

Scott County Board of Supervisors
February 19, 2019 8:00 a.m.

The Board of Supervisors met as a committee of the whole and pursuant to adjournment with Maxwell, Beck, Knobbe, Croken and Kinzer present.

Jon Burgstrum, County Engineer, reviewed the second reading of an ordinance to adjust the speed limit near the Walcott Truck Stop on the north edge of Walcott. He said this is the second of three readings.

Supervisor Knobbe asked Burgstrum if he had received any comments from the public since the last reading.

Burgstrum answered that he had gotten a couple of calls from the media regarding speed limit changes all over the county.

Mary Thee, Human Resources Director, reviewed the hiring of Jordan Trowers for the position of Corrections Officer in the Sheriff's Office at the entry level rate.

Richard Bauer, Elections Supervisor in the Auditor's Office, discussed the 2018 assessment of election costs for the Bettendorf and Davenport Schools Special Elections held on December 11, 2018 in the total amount of \$18,216.14.

David Farmer, Budget and Administrative Services Director, reviewed the FY19 budget amendment. He said the county amends the budget twice per year, once when adopting the budget for next year based on budget information from departments through November, and then again in May. He said notice of the amendment was published in the two official newspapers on February 6th.

Farmer highlighted changes in state service areas and said that multiple departments make up each of the service areas. He said Public Safety & Legal Services increased \$665,047. He noted that the biggest change in public safety is for the Sheriff's Department due to the request of an additional \$261,000 for extradition of prisoners, moving individuals in and out of County. He said the other number is for the Juvenile Detention Center service contracts and placement out of County.

Supervisor Beck asked if the transportation costs included transport of juveniles under detention.

Farmer replied that transport of juveniles was included in the transportation costs while the increased costs of housing juveniles in detention was included in the increase for the Juvenile Detention Center.

Supervisor Croken asked where the plan to reduce the number of inmates and detainees is. He said he will support the budget amendment but the county continues to incarcerate and detain people and the county needs a program to address that.

Supervisor Maxwell said he agrees and maybe the county needs to do something different to slow down incarceration. He said that the money spent for transportation would be better spent in other areas.

Croken said that between 30 to 50 percent of the jail population suffers from mental illness. He said that the mental health court is a successful pilot program which the county should adopt and properly fund. He said if \$250,000 could go to the mental health court instead of prisoner transport the county might see a reduction in the jail population of 15 to 30 percent.

Farmer said he has asked for an update from the consultant that is studying spacing issues in the jail and expects an update in March. Farmer also said the county budgets up to \$200,000 in losses for Medic Ambulance, but the service incurred a \$93,000 loss so that \$107,000 was saved from last fiscal year.

He said the Physical Health and Social Services area increased \$86,142 and that was mostly from within the Health Department for grant utilizations.

Farmer said the Mental Health category decreased \$96,906 based on the Community Services Department estimate of the current budget as of November and pace of expenditures for local services.

He also said that the Environment and Education area decreased \$6,437 despite increases in building maintenance, utilities and professional services in the Conservation Department. He said the Quad Cities Chamber contract amendment led to a \$27,000 reduction for the county.

Farmer noted that the Road and Transportation category had a net increase of \$918,200. He said that the big amounts are for road maintenance and new equipment using fund balance.

He said that Government Services to Residents had a net decrease of \$60,290, partially due to moving equipment maintenance for new, more software-based election equipment from the Auditor's Office into the IT Department for a net decrease of \$26,000. He said the Recorder's Office was down \$43,000 due to moving software maintenance expenses for the COTT system from the Recorder to IT.

Farmer said that the Administration category involves several departments and had a net decrease of \$121,232. He said the Attorney's Office liability insurance estimates are running as well as can be halfway through the year, and so some dollars were rolled back. He said the Board of Supervisors' cost for professional services is increasing due to the strategic planning costs and costs for the upcoming economic development summit. He said Non-Departmental expenses are coming down for staffing costs of the Fleet Manager which was moved from the general fund to the Secondary Roads fund.

Knobbe noted that for the economic development summit all the costs were budgeted but that the county will recoup much of those costs through attendance fees.

Farmer said there is a net decrease of \$899,167 in Capital Projects, including projects for Conservation, IT, and Secondary Roads, and general construction projects that include the elevator projects, Records ECM, GIS photos, general technology, conservation projects and Secondary Roads capital projects.

