.com

County Treasurer’s Appointment

Molly Carlson (2020) unexpired term 07-01-21 - 6-30-25
mollyotting@yahoo.com
563-676-7932

CONTACT PERSON(S)

Vanessa Wierman, Human Resources Director
Scott County Administration 600 West Fourth Davenport, IA 52801

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.

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

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

**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 \$168,600. The Medicare portion (HI) is 1.45% on all earnings.

IPERS: Effective July 1, 2023 the County will contribute 9.44% of annual salary (8.51% for the Sheriff) to the Iowa Public Employees Retirement System. Elected officials will contribute 6.29% (8.51% for the Sheriff). The maximum annual covered wage for calendar year 2024 is \$345,000 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	\$1915.14	\$277.58	\$764.54	\$40.24
Dental	\$81.78	\$12.58	\$29.90	\$1.56
Vision	<u>\$19.29</u>	<u>\$2.50</u>	<u>\$8.85</u>	<u>\$0.46</u>
TOTAL	\$2,016.21	\$292.66	\$803.29	\$42.26

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 2011-12 THROUGH FY 2023-24**

<u>YEAR</u>	<u>SUPERVISOR</u>	<u>SHERIFF</u>	<u>AUDITOR</u>	<u>TREASURER</u>	<u>RECORDER</u>	<u>ATTORNEY</u>
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%
2023-2024	\$46,145 0%	\$154,004 0%	\$96,489 0%	\$96,489 0%	\$96,489 0%	\$161,155* 0%

*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%
Year-2023-2024	\$835,271	0%	\$601,546	0%

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 2019-2020	FY 2020-2021	FY 2021-2022	FY 2022-2023	FY 2023-2024
Attorney	\$4,746,801 33.5 FTE	\$4,868,302 34.5 FTE	\$5,485,957 40.5 FTE	\$5,920,480 40.5 FTE	\$6,064,088 41.5 FTE
Auditor	\$1,691,278 14.2 FTE	\$1,929,099 14.5 FTE	\$2,046,441 14.5 FTE	\$2,157,943 15.15 FTE	\$2,205,574 15.15 FTE
Recorder	\$863,293 10.5 FTE	\$906,405 10.5 FTE	\$884,452 10.5 FTE	\$939,619 10.5 FTE	\$919,772 10.5 FTE
Sheriff	\$16,980,154 159.8 FTE	\$18,162,791 160.8 FTE	\$19,532,439 172.8 FTE	\$21,115,653 183.80 FTE	\$21,532,184 183.80 FTE
Treasurer	\$2,354,918 28.0 FTE	\$2,479,491 28.0 FTE	\$2,845,220 30.0 FTE	\$3,055,240 31.0 FTE	\$2,956,062 31.0 FTE

FTE's = Number of Full-Time Equivalent positions, FY 2019 – FY 2024 listed as of beginning of year

Budget Amounts are listed as beginning of year before amendments.

SALARIES FOR ELECTED OFFICIALS
FY 2024-2025
 (8 Largest Iowa Counties by Population)

COUNTY	POPULATION	SUPERVISOR	ATTORNEY	AUDITOR	RECORDER	SHERIFF	TREASURER
1. Linn	236,020	130,091	209,538	130,091	130,091	184,724	130,091
2. Scott	177,501	46,145	154,004	96,489	96,489	154,004	96,489
3. Johnson	159,445	92,694	177,979	126,215	126,215	178,275	126,215
4. Black Hawk	131,159	43,075	151,163	91,692	91,911	139,010	91,911
5. Woodbury	107,072	42,298	161,000	108,350	N/A	169,532	108,348
6. Dallas	108,016	67,176	171,930	112,748	112,748	165,088	112,748
7. Story	101,237	93,581	167,474	108,416	108,416	170,832	108,416
8. Dubuque	100,949	54,635	162,445	100,046	98,703	174,877	99,554
	—	—	—	—	—	—	
Average 1-8	140,175	\$ 71,587	\$ 169,442	\$ 109,256	\$ 109,225	\$ 167,043	\$ 109,222
Average 1-4	176,031	\$ 78,001	\$ 173,171	\$ 111,122	\$ 111,177	\$ 164,003	\$ 111,177

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%	3%
Corrections (Teamsters 238)	65	2.0%	2.25%	2.5%	2.25%	3%	3%
Deputy Sheriff's Association	47	2.25%	2.25%	2.5%	2.5%	2.5%	4% July 2% Jan. 24
Secondary Rds Council (PPME)	27	2.25%	2.25%	2.5%	2.25%	3%	3%

CONSUMER PRICE INDEX

2004 TO 2023

<u>Year</u>	<u>CPI-U</u>
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
October, 2021	6.2
October, 2022	7.7
October, 2023	3.3

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.

Attachment I

	<u>Department</u>	<u>Position</u>	<u>Annual</u>	<u>Notes</u>	
Sheriff	Rock Island	Chief	\$142,956	Base Salary+ Longevity 5% Deferred Comp \$4800 Vehicle allowance	
	Davenport	Chief	\$170,547	Current Salary of \$159,390 Deferred Comp + RHS of 7% Vehicle, Cell, and laptop at no cost	
	Bettendorf	Chief	\$169,966	Salary + 2% Deferred Comp Vehicle	
	Moline	Chief	\$158,138	Current salary + \$40/mo Cell Phone allowance \$700/yr Clothing allowance 18% 401A Contribution instead of State Pension	
	Iowa Patrol		Public Safety Chief	\$160,306	
			Major/Asst Chief	\$139,318	

Auditor

Sec of State	Sec of State	\$107,182
	Public Serv Executive	\$175,682
	Public Serv Manager 1	\$120,616

Recorder

IDPH	Public Serv Manager 1	\$119,633
	Executive Officer 2	\$104,933

Treasurer

Dept of Revenue	Director	\$172,614
	Public Serv Exec of Local	\$169,211
	Public Serv Manager 1	\$119,633

Internal Wages

Attachment J

<u>Office</u>	<u>Office Holder</u>	<u>Management Position</u>	<u>Current Salary</u>	<u>Notes</u>
County Attorney	Kelly Cunningham		\$158,056.00	
		First Asst. Attorney	\$134,348.00	85%
Auditor	Kerri Tompkins		\$96,489.00	
		Tax Manager	\$90,126.00	R34 S3
		Elections Manager	\$87,922	R34 S2
		Accounting & Business Manager	\$130,395.20	R36 S14
Recorder	Rita Vargas		\$96,489.00	
		Office Administrator	\$85,987.20	R30 S9
Sheriff	Tim Lane		\$154,004.00	
		Chief Deputy (2)	\$130,903.00	85%
		Chief Deputy-Captain	\$127,823.00	83%
		Asst. Jail Administrator	\$112,611.20	R33 S14
Treasurer	Tony Knobbe		\$96,489.00	
		Operations Manager	\$112,611.20	R33 S14
		Finance Manager	\$124,155	R35 S14
		County General Store Manager	\$65,624.00	R28 S2
		Motor Vehicle Supervisor	\$70,740.80	R26 S9