

MEETING OF THE DUBUQUE COUNTY COMPENSATION BOARD
December 2, 2024 - 3:00 P.M.

Members Present: Gerald Ross, Ken Runde, JC Weber, John Murphy, Robert Sabers
Members Absent: Mary Anne Gau
Others: Ed Raber, Chelsea Greene, Ami Johnson, Tracy Martin, Wayne Kenniker, Diane McClain, Jim McClain, Benjamin Fisher, Harley Pothoff, Michael Clasen, Joe Kennedy, Kelsey Freiburger, Keith Lucy, Joshua Mohr, Dave Riniker, Jenny Hillary, Jill Kloppenburg, Nick Fisch, Philips IPAD, Scott Nelson, Stella Runde and Tammy Rausch

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

Motion made by Murphy, seconded by Sabers, carried unanimously to approve the minutes of the meeting of December 5, 2023.

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

Motion made by Weber, seconded by Murphy, carried unanimously to name Gerald Ross as Vice Chair.

Ed Raber reviewed Iowa Code 331 and new Compensation Board guidelines. Raber explained the Dubuque County Elected Official rankings compared to the largest 10 metro counties and to other counties. Discussion on cost of living and social security increases.

Recorder representative Murphy suggested Auditor, Recorder and Treasurer salaries align with each other, as they do in other parts of the state. Treasurer representative Weber agreed. Starting recommendation for those 3 - 2.5% per Gerald Ross. All agreed to raise each individually to get them to a similar wage.

Runde suggested an increase for Sheriff based on the area police chiefs, state patrol, and intended to move the pay up from 9th in the state. Robert Sabers suggested an increase for Attorney at 7% based on caseload, staffing levels compared to other metro counties, and crime rates.

Revisiting the increases for Auditor, Recorder, and Treasurer, it was noted that each would have to increase at a different rate to achieve a similar wage, and that each was ranked 7th highest pay among metro counties. The members identified the amount a 4.0% increase for the Treasurer would result in as the target wage for the Auditor and Recorder increases to meet. This was a 3.5% increase for the Auditor and a 5.8% increase for the Recorder.

In determining the increase for Supervisors, the intent was to stay close to or just above the cost of living and consumer price index increases for the year, and the Board settled on 3.0% increase.

Members agreed on 7.0% Attorney, 3.5% Auditor, 5.8% Recorder, 7.5% Sheriff, 4.0% Treasurer, and 3.0% for Supervisors. Motion made by Murphy to approve, seconded by Weber. There was a request to speak by a member of the public, and the Board members agreed with chair Runde to allow the person to speak. Diane McClain spoke in favor of larger increases for the Supervisors to keep the position an

attractive elected office that people could afford to pursue. Following the remarks from the public, the motion carried with all voting “yes”. These recommendations will be presented to the Board of Supervisors for their consideration during the County FY2026 budget process.

The next board meeting date, usually on the first Monday of December at 3:00 p.m., was suggested for December 1, 2025, at 3:00 pm. All members approved unanimously. Members also indicated that they preferred meeting at the West Campus conference room due to its location.

Motion to adjourn by Runde, seconded by Weber, carried unanimously to adjourn at 4:32 p.m.

Respectfully submitted, Ami Johnson
Dubuque Deputy Auditor

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	7.0%	\$ 167,643	\$ 179,378	Look at similar county attorney offices and staffing, population, crime rates
Auditor	3.5%	\$ 104,047	\$ 107,689	Auditor, Recorder, Treasurer to have a similar salary. Among peers they have parity currently.
Recorder	5.8%	\$ 101,862	\$ 107,770	Auditor, Recorder, Treasurer to have a similar salary. Among peers they have parity currently.
Sheriff	7.5%	\$ 159,115	\$ 171,049	Compared to area PCs, ISP, and rank, inclurase will move from 9th
Treasurer	4.0%	\$ 103,536	\$ 107,677	Auditor, Recorder, Treasurer to have a similar salary. Among peers they have parity currently.
Supervisor (3)	3.0%	\$ 56,383	\$ 58,074	Base amount of increase. Ranking among peer group.
Total:	5.3%	\$ 805,352	\$ 847,786	

Motion by: John Murphy (motion text: _____)
 Seconded by: JC Weber _____

	Yes	No
<vacant>		
Mary Anne Gau		not present
John Murphy	X	
Gerald Ross	X	
Ken Runde	X	
Robert Sabers	X	
JC Weber	X	

Additional notes on determining recommendation