Farmer said the revenue amendment included a decrease of \$40,000 in Other County Taxes/ TIF Tax Revenues related to the Local Option Sales Tax. He said that despite estimating an increase of \$300,000 in Commercial and Industrial Rollback Backfill the Intergovernmental category will decrease \$609,000 related to Bridge Replacements and the Iowa DNR contract for West Lake restoration. He said that the Treasurer's Office has worked to increase revenue from interest on county funds.

Farmer said he recommends a budget amendment for the transfer from the general fund to the capital fund and the health insurance fund, and that the funds are from Fiscal Year 18 savings. He said the transfer out is about \$2.5 million. He also said that the unassigned fund balance of the general fund is projected to decrease by about \$800,000 with a projected closing fund balance of between 17 to 18 percent on June 30, 2019. He said the public hearing is Thursday and the adoption of the amendment may happen after that.

Supervisor Kinzer said the Board recently met with the Farm Bureau and that an overview of the budget was presented and that he commended Chairman Knobbe as well as David Farmer and Lori Elam in representing Scott County.

Mary Thee reviewed the recommendations from the Compensation Board regarding salaries of elected officials. She said the recommendations are for the Supervisors a two percent increase, for the Auditor, County Attorney, Recorder and Treasurer a fifteen percent increase and for the Sheriff a twenty percent increase.

Knobbe asked for clarification of the state law.

Thee said the Board of Supervisors cannot go above the recommendations but can reduce them all by the same amount. She said the Board of Supervisors positions are not tied to the other official's reduction amounts.

Croken asked if the criteria that the Compensation Board uses is based on comparable salaries in similar communities.

Thee said that is one the factors looked at.

Croken said there has been a lot of public discussion about the size of the increase and that he thinks the Board needs to refocus from the increase to back to the criteria the state provides to create compensation for elected officials that are comparable to

elected officials serving elsewhere, and that the size of the increase reflects the lack of attention to this issue for a long period of time.

Beck said the Supervisors have discussed this extensively in the budget meetings, and at this point they need to make a decision on what the increases are going to be. Beck said he recommends bringing the Sheriff to a four percent increase, the rest of the elected officials minus the Supervisors to a three percent increase and the Supervisors have a one percent increase.

Croken said many people have said let's not get into the weeds and we have a legislatively mandated process for determining salary equity and thinks that group did a thorough job and that he will be supporting the recommendation of the Compensation Board minus the increase for County Supervisors. He said his recommendation for the Supervisors is no increase as Scott County Supervisors are the highest paid part time supervisors in the state.

Kinzer said that he thinks what the Board needs to do is take care of our folks first. He said he commends the Compensation Board. He said that leadership starts at the top and thinks the Board needs to take care of staff first, the folks recognized at Pride meetings and have made careers working at the County, and we just went through a salary study. He said he is for the increase that the bargaining units are receiving.

Maxwell said he is with Kinzer, if staff is getting a 2.25 percent increase and elected officials are getting 15 and 20 percent, that sends a clear message and that there could be dissention among the ranks. He said he also struggles with the large one time increase. He said he could support Beck's recommendations, with a zero percent increase for the Supervisors. He said he knows the salaries need to catch up and that the Compensation Board made the Supervisors aware of the disparity of Scott County elected officials' salaries compared to the salaries of other elected officials throughout the state.

Knobbe said he supports Beck's recommendations.

Beck said he would amend his recommendation to a zero increase for the Supervisors.

Roxanna Moritz, County Auditor, said she is not advocating any amount. She said none of the Board members have the institutional knowledge that the Recorder, the Sheriff and she have of going through 2008 until now where they were asked to give their all because the County was suffering. She said there were years when they received zero percent or one percent increases with an understanding that the Board would provide greater increases in the future. She said when things were tough they were asked to give and they eliminated positions in their offices and looked at all of the ways they could to streamline operations. She said the positions have become careers for the Recorder, Auditor and County Attorney, and that the Board should want them to be, so that elected officials stay engaged in the process, continue to learn and educate themselves and make Scott County a better place. She said the salary study showed

that 38 percent of county employees are under paid and that the Compensation Board showed a similar disparity for the elected officials. She said that other counties have identified similar disparities and those counties have a plan to increase salaries over a four year period. She said that it will take a much longer time frame to reach equity with three percent increases. She also cited that salaries for deputies are tied to 85 percent of the salary for elected officials.

