



Dubuque County Compensation Board Meeting Agenda

Monday, December 2, 2024

3:00 p.m.

Dubuque County West Campus Conference Room
1225 Seippel Road, Dubuque, Iowa

Join Zoom Meeting

<https://zoom.us/j/99966958611>

Meeting ID: 999 6695 8611

888 788 0099 US Toll-free

AGENDA

- | | |
|---|-------|
| 1) Welcome and Introductions of Board members and guests | Runde |
| 2) Approval of December 5, 2023 meeting minutes | Runde |
| 3) Election of Board chair and vice chair | Runde |
| 4) Public comment | Chair |
| 5) Review of relevant Iowa Code and supporting data | Raber |
| 6) Board member presentations and recommendations | Chair |
| 7) General Board Discussion | Chair |
| 8) Approval Board salary recommendation for FY2026
for Dubuque County elected officials | Chair |
| 9) Set 2025 Compensation Board meeting date (for FY 2027)
(typically 1 st Monday of December at 3:00 P.M., 12/2/2025) | Chair |
| 10) Other Business | Chair |
| 11) Adjourn | Chair |



Dubuque County Memorandum

TO: Dubuque County Compensation Board

FROM: Ed Raber, Planning & Development Dir., Ed.Raber@dubuquecountyiowa.gov , 563-690-3035
Chelsea Greene, HR Director, chelsea.greene@dubuquecountyiowa.gov, 563-589-4441

DATE: November 22, 2024

RE: Preparation for December 2, 2024 Dubuque County Compensation Board proceedings

BACKGROUND

Historically, Dubuque County along with every other Iowa County, sets the salaries of County elected officials for the upcoming fiscal year through a public process initiated by the meeting of the Compensation Board whose purpose is to make a recommendation on salary changes to each County elected office. This recommendation is forwarded to the Board of Supervisors who will act on the recommendation during its budgeting process. The Board of Supervisors can within several options provided in state code, to set salaries for the upcoming fiscal year 2026 which begins on July 1, 2025.

The offices that the Compensation Board is charged with recommending salary changes for are County Attorney, County Auditor, County Recorder, County Sheriff, County Treasurer, and County Supervisor. Each of the elected officials may appoint their own representative to the Compensation Board, and the Board of Supervisors may appoint 2 representatives, for a total of a 7-member Compensation Board.

The percentage change in salary that the Compensation Board recommends for each elected office will also be applied to each designated deputy under that elected office. This simply means that the salary of several additional County positions will be impacted by the Compensation Board's recommendation, and the Board of Supervisors' eventual decision.

The Compensation Board does not make recommendations on other parts of compensation, such as paid time off, health benefits, etc. The Compensation Board's focus is strictly on salary.

DISCUSSION

In the 2024 Legislative Session, the Iowa Legislature made some significant changes to the Compensation Board process in [Senate File 2442](#), Division V. These changes include:

- Dissolved all existing Compensation Boards and the remaining terms of Compensation Board members.
- Required Boards of Supervisors that wanted to utilize a Compensation Board to explicitly vote to establish a new Compensation Board. Dubuque County Board of Supervisors did vote unanimously this fall to create a new 7-member Compensation Board.

- The Board members have new terms for your service. By lot, 3 members were assigned a 2-year term, and the remaining 4 members were assigned a 4-year term. This creates staggered terms, and future terms will be 4 years. There are no term limits imposed by the Iowa Code, and members may be reappointed.
- Allows Boards of Supervisors that do not have a Compensation Board to fulfill the duties of the Compensation Board.
- Allows Boards of Supervisors to vote to dissolve a Compensation Board.
- Creates a “show your work” requirement for Compensation Boards to provide documentation that demonstrates how it determined the recommended compensation schedule. This shall include information on comparable officers in other counties, other states, private enterprises, and the federal government.
 - In order to assist with this process, pertinent excerpts from the Iowa State Association of Counties (ISAC) FY2025 Salary Survey of all County elected officials around the state are included with the meeting packet. Additionally, some comparable non-County positions have been supplied by some County elected officials and are also included in the meeting packet. The Compensation Board is not required to only use the supplied information in the meeting packet, but it is a tool to assist the Board.
- Changes the authority of the Board of Supervisors to adjust the Compensation Board’s recommended compensation schedule.
 - *In prior years*, if the Supervisors wished to reduce the amount of the recommended compensation schedule, the amount of salary increase proposed for each elected County office shall be reduced at an equal percentage, except for the office of Supervisor which could be reduced at a different percentage. We typically refer to this as the “rollback.” This provision no longer applies.
 - Now, the Board of Supervisors may approve a compensation schedule that is greater than or less than the Compensation Board’s recommendation. The “rollback” or increase may be considered for each office independent of the other offices.
 - Now, the Board of Supervisors may make adjustments to the compensation schedule for individual elected officials without being required to adjust by the same percentage for all others. This may change some of the “game theory” that the Compensation Board has considered in the past.

INCLUDED DOCUMENTS

- A. **Agenda** for the Monday, December 2, 2024 meeting at 3:00pm CST at the County’s West Campus conference room at 1225 Seippel Road.
 - Note that there is an agenda item for Public Comment towards the beginning of the agenda. This is for the public as well as any elected officials that wish to make a statement to the Board prior to digging in to the work of crafting a recommendation.
 - A zoom link is included on the agenda in the event any of you need to participate remotely.

