

## Clayton County Compensation Board

Meeting Minutes from December 18, 2017

The annual meeting of the Clayton County Compensation Board was held on the evening of Monday, December 18, 2017, at 6:00 P.M., at the Clayton County Office Building. Members present were Shirley Best, Dan Bickel, Kate Young, Robert Hinzman, Larry Gibbs, Annette Reimer, and Steve McCorkindale.

Dan Bickel, the 2016 Chairman, called the meeting to order at 6:05 P.M. Steve McCorkindale moved and Annette Reimer seconded that Dan Bickel serve as Chairman for 2017. It was moved and seconded to close nomination and cast a unanimous ballot. That Motion passed. One of the members moved and a second member seconded to appoint Steve McCorkindale as Secretary, and that motion passed as well.

Reading of the Minutes of the previous Annual Meeting was waived because all members present had already read them. They were approved by proclamation of Chairman Bickel.

At that time the elected officials, other than supervisors, all made a group presentation regarding pay increases. Linda Zurcher, the County Treasurer, pointed out comparisons that had been compiled with neighboring counties, not including Dubuque County which is substantially larger than the remaining counties. She also pointed out that supervisors used comparable salaries from some neighboring counties but also several counties which do not abut Clayton County and have substantially smaller populations. The materials the elected officials also provided included comparisons with schools, cities, and FSA wages. Linda also discussed health insurance costs and what comparable counties offer, and stated the Auditor, Recorder, and Treasurer should all be paid at the same rate. There was a table showing what percentage increases would actually cost the County. The three (3) real issues the elected officials wanted us to remember were we should try to maintain some consistency with neighboring counties regarding percentages of increases, consistent raises so there's not a huge fluctuation from year to year, and they would like to keep ahead of inflation. Linda also pointed out she had one (1) individual retiree who she did not replace, so the overall wages for her office have gone down.

The Clayton County Attorney, Alan Heavens, pointed out his Fine Collection Program has brought in over \$76,000 in fine money in the last three (3) years, and the County gets to keep a portion of it rather than all of it going to Des Moines.

Sue Meyer, the County Recorder, stated the working relationships between the departments is quite good and would like to see that continue.

The elected officials were not asking for a set percentage increase, but were just asking the Compensation Board take their concerns into consideration.

The elected officials exited the meeting room, and the Supervisors entered the meeting room. It was explained to the Supervisors that the elected officials would like to keep the three (3) courthouse offices at equal pay, and that was attempted last year by the Compensation Board but it was not successful. Supervisor Ron McCartney pointed out the Compensation Board can make a suggested salary adjustment of a dollar figure to an individual and then make a salary increase percentage recommendation for the whole group. That would be a procedure the Supervisors could leave that would then equalize those three (3) salaries. He also stated they recommended a salary for the County Attorney in the upper \$60,000 prior to percentage rises. Supervisor McCartney also explained why they chose the counties they did for comparisons. Those counties are all in the Upper Explorerland area, and some of our abutting counties are more like bedroom counties for Dubuque or otherwise don't have the similarities with Clayton County some of these other Upper Explorerland counties do.

In looking at budget numbers, the Supervisors were afraid there could be a health insurance premium increase of 10%. When doing very preliminary work on the budget, the supervisors feel fairly confident they can handle a 2% increase in salaries. There will be Secondary Roads and Sheriff's Office union negotiations coming up later this year that will have an impact as well.

After their presentation the supervisors left the meeting room, and the Compensation Board discussed recommendations and requests. Kate Young moved and Shirley Best seconded to raise the Auditor's pay by \$1,334 to equalize that salary with that of the Treasurer and Recorder. A discussion followed, and that motion carried. Larry Gibbs moved and Annette Reimer seconded to raise the salary of the County Attorney by \$4,000 to \$69,650. After discussion, that motion carried as well.

There was a lengthy discussion regarding a percentage increase for the elected officials. Chairman Bickel moved for a 3.5% across the board raise with an additional \$500 for the Chairman of the Board of Supervisors. That motion died for lack of second. Robert Hinzman moved for a 3% across the board raise with an additional \$500 for the Chairman of the Board of Supervisors, and this motion was seconded by Shirley Best. After discussion that

motion carried. That would make the recommended salaries for the next fiscal year as follows:

County Attorney	\$71,740
County Sheriff	\$72,821
County Auditor	\$57,234
County Recorder	\$57,234
County Treasurer	\$57,234
County Supervisors	\$31,209

\*The Chairman would receive an additional \$500

Steve McCorkindale moved and Larry Gibbs seconded to adjourn the meeting, and that Motion passed. The meeting was adjourned at 7:03 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,

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Steve McCorkindale, Secretary