Croken said that the Board should also look at longevity and performance. He said that the offices of elected officials are extremely well run and efficient. He said that it was not fair to penalize those who chose to run for office. He said that these salaries are the livelihood for these officials, and that they work full time, are committed and doing their jobs well. He suggested to look at the dollar amounts as being reasonable rather than focusing on the percentage increase.

Kinzer said that when he was the Mayor of the City of Blue Grass he received \$200 per month and that the concept of being paid did not motivate him to run for office. He said the reason he ran for office was to make important changes. He said that the careers of elected officials are dependent on the voters.

Croken asked if staff could develop a plan to increase elected officials salaries to be comparable with salaries in other counties over a three year time span.

Knobbe said that is entirely up to the Compensation Board and that the Board of Supervisors reacts to those decisions.

Thee said that it was not under the Board's control to make recommendations to the Compensation Board.

Beck said that he agreed both with Croken about properly compensating those who have made a career in public service, and with Kinzer that elected officials serve at the will of the voters. He said that some past increases were up to double the increase in the Consumer Price Index and he assumed these increases were to help offset when there were no increases.

Thee reviewed the organizational change requests.

Beck said he advocates for employing an outside, subject matter expert to study the need to increase staffing in regards to the Sheriff's Office and Attorney's Office requests. He said in the meantime there would still be four over hires for correction officers. He said he recommends approving two over hires for deputy positions, hire the Sex Offender Registry Specialist, and to approve the investigator in the Attorney's Office as a part time temporary position paid for with under spent funds from the Attorney's Office pending the outcome of the study.

Thee said she would discuss this with the County Attorney and said there is currently a study regarding the corrections officers and JDC and that maybe the consultant could expand these other positions into that study.

Maxwell asked if the over hires allows the Sheriff to fill the needs.

Thee answered yes. She also said hiring of corrections officers is a different process than hiring deputies. She said the Sheriff can only hire deputies off of a certified list and is further constrained by the availability of training positions at the Law Enforcement Academy.

Croken said he has no concern about a study and thinks that it should go forward. He said that the Board is being asked to approve the positions because turnover is so high. He said he recently spent an eight hour shift with the County Sheriff patrol and that there were only three deputies on patrol for the entire County, one in each of three districts. He said they were completely dependent on Iowa State Patrol, Davenport police and Bettendorf police to back them up. He said he thinks it's an unsafe situation. He said at one point they had to call in Auxiliary officers for back up. Croken said the County needs more public safety and suggests that the Board go forward with the hires.

Kinzer asked Beck if he is recommending a new study.

Beck said yes for the patrol and investigator position.

Kinzer said the Sheriff ran on increasing staff and that the County Attorney ran unopposed. He said he can say that more public safety is needed and that he reached out to the Sheriff early on about the need for more deputies. He said that the Sheriff and Attorney have done their studies and they have said they need the new positions.

Thee said she would modify the resolution by making the Investigator position in the Attorney's Office a temporary hire, the five Corrections Officer positions as well as the Deputy positions in the Sheriff's Office as overfill only.

Croken said he would like the original resolution brought back to the Board for consideration on Thursday at the Board meeting as well.

Mary Thee reviewed the adjustment in salary for non-represented county employees by increasing the range by 2.25 percent and the range placement of positions on the salary scale.

Kinzer said he supports the resolution and asked if this was separate from the salary study 2.25 percent increase.

Thee said yes, this is an increase for cost of living.

David Farmer reviewed the upcoming public hearing for the FY20 budget and that the resolution reflects a budget as it was before any discussion this morning. He said he will reflect a budget change for the Compensation Board and that he thinks it is the intent of the Board to offset that with a reduction of property taxes and that he will reflect an updated tax rate as well. He said as far as the compensation organizational change, he will have to get with Mary Thee as well on how to update the budget accordingly.

Mary Thee reviewed Benefited Fire District appointments.

Moved by Croken, seconded by Beck at 9:45 a.m. a motion to adjourn. All Ayes.

Tony Knobbe, Chair of the Board
Scott County Board of Supervisors

ATTEST: Roxanna Moritz
Scott County Auditor