- The meeting will be live streamed and will be available for viewing after the meeting on the County's website.
- B. **Minutes** from the Compensation Board's last meeting on December 5, 2023. If you would like to review that meeting, the hour-long meeting is available to view on the County's website at: <https://dubuquecountyia.portal.civicclerk.com/event/1557/media>
- C. **Compensation Board members list.** This document is on the County's website and has been recently updated.
 - Note that the Auditor's appointed representative to the Compensation Board has excused themselves and resigned from the Board following the general election. The Auditor has indicated that he will not appoint a new representative to the Compensation Board, so it is shown as "vacant."
 - This vacancy does not mean that the Compensation Board will not make a recommendation on a salary adjustment to that office. It simply means there will be one less member of the Board, but the Board's duties remain the same.
- D. **Iowa Code Sections from Ch. 331 County Home Rule Implementation** – because there were changes by the Legislature last Spring to two of the pertinent Code sections, the newest (still shown as "unofficial version") version of these code sections is attached.
 - 331.904 – Salaries of deputies, assistants, and clerks.
 - 331.905 – County compensation board.
 - 331.907 – Compensation schedule – preparation and adoption.
- E. **Historical Recommendations & BOS Rollback** – A historical look, going back to 2014, of the Compensation Board's recommendation on the percentage increase of elected officials salaries, and the rollback to that increase imposed by the Board of Supervisors.
- F. **County Population Rank** –
 - Charts that show the population and ranking of each of Iowa's largest 10 counties. In the 2020 Census, Dubuque County was the 8th largest County, and again in the most recent 2023 population estimate from the US Census Bureau.
 - There is a cluster of Counties ranked 6-10 that have relatively similar populations, with Dubuque County in the middle of that pack. For reference, the 11th ranked County is just over half the population of the 10th ranked County.
 - Dubuque County used to be the 7th largest Iowa County until Dallas County began steady and significant growth over the last several decades to now move into 6th.
 - Historically, the Compensation Board would attempt to adjust each County elected office so that their salary would be the 8th highest in the state (or whatever our rank was at the time).
- G. **Historic Cost-Of-Living Adjustments (COLA)** – Annual percentage increase to Social Security benefits based on the percentage increase in the Consumer Price Index from the 3rd quarter of the last year, as determined by the US Department of Labor. The announced change for January 2025 is 2.5%. The chart shows the annual COLA percentage going back to 1975.
- H. **Consumer Price Index (CPI) Report** – ISAC provides annual CPI changes from the US Dept. of Labor as a part of its annual Salary Survey. The annual growth of the CPI over the course of Fiscal

Year 2024 was 3.3%. The annual growth of the CPI in the 3rd quarter (July-Sept. 2023 to July-Sept. 2024) was 2.6%.

I. Salary Survey – ISAC FY2025 County Salary Survey of the 10 largest Counties

- Chart showing the relative rank of each elected office among the largest 10 Counties. Currently, each office ranks between 6th and 9th among that cluster of Counties with similar population.
- Chart also shows some comparable salaries from positions outside County government for some County elected offices. These comparable salaries were provided by Dubuque County elected officials.
- An additional table is included showing the salary survey across all Iowa Counties. This may be of interest as for several elected offices, there are smaller counties that now have salaries that are in the “top 10.” This is to give the Board a more complete view of what is going on with county elected officials’ salaries across the state.

J. FY2026 Compensation Board Salary Schedule Recommendation Form – this is the form you’ve been waiting for after reading all that.

- This form will be used to show the salary schedule recommendation, along with the vote of the Board members, and the “show your work” information so that it may be sent to the Board of Supervisors for their consideration and action as they determine the County’s budget for FY2026.
- This is actually a spreadsheet that we will display on screen and via zoom. Once a percentage increase is entered into the spreadsheet, it will automatically calculate and display the adjustment in salary from FY2025 to FY2026.

That is a lot of information. Please feel free to reach out to Ed Raber or Chelsea Greene if you have any questions. Several of you are new to the Compensation Board so we understand that you may have questions. You should also feel free to reach out to the elected official that appointed you to serve on the Board with your questions.

ACTION REQUESTED

Review all of the included meeting packet information. Reach out if you have questions or would like additional comparables. Eat a good lunch on December 2nd and be ready to meet at the County’s West Campus by 3:00pm. The meeting typically lasts about an hour.

MEETING OF THE DUBUQUE COUNTY COMPENSATION BOARD
December 5, 2023 - 3:00 P.M.

Members Present: Kristin Dietzel, Fran Henkels, Gerald Ross, Ken Runde, Tom Townsend, JC Weber
Members Absent: Mary Anne Gau
Others: Ed Raber, Chelsea Greene, Ami Johnson, Tracy Martin, Ankita Jani

The meeting was called to order at 3:00 p.m. by Chair Ken Runde.

Motion made by Townsend, seconded by Ross, carried unanimously to approve the minutes of the meeting of December 5, 2022.

Motion made by Henkels, seconded by Ross, carried unanimously to name Ken Runde as Chair.

Motion made by Weber, seconded by Ross, carried unanimously to name Fran Henkels as Vice Chair.

During the member presentations and recommendations, Ed Raber reviewed the guidance in Iowa Code 331. Mentions were made of Dubuque County Elected Official rankings compared to the state. Discussion on cost of living and social security increases.

Auditor representative Dietzel suggested a 10% increase for Auditor and Treasurer, 8% for Attorney, Recorder, and Supervisors. Sheriff representative Runde suggested a 19% increase for Sheriff. Motion made by Henkels to approve, seconded by Weber, motion carried with Dietzel, Henkels, Runde, Townsend, and Weber voting "Yes" and Ross voting "No." These recommendations will be presented to the Board of Supervisors for their consideration during the County FY2025 budget process.

