

Clayton County Compensation Board

Meeting Minutes from February 4, 2019

The annual meeting of the Clayton County Compensation Board was held on the evening of Monday, February 4, 2019, at 6:00 P.M., at the Clayton County Office Building. Members present were Shirley Best, Dan Bickel, Kate Young, Dick Owings, Gary Bowden, and Steve McCorkindale. Annette Reimer participated by telephone.

Dan Bickel, the 2017 Chairman, called the meeting to order at 6:03 P.M. Steve McCorkindale moved and Dick Owings seconded that Dan Bickel serve as Chairman for 2018/2019. That Motion passed unanimously. Steve McCorkindale then volunteered to serve as Secretary, and that was accepted as well.

Reading of the Minutes of the previous Annual Meeting was waived because all members present had already read them. Annette Reimer moved and Kate Young seconded to approve and waive the reading of the Minutes. That passed unanimously.

At that time the elected officials, other than supervisors, all made a group presentation regarding pay increases. Jennifer Garms, the County Auditor, introduced documents that had been provided to the Compensation Board. Linda Zuercher, the County Treasurer, pointed out comparisons and discrepancies with our neighboring counties. Sue Meyer, the County Recorder, introduced a handout showing discrepancies of salaries with neighboring counties, similar sized counties, and smaller counties. Sue Meyer also explained the responsibilities of her office. Mike Tschirgi, the Clayton County Sheriff, informed the Board that Allamakee County gave their Sheriff a six percent (6%) raise which now makes Clayton County the lowest paid Sheriff in Northeast Iowa. Al Heavens, the County Attorney, handed out his statistics sheet and went through and explained it to the Board.

Jennifer Garms explained her office responsibilities and thanked the Board for the raise she received last year to bring her up to par with the other elected officials. Board Member, Dick Owenings, observed we are low in pay compared to other smaller counties in what we pay our elected officials, and it is important to keep good people in those offices. When asked what the Treasurer, Auditor, and Recorder were seeking in wage increases, they mentioned they would like to be paid \$60,000 per year, an approximate six percent (6%) raise. Jennifer stated there will be approximately \$254,000 of new money generated in the County by the change in valuation from last year to this year. Mike Tschirgi stated neighboring counties apparently are doing five percent (5%) and six percent (6%) raises, and he asked for the same.

There was a short discussion regarding health insurance, premiums, and deductibles. It appeared most of the elected officials would not object to the \$250 deductible being raised to \$500.

Jennifer Garms stated some counties are paying stipends to the County Auditor's for the additional work they perform, but this is apparently not very widespread. Al Heavens explained the fine-collection program he has been running, and how the County gets to keep a portion of those monies rather than all of it going to Des Moines.

At this time, the elected officials exited the meeting room, and the three (3) Supervisors, Ray Peterson, Sharon Keehner, and Steve Doeppke, entered the meeting room. Ray Peterson stated health insurance is going up maybe ten percent (10%), and the new money available for division between wages and other expenses of the County is down from last year. Board President Dan Bickel and Gary Bowden shared the elected officials sound open to increasing deductibles to \$500 (up from \$250) to save health insurance premium increases. The pros and cons of stipends were addressed with the Supervisors, and the Supervisors seemed to believe if one (1) office gets stipends the same stipend should be paid to the other offices as well. It was pointed out the employees of the Sheriff's Office and Secondary Roads, who are members of unions and have a contract with the County, will receive a two and a half percent (2.5%) raise this year and next year it will be three percent (3%). The Supervisors seemed to believe this should work for the elected officials as well. Other financial demands were discussed, and the Supervisors left the meeting.

After a lengthy discussion, Steve McCorkindale moved and Dick Owings seconded, the Clayton County elected officials receive a five percent (5%) increase with a \$500 extra stipend going to the Chairman of the Board of Supervisors. This will make the recommended salaries for the next fiscal year as follows:

County Attorney	\$74,595
County Sheriff	\$75,720
County Auditor	\$59,513
County Recorder	\$59,513
County Treasurer	\$59,513
County Supervisors	\$32,451

*The Chairman would receive an additional \$500

After further discussion, there was a vote and the Motion carried.

Steve McCorkindale moved and Shirley Best seconded to adjourn the meeting, and that Motion passed. The meeting was adjourned at 7:02 P.M.

The Compensation Board members wish to thank the county office holders for their informative presentations and their very reasonable compensation requests.

Respectfully submitted,

Steve McCorkindale, Secretary