

MINUTES OF THE LINN COUNTY COMPENSATION BOARD

Thursday, January 21, 2021

PRESENT: Raymond Stefani II (Chair), Steve Jackson, Phil Klinger, Karl Kolz, Nicole Lee, Mary Quass, Kim Reem

All board members voting "aye" unless otherwise noted.

The meeting was called to order at 4:07 pm by Chairperson Stefani.

Motion by Quass, seconded by Jackson, to approve the minutes of the January 22, 2020 meeting of the Linn County Compensation Board. Motion carried unanimously.

Motion by Jackson, seconded by Quass, to appoint Ray Stefani as Chair of the Linn County Compensation Board. Motion carried unanimously.

Motion by Kolz, seconded by Quass, to appoint Steve Jackson as Vice Chair of the Linn County Compensation Board. Motion carried unanimously.

Presentations to Board by Elected Officials

County Attorney Jerry VanderSanden thanked the members of the Compensation Board for their service and suggested a 3% salary increase for Fiscal Year 2022 for his office, the same recommendation he has made for the past four years. The basis for his recommendation is the Iowa State Association of Counties (ISAC) annual salary survey, which he provided to the members of the Compensation Board in advance of the meeting and which he believes is a fair and objective benchmark. He reminded the Board that the salaries of three of his staff attorneys are tied to his salary, and he believes they should be rewarded for their dedication and hard work.

Sheriff Brian Gardner also thanked the members of the Board for their service to Linn County and noted that he had provided the Compensation Board with relevant information prior to the meeting. He reviewed the comparable salary information for other chief law enforcement officers in the state and noted that he currently ranks 5th in the state, behind the University of Iowa Public Safety Director, the Des Moines Chief of Police, the Polk County Sheriff, and the Cedar Rapids Chief of Police. He briefly reviewed the challenges facing his staff in 2020, including the pandemic, civil unrest, and the derecho and noted that law enforcement does not have the option of working from home. His recommendation is for a 3% increase for him and the members of his command staff (whose salaries are tied to his).

Mr. Stefani questioned whether a 3% increase would adequately compensate for all the extra hours worked, and Sheriff Gardner responded that the members of his command staff understand that they are salaried employees and expect to work as needed rather than a regular 40-hour week. He noted that 2020 was unusual with its three separate incidents that required a heightened response.

Board of Supervisors Chair Stacey Walker expressed his gratitude on behalf of the Board of Supervisors for the work the Compensation Board does. He briefly reviewed the vast responsibilities of Supervisors and noted his strong belief that the job of County Supervisor is not part time. The Linn County Board of Supervisors serves as the Chief Executive of the

County, manages a budget in excess of \$125 million, meets a minimum of three times a week, and deals with numerous and wide-ranging issues. He suggested an increase of 2-3%.

Mr. Stefani noted that he would favor the higher end of that range and asked Supervisor Rogers if he had anything to add. Supervisor Rogers noted that 2020 was a challenging year for everyone and indicated his belief that we need to be mindful of the condition of the economy and the number of people in our community who have lost jobs, been furloughed, or suffered a loss of wages. He believes that no salary increase should be a consideration as part of a shared community sacrifice.

Auditor Joel Miller thanked the members of the Compensation Board for their service. He noted that he had looked at other Compensation Boards across the state and that the recommendations ranged from 1.5% - 15.6%, with most in the 3-4% range. He discussed the need to attract good people to elected office and thus to keep elected officials' salaries competitive. He noted that he agrees that a 3% increase for FY22 is equitable.

Recorder Joan McCalmant reported that she believes a 3% increase for FY22 is fair.

Deputy Treasurer Kelly Geater spoke on behalf of Treasurer Sharon Gonzalez, who was unable to participate in the meeting. She noted the increased work resulting from the derecho and absences due to the pandemic and agreed that a 3% increase is fair.

Mr. Stefani expressed his appreciation for the participation of all the elected officials and for their service to Linn County.

Motions and Board Action

Motion by Jackson, seconded by Kolz, to recommend a 3.0% across-the-board increase to the salaries of all Linn County elected officials.

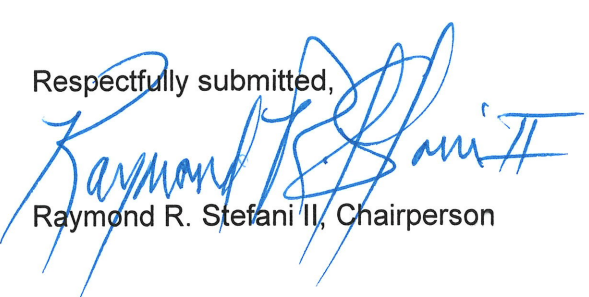
Mr. Stefani noted that he appreciated Supervisor Rogers' comments but indicated he believes the elected officials should be rewarded for being available and responsive through all the crises the County has faced. He supports the 3% increase. Mr. Jackson agreed with Mr. Stefani's comments and noted that the increases are almost six months down the line.

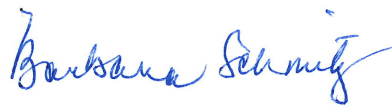
The motion carried unanimously.

Adjournment

Motion by Jackson, seconded by Quass, to adjourn the meeting of the Linn County Compensation Board. The meeting was adjourned at 4:56 p.m.

Respectfully submitted,


Raymond R. Stefani II, Chairperson


Barbara Schmitz, Acting Secretary