The next board meeting date, usually on the first Monday of December at 3:00 p.m., was suggested for December 2, 2024, at 3:00 pm. All members approved unanimously.

Motion to adjourn by Townsend, seconded by Weber, carried unanimously to adjourn at 3:54 p.m.

Respectfully submitted, Ami Johnson
Dubuque Deputy Auditor



Dubuque County

COMPENSATION BOARD

The County Compensation Board shall be composed of seven members who are residents of the county. Two members shall be appointed by the Board of Supervisors, one member appointed by each of the following county officers: Auditor, County Attorney, Recorder, Treasurer, and Sheriff. Members shall be appointed to four-year, staggered terms of office. Their duty is to prepare a schedule of recommended compensations for elective county officials. Said recommendations are forwarded to the Board of Supervisors who may not exceed the recommendation, and if it reduces the amount of recommended compensation for any one official, it must reduce all others by the same percentage except for the amount recommended for the Supervisors. To contact a member of the Compensation Board, please call (563)589-4441.

The County Compensation Board typically meets annually on the first Monday of December to consider and make recommendations on salary for the following fiscal year.

<u>BOARD MEMBER</u>	<u>APPOINTED BY</u>	<u>TERM EXPIRES</u>
Mary Anne Gau Peosta	Board of Supervisors	7/1/2026
Gerald Ross Epworth	Board of Supervisors	7/1/2028
Robert Sabers Asbury	County Attorney	7/1/2026
(Vacant)	County Auditor	7/1/2026
John Murphy Dubuque	County Recorder	7/1/2028
Ken Runde Bellevue	County Sheriff	7/1/2028
JC Weber Dubuque	County Treasurer	7/1/2028

6. The maximum age for a person to be employed as a deputy sheriff appointed pursuant to this section is sixty-five years of age.

[C51, §411, 412, 415, 416; R60, §642, 643, 646, 647, 2069; C73, §766, 767, 769, 770, 1770; C97, §298, 303, 481, 491, 496, 510, 2734; S13, §303-a, 496; SS15, §298, 481, 491, 496, 510-b, 2734-b; C24, 27, §5238 – 5244; C31, 35, §5238 – 5241, 5241-d1, 5242 – 5244; C39, §5238 – 5241, 5241.1, 5242 – 5244; C46, 50, 54, 58, 62, 66, 71, 73, 75, §341.1 – 341.8; C77, 79, 81, §341.1 – 341.9; S81, §331.903; 81 Acts, ch 117, §902]

83 Acts, ch 186, §10098, 10201; 86 Acts, ch 1061, §1; 94 Acts, ch 1173, §31; 98 Acts, ch 1183, §112

Referred to in §97B.49C, 97B.49G, 331.502, 331.503, 331.553, 331.603, 331.652, 331.758

331.904 Salaries of deputies, assistants, and clerks.

1. a. The annual base salary of the first and second deputy officer of the office of auditor, treasurer, and recorder, the deputy in charge of elections administration, the deputy in charge of the motor vehicle registration and title division, and the deputy in charge of driver's license issuance shall each be an amount not to exceed eighty-five percent of the annual salary of the deputy's principal officer. In offices where more than two deputies are required, the annual base salary of each additional deputy shall be an amount not to exceed eighty percent of the principal officer's salary. The amount of the annual base salary of each deputy shall be certified by the principal officer to the board and, if a deputy's annual base salary does not exceed the limitations specified in this subsection, the board shall certify the annual base salary to the auditor. The board shall not certify a deputy's annual base salary which exceeds the limitations of this subsection.

b. As used in this subsection, "base salary" means the basic compensation excluding overtime pay, longevity pay, shift differential pay, or other supplement pay and fringe benefits.

2. Each deputy sheriff shall receive an annual base salary as follows:

a. The annual base salary of a first or second deputy sheriff shall not exceed eighty-five percent of the annual base salary of the sheriff.

b. The annual base salary of any other deputy sheriff shall not exceed the annual base salary of the first or second deputy sheriff.

c. The sheriff shall set the annual base salary of each deputy sheriff who is classified as exempt under the federal Fair Labor Standards Act of 1938, as amended, subject to the limitations specified in paragraphs "a" and "b". The sheriff shall certify the annual base salaries of the exempt deputy sheriffs to the board and, if the limitations of paragraphs "a" and "b" are not exceeded, the board shall certify the annual base salaries to the county auditor.

d. The board shall set the annual base salaries of any deputy sheriffs who are not classified as exempt under the federal Fair Labor Standards Act of 1938, as amended. Upon certification by the sheriff, the board shall review, and may modify, the annual base salaries of the deputy sheriffs who are not classified as exempt. The annual base salaries set by the board are subject to the limitations specified in paragraphs "a" and "b".

e. As used in this subsection, "base salary" means the basic compensation excluding overtime pay, longevity pay, shift differential pay, or other supplement pay and fringe benefits.

3. The annual salary of each assistant county attorney shall be determined by the county attorney within the budget set for the county attorney's office by the board. The salary of an assistant county attorney shall not exceed eighty-five percent of the maximum salary of a full-time county attorney. The county attorney shall inform the board of the full-time or part-time status of each assistant county attorney. In the case of a part-time assistant county attorney, the county attorney shall inform the board of the approximate number of hours per week the assistant county attorney shall devote to official duties.

4. The board shall determine the compensation of extra help and clerks appointed by the principal county officers.

5. The deputy officers, assistants, clerks, and other employees of the county are also

entitled to reimbursement for actual and necessary expenses incurred in the performance of their official duties.

1. [C51, §417; R60, §648; C73, §771; C97, §298, 481, 491, 496; S13, §496; SS15, §298, 298-a, 481, 491; C24, 27, 31, 35, 39, §5221, 5223, 5225, 5331; C46, §340.2, 340.4, 340.6, 340.12; C50, 54, 58, 62, §340.2; C66, 71, 73, 75, 77, 79, 81, §340.4; S81, §331.904(1); 81 Acts, ch 117, §903]

2. [C51, §417; R60, §648; C73, §771; C97, §510; SS15, §510-b; C24, 27, 31, 35, 39, §5227; C46, 50, 54, 58, 62, 66, 71, 73, 75, 77, 79, 81, §340.8; S81, §331.904(2); 81 Acts, ch 117, §903]

3. [C97, §303; S13, §303-a; C24, 27, 31, 35, 39, §5229; C46, 50, 54, 58, 62, 66, 71, 73, 75, §340.10; C77, 79, 81, §340.10, 341.9; S81, §331.904(3); 81 Acts, ch 117, §903]

4. [C51, §417; R60, §648; C73, §771; C97, §298, 481, 491, 496, 510; S13, §496; SS15, §298, 298-a, 481, 491, 510-b; C24, 27, 31, 35, 39, §5221, 5223, 5225, 5227, 5331; C46, §340.2, 340.4, 340.6, 340.8, 340.12; C50, 54, 58, 62, §340.2, 340.8; C66, 71, 73, 75, 77, 79, 81, §340.4, 340.8; S81, §331.904(4); 81 Acts, ch 117, §903]

5. [S81, §331.904(5); 81 Acts, ch 117, §903]

83 Acts, ch 34, §1; 83 Acts, ch 123, §153, 209; 83 Acts, ch 186, §10099, 10201; 85 Acts, ch 195, §43; 94 Acts, ch 1004, §1; 97 Acts, ch 142, §1; 2006 Acts, ch 1070, §18; 2007 Acts, ch 123, §2, 3; 2010 Acts, ch 1061, §180; 2019 Acts, ch 123, §1

Referred to in §28E.30, 331.324, 341A.7

331.905 County compensation board.

1. A board of supervisors may vote to establish a county compensation board subject to the provisions of this section. The county compensation board 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.

7. A board of supervisors may dissolve a county compensation board upon a majority vote of the members of the board of supervisors. If the board of supervisors has not established or has dissolved the county compensation board, the board of supervisors shall carry out the duties as the county compensation board, including as provided in section 331.907. Pursuant to section 331.907, in setting the salary of the county sheriff, the board of supervisors shall set 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 chiefs employed by cities of similar population to the population 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; 2024 Acts, ch 1094, §52, 53

Referred to in §331.212, 331.321, 331.322

Subsection 1, unnumbered paragraph 1 amended

NEW subsection 7

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 set 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 chiefs employed by cities of similar population to the population of the county. The county compensation board shall prepare a compensation schedule for the elected county officers for the succeeding fiscal year. The county compensation board shall provide documentation to the board of supervisors that demonstrates how the county compensation board determined the recommended compensation schedule, including by providing the applicable compensation information for comparable officers in other counties of this state, other states, private enterprise, and the federal government. 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. In determining the final compensation schedule for the elected county officers, the board of supervisors may set compensation at less than the compensation provided in the current compensation schedule if the position is reduced to part-time under the recommended compensation schedule. 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. For purposes of this subsection, "*current compensation schedule*" means the compensation schedule in effect when the board of supervisors considers the recommended compensation schedule.

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; 2021 Acts, ch 183, §54; 2024 Acts, ch 1094, §54

Referred to in §28E.30, 331.215, 331.322, 331.323, 331.752, 331.905

Subsections 1 and 2 amended

331.908 Motor vehicles required to operate on ethanol blended gasoline.

A motor vehicle purchased or used by a county to provide county services shall not operate on gasoline other than ethanol blended gasoline as defined in section 214A.1. The motor vehicle shall also be affixed with a brightly visible sticker which notifies the traveling public that the motor vehicle is being operated on ethanol blended gasoline. However, the sticker is not required to be affixed to an unmarked vehicle used for purposes of providing law enforcement or security.

91 Acts, ch 254, §21; 93 Acts, ch 26, §7; 2006 Acts, ch 1142, §68

Motor vehicle purchases, restrictions, fuel economy, see §8A.362

331.909 Multidisciplinary community services teams.

1. A county or multicounty consortium of agencies providing health, counseling, economic assistance, education, law enforcement, or therapeutic services may establish a multidisciplinary team for the more effective planning and delivery of services to an individual or family under the following conditions:

- a. The team complies with federal regulations regarding confidentiality.
- b. The agencies comprising the team have written confidentiality standards.
- c. The agencies comprising the team enter into an annual interagency agreement to comply with confidentiality standards specified in the agreement.
- d. An agency initiating a multidisciplinary team obtains a signed agreement from an individual authorizing the team to share information concerning the individual or the individual's family on a confidential basis.

2. The activities of a multidisciplinary community services team shall not duplicate the activities of a multidisciplinary team for child abuse under section 235A.13, dependent adult abuse activities under section 235B.6, or child victim services provided under section 915.35.

3. A multidisciplinary community services team shall select a chairperson and other officers as deemed necessary by the members of the team. A multidisciplinary community services team is not a governmental body as defined in section 21.2 and is not subject to the provisions of chapter 21, relating to open meetings. Notwithstanding chapter 22, the confidentiality of information in the possession of a multidisciplinary team which is required by law to be confidential shall be maintained except as specifically provided by this section.

4. The members of a multidisciplinary community services team are expressly authorized to orally disclose personally identifying information to one another which is otherwise required by law to be confidential. Disclosure of confidential information other than oral information between team members under provisions of this section is expressly prohibited.

5. A member of a multidisciplinary community services team shall not use confidential information obtained from another team member except in the best interests of the subject of the confidential information and shall not disclose such information to another person except as otherwise authorized by law. A member of a multidisciplinary community services team who willfully uses or discloses confidential information in violation of this section commits a serious misdemeanor. Notwithstanding section 903.1, the penalty for a person convicted

HISTORICAL DUBUQUE COUNTY COMPENSATION BOARD RECOMMENDATIONS AND BOARD OF SUPERVISORS ROLLBACKS

FY14	Comp Board	BOS Approve	Rollback		FY15	Comp Board	BOS Approve	Rollback		FY16	Comp Board	BOS Approve	Rollback		FY17	Comp Board	BOS Approve	Rollback
Attorney	4.00%	2.67%	33.3%		Attorney	3.50%	2.80%	20.0%		Attorney	2.30%	1.60%	30.4%		Attorney	4.50%	1.95%	56.7%
Auditor	3.00%	2.00%	33.3%		Auditor	2.00%	1.60%	20.0%		Auditor	2.30%	1.60%	30.4%		Auditor	3.10%	1.34%	56.8%
Recorder	3.00%	2.00%	33.3%		Recorder	2.00%	1.60%	20.0%		Recorder	3.70%	1.60%	56.8%		Recorder	3.70%	1.60%	56.8%
Treasurer	3.00%	2.00%	33.3%		Treasurer	2.00%	1.60%	20.0%		Treasurer	4.70%	1.60%	66.0%		Treasurer	5.40%	2.34%	56.7%
Sheriff	4.00%	2.67%	33.3%		Sheriff	3.50%	2.80%	20.0%		Sheriff	2.30%	1.60%	30.4%		Sheriff	5.20%	2.25%	56.7%
Supervisor	3.00%	2.00%	33.3%		Supervisor	2.00%	1.60%	20.0%		Supervisor	2.30%	1.60%	30.4%		Supervisor	1.00%	0.00%	100.0%
FY18	Comp Board	BOS Approve	Rollback		FY19	Comp Board	BOS Approve	Rollback		FY20	Comp Board	BOS Approve	Rollback		FY21	Comp Board	BOS Approve	Rollback
Attorney	7.50%	5.00%	33.3%		Attorney	3.00%	3.00%	0.0%		Attorney	5.00%	3.00%	40.0%		Attorney	6.00%	1.50%	75.0%
Auditor	7.50%	5.00%	33.3%		Auditor	5.00%	3.00%	40.0%		Auditor	5.00%	3.00%	40.0%		Auditor	6.00%	1.50%	75.0%
Recorder	7.50%	5.00%	33.3%		Recorder	5.00%	3.00%	40.0%		Recorder	5.00%	3.00%	40.0%		Recorder	6.00%	1.50%	75.0%
Treasurer	7.50%	5.00%	33.3%		Treasurer	5.00%	3.00%	40.0%		Treasurer	5.00%	3.00%	40.0%		Treasurer	6.00%	3.00%	50.0%
Sheriff	7.50%	5.00%	33.3%		Sheriff	5.00%	3.00%	40.0%		Sheriff	5.00%	3.00%	40.0%		Sheriff	12.00%	1.50%	87.5%
Supervisor	7.50%	3.00%	60.0%		Supervisor	5.00%	3.00%	40.0%		Supervisor	3.00%	3.00%	0.0%		Supervisor	2.80%	0.70%	75.0%
FY22	Comp Board	BOS Approve	Rollback		FY23	Comp Board	BOS Approve	Rollback		FY24	Comp Board	BOS Approve	Rollback		FY25	Comp Board	BOS Approve	Rollback
Attorney	8.00%	5.20%	35.0%		Attorney	10.00%	10.00%	0.0%		Attorney	7.00%	4.20%	40.0%		Attorney	8.00%	3.20%	60.0%
Auditor	8.00%	5.20%	35.0%		Auditor	9.00%	9.00%	0.0%		Auditor	7.00%	4.20%	40.0%		Auditor	10.00%	4.00%	60.0%
Recorder	8.00%	5.20%	35.0%		Recorder	10.00%	10.00%	0.0%		Recorder	8.00%	4.80%	40.0%		Recorder	8.00%	3.20%	60.0%
Treasurer	8.00%	5.20%	35.0%		Treasurer	10.00%	10.00%	0.0%		Treasurer	7.00%	4.20%	40.0%		Treasurer	10.00%	4.00%	60.0%
Sheriff	10.00%	6.50%	35.0%		Sheriff	15.00%	15.00%	0.0%		Sheriff	8.00%	4.80%	40.0%		Sheriff	19.00%	7.60%	60.0%
Supervisor	1.50%	0.98%	34.7%		Supervisor	6.00%	0.00%	100.0%		Supervisor	7.00%	4.20%	40.0%		Supervisor	8.00%	3.20%	60.0%

IOWA LARGEST 10 COUNTIES: POPULATION RANK, 2020 CENSUS and 2023 ESTIMATES

Rank	County	2020 Census
1	Polk	492,401
2	Linn	230,299
3	Scott	174,669
4	Johnson	152,854
5	Black Hawk	131,144
6	Woodbury	105,941
7	Dallas	99,678
8	DUBUQUE	99,266
9	Story	98,537
10	Pottawattamie	93,667
10 Cnty Total:		1,678,456
State of Iowa		3,190,369
10 Cnty % State		52.6%

Rank	County	2023 Est.
1	Polk	505,255
2	Linn	228,972
3	Scott	174,270
4	Johnson	157,528
5	Black Hawk	130,471
6	Dallas	111,092
7	Woodbury	105,951
8	DUBUQUE	98,887
9	Story	98,566
10	Pottawattamie	93,179
10 Cnty Total:		1,704,171
State of Iowa		3,207,004
10 Cnty % State		53.1%

Source: Iowa State Data Center

www.iowadatatcenter.org

US Census Bureau

History of Automatic Cost-Of-Living Adjustments

The purpose of the COLA is to ensure that the purchasing power of Social Security and Supplemental Security Income (SSI) benefits is not eroded by inflation. It is based on the percentage increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) from the third quarter of the last year a COLA was determined to the third quarter of the current year. If there is no increase, there can be no COLA.

The CPI-W is determined by the Bureau of Labor Statistics in the Department of Labor. By law, it is the official measure used by the Social Security Administration to calculate COLAs.

Beginning in 1975, Social Security started automatic annual cost-of-living allowances. The change was enacted by legislation that ties COLAs to the annual increase in the Consumer Price Index (CPI-W). The change means that inflation no longer drains value from Social Security benefits.

<https://www.ssa.gov/cola/>

Automatic Cost-Of-Living Adjustments received since 1975:

July 1975 -- 8.0%	January 1994 -- 2.6%	January 2012 -- 3.6%
July 1976 -- 6.4%	January 1995 -- 2.8%	January 2013 -- 1.7%
July 1977 -- 5.9%	January 1996 -- 2.6%	January 2014 -- 1.5%
July 1978 -- 6.5%	January 1997 -- 2.9%	January 2015 -- 1.7%
July 1979 -- 9.9%	January 1998 -- 2.1%	January 2016 -- 0.0%
July 1980 -- 14.3%	January 1999 -- 1.3%	January 2017 -- 0.3%
July 1981 -- 11.2%	January 2000 -- 2.5% ⁽¹⁾	January 2018 -- 2.0%
July 1982 -- 7.4%	January 2001 -- 3.5%	January 2019 -- 2.8%
January 1984 -- 3.5%	January 2002 -- 2.6%	January 2020 -- 1.6%
January 1985 -- 3.5%	January 2003 -- 1.4%	January 2021 -- 1.3%
January 1986 -- 3.1%	January 2004 -- 2.1%	January 2022 -- 5.9%
January 1987 -- 1.3%	January 2005 -- 2.7%	January 2023 -- 8.7%
January 1988 -- 4.2%	January 2006 -- 4.1%	January 2024 -- 3.2%
January 1989 -- 4.0%	January 2007 -- 3.3%	January 2025 -- 2.5%
January 1990 -- 4.7%	January 2008 -- 2.3%	
January 1991 -- 5.4%	January 2009 -- 5.8%	
January 1992 -- 3.7%	January 2010 -- 0.0%	
January 1993 -- 3.0%	January 2011 -- 0.0%	



ISAC Salary Survey Report

CPI Report

Fiscal Year (Ending June 30)	Average Annual CPI Index During Fiscal Year	* Average Annual Growth Rate of CPI Index	Calendar Year	Average 3rd Quarter CPI Index (July - September)	** Average 3rd Qtr to 3rd Qtr. Growth Rate of CPI Index
2016	238.27	0.70%	2016	240.97	1.10%
2017	242.66	1.80%	2017	245.7	2.00%
2018	248.1	2.30%	2018	252.2	2.60%
2019	253.3	2.10%	2019	256.62	1.80%
2020	257.23	1.60%	2020	259.76	1.20%
2021	263.2	2.30%	2021	273.6	5.30%
2022	282.03	7.20%	2022	296.42	8.30%
2023	299.69	6.30%	2023	306.84	3.50%
2024	309.57	3.30%	2024	314.88	2.60%

The **Consumer Price Index (CPI)** is a measure of the average change over time in the prices paid by urban consumers for a market basket of consumer goods and services.

Consumer Price Index (CPI) inflation measurement, Base Period: 1982-1984 = 100

* Average Annual Growth Rate is determined by calculating the annual growth of the 12-month average CPI index from one fiscal year to the next fiscal year

** Average Growth Rate is determined by calculating the annual growth in the CPI Index from the 3rd quarter-average in one year to the 3rd quarter average in the next years.

<https://ss.iowacounties.org/Home/Dashboard>



Additional CPI information can be found at US Dept. of Labor, Bureau of Labor Statistics

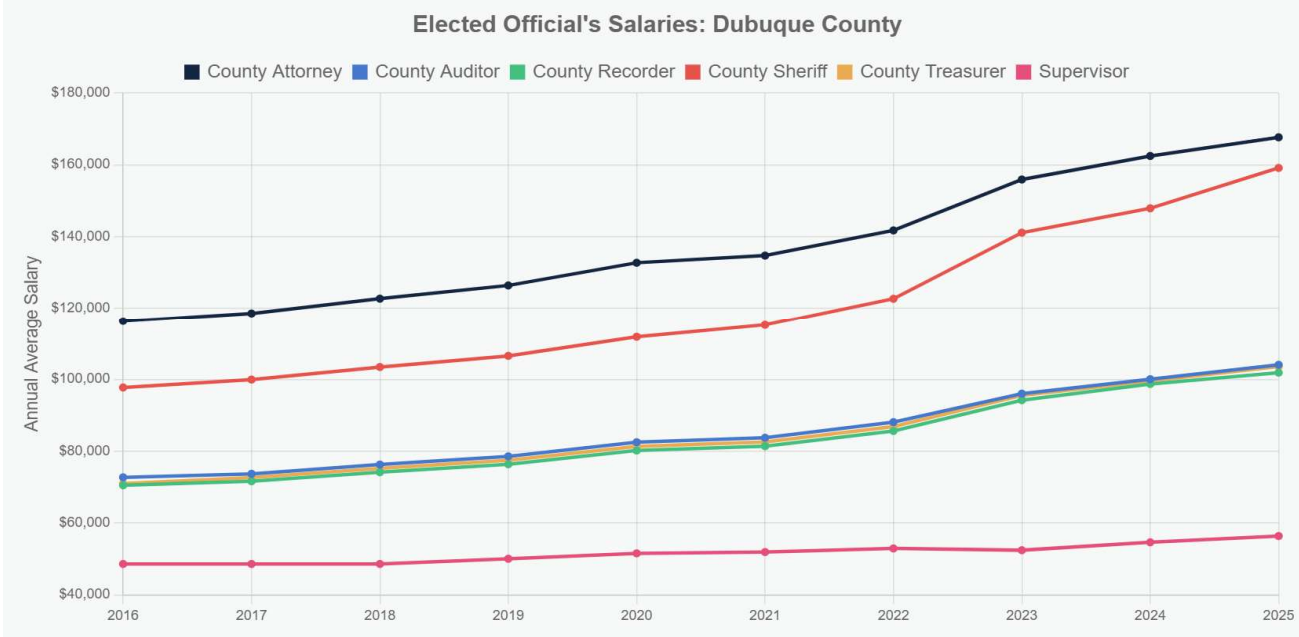
<https://www.bls.gov/cpi/>

ISAC FY 2025 County Salary Survey of 10 Largest Counties

Prepared for Dubuque County Compensation Board, 12/2/2024

<https://www.iowacounties.org/member-resources/salary-survey/>

Elected Officials' Salaries for Fiscal Year 2025																							
	2023	Elected Officials' Salaries, Rank, and Change from Fiscal Year 2024																					
County	pop rank	Supervisor	rnk	chg	Mbrs	Attorney	rnk	chg	Auditor	rnk	chg	Recorder	rnk	chg	Sheriff	rnk	chg	Treasurer	rnk	chg	Tot Elected Salaries	rnk	chg
Polk	1	\$ 149,290	1	4.00%	5	\$ 255,136	1	4.00%	\$ 149,290	1	4.00%	\$ 149,290	1	4.00%	\$212,300	1	4.00%	\$149,290	1	4.00%	\$ 1,661,756	1	
Linn	2	\$ 135,294	2	4.00%	3	\$ 217,919	2	4.00%	\$ 135,294	2	4.00%	\$ 135,294	2	4.00%	\$192,113	3	4.00%	\$135,294	2	4.00%	\$ 1,221,796	3	
Scott	3	\$ 46,745	8	0.00%	5	\$ 165,959	8	5.00%	\$ 101,313	9	5.00%	\$ 101,313	8	5.00%	\$164,784	7	7.00%	\$101,313	9	5.00%	\$ 868,407	7	
Johnson	4	\$ 96,170	4	3.75%	5	\$ 196,217	3	10.25%	\$ 135,158	3	7.08%	\$ 135,158	3	7.08%	\$193,257	2	8.40%	\$135,158	3	7.08%	\$ 1,275,798	2	
Black Hawk	5	\$ 43,876	9	1.86%	5	\$ 161,878	10	7.09%	\$ 98,569	10	7.50%	\$ 98,426	9	7.09%	\$150,939	10	8.58%	\$98,426	10	7.09%	\$ 827,618	8	
Dallas	6	\$ 72,550	5	8.00%	3	\$ 185,684	4	8.00%	\$ 121,768	4	8.00%	\$ 121,768	4	8.00%	\$178,295	5	8.00%	\$121,768	4	8.00%	\$ 946,933	5	
Woodbury	7	\$ 41,967	10	-0.78%	5	\$ 165,830	9	3.00%	\$ 111,600	6	3.00%	\$ -	10	0.00%	\$174,618	6	3.00%	\$111,598	6	3.00%	\$ 781,479	10	
Dubuque	8	\$ 56,383	6	3.20%	3	\$ 167,643	6	3.20%	\$ 104,047	7	4.00%	\$ 101,862	7	3.20%	\$159,115	9	7.60%	\$103,536	7	4.00%	\$ 805,352	9	
Story	9	\$ 97,324	3	4.00%	3	\$ 177,522	5	6.00%	\$ 114,920	5	6.00%	\$ 114,920	5	6.00%	\$181,080	4	6.00%	\$114,920	5	6.00%	\$ 995,334	4	
Pottawattamie	10	\$ 52,752	7	-0.38%	5	\$ 167,168	7	5.59%	\$ 101,970	8	4.60%	\$ 101,970	6	4.60%	\$159,975	8	5.59%	\$101,970	8	4.60%	\$ 896,813	6	
State Average	-	\$ 42,669	-	2.57%	-	\$ 120,965	-	2.32%	\$ 82,030	-	4.20%	78,354	-	2.94%	119,662	-	5.33%	79,826	-	2.95%	\$ 643,280	-	-



Additional FY2025 salary comparables

Sheriff	City of Dubuque Police Chief	\$ 164,694
	ISP Public Safety Chief (Colonel) (FY24)	165,145
	ISP Major (FY24)	144,309
	City of Davenport Police Chief	169,093
Auditor:	Secretary of State (FY24)	\$ 107,182
	SOS Public Service Executive (FY24)	175,682
	SOS Public Service Manager 1 (FY24)	120,616
	City of Dubuque Finance Dir. (FY25)	147,888
Treasurer	IA Dept Rev. - Director (FY24)	\$ 190,000
	Finance Dir., City of Dubuque	147,888
	Finance Dir., City of Urbandale	127,476
	State Treasurser	103,212
	State Treasurer, Deputy	123,614
	State Treasurer, Deputy	150,384
	Private Sector CFO (Dubuque area), median	209,234
	Private Sector Controller,	244,607

ISAC FY 2025 County Salary Survey by Elected Office across all Counties

Prepared and formatted for Dubuque County Compensation Board, 12/2/2024

<https://www.iowacounties.org/member-resources/salary-survey/>

SUPERVISOR	Pop Rank	Salary	Rank	% Change
Polk	1	\$ 149,290	1	4.00%
Linn	2	\$ 135,294	2	4.00%
Story	9	\$ 97,324	3	4.00%
Johnson	4	\$ 96,170	4	3.75%
Dallas	6	\$ 72,550	5	8.00%
Dubuque	8	\$ 56,383	6	3.20%
Hamilton	51	\$ 53,754	7	6.00%
Pottawattamie	10	\$ 52,752	8	-0.38%
Cerro Gordo	13	\$ 52,460	9	0.00%
Benton	24	\$ 51,665	10	-3.13%

ATTORNEY	Pop Rank	Salary	Rank	% Change
Polk	1	\$ 255,136	1	4.00%
Linn	2	\$ 217,919	2	4.00%
Johnson	4	\$ 196,217	3	10.25%
Dallas	6	\$ 185,684	4	8.00%
Story	9	\$ 177,522	5	6.00%
Dubuque	8	\$ 167,643	6	3.20%
Pottawattamie	10	\$ 167,168	7	5.59%
Washington	27	\$ 166,011	8	3.50%
Scott	3	\$ 165,959	9	5.00%
Woodbury	7	\$ 165,830	10	3.00%

AUDITOR	Pop Rank	Salary	Rank	% Change
Polk	1	\$ 149,290	1	4.00%
Linn	2	\$ 135,294	2	4.00%
Johnson	4	\$ 135,158	3	7.08%
Dallas	6	\$ 121,768	4	8.00%
Story	9	\$ 114,920	5	6.00%
Woodbury	7	\$ 111,600	6	3.00%
Washington	27	\$ 104,982	7	3.50%
Dubuque	8	\$ 104,047	8	4.00%
Pottawattamie	10	\$ 101,970	9	4.60%
Scott	3	\$ 101,313	10	5.00%

RECORDER	Pop Rank	Salary	Rank	% Change
Polk	1	\$ 149,290	1	4.00%
Linn	2	\$ 135,294	2	4.00%
Johnson	4	\$ 135,158	3	7.08%
Dallas	6	\$ 121,768	4	8.00%
Story	9	\$ 114,920	5	6.00%
Pottawattamie	10	\$ 101,970	6	4.60%
Dubuque	8	\$ 101,862	7	3.20%
Scott	3	\$ 101,313	8	5.00%
Washington	27	\$ 99,723	9	3.50%
Black Hawk	5	\$ 98,426	10	7.09%

SHERIFF	Pop Rank	Salary	Rank	% Change
Polk	1	\$ 212,300	1	4.00%
Johnson	4	\$ 193,257	2	8.40%
Linn	2	\$ 192,113	3	4.00%
Story	9	\$ 181,080	4	6.00%
Dallas	6	\$ 178,295	5	8.00%
Woodbury	7	\$ 174,618	6	3.00%
Scott	3	\$ 164,784	7	7.00%
Pottawattamie	10	\$ 159,975	8	5.59%
Dubuque	8	\$ 159,115	9	7.60%
Washington	27	\$ 155,715	10	3.50%

TREASURER	Pop Rank	Salary	Rank	% Change
Polk	1	\$ 149,290	1	4.00%
Linn	2	\$ 135,294	2	4.00%
Johnson	4	\$ 135,158	3	7.08%
Dallas	6	\$ 121,768	4	8.00%
Story	9	\$ 114,920	5	6.00%
Woodbury	7	\$ 111,598	6	3.00%
Dubuque	8	\$ 103,536	7	4.00%
Pottawattamie	10	\$ 101,970	8	4.60%
Scott	3	\$ 101,313	9	5.00%
Washington	27	\$ 101,166	10	3.50%

Dubuque County Compensation Board

Monday, December 2, 2024

Salary Schedule Recommendation Form for Elected Officials for FY2026



For FY 2026 July 1, '25 - June 30, '26	% recommend	FY25 current	FY26 recommend	Notes on determining recommendation
Attorney		\$ 167,643	\$ -	
Auditor		\$ 104,047	\$ -	
Recorder		\$ 101,862	\$ -	
Sheriff		\$ 159,115	\$ -	
Treasurer		\$ 103,536	\$ -	
Supervisor (3)		\$ 56,383	\$ -	

Total: 0.0% \$ 805,352 \$ -

Motion by: _____ (motion text:) _____
 Seconded by: _____

	Yes	No
<vacant>		
Mary Anne Gau		
John Murphy		
Gerald Ross		
Ken Runde		
Robert Sabers		
JC Weber		

Additional notes on determining recommendation